

Agenda

Teitl y cyfarfod:	Cyfarfod Cyhoeddus Bwrdd CNC
Dyddiad y cyfarfod:	Dydd Iau, 20 Mawrth 2025
Amser y cyfarfod:	9am – 12.40pm

Amser	Eitem
Materion rhagarweiniol	
9am (5 munud)	Eitem 1. Dechrau'r cyfarfod • Croeso • Datgan buddiannau • Egluro trefn y cyfarfod Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd) Crynodeb: NODI unrhyw ddatganiadau o fuddiant
9.05am (5 munud)	Eitem 2. Adolygu'r cofnodion a chofnod y camau gweithredu 2A. Adolygu cofnodion y cyfarfod cyhoeddus a gynhaliwyd ar 23 Ionawr 2B. Adolygu'r cofnod o gamau gweithredu cyhoeddus Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd) Crynodeb: CYMERADWYO cofnodion y cyfarfod blaenorol a'r cofnod o gamau gweithredu
Gosod y sefyllfa	
9.10am (10 munud)	Eitem 3. Yr wybodaeth ddiweddaraf gan y cadeirydd Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd) Crynodeb: NODI diweddariad y cadeirydd i'r bwrdd

9.20am
(10 munud)

Eitem 4. Adroddiad gan y Prif Weithredwr

Noddwr a chyflwynydd: Ceri Davies, Prif Weithredwr Dros Dro

Crynodeb: NODI'R sefyllfa bresennol a rhoi'r wybodaeth ddiweddaraf i'r bwrdd ar y prif weithgareddau

Cyfeirnod y papur: 25-03-B11

Llywodraethu, Risg a Sicrwydd

9.30
(20 munud)

Eitem 5. Adroddiadau diweddarau'r pwyllgorau a'r fforymau

Noddwyr a chyflwynwyr: Cadeiryddion y pwyllgorau

- Y Pwyllgor Archwilio a Rheoli Risg
- Y Pwyllgor Cyngori ar Dystiolaeth
- Y Pwyllgor Cyllid – 6 Chwefror a 5 Mawrth (ar lafar)
Cyfeirnod y papur: 25-03-B24
- Y Pwyllgor Rheoli Perygl Llifogydd – 11 Chwefror (*Cyfarfod ar y cyd o'r Pwyllgor Rheoli Perygl Llifogydd a'r Pwyllgor Ystad Tir*)
- Y Pwyllgor Ystad Tir – 11 Chwefror
Cyfeirnod y papur: 25-03-B12
- Y Pwyllgor Pobl a Chwsmeriaid – 19 Chwefror
Cyfeirnod y papur: 25-03-B13
- Y Pwyllgor Ardaloedd Gwarchodedig – 13 Chwefror
Cyfeirnod y papur: 25-03-B14
- Fforwm Rheoli Tir Cymru – Dim cyfarfod
Cyfeirnod y papur: 25-03-B23
- Fforwm Pysgodfeydd Cymru
- Fforwm Rheoli Dŵr Cymru – Dim cyfarfod
- Fforwm Mynediad Cenedlaethol Cymru
- Grŵp Galluogi'r Sector Amgylcheddol (Ar lafar)

Crynodeb: NODI'R wybodaeth ddiweddaraf gan bwyllgorau'r bwrdd a fforymau CNC, o fewn a thu allan, a'r cyfarfodydd a gynhaliwyd

Cynllunio strategol

9.50am
(30 munud)

Eitem 6. Trafodaeth strategol: Rheoleiddio mewn cyfnod o dwf

Noddwr: Dom Driver, Cyfarwyddwr Gweithredol Dros Dro y Gyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu

Cyflwynydd: Nadia De Longhi, Pennaeth Rheoleiddio a Thrwyddedu; Martin Cox, Pennaeth Gweithrediadau; Ruth Jenkins, Pennaeth Datblygiadau Cynllunio a Môrol

Crynodeb: Trafodaeth strategol am oblygiadau ein hamgylchedd gweithredu newidiol i gyflawni'r buddion a ragwelir yn ein Cynllun Corfforaethol a rheoli ein risgiau strategol.

Cyflawni ein cynllun

10.20am
(20 munud)

Eitem 7. Adroddiad perfformiad cyllid

Noddwr: Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol

Cyflwynydd: Rob Bell, Pennaeth Cyllid

Crynodeb: CYMERADWYO'R sefyllfa ariannol ddiweddaraf

Cyfeirnod y papur: 25-03-B17

10.30am
(20 munud)

Eitem 8. Diweddariad chwarterol ar ddangosfwrdd perfformiad y cynllun busnes

Noddwr: Y Tîm Gweithredol

Cyflwynydd: Ceri Davies, Prif Weithredwr Dros Dro

Crynodeb: CYMERADWYO diweddariad chwarterol y trydydd chwarter ar ddangosfwrdd perfformiad y cynllun busnes

Cyfeirnod y papur: 25-03-B18

10.50am
(20 munud)

Eitem 9. CNC ar X (Twitter gynt)

Noddwr: Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol

Cyflwynydd: Meinir Wigley, Pennaeth Cyfathrebu a Thrawsnewid Digidol

Crynodeb: CYMERADWYO'R dull

Cyfeirnod y papur: 25-03-B19

11.10am
(15 munud)

Egwyl

11.25am
(30 munud)

Eitem 10. Chwaraeon modur ar y tir sydd yng ngofal Cyfoeth Naturiol Cymru

Noddwr: Dom Driver, Cyfarwyddwr Gweithredol Dros Dro y Gyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu

Cyflwynydd: Rachel Chamberlain, Pennaeth Dros Dro Stiwardiaeth Tir; Dave Liddy, Cynghorydd Arbenigol Arweiniol, Cynllunio Hamdden ar yr Ystad

Crynodeb: Trafod gweithrediad y strategaeth y cytunwyd arni'n ddiweddar

Cyfeirnod y papur: 25-03-B20

Trafodaeth trwy eithriad

11.55pm
(0 munud)

Eitem 11. Adroddiad chwarterol llesiant, iechyd a diogelwch

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol

Cyflwynydd: Charlotte Morgan, Rheolwr Llesiant, Iechyd a Diogelwch

Crynodeb: CYMERADWYO adroddiad trydydd chwarter llesiant, iechyd a diogelwch

Cyfeirnod y papur: 25-03-B21

11.55am
(5 munud)

Eitem 12. Unrhyw fater arall

12pm
(10 munud)

Eitem 13. Sut wnaethon ni berfformio yn y cyfarfod hwn?

Noddwr: Syr David Henshaw, Cadeirydd

Crynodeb: Adolygiad o'r cyfarfod

12.10pm

Cau'r cyfarfod

12.20pm
(20 munud)

Sesiwn holi ac ateb ar gyfer y cyhoedd

12.40pm

Cau'r cyfarfod cyhoeddus

Cofnodion DRAFFT heb eu cadarnhau

Teitl y cyfarfod:	Cyfarfod Bwrdd Cyfoeth Naturiol Cymru – Cyfarfod Cyhoeddus
Lleoliad:	Ystafell y Bwrdd, Parc Cathays 2, Microsoft Teams
Dyddiad y cyfarfod:	23 Ionawr 2025
Aelodau'r bwrdd yn bresennol:	Syr David Henshaw Yr Athro Steve Ormerod, Dirprwy Gadeirydd Ceri Davies, Prif Weithredwr Dros Dro Geraint Davies Dr Pete Fox Yr Athro Calvin Jones Lesley Jones Yr Athro Rhys Jones Mark McKenna Kath Palmer Helen Pittaway Dr Rosie Plummer
Aelodau'r Tîm Gweithredol yn bresennol:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol Gareth O'Shea, Cyfarwyddwr Gweithredol y Gweithrediadau Dominic Driver, Cyfarwyddwr Gweithredol Dros Dro Tystiolaeth, Polisi a Thrwyddedu
Hefyd yn bresennol:	Phil Williams, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd (pob eitem) Rob Bell, Pennaeth Cyllid – eitemau 7 ac 8 Vic Rose-Piper, Pennaeth Gwasanaethau Cymorth Busnes ac Adfywio – eitem 9 Lisa Phillips, Uwch-gynghorydd Arbenigol, Dulliau Rheoleiddiol – eitem 9 Naomi Lawrence, Pennaeth Profiad Cwsmeriaid – eitem 9 Andrew Jones, Rheolwr Trawsnewid Busnes – eitem 9

	Silas Jones, Rheolwr Gwasanaethau Adnewyddu – eitem 9 Charlotte Morgan, Rheolwr Llesiant, Iechyd a Diogelwch – eitem 9 Dion Griffiths (Teams), Prif Gynghorydd Arbenigol, Datblygu Sefydliadol – eitem 9
Sylwedyddion CNC yn bresennol:	Neb
Sylwedyddion o'r cyhoedd yn bresennol:	Aelodau ychwanegol o'r cyhoedd
Ymddiheuriadau:	Clare Pillman, Prif Weithredwr
Ysgrifenyddiaeth:	Natalie Williams, Dirprwy Ysgrifennydd y Bwrdd ac Arweinydd Tîm Ysgrifenyddiaeth y Bwrdd Rhiannon Spencer, Tîm Ysgrifenyddiaeth y Bwrdd
Datganiadau o fuddiant:	• Dr Rosie Plummer – Aelod o Awdurdod Parc Cenedlaethol Arfordir Penfro: rhyngweithiadau eang, yn cynnwys Withyhedge (gydag CNC), gan gynnwys dynodiad tirwedd y parc cenedlaethol a mesurau diogelu, yn cynnwys afonydd ardaloedd cadwraeth arbennig, parthau morol, derbynnydd grantiau amrywiol a chydweithredwr. • Geraint Davies – Mentor gyda Cyswllt Ffermio; cydymaith Canolfan Ymchwil yr Ucheldir, Pwllpeiran; cytundeb rheoli tir adran 16 ar waith ag CNC. • Yr Athro Rhys Jones – rhan o brosiect ymchwil a ariannwyd, gyda Phrifysgol Coventry, a fydd yn archwilio datblygiad a gweithrediad cynnar y Cynllun Ffermio Cynaliadwy. • Yr Athro Calvin Jones – Aelod o banel cynghori ar fetrigau bioamrywiaeth Llywodraeth Cymru. • Ceri Davies – Ymddiriedolwr Cadwch Gymru'n Daclus.

Eitem 1. Cychwyn y cyfarfod

1. Cychwynnwyd y cyfarfod gan y cadeirydd. Croesawodd bawb, ac esboniodd reolau a gweithdrefnau'r cyfarfod. Nodwyd datganiadau o fuddiant ac ymddiheuriadau fel uchod.

Eitem 2. Adolygu'r cofnodion a chofnod y camau gweithredu

Eitem 2A. Adolygu cofnodion y cyfarfod ar 21 Tachwedd

2. Adolygwyd cofnodion cyfarfod cyhoeddus y bwrdd a gynhaliwyd ar 21 Tachwedd a chytunwyd arnynt.

Eitem 2B. Adolygu'r cofnod o gamau gweithredu

3. Adolygwyd a nodwyd y cofnod o gamau gweithredu.

Eitem 3. Yr wybodaeth ddiweddaraf gan y cadeirydd

4. Rhoddodd y cadeirydd yr wybodaeth ddiweddaraf i'r bwrdd am y broses recriwtio ar gyfer aelodau newydd o'r bwrdd. Roedd adroddiad yn cael ei baratoi ar gyfer y Prif Weinidog i aelodau ymuno â'r bwrdd yn 2025. Canmolodd y cadeirydd Llywodraeth Cymru ar y broses, a diolchodd i'r timau am eu cymorth.

Eitem 4. Adroddiad gan y Prif Weithredwr

5. Rhoddodd y Prif Weithredwr Dros Dro yr wybodaeth ddiweddaraf am eitemau, ac am yr adroddiad ysgrifenedig. Yn dilyn y stormydd diweddar, roedd CNC yn parhau i weithio gyda'r awdurdodau lleol yn yr ardaloedd yr effeithiwyd arnynt fwyaf, a byddent yn parhau â'u gwaith ar yr ystadau. Roedd rhybuddion tywydd pellach wedi'u cyhoeddi, ac roedd timau'n barod i ddarparu cymorth.
6. Roedd gwaith yn mynd rhagddo gyda Chyngor Bwrdeistref Sirol Rhondda Cynon Taf, ac roedd trafodaethau'n cael eu cynnal ynghylch sut i ddatblygu'r prif feysydd gwaith mewn nifer o feysydd. Cydnabuwyd mai ymdrech Cymru ar y Cyd oedd hwn i helpu cymunedau i ddod yn fwy gwydn. Byddai diweddariadau pellach yn cael eu darparu i'r bwrdd ar y gwaith a'r adolygiadau o ddigwyddiadau.
7. Roedd y tîm yn ymwybodol bod y tymor ar gyfer taenu ar dir wedi dod i ben ledled Cymru. Cafwyd ymholiadau a phryderon ynghylch llygredd afonydd. Roedd rheoliadau llygredd ar waith i sicrhau bod trafodaethau'n cael eu cynnal â ffermwyr.
8. Rhoddodd Cyfarwyddwr Gweithredol Dros Dro y Gyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu yr wybodaeth ddiweddaraf am ei ymweliad â'r Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith i ddarparu tystiolaeth ar gloddfeydd metel, chwareli a thomenni glo, gan dynnu sylw hefyd at rôl CNC yn y maes hwn. Roedd ymchwiliad i fioamrywiaeth wedi'i gyhoeddi. Roedd tystiolaeth bellach wedi'i darparu, ac roedd CNC yn gweithio gyda Llywodraeth Cymru fel y corff cadwraeth natur. Holodd y bwrdd ynghylch sut y byddai argymhellion yn cael eu datblygu i'r cam nesaf. Roedd y pwyllgor yn adolygu gwaith yn ymwneud â'r amgylchedd dŵr, a gwaith seilwaith.
9. Roedd CNC wedi cadw safon rheoli iechyd a diogelwch galwedigaethol ISO 45001 heb unrhyw fân achosion o ddiffyg cydymffurfio. Nodwyd llwyddiant yr ymdrech i wella llesiant, iechyd a diogelwch yn y sefydliad.

10. Roedd y BBC wedi cysylltu â CNC mewn perthynas â'r ymchwiliad i safle tirlenwi Withy hedge, ac roedd nifer fawr o gwynion amdano wedi dod i law drwy gydol mis Ionawr. Roedd y lefelau methan wedi cael eu hasesu, ac roeddent yn isel yn gyffredinol, er eu bod ychydig yn uwch mewn un ardal. Byddai'r timau'n parhau i'w rheoleiddio a'u cadarnhau. Roedd lefel uwch o gwynion hefyd yn dod i law mewn perthynas â safle tirlenwi Hafod, ac roedd arbenigwyr wedi nodi meysydd i'w gwella ar gyfer y safle.
11. Rhoddwyd yr wybodaeth ddiweddaraf am y Cynllun Ffermio Cynaliadwy. Roedd newid disgrifiadol wedi bod yn yr asesiad, ond roedd y timau'n obeithiol o ran yr hyn y gallent ei wneud dros natur. Holodd y bwrdd ynglŷn â barn CNC o ran y newidiadau yn y Cynllun Ffermio Cynaliadwy, a gofynnodd am yr wybodaeth ddiweddaraf am y trafodaethau a oedd yn cael eu cynnal â'r grwpiau cymunedol. Roedd CNC yn gallu cynnal ei ymdrechion o ran bioamrywiaeth a chadwraeth ar gyfer y dyfodol, ac roedd wedi bod yn glir gyda Llywodraeth Cymru ynghylch y targedau a bennwyd yn y maes hwn. Roedd cyllid ychwanegol wedi'i sicrhau ar gyfer y cynllun pan fyddai wedi dechrau.
12. Bu'r bwrdd yn trafod sut y byddai'r cynlluniau rheoli yn cael eu dylunio ar gyfer safleoedd penodol mewn perthynas â'r Cynllun Ffermio Cynaliadwy. Awgrymwyd y gallai'r Pwyllgor Ardaloedd Gwarchodedig fonitro cynnydd y cynlluniau rheoli mewn perthynas â safleoedd dynodedig, gan ei fod yn hollbwysig i berchnogion tir yn rheoli safleoedd gwarchodedig. Tynnodd Geraint Davies, aelod o'r bwrdd, sylw at y ffaith y byddai CNC yn ymweld â'r ardaloedd gwarchodedig ar ei safle, ac yn eu hasesu, cyn cynnal y gwaith a fyddai'n cael ei gyflwyno.
13. Cynhaliwyd cyfarfodydd cyhoeddus gydag aelodau'r bwrdd ynghylch y tair canolfan ymwelwyr. Tynnwyd sylw at y camau nesaf, gan gynnwys agor gofod ar gyfer dinasyddion a gwahodd pobl â diddordeb i wneud rhywbeth yn y tair canolfan ymwelwyr. Roedd y timau'n gwrandao ar yr hyn yr oedd y gymuned am ei weld yno, ac roedd trafodaethau'n mynd rhagddynt ynghylch cymryd yr awenau o ran darparu ar gyfer y canolfannau. Roedd CNC yn aros am gyngor cyfreithiol, ond nodwyd y byddai lluniaeth yn cael ei ddarparu ym Mwlch Nant yr Arian a Choed y Brenin o 1 Ebrill 2025. Roedd buddsoddiadau bach yn cael eu gwneud, ac roedd y mwyafrif o'r cynlluniau trosglwyddo wedi'u cwblhau, gyda gwybodaeth am sut i'w rhoi ar waith.
14. Rhoddodd Cyfarwyddwr Gweithredol Dros Dro'r Gyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu yr wybodaeth ddiweddaraf am brif gyfrifoldebau CNC mewn perthynas â'r tomenni glo a'r chwareli. Byddai hefyd yn cynrychioli CNC tra bod y gwaith gyda'r awdurdodau lleol a Llywodraeth Cymru yn mynd rhagddo. Darparwyd esboniad o sut y byddai Bil Tomenni Mwyngloddiau a Chwareli Nas Defnyddir (Cymru) yn gweithio, ac roedd CNC yn cefnogi'r darpariaethau a'r dull gweithredu, gan fod hyn yn hollbwysig ar gyfer newid yn yr hinsawdd. Amlinellwyd y costau. Roedd cyllid cyfalaf wedi'i roi gan Lywodraeth Cymru. Fodd bynnag, roedd angen adolygu'r costau refeniw a'r costau cynnal a chadw.

CAM GWEITHREDU: Cyfarwyddwr Gweithredol Dros Dro y Gyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu i roi'r wybodaeth ddiweddaraf i'r bwrdd am y tomenni glo a'r Bil Tomenni Mwyngloddiau a Chwareli Nas Defnyddir (Cymru).

Eitem 5. Adroddiadau diweddarau'r pwyllgorau a'r fforymau

15. Rhoddodd Kath Palmer, Cadeirydd y Pwyllgor Archwilio a Rheoli Risg, yr wybodaeth ddiweddaraf o'r cyfarfod a gynhaliwyd ar 13 Rhagfyr. Roedd mater yn ymwneud ag ardaloedd draenio mewnol wedi'i godi gan Archwilio Cymru, ac roedd y Pwyllgor Archwilio a Rheoli Risg wedi gofyn am nodyn briffio pellach. Trafodwyd hefyd y cynnydd a wnaed o ran rheoli risgiau, a nodwyd y byddai'r Pwyllgor Archwilio a Rheoli Risg yn goruchwyllo traciwr gweithrediadau llywodraethu a'r cynllun gweithredu llywodraethu. Tynnwyd sylw at ddau archwiliad dilynol a fyddai'n cael eu gohirio tan 2026, oherwydd y pryderon ynghylch cael digon o adnoddau ar gyfer yr archwiliadau hyn. Cytunwyd y byddai'r Tîm Gweithredol yn gyfrifol am y cam gweithredu ynghylch adnoddau. Bu'r pwyllgor hefyd yn trafod y risgiau a'r deilliannau a oedd yn gysylltiedig â'r Achos dros Newid.

CAM GWEITHREDU: Yr ysgrifenyddiaeth i gynnwys eitem sefydlog ar gyfer llywodraethu ar flaenraglen waith y bwrdd.

16. Rhoddodd Helen Pittaway, cadeirydd y Pwyllgor Cyllid, yr wybodaeth ddiweddaraf i'r bwrdd o'r cyfarfodydd a gynhaliwyd ar 5 Rhagfyr ac 8 Ionawr. Bu'r pwyllgor yn trafod CNC2030 a'r pryderon ynghylch prosiect technoleg gwybodaeth a chyfathrebu sefydlog oherwydd bod diffyg adnoddau. Bu'r Pwyllgor Cyllid hefyd yn adolygu'r perfformiad ariannol, y gyllideb a chynllunio busnes.

17. Trafodwyd effaith ariannol y stormydd diweddar, a holwyd a oedd CNC wedi dweud wrth Lywodraeth Cymru am y costau hyn. Byddai'r Prif Weithredwr Dros Dro yn gwirio cynnydd CNC o ran sicrhau bod adnoddau ar gael, ac awgrymodd y gallai fod yn haws amcangyfrif effeithiau asedau llifogydd ac asedau gwynt o gymharu ag effeithiau eraill. Cafwyd trafodaethau ynghylch yr effaith ar y tîm rhybuddio a hysbysu, gan nad oedd rhai staff yn gallu gwneud y gwaith busnes fel arfer. Byddai hyn yn cael ei adolygu er mwyn rhoi adborth i Lywodraeth Cymru.

18. Tynnodd yr Athro Steve Ormerod, cadeirydd y Pwyllgor Cynghori ar Dystiolaeth, sylw at wahoddiad aelodau'r bwrdd i Gynhadledd Tystiolaeth CNC ar 30 Ionawr 2025, lle byddai trafodaethau ynghylch sut roedd CNC yn defnyddio tystiolaeth i gael effaith gadarnhaol.

19. Rhoddodd Dr Pete Fox, cadeirydd y Pwyllgor Rheoli Perygl Llifogydd, yr wybodaeth ddiweddaraf i'r bwrdd am y cyfarfod a gynhaliwyd ar 9 Ionawr. Roedd adolygiad wedi'i wneud ar raglen gyfalaf eleni. Bu'r Pwyllgor Rheoli Perygl Llifogydd yn trafod yr achos busnes amlinellol a oedd yn ceisio nodi'r risgiau a oedd yn gysylltiedig â'r rhaglen gyfalaf, gan gynnwys pa risgiau y dylid mynd i'r afael â nhw. Cafodd y pwyllgor ddealltwriaeth well o'r risgiau a oedd yn gysylltiedig â nifer fawr o brosiectau a rhaglenni. Trafodwyd hefyd bapur praeseptau a chyfraddau'r ardaloedd draenio mewnol, ac roedd y drafodaeth strategol ar yr ardaloedd draenio mewnol wedi'i gohirio

tan y cyfarfod ar y cyd rhwng y Pwyllgor Rheoli Perygl Llifogydd a'r Pwyllgor Ystadau Tir.

20. Rhoddodd Mark McKenna, cadeirydd y Pwyllgor Pobl a Chwsmeriaid, yr wybodaeth ddiweddaraf am gyfarfod 10 Rhagfyr, pan oeddent wedi trafod y risgiau strategol, y strategaeth newydd ar gyfer y Pwyllgor Pobl a Chwsmeriaid, yr achos dros newid, a'r ISO 45001. Byddai trafodaeth ar strategaeth newydd y Pwyllgor Pobl a Chwsmeriaid yn cael ei hychwanegu at flaenraglen waith y bwrdd.

CAM GWEITHREDU: Yr ysgrifenyddiaeth i ychwanegu eitem ar gyfer y strategaeth pobl i flaenraglen waith y bwrdd.

21. Rhoddodd yr Athro Rhys Jones, Cadeirydd Fforwm Rheoli Tir Cymru, ddiweddariad i'r bwrdd. Cyflwynwyd strategaeth y diwydiant coedwigaeth i'r fforwm, ac ystyriwyd yr holl elfennau a oedd yn bwysig o ran amcanion CNC a'r strategaeth ynghylch sut i ddefnyddio tir yng Nghymru. Holwyd sut oedd rhanddeiliaid yn teimlo am y newidiadau, ac a oeddent yn eu derbyn. Cafwyd ymateb cadarnhaol, ac er bod rhywfaint o ansicrwydd wedi bod mewn perthynas â rhai agweddau, roedd hwn yn rhywbeth y gallent ei gefnogi.
22. Rhoddodd yr Athro Steve Ormerod, cadeirydd Fforwm Pysgodfeydd Cymru a Fforwm Rheoli Dŵr Cymru, yr wybodaeth ddiweddaraf i'r bwrdd. Roedd prif thema cyfarfod Fforwm Pysgodfeydd Cymru yn ymwneud â gwaith partneriaid a chydweithredwyr. Roedd nifer eogiaid yr lwerydd a oedd yn cael eu dal yn cael ei fonitro. Cyflwynwyd is-ddeddfau'n ymwneud ag eogiaid a brithyllod môr yn dilyn adolygiad yn 2020. Bu'r fforwm yn trafod a oedd yr is-ddeddfau yn addas i'r diben. Nodwyd gan y bwrdd y byddai Prosiect LIFE Afon Dyfrdwy yn dod i ben, a'i bod yn bwysig cael cynllun newydd ar waith i barhau â'r gwaith a wnaed eisoes. Cadarnhawyd bod gweithgareddau'n parhau, a bod y prosiect Pedair Afon LIFE wedi denu newyddion a sylw, ond bod problemau ariannu wedi'u nodi. Bu'r bwrdd yn trafod a allai CNC fynd ar drywydd mathau eraill o gyllid, neu a oedd yn bosibl cynnwys y sector preifat. Roedd gwaith dilynol yn parhau gyda threialon afon Teifi, i ddarparu'r gwaith dilynol ar ôl i brosiect ddod i ben, ac i sicrhau bod unrhyw welliant a wnaed yn cael ei gynnal.
23. Rhoddodd Rosie Plummer, a ddirprwyodd fel cadeirydd Fforwm Mynediad Cenedlaethol Cymru, yr wybodaeth ddiweddaraf i'r bwrdd am y cyfarfod diweddar. Bu trafodaethau ynghylch annog trafnidiaeth gynaliadwy mewn parciau cenedlaethol, ac am y gwaith partneriaeth llwyddiannus gyda rhanddeiliaid. Trafodwyd y rhaglen tirweddau, yn ogystal â chysylltu â rhanddeiliaid ar yr ymgynghoriad ar gyfer y parc cenedlaethol arfaethedig newydd. Cyflwynwyd dull cydweithredol i'r fforwm gan staff Network Rail ar sut i leihau'r risgiau sydd ynghlwm â chroesfannau rheilffordd. Roedd nifer o gyfleoedd ar gyfer cydweithio, a ffyrdd newydd o feddwl, mewn perthynas â chyllido a bioamrywiaeth.
24. Rhoddodd Lesley Jones, cadeirydd Grŵp Galluogi'r Sector Amgylcheddol, yr wybodaeth ddiweddaraf i'r bwrdd am y cyfarfod a gynhaliwyd gyda Chronfa Dreftadaeth y Loteri, a sut y gallent gyfrannu. Byddai cyfarfod yn cael ei drefnu rhwng Cronfa Dreftadaeth y Loteri a'r Prif Weithredwr Dros Dro i drafod cyfraniad CNC.

Eitem 6. Rheoli busnes y bwrdd

25. Cyflwynodd y cadeirydd yr eitem. Byddai strwythur y sesiwn gyhoeddus yn cael ei adolygu gan y cadeirydd a thîm Ysgrifenyddiaeth y Bwrdd, gan gynnwys sut y byddai'r sesiwn holi ac ateb yn cael ei hwyluso mewn cyfarfodydd yn y dyfodol.

CAM GWEITHREDU: Y Cadeirydd, y Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd i adolygu sut y byddai'r sesiynau holi ac ateb ar gyfer y cyhoedd yn cael eu hwyluso mewn cyfarfodydd yn y dyfodol, a pharatoi cynnig i'w rannu â'r bwrdd.

26. Nid oedd unrhyw eitemau i'w trafod gan aelodau'r bwrdd.

27. Adolygwyd a thrafodwyd y flaenraglen waith.

Eitem 7. Adroddiad perfformiad cyllid

Cyflwynydd: Rob Bell, Pennaeth Cyllid

28. Cyflwynwyd yr eitem gan y Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol. Rhoddodd y Pennaeth Cyllid ddiweddariad ar yr adroddiad perfformiad cyllid. Roedd cyllid wedi cynyddu, a'r brif elfen oedd cynnydd mewn cymorth grant gan Lywodraeth Cymru, a'r codiad cyflog. Tynnwyd sylw at y prif amrywiadau ar y gwariant, ac roedd CNC yn cario rhai risgiau o ran tanwariant yn y gyllideb, ond roedd hyn yn cael ei fonitro'n weithredol. Gellid dyrannu arian trwy bwysau eraill, a byddai hyn yn cael ei drafod â'r Pwyllgor Cyllid. Gofynnodd CNC i Lywodraeth Cymru a allent ddefnyddio'r gyllideb llifogydd ar gyfer prosiectau cyfalaf eraill.
29. Roedd y risgiau a'r problemau wedi'u hamlinellu, a darparwyd eglurder pellach ar y mwyafrif o'r eitemau ar y sefyllfa tua diwedd y flwyddyn. Y neges i'r sefydliad ehangach oedd gwario'r gyllideb, ond byddai angen iddynt hysbysu'r tîm cyllid pe na fyddai hyn yn bosibl. Roedd darpariaeth y gyllideb ar gyfer dileu swyddi wedi'i chydabod, ac roedd disgwyl i'r tîm cyllid gael y ffigurau ym mis Mawrth 2025. Roedd Llywodraeth Cymru wedi cysylltu â CNC, ac wedi gofyn i £7 miliwn gael ei dalu i'r Cynllun Pensiwn Llywodraeth Leol. Byddai hyn o fudd i CNC, a gofynnwyd am gymeradwyaeth gan y bwrdd. Byddai Llywodraeth Cymru yn cynyddu'r cymorth grant, a fyddai'n cael ei ddileu o gyfraniad y cyflogai.
30. Mewn ymateb i ymholiad gan y bwrdd, nodwyd y byddai ymgynghoriad ynghylch rôl y sector coed yn cael ei lansio, a allai arwain at wahanol ffyrdd o weithio. Roedd rhai problemau gyda'r gwaith anfon, a fyddai'n cael ei fonitro'n barhaus. Pe bai tueddiadau'n cael eu nodi pan fyddai pobl yn ymrwymo i werthu, ond nid yn cael gwared ar y pren, byddai'r tîm rheoli contractau yn ymyrryd. Roedd awydd i felinau llifio ymgymryd â mwy, ac roedd y strategaeth ddiwydiannol ar gyfer pren yn gyfle i CNC lunio a newid. Roedd hanes safonau pren a rheoli contractau wedi cryfhau'n sylweddol.
31. Er bod rhai risgiau a chyfleoedd y byddai angen eu cadarnhau o hyd, darparwyd yr wybodaeth i roi syniad i'r bwrdd o faint o waith yr oedd y tîm cyllid yn ymgymryd ag ef. Roedd trafodaethau'n mynd rhagddynt i ganfod ffyrdd o reoli'r risgiau.

CYMERADWYWYD: Cymeradwyodd y bwrdd y newid yn y rhagolwg o £272.9 miliwn i'r £275.3 miliwn a ragwelwyd.

CYMERADWYWYD: Cymeradwyodd y bwrdd y taliad i Gronfa Bensiwn Asiantaeth yr Amgylchedd o hyd at £7 miliwn.

Eitem 8. Cyllideb yr ardaloedd draenio mewnol

Cyflwynydd: Rob Bell, Pennaeth Cyllid

32. Cyflwynwyd yr eitem gan y Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol. Rhoddodd y Pennaeth Cyllid drosolwg o'r gyllideb ar gyfer yr ardaloedd draenio mewnol i'r bwrdd er mwyn ei gymeradwyo. Roedd y bwrdd yn fodlon bod y Pwyllgor Cyllid eisoes wedi craffu ar y gyllideb ar gyfer yr ardaloedd draenio mewnol yn llawn, ac felly'n barod i'w chymeradwyo.

CYMERADWYWYD: Cymeradwyodd y bwrdd y gyllideb ar gyfer yr ardaloedd draenio mewnol.

Eitem 9. CNC2030 a diweddariad ar y trawsnewid

Cyflwynwyr: Vic Rose-Piper, Pennaeth Gwasanaethau Cymorth Busnes ac Adfywio; Sarah Williams, Pennaeth Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni; Lisa Phillips, Uwch-gynghorydd Arbenigol, Dulliau Rheoliadol; Naomi Lawrence, Pennaeth Profiad Cwsmeriaid; Andrew Jones, Rheolwr Trawsnewid Busnes; Silas Jones, Rheolwr Gwasanaethau Adnewyddu; Charlotte Morgan, Rheolwr Llesiant, Iechyd a Diogelwch; Dion Griffiths, Cynghorydd Arbenigol Arweiniol, Datblygu Sefydliadol

33. Cyflwynwyd yr eitem gan y Pennaeth Gwasanaethau Cymorth Busnes ac Adfywio. Cyflwynwyd ysgogwyr y system rheoli dysgu gan y Rheolwr Llesiant, Iechyd a Diogelwch, ac arddangoswyd y system rheoli dysgu gan y Cynghorydd Arbenigol Arweiniol, Datblygu Sefydliadol. Nodwyd bod archwiliwr allanol ISO 45001 wedi croesawu'r system rheoli dysgu newydd, a bod y bwrdd yn gwerthfawrogi'r newidiadau sylweddol.
34. Argymhellwyd bod aelodau'r bwrdd yn ymuno â'r system rheoli dysgu ar gyfer cyfres o gyrsiau. Byddai cyngor yn cael ei ddarparu yn egluro a fyddai'r rhain yn orfodol neu'n ddewisol. Eglurwyd y gallai staff lawrlwytho eu cofnodion hyfforddi a chopïau o dystysgrifau. Roedd angen eglurhad ynghylch a ellid rhannu'r system rheoli dysgu â chynulleidfaoedd allanol ehangach.

CAM GWEITHREDU: Y Rheolwr Llesiant, Iechyd a Diogelwch i egluro a ellid rhannu'r system rheoli dysgu â chynulleidfaoedd allanol.

35. Awgrymodd y bwrdd y dylai cyflwyniad i bob maes o'r busnes fod ar gael i'r sefydliad cyfan. Byddai modd cyrchu'r e-gynefino, a gellid ei ddefnyddio ar gyfer gwaith cynllunio strategol o'r gweithlu. Byddai gwersi a ddysgwyd a gwerthuso yn parhau. Cydnabuwyd bod gan y plattform swyddogaethau pellach a fyddai'n cael eu hystyried o hyn ymlaen. Roedd y bwrdd o'r farn bod y system rheoli dysgu newydd yn rhywbeth i'w groesawu.

36. Cyflwynwyd y cynllun pontio i gerbydau trydan gan y Rheolwr Gwasanaethau Adnewyddu. Roedd y bwrdd yn cefnogi'r dull, yn enwedig y ffordd yr oedd y staff yn ymgysylltu â'r cynllun, ac awgrymodd ddefnyddio'r rheiny a oedd eisoes wedi mabwysiadu'r cynllun fel eiriolwyr. Rhoddodd y bwrdd ganmoliaeth i'r gwaith a wnaed, a'r cyfleoedd i gydweithio yn y dyfodol.
37. Mewn ymateb i ymholiadau a wnaed, rhoddwyd eglurhad am sut i ddefnyddio'r gwefrydd 40 cilowat cerrynt eiledol, ac esboniwyd bod modd defnyddio'r cerdyn tanwydd ar gyfer gwefru mewn mannau cyhoeddus. Ar y pryd, roedd y tîm yn bwriadu newid y cyflenwyr trydan i dariff gwyrdd mwy hyblyg. Nid oedd yr hyn a oedd ar gael yn y cartref ar gael i fframwaith y sector cyhoeddus, ac roedd llobio darparwyr ynni yn opsiwn. Byddai modiwlau e-ddysgu ar y system rheoli dysgu ar sut i optimeiddio effeithlonrwydd o ran ynni wrth yrru, a magu hyder.
38. Roedd heriau'n ymwneud â chapasiti ac adnoddau o ran cynhyrchu ynni adnewyddadwy ar y safle i wefru'r batriâu, a byddai'n cymryd peth amser i fynd i'r afael â hyn. Roedd trafodaethau'n mynd rhagddynt â Llywodraeth Cymru ynghylch nodi costau i'w rhannu, a chyfleoedd ar gyfer caffael cerbydau trydan ar y cyd. Roedd y tîm hefyd yn edrych ar y feddalwedd swyddfa gefn er mwyn caniatáu mynediad i fannau gwefru i staff sector cyhoeddus eraill. Cadarnhawyd bod strategaeth wefru ar waith, gyda dewisiadau gwefru â blaenoriaeth ar gael.
39. Roedd gwaith modelu ariannol yn mynd rhagddo ynghylch faint y byddai'n ei gostio i redeg a chynnal a chadw cerbydau trydan, a chafwyd esboniad o'r newidynnau. Nid oedd unrhyw gynlluniau, ar y pryd, i roi mynediad i'r cyhoedd i'r mannau gwefru, ond nodwyd y syniad i gysylltu â phobl. Rhoddwyd yr wybodaeth ddiweddaraf i staff am aberthu cyflog, a nodwyd y byddai hyn yn cael ei ailystyried yn ddiweddarach yn y flwyddyn. Roedd y bwrdd yn gwerthfawrogi hynny.
40. Hysbyswyd y bwrdd bod y rhaglen yn rhedeg ar ei hôl hi oherwydd yr heriau o ran adnoddau a chyllid, ond bod y gwaith yn cael ei gyflymu bellach. Nid oedd unrhyw gynlluniau ar y pryd i osod gwefrwyr cartref, ond y gred oedd y byddai staff a fyddai'n gallu gwefru cerbydau trydan y cwmni gartref yn cael eu had-dalu. Byddai diddordeb gan y bwrdd mewn gweld deilliannau'r ymarfer gwersi a ddysgwyd.
41. Cyflwynodd y Pennaeth Profiad Cwsmeriaid y platfform cwsmeriaid, gan egluro ei nodweddion integredig a'r ffordd yr oedd yn parhau i wella. Byddai datblygu sgiliau mewnol yn grymuso staff i wella'r gwasanaethau busnes fel arfer yn y dyfodol, er mwyn dibynnu llai ar gymorth allanol.
42. Y gwasanaeth morol oedd y gwasanaeth cyntaf i gael prawf rhagdybiaeth yng ngham 1, sef Alfa, ac amlinellodd yr Uwch-gynghorydd Arbenigol, Dulliau Rheoliadol yr ymchwil gychwynnol a wnaed. Roedd cyllid Llywodraeth Cymru bellach wedi'i sicrhau. Eglurwyd y tair ffrwd waith gydamserol allweddol, ac roedd yr adborth a gafwyd o ymgysylltu â staff a chwsmeriaid wedi bod yn gadarnhaol. Gellid defnyddio'r cyfleoedd a nodwyd yn y strategaeth forol mewn gwasanaethau eraill ar draws y sefydliad. Byddai'r Ganolfan Gwasanaethau Cyhoeddus Digidol yn rhoi sicrwydd cyn symud ymlaen i gam 2, sef Beta.

43. Roedd y bwrdd yn gwerthfawrogi'r fethodoleg ar gyfer ymgysylltu â staff. Rhannwyd dyluniad posibl o'r platfform. Gellid gosod haenau eraill ar gyfer gwybodaeth ddaearyddol gyfunol, a byddai'r system yn cael ei hawtomeiddio lle bo'n briodol. Cydnabuwyd yr heriau, a byddai'r naratif yn cael ei gyfleu i Lywodraeth Cymru. Roedd cyfleoedd i gydweithredu, ac roedd patrymau cyfarwydd cyrff sector cyhoeddus eraill yn cael eu dilyn.
44. Yn ystod cyfnod ymchwiliol Alffa, gellid nodi nifer o wahanol gynhyrchion, ond yr elfen allweddol fyddai integreiddio a chynyddu gwybodaeth fewnol am sut i reoli'r systemau i'w diogelu at y dyfodol. Gwnaethpwyd awgrym i ystyried strwythur Taliadau Gwledig Cymru ar gyfer datblygiad yn y dyfodol. Roedd rhannu data â sefydliadau eraill hefyd yn cael ei ystyried.
45. Teimlai'r bwrdd y byddai'n ddefnyddiol cael sesiwn yn y dyfodol ar weledigaeth gyffredinol CNC2030. Tynnwyd sylw at y gwaith mapio, ond roedd angen mesurau cyflawni allweddol. Roedd y bwrdd yn cydnabod yr uchelgais, yn ogystal â chyfyngiadau'r adnoddau presennol. Croesawodd y bwrdd y tri chyflwyniad, a gofynnwyd am wybodaeth am y ffordd ymlaen dros y pum mlynedd nesaf. Roedd angen cyflymu Rhaglen CNC2030, ond byddai angen adnoddau digonol i wneud hyn. Eglurwyd mai dim ond rhannau o'r rhaglen yr oedd Deloitte yn eu hadolygu, ond bod potensial i gael Deloitte i wneud rhagor o waith neu gael gwahanol arbenigwyr i gymryd rhan.
46. Nodwyd gwaith cyfredol y Tîm Digidol, Data a Thechnoleg o ran dod â thimau aml-gyfeiriad at ei gilydd, a sicrhau partner darparu TGCh.

Eitem 10. Sut wnaethon ni berfformio yn y cyfarfod hwn?

Noddwr a chyflwynydd: Syr David Henshaw, Cadeirydd

47. Bu'r bwrdd yn myfyrio ar y cyfarfod, a nodwyd pa mor gynhyrchiol a gwerthfawr oedd cyfarfodydd wyneb yn wyneb.

Eitem 11. Unrhyw fater arall

48. Nodwyd gan yr Athro Steve Ormerod gyfarfod blynyddol Sefydliad Cadwraeth Eogiaid Gogledd yr Iwerydd, a fyddai'n dod â phartïon perthnasol y llywodraeth a'r UE ynghyd. Roedd Adran yr Amgylchedd, Bwyd a Materion Gwledig a CNC wedi chwarae rhan mewn dod â'r cyfarfod i Gaerdydd rhwng 2 a 5 Mehefin 2025. Byddai nifer o ddigwyddiadau yn cael eu cynnal mewn gwahanol ardaloedd o Gaerdydd y gallai'r bwrdd fynd iddynt.

Daeth y cyfarfod i ben

Sesiwn holi ac ateb gyhoeddus

49. Cyflwynodd y cadeirydd y sesiwn holi ac ateb ar gyfer y cyhoedd.

50. Codwyd cwestiwn ynghylch y canolfannau ymwelwyr. Roedd gwaith yn mynd rhagddo i ddiogelu pa weithgareddau bynnag gan y Warchodfa Natur Genedlaethol y byddai angen mynd i'r afael â nhw. Roedd y canolfannau ymwelwyr a'r gwarchodfeydd natur cenedlaethol yn parhau i fod ar gael i'r cyhoedd ymweld â nhw. Cydnabu a chroesawodd y bwrdd y gwahoddiad i ymweld ag Ynys-las. Roedd y timau a oedd yn ymwneud â'r gwaith gyda'r canolfannau ymwelwyr wedi cydnabod nad oedd pob un yr un peth.

Daeth y cyfarfod cyhoeddus i ben

Cofnod Camau Gweithredu'r Bwrdd – Cyhoeddus

Rhif y cam gweithredu	Categori'r cyfarfod	Dyddiad y cyfarfod	Rhif yr eitem	Rhif y paragraff	Noddwr y papur	Cam gweithredu	Perchennog	Dyddiad ar gyfer cwblhau	Statws	Nodiadau / Yr wybodaeth ddiweddaraf
46	Cyhoeddus	21 Tachwedd 2024	5	11	Cadeiryddion y pwyllgorau	CAM GWEITHREDU: Y Pennaeth Gwybodaeth a Thystiolaeth i ddarparu'r strategaeth tystiolaeth ddrafft i'r bwrdd.	Chris Collins, Pennaeth Gwybodaeth a Thystiolaeth	23 Ionawr 2025	Cwblhawyd	Awgrymu ei gau – yr wybodaeth ddiweddaraf wedi'i dosbarthu'n flaenorol i'r bwrdd trwy Dom Driver
4	Cyhoeddus	23 Ionawr 2025	4	14	Ceri Davies	CAM GWEITHREDU: Cyfarwyddwr Gweithredol Dros Dro y Gyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu i roi'r wybodaeth ddiweddaraf i'r bwrdd am y tomenni glo a'r Bil Tomenni Mwyngloddiau a Chwareli Nas Defnyddir (Cymru).	Dom Driver, Cyfarwyddwr Gweithredol Dros Dro y Gyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu	19 Mawrth 2025	Cwblhawyd	Awgrymu ei gau – yr wybodaeth ddiweddaraf wedi'i dosbarthu i'r bwrdd ar 24 Ionawr 2025
5	Cyhoeddus	23 Ionawr 2025	5	15	Cadeiryddion y pwyllgorau	CAM GWEITHREDU: Yr ysgrifenyddiaeth i gynnwys eitem sefydlog ar gyfer llywodraethu ar flaenraglen waith y bwrdd.	Yr ysgrifenyddiaeth	19 Mawrth 2025	Cwblhawyd	Awgrymu ei gau – yr eitem sefydlog ar gyfer llywodraethu wedi'i hychwanegu at flaenraglen waith y bwrdd
6	Cyhoeddus	23 Ionawr 2025	5	20	Cadeiryddion y pwyllgorau	CAM GWEITHREDU: Yr ysgrifenyddiaeth i ychwanegu eitem ar gyfer y strategaeth pobl i flaenraglen waith y bwrdd.	Yr ysgrifenyddiaeth	19 Mawrth 2025	Cwblhawyd	Awgrymu ei gau – Wedi'i ychwanegu at flaenraglen waith y bwrdd ar gyfer mis Tachwedd (ar flaenraglen waith y Pwyllgor Pobl a Chwsmeriaid ar gyfer mis Medi)
7	Cyhoeddus	23 Ionawr 2025	6	25	Syr David Henshaw	CAM GWEITHREDU: Y Cadeirydd, y Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd i adolygu sut y byddai'r sesiynau holi ac ateb ar gyfer y cyhoedd yn cael eu hwyluso mewn cyfarfodydd yn y dyfodol, a pharatoi cynnig i'w rannu â'r bwrdd.	Phil Williams, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd	19 Mawrth 2025	Yn parhau	
8	Cyhoeddus	23 Ionawr 2025	9	34	Rachael Cunningham	CAM GWEITHREDU: Y Rheolwr Llesiant, Iechyd a Diogelwch i egluro a ellid rhannu'r system rheoli dysgu â chynulleidfaoedd allanol.	Charlotte Morgan, Rheolwr Llesiant, Iechyd a Diogelwch	19 Mawrth 2025	Yn parhau	

Papur Bwrdd CNC

Dyddiad y cyfarfod:	20 Mawrth 2025
Teitl y papur:	Adroddiad y Prif Weithredwr (Sesiwn Gyhoeddus)
Cyfeirnod y papur:	25-03-B11
Cyflwynwyd y papur gan:	Ceri Davies, Prif Weithredwr Dros Dro
Diben	Gwybodaeth a thrafodaeth
Crynodeb	Mae'r papur yn rhoi diweddariad i'r Bwrdd ar faterion cyfredol.

Cyflwyniad

- Cynhaliwyd y Gynhadledd Dystiolaeth flynyddol ddiwedd mis Ionawr. Fel bob amser, roedd presenoldeb da a chyflwyniad da iawn, gydag ystod eang o bynciau a rhai siaradwyr rhagorol o'n timau ein hunain a rhanddeiliaid allanol. Roeddem yn ddiolchgar i Claire Bennett, Cyfarwyddwr Newid Hinsawdd a Chynaliadwyedd Amgylcheddol yn Llywodraeth Cymru (LIC), am ei phrif araith ar y dystiolaeth sydd ei hangen ar gyfer rheoli adnoddau naturiol yn gynaliadwy yng Nghymru, ac i'r Athro Jasper Kenter o Ysgol Fusnes Aberystwyth am ei farn ar werth tystiolaeth brisio. Ar yr ail ddiwrnod, siaradodd Dr Aisling Lannin o'r Sefydliad Rheoli Morol yn ddifyr am ddiwylliant tystiolaeth. Diolch yn fawr iawn i'n holl gyfranwyr mewnol hefyd, am sicrhau bod y gynhadledd yn parhau i fod yn un o uchafbwyntiau pwysicaf ein blwyddyn ac un sy'n ysgogi'r meddwl.
- Yn dilyn y stormydd a'r llifogydd ar ddiwedd 2024, rwyf wedi cael cyfarfodydd pellach gyda Simon Brown, Cyfarwyddwr Gwasanaethau yn y Swyddfa Dywydd, a'r Cynghorydd Andrew Morgan, arweinydd Cyngor Bwrdeistref Sirol Rhondda Cynon Taf. Gyda'r Swyddfa Dywydd, gwnaethom ystyried yr adolygiadau gwersi a ddysgwyd y mae pob un yn eu cynnal a sut rydym yn deall ansicrwydd yn ein gallu i wneud penderfyniadau gwybodus, a byddwn yn parhau i weithio gyda'r Swyddfa Dywydd i wella ein cynllunio a'n rhagfynegiadau mewn perthynas â stormydd. Rydym hefyd yn ystyried pa fuddsoddiad pellach y gallai fod ei angen i gefnogi gwell gallu. Mae fy nhrafodaethau gyda'r Cynghorydd Morgan wedi canolbwyntio ar effaith sylweddol llifogydd ar drigolion a busnesau ym Mhontypridd, a'r potensial ar gyfer cynyddu'r nifer sy'n defnyddio ein gwasanaethau rhybuddio rhag llifogydd, gwella cydnerthedd cymunedol, a sut rydym yn addasu ein gwasanaeth monitro a

rhybuddio rhag llifogydd yn seiliedig ar brofiad. Mae Andrew a minnau'n benderfynol o barhau i gydweithio er budd cymunedau.

3. Rwyf hefyd wedi cyfarfod â Marian Spain, Prif Swyddog Gweithredol Natural England (NE), a Nick Halfhide, Prif Swyddog Gweithredol dros dro yn NatureScot. Roedd hon yn drafodaeth ddefnyddiol, yn canolbwyntio ar sut y gallwn godi proffil cadwraeth ac adfer natur, a sut rydym yn canolbwyntio ein hadnoddau ar y camau gweithredu a fydd yn arwain at y canlyniadau gorau. Rydym yn bwriadu – gydag NE yn croesawu – dod â chadeiryddion a phrif weithredwyr yr holl gyrff cadwraeth natur ynghyd i atgyfnerthu ein cydweithio.
4. Ym mis Chwefror, roeddwn wrth fy modd i fod yn bresennol pan lofnodwyd memorandwm cyd-ddealltwriaeth newydd rhwng CNC, Cadw a Heneb (Ymddiriedolaethau Archaeolegol Cymru gynt). Rydym wedi bod â chytundebau o'r fath ar waith ers 2016, sy'n nodi ein hamcanion a'n dealltwriaeth gyffredin o ran buddiannau a rennir yn yr amgylcheddau hanesyddol a naturiol. Mae'r memorandwm cyd-ddealltwriaeth diweddaraf yn hyrwyddo cydweithio a phartneriaeth barhaus i sicrhau strategaethau rheoli tir mwy effeithiol a bod safleoedd treftadaeth naturiol a diwylliannol yn cael eu cadw'n barhaus.
5. Cyfarfu prif weithredwyr Dŵr Cymru, Afonydd Cymru a minnau â'r Dirprwy Brif Weinidog a'r Cwnsler Cyffredinol i roi'r wybodaeth ddiweddaraf am y cynnydd a'r canlyniadau sydd i'w cyflawni gan Brosiect Dalgylch Arddangos Teifi. Arweinir y prosiect hwn gan Dŵr Cymru ac CNC. Fel prif swyddogion gweithredol, mae'r tri ohonom yn rhoi cymorth i'n timau weithio gyda'n gilydd a chydag ystod eang o randdeiliaid i gyflawni camau gweithredu graddadwy yn y tymor byr, y tymor canolig a'r hirdymor i wella ansawdd dŵr afonydd yn nalgylch afon Teifi, wrth annog gwytnwch hinsawdd a gwell bioamrywiaeth ar yr un pryd, yn unol ag egwyddorion rheoli adnoddau naturiol yn gynaliadwy. Ein nod yw datblygu dulliau rheoleiddio a chyfathrebu tystiolaeth arloesol ac ystwyth i gefnogi ystod o ymyriadau.
6. Cyfarfu Gareth O'Shea a minnau ag arweinwyr Cymdeithas Llywodraeth Leol Cymru (CLILC) ym mis Mawrth i sicrhau ein bod yn gweithio gyda'n gilydd i gyflawni ein cyfrifoldebau dros gymunedau Cymru. Rydym yn cydweithio â nhw o dan ymbarél ein memorandwm cyd-ddealltwriaeth diwygiedig, a lofnodwyd ym mis Medi 2023 ac sy'n nodi'r bensaernïaeth ar gyfer cyfathrebu effeithiol ar lefelau haenog rhwng CLILC, CNC ac awdurdodau lleol unigol. Mae'r ffordd hon o weithio yn ein helpu i sefydlu perthnasoedd mwy dibynadwy ac i gyfathrebu'n fwy effeithiol ynghylch ein hamcanion cyffredin. Y mis hwn, bu ein cyfarfod yn ystyried heriau stormydd a llifogydd sy'n effeithio ar gymunedau yng Nghymru, materion cyllidebol, a diweddariad ar ein rhaglen achos dros newid.
7. Mae nifer o'n timau wedi cyflawni canlyniadau rhagorol yn ystod y mis diwethaf. Enillodd ein tîm TGCh achrediad Lefel 2 Sicrwydd Seiber gan y cwmni IASME (Sicrwydd Gwybodaeth ar gyfer Busnesau Bach a Chanolig). Dyma'r flwyddyn gyntaf i ni ymgymryd â gwaith i gyflawni'r achrediad uwch hwn, sy'n ddilys am dair

blynedd ac sy'n adlewyrchu cydymffurfedd â thair ar ddeg o themâu seiberddiogelwch sy'n amrywio o gynllunio a threfnu ar gyfer diogelwch gwybodaeth, i reoli digwyddiadau, diogelu asedau a pharhad busnes. Roedd yr asesiad yn cynnwys archwiliad cynhwysfawr o'n rheolaethau seiberddiogelwch ac mae'r achrediad yn cadarnhau bod gennym ni fesurau diogelwch, preifatrwydd a diogelu data cadarn ar waith.

8. Llongyfarchiadau hefyd i'n timau Rheoli Bywyd Gwyllt, sydd wedi gweithio gydag aseswr allanol ar ein harchwiliad Cig Carw Gwyllt o Ansawdd Prydeinig (BQWV). Ni chanfu'r archwiliad unrhyw ddiffyg cydymffurfio a chymeradwywyd ein cynhyrchiad cig carw ar draws y pedwar safle pantri. Ceir rhagor o fanylion am hyn yn yr adroddiad isod.
9. Mae ein tîm Archwilio Mewnol hefyd wedi cael llwyddiant gyda dau gydweithiwr yn pasio arholiadau ar eu ffordd i ennill statws Archwiliwr Mewnol Ardystiedig. Bydd yr ardystiad llawn yn dilyn ar ôl cwblhau eu profiad ymarferol ym mis Gorffennaf eleni. Dyfernir y cymhwyster gan y Sefydliad Archwilio Mewnol Byd-eang, ac mae llwyddo yn yr arholiadau yn gyflawniad aruthrol gan fod y safon yn uchel a'r gyfradd llwyddiant yn 48% yn unig. Mae ein dau archwilydd mewnol wedi gwneud hynny ar y cynnig cyntaf, ar ôl ymuno â'n tîm yn 2023.
10. Mae'r Tîm Gweithredol a minnau'n parhau i chwilio am gyfleoedd i gysylltu'n fwy rheolaidd â chydweithwyr ar bob lefel. Rydym bellach yn cynnal galwad Diweddariad Misol y Rheolwyr fel mater o drefn, gan ddefnyddio'r amser hwn i osod cyd-destun, rhaeadru gwybodaeth o gyfarfodydd y bwrdd a phwyllgorau, a darparu mewnwelediad i benderfyniadau strategol – ac i ymateb yn uniongyrchol i gwestiynau gan ein cydweithwyr rheoli. Rydym hefyd yn treulio mwy o amser yn ein swyddfeydd a'n depos, yn darparu arweinyddiaeth weledol ac yn sgwrsio gyda chydweithwyr i ddeall eu barn a'u teimladau'n well. Yn yr un ysbryd o gyfathrebu agored, rydym yn cael trafodaethau amlach gyda'n partneriaid yn yr undebau llafur, ac yn croesawu eu hymgyssylltiad adeiladol parhaus â ni.
11. Cwblheais hyfforddiant swyddog cyfrifyddu Coleg y Gwasanaeth Sifil ym mis Chwefror. Diolch i gydweithwyr Llywodraeth Cymru David Richards, Cyfarwyddwr Llywodraethu, a Tracey Burke, Cyfarwyddwr Cyffredinol Newid Hinsawdd a Materion Gwledig, ac i Brian Whalley o Goleg y Gwasanaeth Sifil am fy nghefnogi yn y rôl hon cyn y cwrs.

Materion Strategol

Diweddariad 30 erbyn 30

12. Mae gwaith gyda Llywodraeth Cymru i gyflawni'r ymrwymiad "30 erbyn 30" i ddiogelu a rheoli 30% o dir, dŵr croyw a'r môr ar gyfer byd natur erbyn 2030 yn cyrraedd carreg filltir allweddol. Ddechrau mis Mawrth, ystyriodd grŵp craidd yr Archwiliad Dwfn Bioamrywiaeth, ymhlith pethau eraill:

- Cynigion ar gyfer cyfraniadau gan y mecanwaith Mesurau Cadwraeth Effeithiol Eraill, mecanwaith sy'n dod i'r amlwg ar gyfer disgrifio safle daearyddol sy'n sicrhau cadwraeth bioamrywiaeth hirdymor o dan lywodraethu a rheolaeth deg. Fel rhan o hyn, rydym wedi mapio'r tir yn ein gofal ac wedi sefydlu y gallai'r rhwydwaith o goetir hynafol, parthau glannau afonydd, coedwriaeth effaith isel (presennol ac arfaethedig), a chynefinoedd eraill nad ydynt yn goetiroedd megis mawndiroedd fod yn sail i Fesurau Cadwraeth Effeithiol Eraill ar gyfer yr ystad gyfan. Mae hyn tua 30% neu 40,000 hectar o'r tir yn ein gofal. Mae hyn yn deillio o'r Strategaeth ar gyfer Natur ar y Tir yn ein Gofal, lle penderfynasom mai Mesurau Cadwraeth Effeithiol Eraill oedd bron yn sicr y ffordd ymlaen i ddull mwy deinamig o ddiffinio llwyddiant mewn cadwraeth bioamrywiaeth. Mae ein cynnig yn ein rhoi mewn sefyllfa uchelgeisiol ar gyfer cyflawni targedau 30 erbyn 30 ac yn fesur arloesol o ran defnyddio'r tir yn ein gofal i weithio allan sut i gyflawni'r ymrwymiad trwy reoli adnoddau naturiol yn gynaliadwy.
- Meddwl am rôl safleoedd dynodedig (Parciau Cenedlaethol a Thirweddau Cenedlaethol) yn 30 erbyn 30, gyda dadl ynghylch a allant hwy eu hunain gyfrannu at 30 erbyn 30 neu a all elfennau ohonynt drwy fecanwaith y Mesurau Cadwraeth Effeithiol Eraill.
- Cyhoeddi adroddiadau terfynol gan grwpiau arbenigol yn fuan, gan gynnwys gan yr Is-grŵp Monitro a Thystiolaeth a gadeirir gan Gyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu.

Comisiwn Dŵr Annibynnol

13. Ym mis Chwefror, mynychodd Dom Driver lansiad galwad y Comisiwn Dŵr Annibynnol am dystiolaeth am y sector dŵr a'i reoleiddio yng Nghymru a Lloegr (Adolygiad Cunliffe). Roedd y negeseuon allweddol yn cynnwys cydnabod tebygrwydd a gwahaniaethau rhwng Cymru a Lloegr, gyda rôl Cymru â phroffil uchel, gyda chefnogaeth presenoldeb y Dirprwy Brif Weinidog yn y lansiad. Mae'n alwad am dystiolaeth ac yn galw am adborth ar eu syniadau cychwynnol, ac mae'n ymwneud â gwella'r dull monopoli preifat a reoleiddir presennol. Nid yw'r cwmpas yn cynnwys ailwladoli.
14. Mae themâu'r adolygiad yn cynnwys sut i greu cynllun strategol cenedlaethol gyda pherthnasedd rhanbarthol/lleol; meithrin mwy o ymddiriedaeth gyhoeddus; gwella'r amgylchedd dŵr a chynnal ansawdd y cyflenwad wrth ddarparu ar gyfer y gwahanol ddefnyddiau o ddŵr; cynyddu effeithlonrwydd rheoleiddio, gan dybio bod angen symleiddio; rheoleiddio monopoli, gan gynnwys mireinio rôl meincnodau er mwyn iddynt ysgogi gwelliant a galluogi hyblygrwydd rhanbarthol; cefnogi hyfywedd economaidd, yn enwedig y cydbwysedd rhwng risg a gwobrau i fuddsoddwyr preifat; a sut i gyflymu gwelliannau seilwaith. Rhoddwyd ymrwymiad i gyflwyno'r adroddiad o fewn yr amserlen gyfredol y cytunwyd arni.

15. Mae ein timau yn datblygu ein hymateb i'r alwad.

Y Môr a Ni

16. Ym mis Ionawr, cyhoeddwyd y Môr a Ni – strategaeth llythrennedd cefnforol i Gymru, sy'n gweithio ochr yn ochr â Phartneriaeth Moroedd ac Arfordiroedd Cymru. Dyma'r strategaeth gyntaf o'i bath yn y DU a dim ond yr ail yn y byd ar ôl Canada. Mae'r prosiect yn cyfrannu at raglen ehangach Degawd y Cefnfor y Cenhedloedd Unedig, sy'n nodi adeiladu llythrennedd cefnforol fel un o ddeg her fyd-eang i'r moroedd. Mae ein strategaeth yn symleiddio ac yn ymhelaethu ar waith ledled Cymru i ymgysylltu â phobl a gwella mynediad a dealltwriaeth o'r amgylchedd morol ar bob lefel wrth annog ymddygiadau mwy cynaliadwy i gefnogi moroedd ac arfordiroedd gwydn.

Grŵp Trawsbleidiol Niwclear

17. Ym mis Ionawr, aethom i gyfarfod cyntaf y Grŵp Trawsbleidiol ar Ynni Niwclear yng Nghymru yn y Senedd, a oedd o dan gadeiryddiaeth Vaughan Gething AS. Y grŵp trawsbleidiol fydd y fforwm i Aelodau'r Senedd, rhanddeiliaid a phartïon â diddordeb godi ymwybyddiaeth o'r cyfleoedd a'r heriau sy'n wynebu'r sector niwclear sifil yng Nghymru, gan gynnwys ar draws adeiladau newydd, datgomiynu a'r ôl troed cysylltiedig, y gweithlu, a'r gadwyn gyflenwi yng Nghymru.
18. Un o nodau allweddol y grŵp yw gwneud Cymru yn arweinydd byd-eang ym maes ynni niwclear. Bydd y grŵp trawsbleidiol yn archwilio materion fel cyflawni prosiectau niwclear newydd, prinder sgiliau, cyfleoedd ar gyfer y gadwyn gyflenwi, a sicrhau bod cymunedau yn rhan o lunio'r dyfodol.

Materion Gweithredol

Gwaith Sment Padeswood – Dal a Storio Carbon

19. Mae Heidelberg Materials yn bwrw ymlaen â'i gynlluniau i osod gwaith dal carbon deuocsid ôl-hylosgi yng Ngwaith Sment Padeswood yn yr Wyddgrug, Sir y Fflint. Byddai tua 800,000 tonnall o CO₂ y flwyddyn a ddaliwyd yn Padeswood yn bwydo i glwstwr diwydiannol Hynet ar gyfer storio daearegol mewn cronfeydd olew a nwy disbyddedig alltraeth ym Mae Lerpwl. Mae'r datblygiad hwn yn paratoi'r ffordd tuag at y safle cynnyrch sment sero net cyntaf yn y DU.
20. Rydym yn parhau i weithio'n agos gyda'r gweithredwr i sicrhau bod proses gadarn o wneud penderfyniadau yn diogelu'r amgylchedd a chymunedau lleol, wrth gydnabod ar yr un pryd y brys i gymryd camau i addasu i newid hinsawdd drwy ddatgarboneiddio diwydiannol. Cyrhaeddwyd carreg filltir bwysig ym mis Chwefror 2025 pan wnaethom gadarnhau bod y cais i amrywio trwydded amgylcheddol y gosodiad "wedi'i wneud yn briodol". Mae penderfynu ar drwydded ar gyfer y gwaith

dal a storio carbon yn gam hanfodol yn y broses gydsynio gyffredinol ac mae'n cynnwys atebion technegol cyntaf o'r math.

Cig Carw Gwyllt

21. Daeth ein harchwiliad cyntaf o Safon Cig Carw Gwyllt o Ansawdd Prydeinig i ben ac ni chanfuwyd unrhyw achos o ddiffyg cydymffurfio. Canmolodd yr asesydd allanol ac annibynnol ein gwaith ar draws ein pedwar pantri ceirw. Nod y Safon Cig Carw Gwyllt o Ansawdd Prydeinig, y gwnaethom helpu i'w datblygu, yw cynyddu'r gallu i olrhain cig carw gwyllt yng Nghymru, Lloegr a Gogledd Iwerddon a sicrhau bod set o safonau'n cael eu bodloni ar draws y gadwyn gyflenwi i gefnogi hyder defnyddwyr a chynyddu gwerthiant cig carw gwyllt.
22. Mae cyrraedd y safon yn ychwanegu sicrwydd pellach bod CNC yn cyrraedd y safonau gweithredu uchaf. Mae hyn yn ychwanegol at ardystiad i safonau rhyngwladol o reoli coedwigoedd yn gynaliadwy trwy Safon Sicr Coetiroedd y Deyrnas Unedig, sy'n golygu y gall defnyddwyr fod yn hyderus bod cig carw gwyllt o'r tir yn ein gofal yn iach, o ansawdd uchel, yn cael ei gynhyrchu yn unol â'r safonau uchaf o ran lles anifeiliaid, ac yn dod o weithgaredd sy'n rhan o reolaeth gynaliadwy ar adnoddau naturiol.

Lleoliadau Myfyrwyr ar gyfer Stiwardiaeth Tir

23. Mae cynllun lleoliadau cyflogedig 2025/26 ar gyfer coedwigaeth bellach ar y gweill, gan recriwtio interniaid hydref i CNC. Rydym yn cynnig dau leoliad, un yng ngogledd-orllewin Cymru a'r llall yn y Canolbarth, gyda phob lleoliad yn cwmpasu coetiroedd a choedwigoedd mewn Parc Cenedlaethol. Bydd y myfyrwyr llwyddiannus yn cael cynnig profiad o'n gwaith mewn gweithrediadau coedwigaeth, rheoli tir a phrosiectau cadwraeth ehangach.
24. Mae'r hysbyseb ddiweddar am y cyfleoedd hyn wedi cael derbyniad brwdfrydig gan gynfyfyrwyr lleoliadau a myfyrwyr newydd, gyda 21 o ymgeiswyr newydd i'r ymgyrch ddiweddaraf hon. Mae olyniaeth yn y gweithlu a recriwtio yn her sylweddol yn y sector coedwigaeth (yn y sectorau cyhoeddus a phreifat) ac mae'r cynllun hwn wedi helpu i godi ein proffil gyda'n gweithlu yn y dyfodol a gwneud mwy o bobl yn y sector coedwigaeth (waeth ble mae eu gyrfaedd yn mynd â nhw) yn ymwybodol o'n dull o reoli coedwigoedd ar gyfer rheoli adnoddau naturiol yn gynaliadwy a buddion lluosog eraill.

Safle Tirlenwi'r Hafod

25. Rydym yn parhau i dderbyn cwynion am arogl o Safle Tirlenwi'r Hafod, a beirniadaeth yn ymwneud â'n gwaith o reoleiddio'r safle, gyda chynnydd sylweddol yn nifer yr adroddiadau ar System Cofnodi Digwyddiadau Cymru yn ystod y misoedd diwethaf. Bu protest ar y safle ar 31 Ionawr. Rydym wedi cael cryn ddiddordeb yn y cyfryngau ac yn wleidyddol yn lleol a chan gydweithwyr yn Llywodraeth Cymru.

26. Rydym wedi cwblhau sawl arolygiad safle ac archwiliad allyriadau nwyon tirlenwi manwl yn ddiweddar, a gynhaliwyd gan ein tîm Prosiect Lleihau Allyriadau Tirlenwi. Mae'r archwiliad wedi darparu nifer o argymhellion ar gyfer gwella'r safle ac mae cynllun gweithredu wedi'i ddatblygu, gyda nifer o gamau gweithredu eisoes wedi'u cwblhau a gwaith pellach wedi'i gynllunio dros yr wythnosau nesaf.
27. Cyfarfu ein swyddogion â gweithredwyr y safle, Enovert, yn ddiweddar i bwysleisio pwysigrwydd gwneud gwelliannau ar y safle. Rhoddodd Enovert eu hymrwymiad llawn i fynd i'r afael â'r materion, ac rydym yn parhau i fonitro cynnydd bob wythnos. Rydym hefyd yn gweithio'n agos gyda Chyngor Bwrdeistref Sirol Wrecsam ac Iechyd Cyhoeddus Cymru. Mae Cyngor Wrecsam wedi cyflwyno cynnig yn gofyn am 'asesiad o bryderon cymunedol'. Rydym wedi cytuno i gynnull cyfarfodydd rhanddeiliaid, i gynnwys y gweithredwr, pob sefydliad allweddol, cynrychiolaeth wleidyddol ac aelodau o'r gymuned. Cynhelir y cyfarfod cyntaf ym mis Mawrth ac rydym yn ystyried cynnal digwyddiad cymunedol galw heibio hefyd. Rydym eisoes wedi cyhoeddi cylchlythyr i drigolion ac wedi lansio tudalen Citizen Space i roi diweddariadau am Hafod i'r gymuned leol.

Storm Darragh – De-orllewin Cymru

28. Daeth Storm Darragh, a drawodd Gymru ar 7 a 8 Rhagfyr 2024, â thywydd garw gyda gwyntoedd yn cyrraedd hyd at 90mya. Achosodd y storm ddifrod sylweddol i Ystad Goetir Llywodraeth Cymru yn y de-orllewin ac, er bod asesïadau'n dal i fynd rhagddynt, gwyddom mai Coedwig Brechfa, Sir Gaerfyrddin, yw'r ardal â'r difrod mwyaf, gydag arwynebedd amcangyfrifedig o 300 hectar neu 135,000m³ o goed wedi'u chwalu gan y storm.
29. Roedd gwaith adfer cychwynnol ar ôl y storm yn canolbwyntio ar ailagor llwybrau mynediad ar gyfer gwasanaethau brys a thrigolion, i gyrraedd seilwaith rhanddeiliaid a safleoedd cynaeafu/ailstocio, ac i ffermwyr gyrraedd da byw. Er bod y gwaith hwn wedi'i gwblhau yn gynnar ym mis Ionawr, mae'r broses adfer yn dal i fynd rhagddi a chynghorir ymwelwyr i edrych ar ein gwefan i gael y diweddariadau diweddaraf ar gau safleoedd ac amodau llwybrau. Rydym hefyd yn argymhell gwirio sianeli cyfryngau cymdeithasol cyn cynllunio unrhyw ymweliadau ag Ystad Goetir Llywodraeth Cymru yn y de-orllewin.
30. Bydd y ffocws yn y misoedd nesaf ar ddiwygio rhaglenni cynaeafu, atgyweirio llinellau ffensys, archwilio seilwaith coedwigoedd, ac agor llwybrau cerdded / beicio mynydd. Bydd hyn yn cymryd amser, wrth i staff wneud y gwaith adfer ochr yn ochr â chyflawni rhaglenni gwaith y mae CNC eisoes wedi ymrwymo iddynt ar Ystad Goetir Llywodraeth Cymru.

Canllawiau Arfer Da Awyr Dywyll

31. Cynhaliwyd digwyddiad lansio ym mis Chwefror ar gyfer Canllawiau Arfer Da Awyr Dywyll newydd, sydd wedi'u datblygu i helpu awdurdodau cynllunio lleol a

datblygwyr i ddeall yn well sut i warchod a gwella awyr dywyll yng Nghymru trwy gynllunio a dylunio da. Mae'r canllawiau'n berthnasol i bob cynnig y mae angen caniatâd cynllunio ar ei gyfer, ac i gynlluniau ar gyfer goleuadau newydd neu amnewid, goleuadau stryd, neu waith ôl-osod. Y nod yw gwella ymwybyddiaeth a dealltwriaeth o lygredd golau a manteision cael y golau iawn yn y lle iawn ar yr amser iawn. Mae'r buddion hynny'n ymestyn o lesiant cymunedol, amgylcheddau naturiol iachach a mwy o fioamrywiaeth i astrodwristiaeth: mae gan ddwy ran o dair o Gymru awyr dywyll ac mae rhai ohonynt wedi cael eu cydnabod yn rhyngwladol fel gwarchodfeydd a mannau pwysig ar gyfer awyr dywyll.

32. Ysgrifennwyd y canllawiau newydd gan weithgor Cymru gyfan, gan gynnwys CNC, a chymerodd ddeuddeg mis i'w dwyn ynghyd, o gymeradwyaeth LIC hyd at eu cyhoeddi. Roedd y digwyddiad lansio, a gafodd ei ffrydio'n fyw ar YouTube, yn cynnwys cyflwyniadau ac arddangoswyr a chreodd deimlad cadarnhaol ac egni gwirioneddol ymhlith y mynychwyr, a oedd yn cydnabod effaith a phwysigrwydd y canllawiau yn ogystal â'r arbenigedd, angerdd a chydweithio cryf sy'n gysylltiedig â'u cynhyrchu.

Materion Mewnol

IR35

33. Cyflogwyd yr ymgynghorwyr allanol Deloitte ym mis Tachwedd 2024 i geisio cyrraedd sefyllfa y cytunwyd arni gyda CThEF. Mae eu gwaith yn cynnwys pedwar cam: cwblhawyd y cyntaf, sef adolygiad o ohebiaeth hanesyddol ac adolygiad rhagarweiniol o ddata i nodi dull gweithredu arfaethedig, ym mis Rhagfyr. Roedd yr ail gam yn cynnwys adolygiad manwl o'r trefniadau ymarferol ar gyfer rheoli sampl o gontractwyr, i nodi'r sefyllfa gyffredinol o ran statws contractwyr. Cwblhawyd hwn hefyd, a chyflwynwyd y canfyddiadau mewn cyfarfod arbennig o'r bwrdd yn ystod mis Chwefror.
34. Mae'r trydydd a'r pedwerydd cam yn cynnwys diweddarau CThEF ynghylch canlyniad penderfyniad y bwrdd ac ymateb i unrhyw gwestiynau dilynol gan CThEF. Bydd y pumed cam, sy'n cael ei ddatblygu ar hyn o bryd, yn cynnwys Deloitte yn adolygu ein defnydd o fframwaith newydd a phrosesau diwygiedig.

Diweddariad Masnachol

35. Digwyddiad ansolfedd Clifford Jones Timber Ltd (Rhuthun), felin lifio sydd bellach yn gweithredu o dan endid busnes newydd. Mae rhai problemau cyfrifon pren gydag SDL Biomass Ltd a Western Bio-Energy (Fuels) Ltd gan ein bod yn rheoli rhwymedigaethau credyd. Mae perfformiad ymgodi pren yn araf oherwydd effeithiau ansolfedd cwsmeriaid, Storm Darragh a Storm Eowyn, yn ogystal â phythefnos o amser cludo a gollwyd oherwydd cyfnod o eira a rhew yn yr ucheldiroedd.

36. Ymatebodd y tîm Gwerthu Pren yn gyflym ar ôl Storm Darragh, gan brosesu amrywiadau mewn contractau pren i ganiatáu gwaith brys ar Ystad Goetir Llywodraeth Cymru, gyda chwsmeriaid yn ein cefnogi i glirio rhwystrau ar lwybrau mynediad hanfodol.
37. Mae rhagolwg Incwm Pren Diwedd Blwyddyn wedi'i israddio i £31,597,621. Mae Storm Darragh a'r tywydd gwlyb diweddar wedi effeithio ar y farchnad a'r gyfradd anfon gyffredinol. Mae methiant i gael mynediad at lennyrch neu'r angen i ddileu coed a chwalwyd gan y gwynt fel blaenoriaeth wedi arwain at ymestyn rhai contractau, gan wthio incwm i'r flwyddyn ariannol nesaf.
38. Lanswyd ymgynghoriad gan LIC ar Strategaeth y Diwydiant Pren arfaethedig ym mis Ionawr a bydd yn dod i ben ar 16 Ebrill. Rydym yn gweithio ar draws adrannau i gyflwyno ymateb cytûn i'r cynnig.
39. Fe wnaethom gynnal ein Diwrnod Cyswllt Masnach Pren blynyddol ar Faes Sioe Frenhinol Cymru ym mis Chwefror. Roedd hwn yn ddigwyddiad ymgysylltu llwyddiannus gydag adborth cadarnhaol gan gwsmeriaid a chytunwyd ar sawl cam gweithredu ar gyfer y flwyddyn ariannol nesaf. Cafwyd cyflwyniadau gan Confor, LIC ar Strategaeth y Diwydiant Pren, ac un o'n prif gwsmeriaid, Pontrilas, ar dueddiadau'r farchnad bren. Mae iechyd a diogelwch ar yr ystad a meintiau pren yn parhau i fod yn bryder parhaus i'n cwsmeriaid; fodd bynnag, fel y mae'r gostyngiad mewn incwm oherwydd effaith andwyol yn ei ddangos, mae angen inni gydbwysu anghenion y farchnad â chynaliadwyedd cyflawni ar gyfer CNC.

Diweddariad ar yr Achos dros Newid

40. Ym mis Chwefror, cyhoeddwyd llythyrau o'r broses baru a gynhaliwyd ym mis Rhagfyr, ynghyd â chanlyniadau dethol cystadleuol. Roedd cydweithwyr na lwyddodd i sicrhau rôl drwy'r prosesau hyn yn cael eu rhoi mewn perygl o gael eu diswyddo a chynigiwyd mynediad â blaenoriaeth iddynt at unrhyw swyddi gwag a oedd yn weddill, cyn i'r rhain gael eu hagor ar gyfer recriwtio mewnol. Dechreuodd y cyfnod ymgeisio ar gyfer mynegi diddordeb ar 20 Chwefror a daeth i ben ar 9 Mawrth. Cytunwyd ar bob cam drwy ymgynghori â'r undebau llafur.
41. Yn ystod y cyfnod anodd hwn, rydym wedi cynnig cymorth penodol i gydweithwyr yr effeithir arnynt a'u rheolwyr, a byddwn yn parhau i wneud hynny dros y misoedd nesaf. Cynhaliwyd y cam mynegi diddordeb ochr yn ochr â chyfnod ymgynghori unigol 30 diwrnod i gynorthwyo cydweithwyr a oedd mewn perygl o golli eu swyddi i ystyried eu hopsiynau. Dosbarthwyd pecynnau ymgynghori unigol i bob rheolwr perthnasol, gan eu galluogi i gefnogi aelodau tîm yr effeithir arnynt drwy'r broses mynegi diddordeb ac ystyried amgylchiadau unigol, gan gynnwys yr opsiwn o ddiswyddo gwirfoddol.
42. Yn dilyn y ffenestr ymgeisio ar gyfer mynegi diddordeb, dechreuodd y broses o recriwtio'n agored i'r swyddi gwag oedd yn weddill.

43. Mae adolygiad ffurfiol o'n Gwasanaethau Galluogi yn parhau i archwilio cyfleoedd ar gyfer integreiddio pellach ac effeithlonrwydd yn y modd y mae'r swyddogaethau corfforaethol canolog hyn yn gwasanaethu'r sefydliad ehangach. Disgwylir adroddiad drafft erbyn mis Ebrill.
44. Mae ein prosiect Ymgorffori'r Newid wedi dechrau gyda'r nod o ymgorffori'r newidiadau a ragwelwyd gan yr achos dros newid yn effeithiol yn ein harferion gwaith sefydliadol a sicrhau cynaliadwyedd hirdymor y newid.

Cyfathrebu

Cyfathrebu Corfforaethol

45. Mae'r tîm Cyfathrebu yn parhau i ddarparu cymorth wrth i'r broses achos dros newid mynd rhagddi, gan ganolbwyntio'n bennaf ar ddigwyddiadau ac ymholiadau sy'n ymwneud â dyfodol y canolfannau ymwelwyr. Cefnogodd y tîm y tîm Masnachol i hyrwyddo'r broses o fynegi diddordeb ar gyfer Canolfan Ymwelwyr Ynys-las, ac mewn pedwar digwyddiad galw heibio cyhoeddus a gynhaliwyd yn ystod mis Ionawr. Mae gwaith hefyd yn mynd rhagddo i sicrhau bod hwb mewnwyd yr achos dros newid yn cael ei ddiweddarau'n barhaus a bod cymorth yn cael ei roi i hyrwyddo lansiad a chyflwyniad yr Adolygiad o'r Gwasanaethau Galluogi.
46. Rydym wedi parhau i ddarparu cymorth cyfathrebu i'r uned ar gyfer coed a chwalwyd gan y gwynt a sefydlwyd yn sgil Storm Darragh, gan dynnu sylw at ganslo digwyddiadau ralio ar yr ystad goetir a rheoli ymgysylltiad â phartneriaid wrth i'r broses adfer barhau.

Mae Cymunedau'n Gallu Gwrthsefyll Newid yn yr Hinsawdd

47. Roedd pumed pen-blwydd Storm Dennis yn gyfle i fyfyrio ar yr effaith y mae stormydd Chwefror 2020 – ac eraill ers hynny – wedi'i chael ar ein cymunedau, y cynnydd rydym wedi'i wneud mewn perthynas â'n gwasanaethau ar gyfer rhybuddio a hysbysu am berygl llifogydd, a'r angen i bawb chwarae eu rhan i liniaru ac addasu i'r newid yn yr hinsawdd.
48. Roedd ffocws y cyfryngau ar sut mae cymunedau wedi gwella a'u pryderon parhaus am berygl llifogydd yn y dyfodol – yn enwedig yn wyneb digwyddiadau llifogydd mwy diweddar – yn golygu bod rhai negeseuon anodd eu rheoli. Fodd bynnag, fe wnaeth ein hymgysylltiad â darlledwyr sicrhau sylw cytbwys a bod negeseuon allweddol ynghylch yr heriau o ran gwneud cymunedau'n wydn i newid yn yr hinsawdd yn cael eu trosglwyddo'n effeithiol.
49. Cafodd diweddariad ar gynnydd Cynllun Llifogydd Llanw Aberteifi sylw da yn y cyfryngau a rhoddodd gyfle i ailadrodd y negeseuon ynghylch yr hyn y gall pobl ei wneud eu hunain i leihau perygl llifogydd.

Llygredd yn Cael ei Atal Hyd yr Eithaf

50. Roedd ymgysylltu â'r gymuned a'r cyfryngau ynghylch ein cyfrifoldebau rheoleiddio mewn safleoedd tirlenwi yn ffocws yn ystod y cyfnod hwn. Rydym wedi parhau i ddarparu diweddariadau rhagweithiol trwy gylchlythyrau a thudalennau Citizen Space i fynd i'r afael â'r diddordeb cynyddol mewn arogleuon yn Safle Tirlenwi'r Hafod a'r honiad o arogleuon yn dychwelyd yn Withy hedge, gan sicrhau eglurder ynghylch ein rôl reoleiddio a'r mesurau gorfodi sy'n cael eu cymryd.
51. Roedd cyfathrebu hefyd yn canolbwyntio ar ein gwaith i leihau'r risg o lygredd amaethyddol. Denodd y cyhoeddiad am newidiadau i weithdrefnau gwaredu dip defaid ddiddordeb eang yn y cyfryngau ac ymateb y gymuned ffermio a gafodd y sylw pennaf, gan olygu bod rhai straeon yn anghytbwys. Bu'r tîm Cyfathrebu'n gweithio gyda'r BBC i sicrhau bod cynrychiolaeth ehangach o leisiau'n cael sylw yn eu darllediadau a bod negeseuon clir ar effaith amgylcheddol gwaredu dip defaid i'r tir. Yn ogystal, wrth i'r cyfnod gwaharddedig ar gyfer gwasgaru slyri a rhai mathau eraill o dail organig ar laswelltir ddod i ben ym mis Ionawr, roedd ein negeseuon yn atgoffa ffermwyr i gadw at y rheoliadau a chymryd y rhagofalon angenrheidiol i leihau'r risg o lygredd amaethyddol.
52. Darparwyd cymorth cyfathrebu i dynnu sylw at lwyddiant ein gwaith gorfodi yn ystod y cyfnod hwn. Roedd hyn yn cynnwys hyrwyddo erlyniadau llwyddiannus o gwmni adeiladu am lygru cyrsiau dŵr ym Mhen-y-bont ar Ogwr, tipio anghyfreithlon yng Nghoedwig Dyfi, ac erlyniad am storio gwastraff yn anghyfreithlon yng Nghaerllion. Fe wnaethom hefyd reoli diddordeb y cyfryngau mewn dau wrandawriad llys i Dŵr Cymru a restrwyd yn wreiddiol ar gyfer y cyfnod hwn, er iddynt gael eu gohirio yn y pen draw.
53. Mae cyfres o bodlediadau sy'n tynnu sylw at waith tîm yr amgylchedd yng Ngheredigion yn parhau, gyda phennod mis Chwefror yn arddangos y gwaith i ddiogelu cynefinoedd sydd wedi dod i'r amlwg o gloddfeydd metel segur.

Mae Natur yn Gwella

54. Cyhoeddwyd ein Hadroddiad ar Sefyllfa Adnoddau Naturiol (SoNaRR) interim ar ddiwedd 2024, gan nodi dechrau curiad cryf o gyfathrebu ar gyfer y flwyddyn i ddod wrth i ni symud tuag at lansio'r adroddiad llawn nesaf. Byddwn yn parhau i weithio gyda Swyddfa Comisiynydd Cenedlaethau'r Dyfodol ac yn plethu ein cyfathrebiadau wrth iddynt gyhoeddi a hyrwyddo eu hadroddiad cynnydd eu hunain.
55. Cafodd llwyddiannau ein prosiectau adfer natur eu harddangos yn ystod y cyfnod hwn. Tynnwyd sylw at waith prosiect partneriaeth Natur am Byth i warchod y rhywogaeth o löyn byw sydd fwyaf mewn perygl yn y DU, sef y brith brown, yn ystod ymweliad gan y Prif Weinidog, Eluned Morgan AS, ym Mhen-y-bont ar Ogwr. Yn ystod y cyfnod hwn hefyd, hyrwyddwyd prosiect i wella ansawdd dŵr yn afon Cothi trwy raglen Pedair Afon LIFE.

56. Rydym yn parhau i amlygu pwysigrwydd ein gwaith partneriaeth i gefnogi adferiad byd natur. Ym mis Ionawr, cydlynodd CNC y cyfathrebiadau ynghylch lansio menter y Môr a Ni, gan dynnu sylw at ystod o brosiectau morol sydd ar y gweill sy'n codi ymwybyddiaeth o'n dylanwad ar y môr a dylanwad y môr arnom ni. Roedd hyrwyddo'r cod casglu abwyd newydd gyda chymorth y Gronfa Rhwydweithiau Natur hefyd yn gyfle i dynnu sylw at y manteision y gallai arferion gwell eu rhoi i gynefinoedd a rhywogaethau arfordirol.

Crynodeb o Gwynion, Canmoliaeth a Gohebiaeth

57. Rhwng mis Tachwedd 2024 a mis Chwefror 2025, canolbwyntiodd cyfran sylweddol o ohebiaeth gyhoeddus ar ymdrechion adfer ar ôl stormydd, yn enwedig yn dilyn Storm Bert ddiwedd mis Tachwedd a Storm Darragh ddechrau mis Rhagfyr. Roedd y themâu allweddol yn cynnwys:
- Amseroedd ymateb: Codwyd pryderon am ein hymateb ym Mhontypridd, lle bu llifogydd mewn eiddo.
 - Negeseuon llifogydd: Daeth cwynion i'r amlwg ynghylch methiant i dderbyn negeseuon llifogydd oherwydd gwall gweinyddol yn ymwneud â chyfrifon cwsmeriaid dyblyg. Mae'r mater hwn bellach wedi'i unioni.
 - Rheoli tir: Amlygodd adborth faterion yn ymwneud ag arferion rheoli tir yn dilyn Storm Darragh.
 - Pryderon amgylcheddol: Derbyniwyd cwynion ynghylch gweithrediadau Safle Tirlenwi'r Hafod a Kronospan. Rydym bellach yn cefnogi Pennaeth Gweithrediadau'r Gogledd-ddwyrain gyda gohebiaeth yn ymwneud â'r Hafod er mwyn helpu i leihau'r baich ar staff fel y gallant ganolbwyntio ar eu gwaith rheoleiddio craidd.
58. Yn ogystal, mae tri chais Rheoliadau Gwybodaeth Amgylcheddol wedi'u cyflwyno ynghylch eiddo sydd dan ddŵr yng Nghymru. Rydym hefyd wedi cefnogi'r Pennaeth Rheoli Perygl Llifogydd i baratoi ymateb ar gyfer adolygiad llifogydd Pwyllgor Newid Hinsawdd, Amgylchedd a Seilwaith y Senedd yn dilyn Storm Bert a Storm Darragh.
59. Ar nodyn cadarnhaol, rydym wedi parhau i dderbyn canmoliaeth, yn enwedig am yr ymateb eithriadol ar ôl y storm yng ngogledd-ddwyrain Cymru. Ers mis Rhagfyr, mae pum canmoliaeth gyhoeddus wedi canmol ymroddiad ac effeithlonrwydd ein timau, yn enwedig mewn lleoliadau poblogaidd fel Niwbwrch.
60. Ym mis Chwefror, cawsom ganmoliaeth bellach i staff yn Niwbwrch, gan gynnwys stori arbennig o gadarnhaol am aelod o staff a helpodd i aduno teulu gyda'i lystad ar ôl iddo fynd ar goll a syrthio ac nad oedd yn gallu dod o hyd i'w ffordd yn ôl atynt. Mynegodd y teulu ei ddiolch dwysaf, gan nodi y gallai'r sefyllfa fod wedi dod i ddiwedd gwahanol iawn.

61. Cawsom ganmolïaeth hefyd gan Aelod o'r Senedd, yr oedd ein cyfathrebiadau ynghylch Storm Darragh a pha mor effeithiol y gwnaethom ddiweddarau popeth wedi creu cryn argraff arno, gan ganiatáu iddo gefnogi ei etholwyr yn well.
62. Tynnodd canmolïaeth arall sylw at broffesiynoldeb ein hymateb: *"Diolch am eich cyflymder a'ch effeithlonrwydd wrth ddatrys yr hyn sy'n gorfod bod yn fater hynod o fach yng nghyd-destun trychineb mawr. Diolch i chi am adfer ychydig o ffydd ym mhroses y llywodraeth a diolch am fod yn dda yn eich swydd."*

Rhagolwg

Dydd Mercher 9 Ebrill – Diwrnod Cynllunio'r Bwrdd

Dydd Mercher 16 Ebrill – Galwad am y Newyddion Diweddaraf gan y Bwrdd

Dydd Iau 17 Ebrill – Pwyllgor Rheoli Perygl Llifogydd

Dydd Iau 1 Mai – Pwyllgor Cyllid

Dydd Mercher 7 Mai – Pwyllgor Cyngori ar Dystiolaeth

Dydd Iau 8 Mai – Ymweliad Safle'r Pwyllgor Ardaloedd Gwarchodedig

Dydd Iau 15 Mai – Pwyllgor Ystad Tir

Dydd Mercher 21 / Dydd Iau 22 Mai – Cyfarfod Mis Mai'r Bwrdd

Papur Bwrdd CNC

Dyddiad y cyfarfod:	20 Mawrth 2025
Teitl y papur:	Diweddariad i'r Bwrdd gan y Pwyllgor Cyllid
Cyfeirnod y papur:	25-03-B24
Noddwyd y papur gan:	Helen Pittaway, Cadeirydd y Pwyllgor Cyllid
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Helen Pittaway, Cadeirydd y Pwyllgor Cyllid
Diben y papur	Er gwybodaeth
Crynodeb	Rhoi diweddariad i'r Pwyllgor Cyllid – 6 Chwefror 2025

Cefndir

Mae'r papur hwn o gymorth i'r cadeirydd wrth roi diweddariad llafar i'r bwrdd yn dilyn cyfarfod y Pwyllgor Cyllid ar 6 Chwefror 2025. Gall cofnodion y cyfarfodydd hyn fod ar gael i unrhyw aelod o'r bwrdd sydd â diddordeb.

Diweddariad Perfformiad Ariannol

1. Cyflwynwyd diweddariadau i'r Adroddiad Perfformiad Ariannol, gan gynnwys gostyngiad yn y rhagolwg incwm pren, gadael swyddfeydd Tŷ Cambria, y risgiau sy'n ymwneud â thanwariant, ac addasiadau cyllideb refeniw y cytunwyd arnynt gan y Tîm Gweithredol.
2. Argymhellodd y Pwyllgor Cyllid y dylai CNC adolygu ymgynghoriad Strategaeth Ddiwydiannol Pren Llywodraeth Cymru (LIC) a chodi'r heriau o ran cynhyrchu pren a'r cynnydd tebygol mewn heriau oherwydd effeithiau newid hinsawdd. Yn dilyn ymholiad, esboniwyd mecanwaith incwm pren LIC.

Diweddariad ar y Gyllideb a Chynllunio Busnes 2025-26

3. Cyflwynwyd diweddariad i gyllideb 2025-26, gan gynnwys yr incwm disgwyliedig, a oedd yn adlewyrchu newidiadau diweddar i gyllidebau cronfeydd dŵr a'r argyfyngau natur a hinsawdd. Darparwyd diweddariadau pellach i'r gyllideb ar gyfer tomenni glo,

datgarboneiddio, gorfodi, cyllid Deddf Cydsyniad Seilwaith Cymru, ac ymarfer y gyllideb.

4. Trafododd y pwyllgor bwysigrwydd setliadau cyllidebol tymor hwy i gynorthwyo cynllunio busnes ac awgrymodd y gellid defnyddio cytundebau lefel gwasanaeth i helpu i ddyrannu'r gyllideb.
5. Amlinellwyd cynnig Cynllun Busnes 2025-26. Roedd hwn yn cynnwys elfennau a fyddai'n aros yr un fath ag yn 2024-25 ac eitemau ychwanegol a fyddai'n cael eu cynnwys. Amlygwyd hefyd gyd-destun datblygu'r cynllun ac esblygiad cynllun 2024-25.
6. Cefnogodd y Pwyllgor Cyllid y dull gweithredu a chydabod yr heriau o ran datblygu cynllun busnes a oedd yn cyflawni gwahanol swyddogaethau ac yn adrodd ar wahanol lefelau. Roedd y cynllun busnes yn ddull pragmatig o adrodd ar sut mae CNC wedi cyflawni yn erbyn camau'r amcanion llesiant i'w cymryd. Yr uchelgais fyddai datblygu cynllunio busnes ac adrodd ymhellach yn y dyfodol.
7. Awgrymodd y pwyllgor y dylid ychwanegu metrigau busnes fel arfer ac y dylid ystyried gwerth diwylliannol targedau a oedd yn ddigon heriol i adlewyrchu heriau'r argyfyngau newid hinsawdd a natur.

Adolygiad Blynyddol o Daliadau

8. Cyflwynwyd crynodeb o gynigion taliadau rheoleiddio 2025-26, yr adborth o'r ymgynghoriad, a'r amserlen a'r camau nesaf.
9. Yn dilyn ymholiad gan y pwyllgor, cadarnhawyd nad oedd trwyddedu rhywogaethau wedi derbyn unrhyw adborth a fyddai'n peri i'r cynnig beidio â mynd rhagddo.
10. Roedd y Pwyllgor Cyllid yn gefnogol i'r cynigion, ond holodd ynghylch cloddio chwarel pan oedd o fewn elfen safle o'r cynigion adnoddau dŵr. Roedd y tîm wedi cytuno i adolygu'r cynnig yn unol â'r sylwadau.
11. Cadarnhawyd, yn dilyn yr ymgynghoriad, nad oedd y taliadau wedi'u newid. Cymeradwyodd y Pwyllgor Cyllid y cynigion.

Papur Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	20 Mawrth
Teitl y papur:	Cyd-ddiweddariad gan y Pwyllgor Ystad Tir a'r Pwyllgor Rheoli Perygl Llifogydd
Cyfeirnod y papur:	25-03-B12
Noddwyd y papur gan:	Calvin Jones, Cadeirydd y Pwyllgor Ystad Tir; Pete Fox, Cadeirydd y Pwyllgor Rheoli Perygl Llifogydd
Cyflwynwyd y papur gan:	Calvin Jones, Cadeirydd y Pwyllgor Ystad Tir
Diben y papur:	Er gwybodaeth
Crynodeb:	Rhoi trosolwg o gyfarfod ar y cyd y Pwyllgor Ystad Tir a'r Pwyllgor Rheoli Perygl Llifogydd a gynhaliwyd ar 11 Chwefror

Rheoli ystad CNC a llifogydd

1. Daeth y Pwyllgor Ystad Tir a'r Pwyllgor Rheoli Perygl Llifogydd at ei gilydd ar gyfer trafodaeth strategol ar sut y gallai'r Gwasanaeth Rheoli Perygl Llifogydd, y Gwasanaeth Masnachol a'r Gwasanaeth Stiwardiaeth Tir weithio gyda'i gilydd. Cyflwynwyd y cyfleoedd a'r heriau o fewn rheolaeth y tir yn ein gofal, ac atebion sy'n seiliedig ar natur i gynorthwyo'r Gwasanaeth Rheoli Perygl Llifogydd ynghyd â gwaith a wnaed ar Ystad Goetir Llywodraeth Cymru ers argymhellion yr adolygiad llifogydd yn Chwefror 2020. Roedd gwaith diweddar yn cynnwys dadansoddiad o effaith cwmpo coed, y system TGCh newydd, a'r rhaglen adfer mawn.
2. Bu aelodau'r Pwyllgor Rheoli Perygl Llifogydd a'r Pwyllgor Ystad Tir yn trafod amrywiaeth o elfennau, gan gynnwys y canlynol: strategaeth ddiwydiannol newydd ar gyfer pren gan Lywodraeth Cymru, yr angen am fecanweithiau i integreiddio dadansoddiad cost a budd mewn ffordd gyfannol ar draws gwahanol amcanion, cyfleoedd a chyllid, buddion rheoli coedwigoedd integredig ochr yn ochr â lleihau'r perygl o lifogydd, partneriaethau, enghreifftiau o waith gweithredol parhaus a phwysigrwyd tystiolaeth.

Trafodaeth am yr ardaloedd draenio mewnol

3. Rhoddwyd cyd-destun gweithredol, ariannol a daearyddol yr ardaloedd draenio mewnol i'r pwyllgorau. Trafodwyd yr ardaloedd draenio mewnol, yn cynnwys a oeddent yn diwallu anghenion pob rhanddeiliad, opsiynau posibl ar gyfer rheoli yn y dyfodol, y gwerth o gynnal adolygiad o'r ardaloedd draenio mewnol a'r angen am fewnbwn allanol. Trafodaeth fewnol oedd hon, ac ni fyddai'n arwain at newidiadau i'r ffyrdd presennol o weithio.

Adroddiad y penaethiaid busnes

Adroddiad y Pennaeth Datblygu Masnachol Cynaliadwy

4. Cafodd y pwyllgor yr wybodaeth ddiweddaraf am y prif weithgareddau masnachol, yn cynnwys ynni adnewyddadwy, cynnig posibl i'r farchnad yng Nghwm-carn, Mynydd Cilfâi, cydweithrediad ar brosiect talu am wasanaethau ecosystemau gyda chydweithwyr Gweithrediadau, a rhagolygon y farchnad pren.
5. Bu'r Pwyllgor Ystad Tir yn trafod seilwaith gwyrdd, ac awgrymwyd y dylai'r Tîm Masnachol ystyried y cyfleoedd yn y gwarchodfeydd natur cenedlaethol. Tynnwyd sylw at y tebygrwydd rhwng y prosiect talu am wasanaethau ecosystemau a chynllun rheoli afon Hafren uchaf. Gofynnwyd am ddiweddariadau rheolaidd i'r pwyllgor am y materion hyn a'r strategaeth fasnachol newydd ar gyfer cyfarfodydd yn y dyfodol.

Adroddiad y Pennaeth Stiwardiaeth Tir

6. Tynnwyd sylw at y difrod sylweddol a achoswyd gan Storm Darragh. Gallai gymryd hyd at dair blynedd i glirio'r difrod, ac effeithiwyd ar ryw 700 hectar o dir. Darparwyd yr wybodaeth ddiweddaraf hefyd am fonitro moch gwyllt a'r strategaeth hamdden.
7. Awgrymodd y pwyllgor y dylid cynnal asesiad o'r boblogaeth moch gwyllt, a nodwyd bod nifer fach o ddigwyddiadau chwaraeon moduro wedi'u canslo oherwydd difrod y storm. Mynegwyd pryderon ynghylch yr oedi wrth adnewyddu cynlluniau adnoddau coedwigoedd, a thrafodwyd yr opsiynau ar gyfer y strategaeth hamdden.

Edrych ymlaen

8. Bu'r pwyllgor yn trafod cael cyfarfod arall ar y cyd â'r Pwyllgor Rheoli Perygl Llifogydd ym mis Hydref.

Papur Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	20 Mawrth 2025
Teitl y papur:	Yr wybodaeth ddiweddaraf gan y Pwyllgor Pobl a Chwsmeriaid
Cyfeirnod y papur:	25-03-B13
Noddwyd y papur gan:	Mark McKenna, Cadeirydd y Pwyllgor Pobl a Chwsmeriaid
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Mark McKenna, Cadeirydd y Pwyllgor Pobl a Chwsmeriaid
Diben y papur:	Er gwybodaeth
Crynodeb:	Rhoi'r wybodaeth ddiweddaraf i'r bwrdd am gyfarfod y Pwyllgor Pobl a Chwsmeriaid a gynhaliwyd ar 19 Chwefror 2025

Cefndir

1. Mae'r diweddariad hwn i'r bwrdd yn ymwneud â chyfarfod rhithiol y Pwyllgor Pobl a Chwsmeriaid a gynhaliwyd ar 19 Chwefror. Gall aelodau'r bwrdd gyrchu holl bapurau a chofnodion y pwyllgor drwy'r porth Diligent.
2. Byddai amcanion cydraddoldeb yn cael eu hymgorffori yn amcanion y bwrdd a'r cadeirydd eleni.

Diweddariad llafar ar y risgiau a phroblemau presennol

3. Rhoddwyd adroddiadau llafar i'r Pwyllgor Pobl a Chwsmeriaid ar y risgiau a phroblemau presennol. Roedd y rhain yn cynnwys diweddariadau ar gynnydd y platform cwsmeriaid, y cyfleoedd ar gyfer llwybrau gwasanaeth cwsmeriaid eraill, a'r penderfyniad i gyfuno tîm y Ganolfan Rheoli Digwyddiadau a thîm y Ganolfan Cwsmeriaid. Roedd y statws gwyrdd ar system coch, melyn, gwyrdd yr adroddiadau perfformiad chwarterol cwsmeriaid yn galonogol, ac amlinellwyd y dulliau o brofi canfyddiad y cyhoedd a datblygu eiriolaeth. Roedd y Pwyllgor Pobl a Chwsmeriaid yn croesawu'r ffaith bod cydweithwyr yn ymgysylltu â'r BBC i archwilio cyfleoedd i roi mwy o sylw i weithgareddau CNC yn eu hadroddiadau darlledu.

4. Rhoddwyd yr wybodaeth ddiweddaraf i'r Pwyllgor Pobl a Chwsmeriaid ar eitemau yn ymwneud â rheoli pobl a recriwtio, a'r heriau sy'n dal i gael eu hwynebu. Nodwyd adnoddau cynllunio ar gyfer y dyfodol, a rheoli disgwyliadau, ac roedd y Pwyllgor Pobl a Chwsmeriaid yn deall yr angen i alinio cynllunio busnes, cynllunio pobl a chynllunio ariannol. Croesawyd y berthynas dda a pharhaus â'r undebau llafur.

Diogelwch ymwelwyr a Bro'r Sgydau

5. Rhoddwyd trosolwg i'r Pwyllgor Pobl a Chwsmeriaid o'r dull a'r datblygiadau o ran diogelwch ymwelwyr a Bro'r Sgydau, a deallwyd natur gymhleth a dynamig yr ardal. Croesawyd y prosiect pedair blynedd, a thynnwyd sylw at y gwelliannau i seilwaith rhai safleoedd. Canmolwyd y tîm ar y cynnydd a wnaed, ac awgrymodd y Pwyllgor Pobl a Chwsmeriaid y dylid rhannu dysgu a chydweithio â thrydydd partïon. Byddai dylanwadau'r cyfryngau cymdeithasol, cadw negeseuon yn gyfredol, ynghyd ag ymgysylltu â'r gymuned yn bwysig.

CNC2030

6. Rhoddwyd diweddariad i'r pwyllgor ar gynnydd yr amcan llesiant 4 newydd. Roedd capasiti ac adnoddau yn her, ac roedd dull integredig yn cael ei ddilyn ar gyfer darparu adroddiad.

Amrywiaeth a chynhwysiant – adroddiad blynyddol 2024-2025 ac adroddiad ar y bwlch cyflog

7. Rhoddwyd trosolwg o'r adroddiad i'r Pwyllgor Pobl a Chwsmeriaid, a nodwyd y cyfleoedd mewn recriwtio i wneud y gweithlu yn fwy amrywiol a gwella arweinyddiaeth gynhwysol. Roedd hyfforddiant gwylwyr gweithredol ychwanegol yn cael ei ddatblygu. Byddai meincnodi yn erbyn sefydliadau eraill yn bwysig. Bu'r pwyllgor yn canmol gwaith y tîm o ran ymgysylltu â rhwydweithiau staff.
8. Awgrymodd y pwyllgor nifer o newidiadau o ran fformadu, ac awgrymwyd ychwanegu ffeithluniau i'r adroddiad, er bod y pwyllgor yn hapus i'w gymeradwyo.

Cynllun archwilio mewnol

9. Bu'r Pwyllgor Pobl a Chwsmeriaid yn trafod y cynllun archwilio mewnol a oedd yn berthnasol iddynt, a rhoddwyd gwybodaeth am statws yr adroddiadau dilynol ar gynnydd. Nodwyd, trwy newid ein mynegiant i gefnogi gwelliannau, y gallai'r canfyddiad o archwiliadau mewnol ar draws y sefydliad wella.
10. Cytunodd y Pwyllgor Pobl a Chwsmeriaid y dylai holl bwyllgorau'r bwrdd gael gweld y cynllun archwilio mewnol.

Eitemau er gwybodaeth

11. Croesawodd y Pwyllgor Pobl a Chwsmeriaid yr adroddiadau cyfathrebu chwarterol, yr wybodaeth ynghylch rheoli pobl, a'r diweddariad i bolisiâu'r Pwyllgor Pobl a Chwsmeriaid.

Edrych ymlaen ac unrhyw fater arall

12. Trafodwyd eitemau ar gyfer cyfarfodydd yn y dyfodol, a chytunwyd y byddai cynllunio strategol o'r gweithlu yn eitem sylweddol yng nghyfarfod mis Mehefin, ac efallai y byddai cyfarfod mis Medi yn cael ei gynnal wyneb yn wyneb i gynnwys ymweliad â safle i Fro'r Sgydau.
13. Hwn oedd cyfarfod olaf y Pwyllgor Pobl a Chwsmeriaid i Dr Rosie Plummer, a diolchwyd iddi am roi o'i hamser ac am ei chyfraniad i'r pwyllgor.

Papur Bwrdd CNC

Dyddiad y cyfarfod:	20 Mawrth 2025
Teitl y papur:	Diweddariad y Pwyllgor Ardaloedd Gwarchodedig i'r Bwrdd
Cyfeirnod y papur:	25-03-B14
Noddwyd y papur gan:	Dr Rosie Plummer, Cadeirydd y Pwyllgor Ardaloedd Gwarchodedig
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Dr Rosie Plummer, Cadeirydd y Pwyllgor Ardaloedd Gwarchodedig
Diben y papur	Er gwybodaeth
Crynodeb	Mae'r crynodeb hwn yn rhoi'r wybodaeth ddiweddaraf am faterion yn dilyn cyfarfod y Pwyllgor Ardaloedd Gwarchodedig a gynhaliwyd ar 13 Chwefror 2025.

Cefndir

1. Mae'r crynodeb hwn yn rhoi'r wybodaeth ddiweddaraf am faterion y dylent, ym marn cadeirydd y Pwyllgor Ardaloedd Gwarchodedig, gael eu dwyn i sylw'r bwrdd cyfan yn dilyn cyfarfod diweddaraf y Pwyllgor Ardaloedd Gwarchodedig, a gynhaliwyd ar 13 Chwefror 2025.
2. I gael rhagor o fanylion, gall holl aelodau'r bwrdd weld agendâu, papurau a chofnodion y pwyllgorau drwy borth Diligent.

Eitemau ar gyfer y cyfarfod cyhoeddus

Prosiect Dalgylch Arddangos Teifi

3. Rhoddwyd cefndir i Brosiect Dalgylch Arddangos Teifi, gan gynnwys y rhesymau dros ddewis y dalgylch a'i statws amgylcheddol. Rhoddwyd diweddariad ar y cydweithio a'r partneriaethau, gweithgareddau cyfredol y prosiect, gan gynnwys cynnig Cronfa Dreftadaeth y Loteri Genedlaethol, o'r enw Teifi Fyw, a'r themâu a phecynnau gwaith posibl. Darparodd y Pwyllgor Ardaloedd Gwarchodedig awgrymiadau i roi sylw iddynt, gan gynnwys gan randdeiliaid, tynnodd sylw at y memorandwm cyd-ddealltwriaeth a gafodd ei ymestyn yn ddiweddar rhwng CNC, Cadw a Heneb, ac awgrymodd y dylid ystyried confensiwn Sefydliad Addysg, Gwyddoniaeth a Diwylliant y Cenhedloedd

Unedig (UNESCO) ar dreftadaeth ddiwylliannol anniriaethol mewn perthynas â'r prosiect.

Diweddariad ar y Rhaglen Safleoedd Gwarchodedig

4. Cyflwynwyd y newyddion diweddaraf i'r Pwyllgor Ardaloedd Gwarchodedig ar yr Archwiliad Dwfn Bioamrywiaeth Gweinidogol; adolygiad Archwilio Cymru o'r dull o ddynodi SoDdGAau yn CNC; goblygiadau argymhellion Adroddiad y Pwyllgor Newid Hinsawdd, Amgylchedd a Seilwaith i CNC; y Bil Llywodraethu Amgylcheddol, Egwyddorion a Thargedau Natur; ymchwiliad Asesydd Interim Diogelu'r Amgylchedd Cymru i safleoedd gwarchodedig; a chmau gweithredu CNC ar safleoedd gwarchodedig.
5. Trafododd y Pwyllgor Ardaloedd Gwarchodedig adolygiad Archwilio Cymru a chodwyd pryderon ynghylch cyflymder y gwaith ar gyrraedd targedau 30 erbyn 30. Byddai her o ran blaenoriaethu dynodiadau a sut i asesu'r risgiau. Byddai angen gwahanol ffyrdd o weithio oherwydd maint y tîm a disgwyliadau cyflawni.
6. Darparwyd diweddariad hefyd ar y cytundebau rheoli tir, gyda'r cytundebau rheoli tir presennol yn cael eu hariannu hyd at 31 Rhagfyr 2025. Nodwyd ei bod yn annhebygol y byddai'r Cynllun Ffermio Cynaliadwy yn cynnwys pob un o'r cynlluniau rheoli tir sy'n dod i ben ar 1 Ionawr 2026. Nodwyd y tebygolrwydd o danwariant ar y dyraniad a mynegwyd gofid bod dynodiadau diweddar, gan gynnwys Coedwig Dyfi, yn disgyn y tu allan i'r dynodiad. Fodd bynnag, byddai rhai cytundebau yn parhau lle'r oedd cytundebau pum mlynedd; roedd gan y rhain gymalau terfynu, a allai ganiatáu i CNC drosglwyddo trefniadau i'r Cynllun Ffermio Cynaliadwy os dyna oedd dymuniad y perchnogion tir. Byddai perchnogion tir hefyd a fyddai angen rhyw fath arall o gymorth ariannol os nad oeddent yn gymwys ar gyfer y Cynllun Ffermio Cynaliadwy.

Llythyr Rhybuddio am Safle Gwarchodedig

7. Trafododd y Pwyllgor Ardaloedd Gwarchodedig y llythyr a'i nodi. Awgrymwyd y dylai'r llythyr rhybuddio gael ei adolygu gan y Pwyllgor Rheoli Perygl Llifogydd, gan ei fod yn tynnu sylw at fater yn ymwneud â chynnal a chadw asedau llifogydd a'r tensiwn rhwng rheoli asedau, gwaith cynnal a chadw, a gofynion safleoedd gwarchodedig.

Newid Ffin ACA Aber Afon Dyfrdwy

8. Trafododd a nododd y Pwyllgor Ardaloedd Gwarchodedig y newid i ffin ACA Aber Afon Dyfrdwy.

Llywodraethu'r Pwyllgor Ardaloedd Gwarchodedig

9. Bu'r Pwyllgor Ardaloedd Gwarchodedig yn trafod ac yn cytuno ar y rhagolwg.

Unrhyw Fater Arall

10. Roedd y Pwyllgor Ardaloedd Gwarchodedig yn cydnabod ac yn croesawu cyhoeddi'r Adroddiad Interim ar Sefyllfa Adnoddau Naturiol (SoNaRR).
11. Nododd Geraint Davies mai Caernarfon oedd noddwr Sioe Frenhinol Cymru, a thynnodd sylw at gyfle digwyddiad ffermio mynydd sydd ar ddod i staff CNC ac aelodau'r bwrdd.
12. Diolchodd y Pwyllgor Ardaloedd Gwarchodedig a'r prif weithredwr dros dro i Dr Rosie Plummer a Geraint Davies am eu hamser a'u mewnbwn gwerthfawr i'r pwyllgor a'r gefnogaeth yr oeddent wedi'i rhoi i'r holl staff a gymerodd ran.

Papur Bwrdd CNC

Dyddiad y cyfarfod:	20 Mawrth 2025	
Teitl y papur:	Diweddariad ar Fforwm Rheoli Tir Cymru	
Cyfeirnod y papur:	25-03-B23	
Noddwyd y papur gan:	Yr Athro Rhys Jones, Cadeirydd Fforwm Rheoli Tir Cymru	
Paratowyd y papur gan:	Bronwen Martin, Cynghorydd Arbenigol: Amaethyddiaeth	
Cyflwynwyd y papur gan:	Yr Athro Rhys Jones, Cadeirydd Fforwm Rheoli Tir Cymru	
Diben y papur	Er gwybodaeth	
Y broses gymeradwyo/ymgynggori:	Cyfrifoldeb: Pwy sydd wedi datblygu'r papur/proses a phwy sydd wedi cael mewnbwn?	
	Yn atebol: Pwy sy'n atebol am y gymeradwyaeth derfynol? Pwy fydd yn cymeradwyo neu y gofynnir iddo gymeradwyo?	
	Ymgynghorwyd: Gyda phwy yr ymgynghorwyd hyd yma? Pan fydd angen cymeradwyaeth, a yw hon ar waith? A fydd angen ymgynghori pellach?	
	Hysbyswyd: Pwy sydd wedi cael gwybod neu pwy sydd angen ei hysbysu ymhellach am y gwaith?	
Crynodeb	Rhowch grynoded o ba ystyriaethau, penderfyniadau a chymau gweithredu yr ydych yn eu ceisio gan y pwyllgor.	

Fforwm Rheoli Tir Cymru

1. Mae cyfarfodydd Fforwm Rheoli Tir Cymru yn cael eu cynnal bedair gwaith y flwyddyn, ac maen nhw'n rhoi cyfle i Cyfoeth Naturiol Cymru (CNC), ynghyd â sefydliadau eraill sy'n aelodau o'r fforwm, rannu gwybodaeth, nodi diddordebau cyffredin a chydweithio mewn ffordd gydweithredol ar faterion yn ymwneud â rheoli tir mewn ffordd strategol.

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

Diweddariad

Cyfarfod 9 Rhagfyr 2024

2. Cynhaliwyd cyfarfod diweddaraf Fforwm Rheoli Tir Cymru ddydd Llun, 9 Rhagfyr 2024. Roedd y cyfarfod yn canolbwyntio ar goedwigaeth ac yn cynnwys y cyflwyniadau/trafodaethau canlynol:
 - Coedwig Genedlaethol Cymru (Stacey Delbridge, CNC)
 - Cynllun Ffermio Cynaliadwy:Coedwigaeth (Naomi Mattiessen, Llywodraeth Cymru)
 - Strategaeth y Diwydiant Pren a'r Cynllun Sgiliau Cysylltiedig (Gail Merriman ac Ann Burgoyne, Llywodraeth Cymru)
 - Rheoli Ceirw a Gwiwerod (Chris Tucker, CNC)
 - 'Astudiaeth achos o greu coetir' (Iwan Parry, Tilhill)
 - 'Sut mae'r sector coedwigaeth preifat yn gweithio ochr yn ochr ag CNC' (Iwan Lloyd Williams, Confor)
3. Cynhelir cyfarfod nesaf Fforwm Rheoli Tir Cymru ar 17 Mawrth 2025.
4. Unwaith y bydd cofnodion y cyfarfod wedi'u hadolygu, ac y cytunwyd arnynt yn ffurfiol gan yr aelodau, cânt eu cyhoeddi ar dudalen Fforwm Rheoli Tir Cymru ar wefan CNC.

Is-grŵp Fforwm Rheoli Tir Cymru ar Lygredd Amaethyddol

5. Prif ddiben yr is-grŵp hwn o fewn Fforwm Rheoli Tir Cymru yw nodi cyfleoedd i gael gwared ar lygredd amaethyddol yng Nghymru wrth fynd ati i gynnal sector ffermio ffyniannus. Mae'n gwneud hyn drwy ddilyn pum prif thema (cyngor a chyfarwyddyd, dull gwirfoddol, rheoleiddio, arloesi, a buddsoddi) a thrwy weithio ar y cyd ag amrywiaeth o randdeiliaid yn y meysydd amaethyddol ac amgylcheddol.

[Cyfoeth Naturiol Cymru – Is-grŵp Fforwm Rheoli Tir Cymru ar Lygredd Amaethyddol.](#)

Unwaith y bydd cofnodion y cyfarfod wedi'u hadolygu, ac y cytunwyd arnynt yn ffurfiol gan yr aelodau, cânt eu cyhoeddi ar dudalen is-grŵp Fforwm Rheoli Tir Cymru ar wefan CNC.

Diweddariad

Cyfarfod 20 Ionawr 2025

6. Roedd cyfarfod is-grŵp Fforwm Rheoli Tir Cymru a gynhaliwyd ar 20 Ionawr 2025 yn cynnwys yr eitemau a ganlyn:
 - Trafodaeth: Adroddiad Grŵp Technegol Amaethyddol Afonydd ACA – Ymunodd cynrychiolwyr o Fyrddau Rheoli Maethynnau Afonydd ACA â'r cyfarfod i drafod Adroddiad Grŵp Technegol Amaethyddol Afonydd ACA, argymhellion dilynol, a sut y gallai'r adroddiad helpu i lywio'r gwaith o ddatblygu'r Cynlluniau Rheoli Maethynnau ar gyfer y dalgylchoedd ACA. Defnyddiodd y grŵp y cyfarfod hwn hefyd fel cyfle i nodi pwy a all frw ymlaen / sut y gellir bwrw ymlaen â rhai o'r argymhellion.
 - Eitem sefydlog: Proses adolygu pedair blynedd Rheoliadau Adnoddau Dŵr (Rheoli Llygredd Amaethyddol) (Cymru) 2021 – Darparodd Dr Susannah Bolton, y cadeirydd annibynnol, ddiweddariad cryno ar y cynnydd ar ddatblygiad yr adroddiad.

Chwefror 2025

7. Yn anffodus, cafodd y cyfarfod a drefnwyd ar gyfer mis Chwefror ei ganslo oherwydd amgylchiadau annisgwyl.

Mawrth 2025

8. 3 Mawrth 2025 – Mae CNC wedi penderfynu integreiddio'r is-grŵp i brif Fforwm Rheoli Tir Cymru. Bydd llythyr yn rhoi gwybod am y penderfyniad hwn yn cael ei ddosbarthu i aelodau is-grŵp Fforwm Rheoli Tir Cymru ddydd Llun, 3 Mawrth 2025.
9. 4 Mawrth 2025 – Mae CNC wedi trefnu gweminar ar gyfer aelodau Fforwm Rheoli Tir Cymru, is-grŵp Fforwm Rheoli Tir Cymru, Cyswllt Amgylchedd Cymru, Fforwm Pysgodfeydd Cymru a Fforwm Rheoli Dŵr Cymru ar 4 Mawrth. Bydd y weminar yn trafod data asesiad cydymffurfedd ansawdd dŵr afonydd ACA a dosbarthiad interim y Gyfarwydddeb Fframwaith Dŵr ar gyfer 2024. Bydd CNC yn rhyddhau dosbarthiad interim Rheoliadau'r Gyfarwydddeb Fframwaith Dŵr ac asesiad cydymffurfedd ansawdd dŵr afonydd ACA ar gyfer 2024 ar 13 Mawrth 2025. Mae hon yn set ddata ansawdd dŵr allweddol a dyma'r tro cyntaf i ni gyhoeddi'r ddau gyda'n gilydd. Bydd y dosbarthiad interim yn rhoi'r trosolwg gorau o statws amgylchedd dŵr Cymru.

Papur Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	20 Mawrth 2025
Teitl y papur:	Adroddiad Perfformiad Cyllid
Cyfeirnod y papur:	25-03-B17
Noddwyd y papur gan:	Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol
Paratowyd y papur gan:	Rob Bell, Pennaeth Cyllid; Mark Collins, Rheolwr Cyllid Busnes
Cyflwynwyd y papur gan:	Rob Bell, Pennaeth Cyllid
Diben y papur:	Cymeradwyaeth (newid yn y rhagolygon ariannol) / Trafodaeth (perfformiad ariannol)
Crynodeb:	Cymeradwyo: Newid yn y rhagolygon diweddaraf o £275.3 miliwn i'r £294.6 miliwn a ragwelir Craffu ar: Perfformiad ariannol hyd at ddiwedd mis Ionawr 2025

Cefndir

- Mae'r adroddiad perfformiad cyllid yn rhoi manylion am gynnydd ar draws y gwahanol fathau o incwm, gwariant a rhaglenni. Mae Atodiad A yn crynhoi'r prif negeseuon mewn perthynas â'r canlynol:
 - Newid i ragolwg y gyllideb o'i gymharu â'r rhagolwg blaenorol a gymeradwywyd (mis Tachwedd).
 - Perfformiad hyd at ddiwedd mis Ionawr 2025.

Risgiau a chyfleoedd

- Mae gennym risg wedi'i restru yng nghofrestr risg Cyllid a Gwasanaethau Corfforaethol ar gyfer 'gwariant yn ystod y flwyddyn'. Mae'r risg hwn hefyd yn cysylltu â'r risg strategol, "methu â chyflawni sefydlogrwydd ariannol". Ar gyfer y

flwyddyn ariannol hon, mae'r risg o orwario wedi'u lliniaru gan y camau gweithredu a gymerwyd gan y tîm gweithredol, a'r cyllid ychwanegol gan Lywodraeth Cymru.

3. Mae'r goblygiadau ehangach fel a ganlyn:

- (a) **Cyllid:** Mae'r adroddiad hwn yn ymwneud â pherfformiad ariannol CNC. Mae gennym risg wedi'i restru yng nghofrestr risg Cyllid a Gwasanaethau Corfforaethol.
- (b) **Deddf Llesiant Cenedlaethau'r Dyfodol:** Mae pob elfen o'r gyllideb yn cyfrannu at un neu lawer o'n hamcanion llesiant.

Y camau gweithredu nesaf

- 4. Bydd y tîm gweithredol yn parhau i fonitro'r prif risgiau yn y gyllideb.
- 5. Cynhyrchir yr adroddiad hwn bob deufis ar gyfer y bwrdd a'r tîm gweithredol.

Argymhelliad

- 6. Bod y bwrdd yn cymeradwyo'r newidiadau i'r rhagolwg diweddaraf, o £275.3 miliwn i £294.6 miliwn.
- 7. Bod y bwrdd yn craffu ar y perfformiad ariannol hyd at ddiwedd mis Ionawr 2025.

Rhestr atodiadau

Atodiad A – adroddiad ar y perfformiad ariannol



**Cyfoeth
Naturiol**
Cymru
**Natural
Resources**
Wales



NRW Board – 19th March 2025

Financial Performance Report – January 2025

Content and Key Messages

Update will cover:

1. Update on the latest forecast changes as at January 2025 compared to the opening budget. Endorse change in forecast since the last revised forecast was agreed - from £275.3m to £294.6m.

2. Financial Performance as at January 2025.

3. Update on contingencies and under/over programming.

4. The main risks and opportunities to our budget this year are covered in a separate page.

5. Update on funding provided by Welsh Government

Messages:

1. The overall income forecast has increased by £19.2m, due to changes in external funding (-£0.2m), charges (-£0.8m), commercial (-£1.8m), use of charge balances (-£1.7m) and Grant in Aid (£23.7m). The decrease in external funding relates to the LIFE programme and Natural Flood Management projects (£0.5m and £0.3m respectively), which are offset by additional WG Reservoir grant income (£0.6m). The commercial element is primarily due to a reduction in timber (£1.5m) and retainable wind energy income (£0.4m). The charges and use of charge balances changes are linked to the recent review of income corporate costs and pay. The forecasted end of year position on charges has changed considerably, moving from a deficit of £1.8m to £0.1m and can be seen by the reduced draw on reserves. The GiA increase reflects additional funding for IR35 (£16m), pension payment (£6.9m), repayment no longer required to WG for DCF (£0.6m) and an increase in WG Grants (£0.2m).

2. Expenditure at the end of January equates to £186.9m against a planned spend of £190.0m, an underspend to date of £3.1m (2%). This is mainly due to an underspend on non staff costs (£1.8m), capital (£0.9m) and revenue projects (£0.4m). The non staff element is predominantly linked to Ops (£1.3m) and EPP (£0.4m). The Ops element is mainly linked to Land Stewardship activities, due to a delay in the restocking programme. The EPP element reflects lower than anticipated spend across Regulation (£0.1m), Evidence (£0.2m) and Land Stewardship (£0.1m). There is a significant proportion of the overall Land Stewardship programme left to be utilised across Ops and EPP, with £6.3m (35%) and £0.5m (32%) remaining respectively. Across all Directorates there remains considerable proportions of the non staff budget still to be spent; CSD £1.3m (28%) excluding the wind energy payment, CCC £0.2m (42%), EPP £9.8m (34%), FCS £5m (20%) excluding NRW contingency balances and Ops £9.2m (36%). The capital element reflects under spend within the Flood (£0.5m) and Externally Funded (£0.2m) projects programmes. The Flood programme currently has a surplus of £0.8m. We are exploring with WG the possibility of utilising the funding for other capital activities within NRW. The revenue project element is linked to Externally Funded, Land Stewardship and Water Resources programmes which are all under spent by £0.1m respectively. The overall income position is broadly in line with the budget to date, however charge income is slightly ahead of forecast (£0.1m), which is offset by an under recovery of £0.4m within externally funded projects. Please note that the timber income profile has been reduced in line with the forecasted decrease in outturn.

3. There is further detail on contingencies and over-programming in the report. The pay award, general and precautionary (for corporate costs) elements have now been removed. We currently hold contingencies for IR35 potential liability (£19m), building lease exit (now settled) and £1.8m for the Case for Change. We currently hold central over programming of £0.6m, which given our under spend position, ET have considered increasing that to £1.6m. In respect to our main programmes (Flood, NaCE and NRW2030), the over/under programming has reduced considerably since the start of the year and we currently only hold over programming within the NaCE programme which totals £0.3m. Flood, NRW2030 and Water Resources have surplus balances of £0.8m, £0.5m & £0.1m respectively. We are in discussions with WG as to whether we can utilise the flood under spend within other NRW activities outside of flood.

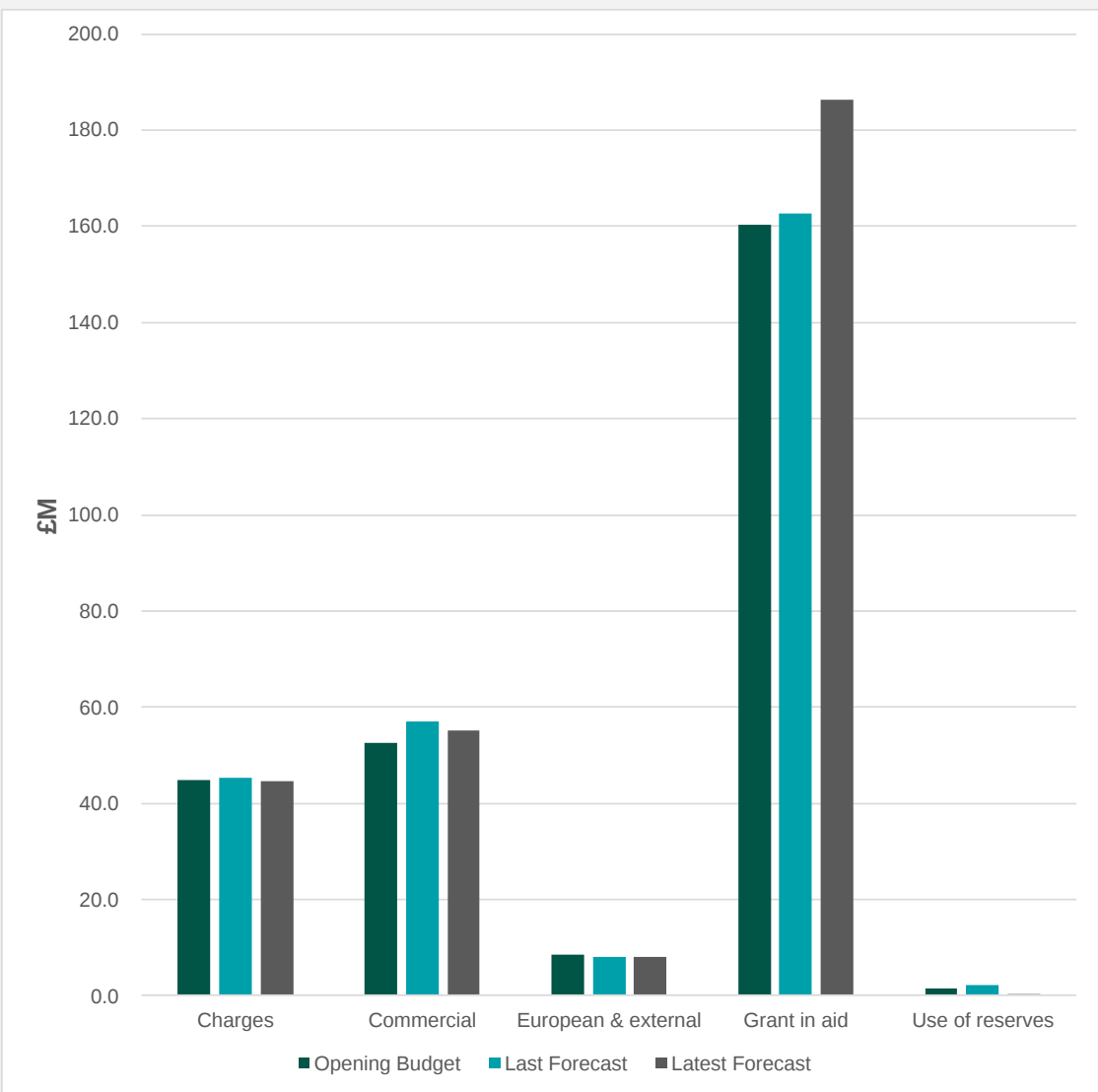
4. The main updates since the last reporting period will be concerning potential general revenue expenditure underspends, timber income and legal cases. The building lease exit is no longer categorised as a risk as it's concluded within the budget allowed. We are confident that we will meet the £9.3m staff costs savings target set at the beginning of the year.

5. We are in discussion with WG about our likely financial position at the end of the financial year - we have requested the ability to re-allocate the flood capital underspend within NRW and deciding whether we need the budget cover for the reduction in our timber income forecast.

Risks & Opportunities

Type	Description	Expenditure Category	Previous reported - Value/£m	Latest Value/£m
Risks				
Legal Risks	Risk that outcome of cases not in line with expectations.	Revenue		tbd
Central over-programming	It had decreased, with budgets returned in January. ET decided to increase it again to £1.6m based on spend at end of February.	Revenue	1.8	1.6
Opportunities				
General revenue expenditure position including Land Stewardship	There is concern that we will have a general underspend across a number of budgets, the largest of which is Land Stewardship. As a result, we have maintained a central over-programming assumption of £1.6m.	Revenue	1.8	1.6
NaCE / NRW2030 / Flood programmes	Very low amounts of over-programming so bigger chance of underspends. Flood are forecasting an underspend of up to £0.8m. NaCE are forecasting full spend. NRW2030 is also at risk of under spend within the capital programme. We have asked WG if we can have latitude to transfer funding to LIFE and Heritage Lottery funded projects.	Capital	0.7	0.8
Variables				
Timber Income	We have reduced the forecast as a result of the recent storms, cold weather and revised market expectations. Funding for that downturn will either be covered internally or by WG. Outturn still subject to variance.	Revenue	1.6-2.0	-
IR35	Budget cover (£19m) now in place for the potential liability. Liability won't be finalised until HMRC conclude their offset calculations.	Revenue	tbd	tbd
Case for change redundancies	We have budgeted £1.8m, however this exact figure will not be known until after the expression of interest phase. Should the conclusion of the Case for Change be delayed, this may have an effect on next year.	Revenue	tbd	tbd
Recruitment controls	Target of £9.3m, currently on track to meet/exceed the savings target.	Revenue	tbd	tbd

Financial Performance – Income Forecast



Charges

Charges income has reduced by £0.8m. The reductions are mainly due to anticipated deferrals of income into 2025-26 due to the current backlog of applications. The reduction in income has been offset by a reduction in corporate costs of £0.9m and trajectory savings of £1.7m. Both these figures were anticipated and built into our respective contingency and trajectory models.

The forecasted end of year position on charges has changed considerably, moving from a deficit of £1.8m to £0.1m and can be seen by the reduced draw on reserves.

Commercial

Commercial Income has reduced by £1.8m, predominantly due to a reduction in timber income (£1.5m), retainable (£0.4m) and surrenderable income (£0.1m). These are offset by an increase in telecom rental (£0.1m) and rechargeable works (£0.1m).

With the revised timber income position now below the WG guaranteed income level, we will need to decide whether to accept additional funding from WG.

European & Other External

European & other external income has reduced by £0.2m, mainly due to the decreases within the LIFE programme and natural flood management projects (£0.5m and £0.3m respectively), which are offset by additional WG Reservoir grant income (£0.6m).

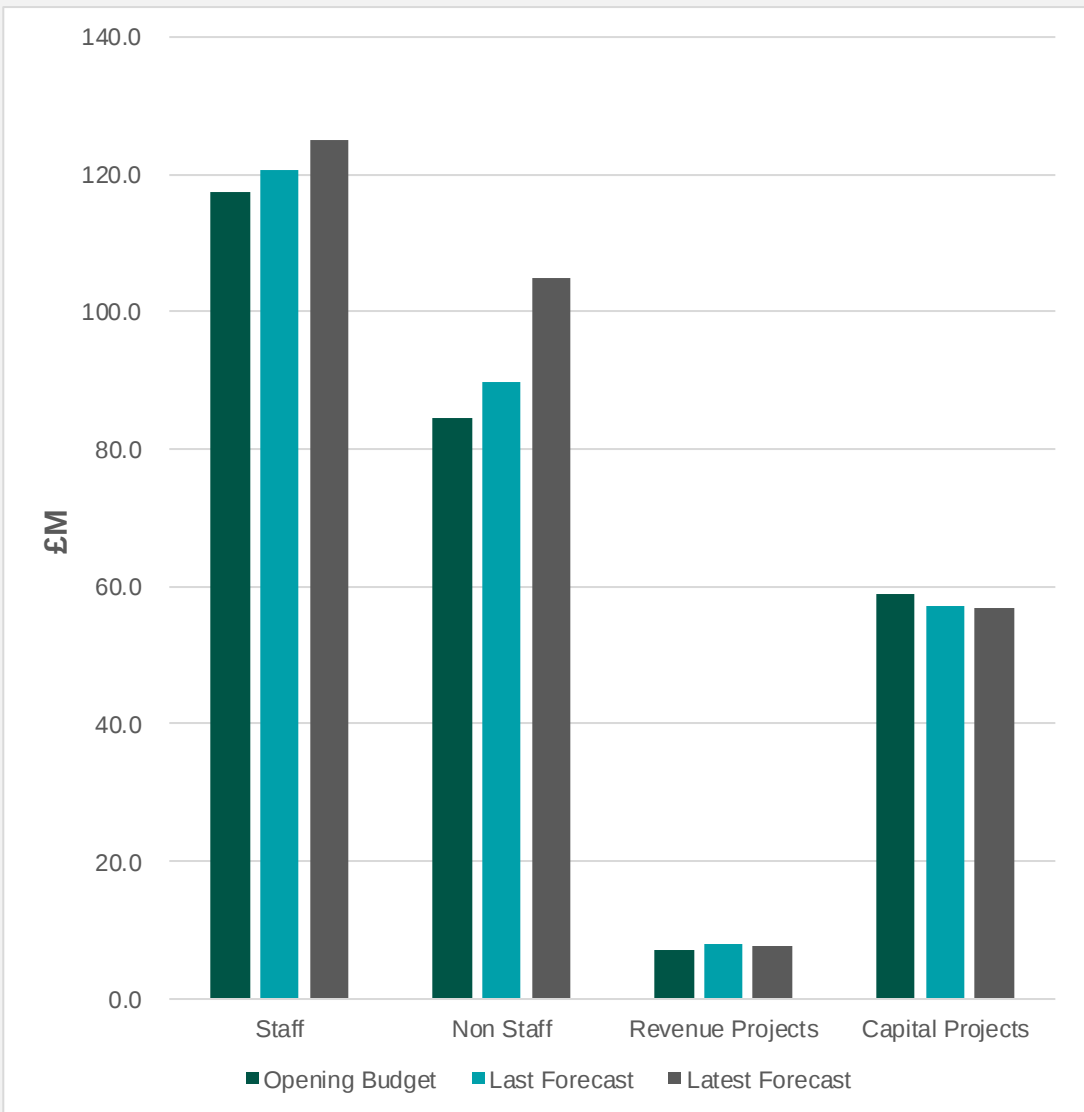
Grant in Aid

Overall grant in aid income has increased by £23.8m, mainly due to additional funding for IR35 (£16m), pension payment (£6.9m), repayment no longer required to WG for DCF (£0.6m) and an increase in WG Grants (£0.2m).

Use of Reserves

The use of reserves has reduced by £1.7m linked to the recent charge review. Whilst charge income has reduced by £0.8m, this has been offset by the reduction in corporate costs and savings within charge funded posts of £0.9m and £1.7m respectively.

Financial Performance – Expenditure Forecast



Staff

Staff costs have increased by £4.4m, predominantly due to the additional funding from WG for the pension payment (£6.9m), which was offset by a reduction of £1.7m following a review of charge funded vacancies along with a surplus of £0.6m from the allocation of the pay award and increments to individual posts. The pay award saving has been used to increase central contingencies.

Non Staff

Non Staff costs have increased by £15.1m, predominantly linked to the additional funding from WG for the potential IR35 liability (£16m) and reduction in repayment to WG regarding DCF (£0.6m) along with the transfer of the Water Resources over programming to help fund our £3m contribution towards IR35. These increases are offset by the reduction in timber income (£1.5m) and energy income (£0.5m).

Revenue Projects

Overall revenue projects have reduced by £0.2m, mainly due to the movement of £0.3m from the NRW2030 programme to fund pressures within BSS (Business Support Services) linked to increased fleet and building costs..

Capital Projects

Overall capital project budgets have reduced by £0.1m. The NRW2030 programme, external projects, natural flood management and WR programme have all reduced by £0.2m, £0.3m, £0.3m and £0.4m respectively. These are offset by additional WG Grant funding for electric vehicles and reservoir compliance of £0.4m and £0.6m respectively.

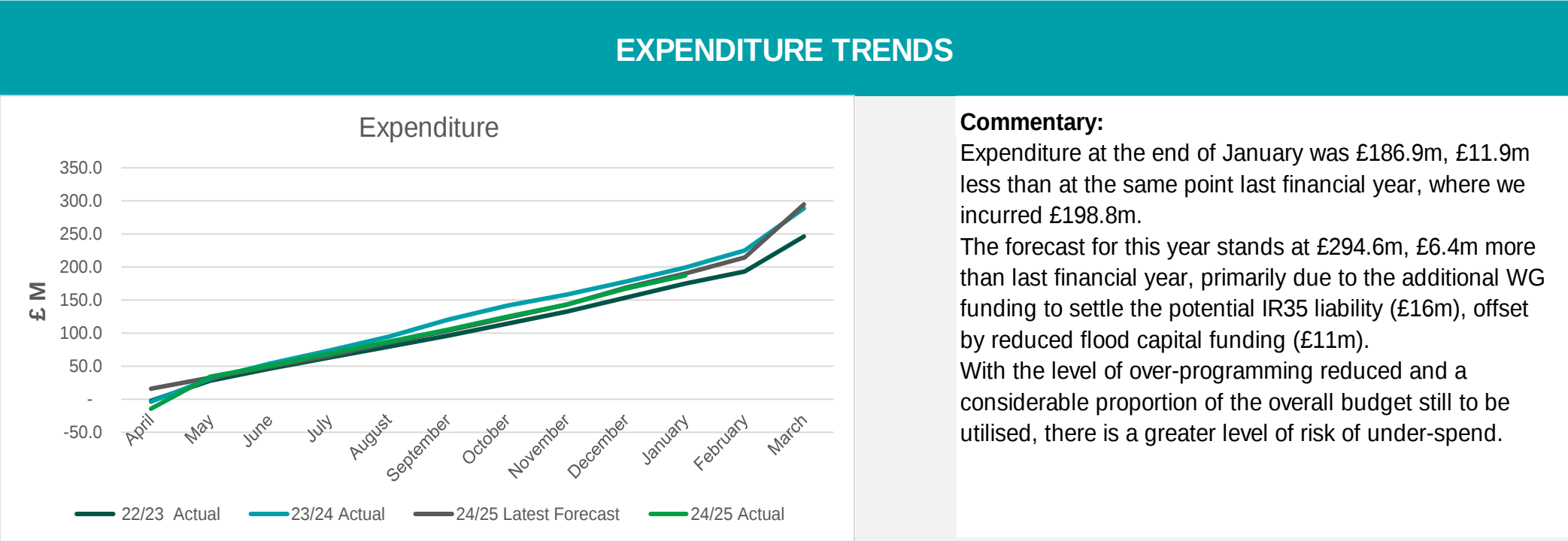
Financial Performance - Income

INCOME	Actual	Approved Forecast	Variance	Approved Forecast	Remaining Budget	Commentary
by Account Type	YTD £m	YTD £m	YTD £m	FY £m	FY %	
Charges	35.0	34.9	0.1	44.6	21%	Charge income received to date is currently in line to profile, however the end of year forecast has reduced by £0.8m. The reductions are mainly due to anticipated deferrals of income into 25/26 due to the current backlog of applications. The reduction in income has been offset by a reduction in corporate costs of £0.9m and charge based trajectory savings of £1.7m. Both these figures were anticipated and built into our respective contingency and trajectory models. The forecast end of year position on charges has changed considerably, moving from a deficit of £1.8m to £0.1m and can be seen by the reduced draw on reserves.
Commercial	44.0	44.0	0.0	55.2	20%	The timber forecast has been reduced to £31.6m from £32.5m. This had previously decreased from £33.1m in early January. Commercial have reported despatch performance by customers has been below previous years and likely to be low for the remainder of this year. The forecasted drop in production in December was realised, but slowed further by the impact of Storm Darragh and an extended period of snow and ice in the uplands, preventing safe despatch on timber. The forecast on retainable wind energy has increased by £0.3m following revised prior year royalty calculations on the Cefn Croes wind farm.
European & external	4.7	5.1	-0.4	8.0	41%	The current variance reflects under recovery within the LiFE programme (£0.2m) and Natur Am Byth projects (£0.2m). Any reduction in income will be reflected by a corresponding reduction within expenditure.
Grant in aid	106.9	106.9	0.0	186.4	43%	Income received in line with profile.
Use of Reserves	0.0	0.0	0.0	0.4	100%	Following the review of corporate costs and trajectory savings linked to charge posts, the draw on charge reserves has reduced considerably to £0.1m. The remaining £0.3m remains as previously reported and relates to work on the Internal Drainage Districts.
TOTAL: NRW	190.7	190.8	-0.1	294.6	35%	

Financial Performance - Expenditure

EXPENDITURE	Actual	Approved Forecast	Variance	Approved Forecast	Remaining Budget	Commentary
by Account Type	YTD £m	YTD £m	YTD £m	FY £m	FY %	
Staff	96.4	96.5	0.1	125.1	23%	A net underspend of £0.9m in January. Vacancy rate currently stands at 15%, up from 14% reported in November. A number of vacant posts are funded from charge related activities, which equates to £0.2m of the overall underspend figure and cannot contribute to the £9.3m savings target. We are currently on track to meet the target. The current variance of £0.1m has remained unchanged from the November position, with an overspend on overtime/allowances and other pay costs offset by underspend on training. A significant proportion of the training budget remains to be utilised, however the training leads within CSD are confident costs will be inline to budget at year end.
Non Staff	50.5	52.3	1.8	104.9	52%	The current underspend of £1.8m is predominantly linked to Ops (£1.3m) and EPP (£0.4m) Directorates, with far smaller variances seen across the other Directorates. The EPP element mainly reflects lower than anticipated spend across Regulation (£0.1m), Evidence (£0.2m) and Land Stewardship (£0.1m). The Ops element is mainly linked to Land Stewardship activities, mainly due to the delay in the restocking programme. As part of the assumptions used to allocate £3m towards the potential IR35 liability, we assumed a likely under spend of £1m within the Land Stewardship programme. To date £350k has already materialised, with the reduction reflected in the report. There is a significant proportion of the overall Land Stewardship programme left to be utilised across Ops and EPP, with £6.3m (35%) and £0.5m (32%) remaining respectively. Across all Directorates there remains considerable proportions of the full year budget still to be spent; CSD £1.3m (28%) excluding the wind energy payment, CCC £0.2m (42%), EPP £9.8m (34%), FCS £5m (20%) excluding NRW contingency balances and Ops £9.2m (36%).
Revenue Projects	4.0	4.3	0.4	7.6	48%	The current variance predominantly reflects under spend within the Externally Funded, Land Stewardship and Water Resources programmes which are all under spent by £0.1m respectively. All are anticipated to utilise the full year allocation. The NRW2030 programme has under programming of £0.2m. The programme manager is confident the surplus can be reallocated and utilised by the end of the financial year.
Capital Projects	35.9	36.8	0.9	56.9	37%	The current capital variance is linked to the Flood and Externally Funded projects programmes, which are under spent by £0.5m and £0.2m respectively. Over programming across the main programmes has reduced considerably from the opening position with Flood, NRW 2030 and Water Resources showing under programming balances of £0.8m, £0.3m & £0.1m respectively, along with overprogramming of £0.3m within NaCE. NaCE are forecasting to spend within their full year allocation. We are exploring with WG the possibility of utilising the Flood under programming for other capital activities within NRW. With over programming being far lower/removed within programmes, should any projects be delayed due to weather/contractor availability etc, we are likely to see an underspend at year end. NRW2030 Programme Manager is reviewing their programme and an underspend is a possibility.
TOTAL: NRW	186.9	190.0	3.1	294.6	37%	

Financial Performance – Expenditure Trends



Financial Performance – Revenue Projects

Revenue Projects by Programme	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Approved Forecast FY £m	Remaining Budget FY %	Commentary
External Funded	1.6	1.8	0.1	2.5	33%	The current variance is linked to the Natur Am Byth project, with the remaining budget spread across this and one other LiFE project. We anticipate the fully year allocation to be utilised by the end of the financial year.
Internal Funded	1.0	1.2	0.2	1.7	43%	The current variance reflects underspend within the Water Resources & Reservoir Compliance programmes. All are anticipated to utilise the full year allocation.
NaCE	0.9	1.0	0.1	1.8	49%	Over programming is now very low (below £50k). We anticipate to fully utilise the £1.8m allocated.
NRW 2030	0.4	0.4	0.0	0.9	60%	Current spend inline with budget. The under programming has reduced following the transfer of £0.3m to fund pressures within fleet and facilities and now stands of £0.2m. The programme manager is confident the surplus can be reallocated and utilised by the end of the financial year.
Grants	0.0	0.0	0.0	0.7	95%	Significantly smaller programme this year with only two projects; Area of Outstanding Natural Beauty (AONB) and National Trails. All of which will be utilised by March 2025.
TOTAL: NRW	4.0	4.3	0.3	7.6	48%	

Financial Performance – Capital Projects

Capital Projects by Programme	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Approved Forecast FY £m	Remaining Budget FY %	Commentary
NRW 2030	1.8	1.6	-0.1	3.3	46%	Current costs are broadly in line with expectations. The overall programme is currently under-programmed by £0.5m. The programme manager is confident that the surplus can be reallocated in relation to the revenue aspects, however there is uncertainty on the ability to further increase expenditure on the capital side. Therefore, £0.3m capital under-programming could be reallocated within NRW balances to alleviate cross-organisation pressures by year-end. The holding code has reduced from £0.4m to £0.1m, following further budget allocations to the tech stabilisation sub programme.
External Funded	4.9	5.3	0.3	8.4	41%	Expenditure at the end of January is slightly behind the forecasted position. This remains predominantly linked to the Natur am Byth project where partnership spend is lower than anticipated and further exacerbated by delays in up to date budget forecasts. There is a risk relating to two LIFE projects where spend will likely be pushed into next year, however, due to the nature of the funding we do have the ability to defer the income to next year and facilitate this.
Flood Risk	12.6	13.0	0.5	18.4	32%	The programme is currently under-programmed by £0.8m. We are exploring with WG the possibility of utilising the Flood under programming for other capital activities within NRW.
Internal Funded	2.0	2.2	0.1	3.1	34%	The Water Resources Programme is now under programmed by £0.1m, which has reduced since the previous reporting month. There are also Land Stewardship projects (£1.2m), predominantly funded from WG Grants and a £1m budget for the purchase of NRW's EV Fleet, which has currently spent £0.8m as at the end of January. We anticipate to fully utilise the £1m budget. Should the WG Grant element be under spent, we will see an equal and opposite reduction in income.
NaCE	13.8	13.8	0.1	22.0	37%	Expenditure to the end of January is in line with the year to date budget. The programme is currently over-programmed by £0.3m, a reduction of £0.4m from the previous reporting month. We anticipate to fully utilise the £22m budget.
IFRS 16 Capital Leases Only (non-cash)	0.9	0.9	0.0	1.8	52%	The remaining budget reflects dilapidation costs for Ty Cambria, which we expect to be fully utilised.
TOTAL: NRW	35.9	36.8	0.9	56.9	37%	

Contingency and over-programming budgets

Rag status



Balances (contingencies and programme under/overs)	£m Nov-24	£m Jan-25	£m Movement	Confidence Level (RAG Status)	Comments
In year pressure balancing targets					
Staff Reduction Targets	-1.9	-1.9	0.0		We are currently on track to meet the £9.3m staff reduction target. Whilst there appears to be no movement since November, savings of £1.7m have been generated however, these have been offset by the removal of the charge funded element, of the same value. The charge post savings have allowed us to reduced the draw on charge reserves. The position will be reviewed on a monthly basis to ensure we are still on track to meet the target, but at this moment in time we do not expect any significant change.
Vacancy Management	-1.7	-0.9	0.8		We are on target to manage the vacancy management target this year.
Contingencies and provisions					
Pay Award Provisions	6.1	0.0	-6.1		The pay award has now been allocated.
Other staff contingency	1.5	1.8	0.3		Consolidated central contingency budget for the Case for Change.
Central Contingencies & central overprogramming	1.2	-0.6	-1.8		Overprogramming was increased to £1.8m, as agreed at January ET to part fund our contribution to any IR35 liability and Facilities pressure. Following a number of budget returns, over programming currently stands at £0.6m.
Central Contingencies (corporate cost recharge)	0.8	0.0	-0.8		The contingency has now been removed following the application of the revised corporate cost charge for charge activities.
IR35 Contingency	0.0	19.0	19.0		WG has provided additional budget cover of £16m and £3m is our contribution.
Facilities Pressure	0.0	1.2	1.2		Position finalised, budget required now £0.4m less.
Timber Income contingency	0.0	-1.5	-1.5		Timber income has reduced from £33.1m to £31.6m so we are £1.4m below the £33m WG guarantee. That cover is available, if we need it.
Staff Budget Undistributed (Directorates)	0.2	0.3	0.1		Budgets approved for new posts not yet created.
Staff budget allocation for increments	0.4	-0.1	-0.5		Budget allocated in January.
Over-programming					
Overprogramming (Directorates)	-0.1	-0.1	0.0		Minor balances across Directorates, low value risk.
NaCE (Directorates)	-0.7	-0.3	0.4		Over programming is gradually reducing and will continue to be managed down so the programme comes in line to the allocated funding.
Under-programming					
Water Resources Capital (Directorates)	0.5	0.1	-0.5		Following a review of the programme £0.4m has been transferred to WR balances and then re-located to help fund other Water Resources related liabilities.
NRW 2030 (Directorates)	0.6	0.5	-0.1		Under programming is split across the capital (£0.3m) & revenue (£0.2m) programmes. The revenue element has reduced by £0.3m to fund pressures within fleet and accommodation costs.
Flood Risk Capital (Directorates)	0.2	0.8	0.6		We are in discussions with WG as to whether we can utilise the under spend within other NRW activities outside of flood.
Awaiting distribution					
NRW 2030 (Directorates)	0.4	0.1	-0.3		

Note

All contingencies/over programming are held centrally unless indicated otherwise.



Papur y Bwrdd

Dyddiad y cyfarfod:	20 Mawrth 2025
Teitl y papur:	Adroddiad Perfformiad y Cynllun Busnes Blynyddol: Chwarter 3 ac Adroddiad Perfformiad Mewnol: Chwarter 3
Cyfeirnod y papur:	25-03-B18
Noddwyd y papur gan:	Ceri Davies (Prif Weithredwr Dros Dro)
Paratowyd y papur gan:	Sarah Williams (Pennaeth Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni)
Cyflwynwyd y papur gan:	Sarah Jennings (Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol) Gareth O'Shea (Cyfarwyddwr Gweithredol Gweithrediadau) Dominic Driver (Cyfarwyddwr Gweithredol Dros Dro y Gyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu)
Diben y papur:	Cymeradwyaeth
Crynodeb:	Rhaid i CNC weithredu systemau sy'n galluogi adolygiad o berfformiad yn erbyn amcanion mewn modd amserol ac effeithiol. Cyflwynir yma adroddiadau'r trydydd chwarter ar gyfer y cynllun busnes blynyddol a'r adroddiad perfformiad mewnol. Yn dilyn adborth gan aelodau'r bwrdd a thîm nawdd Llywodraeth Cymru, rydym wedi cynnwys metrigau busnes fel arfer yn adroddiad y chwarter hwn sy'n ymwneud â'n gwasanaeth cynllunio datblygu, a gweithgareddau rheoleiddio sy'n ymwneud â bioamrywiaeth (gweler Atodiad 3). Bydd y rhain yn newid yn chwarter 4 i gynnwys metrigau yn ymwneud â'r blaenoriaethau buddsoddi a rennir y cytunwyd arnynt rhwng cadeirydd CNC a'r Dirprwy Brif Weinidog.

Cefndir

Cynllun busnes a pherfformiad

1. Bob blwyddyn ariannol, mae'r Gweinidog yn anfon datganiad ffurfiol at CNC o'i ddarpariaeth gyllidebol. Mewn ymateb i hyn, bob blwyddyn mae'n rhaid i ni baratoi cynllun busnes sy'n nodi lefel y gwasanaeth i'w chyflawni mewn meysydd allweddol a'r wybodaeth am berfformiad ac allbwn i'w chasglu er mwyn monitro cynnydd.

2. Mae dogfen fframwaith Llywodraeth Cymru yn nodi bod yn rhaid i CNC weithredu systemau sy'n galluogi adolygiad o berfformiad yn erbyn amcanion mewn modd amserol ac effeithiol. Rhaid rhannu'r wybodaeth fonitro y cytunwyd arni â Thîm Partneriaeth Llywodraeth Cymru ar adegau y cytunir arnynt er mwyn dangos cynnydd a sicrhau bod targedau'n cael eu cyflawni a bod y metrigau o fewn lefelau derbyniol.
3. Wrth gyhoeddi'r cynllun corfforaethol, nodwyd cyfarwyddwyr gweithredol fel arweinwyr ar gyfer pob amcan llesiant gyda chyfrifoldeb am berfformiad, sicrwydd a risg eu hamcan llesiant priodol ac am graffu integredig ar draws y tri amcan llesiant i sicrhau golwg gyfannol ar gynnydd. Mae'r Prif Weithredwr yn gyfrifol am gynghori'r bwrdd ar berfformiad y sefydliad. Ceir tystiolaeth o graffu ar berfformiad yn adroddiad blynyddol a chyfrifon CNC.

Cynllun busnes 2024-2025

4. Mae cynllun busnes 2024-2025 yn nodi'r hyn y byddwn yn ei wneud yn benodol yn 2024-2025 i gyflawni yn erbyn y tri amcan llesiant i gyflawni ein gweledigaeth. Mae cynllun eleni yn arwydd o wahaniaeth mewn naws a dull, gydag aliniad clir â gweledigaeth, cenhadaeth ac amcanion llesiant y cynllun corfforaethol.
5. Gwyddom na fyddwn yn gallu gwireddu canlyniadau pob amcan llesiant neu gam i'w cymryd ar unwaith. Yn y blynyddoedd cynnar hyn, mae angen inni osod y sylfeini drwy wneud y gwaith paratoi, megis cwestiynu'r sylfaen dystiolaeth neu ddatblygu, a phrofi gwahanol offer a dulliau gweithredu a fydd yn ein galluogi i gyflymu'r gwaith cyflenwi yn y blynyddoedd i ddod.
6. Ar draws y tri amcan llesiant, mae'r cynllun busnes yn nodi'r camau gweithredu i'w cymryd lle rydym wedi nodi'r 26 ymrwymiad penodol y byddwn yn eu datblygu eleni (saith ar gyfer amcan llesiant 1: natur; naw ar gyfer amcan llesiant 2: hinsawdd; naw ar gyfer amcan llesiant 3: llygredd; ac un trawsbynciol). Mae hyn yn cynrychioli bron i 30% o gyfanswm y camau gweithredu i'w cymryd yn y cynllun corfforaethol. Mae llawer o'r ymrwymadau blynyddol hyn yn cyd-fynd â blaenoriaethau yn llythyr cylch gwaith y tymor llywodraeth ac allbynnau penodol a ddiffinnir yn llythyrau dyfarnu grant Llywodraeth Cymru a chyrrff cyllido eraill.
7. Mae pob un o'r 26 cham i'w cymryd yn nodi ymrwymiad ar gyfer eleni ac yn cyd-fynd â hyd at dri phrif beth i'w cyflawni i ddangos sut y gwneir cynnydd yn ystod y flwyddyn hon.

Adroddiad perfformiad trydydd chwarter cynllun busnes 2024-2025

8. Mae adroddiad perfformiad trydydd chwarter cynllun busnes 2024-2025 i'w weld yn Atodiad 1. Darperir synthesis o gynnydd yn erbyn yr amcanion llesiant yn yr adroddiad ochr yn ochr â statws coch melyn gwyrdd pob ymrwymiad i ddangos cynnydd ar gyfer y chwarter hwn a'r sefyllfa diwedd blwyddyn a ragwelir.
9. Yn y trydydd chwarter, mae'r **cynnydd gwirioneddol** yn erbyn y 26 ymrwymiad yn nodi 11 ymrwymiad yr adroddwyd eu bod â statws gwyrdd, sy'n ostyngiad o dri o

gymharu â'r ail chwarter; 13 â statws melyn, sef cynnydd o ddau o gymharu â'r ail chwarter; a dau â statws coch, sef cynnydd o un o gymharu â'r ail chwarter.

10. Ar gyfer **y rhagfynegiad diwedd blwyddyn**, o gymharu â'r ail chwarter rydym bellach yn gweld gostyngiad yn y nifer sy'n rhagweld statws coch ar ddiwedd blwyddyn i ddau. Mae saith ymrwymiad ychwanegol yn rhagweld adrodd statws melyn ar ddiwedd y flwyddyn; disgwylir cyfanswm o 12 bellach. Mae 12 ymrwymiad bellach yn rhagweld adrodd statws gwyrdd ar ddiwedd y flwyddyn, sef gostyngiad o 17 yn yr ail chwarter.

Adroddiad perfformiad mewnol

11. Mae'r adroddiad perfformiad mewnol i'w weld yn Atodiad 2 ac mae'n ymdrin â saith mesur â ffocws mewnol, gyda'u statws coch melyn gwyrdd presennol (chwarter 3). Is-set yw hon o wybodaeth reoli fanylach, sy'n cael ei chasglu'n fisol a'i rhannu â'r holl gyfarwyddwyr gweithredol i'w harchwilio gyda'u huwch-dimau arweinyddiaeth.
12. Ar gyfer y mesurau hyn nid yw'r sefyllfa wedi newid i'r hyn a adroddwyd yn yr ail chwarter, gyda chwech â statws gwyrdd, un â statws melyn, a dim â statws coch.

Adroddiadau gweithredol 'busnes fel arfer'

13. Rydym yn bwriadu cynnwys adroddiadau gweithredol 'busnes fel arfer' ar gyfer rhai meysydd o'n gwaith mewn adroddiadau chwarterol yn y dyfodol. Mae'r diwyg a awgrymir ar gyfer hyn, gan ddefnyddio rhywfaint o'n gwaith cynllunio datblygu a rheoleiddio bioamrywiaeth, wedi'i gynnwys yn Atodiad 3. Byddwn yn ymestyn yr wybodaeth hon yn y pedwerydd chwarter i swyddogaethau eraill, ac yn ei chynnwys yng nghynllun busnes 2025-2026 ac fel rhan o'r broses o adrodd ar berfformiad.

Risgiau, y parodrwydd i dderbyn risg a chyfleoedd

14. Os nad yw'r wybodaeth am berfformiad a ddarparwyd yn adlewyrchu'n gywir y cynnydd tuag at gyflawni'r cynllun busnes, a gweithrediad CNC fel sefydliad, ni fydd y Tîm Gweithredol na Bwrdd CNC yn gallu cyflawni eu rôl i graffu ar gyflawni.

Goblygiadau ehangach

15. **Cyllid:** Nid oes unrhyw oblygiadau ariannol sylweddol wrth ddarparu'r adroddiad perfformiad ei hun, ond mae rhan o'n hadolygiad chwarterol yn ystyried dyraniad ein hadnoddau, ac felly mae papurau cyllid a pherfformiad wedi'u cysylltu'n agos.
16. **Cydraddoldeb:** Mae'r asesiad o'r effaith ar gydraddoldeb perthnasol yn cwmpasu ein Cynllun Corfforaethol 2030, ein datganiad llesiant a chynllun busnes 2023-2024.

Y camau nesaf

17. Yn dilyn cymeradwyaeth Bwrdd CNC, bydd y ddau adroddiad perfformiad yn cael eu trafod gyda Llywodraeth Cymru a'u cyflwyno i Ysgrifennydd y Cabinet dros Newid

Hinsawdd a Materion Gwledig. Byddant yn cael eu cyhoeddi ar wefan Cyfoeth Naturiol Cymru.

18. Bydd adborth yn cael ei roi i ohebwy'r a'r tîm arwain a'i rannu â'r staff drwy'r fewnwyd.

Argymhelliad

19. Bod bwrdd CNC yn cymeradwyo adroddiad perfformiad trydydd chwarter cynllun busnes 2024-2025 a'r adroddiad perfformiad mewnol.

Rhestr atodiadau

Atodiad 1 – Adroddiad perfformiad trydydd chwarter cynllun busnes 2024-2025 – synthesis o gynnydd yn erbyn yr amcanion llesiant

Atodiad 2 – Adroddiad perfformiad mewnol y trydydd chwarter

Atodiad 3 – Metrigau busnes fel arfer

Y broses gymeradwyo / ymgynghori

Y broses gymeradwyo / ymgynghori Cyfrifoldeb: Pwy sydd wedi datblygu'r papur / proses, a phwy sydd wedi rhoi mewnbyn?	Sarah Williams (Pennaeth Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni) Prys Davies (Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol)
Yn atebol: Pwy sy'n atebol am y gymeradwyaeth derfynol? Pwy fydd yn cymeradwyo, neu pwy y gofynnir iddo gymeradwyo?	Bwrdd CNC
Ymgynghori: Â phwy yr ymgynghorwyd hyd yma? Pan fydd angen cymeradwyaeth, a ydyw hon ar waith? A fydd angen ymgynghori pellach?	Y Tîm Arwain (perchnogion y camau i'w cymryd) Y Tîm Gweithredol
Hysbysu: Pwy sydd wedi cael gwybod, neu pwy sydd angen gwybodaeth bellach am y gwaith?	Y Tîm Arwain Y Grŵp Cynllunio ac Adnoddau Y Tîm Gweithredol Bwrdd CNC

Annex 1: Business Plan 2024/25 Quarter Three Performance Report – Synthesis of Progress Against the Well-being Objectives

Background

1. Across the three Well-being Objectives (WBOs), the business plan identifies the steps to take where we have identified 26 specific commitments that we will progress this year (seven for WBO1: Nature; nine for WBO2: Climate, nine for WBO3: Pollution, and one cross-cutting). This represents approaching 30% of the total steps to take in the corporate plan. Many of these are aligned to priorities in the Term of Government Remit Letter and specific outputs defined in Welsh Government and other funding body grant award letters.
2. Each of the 26 steps to take identifies a commitment for this year and is accompanied by up to three key deliverables to demonstrate how progress will be made in this year.
3. The annual commitments and key deliverables only reflect a small portion of the steps to take included in the corporate plan. We recognise that a breadth of other activity underpins our work on the three well-being objectives from environmental monitoring and reporting, responding to planning applications, issuing permits, undertaking compliance visits and where necessary taking enforcement action.
4. At publication of the Corporate Plan, Executive Directors were identified as Leads for each Well-being Objective (WBO) with responsibility for performance, assurance and risk of their respective WBO and integrated scrutiny across the three WBO to ensure a holistic view of progress. The 'WBO performance group', chaired by the Head of Corporate Strategy and PMO with the three ET WBO leads and the relevant Leadership Team step to take leads met again this quarter to consider performance and progress.

Overarching assessment of performance – emerging themes and risks

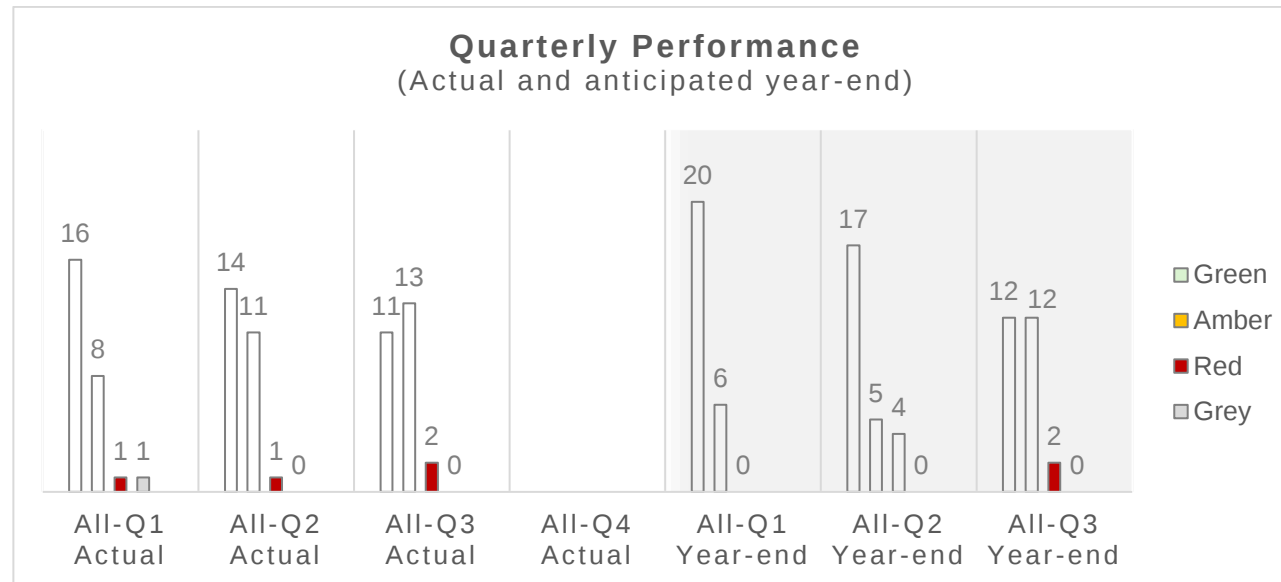
5. Across the three well-being objectives we are making progress on all the annual commitments and key deliverables. Notable achievements this quarter include: publication of the Interim Report for SoNaRR 2025; confirmation of Welsh Government's expectations on the support required to the development and implementation of the Sustainable Farming Scheme, with deliverables agreed; allocation of £2m to our

strategic partners through the Strategic Allocated Funding programme and £700k of funding under a competitive grant scheme to enable others to develop peatland restoration plans; restoration of peatland on the land in our care and on others' land through land management agreements has made good progress; completion of the flood defence structures at Stephenson Street in Newport providing protection to 814 properties; continued advice and guidance to Ofwat on the final determination of water company prices, securing record levels of water company investment in the environment to 2030; publication of the annual regulatory report. This sits alongside the significant "business as usual activities" such as permitting, compliance visits and statutory advice to the planning system. Responding to the flooding and damage across the land in care resulting from storms Bert and Darragh has been a major factor driving the work of many of our teams as they respond to and recover from the damage caused by these events.

6. The recruitment freeze has impacted delivery with progress on many commitments and key deliverables slower than anticipated at the start of the year. Team leaders, managers and leadership team are continuing to prioritise, pausing some work to create capacity for other higher priority work, scaling back ambition, and managing expectations with our customers and partners about what to expect. In addition, some new work has emerged through the year which we'd not anticipated, for example preparations for the new [Water \(Special Measures\) Bill](#) and the [Wales Audit Office review of protected sites work](#) under their Future Generations Act powers.
7. These pressures are reflected in the performance metrics, where we report an increase in the number of actual 'amber' and 'red' annual commitments in Q3 and an increase in the number of 'amber' and 'red' at predicted year-end.
8. The pathway to green for these commitments is dependent on the release of the recruitment controls. It is likely that the earliest these commitments will return to green is Q3 in 2025/26. For this reason, these commitments and deliverables will be retained within the 2025/26 Annual Business Plan.
9. It is important to acknowledge that many managers are prioritising delivery of the commitments in this business plan over other activities in the business group service plans. Thus, the true impact of the recruitment freeze on delivery and performance is masked. To provide a more holistic assessment of the pressures on performance we have included metrics reported through the NRM and Regulation Service Plans related to statutory advice to developers and local authority planners as well as metrics related to biodiversity licencing, consents and assents. (see Annex 3). We will evolve the format of this report for quarter 4 to include the shared priorities for investment agreed by the NRW Chair and Deputy First Minister and include these in the 2025/26 business plan.
10. The Planning and Resources Group (PRG) and its sub-groups have continued to meet to review recruitment controls and opportunities to deploy staff on a short-term basis to priority areas. Executive Team has considered a small number of cases for external recruitment on an exceptional basis.
11. The Case for Change is progressing, with matching completed and the Expression of Interest (EOI) stage opening at the end of February. If a post is not filled through the EOI, it will be released for open recruitment across the whole organisation. This will start from late March.

Performance Analysis

12. The graph below illustrates 'RAG' quarterly progress and year-end predicted positions across all 26 annual commitments; Table 1 reflects quarterly progress through the year for each annual commitment.



Key: Green = achieved; Amber = close to; Red = missed; Grey = N/A

13. Against actual progress in quarter three, of the 26 commitments, eleven reported green - a reduction of three from Q2; thirteen reported amber - an increase of two from Q2 and two have reported red – up one from Q2.

14. For year-end prediction, we are seeing more commitments anticipating amber, and less anticipating red. Three commitments previously reporting red in Q2 are now anticipating amber (C20 and C21) or green (C6). One commitment previously reporting amber (C15) is now anticipating reporting red for year end.

Table 1: Overall dashboard for 2024/25 Business Plan – Actual Reported Position

	2024/25 Business Plan commitment:	2024/25			
		Q1	Q2	Q3	Year end
WBO1: Nature is recovering	C1: Evaluate the NRW Nature Networks Programme to inform future investment for protected sites	Amber	Amber	Amber	
	C2: Synthesise evidence to identify priorities for notification and renofication of sites contributing to the 30:30 target	Amber	Amber	Red	
	C3: Develop an understanding of the intervention impact of 11 of the place-based Natur am Byth partnership programme projects to refine conservation delivery	Green	Green	Green	
	C4: Consolidate understanding of the condition of features of Welsh only marine SACs and SPAs to inform prioritisation	Green	Green	Green	
	C5: Integrate nature recovery evidence into the proposed new National Park process and management of existing AONBs and National Parks to improve decision making for nature	Green	Green	Green	
	C6: Delivering multiple benefits and opportunities for nature, people and the rural economy through supporting Welsh Government in the development and implementation of the Sustainable Farming Scheme, providing evidence and expertise	N/A	Amber	Green	
	C7: Implementing No Mow May, piloting new approaches to working with nature on the land and assets that we manage, identifying prioritised recommendations	Green	Green	Green	
CC	C26: Develop an understanding of user needs, experience, and opportunities for common messaging and mainstreaming evidence into decision-making to inform the Interim Report for SoNaRR 2025	Green	Green	Green	
WBO2: Communities are resilient to climate change	C8: Invest in capacity building to enable delivery in 2024-25 and future expansion of the National Peatland Action Programme	Amber	Amber	Amber	
	C9: Strengthen capacity and evidence informing spatial prioritisation to enable effective future restoration within marine and coastal habitats	Amber	Green	Amber	
	C10: Deliver capital projects and sustain levels of protection for properties to reduce flood risk	Green	Green	Green	
	C11: Improve the Flood Warning Service and Telemetry System to deliver efficiencies and maintain continuity of service to customers	Red	Red	Amber	
	C12: Review the prioritisation approach for flood asset maintenance and management to ensure our investment is risk based	Green	Amber	Amber	
	C13: Develop understanding, using insight to enhance pre-application processes related to statutory planning and permitting applications to facilitate industrial decarbonisation and reduction of landfill greenhouse gas emissions	Green	Green	Amber	
	C14: Enhance evidence, guidance and pre-application advice to improve the quality of submissions for planning permissions and permit/licence applications (Re; low carbon and carbon capture technologies)	Amber	Amber	Amber	
WBO3: Pollution is minimised	C15: Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO2e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan	Green	Amber	Red	
	C16: Embed the use of carbon reduction tools and plans into high value contracts and frameworks to improve the quality of submissions.	Green	Amber	Amber	
	C17: Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution.	Green	Green	Amber	
	C18: Undertake compliance visits at prioritised regulated sites to reduce pollution	Green	Green	Green	
	C19: Provide support and advice on the new Workplace Recycling Regulations, targeting key workplace sectors and waste service providers to increase stakeholder awareness and understanding.	Green	Green	Green	
	C20: Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment.	Amber	Amber	Amber	
	C21: Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action	Amber	Amber	Amber	
	C22: Respond to prioritised pollution incidents to minimise environmental harm.	Green	Green	Green	
	C23: Enhance our understanding of the drivers of pollution incidents across Wales to inform the integration of preventative actions into incident response.	Green	Green	Amber	
	C24: Undertake investigation and enforcement action to minimise environmental harm	Green	Green	Green	
	C25: Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping	Amber	Amber	Amber	

Key: Green = achieved; Amber = close to; Red = missed; Grey = N/A

Synthesis of progress against each well-being objective

Below is a synthesis of progress against the well-being objectives. A detailed summary of progress for each commitment can be found in Appendix 1 of this Annex.

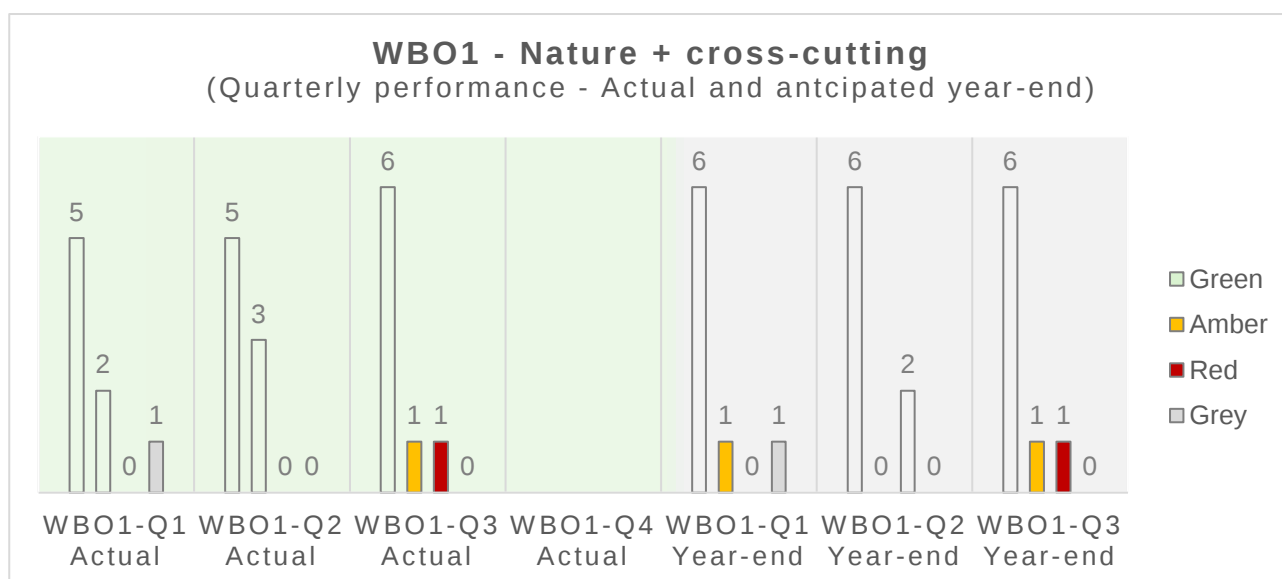
N.B. For reporting purposes only, we have now moved the cross cutting commitment (C26) under WBO 1.

WBO 1: Nature is Recovering (and cross cutting commitment)

Table 2: WBO1 dashboard - Nature is recovering (and cross cutting commitment)

	2024/25 Business Plan commitment	2024/25			
		Q1	Q2	Q3	Year end
WBO1: Nature is recovering	C1: Evaluate the NRW Nature Networks Programme to inform future investment for protected sites	Amber	Amber	Amber	
	C2: Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target	Amber	Amber	Red	
	C3: Develop an understanding of the intervention impact of 11 of the place-based Natur am Byth partnership programme projects to refine conservation delivery	Green	Green	Green	
	C4: Consolidate understanding of the condition of features of Welsh only marine SACs and SPAs to inform prioritisation	Green	Green	Green	
	C5: Integrate nature recovery evidence into the proposed new National Park process and management of existing AONBs and National Parks to improve decision making for nature	Green	Green	Green	
	C6: Delivering multiple benefits and opportunities for nature, people and the rural economy through supporting Welsh Government in the development and implementation of the Sustainable Farming Scheme, providing evidence and expertise	N/A	Amber	Green	
	C7: Implementing No Mow May, piloting new approaches to working with nature on the land and assets that we manage, identifying prioritised recommendations	Green	Green	Green	
CC	C26: Develop an understanding of user needs, experience, and opportunities for common messaging and mainstreaming evidence into decision-making to inform the Interim Report for SoNaRR 2025	Green	Green	Green	

Key: Green = achieved; Amber = close to; Red = missed; Grey = N/A



15. Through quarter three, overall 'actual' progress remains good. Of the eight commitments, the five commitments that reported green in Q1 and Q2 remain green in Q3. One other commitment is now reporting green in Q3 (C6). One commitment is reporting amber for actual progress, and one reporting red.

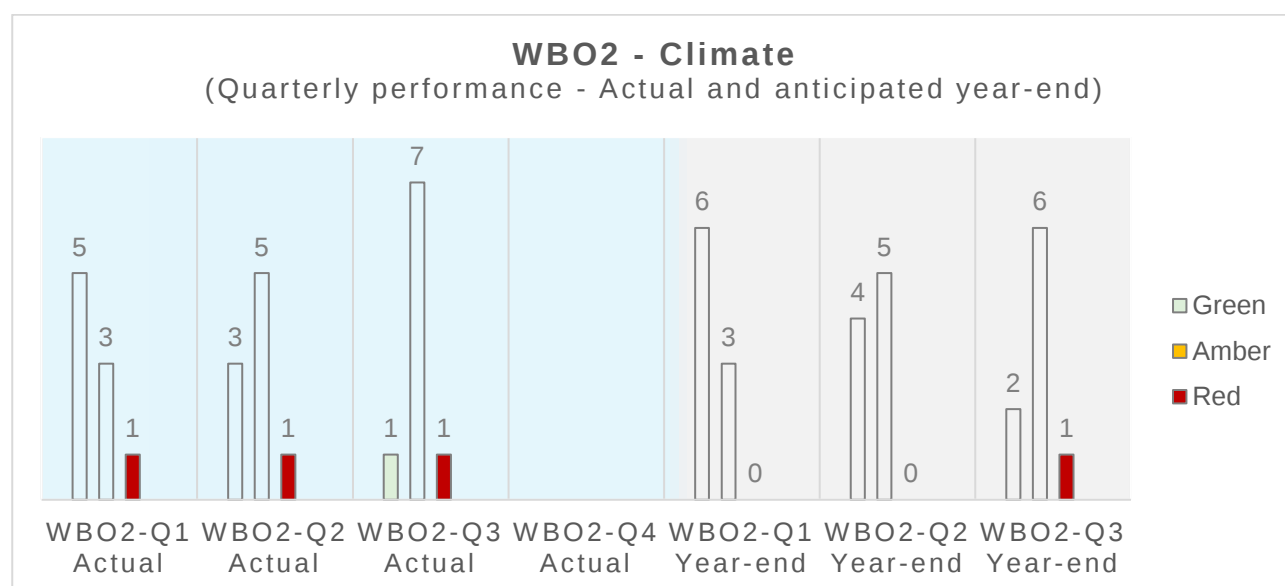
16. Year-end prediction in Q3 has changed from two predicted reds last quarter; to one amber and one red; the other six commitments remain green.
17. In this WBO, twelve identified risks have been mapped to the following top-level risk Registers (Strategic; Business Group; Place; 'Other', e.g. Marine).
18. Some of the commitments benefit from external funding – either through the Welsh Government Nature Networks Programme or the National Lottery Heritage Fund and are not subject to the same pressures as Grant in Aid.
19. C1- Evaluation of the NRW Nature Networks Programme remains amber for this quarter and is predicted amber at year end. The pace of work had slowed in Q2 as staff were diverted to evaluate the Nature Networks Fund NLHF (National Lottery Heritage Fund) applications. This Welsh Government investment will support improvements at protected sites. Although staff have now refocussed on progressing this commitment, it will not be possible to complete all of the deliverables by the end of the year. There is no realistic pathway to green by the end of the financial year and the deliverables will continue into the 2025/26 business plan.
20. C2 - Synthesis of evidence to identify priorities for notification and re-notification of sites contributing to the 30:30 target, has moved to red in Q3 for actual and year end position. The scope of the review of the SSSI series has been agreed and data/information requests defined, but the assessment of this evidence, due for completion in December, has not completed. The pace of work on the review of the SSSI Notification Handbook has slowed down due to other competing priorities, but we have drawn out lessons learnt on previous SSSI notifications that will inform the future programme prioritisation. The slow down in progress across the three deliverables is due to the recruitment freeze. There is no realistic pathway to green by the end of the financial year and these deliverables will continue into the 2025/26 business plan.
21. Six commitments are reporting green in Q3. C6 - Providing evidence to inform the development of the Welsh Government Sustainable Farming Scheme and identify with Welsh Government what support services may be required is now predicting green at year-end having previously predicted red in Q2. This reflects positive engagement with Welsh Government officials over the quarter culminating in agreement to revised key deliverables. C26 - the (Interim) State of Natural Resources Report 2025 was published in December 2024.

WBO 2: Communities are resilient to climate change

Table 3: WBO2 dashboard - Communities are resilient to climate change:

	2024/25 Business Plan commitment	2024/25			
		Q1	Q2	Q3	Year end
WBO2: Communities are resilient to climate change	C8: Invest in capacity building to enable delivery in 2024-25 and future expansion of the National Peatland Action Programme	Amber	Amber	Amber	
	C9: Strengthen capacity and evidence informing spatial prioritisation to enable effective future restoration within marine and coastal habitats	Amber	Green	Amber	
	C10: Deliver capital projects and sustain levels of protection for properties to reduce flood risk	Green	Green	Green	
	C11: Improve the Flood Warning Service and Telemetry System to deliver efficiencies and maintain continuity of service to customers	Red	Red	Amber	
	C12: Review the prioritisation approach for flood asset maintenance and management to ensure our investment is risk based	Green	Amber	Amber	
	C13: Develop understanding, using insight to enhance pre-application processes related to statutory planning and permitting applications to facilitate industrial decarbonisation and reduction of landfill greenhouse gas emissions	Green	Green	Amber	
	C14: Enhance evidence, guidance and pre-application advice to improve the quality of submissions for planning permissions and permit/licence applications (Re; low carbon and carbon capture technologies)	Amber	Amber	Amber	
	C15: Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO ₂ e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan	Green	Amber	Red	
	C16: Embed the use of carbon reduction tools and plans into high value contracts and frameworks to improve the quality of submissions.	Green	Amber	Amber	

Key: Green = achieved; Amber = close to; Red = missed.



22. Through quarter three, overall 'actual' progress has continued to slow. Of the nine commitments, only one commitment (down from three in Q2) continues to report green in Q3. Seven commitments are now reporting amber. Two commitments (C9 and C13) changed from green in Q2 to amber in Q3. One commitment has now moved to red from amber for actual progress (C15), with another commitment moving from red in Q2 to amber in Q3 (C11).

23. Year-end prediction in Q3 has changed, with six now reporting amber, up by one from Q2. One commitment is now predicted red (C15). Two remain on target.

24. In this WBO, fourteen identified risks have been mapped to the following top-level Risk Registers (Strategic; Strategic and Major programmes/projects, Business Group; Place; 'Other', e.g. Procurement and contracts).
25. C8 – Investment in capacity building to enable delivery in 2024-25 and future expansion of the National Peatland Action Programme remains at amber for actual progress and for predicted year-end. We are making good progress restoring the top priority peatland sites on the land in our care, as well as supporting delivery projects on others land through land management agreements, strategic allocated grants and competitive grants. We have also made progress on developing guidance and advice to inform land use planning applications potentially impacting peat soils and peatland habitats. Despite this good progress, we have not been able to recruit the additional staff to ensure we can scale up delivery in future years. There is no realistic pathway to green by the end of the financial year and this commitment will continue into the 2025/26 business plan.
26. C11 – Improve the flood warning service and telemetry system to deliver efficiencies and maintain continuity of service to customers has now moved to amber from red in Q3. The flood warning information service was delivered on target in Q2 and is green. Of the 4 workstreams in the telemetry system project, 3 have made good progress, but the outstation replacement workstream is behind target and completion has been re-baselined from April 2025 to July 2025. There is no realistic pathway to green by the end of the financial year, this deliverable will continue into the 2025/26 business plan.
27. C13 – Develop understanding, to enhance pre-application processes related to statutory planning and permitting applications to facilitate industrial decarbonisation and reduction of landfill greenhouse gas emissions is now reporting amber for actual progress and continues to predict amber at year end. Although engagement with major stakeholders and industries is on-going, we have not been able to do as much as we planned due to resource constraints. We've provided specialist pre-application advice to enable specific schemes to go to trial and developers are now planning for deployment of the technology. Ongoing vacancies will likely be filled in the new financial year and the pace of delivery will pick up. We will continue to include this commitment in the 2025/26 business plan.
28. C14 - Enhance the evidence, guidance and pre-application advice to improve the quality of submissions for planning permissions and permit/licence applications in the marine environment remains amber for actual progress and year-end prediction. We have progressed approximately 45% of the high priority offshore renewable evidence needs and another 18% have been progressed largely independent of NRW. Individual receptor specialists have made progress on a small number of key pieces of guidance of highest priority. We have started the Marine Alpha project to support the development of a new digital platform to provide a streamlined service to those seeking a marine licence. We have formally started the Marine Licensing Fees Review with Welsh Government. Ongoing vacancies will likely be filled in the new financial year and the pace of delivery will pick up. We will continue to include this commitment in the 2025/26 business plan.
29. C15 - Prioritise actions with the greatest cost benefit on carbon dioxide equivalent/greenhouse gases to deliver our annual prioritisation within the net zero plan is reporting red for actual progress this quarter and red as anticipated year end. There has been good progress with the ERIC Carbon Modelling Tool, with 100% of all design scopes issued in the quarter by the Strategic Projects team using the tool. The driver of

the red status is the failure to achieve the climate literacy training target for NRW staff with only 117 of the 300 spaces taken up. This low level of uptake is linked to the staff capacity constraints. There is no realistic pathway to green by the end of the financial year and this deliverable will continue into the 2025/26 business plan.

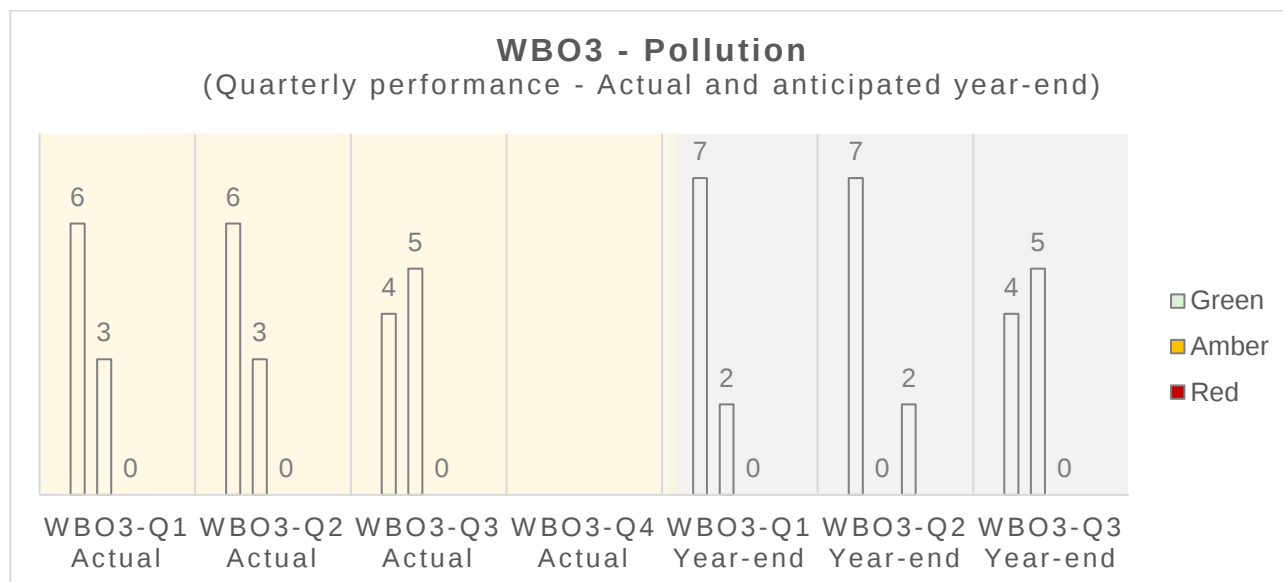
30. C16 – Embed the use of carbon reduction tools and plans into high value contracts and frameworks to improve the quality of submissions is reporting amber for actual progress this quarter and predicting green at year end. Good progress has been made on the use of carbon calculators. We have issued tender documentation for the pilot procurement exercise to suppliers on the ‘Well-being Impact’ related to the Community Woodlands Framework Agreement. There is no realistic pathway to green by the end of the financial year and this deliverable will continue into the 2025/26 business plan.

WBO 3: Pollution is minimised:

Table 4: WBO3 dashboard - Pollution is minimised.

	2024/25 Business Plan commitment	2024/25			
		Q1	Q2	Q3	Year end
WBO3: Pollution is minimised	C17: Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution.	Green	Green	Amber	
	C18: Undertake compliance visits at prioritised regulated sites to reduce pollution	Green	Green	Green	
	C19: Provide support and advice on the new Workplace Recycling Regulations, targeting key workplace sectors and waste service providers to increase stakeholder awareness and understanding.	Green	Green	Green	
	C20: Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment.	Amber	Amber	Amber	
	C21: Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action	Amber	Amber	Amber	
	C22: Respond to prioritised pollution incidents to minimise environmental harm.	Green	Green	Green	
	C23: Enhance our understanding of the drivers of pollution incidents across Wales to inform the integration of preventative actions into incident response.	Green	Green	Amber	
	C24: Undertake investigation and enforcement action to minimise environmental harm	Green	Green	Green	
	C25: Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping	Amber	Amber	Amber	

Key: Green = achieved; Amber = close to; Red = missed; Grey = N/A



31. Through quarter three, overall 'actual' progress has slowed. Of the nine commitments, four remain green and five are now amber.
32. Year-end prediction in Q3 has changed significantly, with two commitments previously anticipating red at year end now anticipated to be amber, and a total of five commitments now anticipating amber. Four commitments remain on target.
33. In this WBO, twelve identified risks have been mapped to the following top-level Risk Registers (Business Group; 'Other', e.g. Business Group subgroup).
34. C17 – Undertake farm inspections under the Agriculture Pollution Regulations has moved to amber in Q3 and is now predicting amber for year-end. We have progressed 149 of the 164 farm visits scheduled this quarter. The slowdown in the pace of visits reflects a combination of factors including three vacancies in the team and it will be difficult to retrieve the position by year end to meet the 80% target.
35. C20 - Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment remains amber in Q3 and is now predicting amber (previously red) for year-end. Substantial work has completed this quarter culminating in the Ofwat Final Determination, securing record levels of water company investment in the environment. Good progress has also been made with the publication of drought plan guidance for water companies. We have been drawn into new unplanned, high priority work related to the Water Special Measures Bill and the release of a joint consultation with the Environment Agency on the Water Industry Environmental Performance Assessment for 2026-2030 which has meant that we no longer anticipate progressing Operator Monitoring Audits (OMA) for Dŵr Cymru Welsh Water and Hafren Dyfrdwy this year. This deliverable will continue into the 2025/26 Business Plan.
36. C21 – Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action remains amber in Q3 and is now predicting amber (previously predicting red) for year-end. We completed the review of 171 water company permits in June and are now progressing the determination of applications to vary some of those licences. Good progress continues to be made on water quality investigations in SAC rivers. The NACE funded projects are making slower progress than planned due to staff capacity and the complexity of actions required at some sites. We continue to work with others to develop an innovation bid for the Teifi catchment.

37.C23 – Enhance our understanding of the drivers of pollution incidents in Wales to inform the integration of preventative actions into incident response has moved to amber in Q3 from green in Q2 and is now predicting amber at year end. Good progress has been made identifying opportunities to improve incident management processes, with extensive engagement with managers and team leaders in operations and with Business Groups. ET has endorsed the proposed next steps. Through engagement with the business we have also built a stronger insight into our collective data needs and used this to inform the design of tools to interrogate the WIRS database. Although good progress has been made, the leads recognise they will need to invest greater time and energy to engage with colleagues to ensure the changes to ways of working bed in properly.

Appendix 1 of Annex 1: Summary of progress for each commitment

Table 1: Wellbeing Objective 1 - Nature is Recovering

ET Owner: Dominic Driver

By 2030 the change we want to see: the decline in biodiversity is halted; effective regulation, habitat restoration and nature-based solutions contribute to increasingly resilient ecosystems enabling adaptation to change, benefiting people's well-being.

Area of Focus: Nature being protected

Step to take: Improving the condition of features at protected terrestrial, marine and freshwater sites through using our advisory and regulatory tools, financial incentives and undertaking monitoring to evaluate effectiveness.

C1: Commitment for 2024-25: Evaluate the NRW Nature Networks Programme to inform future investment for protected sites. (Lead: Huwel Manley)

Key deliverables:

1. Increased understanding of the effectiveness and efficiency of activity delivered across the NRW Nature Networks programme through evaluation of 70% of current and previous activity by end of Q2 to establish the baseline.
2. Increased effectiveness of future NRW Nature Network's activity through identification of priorities and development of approaches to delivery by end of Q3 (informed by outcomes of deliverable 1).

Next step for 2025-26: Prioritise actions which have the greatest impact on the condition of SSSI features.

C1: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Amber at the end of December. For KD1: Our evaluation work has continued, using data from the Protected Sites database, Section 16 land management agreements the Nature Networks programme has delivered conservation activities on at least 223 SSSI across Wales. Marine elements of the programme have been fully evaluated to inform projects going forward into 2025/26. Some data collation and analysis were not completed. Welsh Government (WG) now intend to evaluate their whole Nature Networks Programme, (NRW and National Lottery Heritage Fund) during 2025/26. We are aligning our evaluation to match the new WG timelines. For KD2: We are continuing to develop a prioritised programme and business case for WG in line with the indicative budget using evidence and feedback from evaluation work so far. We will be able to continue to deliver valuable Nature Network activities by continuing to co-design priorities for 2025/26. Without the full evaluation of the whole programme, risks a lack of evidence on the overall impact of the programme to improve the condition of protected sites features. This commitment is anticipated to be Amber at the end of the financial year. The pathway to green for this is working closely with WG over the full programme evaluation and addressing capacity gaps through investment for delivering evaluation activity (e.g. Nature Networks proposing to recruit a Data/GIS officer in 2025/26).	Amber	Amber

Step to take: Extending the protection and management of at least 30 per cent of land, freshwater and sea for nature through identifying opportunities to enlarge and better connect the series of Sites of Special Scientific Interest (SSSI).

C2: Commitment for 2024-25: Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target. (Lead: Ruth Jenkins)

Key deliverables:

1. Increased the understanding of the extent and connectivity of the current SSSI network through completing an assessment of all sites by end of Q3.
2. Increased advice to accelerate notifications and re-notifications through the publication of the SSSI Notification Handbook.
3. Increased the effectiveness of the allocation of investment for delivering an enhanced notification programme through the delivery of a costed programme based on evidence from KD1 and KD2.

Next step for 2025-26: Prioritise opportunities for notification of SSSIs and the use of other measures outside of the SSSI series.

C2: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Red at the end of December. For KD1: We have continued to develop the scope of work needed to complete a review the SSSI series. This has been agreed in broad terms and specific questions and data requests made (e.g. to the GIS Service Desk) to draw out the information needed to inform the assessment. The target was for completion by end of December (Q3). This has not been achieved and is reported as Red. Ongoing staff vacancies, competing priorities and the scale of reactive work for the remainder of the Team are slowing the pace of delivery. The Audit Wales project looking into SSSI notifications which has come in during Q3 is one example. For KD2: The OGN process for the SSSI Notification Handbook is in progress with a Task and Finish Group established. The scope of the first edition of the handbook has been agreed with the drafting of text underway. The pace of work on this deliverable has slowed because of competing priorities and the scale of reactive work for the remainder of the Team including the new Audit Wales project. We are focusing our limited resources on the delivery of KD1 and servicing key reactive work. For KD3: Information on previous SSSI notifications has been collated including lessons learnt from some of the latest notifications that required Board member meetings with landowners and occupiers to determine the confirmation of new sites. The work provides a snapshot of costs for a range of activities that need to take place in the notification process. As this deliverable is intended to make use of evidence from KD1 and KD2, it is not possible to fully complete currently. In practice, this means although we have costs for a range of activities in the notification process, we do not have the specific programme needs to be able to confirm what might be estimated as capital and revenue costs to effectively and efficiently notify new sites and re-notify existing sites with expanded areas. This commitment is anticipated to be Red at the end of the financial year. The main focus of this commitment is to enable a review of the current SSSI series and build a programme and prioritisation for new SSSI notifications and re-notifications. Without completing KD1 it is not possible to make evidence based decisions on priorities for future notifications. The pathway to Green for this work requires the vacancies to be filled and making space, slowing down, in other priority work to move this forward. KD1 is being prioritised and additional support is being brought in for a 'cold case' review. Reducing or slowing the number of new SSSI notifications would further support delivery of the review work (a slow down to then speed up).	Red	Red

Step to take: Protecting species at the greatest risk of extinction through using our advisory and regulatory tools, working in partnership and monitoring to evaluate effectiveness.

C3: Commitment for 2024-25: Develop an understanding of the intervention impact of 11 of the place based Natur am Byth partnership programme projects to refine conservation delivery. (Lead: Huwel Manley)

Key deliverables:

- 1. Increased understanding of the effectiveness of the 11 Natur am Byth place-based projects through testing the impact measurement framework and refining the product.
- 2. Increased the skills of all relevant programme staff through the delivery of Species Recovery Assessment training (to prepare for full scale review of species recovery targets in 25/26) (completed by Q2).
- 3. Increased understanding of the 67 Natur am Byth target species through the completion of the review of all ecological monitoring plans.

Next step for 2025-26: Within the Natur am Byth partnership programme, refine conservation interventions to those with the greatest impact on the 67 target species.

C3: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Green at the end of December. For KD1: This deliverable is Green at the end of December. Our main area of progress has been refining the way we capture progress reports from each Natur am Byth partner organisations on the extent of conservation management they have achieved on terrestrial and marine habitats. Clear metrics of success for habitat management, surveys and monitoring across every site within the programme is an essential component of our Impact Measurement Framework to ensure we communicate success to our funders. The programme has increased the number of sites where we are undertaking conservation management or monitoring from 146 sites in September 2023 to over 180 sites by December 2025. For KD2: This key deliverable was completed on target in Quarter 2. To maximise this work we took action to share our experience at a UK scale of using our Species Recovery Assessment process, inviting other statutory agencies and partners across GB and NI to a Species Recovery Assessment workshop. This event was planned in December 2024, and will take place in February involving all UK statutory nature conservation agencies, WG, NI Environment Agency and various NGOs focused on species recovery across the UK. For KD3: Our main area of progress has been Natur am Byth project staff reviewing their ecological monitoring activities planned for late winter 2025, spring and summer. This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to continue to implement programme management principles to manage risks and issues within the Natur am Byth programme. The programme board and partnership steering group will continue to execute their responsibility of supporting project staff and contractors deliver conservation action. The impact measurement framework will continue to be used to monitor activity and ensure that place-based project outcomes are realised, thus contributing to the Wales wide outcomes upon which our external funding relies.	Green	Green

Step to take: Accelerating improvements to the condition of the Marine Protected Area Network through robust monitoring and investigations, evidence, advice and working with others on project delivery.

C4: Commitment for 2024-25: Consolidate understanding of the condition of features of Welsh only marine SACs and SPAs to inform prioritisation. (Lead: Rhian Jardine)

Key deliverables:

1. Increased advice to support improvement of the management of marine SACs and SPAs through updating 12 out of 19 conservation advice packages.
2. Increased understanding into declines in specific species and habitats through undertaking investigations under the Marine Nature Networks programme, setting out findings and recommendations in a series of reports.

Next step for 2025-26: Prioritise actions within Welsh only marine SACs and SPAs, targeting those with the potential to have the greatest impact on feature condition.

C4: Latest position (to end of December):

This commitment is Green at the end of December.

For KD1: Our main area of progress has been to complete 9 of the 12 conservation advice packages to endorsement stage by the project steering group. Unpinning this, we have completed eight SAC feature level condition assessments and three SPA site level condition assessments which allows us to set the objectives for the conservation advice packages. The last three conservation advice packages are nearing the final draft stage and all are due to be signed off in mid-March.

For KD2: Workshops completed, evidence and pressures agreed with specialists. Now moving on to report writing.

This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to continue working at the current pace and with the existing staff to complete all the projects associated with this workstream.

Q3	Anticipated Year end
Green	Green

Step to take: Accelerating action for nature's recovery at a landscape scale through sharing our evidence and expertise with National Parks, Areas of Outstanding Natural Beauty and other partners.

C5: Commitment for 2024-25: Integrate nature recovery evidence into the proposed new National Park process and management of existing AONBs and National Parks to improve decision making for nature. (Lead: Rhian Jardine)

Key deliverables:

1. Increased our advice on nature recovery action through the designation of a new National Park via the public consultation on the proposed boundary and final designation recommendations.
2. Increased the amount of advice on opportunities to integrate actions to address the nature and climate emergency into management plans of National Parks and AONBs through a refresh of the Designated Landscapes Management Plan Guidance.
3. Increased knowledge of the effectiveness of prioritised action through supporting delivery of the initial recommendations of the 30:30 Designated Landscapes Expert Group for Wales.

Next step for 2025-26: Provide recommendations to Government on the designation of a new National Park including how a National Park can better deliver for nature recovery in the area and establish processes to track improvements.

C5: Latest position (to end of December):

Q3	Anticipated Year end

This commitment is Green at the end of December.

For KD1: The planned public consultation took place during this period. The consultation was held over 10 weeks from October to December. A contract has also been put in place for processing data from responses, and this will start on schedule in December.

For KD2: Discussion with partners to explain that the main Management Plan Guidance has been made available and to explain that a strategic summary has been delayed to Q4. Work has been ongoing to review and streamline the Management Plan Guidance to provide a sharper focused document, highlighting key changes and step change required to focus on nature recovery and building climate resilience. During Q3, this was paused to enable a focus of staff resource to support the Public Consultation on the proposed new National Park. Work will resume during the next quarter.

For KD3: A series of discussions to clarify the relationship between Designated Landscapes and OECMS and related reporting systems. Delay to the publication of the final 30:30 Recommendations for Wales.

This commitment is anticipated to be Green at the end of the financial year. Continued focus on the National Park Designation project, including nature benefits report, with post consultation capacity across the team to deliver on the Management Plan Guidance strategic summary and the 30:30 recommendations.

Green	Green

Area of Focus: Nature is respected and valued in decision making by

Step to take: Delivering multiple benefits and opportunities for nature, people and the rural economy through supporting Welsh Government in the development and implementation of the Sustainable Farming Scheme, providing evidence and expertise.

C6: Commitment for 2024-25: Provide evidence and expertise to inform the development of the Welsh Government Sustainable Farming Scheme (SFS) and identify with Welsh Government what support services may be required. (Lead: Ruth Jenkins)

Key deliverables:

1. Increased clarity on the delivery of the SFS Universal Actions against NRW's three well-being objectives, in collaboration with Welsh Government, by end of Q2.
2. Increased knowledge and understanding of the requirements within the Universal Actions through completion of a pilot of Management Plans for SSSI by Q4.
3. Increased understanding of NRW support services requirements in relation to delivering the SFS and minimising risks, through the delivery of a plan in collaboration with Welsh Government, by end of Q4.

Next step for 2025-26: Develop the delivery model for NRW to support the Sustainable Farming Scheme.

C6: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Green at the end of December. For KD1: WG launched the scheme outline and the revised proposed Universal Actions at the Winter Fair which provides clarity on many of the positions on which NRW has been providing policy input (such as woodland creation, habitat management, designated sites management). We continue to support the development of more detailed proposals. For KD2: The pilot team is now in place and has taken forward work to define the end-to-end process for third party involvement in developing designated site management plans. A shortlist of 26 sites has been generated for piloting and we are now reviewing the suitability of these. WG has redefined the scope of the pilot to consider the time of year and to help manage expectations of the pilot. For KD3: An assessment of the support service requirements alongside the universal actions is underway. This will form the basis of a bid for	Green	Green

funding in 2025-26 Financial Year to support NRW operational readiness. A programme wide risk assessment is being established and will continue to guide the prioritisation of our work in Q4. NRW is actively involved in the SFS Business Case development process.

This commitment is anticipated to be Green at the end of the financial year. During Q4 it will be important to maintain focus on the areas of technical input that WG require based on their existing policy position. We need to ensure that insights gathered through the management plan pilot feeds into the development of the business case, and that regulatory impacts of the optional and collaborative proposals are appropriately factored in. To this end maintaining our risk register and programme focus will help prioritise our input.

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Area of Focus: NRW as an exemplar nature positive organisation

Step to take: Ensuring nature’s protection and recovery is integrated into NRW's financial and business decisions through applying the lessons learnt from others on effective tools and frameworks.

C7: Commitment for 2024-25: Implementing No Mow May, piloting new approaches to working with nature on the land and assets that we manage, identifying prioritised recommendations. (Lead: David Letellier)

Key deliverable:

- 1. Decreased the amount of mowing on NRW flood risk management assets through, (a) 70% of assets not mown during No Mow May, (b) identification of alternative approaches to reduce mowing and work with nature, initiating pilots at key flood risk management assets (number to be determined).

Next step for 2025-26: Implementing revised programme.

C7: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Green at the end of December. For KD1: We implemented our plans for No Mow May in May 2024. A review was undertaken and a report produced. OGN 257 (FRM asset maintenance regimes - grass cutting risk assessment) has now been published to NRW guidance pages. We are considering the findings of the review report and embed into an FRM Improvements Project looking at adapting the way we operate our mowing regime in future. This commitment is anticipated to be Green at the end of the financial year.	Green	Green

Cross Cutting

Step(s) to take:

...Identifying opportunities to optimise the collective action and impact of the public sector through using SoNaRR and Area Statements to work with the Public Services Boards, public health and local authorities.

... Involving different communities and sectors in our work, through applying behavioural insights to inform our approaches.

... Ensuring a diverse range of people are taking action for nature through sharing the vision and outcomes from Nature and Us to expand our networks and increase involvement.

C26: Commitment for 2024-25: Develop an understanding of user needs, experience, and opportunities for common messaging and mainstreaming evidence into decision-making to inform the Interim Report for SoNaRR 2025. (Lead: Chris Collins)

Key deliverables:

- 1. Increased the knowledge amongst sector bodies and wider stakeholders of how to optimise collective action on nature, climate and pollution by publishing the Interim Report for SoNaRR 2025 (by end of Q3).
- 2. Increased our knowledge of user interaction with the Interim Report for SoNaRR 2025 by establishing an online monitoring tool and undertaking analysis.
- 3. Increased our understanding of user needs and support requirements for SoNaRR 2025 by undertaking interviews with 10 public sector bodies and wider stakeholders.

Next step for 2025-26: Integrate learning into the final SoNaRR 2025 report to enhance user experience, usage and impact.

C26: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Green at the end of December. For KD1: Our main area of progress has been finalising the content of the Interim report and publishing on 19th December 2024, meeting the Statutory deadline. For KD2: Our main area of progress has been to publish the interim Report. We will track engagement and use during Q4 following communication to our stakeholders during early January 2025. For KD3: Our main area of progress has been sharing the messages in the interim report during development with the Well-being of Future Generations Commission as they work on the Well-being of Future Generations report. This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to use the publication of the Well-being of Future Generations Report and associated engagements to ensure consistent messaging to better integrate nature into decision-making and broader stakeholder engagements. Follow on stakeholder engagements have been organised with Senedd Research Group and Welsh Council for Voluntary Action (WCVA) in Q4.	Green	Green

Table 2: Wellbeing Objective 2: Communities are resilient to climate change

ET Owner: Sarah Jennings

By 2030 the change we want to see: sustained action on the causes, risks and impacts of climate change means nature and people are enabled and empowered to adapt, alleviating the effects on people’s well-being.

Area of Focus: Nature based solutions being widely adopted

Step to take: Restoring peatland through the National Peatland Action Programme (NPAP) working with delivery partners, including on the land in our care, using a range of advisory and regulatory tools, financial incentives and undertaking monitoring to evaluate effectiveness

C8: Commitment for 2024-25: Invest in capacity building to enable delivery in 2024-25 and future expansion of the National Peatland Action Programme. (Lead: Ruth Jenkins)

Key deliverables:

- 1. Increased the area of damaged peatland being restored across Wales by 15% (from a baseline of 600ha to roughly 700ha).
- 2. Increased the effectiveness of our input into the land use planning system, to reduce the negative effect of development on peatland through the production of an NRW policy position on Planning Policy Wales Edition 12 (to effect change in 2025/26).

3. Increased the development of shovel ready peatland restoration projects by increasing the funding available through our competitive development grant by 100%.

Next step for 2025-26: Expand area of peatland restoration and other enabling priorities in the National Peatland Programme.

C8: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Amber at the end of December. For KD1: Our main area of progress has been 'Restoration efforts continue to be underway across Wales on land managed by NRW, as well as land managed by our trusted partners and private landowners. We are making progress on our top priority sites for the land in our care particularly at Cefn Croes and Hafod Elwy. Additionally, we are supporting direct delivery projects with landowners and managers across Wales through various funding mechanisms, including Section 16 Land Management Agreements, Strategic Allocated Funding, Competitive Development and Direct Delivery Grants. For KD2: We have been developing our position on how we will respond to development planning applications involving peat soils and peatland habitats and engaging with individual planning applications with the potential to affect peat soils and peatland habitats. For KD3: This deliverable is Green. We have now allocated the competitive development grant and doubled the funding available to £200K. Once the shovel ready restoration plan is in place, options to progress to restoration action include our follow-on competitive Delivery Grant (£50K-£250K). All those awarded a grant can now be seen on NRW s website. This commitment is anticipated to be Amber at the end of the financial year. We are not where we wanted to be on this at the end of Q3 although we have continued to deliver with the resources we have and through others, we are currently Amber and will continue to be Amber at the end of year. One of our primary goals for this year was to recruit staff for the new teams to scale up delivery, but a combination of the case for change and the recruitment freeze has prevented this. This has impacted our ability to deliver for this financial year and to invest in capacity building for the next year so we will also have a slow start to scaled up delivery for next financial year. The SRO and the Nature and Climate Emergency Capital Oversight Group are fully aware of this issue, which is being addressed through existing NRW governance channels. We have extended existing staff in post and two additional staff are joining the team. The pathway to green will be realised once we start recruiting for the NPAP roles in the upscaled structure.	Amber	Amber

Step to take: Stimulating restoration of marine and coastal habitats such as saltmarsh, sand dunes, seagrass and native oyster reef through working with delivery partners, using a range of advisory and regulatory tools, financial incentives and undertaking monitoring to evaluate effectiveness.

C9: Commitment for 2024-25: Strengthen capacity and evidence informing spatial prioritisation to enable effective future restoration within marine and coastal habitats. (Lead: Ruth Jenkins)

Key deliverables:

1. Increased the amount of advice to external partners by consulting on and publishing guidance on marine and coastal restoration projects (by end of Q1).
2. Increased the evidence base to support decision making on restoration project locations by refining opportunity maps for seagrass and native oyster (by end Q4).

Next step for 2025-26: Work with others to enable effective restoration in the most suitable marine and coastal habitat locations.

C9: Latest position (to end of December):	Q3	Anticipated Year end
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This commitment is Amber at the end of December.

For KD1: Our main area of progress has been to restructure the guidance documentation based on comments from internal consultees. We have not yet shared the draft with external parties ahead of finalising and publishing the guidance.

For KD2: Our main area of progress has been to finalise the specification for work to refine opportunity maps for the restoration of key marine and coastal habitats around Wales. We have not been able to let the contract for the work this year. We are working with The Crown Estate to deliver this work and the contract will now be let in the next FY.

This commitment is anticipated to be Amber at the end of the financial year. We have not been able to complete tasks within this FY due to a mixture of staff absence and collaborative working - nevertheless substantial progress has been made. We have drafted guidance and a specification to support mapping work, as well as continued to build relationships with key partners, for example through the Wales Seagrass Network and ReMeMaRe partnership, both around evidence and guidance development which does build capacity for marine and coastal restoration in Wales. We anticipate that we will fully complete these specific guidance and evidence tasks within 2025/26. The pathway to green for this is to continue to work on these tasks, completing them in 2025/26.

Amber	Amber

Area of Focus: The risks of climate change being managed and adapted

Step to take: Reducing the risk to life from flooding to people and communities from main rivers, reservoirs and the sea, through the delivery of flood alleviation schemes.

C10: Commitment for 2024-25: Deliver capital projects and sustain levels of protection for properties to reduce flood risk. (Lead: Jeremy Parr)

Key deliverables:

1. Decreased the flood risk to 814 properties in Newport, through the completion of the work on the Stephenson Street Flood Alleviation Scheme.
2. Sustained flood protection to 800 properties through non-routine capital maintenance of existing assets/defences.

Next step for 2025-26: Deliver prioritised capital works to reduce flood risk in line with programme priorities.

C10: Latest position (to end of December):

This commitment is Green at the end of December.

For KD1: Progress on the Stephenson Street project has gone well and the main elements of the new flood defence structures have been completed. This means that the new scheme is starting to benefit properties in Newport, and therefore this deliverable has been achieved. There remains some significant works to finalise the project including landscaping, finishes to roads and similar infrastructure, as well as the finalisation of various legal matters and payments. This work will continue well into next financial year as planned, but the properties can now be claimed as they are benefitting from the scheme.

For KD2: Maintenance works delivered through our FRM Capital Programme have ensured that flood assets continue to sustain levels of protection in locations including: Porth, Llandovery, Peterstone, Llangennech, West Pill, Windmill, Machen, Worthenbury, Ferryside, Bretton Drain and Ponthir. These works have benefitted 808 properties to date. This means that this year's target on this deliverable has been

Q3	Anticipated Year end
Green	Green

achieved. Our current programme plans indicate we will benefit a further 45 properties through our capital maintenance works by the end of the year, giving a total of 853 for the year.

This commitment is anticipated to be Green at the end of the financial year.

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Step to take: Reducing the risk to life from flooding through issuing flood warnings that meet the changing needs of communities and maintaining and improving the 24/7 Flood Warning Service

C11: Commitment for 2024-25: Improve the Flood Warning Service and Telemetry System to deliver efficiencies and maintain continuity of service to customers. (Lead: Jeremy Parr)

Key deliverables:

1. Sustained the operational flood warning service offered to 139,000 properties through the delivery of the new flood warning system (by end of Q2) (withdrawing from the Environment Agency managed service).
2. Sustained delivery to all customers of telemetry data through migrating to the new data portal (by end of Q3).

Next step for 2025-26: Evolve the Flood Warning Service, delivering enhancements, further efficiencies and improvements for customers.

C11: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Amber at end of December. For KD1: The new Flood Warning Information System for Wales was delivered on target in Q2 and is Green. For KD2: The new Telemetry system project has 4 workstreams and 3 are progressing well. The 4th is about outstation replacements which is behind target. The delivery date for this project has been re-baselined from April 2025 to July 2025 and so we will likely miss our original deadline date. The impacts of this are tolerable though as the imperative to move out of Rivers House by April that dictated this delivery date, has now changed. This commitment is anticipated to be Amber at the end of the financial year. Telemetry Replacement Project only will remain Amber until completion. The Flood Warning Service component is Green. There is no realistic pathway to green for the Telemetry Replacement Project due to the multiple risks it is actively carrying and managing some of which will remain right through to completion.	Amber	Amber

Step to take: Reducing the risk to life from flooding through managing our flood assets and infrastructure for current and future flood risk and planning for change through maintaining and adapting the flood assets and infrastructure we are accountable for.

C12: Commitment for 2024-25: Review the prioritisation approach for flood asset maintenance and management to ensure our investment is risk based. (Lead: Jeremy Parr)

Key deliverables:

1. Increased the effectiveness and efficiency of the allocation of routine flood maintenance revenue through the implementation of the new Risk-Based Revenue Allocation Model (RBRAM).
2. Increased the effectiveness and efficiency of the allocation of flood asset investment through the delivery of the Assets Facing Change (AFC) Project.

Next step for 2025-26: Develop the strategies and tools required to inform the long-term response to the need for flood asset adaptation.

C12: Latest position (to end of December):

This commitment is Amber at the end of December.

For KD1: The new allocation model continues to be embedded with increasing success, to date 31,345 hours of maintenance effort have been recorded against 10,795 completed actions. The data being collected is helping to improve the assumptions built into the RBRAM methodology which will improve the accuracy of plans in future years. The analysis shows that 5,323 properties have benefitted from 100% of the maintenance needs being undertaken on assets they benefit from this year, 76,189 properties have benefitted from at least 60% of the maintenance work being undertaken. 3,289 properties sit behind flood defences where none of the maintenance needs have been delivered.

It's important to note that this data is only indicative as the data being utilised is still improving as the new ways of working get embedded.

For KD2: Resource challenges (staff sickness absence; need for prioritisation on response/recovery on Flood Events and Flood Review work; focussing on KD1 as a higher priority) have delayed this project's initiation, and we are behind where we planned to be. Development of the project scope and the plan for this initial phase of works is ongoing but limited progress has been possible to date this year. We have not commenced the analysis work as previously planned due to resource challenges and unexpected staff absence. We are planning to initiate the project by year end, with some re-prioritisation of other works, but there are uncertainties with that. We are behind where we intended to be, and without a certain pathway to Green, and so are classing this as Red.

This commitment is anticipated to be Amber at the end of the financial year. We are unlikely to be able to complete as much of the analysis work planned regarding 'Assets Facing Change' (KD2) by year end due to resource and prioritisation challenges. The RBRAM work (KD1) is progressing well and is Green. The pathway to green for KD2 (Assets Facing Change work) would be to initiate and complete the initial analysis. Delays mean that we will only now be able to initiate and start the analysis. This is why we are reporting end of year status is not likely to be Green and likely to be Amber.

Q3

Amber

Anticipated
Year end

Amber

Area of Focus: Carbon emissions being reduced

Step to take: Stimulating adoption of alternative low carbon and carbon capture technologies in industry through providing specialist advice and guidance to inform planning permission and/or permit applications.

C13: Commitment for 2024-25: Develop understanding, using insight to enhance pre-application processes related to statutory planning and permitting applications to facilitate industrial decarbonisation and reduction of landfill greenhouse gas emissions. (Lead: Nadia De Longhi)

Key deliverables:

1. Increased understanding of the constraints to decarbonisation through engagement with all the highest carbon industries in Wales to inform advice and action.
2. Reduced the proportion of low carbon and carbon capture applications being rejected, through providing specialist pre-application advice to at least 10 projects (anticipating 6 submissions in 2024/25).
3. Decreased the amount of landfill gas released directly from landfill through delivery of the key priorities of the Landfill Emissions Reduction Project.

Next step for 2025-26: Implement changes to planning and permitting processes in relation to alternative low carbon and carbon capture technologies.

C13: Latest position (to end of December):

Q3

Anticipated
Year end

This commitment is Amber at the end of December.

For KD1: Engagement with major stakeholders like DESNZ and other industries (e.g. Tata Steel and the HyNet cluster) is ongoing. Specific projects like the work at Tata and Padeswood have helped understanding constraints and initiating action. An overview of all projects is being collated and discussed at the Industrial Decarbonisation Working Group. We have not been able to adequately engage with some areas like the NE Wales Industrial Decarbonisation cluster and Freeports due to resource constraints

For KD2: Milford Haven's Dolphyn Hydrogen Sea trials demonstrate pre-application support translating into progress, early engagement and allowing trials to go ahead has enabled the project to progress further plans are now in place for deployment. Milford Haven CO2 project, dialogue has restarted on the project. Connah's Quay carbon capture project, charging agreement in place and pre-app advice started. We have not yet completed the process of providing pre-application advice for at least 10 projects (currently engaging in ongoing projects like Padeswood CCS and Uniper's Connah's Quay dialogue). We are addressing issues related to carbon capture efficiency for some applications.

For KD3: We have continued to deliver detailed landfill gas audits identifying areas where major savings in emissions can be made. We are one officer down which has resulted in a reduction in the number of audits delivered. The project plan has been amended accordingly.

This commitment is anticipated to be Amber at the end of the financial year. Progress may slow due to the need for further collaboration and lack of immediate additional resources to address these multi-faceted challenges. Ongoing vacancies in permitting and operations are unlikely to be filled this FY due to case for change constraints. By filling the vacancies pace will pick up in 2025/26, including managing the permitting queues.

Amber	Amber

Step to take: Supporting the development of sustainable offshore and onshore renewable energy through our evidence, advice and regulation, building a common understanding of the standards required in the statutory planning and permitting processes.

C14: Commitment for 2024-25: Enhance evidence, guidance and pre-application advice to improve the quality of submissions for planning permissions and permit/licence applications. (Lead: Nadia De Longhi)

Key deliverables:

1. Increased the production of marine renewables guidance and evidence products, commencing 40%.
2. Increased completion of actions (75%) from the marine license review, to improve service user experience.
3. Maintained service levels for determining marine renewables permit applications at 95%.

Next step for 2025-26: Implement improvements to the marine licence service, advice and regulatory work; continuing delivery of priority evidence and guidance needs.

C14: Latest position (to end of December):

This commitment is Amber at the end of December.

For KD1: We have progressed approximately 45% of the high priority offshore renewable evidence needs and another 18% have been progressed largely independent of NRW. Examples include a PhD about to start on habitat creation as mitigation for fish, work with developers on tidal energy, collaboration on a Defra project on noise abatement and a contribution to a project on migratory fish movements. Individual receptor specialists have made progress on a small number of key pieces of guidance of highest priority. These include Marine Mammal Management Units advice (awaiting publication) and Coastal Physical Process Guidance (complete). Due to staff vacancies, we have made limited progress with guidance production.

For KD2: Our main area of progress has been the commencement of the Marine Alpha project to support NRW2030 with the development on

Q3	Anticipated Year end
Amber	Amber

a new Customer Platform. We have formally started the Marine Licensing Fees Review with WG. We have been developing operational guidance and supporting substantial legislative reform in the marine function. We have continued to progress with the update to, and consolidation of, the Marine Licensing Handbook, and are in advanced stages of completing the new Marine Conservation Zone operational guidance. We have commenced work relating to the Strategic Adaptive Management for multiple marine projects. We are progressing with additional work to ensure that the Wales National Marine Plan is fully embedded into Marine Licensing decisions. We continue to regularly engage with Defra, DESNZ and the Devolved Administrations on the Offshore Wind Environmental Improvement Package (OWEIP) which aims to facilitate strategic compensation for offshore wind developments, including the development of a Marine Recovery Fund (MRF). We are responding to the formal WG consultation to proposed changes to Marine Licensing exemptions. Work on the Marine Licensing Template Review has been delayed, as has work on Band 2 and Band 3 process Reviews. The formal Marine Licensing Consultation Review is delayed because of delays with our Band 1 Review. Modelling Acceptance next steps work is dependent on other vacant roles to support and resulting in delivery delays.

For KD3: MLT have discharged conditions for Gwynt y Mor offshore wind farm.

This commitment is anticipated to be Amber at the end of the financial year. The red and amber deliverables are affected by ongoing vacancies which are unlikely to be resolved by the end of the FY. We do not anticipate the overall commitment being green by the end of the FY, but filling the vacancies referred to above will mean the pace of progress can pick up in 2025/26.

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Area of Focus: NRW being an exemplar organisation for a carbon positive public sector

Step to take: Strengthening our strategic approach to decarbonisation through developing and delivering an organisation-wide net zero plan, building on the lessons learnt of partners.

C15: Commitment for 2024-25: Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO2e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan. (Lead: Ruth Jenkins)

Key deliverables:

- 1. Increased understanding of whole life carbon estimates at both option and design stage of all capital construction projects through applying the Environment Agency ERIC Carbon Modelling Tool (CMT).
- 2. Increased understanding of the carbon footprint, at construction stage, of all capital construction projects above £1 million through applying the Environment Agency ERIC carbon calculator.
- 3. Increased number of staff achieving climate literacy accreditation from 30% to 50% of all NRW staff, through the delivery of the Climate Literacy Training Programme.

Next step for 2025-26: Expand delivery on priority actions within the Net Zero Plan.

C15: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Red at the end of December. For KD1: Our main area of progress has been 100% of all design scopes issued during Q3 by the Projects & Programme Delivery Team have requested completion and analysis of the ERIC Carbon Modelling Tool. We have also progressed a Q3 training plan for use of the ERIC tools by Metal Mines Programme and River Restoration team. For KD2: No projects have progressed into construction with a value >£1m.	Red	Red

For KD3: Our main area of progress has been offering 300 places for climate literacy training this year. We have not been able to achieve the increase in climate literacy required to meet our target due to a focus on the Case for Change and corresponding low uptake (117 filed / 300 offered) of our course offerings. A decision was made earlier in the financial year at Group level to reduce the number of course offerings due to the likely impact of the Case for Change on uptake. Hence the target was always going to be out of range for this deliverable.

This commitment is anticipated to be Red at the end of the financial year. We are anticipating stopping/slowing. The overall commitment is red, however for the supply chain and project delivery elements we are making excellent progress. The climate literacy training element is red, however it must be kept into next year and it's profile raised by the senior leadership as mandated not optional. The pathway to green for this is to raise the profile of the climate literacy training and ensuring a clear link to WB02 achievement.

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Step to take: Ensuring actions for climate are driven throughout our supply chains, grant programmes and land management agreements through inclusion in our procurement and funding frameworks.

C16: Commitment for 2024-25: Embed the use of carbon reduction tools and plans (CRP) into high value contracts and frameworks to improve the quality of submissions. (Lead: Ian Mowatt)

Key deliverables:

- 1. Increased the percentage of awarded purchase agreements where carbon reduction has been offered as a ‘Well-being Impact’ benefit.
- 2. Increased the utilisation of carbon calculators on all relevant framework agreements renewing from February 2024 by 50% (from 0). Actions developed for informing future specifications to reduce carbon emissions in future years.
- 3. Increased the percentage of: (a) conformant Carbon Reduction Plans received for NRW procurement contracts and frameworks above £5 million as a result of specialist NRW support provided. (b) Carbon Reduction Plans received for NRW procurement contracts and frameworks above £5 million.

Next step for 2025-26: Review the potential to extend the use of carbon reduction tools and plans into other funding frameworks.

C16: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Amber at the end of December. For KD1: We were able to issue the tender documentation for our pilot procurement exercise to suppliers that were interested in the business requirement, specifically the Community Woodlands Framework Agreement. We have not been able to fill the role that would address this requirement (Procurement Technical Specialist - Strategy & Development) as this position is still held up by the recruitment freeze. For KD2: Completed in Q1. For KD3: Minimum target achieved in Q1 by way of the MEICA framework and the Water Management Consultancy Framework being awarded. The Climate Change Team will provide support to the successful bidders as required. This commitment is anticipated to be Green at the end of the financial year. The impacts of the Case for Change initiative and the recruitment freeze is causing concern, but we have adapted to try and ensure we achieve a successful outcome via a pilot. The outcome of the pilot exercise, which is looking promising will need to be concluded in Q4 to confirm success.	Amber	Green

By 2030 the change we want to see: pollution is minimised through effective regulation and legislative reform, reducing harm to biodiversity and people’s well-being, and driving the sustainable management and use of natural resources.

Area of Focus: Effective use of regulatory tools and approaches

Step to take: Ensuring the sectors we regulate, including illegal non-permitted activities, take effective action to control and minimise pollution and increase resource efficiency through the provision of advice and guidance that effectively sets out the standards required to ensure compliance.

C17: Commitment for 2024-25: Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution. (Lead: Nadia De Longhi)

Key deliverables:

- 1. Maintained the level of service for the number of compliance inspections under the Agriculture Pollution Regulations through completing 80% of the scheduled 821 (sites which are identified as those with higher risk activities).
- 2. Increased effectiveness and efficiency of compliance inspections through delivery of annual review.

Next step for 2025-26: Improve efficiency and effectiveness of compliance inspections under the Agriculture Pollution Regulations.

C17: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Amber at the end of December. For KD1: We continued to progress delivery of compliance inspections, delivered 149 of the scheduled 164 quarterly target. The slight reduction in inspection in Q3 was due to a number of minor issues, staffing, IT and external, which we have mitigated but has left us with a challenging inspection target to meet the 80% target by year end. This is the first full year of delivering this new duty and we continue to learn and adapt to the work. We also have three vacant posts since the start of the business year, affected by the recruitment freeze For KD2: While we have progressed with delivery of compliance inspection visits during Q3, there have been factors which have impacted our effectiveness and efficiency and reduced our delivery outcome for the quarter. We have fed into the WG process on the 4 year review of the regulations and also started to develop the approach for the full year performance review. The implementation of the last set of requirements of the CoAPR regulations has impacted on delivery with the need to review and ensure we adopt the additional requirements consistently. During the period we have adopted a revised work process with Rural Inspectorate Wales for the reporting of cross compliance breaches. While this has caused some short-term delay it will provide a more efficient process moving forward. Further work is likely during Q4 to revise and improve the working arrangements. This commitment is anticipated to be Amber at the end of the financial year. While we continue to work towards meeting the annual 80% target for 2024/25, we are unlikely to backfill the three vacant posts and thereby fall short of the full target which is achievable with a full complement of officers. The recruitment freeze has also hampered our ability to secure adequate level of Welsh speaking officers, specifically in the Northwest, this is a priority. Pathway to green for this deliverable requires action and filling the three vacant posts is the priority. There is a need to review current process which is also linked to our current dependency on a an excel spreadsheet to track and manage the delivery of regulatory duties. Current tools and process were hastily developed to respond to a new duty requirement, we are now delivering in excess of 700 inspections and the system and process are not fit for purpose. A long-term solution needs to be developed to meet current and future requirements. This should move us onto a pathway to green in 2025/26.	Amber	Amber

C18: Commitment for 2024-25: Undertake compliance visits at prioritised regulated sites to reduce pollution. (Lead: Martin Cox)

Key deliverables:

1. Maintained the level of service for category 1 and category 2 compliance breaches subject to further compliance effort (action or review) within 6 months at 95%.
2. Increased effectiveness and efficiency of compliance visits through delivery of annual review.

Next step for 2025-26: Improve efficiency and effectiveness of compliance visits.

C18: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Green at the end of December. For KD1: Our main area of progress has been continuing to focus on permitted facilities where serious non-compliances have been identified and Category 1 and 2 breaches have been issued. We are where we would expect to be at the end of December. During April to June of 2024 there were 42 CAR Forms that identified either single or multiple Category 1 or 2 non-compliances at permitted facilities. In line with this measure these required a follow up visit within 6 months that falls within the Q3 reporting period. 40 out of the 42 CAR Forms (95%) received a follow up within the required 6 months. Justification was provided as to why the additional further compliance effort was not undertaken and this involves further monitoring and planned inspection work. For KD2: We are confident with our position for year end because Teams will focus their effort on poor performing sites where Cat 1 and 2 non-compliances are identified. There is a requirement to ensure that a protective, restorative and an enforcement response is in place for all these non-compliances. Annual Compliance Reports have been produced for Industry and Waste and the recommendations will be implemented via Sub-Groups. The 2023 Annual Regulatory Report was published on our website in December. This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is we will continue to monitor delivery and adjust workplans to ensure the highest priority work is delivered. This allows us to understand the gap between what is currently being delivered and the Regulatory Service Plan standards based on fully resourced capacity as well as put controls in place.	Green	Green

Step to take: Minimising pollution and waste through working collaboratively with industry and others to identify how legislation and Welsh Government policy need to change.

C19: Commitment for 2024-25: Provide support and advice on the new Workplace Recycling Regulations, targeting key workplace sectors and waste service providers to increase stakeholder awareness and understanding. (Lead: Nadia De Longhi)

Key deliverables:

1. Maintained the efficiency of our support and advice on the Workplace Recycling Regulations through (a) responding to queries within 10 days (percentage attained) and (b) evaluating enquires received and adapting support and advice.
2. Increased the awareness of the Workplace Recycling Regulations within our priority sectors through providing sector specific information and guidance to 20% of the workplaces and events (5,400 of the 27,000).
3. Establish the percentage of workplaces and events within our priority sectors that are found to be compliant with the Workplace Recycling Regulations at NRW compliance assessment.

Next step for 2025-26: Improve processes relating to the Workplace Recycling Regulations taking on customer and stakeholder feedback.

C19: Latest position (to end of December):	Q3	Anticipated Year end
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This commitment is Green at the end of December.

For KD1: Our main area of progress has been managing enquiries and reported incidents. We received 7 enquiries during Q3, which continue to decrease as the Regulations become embedded. Of the 115 enquiries received in total this year, 96% were responded to within 10 working days. During Q3, we also investigated an additional 10 reported incidents concerning non-compliance with the Regulations, with advice and guidance given to those found to be non-compliant.

For KD2: Our main area of progress has been increasing awareness with 18,205 businesses, with 15,716 of those reached through a Food and Drink Wales newsletter. We developed a resource pack for schools, which has been shared via Local Education Authorities. We also wrote to charity shops to address uncertainties regarding unsold textiles and electronic equipment. This brings the number of businesses we have contacted so far this year to a total of 28,846.

For KD3: Our main area of progress has been completing 171 assessments, with 99 (58%) compliant and 72 (42%) non-compliant. We held meetings with each Local Authority to assess the waste collection service offered and drafted a report which will be presented to WG and Ministerial Programme Board meetings in January. So far this year, a total of 383 assessments have been undertaken, with an overall percentage of 65% compliant and 35% non-compliant.

This commitment is anticipated to be Green at the end of the financial year.

Green	Green

Step to take: Protecting the environment and improving environmental performance of water companies through effective challenge of their investment programmes to secure action to improve.

C20: Commitment for 2024-25: Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment. (Lead: Ruth Jenkins)

Key deliverables:

1. Influenced an increase in investment by water companies in water quality improvements through supporting Ofwat in the scrutiny of Water Company Business Plans.
2. Increased the effectiveness of the three-water company's drought plans through: (a) publishing drought plan guidance by end of Q2 and (b) making recommendations on their draft drought plans through the public consultation. (Publication of final drought plans used as effectiveness measure in 2025-26).
3. Improved the performance of water companies through delivery of an Operator Monitoring Audit for Dŵr Cymru Welsh Water and Hafren Dyfrdwy and completion of site audits of Sewage Treatment Works (STW) based on environmental risk.

Next step for 2025-26: Track and monitor performance of water companies to reduce the risks and impacts of their operations on the environment and ensure compliance.

C20: Latest position (to end of December):

This commitment is Amber at the end of December.

For KD1: We focused on supporting Ofwat ahead of their PR24 Final Determination. Through this, we have secured record levels of water company investment in the environment, targeting operations having the most impact on our waters.

For KD2: We have continued to advise water companies on their draft drought plans before they submitted to WG at end November 2024. The plans will be published for consultation in January 2025.

Q3	Anticipated Year end
Amber	Amber

For KD3: We have focused high priority, new work, such as preparations for the new Water Special Measures Bill; influencing water company action through the Price Review; progressing actions within the CSO Roadmap. On 2nd October 2024, NRW and EA jointly released a 2 month targeted consultation on the Water Industry Environmental Performance Assessment (EPA) for 2026 – 2030 data. We have not undertaken the OMA due to lack of resource: we focused on Pr24 and WG priorities.

This commitment is anticipated to be Amber at the end of the financial year. We are anticipating stopping work on the OMA, and will prioritise Water Company Investment, PR24 and building the new Compliance Unit. We would need to divert staff with the right skills to the OMA, which would have an impact on delivery of WG priority work.

Step to take: Minimising pollution in highly protected and designated waters through identifying the actions required of a range of sectors.

C21: Commitment for 2024-25: Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action. (Lead: Ruth Jenkins)

Key deliverables:

- 1. Decreased the load of Phosphorus to highly protected river sites in line with modelled expectations by completing the review of all 171-water company permits.
- 2. Increased our knowledge and understanding of the causes of water body failure in Special Areas of Conservation (SAC) through the completion of 30% of outstanding investigations.
- 3. Increased the water quality in highly protected and designated waters by completing actions committed to as part of NRW's partnership projects (LIFE Programme, Nature and Climate Emergency Funds (NaCE)), with a minimum of 30 actions across 10 opportunity catchments in SACs.

Next step for 2025-26: Deliver prioritised collaborative action at a catchment scale.

C21: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Amber at the end of December. For KD1: Since Review of Permits (June), we determined applications for variation of some permits, published our nutrient neutrality principles, continued work on the Nutrient Management Boards (NMBs) for each failing SAC & Tywi. We are updating the compliance assessment for WQ attributes for the SAC rivers and will publish these later in the year alongside the WFD interim classification. For KD2: We have added WQ investigations for SAC rivers to Safle (Wye, Cleddau, Eden, Dee) & carried out investigations for Eastern Cleddau, Western Cleddau & Ithon (Wye SAC). Investigation reports will be signed off by March 2025. Reports for the Eastern Cleddau, Western Cleddau & Ithon (Wye SAC) not yet signed off. For KD3: Overall WQ capital programme is Green. The NaCE programme has carried out work to improve WQ in highly protected and designated waterbodies. Some projects relevant to KD3 are on Amber progress status due to staff resource issues and one project has moved to Red. We are working with others on an innovation bid for the Teifi catchment. We have not delivered as many farm visits/actions on Upper Wye as hoped and some work will now take place in 2025/26 due to lack of staff resource. Resource issues and the complexity of the site have affected the Ardudwy Leat project which leaves it at Red with no clear path to green without additional resource. This commitment is anticipated to be Amber at the end of the financial year. We are slowing progress against some of the Key Deliverables due to resource and technical issues. We cannot get to green without recruiting to vacant posts.	Amber	Amber

Area of Focus: Incident response being risk-based

Step to take: Minimising harm from environmental pollution incidents through preparing for, and responding to priority incidents as a Category 1 responder.

C22: Commitment for 2024-25: Respond to prioritised pollution incidents to minimise environmental harm. (Lead: Lyndsey Rawlinson)

Key deliverables:

1. Maintained the level of service for the response to incidents initially categorised as 'High' within 4 hours at 95%
2. Increased effectiveness and efficiency of service through delivery of an annual review.

Next step for 2025-26: Implement improvements to service.

C22: Latest position (to end of December):	Q3	Anticipated Year end
This commitment is Green at the end of December. For KD1: Up to end Q3 we responded to 96% of incidents initially categorised as High Level. We built upon our Q2 commitment to target support to maintain and improve performance and will continue to do so. For KD2: We built upon the work done in Q2 to gain ET approval of the removal of Feedback. We also delivered communications and web blog to communicate this along with the wider anticipation of efficiencies delivered through the WBO3 Incident Management Service work. We have finalised an Operational Incident Decision tool to guide a more effective prioritisation of responding to incidents to air, land and water. We have started launching the approach and will continue this through discussions and workshops through Q4. This commitment is anticipated to be Green at the end of the financial year. In Q4, we will draft a report that evaluates progress to date and identify the stages for continuous improvement that refines incident management approaches post-April 2025 to: • Establish KPIs to measure success and conduct formal reviews (March–April 2025). • Use feedback and data analysis to adapt strategies from April 2025 onwards.	Green	Green

Step to take: Minimising the harm from specific sectors and within specific geographic areas through using evidence to take action to improve compliance

C23: Commitment for 2024-25: Enhance our understanding of the drivers of pollution incidents across Wales to inform the integration of preventative actions into incident response. (Lead: Lyndsey Rawlinson)

Key deliverables:

1. Increased our knowledge and identified opportunities for improvements to processes, capabilities, and competencies through a review of current approaches and tools across 15 pollution areas.
2. Increased our knowledge of pollution incidents (incident numbers, types, locations, impacts and resource allocation) by producing a detailed analysis report (by end of Q2) and informing focus areas, strategies and actions by end of Q4.
3. Increased opportunities to integrate preventative action into the Incident Management Strategy through (a) development of an options paper and (b) decisions at NRW business groups on priorities.

Next step for 2025-26: Agree and implement the new incident management strategy.

C23: Latest position (to end of December):	Q3	Anticipated Year end

This commitment is Amber at the end of December.

For KD1: Our main areas of progress have been:

- 1. The development of an operational incident decision tool and the commencement of its introduction to Management Tier and Team leaders within Operations.
- 2. The presentation of 'WBO3 Incident Management Work Area – Information Update to Executive Team, December 2024' seeking endorsement of approaches, including new feedback procedure.
- 3. Endorsement of paper at IMBG seeking joint collaboration with RBG to develop approaches to differentiate more clearly the distinction between WIRS reports that need an incident management response and those that require solely a regulatory or enforcement response.
- 4. Launch of Intranet article and targeted communications of WBO3 Incident Management Approaches to LT, MT and TL level.

For KD2: Our main area of progress has been gaining insight into data needs from key service area users in Incident Management, Regulation, Water and Regulatory futures to inform and shape the query build to effectively transform our WIRS data to useful analytical outputs. We have not progressed the delivery of the KD2 due to prioritising more focus within KD1. KD2 also needs key technical capability to enhance (or change) the existing tool (Power Bi link via elastic pool to WIRS) in order to extract and present data in an effective manner. We are currently in liaison with key business areas to identify and source capacity and capability to undertake the required tool build.

For KD3: Our main area of progress has been the Endorsement of paper at IMBG seeking joint collaboration with RBG to develop approaches to differentiate more clearly the distinction between WIRS reports that need an incident management response and those that require solely a regulatory or enforcement response. We have also worked jointly with Regulatory Service Leads to begin to develop approaches to providing pathways for reports, initially logged as incidents, to move into prioritised regulatory response. We have not progressed as far as we wanted to as the knowledge element to inform prioritisation under KD2 is key in supporting this element and has slowed due to capacity/capability. This element of work is key to ensuring the cultural shift in approaches to Incident response that will arise as a result of KD1 will have a clear pathway for operations teams to be more efficient in prioritising WIRS reports. Engagement with business leads is making a difference to supporting the development of clear pathways though further capacity and informed knowledge is essential for this deliverable to be effective.

This commitment is anticipated to be Amber at the end of the financial year. We are anticipating needing more time to ensure that we are able to support the new approaches to incident response that will be delivered by Q4 have the right information to develop pathways of response on completion of initial incident response activity. The pathway to green for this is to further identify the capacity and capability to effectively analyse WIRS information to inform the identification and prioritisation of work that either does not require an immediate incident management response to mitigate environmental harm, and build upon collaboration with key service areas to build pathways to consistently prioritise approaches within specific incident types (e.g. incident reports of illegal waste deposition, CSO pollution, Regulated site pollution etc..)

Amber	Amber

Step to take: Minimising the harm from serious environmental crime through investigating incidents and taking strong and decisive action.

C24: Commitment for 2024-25: Undertake investigation and enforcement action to minimise environmental harm. (Lead: Martin Cox)

Key deliverables:

- 1. Maintained the level of service on the decision on an appropriate enforcement response within 3 months at 95%
- 2. Increased effectiveness and efficiency of service through delivery of the Annual Regulatory Report and Tackling Waste Crime quarterly report.

Next step for 2025-26: Implement improvements to service.

C24: Latest position (to end of December):

This commitment is Green at the end of December.

For KD1: Our main area of progress has been to maintain monitoring and Green level of performance. Q3 enforcement response is 100%.

For KD2: One area of progress has been completing the Tackling Waste Crime Q2 report and circulating this in Q3, as planned. The Q3 report is being drafted and is scheduled for circulation in Q4 2024/25. The Annual Regulatory Report was published in Q3. The Report included useful infographics for the first time as part of continuous improvement.

This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to maintain the current level of enforcement effort and closely monitor performance.

Q3	Anticipated Year end
Green	Green

Step to take: Minimising the harm from illegal waste through taking action with local authorities and third sector partners to prevent fly-tipping

C25: Commitment for 2024-25: Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping. (Lead: Nadia De Longhi)

Key deliverables:

1. Improved ways of working on fly-tipping between NRW and partner agencies by publishing an updated Fly-tipping Protocol (by end of Q1) and trialling 1 local agreement (by end of Q3).
2. Increased the utilisation of Fly Tipping Action Wales (FtAW) surveillance equipment (from 4 to 5 Local Authorities) and the Mallard Service by Local Authorities (from 8 to 10), to encourage more enforcement outcomes.

Next step for 2025-26: Improve processes, tools and actions to prevent fly-tipping.

C25: Latest position (to end of December):

This commitment is Amber at the end of December.

For KD1: Our main area of progress has been a further review of the additional survey responses gathered from stakeholders and work done to date. Work is also nearing completion on a draft document that can be shared with key partners. Discussions also held at FtAW enforcement working group in November. The draft will need to be taken to NRW waste sub-group and subsequent sharing with WG & WLGA for comment. We have also attended community stakeholder meeting on Gwent Levels along with Newport CC and provisionally agreed with Newport CC to work on local agreement for area - meeting will be arranged with stakeholders in Q4 to gain wider stakeholder agreement. We have not finalised the draft document yet because FtAW have had to prioritise work related to an independent review that WG have asked us to carry out of the programme which is now complete. This has meant pausing work on the protocol which has now resumed (in January). Being one senior officer down in the team continues to impact on our ability to focus time on progressing the protocol work area as they have had to cover other priority work e.g. running enforcement working group.

For KD2: Our main area of progress has been further loans of our surveillance equipment to LAs - we have loaned cameras to RCT and Flintshire during Q3. Survey issued to LAs asking them how much they have utilised the Mallard enforcement support membership to provide evidence around further support for this initiative next year. Responses being analysed. Face to face Mallard enforcement training course organised for January at CP2 for LA staff and 10 spaces offered to NRW staff also.

This commitment is anticipated to be Amber at the end of the financial year. The protocol work, whilst still being progressed, is unlikely to be completed by the end of Q4 which is why the deliverable is Red and the overall commitment is Amber. Prioritising work on the protocol to enable a draft document to be signed off by end Q4 could move overall position to Green but this is unlikely unless we can recruit to vacant

Q3	Anticipated Year end
Amber	Amber

role in team as the Team Leader continues to cover various work areas and will need to prioritise work on securing future funding for FtAW programme from April 2025.



Annex 2 – Internal Performance Report

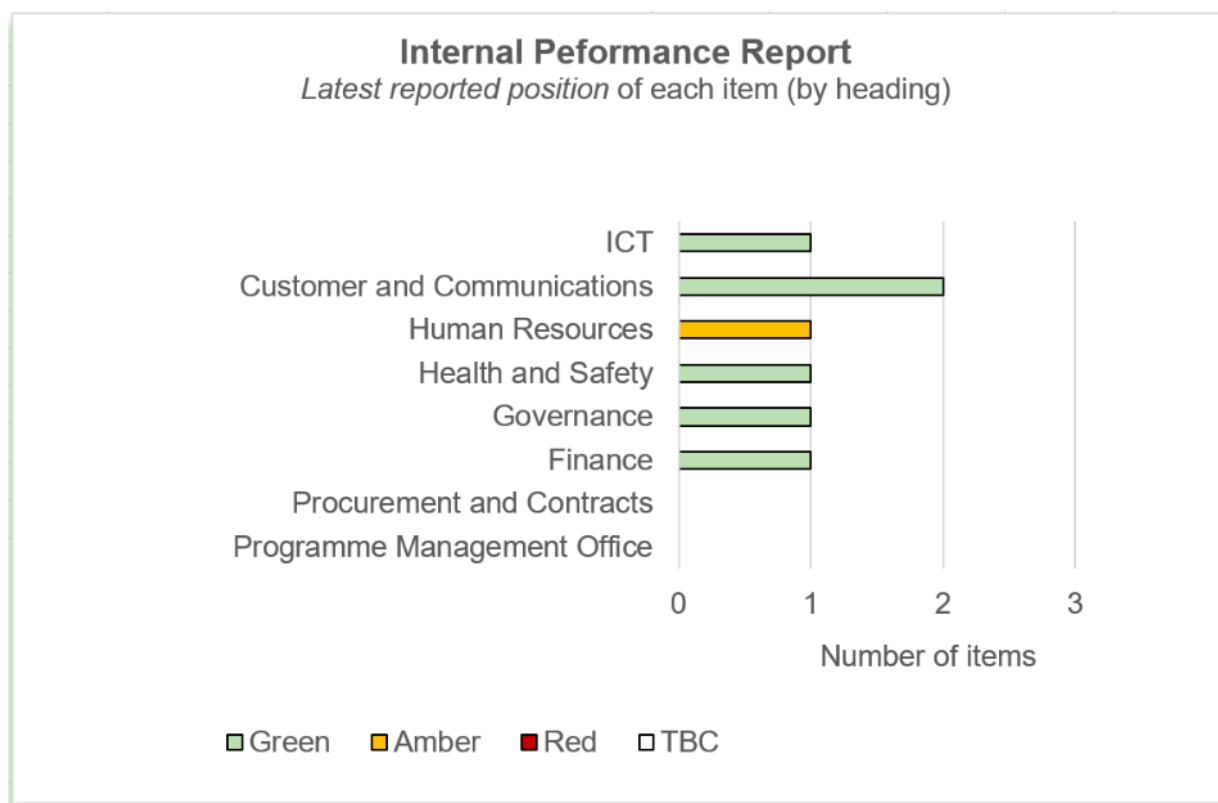
The following pages reflect a quarter end performance snapshot in relation to a number of key measures relating to the ‘health’ of our organisation.

Summary

The performance position*
(at the end of the quarter three,
December 2024) for the measures
covered by this report is:

- Six green
- One amber
- None red

(see next page for detail)



* Key: Green - achieved; Amber - close; Red – missed; Grey – N/A

Measures to note

Updates below reflect all measures red, amber or TBC at the end of the quarter

Human Resources:

- **Sgwrs in place** (staff priorities and development agreement) remains Amber at the end of this quarter, at 80% (at least 90% would be considered Green). Internal reminders have been issued on needing to complete these. Green is anticipated at year end.

Measure(s) around **Procurement and Contracts** and **Programme Management Office** will be added into this report during 2024/25.

* Key: Green - achieved; Amber - close; Red – missed; Grey – N/A

Remaining measures

The remaining measures, i.e., green items, are reflected below.

Customer and Communications:

- **Access to Information requests** responded to within 20 days is Green for the quarter at 97%.
- **Complaints** responded to within service level is Green for the quarter at 97%.

ICT:

- **Information Commissioner's Office (ICO) reported incidents** is Green at the end of the quarter with no such investigations ongoing and no incident reported to the ICO in the quarter.

Health and Safety:

- **Health & Safety Near Miss** reporting is Green at the end of the quarter, with 16 near misses reported for December compared with 10 for December last year. **Amber is anticipated at year end.**

Governance:

- **Declarations of Interest** (where people working for us declare when their official and/or private interests may be perceived to conflict with NRW's work) is Green at 95% at the end of the quarter (at least 90% is considered green). Reminders have been issued to complete these. Green is anticipated at year end

Finance:

- **Payments performance** to our suppliers remains Green at the end of the quarter at 99%. Green is anticipated at year end.

* Key: Green - achieved; **Amber - close**; **Red – missed**; Grey – N/A

Annex 3: Summary operational performance – shared priority areas identified by the NRW Chair and Deputy First Minister

Discussions between the NRW Chair and Deputy First Minister have identified shared priorities for investment in 2025/26. To demonstrate the impact of this additional investment, we are developing metrics to provide greater transparency on the scope and scale of activities and will use this to identify opportunities for further improvement in ways of working.

The presentation, content and coverage of these metrics will evolve over the remainder of this financial year before settling on the format for inclusion in the 2025/26 business plan.

The shared priorities for investment underpin our work across all three Well-being Objectives, where we are focussing on

1. Biodiversity
2. Water
3. Evidence/ monitoring
4. Flood Risk Management

The metrics included have been drawn from the Regulatory Service Plan and the DPAS Service Plan.

In this report we are focussing on biodiversity

Service standards

We are working to establish a common service standard and expected delivery to help build a clearer picture of what we expect to deliver with anticipated, current and future resources. This will evolve over time.

- Service Standard (or '**desired**' level) – reflecting where we believe resources need to be, i.e. demand/requirement (may not be SMART)
- Expected Delivery (or '**target**' level) - reflecting originally anticipated available resources for each year (SMART requirement)
- Projected Delivery (or '**anticipated**' level) – considers actual available resources; used to manage/plan delivery in year; forward looking

Key: All included detail tables in this snapshot report use the common key* for Red, Amber or Green (also used in the Business Plan dashboard, Internal Performance Report and Management Information). Within the common key we have additionally included the specific boundary conditions we use between Red, Amber and Green; ensuring all these numeric item reports are on the same basis. The key can be found below.

The key used for all included reports is: **Green** = Achieved ($\geq 90\%$); **Amber** = Close to (≥ 80 and $< 90\%$); **Red** = Missed ($< 80\%$);

Development Planning Service Performance

We are a statutory consultee to the land use planning system, providing pre-application advice to developers on their proposals and then formally responding to planning authorities. The advice we provide provides an integrated and holistic assessment of the potential impact on the environment and natural resources, covering for example biodiversity, water, flood risk, waste.

Commentary:

Development Planning performance¹ to Q2 for the items given below reflects two items green.

Planning application consultations:

	Q1	Q2	Q3	Q4
Planning application consultations received ² :	1,769	1,446		
Planning application consultation responses submitted ² :	1,819	1,827		
Planning application consultation responses submitted within deadline:	1,793	1,810		
Planning application consultation responses outside of deadline:	26	17		
Responses within deadline:	99%	99%		
Actual against desired level*:	Green	Green		

Local Development Plan (LDP) consultations:

	Q1	Q2	Q3	Q4
LDP consultations received ² :	10	8		
LDP responses submitted ² :	12	6		
LDP consultations responded within deadline:	12	6		
LDP consultations responded outside deadline:	0	0		
Responses within deadline:	100%	100%		
Actual against desired level*:	Green	Green		

Background/Notes:

¹Figures on this page relate to multiple shared priorities. See [consultation](#) for full listing of potential topics covered.

- Planning application consultations: Consultation responses taken together contribute to three of the shared priorities
- Local development plan consultations: Consultation responses taken together contribute to three of the shared priorities

²Difference between consultations received and submitted reflects different periods response required (i.e. not all in same quarter received)

Shared Priority 1: Biodiversity

Regulatory performance for: Biodiversity

Commentary:

Regulatory performance for biodiversity to Q3 relates to permitting, consents and assents.

The year saw a significant number of gull control licence applications and an increase in applications related to infrastructure and housing projects and other developments.

The introduction of charging has created additional administrative pressures whilst generating much needed cost recovery.

Species licensing:

	Q1	Q2	Q3	Q4
Number of licences processed:	507	362	413	
Number of licences processed outside service level:				
% of licences processed within service level:	92%	96%	99%	
Actual against desired level*:	Green	Green	Green	

Consents:

	Q1	Q2	Q3	Q4
Number of consents applications determined:	120	126	126	
Actual against desired level*:	Amber	Red	Red	

Assents:

	Q1	Q2	Q3	Q4
Number of assents applications determined:	95	122	101	
Actual against desired level*:	Amber	Red	Red	

Background/Notes:

- Species licensing: We are initiating an internal end-to-end review of our Species Licensing processes in 25/26, subject to recruitment, using funds from newly established charge funds

- Consents & Assents: a higher 95% target was set to be in line with that for other permissions issued without an understanding of our current baseline as this year is the first year that we have been able to report against this target

Papur y Bwrdd

Dyddiad y cyfarfod:	20 Mawrth 2025
Teitl y papur:	Presenoldeb CNC ar X (Twitter gynt) yn y dyfodol
Cyfeirnod y papur:	25-03-B19
Noddwyd y papur gan:	Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol
Paratowyd y papur gan:	Lynette Bowley, Uwch-gynghorydd Arbenigol (Y cyfryngau)
Cyflwynwyd y papur gan:	Lynette Bowley, Uwch-gynghorydd Arbenigol (Y cyfryngau) a Meinir Wigley, Pennaeth Cyfathrebu Dros Dro
Diben y papur:	Trafodaeth a phenderfyniad
Crynodeb:	Gofynnir i'r bwrdd drafod a phenderfynu a ddylai CNC gael cyfrif X (Twitter gynt) yn y dyfodol, cyn cyfarfod y bwrdd ym mis Mawrth

Cefndir

1. Ers i Elon Musk gaffael Twitter a'i ailfrandio i X, bu newidiadau sylweddol ym mholisiâu'r plattform. Mae rhai wedi beirniadu hyn gan ddweud bod y newidiadau wedi cyfrannu at gynnydd mewn gwybodaeth anghywir, camwybodaeth a thwyllwybodaeth, a disgwrs gwleidyddol sy'n peri rhwyg. Mae eraill yn dadlau bod y plattform bellach yn blaenoriaethu rhyddid i lefaru dros gymedroli cynnwys. Mae pryderon hefyd wedi'u mynegi ynghylch lledaenu barn eithafol – ond mae barn am effaith y newidiadau hyn oll yn parhau'n rhanedig.
2. O ystyried y dadleuon a sylw parhaus yn y cyfryngau ynghylch ei arweinyddiaeth a'i gyfeiriad, mae llawer o sefydliadau'r sector cyhoeddus a'r sector preifat wedi penderfynu lleihau eu presenoldeb ar y plattform, neu i ddadactifadu eu cyfrifon yn gyfan gwbl.
3. Yng Nghymru, mae Heddlu Gogledd Cymru wedi penderfynu peidio â bod yn bresennol ar y plattform bellach, ac y mae eraill, fel Heddlu Gwent, wedi dileu cyfrifon unigol eu swyddogion. Mae byrddau ieuchyd, fel Bwrdd Iechyd Prifysgol Betsi Cadwaladr a Bwrdd Iechyd Prifysgol Aneurin Bevan wedi datgan y byddan nhw'n defnyddio X i bostio

gwybodaeth yn ymwneud â digwyddiadau mawr yn unig. Mae Coed Cadw a Cadwch Gymru'n Daclus yn enghreifftiau o'r nifer cynyddol o gyrff anllywodraethol amgylcheddol sydd hefyd wedi cyhoeddi eu bwriad i beidio â defnyddio eu cyfrifon X bellach.

4. Mae Llywodraeth Cymru yn parhau i fod ar X, ond y mae wedi lleihau nifer y postiadau y mae'n eu rhannu ar y platfform.
5. Bu trafodaeth gynyddol ymhlith cydweithwyr, ac aelodau o'r bwrdd, ynghylch a ddylai CNC hefyd ystyried ei bresenoldeb ar X yn y dyfodol, gan drafod a ydyw'r platfform yn cyd-fynd â'n gwerthoedd, ac a ydyw'n werth ystyried canolbwyntio ein hymdrechion ar blatfformau eraill o hyn ymlaen. I'w nodi: cynigiodd yr undebau llafur y dylai CNC dynnu ei hun oddi ar X yng nghyfarfod y Fforwm Partneriaeth ar 19 Rhagfyr 2024.
6. Nid oes modd gwadu bod X yn dal i fod yn fan hollbwysig ar gyfer cysylltu â rhanddeiliaid, partneriaid a'r cyhoedd, yn enwedig pan fydd angen inni rannu diweddariadau sy'n sensitif o ran amser, neu rybuddio a hysbysu'r cyhoedd am unrhyw ddigwyddiadau. Mae nifer fawr o newyddiadurwyr a chyfryngau yn parhau i ddefnyddio'r platfform. Mae hefyd yn rhoi cyfleoedd inni weld pa drafodaethau sy'n digwydd, a'r hyn y mae pobl eraill yn ei ddweud amdanom ni.
7. Fodd bynnag, ers i Twitter gael ei ail-frandio yn X, mae algorithm y wefan wedi newid i wthio cynnwys fel ein cynnwys ni i lawr mewn ffrydiau dilynwyr. Rydym wedi gweld gostyngiad cyson yn nifer y dilynwyr ar ein prif gyfrif corfforaethol ers mis Gorffennaf 2024, ac nid yw llawer o'n dilynwyr yn defnyddio eu cyfrifon bellach. Ar adeg ysgrifennu hwn, mae gennym 23,600 o ddilynwyr ar ein prif gyfrif. Mae niferoedd ein dilynwyr cyfrif X sy'n canolbwyntio ar le hefyd wedi aros yn llonydd o gymharu â Facebook, lle mae'r niferoedd wedi cynyddu o fis i fis. Ni allwn olrhain effaith ein presenoldeb ar y platfform bellach ychwaith oherwydd ei fod yn costio £1,000 y mis i gael mynediad at ardal ddadansoddeg y platfform.
8. Wrth i'r drafodaeth ynghylch X barhau, rydym wedi bod yn ymchwilio i opsiynau amgen, ac wedi cofrestru ein henwau cyfrif ar BlueSky a Threads. Fodd bynnag, o ystyried nad yw ein hofferyn rheoli cyfrifon cyfryngau cymdeithasol, Orlo, wedi ychwanegu'r llwyfannau at ei bortffolio (dim ond ar 7 Chwefror yr ychwanegwyd BlueSky), ni fu'n bosibl monitro a phostio i'r sianeli hyn trwy Orlo.
9. Er bod y papur hwn yn canolbwyntio ar X, mae'r Tîm Cyfathrebu hefyd yn bwriadu adolygu sut y mae'n defnyddio ei holl sianeli cyfryngau cymdeithasol. Mae'r tîm am sicrhau bod ei gynnwys wedi'i deilwra a'i dargedu i gyrraedd cynulleidfa sydd wedi'i thargedu ac sy'n fwy amrywiol.
10. Gan gymryd hyn i gyd i ystyriaeth, rydym wedi paratoi'r papur hwn i amlinellu'r cyfleoedd a'r risgiau o aros ar X, neu ei adael. Rydym hefyd wedi gofyn am adborth gan y grŵp ymgysylltu â staff, a rhwydweithiau staff, yn ogystal â chynrychiolwyr undebau llafur.

11. Mae'r grwpiau hyn wedi rhannu eu barn â ni, ac rydym wedi cynnwys crynodeb o'r ymatebion hynny yn **Atodiad 1**.

Asesiad

12. Credwn fod tri opsiwn i'w hystyried:

- Opsiwn A – Dadactifadu ein prif gyfrif corfforaethol, cyfrifon sy'n canolbwyntio ar le, a chyfrifon cyflogeion CNC ar X (e.e. @WaterNRW) yn gyfan gwbl ac ar unwaith.
- Opsiwn B – Lleihau ein gweithgarwch ar y platfform trwy gadw'r prif gyfrif corfforaethol @NatResWales ar gyfer diweddariadau pwysig, a negeseuon sy'n ymwneud â digwyddiadau / rhybuddion, ond dadactifadu'r cyfrifon sy'n canolbwyntio ar le, a chyfrifon cyflogeion CNC ar X yn gyfan gwbl. Rhoddir ystyriaeth ychwanegol i gyfrifon sy'n canolbwyntio ar brosiectau (e.e. LIFE) os cyfeirir at X fel rhan o gais y prosiect.
- Opsiwn C – Parhau fel yr ydym heb leihau ein gweithgarwch o gwbl.

13. Rydym wedi nodi rhai ystyriaethau isod:

Cyfleoedd

- **Diben clir:** Gall defnyddio X ar gyfer cyfathrebu negeseuon sy'n ymwneud â digwyddiadau symleiddio ein negeseuon a sicrhau bod mwy o ffocws a phwrpas i bostiadau. Gallai ddod yn ffynhonnell i gael diweddariadau amserol, yn enwedig yn ystod digwyddiadau neu argyfyngau.
- **Dim ond y pethau pwysig:** Drwy leihau cynnwys cyffredinol, gallwn osgoi pethau a allai dynnu ein sylw.
- **Rheoli enw da:** Trwy bostio cynnwys hanfodol yn unig, mae modd lleihau'r risg o fod yn rhan o drafodaethau cynhennus neu ddod yn destun tueddiadau negyddol.
- **Rheolaeth dros ein negeseuon:** Trwy bostio diweddariadau pwysig neu negeseuon ynghylch digwyddiadau yn unig, gallwn gael mwy o reolaeth dros ein neges, gan ganiatáu gwell cysondeb.
- **Effeithlonrwydd adnoddau:** Os yw X yn llai o flaenoriaeth, gallwn ganolbwyntio'n fwy ar blatfformau sy'n cyd-fynd yn well â'n cynulleidfa, neu sy'n fwy effeithiol wrth feithrin cydberthnasau.
- **Presenoldeb ein partneriaid:** Mae llawer o'n partneriaid, yn enwedig ymatebwyr categori 1, yn parhau i bostio ar X. Mae'r Swyddfa Dywydd yn defnyddio X fel eu prif sianel cyfryngau cymdeithasol ar gyfer rhannu gwybodaeth am dywydd difrifol. Rydym yn defnyddio'r cynnwys hwnnw fel mater o drefn i rybuddio a hysbysu ein

cynulleidfaoedd ein hunain. O ystyried nad yw'r Swyddfa Dywydd yn defnyddio Facebook ar gyfer rhannu rhybuddion a hysbysiadau, byddem yn colli sianel gyfathrebu hollbwysig pe baem yn dileu ein cyfrif X yn gyfan gwbl.

- **Enw da:** Byddai dileu ein cyfrif X, neu leihau faint yr ydym yn ei ddefnyddio, yn dangos i'n cydweithwyr sydd wedi lleisio eu pryderon, neu bartneriaid sydd wedi dileu eu cyfrifon, ein bod yn cymryd safiad cryf ar y mater.

Risgiau

- **Enw da:** Gallai parhau i fod ar X gael effaith negyddol ar ein henw da a'r ffordd y cawn ein gweld, nid yn unig gan bartneriaid sydd wedi dileu eu cyfrifon hwythau, ond hefyd ein cydweithwyr. Mae hyn yn arbennig o wir am ein cydweithwyr sydd wedi lleisio eu pryderon yn gryf am foeseg y platfform ar ein sianeli mewnol.
- **Ein hymrwymiaidau i'n cydweithwyr a chydraddoldeb, amrywiaeth a chynhwysiant:** Mae ein hymrwymiaidau o ran cydraddoldeb, amrywiaeth a chynhwysiant yn nodi y dylem gefnogi 'amgylchedd diogel' i alluogi ein holl gydweithwyr i ffynnu (yn gorfforol, yn feddyliol ac yn niwrolegol). O ystyried barn rhai cydweithwyr sy'n teimlo y dylem ddadactifadu ein cyfrif X, a ydym yn tanseilio'r egwyddorion hynny trwy barhau i fod yn bresennol ar y platfform?

Mae risg hefyd y gallai rhai cydweithwyr sy'n gorfod monitro X, neu bostio arno fel rhan o'u swydd, fod yn agored i gynnwys atgas, neu hyd yn oed bod yn destun iddo, a dylid ystyried effaith hynny.

- **Cyrhaeddiad:** Mae X yn adnabyddus am sgysiau amser real a rhyngweithiadau feirol. Trwy ddefnyddio'r platfform llai, neu ddileu ein cyfrif yn gyfan gwbl, mae risg y gallwn golli'r cyfle i gymryd rhan mewn sgysiau a meithrin cysylltiad â chymuned. Mae risg hefyd y bydd ein postïadau yn cyrraedd llai o bobl os byddwn yn postio'n llai aml.
- **Llai o gapasiti o ran rhybuddio a hysbysu:** Mae cyflymder X, a pha mor hawdd yw hi i gael mynediad iddo, yn aml yn hollbwysig pan fydd digwyddiad. Os byddwn yn penderfynu dileu ein cyfrif yn gyfan gwbl, efallai y byddwn yn cael ein beirniadu gan y bobl hynny sy'n ein dilyn ni am y diweddariadau hyn am beidio â rhannu gwybodaeth bwysig yn ddigon cyflym.
- **Llai o bobl yn gweld ein cynnwys:** Gallai postio llai, neu ddileu ein cyfrif yn gyfan gwbl, arwain at golli cysylltiad â grŵp pwysig o ddilynwyr, gan olygu efallai y byddwn yn colli allan ar gyfleoedd ar gyfer ymgysylltu, codi ymwybyddiaeth neu'r cyfle i gywiro gwybodaeth anghywir.
- **Monitro a diogelwch:** Mae ein platfform ar gyfer rheoli ein cyfrifon cyfryngau cymdeithasol, sef Orlo, newydd ychwanegu BlueSky at y rhestr o sianeli y mae'n eu monitro. Byddai'n rhaid i gyfrifon Threads a Mastodon gael eu diweddaru a'u monitro'n uniongyrchol gan y Ganolfan Cwsmeriaid a swyddogion dyletswydd cyfathrebu. Byddai hyn yn peri problem diogelwch oherwydd byddai angen rhannu cyfrineiriau'n unigol.

- **Tueddiadau platfformau anrhagweladwy:** Er nad yw X, efallai, yn ymddangos yn ganolog nawr, gallai tueddiadau newid, a gallai'r platfform gael ei werthu unwaith eto. Gallai defnyddio'r cyfrifon llai ein gadael yn llai parod i fanteisio ar gyfleoedd newydd os bydd y platfform yn newid i fod yn offeryn mwy buddiol yn y dyfodol.
- **Negeseuon prosiectau:** Byddai angen ystyried sut y gallai prosiectau gyda phartneriaid (e.e. LIFE) fod wedi cyfeirio'n benodol at sut y byddant yn defnyddio X fel rhan o'u papurau cynnig. Efallai bod ganddyn nhw dargedau mewn perthynas â nifer eu dilynwy'r ar X, felly efallai y bydd angen iddyn nhw barhau i bostio i'w cyfrifon penodol.

Argymhelliad

14. Rydym yn argymhell ein bod yn dewis **opsiwn B** – sef parhau i fod yn bresennol ar X trwy gadw ein prif sianel gorfforaethol (@natreswales). Fodd bynnag, ar yr un pryd, byddwn yn cwtdogi'n sylweddol ar yr hyn yr ydym yn ei bostio a pha mor rheolaidd. Trwy wneud hyn, gallwn ganolbwyntio ar negeseuon sy'n ymwneud â digwyddiadau a diweddariadau corfforaethol pwysig yn unig. Rydym yn argymhell ein bod hefyd yn dadactifadu ein cyfrifon X sy'n canolbwyntio ar le, ac sy'n cael eu rheoli gan weithwyr, gan gyfeirio dilynwy'r at ein cyfrifon Facebook lleol, neu'r prif gyfrif corfforaethol, i gael yr wybodaeth ddiweddaraf. Mae'r penderfyniad ynghylch presenoldeb ein prosiectau gyda phartneriaid (LIFE ac ati) ar X yn y dyfodol yn dibynnu ar yr hyn yr ymrwymwyd iddo fel rhan o friffiau eu prosiectau.
15. Bydd aros ar y platfform yn caniatáu inni ei ddefnyddio fel offeryn i gael yr wybodaeth ddiweddaraf, ac yn ein galluogi i gymryd rhan mewn sgysiau neu ddigwyddiadau hollbwysig, yn ôl disgrisiwn, sy'n cyd-fynd â'n gwerthoedd a'n hamcanion corfforaethol.

Risgiau, y parodrwydd i dderbyn risg a chyfleoedd

16. Mae'r mater hwn yn ymwneud â risg 6 ar gofrestr risg y Tîm Cyfathrebu, sef 'defnyddio cyfrifon cyfryngau cymdeithasol mewn ffordd amhriodol'.

Goblygiadau ehangach

- (a) **Amcanion llesiant:** Bydd ein cam gweithredu arfaethedig yn mynd i'r afael â'r amcan llesiant 4 newydd – Sut rydym yn gweithio. Bydd addasu sut rydym yn defnyddio X yn y dyfodol yn ein galluogi i ganolbwyntio'n fwy ar blatfformau sy'n cyd-fynd yn well â'n cynulleidfaoedd, neu sy'n fwy effeithiol wrth fynd ati i feithrin cydberthnasau.
- (b) **Cyllid:** Amherthnasol
- (c) **Goblygiadau o ran adnoddau:** Os cytunir arnynt, caiff y newidiadau eu gweithredu gan y tîm cyfathrebu gan ddefnyddio'r adnoddau sydd eisoes ar gael i'r staff.
- (d) **Cydraddoldeb:** Rydym wedi ymgynghori â'n Cynghorydd Arbenigol Arweiniol ar gyfer amrywiaeth a chynhwysiant, ac wedi rhannu'r papur hwn â hi.

(e) **Diogelu data:** Amherthnasol

Y camau gweithredu nesaf

17. Os bydd y bwrdd yn cymeradwyo'r argymhelliad, byddai angen inni roi gwybod i'n cydweithwyr sy'n rheoli'r cyfrif X, ac sy'n ei ddefnyddio yn rhinwedd ei swydd yn CNC, am y penderfyniad hwnnw.
18. Byddai angen rhoi gwybod i'n cydweithwyr ehangach fel rhan o'r canllaw misol i reolwyr misol a thrwy sesiynau briffio'r Tîm Rheoli neu'r Tîm Arwain i'r timau. Bydd postiad hefyd yn cael ei rannu ar Yammer ac ar dudalen fewnrwyd.

Rhestr atodiadau

19. Atodiad 1 – Crynodeb o'r ymatebion a gafwyd gan gynrychiolwyr yr undebau llafur a'r rhwydwaith ymgysylltu â staff.

Y broses gymeradwyo / ymgynghori

Y broses gymeradwyo / ymgynghori Cyfrifoldeb: Pwy sydd wedi datblygu'r papur / proses, a phwy sydd wedi rhoi mewnbwn?	Lynette Bowley Meinir Wigley Matthew Jones Y Tîm Cyfathrebu ehangach
Yn atebol: Pwy sy'n atebol am y gymeradwyaeth derfynol? Pwy fydd yn cymeradwyo, neu pwy y gofynnir iddo gymeradwyo?	Y Tîm Gweithredol a'r bwrdd
Ymgynghori: Â phwy yr ymgynghorwyd hyd yma? Pan fydd angen cymeradwyaeth, a ydyw hon ar waith? A fydd angen ymgynghori pellach?	Shaheen Sutton, Cynghorydd Arbenigol Arweiniol, Amrywiaeth a Chynhwysiant Arweinwyr y rhwydweithiau staff Y grŵp ymgysylltu â staff Undebau llafur

Hysbysu: Pwy sydd wedi cael gwybod, neu pwy sydd angen gwybodaeth bellach am y gwaith?

Yr wybodaeth ddiweddaraf i'w rhannu â rheolwyr i'w ddosbarthu trwy'r canllaw misol i reolwyr. Bydd angen postiad ar y fewnrwyd a phostiad Yammer hefyd.

Annex 1 – Summary of feedback from Trade Unions and Colleague engagement networks/groups

To note – the feedback received from members of these groups should not be considered the overall views of the entire group.

Trade Unions

Trade Union representatives were consulted. They welcomed the paper and are supportive of the recommendation to reduce NRW's presence on X.

They flagged that they raised the issue of NRW continuing to have a presence on X at the Partnership Forum in December and questioned whether it was appropriate for an environmental organisation to use a platform which does not discourage misinformation on issues such as climate change.

They recognise the value to NRW, and to the public, of using social media platforms to communicate incident related messages and accept that, currently, X is useful to disseminate incident related communications.

Colleague Engagement Group (CEG)

Those members who responded to the call for feedback presented a number of views.

One respondent stated that *"we [NRW] have a set of core values and X does not align with those values"*. They state that *"continuing our presence on X would indicate at the least indirect support for X which currently is a flag waver for sexism, misogyny etc."*

They have flagged the risk that NRW will undermine its EDI principles and our commitment to provide a 'safe environment' to staff if we remain on the platform.

They also said that *"The need to provide a service (notifying our customers on X) should not trump our principles, otherwise it is a bit pointless of having them."*

One member suggested that we should consider whether X would pass our procurement tests and whether it meets our principles if we were procuring it as a communications supplier. On consideration, they have suggested X would not pass those tests and that it does not support the Well-being of Future Generations Act.

One member who feels we should remove our presence states that – if we were to deactivate our account – we should state publicly why we are no longer using it. They do also say that **option b** (remaining but reducing posts) is the most pragmatic choice given the need to engage with stakeholders.

Another respondent from this group has stated that **option b** is the “*most pragmatic choice*”, but note “*that there is a strong argument that regular users of 'X' may no longer be reachable.*” This respondent suggests that we should continuously review our presence on social media platforms and “*maintain those that are working, scale back those that aren't*”.

Members of the Carers Network, Cwtch

Their members feel that NRW should leave X on the basis that it does not align with NRW's values or their personal values.

Some also say that we should also be considering our presence on Facebook.

Women's Network

We only received one email with feedback from a member of this group and so it is not representative of the network.

Feedback provided one member of this group flagged people's rights to share and express their views even if people disagree.

They flag the X Rules and state that they do not differ too greatly from Bluesky's community guidelines. They have also flagged that, while Bluesky isn't getting revenue from advertising, that may change and that could lead to it turning into a subscription service. Would NRW pay that?

They also flag NRW's duties as a Category One responder who has a responsibility to share information regardless of political affiliations.

They feel being exposed to “*different opinions and beliefs is healthy*” and that “*moving to an echo chamber of groupthink*” could mean that your “*thoughts are not challenged.*”

They conclude by saying **Option B** would be their preferred option.

Calon Network

Their members expressed that they personally felt Option A should be the preferred choice. However, there was recognition that using the platform to promulgate emergency messages could perhaps be justified whilst the platform is still used by many people in Wales, so members understood why Option B was the recommendation.

They have stressed the need to speed up adoption of Bluesky to ensure we continue to reach and engage with those audiences that have moved from X to other platforms.

Members felt that by remaining on X, NRW risks contradicting its **Bold** and **Caring** values.

They also flagged that X would not pass NRW's procurement processes.

The group also suggested that we should review our presence on Meta platforms (like Facebook). The group has recently announced changes to its fact-checking policies.

In general the group felt that *“it was hard to separate personal feelings from this decision, when the owners of these platforms have repeatedly expressed views that run counter not only to our organisational values, but also to our purpose of addressing the nature and climate emergencies.”*

Neurodiversity Network

This group presented an amended version of the paper we submitted for feedback where they shared their views in full.

In summary, the group does not think a continuing presence on X would be *“in line with NRW’s support for action on climate change or its commitment to EDI values.”*

They feel strongly that that NRW should remove its presence from the platform and ‘*fulfil its duty of care*’ to members of staff – particularly those in minority groups – who may be exposed to hate content on the site. They also suggest that consideration needs to be given to whether NRW’s procurement rules would forbid a relationship with X.

Christian Fellowship Group

They have had limited opportunity to gather feedback due to colleague availability and are happy to align with views of other networks.

Papur Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	20 Mawrth 2025
Teitl y papur:	Chwaraeon modur ar y tir sydd yng ngofal Cyfoeth Naturiol Cymru
Cyfeirnod y papur:	25-03-B20
Noddwyd y papur gan:	Dominic Driver, Cyfarwyddwr Gweithredol Dros Dro'r Gyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu
Paratowyd y papur gan:	Rachel Chamberlain, Pennaeth Dros Dro Stiwardiaeth Tir; Richard Owen, Arweinydd Tîm, Cynllunio Hamdden ar yr Ystad; David Liddy, Cynghorydd Arbenigol, Cynllunio Hamdden ar yr Ystad
Cyflwynwyd y papur gan:	David Liddy, Cynghorydd Arbenigol, Cynllunio Hamdden ar yr Ystad
Diben y papur:	Gwneud penderfyniad
Crynodeb:	Yn dilyn cytundeb y bwrdd ar y strategaeth ar gyfer hamdden, mae'n amser nawr i benderfynu ar ddyfodol chwaraeon moduro ar y tir sydd yn ein gofal ni yn Cyfoeth Naturiol Cymru. Mae hyn ar ffurf raliau ceir cyfnod arbennig ar ystad goetir Llywodraeth Cymru. Rydym yn argymhell parhau i ganiatáu ralïo ar y tir sydd yn ein gofal. Mae hyn oherwydd dymuniad y Llywodraeth i gefnogi budd economaidd a chymunedol mewn cymunedau gwledig, ac osgoi canfyddiadau negyddol ei bod yn cymryd buddion oddi wrthynt. Serch hynny, yn unol â'r strategaeth hamdden a'r blaenoriaethau yn ein cynllun corfforaethol, dylem roi llai o'n hadnoddau ein hunain i weinyddu'r gweithgareddau. Felly, rydym yn argymhell ailnegodi'r prif gytundeb presennol i gael cytundeb tymor hwy sy'n cael ei weinyddu'n fwy gan y trefnwyr a/neu yn caniatáu inni adennill mwy o'n costau.

Cefndir

1. Mae digwyddiadau chwaraeon moduro ar ffurf raliau ceir cyfnod arbennig wedi'u cynnal dros y 70 mlynedd diwethaf ar ystad goetir Llywodraeth Cymru. Mae'r rhain yn cael eu

caniatáu o dan brif gytundeb rhyngom ni a Motorsports UK (MSUK), sef prif gorff llywodraethu'r chwaraeon ar lefel y DU. Mae'r cytundeb yn cynnwys trosglwyddo'r cyfrifoldeb dros reoleiddio cystadlaethau, rheoli diogelwch gwylwyr ac atgyweirio ffyrdd coedwig i MSUK, gan ein gwarchod, i bob pwrpas, rhag y rhwymedigaethau hyn. Fodd bynnag, mae'r cytundeb presennol yn golygu bod yn rhaid i ni ddefnyddio llawer o adnoddau gweinyddol i roi caniatâd ar gyfer y defnydd unigryw hwn o'r goedwig ar gyfer y digwyddiadau. Rallio ceir yw'r unig fath o ddigwyddiad y mae angen gwaharddiad o'r fath arno am resymau diogelwch.

2. Diwygiwyd y prif gytundeb yn 2020 ar yr amod ein bod yn cynnal adolygiad o chwaraeon modur mewn perthynas ag egwyddorion rheoli adnoddau naturiol yn gynaliadwy. Cynhaliwyd yr adolygiad hwn yn 2021, a daeth i'r casgliad bod chwaraeon moduro yn unol ag egwyddorion rheoli adnoddau naturiol yn gynaliadwy o dan yr amodau ar y pryd, ac eithrio mewn perthynas ag allyriadau carbon deuocsid systemau.
3. Yng ngoleuni canfyddiadau'r adolygiad, cytunodd bwrdd CNC i ganiatáu i chwaraeon moduro barhau ar yr amod ein bod yn gweithio gydag MSUK i wella cynaliadwyedd, yn enwedig i leihau allyriadau nwyon tŷ gwydr. Rydym hefyd yn ceisio cyfarwyddyd gan fwrdd CNC ar y prif gytundeb newydd yr ydym yn ei lunio ar hyn o bryd.

Amgylchiadau newidiol

4. Ers i fwrdd CNC wneud ei benderfyniad, mae ein hamgylchedd gweithredu a'n blaenoriaethau wedi newid. Teimlwn fod y ffactorau hyn yn effeithio ar sut y dylem ymdrin â chwaraeon moduro ar y tir sydd yn ein gofal ni. Mae'r prif newidiadau fel a ganlyn:
 - 4.1. **Ystyriaethau o ran rheoli adnoddau naturiol yn gynaliadwy:** Mae nifer y digwyddiadau chwaraeon moduro ar ystad goetir Llywodraeth Cymru wedi gostwng yn sylweddol ers i Rali Cymru GB gael ei chanslo yn 2020 oherwydd pandemig COVID-19, a phenderfyniad Llywodraeth Cymru i dynnu'n ôl ei chyllid grant blynyddol (~ £1 miliwn) i MSUK ar gyfer cynnal y rali. Heddiw, mae cyfartaledd o wyth digwyddiad lleol yn cael eu cynnal bob blwyddyn galendr. Mae hyn yn golygu bod unrhyw fuddion economaidd a chymdeithasol sy'n gysylltiedig â rheoli adnoddau naturiol yn gynaliadwy yn cael eu lleihau. Mae ein gwaith gydag MSUK wedi arwain at gyfres o welliannau o ran cynaliadwyedd. Gwerthfawrogir y gwelliannau hyn, ond mae'n annhebygol eu bod wedi lleihau'r allyriadau o nwyon tŷ gwydr ddigon i wneud chwaraeon moduro yn weithgaredd y byddem yn ei hyrwyddo'n frwd ar ein tir, yn enwedig o ystyried yr argyfyngau natur a hinsawdd parhaus.
 - 4.2. **Cynllun corfforaethol CNC ar gyfer 2023-2030 a'r strategaeth hamdden:** Mae ein cynllun corfforaethol yn amlinellu gweledigaeth ar gyfer byd natur a phobl yn ffynnu gyda'i gilydd, gyda chenhadaeth ar gyfer adfer byd natur, gwytnwch yn erbyn y newid yn yr hinsawdd, a lleihau llygredd trwy reoli adnoddau naturiol yn gynaliadwy, yn unol â datganiad Llywodraeth Cymru o argyfyngau hinsawdd a natur. Ceir cyfeiriadau at ailgysylltu natur a phobl drwy ymgysylltu â phobl a'u hysbrydoli i weithredu; mynediad teg i fannau gwyrdd; cyfiawnder cymdeithasol ac

amgylcheddol; a chydaddoldeb a chynhwysiant yn llywio ac yn cryfhau ein penderfyniadau.

Cymeradwywyd y 'Strategaeth hamdden: sut yr ydym yn rheoli mynediad i natur ar y tir yn ein gofal 2024-2030' gan ein bwrdd ym mis Mai 2024, a chafodd ei chyhoeddi ym mis Awst 2024. Mae'r strategaeth hon yn deillio o'n cynllun corfforaethol, ac yn gosod cyfeiriad strategol ar gyfer hamdden awyr agored ar dir yn ein gofal, gan ganolbwyntio ar ddefnyddio llai o adnoddau i greu cyfleoedd hamdden newydd. Yn lle hynny, byddwn yn rheoli gweithgareddau hamdden i warchod natur (ac weithiau'n cyfyngu arnynt), i helpu pobl i gysylltu â byd natur, a chefnogi pobl ddifreintiedig i gael buddion iechyd a llesiant o fynediad "lleol, bob dydd". Nod y weledigaeth yw sicrhau erbyn 2050 y gall pawb, waeth beth fo'u cefndir, gael mynediad i'r tir yn ein gofal i alluogi cysylltiad â byd natur.

Rhaid inni gynnwys pobl sy'n cefnogi chwaraeon moduro, neu sy'n cymryd rhan ynddynt, wrth ystyried ein strategaeth. Mae hyn yn ymwneud â'r gweithgaredd, nid y bobl sy'n cymryd rhan yn y gweithgaredd. Serch hynny, mae'r cynllun corfforaethol a'r strategaeth hamdden yn awgrymu y dylem ddefnyddio llai o'n hadnoddau ein hunain ar gyfer chwaraeon moduro ar y tir yn ein gofal.

- 4.3. **Blaenoriaethau'r llywodraeth:** Mae agenda twf a chyflawni'r llywodraeth yn awgrymu bod budd economaidd a chymunedol gwledig chwaraeon moduro yn rhywbeth y dylid ei ystyried. Yn ogystal â hyn, mae'r llywodraeth hefyd yn ystyried rôl ystad goetir Llywodraeth Cymru o ran hamdden, yn enwedig yng nghyd-destun y newidiadau yr ydym yn eu gwneud i ganolfannau ymwelwyr.

Opsiynau

5. Mae pedwar opsiwn ar gyfer sut yr ydym yn rheoli dyfodol chwaraeon moduro ar ystad goetir Llywodraeth Cymru:

- 5.1. **Prif gytundeb newydd gydag MSUK, gan gynnwys hunanweinyddu a/neu adennill costau yn llawn:** Negodi prif gytundeb newydd sy'n integreiddio'r cynigion presennol o ran cynaliadwyedd, ynghyd â phrotocolau monitro ac adrodd, ac sy'n rhoi mwy o gyfrifoldeb am y swyddogaeth weinyddol i MSUK a/neu bartner ar raddfa genedlaethol neu, pe na fyddai hynny'n bosibl, cynyddu'r tâl am bob digwyddiad i dalu am ein costau gweinyddol. Byddai'r cytundeb yn para hyd at 2030 i gyd-fynd â chyfnod y cynllun corfforaethol.

Argymhellir yr opsiwn hwn oherwydd dyma'r opsiwn sy'n sicrhau'r cyfaddawd gorau rhwng ein cynllun corfforaethol a blaenoriaethau'r llywodraeth, a dyma'r un sydd fwyaf ymarferol o ran yr adnoddau sydd gennym.

- 5.2. **Sbarduno gwelliannau pellach:** Cytuno ar brif gytundeb newydd sy'n ei gwneud yn ofynnol i MSUK bennu nodau mwy uchelgeisiol fyth o ran cynaliadwyedd, a gwneud cynnydd cyflymach. Byddem yn diffinio protocolau monitro ac adrodd, gan gynnwys dyfarniad annibynnol yn ôl pob tebyg. Pe bai MSUK yn methu â chyrraedd y nodau hyn erbyn cyfnod penodol, byddem yn cyflwyno hysbysiad i

adael y prif gytundeb. Gallai'r cyfnod penodedig fod hyd at 2030, i gyd-fynd ag amserlen y cynllun corfforaethol, neu'n gynharach, fel 2027. Mae'n debyg mai tair blynedd yw'r amser rhesymol byrraf i ganiatáu cynnydd.

Nid ydym yn argymhell yr opsiwn hwn oherwydd ei bod yn annhebygol y gallem ddod o hyd i'r adnoddau i olrhain a phrofi cyflawniad yn erbyn y safonau cynaliadwyedd yn ddigonol heb gael effaith negyddol sylweddol ar feysydd gwaith eraill â blaenoriaeth uwch.

- 5.3. **Ymadael:** Penderfynu nawr, yn seiliedig ar ein cynllun corfforaethol a strategaeth hamdden, nad yw chwaraeon moduro ar y tir yn ein gofal yn briodol bellach. Byddem yn cynnal ymgynghoriad ag MSUK, gan roi hysbysiad ymadael iddynt os na fydd yr ymateb i'r ymgynghoriad yn newid ein penderfyniad. O dan delerau'r prif gytundeb, byddai digwyddiadau chwaraeon moduro yn dod i ben ar ddiwedd 2026.

Nid ydym yn argymhell yr opsiwn hwn oherwydd ei fod yn mynd yn groes i safbwynt Llywodraeth Cymru y dylai gweithgareddau ar ei hystad fod o fudd economaidd a chymunedol i gymunedau gwledig, a barn y cyhoedd am sut y dylai ystad goetir Llywodraeth Cymru gael ei ddefnyddio. Gweinidogion Llywodraeth Cymru yw'r tîrfeddianwyr.

- 5.4. **Estyniad tymor byr i'r prif gytundeb:** Gallai rhoi estyniad hyd at ddiwedd 2027 helpu i leihau sylw negyddol am y canolfannau ymwelwyr a'r syniad ein bod yn rhoi'r gorau i weithgareddau hamdden. Byddai hefyd yn caniatáu amser inni ddeall goblygiadau polisi'r llywodraeth newydd ar ôl etholiadau nesaf y Senedd.

Nid ydym yn argymhell yr opsiwn hwn oherwydd bod angen sefydlogrwydd arnom, ac mae'n annhebygol y bydd safbwynt y llywodraeth ar y mater hwn yn newid yn y cyfnod amser hwn. Fodd bynnag, mae'r prif gytundeb yn caniatáu ar gyfer ailnegodi'r cytundeb os bydd ein sefyllfa cydfuddiannol yn newid yn ddigonol.

Risgiau, y parodrwydd i dderbyn risg a chyfleoedd

6. Y brif risg yw i enw da y sefydliad. Mae safbwyntiau am ddigwyddiadau chwaraeon moduro yn hollti barn. Byddai'r mwyafrif o'r rhanddeiliaid yn y maes amgylcheddol yn hapus i weld diwedd y chwaraeon ar ystad goetir Llywodraeth Cymru. Mae llawer o randdeiliaid eraill yn gryf o blaid chwaraeon moduro, a byddai unrhyw ymgyrch i barhau â nhw ar ystad goetir Llywodraeth Cymru yn debygol o alinio â'r agenda twf, a'r buddion honedig i'r economi wledig yng Nghymru.
7. Mae ein hargymhelliad yn gwaethygu'r risgiau o ddiffyg capasiti. Bydd y dull symlach o ymdrin â chaniatâd a orchmynnir gan yr Achos dros Newid yn caniatáu i ni reoli'r risg hon yn ystod yr ychydig flynyddoedd nesaf, ond dim ond os gallwn hefyd gymhwyso'r disgwyliad y bydd y trefnwyr yn gwneud mwy drostynt eu hunain a/neu'n talu am ein costau'n llawn.
8. Sylwch fod yna broblem ddifrifol ar hyn o bryd oherwydd y difrod a achoswyd gan wyntoedd cryfion Storm Darragh. Byddai'r ymdrech y byddai'n rhaid inni ei gwneud i

sicrhau bod digwyddiadau o'r fath yn cael eu cynnal yn ddiogel, yn sicr yn ystod hanner cyntaf y flwyddyn, yn fwy o faich nag o fudd. Felly, rydym wedi penderfynu canslo digwyddiadau chwaraeon moduro yn hanner cyntaf 2025. Rydym wedi cytuno ar hyn gydag MSUK. Penderfyniad tymor byr yw hwn oherwydd effaith Storm Darragh, ac nid yw'n effeithio o gwbl ar yr argymhelliad tymor hwy.

9. Mae hwn yn gyfle i ddylanwadu'r diwydiant ralïo i fod yn fwy cynaliadwy fyth. Fodd bynnag, o dan yr opsiwn a argymhellir gennym, mae'n annhebygol y byddem yn buddsoddi adnoddau sylweddol i hyrwyddo hyn, ac ni fyddem yn defnyddio ein hadnoddau ein hunain i hyrwyddo ralïo ar y tir yn ein gofal.

Goblygiadau ehangach

10. Gweler y trafodaethau uchod a'r canlynol:
- 10.1. **Yr amcanion llesiant:** Fel y trafodwyd uchod
 - 10.2. **Goblygiadau o ran cyllid / adnoddau:** Nid yw'r adnoddau i barhau â ralïo, fel ar hyn o bryd, wedi'u cynnwys yn ein hadnoddau llinell sylfaen presennol. O dan yr opsiwn a argymhellir gennym, byddem yn negodi ag MSUK ar gyfer hunanweinyddu caniatâd, neu gynyddu'r swm y maent yn gorfod ei dalu i CNC ar gyfer pob digwyddiad er mwyn talu am ein costau.
 - 10.3. **Cydraddoldeb:** Rydym wedi cynnal asesiad o'r effaith ar gydraddoldeb, sy'n cael ei ddiweddarw wrth i ni gyrraedd cerrig milltir allweddol.
 - 10.4. **Diogelu Data:** Amherthnasol

Y camau gweithredu nesaf

11. Os byddwch yn cytuno â'n hargymhelliad, byddwn yn dechrau trafod ag MSUK cyn gynted ag y bo'n ymarferol. Byddai digwyddiadau chwaraeon moduro yn parhau o dan y prif gytundeb presennol hyd nes y byddai cytundeb newydd yn cael ei roi ar waith, yn amodol ar benderfyniadau lleol yn seiliedig ar ddiogelwch.

Argymhelliad

12. Negodi prif gytundeb newydd ag MSUK sy'n para hyd at 2030, gan gynnwys integreiddio gofynion o ran cynaliadwyedd, a chynyddu cyfrifoldeb MSUK am y swyddogaeth weinyddol neu, pe na bai hynny'n bosibl, cynyddu'r swm a delir am bob digwyddiad i dalu am ein costau gweinyddol.

Rhestr atodiadau

Dim

Y broses gymeradwyo / ymgynghori

Y broses gymeradwyo / ymgynghori	Pennaeth Dros Dro Stiwardiaeth Tir
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Cyfrifoldeb: Pwy sydd wedi datblygu'r papur / proses, a phwy sydd wedi rhoi mewnbwn?	Cyfarwyddwr Gweithredol Dros Dro, Cyfarwyddiaeth Tystiolaeth, Polisi a Thrwyddedu
Yn atebol: Pwy sy'n atebol am y gymeradwyaeth derfynol? Pwy fydd yn cymeradwyo, neu pwy y gofynnir iddo gymeradwyo?	Prif Weithredwr Dros Dro drwy'r Tîm Gweithredol, ac yna Bwrdd Cyfoeth Naturiol Cymru Llofnodwyd y prif gytundeb presennol gan Gyfarwyddwr Gweithredol y Gweithrediadau ar ôl trafodaeth y Tîm Gweithredol
Ymgynghori: Â phwy yr ymgynghorwyd hyd yma? Pan fydd angen cymeradwyaeth, a ydyw hon ar waith? A fydd angen ymgynghori pellach?	Cydweithwyr yn Llywodraeth Cymru Grŵp Busnes Stiwardiaeth Tir y Pwyllgor Ystad Tir
Hysbysu: Pwy sydd wedi cael gwybod am y gwaith, neu pwy sydd angen gwybodaeth bellach amdano?	MSUK, Rali Cymru

Papur y Bwrdd

Dyddiad y cyfarfod:	20 Mawrth 2025
Teitl y papur:	Diweddariad trydydd chwarter ar lesiant, iechyd a diogelwch
Cyfeirnod y papur:	25-03-B21
Noddwyd y papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Paratowyd y papur gan:	Charlotte Morgan, Rheolwr Llesiant, Iechyd a Diogelwch
Cyflwynwyd y papur gan:	Charlotte Morgan, Rheolwr Llesiant, Iechyd a Diogelwch
Diben y papur:	Trafodaeth
Crynodeb:	I drafod diweddariad trydydd chwarter 2024-2025 ar lesiant, iechyd a diogelwch

Cefndir

1. Dyma grynodeb trydydd chwarter o'n perfformiad llesiant, iechyd a diogelwch ar gyfer Cyfoeth Naturiol Cymru (CNC). Mae'r adroddiad yn rhoi trosolwg o sut mae CNC wedi rheoli llesiant, iechyd a diogelwch yn ystod trydydd chwarter 2024-2025.

Crynodeb

Mae'r penawdau o drydydd chwarter 2024-2025 yn cynnwys y canlynol:

2. Adolygiadau o ddigwyddiadau difrifol. Comisiynwyd un adolygiad o'r fath yn ystod trydydd chwarter 2024-2025. Mae pum adolygiad o ddigwyddiadau difrifol heb eu cwblhau. Mae'r rhain wedi cael eu gohirio oherwydd ffactorau allanol, yn cynnwys aros am adroddiad y crwner. Cwblhawyd tri adolygiad o ddigwyddiadau difrifol, ac arhosir i gamau gweithredu ddod i ben. Mae wyth adroddiad o ddigwyddiadau difrifol wedi'u cau.
3. Rheoliadau Adrodd ar Anafiadau, Clefydau neu Ddigwyddiadau Peryglus (RIDDOR) adroddadwy ac anafiadau a arweiniodd at golli amser – Dim RIDDOR ar gyfer CNC yn ystod y trydydd chwarter. Roedd un achos o anaf a arweiniodd at golli amser yn ystod y trydydd chwarter.

4. Cynhaliwyd nifer o fentrau llesiant, a chafodd archwiliad mewnol o'r broses adolygu digwyddiadau difrifol sgôr gref.

Goblygiadau ehangach

5. **Cyllid:** Cydnabyddir bod goblygiadau ariannol sylweddol yn gallu dod yn sgil camreoli materion yn ymwneud â llesiant, iechyd a diogelwch. Mae'r Tîm Llesiant, Iechyd a Diogelwch, wrth weithio gyda'r busnes, yn parhau i roi systemau newydd ar waith er mwyn rheoli ein risgiau o ran llesiant, iechyd a diogelwch. Bydd gwneud hynny yn lleihau costau. Yn ogystal â diogelu ein staff a'r bobl hynny sy'n gweithio ar yr ystad y mae CNC yn ei rheoli ac yn ei defnyddio, gallai fod goblygiadau ariannol sylweddol yn sgil methiannau i roi system llesiant, iechyd a diogelwch gadarn ar waith.

Y camau gweithredu nesaf

6. Bydd y Tîm Llesiant, Iechyd a Diogelwch yn parhau i gefnogi'r busnes i sicrhau bod risgiau o ran llesiant, iechyd a diogelwch yn cael eu rheoli'n effeithiol gan CNC. Wrth edrych i'r dyfodol, bydd angen i CNC gynnal, a datblygu a gwella hefyd, ein diwylliant cryf o fonitro a dysgu mewn perthynas â llesiant, iechyd a diogelwch. Bydd hyn yn parhau i fod yn elfen hollbwysig o'n strategaeth i symud ymlaen.
7. Cynhelir adolygiad o'r lefel risg strategol wrth symud i'r gofrestr risgiau newydd.
8. Bydd y Tîm Llesiant, Iechyd a Diogelwch yn defnyddio'r wybodaeth a gasglwyd, a'r gwersi a ddysgwyd, wrth ddatblygu ein strategaeth a'n cynllun gweithredu ar gyfer y dyfodol.

Argymhelliad

9. Gofynnir i'r Tîm Gweithredol gymeradwyo diweddariad trydydd chwarter 2024-2025 ar lesiant, iechyd a diogelwch.

Rhestr atodiadau

Darparwch unrhyw wybodaeth ategol:

Atodiad 1 – Papur Bwrdd Llesiant, Iechyd a Diogelwch: Chwarter 3, 2024-2025

Y broses gymeradwyo / ymgynghori

Y broses gymeradwyo / ymgynghori	
Cyfrifoldeb: Pwy sydd wedi datblygu'r papur / proses, a	Datblygwyd y papur gan y Tîm Llesiant, Iechyd a Diogelwch

phwy sydd wedi rhoi mewnbwn?	
Yn atebol: Pwy sy'n atebol am y gymeradwyaeth derfynol? Pwy fydd yn cymeradwyo, neu pwy y gofynnir iddo gymeradwyo?	Gofynnir i'r Tîm Gweithredol gymeradwyo diweddariad trydydd chwarter 2024-2025 ar lesiant, iechyd a diogelwch
Ymgynghori: Â phwy yr ymgynghorwyd hyd yma? Pan fydd angen cymeradwyaeth, a ydyw hon ar waith? A fydd angen ymgynghori pellach?	Amherthnasol
Hysbysu: Pwy sydd wedi cael gwybod, neu pwy sydd angen gwybodaeth bellach am y gwaith?	Amherthnasol



Wellbeing Health and Safety Q3 2024/25

Highlights

In summary, Q3 2024/25 resulted in the commissioning of one serious incident review (SIR). This was in relation to a standing sales contractor, forwarding timber from the harvested area to create a new timber stack in an area that had not been agreed/approved for stacking timber.

In Q3, one SIR was closed as all actions have been completed.

There was no RIDDOR reportable incidents during Q3 2024/25 and there were one Lost time staff injury (LTA) due to a manual handling injury.

Positives from this quarter includes several wellbeing initiatives being delivered and a substantive rating on the internal audit carried out on the SIR process.

Serious Incident Reviews

During Q3, there was one Serious Incident Review commissioned and one Serious Incident Review closed with all actions completed with evidence uploaded.

Please see below for details.

Serious Incident Reviews Summary since Aug 2019

Key:	
Green	All actions completed with evidence uploaded
Amber	Actions to be completed
Yellow	SIR paused due to external investigation
Blue	SIRs in investigation status

SIRs Closed	19
SIRs Closed Q3 (inc. in number above)	1
SIRs completed with actions to be completed	8
SIRs paused due to external investigation	5
SIRs in investigation status	5
Details: Eye injury from projectile stone in Coed Y Brennin Forest Reference: ACCB890/A10 Incident date: 11/09/2023 Type of SIR: Injury Full investigation: Closed	
Details: Fatal accident on NRW estate to a sub-contractor working on a standing sales site. Coed Taff Forest. Reference: ACCB1092/A12	The SIR has been paused due to further investigation by the police and Health and Safety Executive. Forest Operational team members were on site with the HSE and

Incident date: 12/10/2021 Type of SIR: Fatal incident. Full investigation: SIR opened and paused.	provided information. The Wellbeing, health & safety manager attended site.
Details: Fatal accidents on River Cleddau. NRW has a fish pass asset in the vicinity of the incident and therefore is being recorded on AssessNET as a precautionary measure. Reference: ACCB1097/A4 Incident date: 30/10/2021 Type of SIR: Fatal incident. Full investigation: SIR opened and paused.	The SIR has been paused due to further investigation by the police and Health and Safety Executive. NRW received the MAIB report in December 2022. Charges have been brought by the police in relation to this incident but the case has not been concluded. NRW are not involved, however statements and information have been provided to the police.
Details: MoP fatality at Sqwd y Pannwr, Mannau Brycheiniog Reference: ACCB1092 / A14 & A15. Incident date: 11/10/2022. Type of SIR: Fatal incident. Full investigation: SIR opened and paused.	External commissioned report was presented to NRW and other stakeholders. The Land Stewardship Board meeting in October accepted the report and confirmed the commitment to work in partnership with the other stakeholders. NRW are continuing to work with Bannau Brycheiniog National Park Authority to coordinate our visitor safety work. NRW have recruited officers with the relevant experience of visitor management, to provide more of a focus on our work. Initially there will be focus towards pulling together a more detailed plan of work for Waterfall Country. NRW have recently finalised a bid via National Forest to improve management of Gwaun Hepste car park which is one of the key access points for the Waterfall Country area to improve arrangements for BBNPA and NRW to manage, engage with and educate visitors. The Coroner's investigation has started. NRW have provided information to the coroner

	including the response to the reg 28 report. The inquest has not yet been heard.	
Details: MoP fatality in Waterfalls Country Reference: ACCB890/A9 Incident date: 01/09/2023 Type of SIR: Fatality Full investigation: SIR opened and paused.	External commissioned report was presented to NRW and other stakeholders. The Land Stewardship Board meeting in October accepted the report and confirmed the commitment to work in partnership with the other stakeholders. NRW are continuing to work with Bannau Brycheiniog National Park Authority to coordinate our visitor safety work. NRW have recruited officers with the relevant experience of visitor management, to provide more of a focus on our work. Initially there will be focus towards pulling together a more detailed plan of work for Waterfall Country. NRW have recently finalised a bid via National Forest to improve management of Gwaun Hepste car park which is one of the key access points for the Waterfall Country area to improve arrangements for BBNPA and NRW to manage, engage with and educate visitors. The Coroner's investigation has started. NRW have provided information to the coroner including the response to the reg 28 report. NRW have been identified as an interested party. The inquest has not yet been heard.	
Details: Timber Lorry Overturn Reference: ACCB1092 / A5 Incident date: 16/08/2021 Type of SIR: Fatal incident. Full investigation: Complete - Actions in progress	Total Actions: 14 Of Which:	
	Completed & Closed:	12
	Open:	1
	Overdue:	0

Details: Contractor chainsaw operator trip whilst escaping falling tree Reference: ACCB1097/A5 Incident date: 15/12/2023 Type of SIR: Injury Full investigation: Complete – actions in progress	Total Actions: 18	
	Of which:	
	Completed & Closed:	15
	Open:	3
Details: Contractor hit by wind blown tree being felled Reference: ACCB1097/A6 Incident date: 01/02/2024 Type of SIR: Injury Full investigation: Complete - Actions in progress	Total Actions: 5	
	Of which:	
	Completed & Closed:	4
	Open:	1
Details: A contractor working on behalf of NRW was undertaking felling trees when he sustained a fracture. Reference: ACCB1094/A2 Incident date: 01/02/2024 Type of SIR: Injury Full investigation: Investigation in progress	Total Actions: 7	
	Of which:	
	Completed & Closed:	4
	Open:	2
	Overdue:	1
	Total Actions: 7	

Details: Chainsaw kick back and cut chainsaw operators chainsaw trousers during flood embankment chainsaw work Reference: ACCB891/A5 Incident date: 09/01/2024 Type of SIR: Injury Full investigation: Complete – actions in progress	Of which:	
	Completed & Closed:	4
	Open:	3
	Overdue:	0
Details: Unearthing of electric cable Reference: ACCB1092/A2 Incident date: 09/01/2020 Type of SIR: Near miss Full investigation: Complete – actions in progress	Total Actions: 13	
	Of which:	
	Completed & Closed:	11
	Open:	2
Details: MOP fell out of a scooter which is paid for by NRW but managed by a 3rd party Reference: ACCB1096/A3 Incident date: 13/04/2024 Type of SIR: Injury Full investigation: Complete – actions in progress	Total Actions: 9	
	Of which:	
	Completed & Closed:	7
	Open:	0
	Overdue:	2

Details: 3rd party vehicle collision with NRW vehicle Reference: ACCB1092 / A18 Incident date: 27/03/2024 Type of SIR: Injury Full investigation: Investigation in progress	SIR is in investigation stage
Details: NRW road traffic collision (Car roll) Reference: ACCB1096 / A4 Incident date: 28/08/2024 Type of SIR: Injury Full investigation: Investigation in progress	SIR is in investigation stage
Details: Staff member slip, trip,fall onsite. Reference: ACCB1092/A19 Incident date: 13/08/2024 Type of SIR: Injury Full investigation: Investigation in progress	SIR is in investigation stage

Details: An excavator based harvester crossed a live cable array in a windfarm Reference: ACCB1097/A7 Incident date: 25/09/2024 Type of SIR: Near Miss Full investigation: Investigation in progress	SIR is in investigation stage
Details: An excavator stacked timber on a live cable array in a windfarm Reference: ACCB1093/A1 Incident date: 07/10/2024 Type of SIR: Near Miss Full investigation: Investigation in progress	SIR is in investigation stage

Recent incidents in NRW

Incidents

	Q3 24/25	Q2 24/25	Q1 24/25	Q3 23/24	23/24	22/23	21/22	20/21	19/20	18/19	17/18
RIDDOR – staff	0	1	0	2	5	3	7	3	6	2	8
Lost time injuries – staff	1	0	1	2	6	3	3	1	4	5	8

Injuries, no lost time – staff	10	16	20	9	65	43	51	19	121	53	59
Near miss – staff	39	54	33	45	186	175	156	109	183	163	201
Serious incident reviews	1	3	1	1	8	9	7	2	6	2	3
Injuries - contractors	1	2	2	1	9	8*	3*	5*	5	9	9
Injuries – public	3	8	12	5	46	38	38	18	53	53	95
Near miss – contractors	18	18	20	16	70	68	62	46	50	40	44
Near miss – public	1	6	30	2	31	33	30	23	33	20	39
Property Damage	13	10	11	7	48	53	36	35	32	43	48
Hazards Reported	16	10	19	16	89	199	166	65	83	103	78

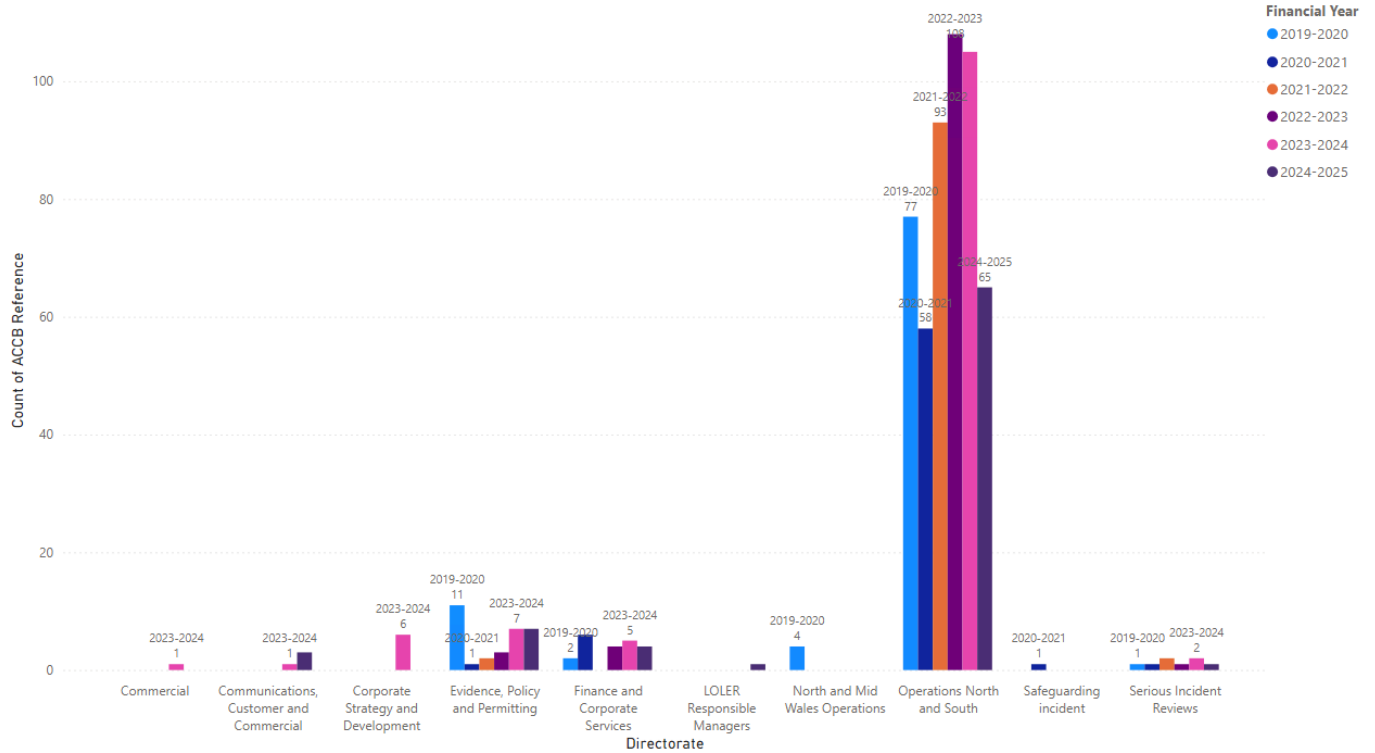
There have been 39 staff near misses reported in Q3 24/25, this is in comparison to 54 reported in Q2 24/25 and 45 in Q3 23/24. Hazard reporting has increased in Q3 24/25 (16) compared to Q2 24/25 (10) and is comparative to Q3 23/24 (16).

NRW totals for Q3 2024/2025

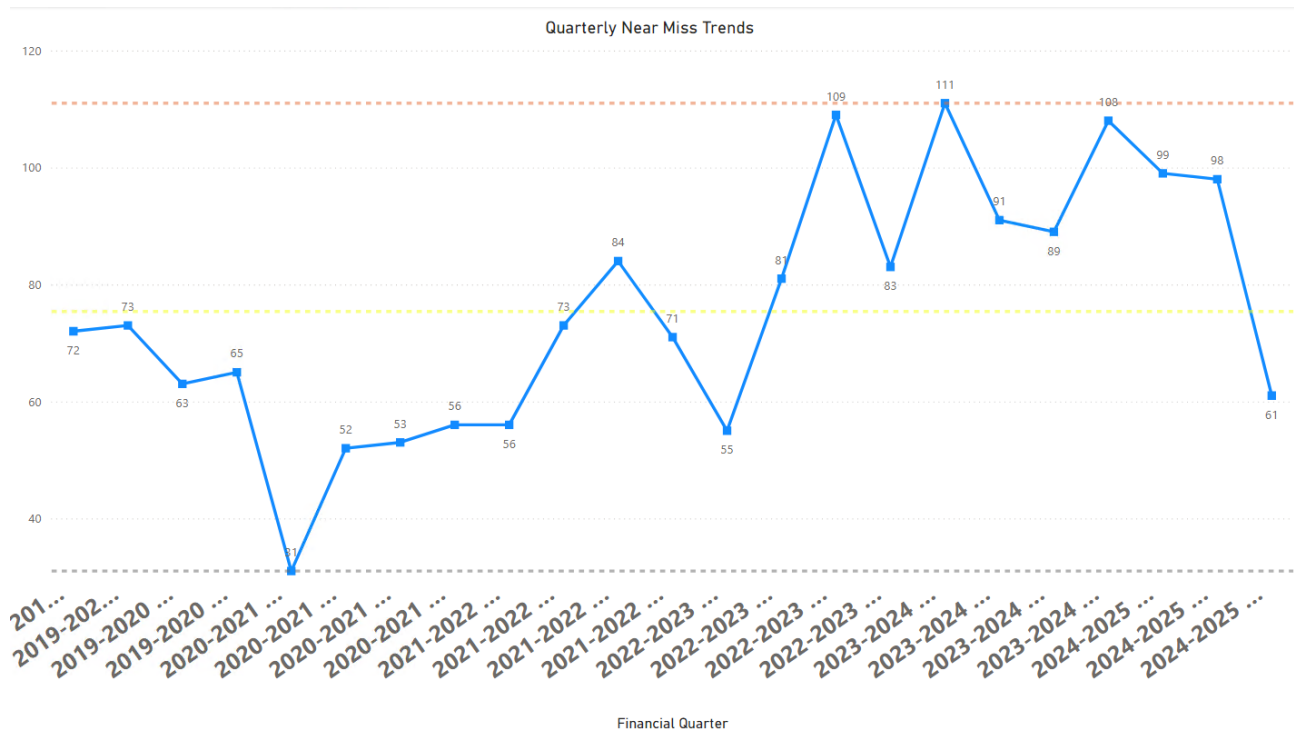
NRW had 0 RIDDOR reportable incident to staff in Q3 2024/25. There has been one lost time injury to a member of staff. This was a manual handling incident.

AssessNET incident data comparison (all NRW) Q3

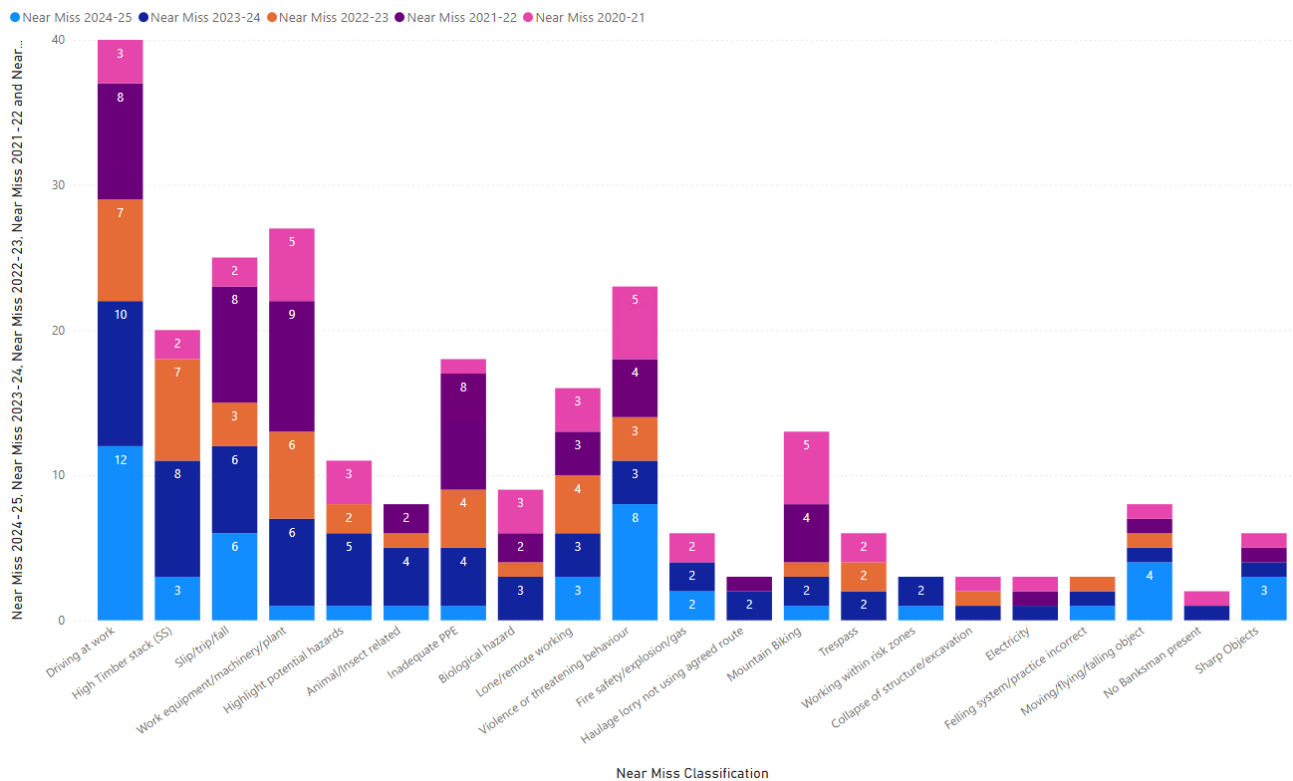
Incidents By Directorate



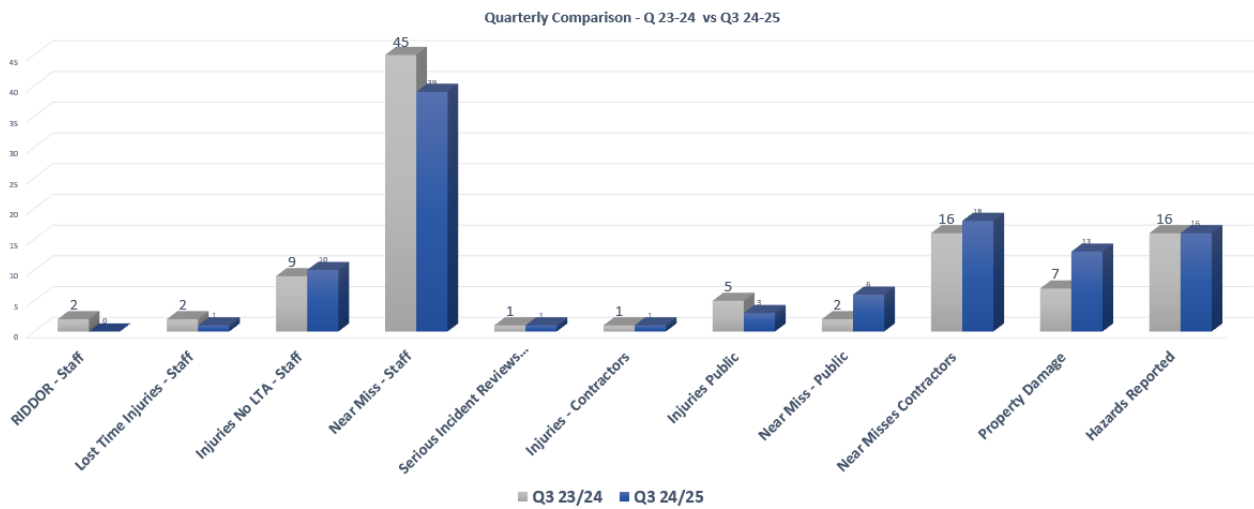
It is possible to see that reporting incidents particularly in Ops has reduced comparatively to Q3 in previous years. This is being noted in the Ops forums and the communication via managers monthly.



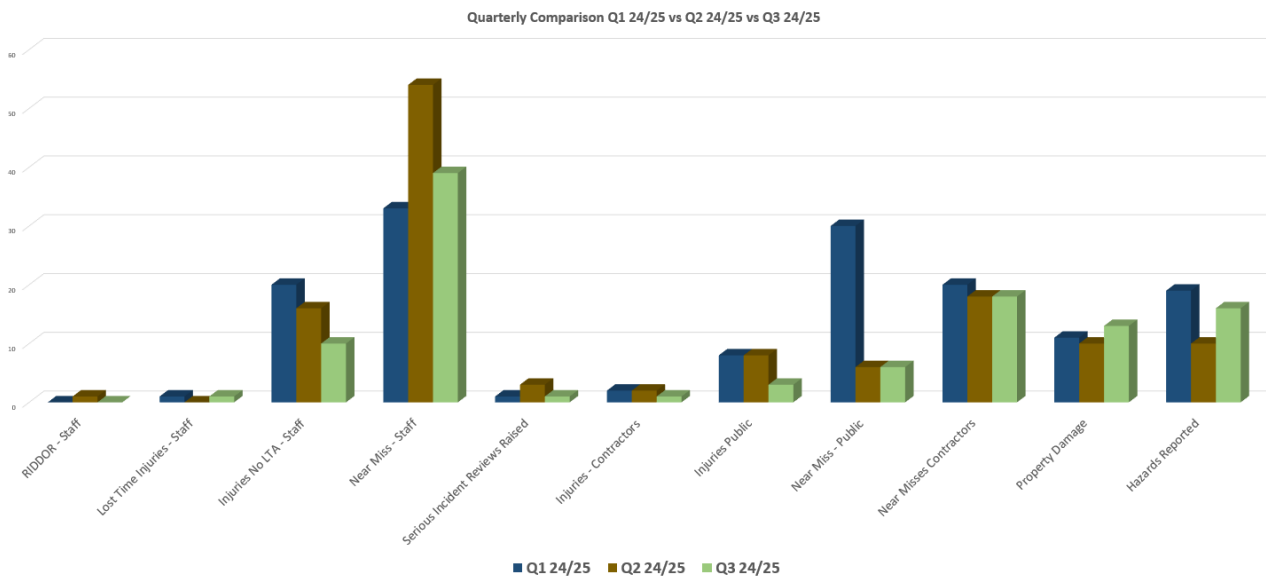
In Q3 2024/25 there has been a larger than usual decrease in the number of near misses reported. In order to support the continuation of positive incident reporting (Near miss, hazards), near miss series of drop in sessions will continue in Q3 for team leaders and managers. A recording of this session will also be available to all staff through the learning management system.



Near miss classification trends show that driving at work is the most common cause of near miss reporting, followed by work equipment and then slips, trips, and falls.



In Q3 2024/25 there was lower reporting across all incident types that in Q3 23/24 with the exception of contractor near misses.

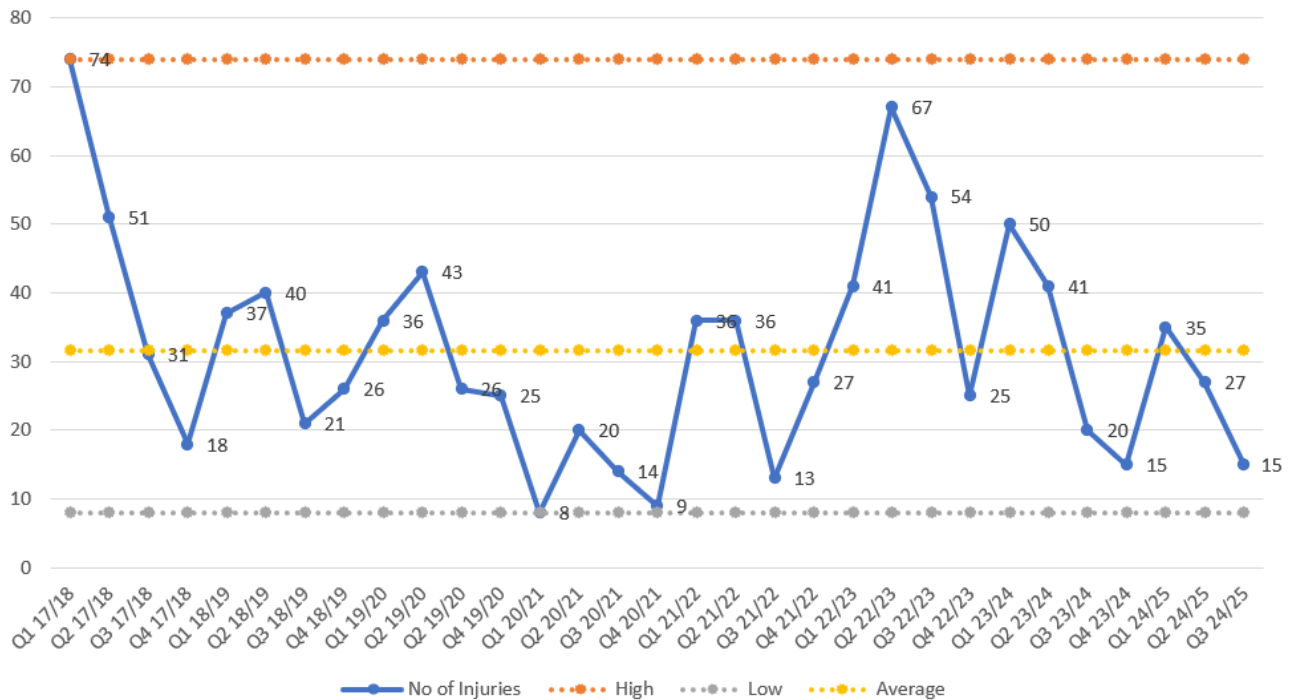


Reporting across Q1 to Q3 2024-25 has seen a decrease in most areas.

Quarterly trend analysis

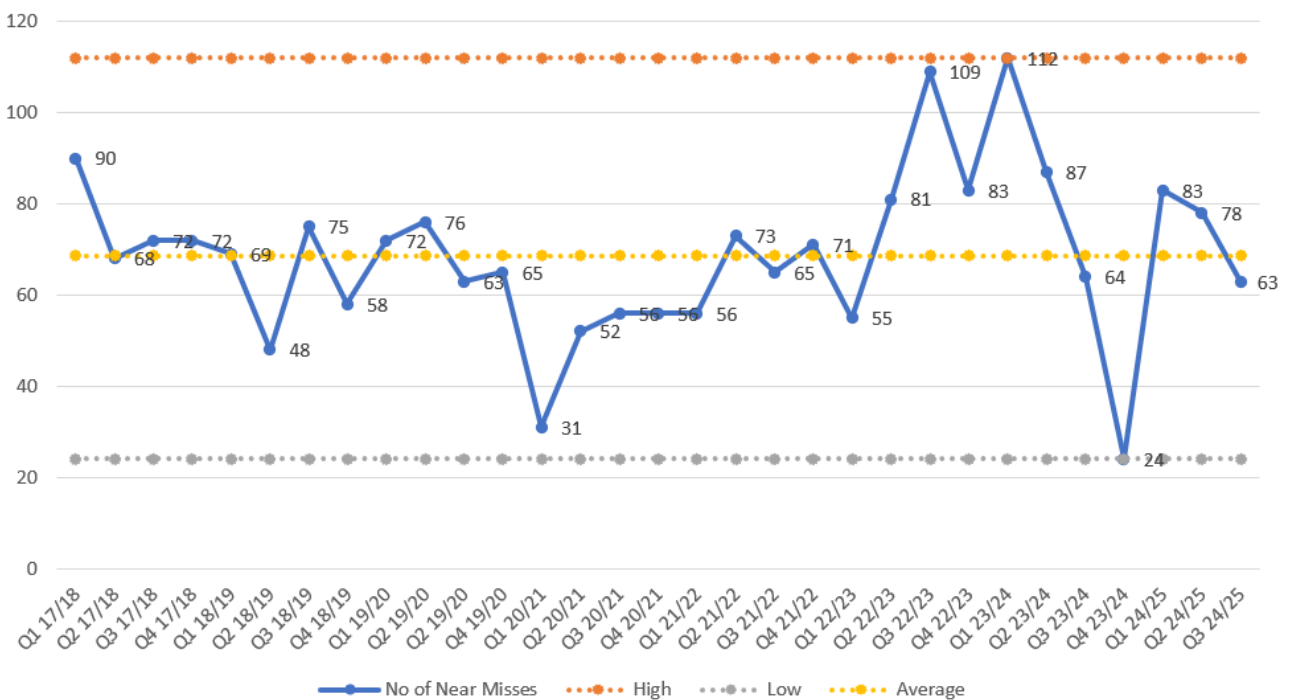
The following quarterly trend graphs include a high, average and low line. This provides an idea of where NRW are against their highest number of reports in each graph as well as against their average reports and lowest. By looking at these graphs as a visual, it is possible to ascertain where NRW are and if the trend is decreasing or increasing.

Quarterly Injury Trends



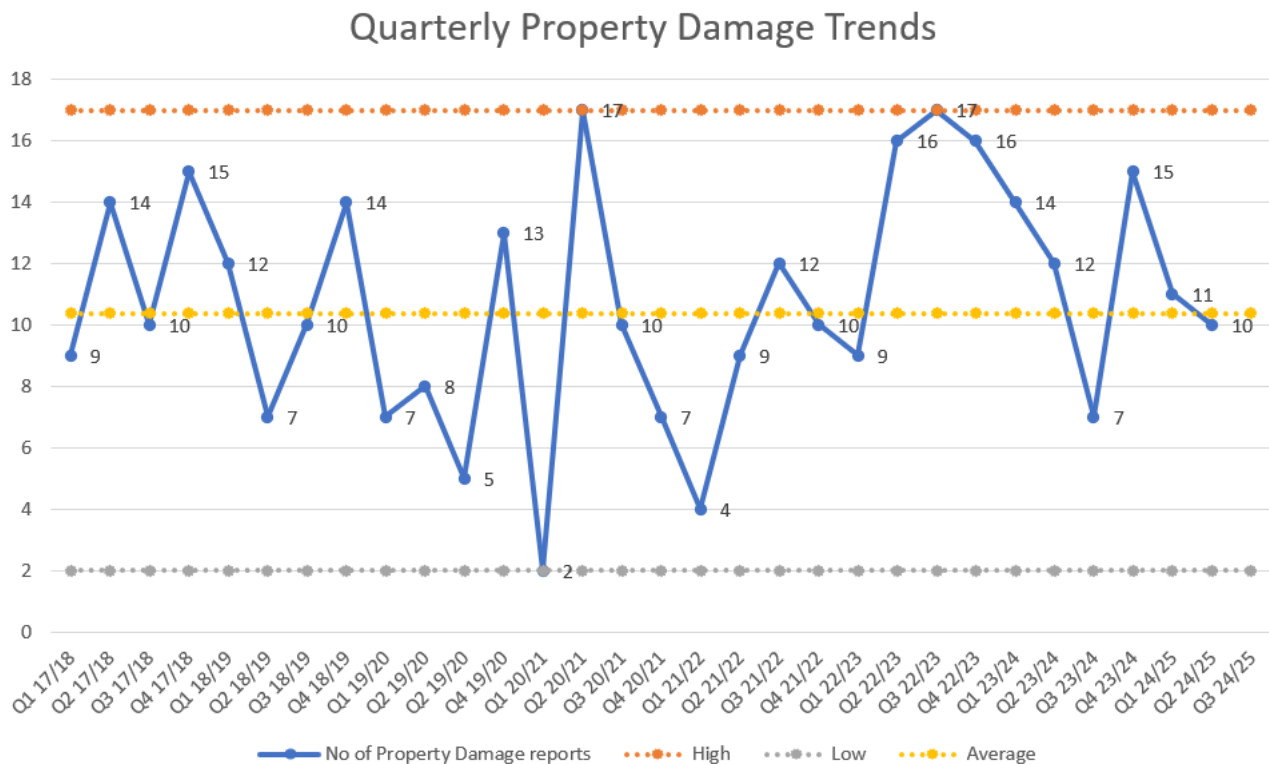
Total injury trends have seen a steady decline over the last three quarters.

Quarterly Near Miss Trends

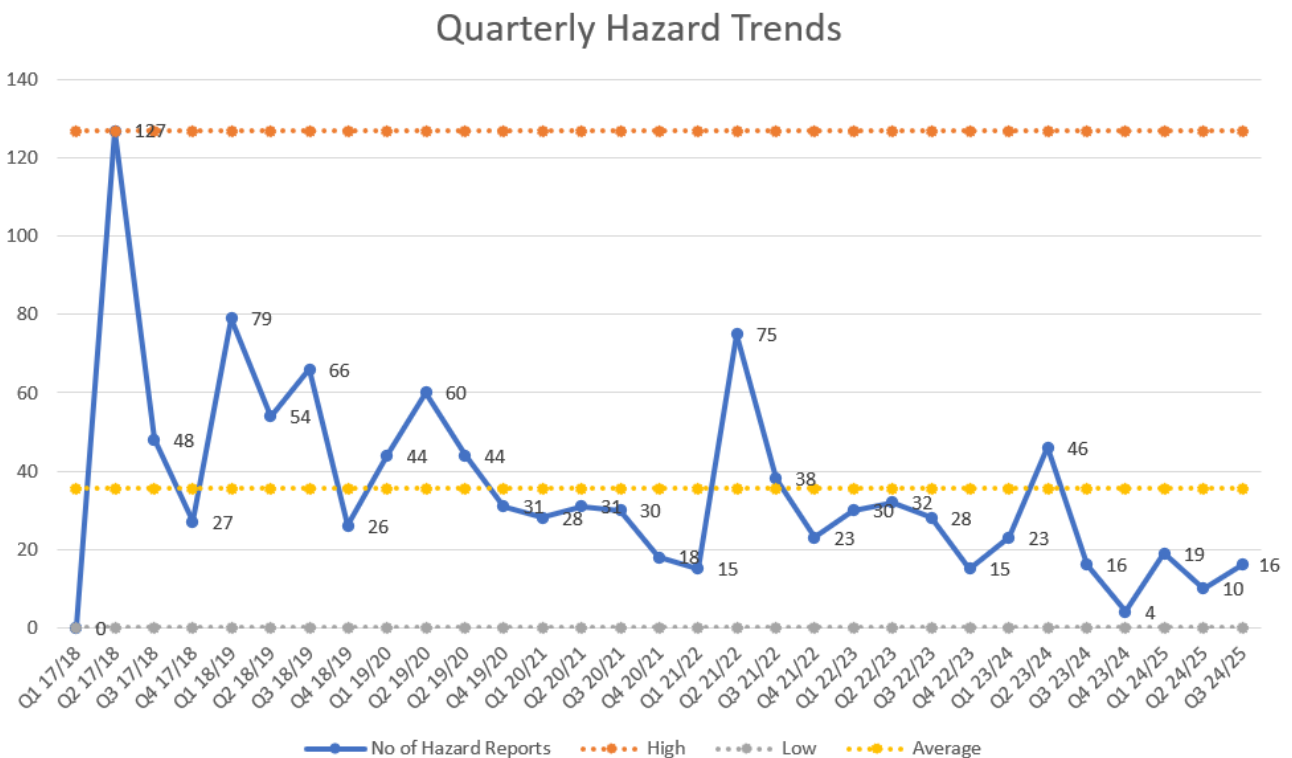


There has been a steady decline in the number of near miss reports over the last three quarters. In order to support the continuation of positive incident reporting (Near miss,

hazards), near miss series of drop in sessions will continue in Q4 for team leaders and managers.

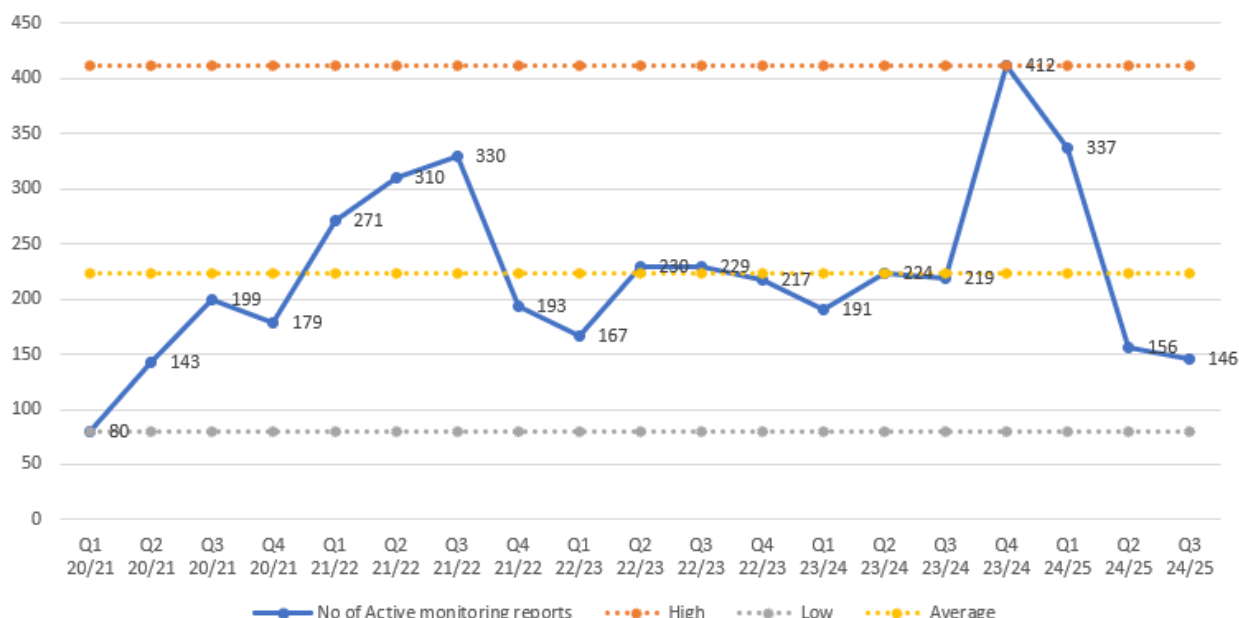


Property damage is seeing a downward trend towards pre COVID levels.



There has been a small increase in the number of hazard reports in Q3 24/25. The reporting levels are still well below the average level. In order to support the continuation of positive incident reporting (Near miss, hazards), near miss series of drop in sessions will continue in Q4 for team leaders and managers.

Quarterly Active Monitoring Trends



Active Monitoring has seen the continuation in decrease in reports in Q3 24/25 since Q4 23/24. Work is being undertaken to look at trends of active monitoring so that team leaders, line managers have “themes” to monitor.

Wellbeing initiatives and developments

- To co-incide with World Menopause Day on 18 October NRW committed to being menopause friendly, taking support through an accreditation process. This means meeting a clear set of criteria, which is assessed by an independent panel to make sure NRW is doing all that it can.
- An awareness session with Welsh Womens aid was arranged in November that covered who Welsh Womeans aid are, definitions of domestic abuse, myths and stereotypes we tend to hear about, what a good response looks like to someone who discloses and the Ask Me training provided by Welsh Womans Aid – which is free training going into more depth on the content mentioned above.
- During the case for change it was noted that there was an increase in occupational health referrals for stress and some staff may be coming close to burnout. A link was provided to the burnout awareness session which took place in February 2022, the session covered what is burnout, risk factors of burnout and prevention and cure of burnout.
- Staff were reminded about taking their Wellbeing hour. Managers were also reminded the importance of taking their Wellbeing Hour. If colleagues see them and others taking their wellbeing hour this should encourage wider acceptance and take up of this staff benefit.

Mental Health First Aiders

In order to support the Mental Health First Aiders (MHFA) in NRW and the Case for Change project bi-weekly check ins were arranged to ensure that their own wellbeing was being supported. The MHFAs were asked if they wished to continue in this role during the Case for Change project as some were impacted.

ISO 45001

In Q3 24/25, ten surveillance audit days were undertaken by the external certification body with the final two taking place in Q4 24/25.

Internal Audit

An internal audit was carried out on the SIR process. The result of this audit was a substantive rating.

NNR Audits

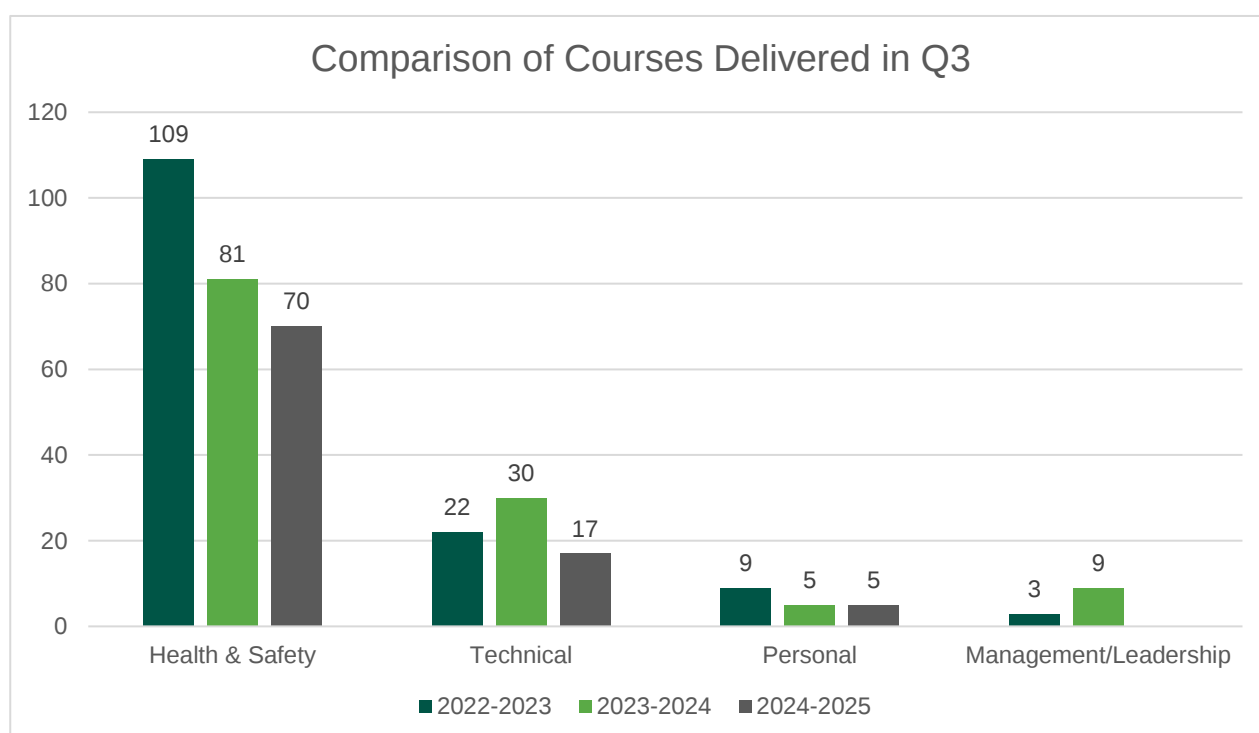
During Q3 24/25 three NNR audits were carried out. These were carried out in Maes Y Facrell NNR, Ceunant Llenyrch NNR, Ceunant Cynfal NNR. All the audits are recorded on AssessNET and agreed actions assigned accordingly.

Learning and Development (L&D)

Course Delivery:

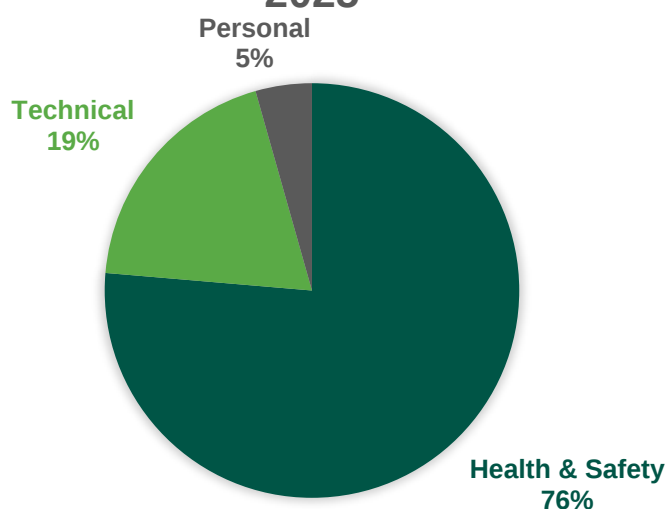
In Q3 24/25, 92 courses were sourced and delivered across the business.

The diagram below shows a comparison of courses delivered by category in Q3 for the last three years.



Focus for the L&D team remains on delivery of essential H&S courses, 76% of the all courses delivered so far this year are for H&S.

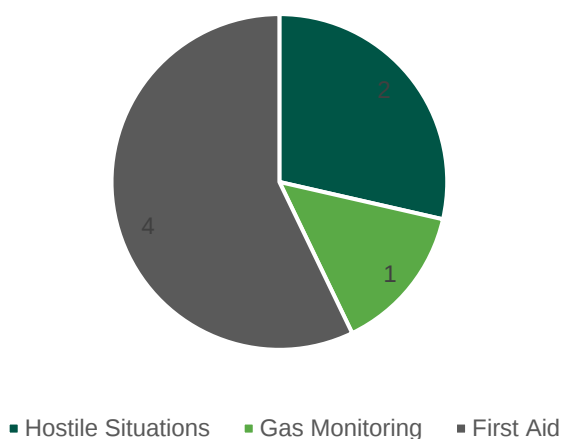
TOTAL COURSES DELIVERED TO DATE IN 2024-2025



Cancellations

There were 14 cancellations reported in Q3 2024/25, with 9 of these cancellations providing less than 14 days' notice. Of these 9 cancellations, 7 were H&S courses.

Cancellations for H&S Courses in Q3

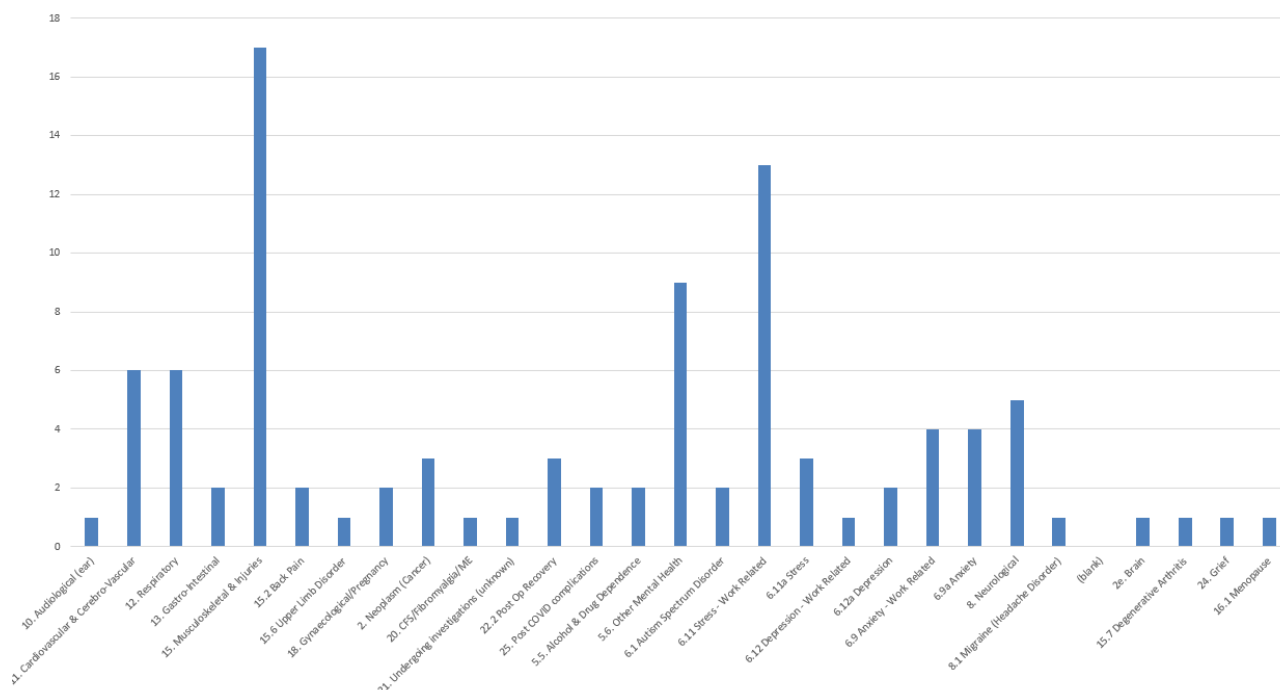


NRW occupational health statistics

Q3 2023/24	Q3 2024/25
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59 referrals	97 referrals
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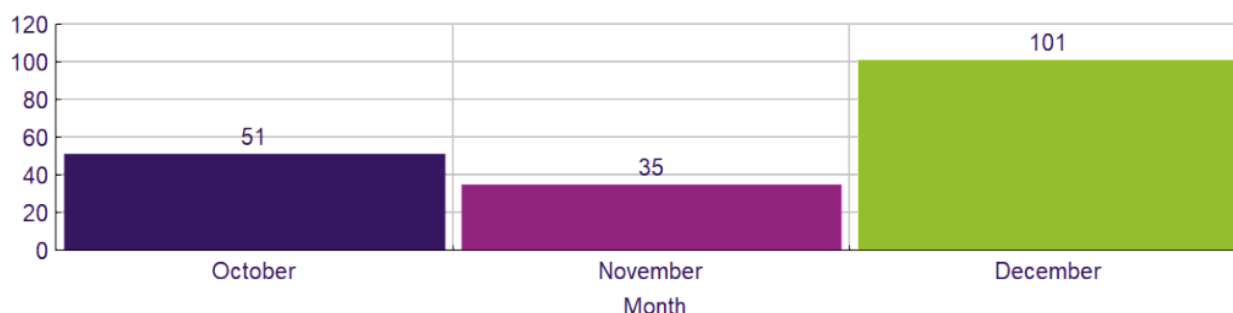
Reason for referral



In Q3 2024/25, the main reasons for referral to occupational health was for musculoskeletal & injuries and work related stress. This was closely followed by anxiety and stress which is in line with the most common causes for referral across all sectors according to our occupational health provider.

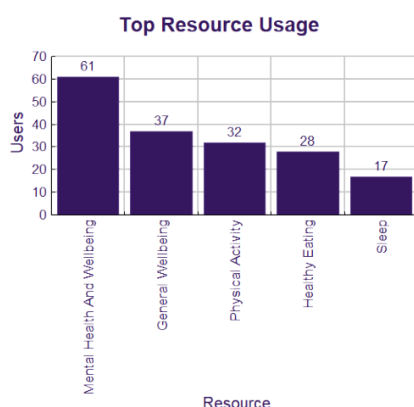
NRW Employee Assistance Programme statistics

Portal access by month



Top resource usage

The graph below shows which resource categories are getting attention and driving the most page views within NRW alongside the five highest risk factors accessing our users.

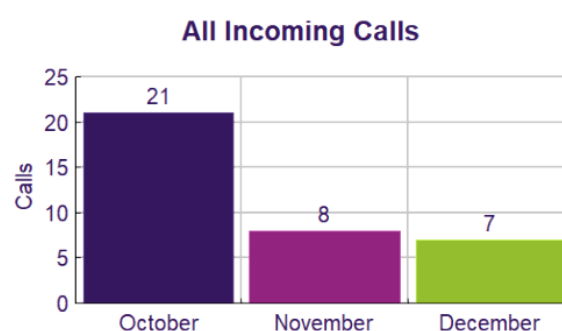
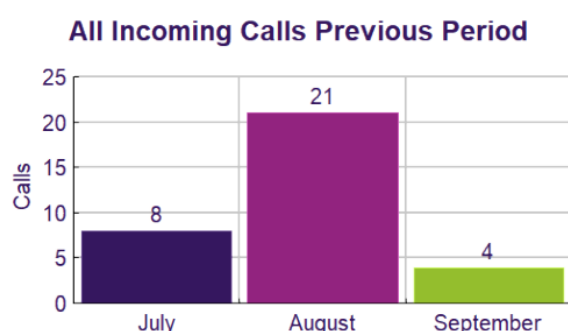


Self help

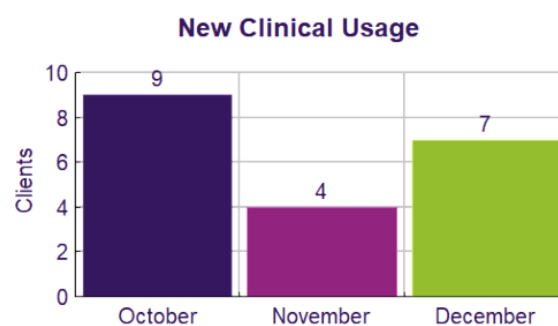
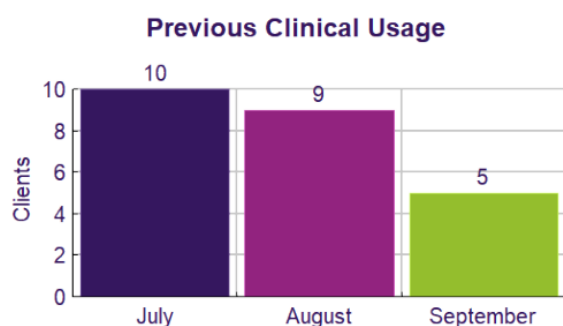
In Q3 2024/25, NRW staff utilised the Vivup portal to access face to face and virtual counselling and self help workbooks more than other offerings.

Vivup offers access to Cognitive Behavioural Therapy self help downloadable workbooks and audio material for NRW Staff who may not feel comfortable discussing their issues or concerns with another person.

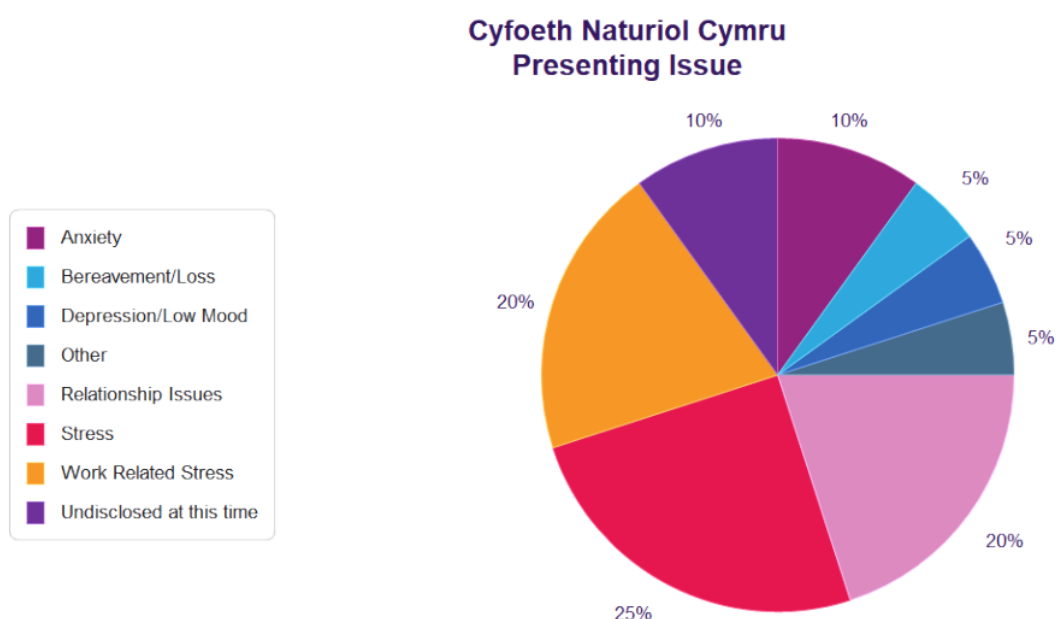
Accessing 24/7 helpline



During this period 20 clients entered the counselling service via the 24/7 helpline.



Presenting issues



The top reasons for counselling sessions for NRW staff in Q3 2024/25 were stress, work related stress and relationship issues.

The top reasons for counselling for all organisations as provided by the Employee Assistance Provider were; Stress, anxiety and other.