
Teitl y cyfarfod: **Cyfarfod Bwrdd CNC – Sesiwn Gyhoeddus**

Dyddiad y Cyfarfod: **23 Mawrth 2023**

Amser y cyfarfod: **9.00-14.30**

Lleoliad: **Microsoft Teams**

Ymunwch ar eich cyfrifiadur, ap symudol neu ddyfais ystafell

[Cliciwch yma i ymuno â'r cyfarfod](#)

[Lawrlwytho Teams](#) | [Ymunwch ar y we](#)

Neu ffoniwch (sain yn unig)

[+44 29 2105 5545,,510681277#](tel:+442921055545510681277)

Amser

Eitem

**9.00
(5 munud)**

1. Agor y cyfarfod

- Croeso
- Datgan buddiannau
- Egluro'r dull o gynnal y cyfarfod

Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd)

Crynodeb: NODI unrhyw ddatganiadau o fuddiant.

**9.05
(5 munud)**

**2. Adolygu'r Cofnodion a'r Cofnod Gweithredu
2A. Adolygu Cofnodion y Cyfarfod Cyhoeddus a
gynhaliwyd ar 27 Ionawr
2B. Adolygu'r Cofnod Gweithredu Cyhoeddus**

Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd)

CYMERADWYO cofnodion y cyfarfod blaenorol a'r cofnod gweithredu.

**9.10
(5 munud)**

3. Diweddariad gan y Cadeirydd

Noddwr a chyflwynydd: Syr David Henshaw

Crynodeb: NODI diweddariad y Cadeirydd i'r Bwrdd.

**9.15
(10 munud)**

4. Adroddiad gan y Prif Weithredwr

Noddwr a chyflwynydd: Clare Pillman, Prif Weithredwr

Crynodeb: NODI'R sefyllfa gyfredol a rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am weithgareddau allweddol.

Cyfeirnod y papur: 23-03-B05

9.25
(20 munud)

5. Adroddiadau Diweddarau gan y Pwyllgorau a'r Fforymau

Noddwyr a chyflwynwyr: Cadeiryddion y Pwyllgorau

Y Pwyllgor Archwilio a Sicrhau Risg – 9 Mawrth

Y Pwyllgor Cynghori ar Dystiolaeth – 21 Chwefror

Cyfeirnod y papur: 23-03-B06

Y Pwyllgor Cyllid – 9 Chwefror a 7 Mawrth

Cyfeirnod y papur: 23-03-B07

Y Pwyllgor Rheoli Perygl Llifogydd – ni chynhaliwyd cyfarfod

Y Pwyllgor Ardaloedd Gwarchoddedig – ni chynhaliwyd cyfarfod

Y Pwyllgor Pobl a Thaliadau - 15 Mawrth

Y Pwyllgor Ardaloedd Gwarchoddedig – 7 Chwefror

Cyfeirnod y papur: 23-03-B08

Diweddariadau gan y Fforymau

Fforwm Rheoli Tir Cymru

Cyfeirnod y papur: 23-03-B09

Fforwm Pysgodfeydd Cymru

Cyfeirnod y papur: 23-03-B10

Fforwm Rheoli Dŵr Cymru – dim papur (cynnal cyfarfod 16 Mawrth)

Fforwm Mynediad Cenedlaethol Cymru – dim papur (cynnal cyfarfod 14 Mawrth)

Crynodeb: NODI'R diweddariadau gan bwyllgorau'r Bwrdd, o'r cyfarfodydd a gynhaliwyd a thu hwnt.

9.45
(15 munud)

6. Adroddiad Perfformiad Ariannol

Noddwr: Rachael Cunningham, Cyfarwyddwr Gweithredol

Gwasanaethau Corfforaethol a Chyllid

Cyflwynydd: Mark Collins, Rheolwr Tîm Cyllid Busnes

Crynodeb: NODI'R sefyllfa ariannol ddiweddaraf

Cyfeirnod y papur: 23-03-B11

10.00
(15 munud)

Egwyl

10.15
(30 munud)

7. Cymeradwyo'r Cynllun Corfforaethol yn ffurfiol 2023-2030

Noddwr a chyflwynydd: Clare Pillman, Prif Weithredwr

Cyflwynwyr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a

Datblygu Corfforaethol; Sarah Williams, Pennaeth Strategaeth

Gorfforaethol a Swyddfa Rheoli Rhaglenni

Crynodeb: CYMERADWYO Cynllun Corfforaethol 2023-2030

Cyfeirnod y papur: 23-03-B12

10.45
(15 munud)

Egwyl

11.00
(30 munud)

8. Diweddariad ar yr Eog

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

Cyflwynydd: Ben Wilson, Prif Gynghorydd, Pysgodfeydd

Crynodeb: TRAFOD Adroddiad Tystiolaeth ar yr Eog

Cyfeirnod y papur: 23-03-B13

11.30
(20 munud)

9. Adroddiad Chwarter 3 Dangosfwrdd Perfformiad y Cynllun Busnes

Noddwr a chyflwynydd: Clare Pillman, Prif Weithredwr

Yn bresennol: Caroline Hawkins, Rheolwr Cynllunio Corfforaethol,

Perfformiad ac Asesu Strategol; Sarah Williams, Pennaeth

Strategaeth Gorfforaethol a Rheoli Rhaglenni

Crynodeb: CYMERADWYO Adroddiad Chwarter 3 Dangosfwrdd Perfformiad y Cynllun Busnes

Cyfeirnod y papur: 23-03-B14

11.50
(40 munud)

10. Adroddiad Amrywiaeth a Chynhwysiant 2022-23 a Thrafodaeth

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol

Cyflwynydd: Sarah Stacey, Pennaeth Datblygu Sefydliadol,

Shaheen Sutton, Arbenigwr EDI; Lyn Williams, Cynghorydd

Arbenigol, Rheoli Pobl

Crynodeb: CYMERADWYO Adroddiad Blynyddol Amrywiaeth a Chynhwysiant 2022-23, gan gynnwys Adroddiad y Bwlch Cyflog rhwng y Rhywiau

Cyfeirnod y papur: 23-03-B15

12.30
(15 munud)

11. Adroddiad Chwarter 3 Lles, Iechyd a Diogelwch

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol

Cyflwynydd: Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch

Crynodeb: CYMERADWYO Adroddiad Chwarter 3 Lles, Iechyd a Diogelwch

Cyfeirnod y papur: 23-03-B16

12.45
(60 munud)

Cinio

13.45
(5 munud)

12. Adolygiad o Aelodaeth Pwyllgorau'r Bwrdd

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd

Crynodeb: CYMERADWYO Adolygiad Blynyddol o Aelodaeth Pwyllgorau'r Bwrdd

Cyfeirnod y papur: 23-03-B18

13.50
(5 munud)

13. Cylch Gorchwyl

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd

Crynodeb: CYMERADWYO Cylch Gorchwyl y Pwyllgor Ardaloedd Gwarchoddedig, Pwyllgor Ystadau Tir, a'r Pwyllgor Cyllid

Cyfeirnod y papur: 23-03-B19

13.55
(5 munud)

14. Rhagolwg y Bwrdd

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

Cyfeirnod y papur: 23-03-B20

14.00
(5 munud)

15. UNRHYW FATER ARALL

Diwedd cyfarfod cyhoeddus y Bwrdd

14.05
(25 munud)

Sesiwn Holi ac Ateb Cyhoeddus

14.30

Diwedd y Cyfarfod

Cofnodion heb eu cadarnhau

Teitl y cyfarfod:	Cyfarfod Bwrdd CNC – Sesiwn Gyhoeddus Gwesty'r Metropole, Llandrindod a Microsoft Teams
Dyddiad y cyfarfod:	27 Ionawr 2023
Aelodau'r Bwrdd a oedd yn bresennol:	Syr David Henshaw, Cadeirydd Clare Pillman, Prif Weithredwr Yr Athro Steve Ormerod, Dirprwy Gadeirydd Karen Balmer Julia Cherrett (9:30 i 10:00; 11:30 i 12:00) Geraint Davies Zoë Henderson Yr Athro Calvin Jones Mark McKenna Dr Rosie Plummer Yr Athro Peter Rigby
Aelodau'r Tîm Gweithredol a oedd yn bresennol:	Rachael Cunningham, Cyfarwyddwr Cyllid a Gwasanaethau Corfforaethol Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau
Unigolion ychwanegol a oedd yn bresennol:	Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd (yr holl eitemau) Rob Bell, Pennaeth Cyllid (eitemau 6 a 7) Russell De'Ath, Uwch Gynghorydd Arbenigol, Gweledigaeth 2050 (eitem 8)
Arsylwyr CNC:	Gavin Bown, Pennaeth Gweithrediadau Canolbarth Cymru (yr holl eitemau) Kate Evans, Materion Cyhoeddus ac Ysgrifennydd Preifat (yr holl eitemau) Sarah Williams, Pennaeth Strategaeth Gorfforaethol a Swyddfa Rheoli'r Rhaglen (yr holl eitemau)
Arsylwyr cyhoeddus:	Helen Pittaway Steve Griffiths, Cymdeithas Saethu a Chadwraeth Prydain (BASC) Tom Tibbits, Ffrindiau Afon Gwy Uchaf Kim Waters, Afonydd Cymru Lloyd Evans Aelodau ychwanegol o'r cyhoedd
Datganiadau:	<ul style="list-style-type: none">Dr Rosie Plummer – Aelod o Awdurdod Parc Cenedlaethol Arfordir Penfro sydd â rhyngweithiadau eang yn cynnwys (o ran bod yn berthnasol i'r agenda hon) dynodi tirweddau, afonydd Ardal Cadwraeth

Arbennig (ACA) a'r Parth Morol. Ymddiriedolwr Plantlife – mae Plantlife yn cydweithredu ar y prosiect Natur am Byth a chaiff grantiau gan CNC.

- Yr Athro Steve Ormerod – Aelod o ddwy o Ymddiriedolaethau Natur Cymru (dim dylanwad ar bolisi); Is-lywydd yr RSPB (dim dylanwad ar bolisi); Cymrawd y Sefydliad Siartredig Ecoleg a Rheolaeth Amgylcheddol (dim dylanwad ar bolisi); buddiant o ran gwaith ymchwil gwyddonol yn ymwneud ag ansawdd dŵr trwy gyfrwng Prifysgol Caerdydd.
- Yr Athro Calvin Jones - Aelod o Fwrdd Rheoli Skyline sydd â buddiannau ar yr ystâd a reolir gan CNC.
- Geraint Davies – Aelod (dim dylanwad ar bolisi): RSPB Cymru; yr Ymddiriedolaeth Genedlaethol; Undeb Cenedlaethol yr Amaethwyr Cymru; Undeb Amaethwyr Cymru; yr Ymddiriedolaeth Cadwraeth Anifeiliaid Hela a Bywyd Gwyllt; Aelod o grŵp cynghori sy'n gweithio ar gyfeiriad Ystad Llyn Efyrynwy yn y dyfodol ac sydd â thir oddi mewn i SoDdGA).
- Mark McKenna – Prif Weithredwr Down to Earth sydd â chais chynllunio cyfredol oddi mewn i ACA.
- Karen Balmer – Prif Swyddog Gweithredol Grŵp Groundwork Gogledd Cymru (lleoliad Wrecsam ar gyfer Cynulliad Dinasyddion Natur a Ni).

Ymddiheuriadau: Julia Cherrett (10:00 i 11:30)

Ysgrifenyddiaeth: Jocelyn Benger
Natalie Williams
Deborah Lee

Eitem 1: Agor y Cyfarfod

1. Agorodd y Cadeirydd y cyfarfod a chroesawu pawb. Esboniodd y modd y byddai'r cyfarfod yn cael ei gynnal. Gwnaed datganiadau o fuddiant yn ystod y cyfarfod, fel y nodir uchod.

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

2A. Adolygu Cofnodion y Cyfarfod Cyhoeddus a Gynhaliwyd ar 16 Tachwedd

2. Adolygwyd cofnodion y cyfarfod cyhoeddus a gynhaliwyd ar 16 Tachwedd a chytunwyd arnynt.

2B. Adolygu Cofnodion y Cyfarfod Cyhoeddus a Gynhaliwyd ar 17 Tachwedd

3. Adolygwyd cofnodion y cyfarfod cyhoeddus a gynhaliwyd ar 17 Tachwedd a chytunwyd arnynt.

2C. Adolygu'r Cofnod Gweithredu Cyhoeddus

4. Adolygwyd a nodwyd y cofnod gweithredu.

Eitem 3: Diweddariad gan y Cadeirydd

5. Cyflwynodd y Cadeirydd yr wybodaeth ddiweddaraf ynglŷn â phenodi aelodau'r Bwrdd. Roedd y broses yn tynnu tua'i therfyn a byddai cyhoeddiad yn cael ei wneud cyn bo hir ynglŷn â'r penodiadau terfynol.

6. Cynhaliwyd cyfarfodydd a thrafodaethau gyda'r Gweinidog ynglŷn â'r gyllideb a materion yn ymwneud ag ansawdd dŵr.

Eitem 4: Adroddiad gan y Prif Weithredwr

7. Cyflwynodd y Prif Weithredwr ddiweddariad ynglŷn â'r adroddiad ysgrifenedig.
8. Arweiniodd y rhybudd tywydd Melyn a nodwyd yn yr adroddiad at gyfnod estynedig o dywydd garw a llifogydd. Ymatebodd y timau ymateb yn dda i hyn. Yn ôl y rhagolygon, bydd mis Chwefror yn fis gwlyb. Oherwydd hyn a'r gweithredu diwydiannol gan Undeb y Gwasanaethau Cyhoeddus a Masnachol (PCS) ac eraill, mae CNC yn ymbaratoi i ymateb i ddigwyddiadau.
9. Nodwyd penodiad Prif Gyngorydd Gwyddonol newydd Cymru, sef yr Athro Jas Pal Badyal FRS, ac esboniwyd y byddai Cadeirydd y Pwyllgor Cyngori ar Dystiolaeth (EAC) yn dymuno bod mewn cyswllt ag ef.
10. Cyflwynodd aelodau'r Bwrdd sylwadau ynglŷn â chynnwys yr Adroddiad. Trafodwyd yr Adolygiad Strategol o Godi Tâl (SRoC) yng nghyfarfod preifat y Bwrdd a phwysleisiwyd pa mor bwysig yw dysgu yn sgil y broses hon. Mynegwyd pryderon ynglŷn â'r canlynol: yr oedi cyn cynnal adolygiad, graddfa arfaethedig y cynnydd a'r awgrym yn y cyfryngau bod y broses yn cael ei defnyddio fel dylanwad ar weithgareddau annerbyniol. Cadarnhawyd nad dyna oedd bwriad na diben y broses, a chydabuwyd y dylid cynnal adolygiadau rheolaidd yn y dyfodol er mwyn osgoi unrhyw gynnydd mawr.
11. Esboniwyd pa mor bwysig yw sicrhau yr ymdrinnir yn briodol â chostau trwy gyfrwng y drefn drwyddedu. Nododd aelodau'r Bwrdd fod yr Adroddiad yn tynnu sylw at faterion byd-eang yn ymwneud â bioamrywiaeth a chyfeiriwyd at drafodaethau a gynhaliwyd yn ystod cyfarfod preifat y Bwrdd ynglŷn â'r risg fyd-eang sylweddol i bobl yn y dyfodol, materion llygredd, newid hinsawdd, y brys sy'n perthyn i'r mater, a pha mor bwysig yw cyllid priodol, gydag incwm o du codi tâl yn elfen hynod bwysig o'r cyllid hwnnw.
12. Soniwyd am yr effaith y byddai codi mwy am drwyddedau yn ei chael ar y gymuned ffermio, yn enwedig o ran gwaredu dip defaid. Tynnwyd sylw at y straen sydd ar ysgwyddau'r gymuned ffermio ar hyn o bryd.

Eitem 5: Adroddiadau Diweddariadau gan Bwyllgorau a Fforymau

13. Rhoddodd Karen Balmer, Cadeirydd Dros Dro y Pwyllgor Archwilio a Sicrhau Risg (ARAC), y diweddaraf i'r Bwrdd ynglŷn â'r cyfarfodydd a gynhaliwyd ar 15 Rhagfyr a 13 Ionawr. Cynhwyswyd crynodeb o gyfarfod 15 Rhagfyr yn y papur. Roedd y cyfarfod ychwanegol ar 13 Ionawr ynglŷn â seiberddiogelwch wedi cael ei gynnal, ac arweiniodd at gam gweithredu i'r Tîm Gweithredol o ran cynnal dadansoddiad o fylchau.
14. Nododd yr Athro Peter Rigby, Cadeirydd y Pwyllgor Cyngori ar Dystiolaeth (EAC), y byddai'r cyfarfod nesaf yn cael ei gynnal ar 21 Chwefror.
15. Rhoddodd Syr David Henshaw, Cadeirydd y Pwyllgor Cyllid, y diweddaraf i'r Bwrdd ynglŷn â'r cyfarfod a gynhaliwyd ar 10 Ionawr. Cynhwyswyd crynodeb o'r cyfarfod yn y papur. Tynnwyd sylw at ddiweddariadau ynglŷn â'r Rhaglen Trawsnewid Busnes a'r cynnydd mewn perthynas â Chaffael a Chontractau (Fframwaith Cyllido).
16. Rhoddodd Julia Cherrett, Cadeirydd Dros Dro y Pwyllgor Rheoli Perygl Llifogydd (FRMC), y diweddaraf i'r Bwrdd ynglŷn â'r cyfarfod a gynhaliwyd ar 24 Ionawr. Adolygwyd ac ystyriwyd y Rhaglen Gyfalaf. Braff oedd gweld rhai o'r cynlluniau a gyflawnwyd yn llwyddiannus yn Llanfair TH a'r Bont-faen, ac yn arbennig felly yn Llyn

Tegid lle cafwyd adborth cadarnhaol gan y gymuned. Trafodwyd Cynllun Rhydaman; bydd rhagor o waith yn cael ei wneud ar y cynllun hwn gyda'r Pwyllgor Cyllid. Mae gwaith ar brosiect Stryd Stephenson ar fin cychwyn.

17. Rhoddodd yr Athro Calvin Jones, Cadeirydd y Pwyllgor Ystad Tir (LEC), y diweddaraf i'r Bwrdd ynglŷn â'r cyfarfod cyntaf a gynhaliwyd ar 19 Ionawr. Dyma Bwyllgor newydd a sefydlwyd er mwyn cynnig sicrwydd ynglŷn â'r Ystad a'r Gwarchodfeydd Natur Cenedlaethol a reolir gan CNC. Bu'r cyfarfod cyntaf yn llwyddiannus ac roedd pawb yn gwerthfawrogi'r cyfle i drafod yr Ystad. Croesawyd darn cyflwyniadol ynghyd â chyflwyniad diddorol yn sôn am y Rhaglen Datblygwyr Ynni Adnewyddadwy. Cyflwynwyd amlinelliad drafft o gwmpas a dull y Strategaeth Hamdden. Cytunodd y Pwyllgor y dylid ymgysylltu mwy ynglŷn â'r cwmpas a chynigiwyd y dylid ymestyn yr amserlen er mwyn hwyluso hyn. Cynigiwyd y dylai'r Bwrdd drafod hyn drachefn yn gynnar yn 2024, er mwyn ei gymeradwyo.
18. Ystyriodd y Bwrdd y cynnig i ymestyn yr amserlen ar gyfer cyflawni'r Strategaeth Hamdden. Mynegwyd rhai pryderon ynglŷn ag ymestyn y cyfnod. Esboniodd Cadeirydd y Pwyllgor Ystad Tir y sail resymegol mewn perthynas â sicrhau proses ymgysylltu lawn. Cytunodd aelodau'r Bwrdd i ymestyn yr amserlen.

PENDERFYNIAD: Cymeradwyodd y Bwrdd yr amserlen estynedig ar gyfer y Strategaeth Hamdden gerbron y Bwrdd llawn ym mis Ionawr, er mwyn cael cymeradwyaeth yr aelodau.

19. Argymhellodd Julia Cherrett, Cadeirydd y Pwyllgor Pobl a Thaliadau (PaRC), y dylai'r Pwyllgor Ystad Tir graffu ar ddiweddariadau Llesiant, lechyd a Diogelwch yn ymwneud â'r cyhoedd. Cytunodd y Bwrdd â'r cynnig hwn.

PENDERFYNIAD: Dylai'r Pwyllgor Ystad Tir graffu ar ddiweddariadau Llesiant, lechyd a Diogelwch yn ymwneud â'r cyhoedd.

20. Rhoddodd Julia Cherrett, Cadeirydd y Pwyllgor Pobl a Thaliadau, y diweddaraf i'r Bwrdd ynglŷn â'r cyfarfod a gynhaliwyd ar 13 Ionawr. Ad-drefnwyd yr agenda yn dilyn y Rhaglen Bobl o dan arweiniad y Pennaeth Datblygu Sefydliadol, a fyddai'n hwyluso'r dasg o adrodd am gerrig milltir ac elfennau dibynnol. Gwnaed cynnydd da o ran arweinyddiaeth a chafwyd diweddariad ynglŷn â'r Rhaglen Trawsnewid Busnes. Adolygwyd y diweddariad Llesiant, lechyd a Diogelwch, ac roedd y Pwyllgor yn falch o weld bod CNC wedi llwyddo i ennill achrediad ISO45001 drachefn. Diolchwyd i bawb a oedd yn gysylltiedig â hyn. Cynhaliwyd archwiliad dwfn ar y risg o ran Llesiant, lechyd a Diogelwch. Craffwyd ar yr Adroddiad Archwilio ar ymddygiadau gwael ac ystyriwyd y gwersi a ddysgwyd. Tynnwyd sylw at y ffaith bod angen cyflawni'r gwaith ar reoli a'r gwaith ar rolau a chyfrifoldebau aelodau'r tîm. Cafwyd trafodaeth dda ynglŷn â chwsmeriaid; er, nodwyd na fyddai modd gwella'r wybodaeth sydd ar gael hyd nes y rhoddir system TGCh briodol ar waith.
21. Trafododd aelodau'r Bwrdd yr angen am wybodaeth am gwsmeriaid o safbwynt TGCh. Esboniodd y Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol (CCC) fod y rhaglen Datblygu ac Arloesi wedi cael ei gohirio oherwydd adnoddau. Nodwyd y canlyniadau anfwriadol yn hyn o beth; er, cydnabuwyd y bu'n rhaid gohirio rhai pethau. Croesawyd cyfraniad y Bwrdd ynglŷn â'r blaenoriaethau. Cadarnhaodd Cadeirydd y Pwyllgor Pobl a Thaliadau fod trafodaeth fanwl wedi'i chynnal yn ystod cyfarfod y pwyllgor hwnnw, lle cydnabuwyd y risg sylweddol i enw da CNC yn hyn o beth.

22. Nododd Dr Rosie Plummer, Cadeirydd y Pwyllgor Ardaloedd Gwarchoddedig (PrAC), y byddai'r cyfarfod nesaf yn cael ei gynnal ar 7 Chwefror.
23. Rhoddodd Zoe Henderson, Cadeirydd Fforwm Rheoli Tir Cymru, y ddiweddaraf i'r Bwrdd. Cymerwyd yn ganiataol bod y papur wedi cael ei ddarllen. Mae'r Is-grŵp yn parhau i gyfarfod bob mis. Mae'r cyfarfodydd yn cynnwys trafodaethau defnyddiol iawn a chyflwyniadau da, yn arbennig o ran cyflawni mesurau amgen a deall materion yn ymwneud â ffosffadau o safbwynt amaethyddol. Mae'r meysydd yr ystyrir eu trafod yng nghyfarfodydd y dyfodol yn cynnwys ystyried yr amser a gymerir i roi pethau ar waith, ynghyd â chanolbwyntio ar ffosffadau a nitradau.
24. Cymerodd yr Athro Steve Ormerod, Cadeirydd Fforwm Pysgodfeydd Cymru a Fforwm Rheoli Dŵr Cymru, fod y papurau wedi cael eu darllen a nododd pa mor bwysig yw'r papurau hyn o ran cynnig gwell syniad i'r cyhoedd o'r materion a'r gwaith sydd ar droed. Gofynnodd aelodau'r Bwrdd a fyddai modd defnyddio'r sillafiad Cymraeg wrth gyfeirio at leoedd.

CAM GWEITHREDU: Dylai'r Ysgrifenyddiaeth newid y modd y caiff 'Faenol Estate' ei sillafu ym mhapur diweddarau Fforwm Pysgodfeydd Cymru, gan sicrhau y defnyddir y sillafiad Cymraeg yn y dyfodol wrth gyfeirio at enwau lleoedd.

25. Cymerodd Geraint Davies, Cadeirydd Fforwm Mynediad Cenedlaethol Cymru, fod y papur wedi cael ei ddarllen a nododd fod y Fforwm wedi ei gwneud yn bosibl i randdeiliaid gael siarad â swyddogion y llywodraeth. Bydd y cyfarfod nesaf yn cael ei gynnal ym mis Mawrth. Bydd Cadeirydd y Fforwm yn cyfarfod â'r Gweinidog ymhen pythefnos ac roedd yn edrych ymlaen at gael sôn am waith y Fforwm ac am fynediad yn gyffredinol.
26. Croesawodd y Bwrdd adroddiadau'r fforymau. Argymhellwyd y dylid cynnwys gwybodaeth am waith craffu'r pwyllgorau perthnasol ym mhapurau'r Bwrdd, yn enwedig o ran eitemau i'w cymeradwyo.

Eitem 6: Adroddiad ar Berfformiad Ariannol

Cyflwynydd: Rob Bell, Pennaeth Cyllid

27. Cyflwynodd y Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol yr eitem hon. Cyflwynodd y Pennaeth Cyllid Adroddiad 30 Tachwedd 2022 ar Berfformiad Ariannol – roedd y Tîm Gweithredol a'r Pwyllgor Cyllid wedi cael manylion yr adroddiad eisoes. Roedd y sefyllfa o ran incwm ar ddiwedd Tachwedd y tu ôl i'r proffil mewn perthynas â phren, ac mae'r rhagolygon incwm o ran pren wedi cael eu lleihau o £36m i £34m. Disgwylir rhagor o fasnach cyn gwneud penderfyniad ynglŷn â diwygio'r rhagolygon drachefn. Proseswyd y dyfarniad cyflog ym mis Rhagfyr; llwyddwyd i ddod o hyd i arian ar ei gyfer yn sgil arbedion cyflog a swyddi gwag drwy'r flwyddyn.
28. Mae'r gwariant o flaen y proffil ac mae oddeutu 2% yn fwy nag ydoedd yr adeg hon y llynedd; fodd bynnag, mae yna oddeutu £20m ar ôl i'w wario eleni. Esboniwyd y meysydd sydd mewn perygl o esgor ar orwariant ar ddiwedd y flwyddyn. Mae'r meysydd hyn yn ymwneud â chostau cyfalaf a chostau nad ydynt yn gostau staff, yn bennaf yn y Rhaglen Stiwardiaeth Tir. Mae trafodaethau'n cael eu cynnal er mwyn sicrhau bydd y Rhaglen Stiwardiaeth Tir yn gwario o fewn ei chyllideb. Cynhaliwyd ymarfer gyda'r Tîm Arwain a chyflwynwyd adroddiad yn ei gyloch i'r Tîm Gweithredol; cynhwyswyd crynodeb yn yr adroddiad. Mae'r cyllidebau wedi cael eu lleihau £2.3m. Hyderir y bydd modd dal gafael ar yr £1.8m gan Forests Holidays. Rhagwelir y bydd yna bwysau canolog net o oddeutu £0.5m. Rydym wrthi'n ceisio sicrhau oddeutu £3.5m o gyllid cyfalaf ychwanegol ar gyfer eleni; bydd £1m o'r arian hwn ar gyfer y Rhaglen Mawndiroedd o fewn y Rhaglen

Argyfyngau Natur a Hinsawdd (NaCE). Mae llythyr cynnig grant wedi'i ddrafftio ac wedi'i anfon at y Gweinidog i'w gymeradwyo. Gofynnwyd am £2.5m yn ychwaneg ar gyfer mynd i'r afael â'r Rhaglen Cyfalaf Llifogydd eleni. Pe bai'r cyllid ychwanegol yn cael ei gymeradwyo, nodwyd y byddai cyfanswm y gyllideb ar gyfer eleni yn cynyddu i £241m.

29. Gofynnodd y Pennaeth Cyllid am gymeradwyaeth y Bwrdd ar gyfer derbyn taliad pensiwn gan Lywodraeth Cymru ar gyfer y flwyddyn nesaf, sef hyd at £7m, a hefyd am gymeradwyaeth i gyflwyno'r newid dilynol i'r gyllideb. Nodwyd nad oedd y cais hwn wedi'i gynnwys yn y papur a'i fod yn rhan o'r gwaith mantoli ar gyfer cyllideb y flwyddyn nesaf. Disgwylir cael cadarnhad terfynol gan Lywodraeth Cymru. Cymeradwywyd y cais gan aelodau'r Bwrdd.

CYMERADWYWYD y taliad pensiwn gan Lywodraeth Cymru a'r cynnydd dilynol yn y gyllideb gyffredinol.

30. Diolchodd y Cadeirydd i aelodau'r tîm am eu gwaith caled o ran mantoli'r gyllideb. Nodwyd bod nifer o newidynnau i'w cael, a allai arwain at heriau wrth symud ymlaen. Byddai diweddariad yn cael ei gyflwyno i'r Pwyllgor Cyllid ac i Alwad Diweddariad y Bwrdd ym mis Chwefror. Awgrymodd aelodau'r Bwrdd y gallai'r grant Cymunedau Cryf fod wedi arwain at beth llithriant. Holwyd ynglŷn ag effaith clefydau coed ar incwm pren. Esboniodd y Cyfarwyddwr Gweithredol Gweithrediadau nad oedd clefydau coed yn cael effaith fawr ar incwm gan fod clefydau o'r fath wedi cael eu rheoli ers sawl blwyddyn fel rhan o raglen.

Eitem 7: Cyllideb Ardaloedd Draenio Mewnol

Cyflwynydd: Rob Bell, Pennaeth Cyllid

31. Cyflwynodd y Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol yr eitem a chyflwynodd y Pennaeth Cyllid yr eitem i'w chymeradwyo. Dyma gais blynyddol y craffwyd arno gan y Pwyllgor Rheoli Perygl Llifogydd. Esboniwyd mai'r Bwrdd oedd gweinyddwyr yr Ardaloedd Draenio Mewnol, ac felly cyflwynwyd cais am gymeradwyaeth ffurfiol ac awdurdod dirprwyedig fel y nodir yn y papur. Cyflwynwyd trosolwg byr o swyddogaeth Ardaloedd Draenio Mewnol; mae'r swyddogaeth hon yn cynnwys gwaith a wneir ar brif afonydd sydd o fudd i Ardaloedd Draenio Mewnol a'r costau y telir amdanynt trwy godi ardrethi draenio ac ardollau arbennig ar ddefnyddwyr amaethyddol ac awdurdodau lleol.
32. Trafododd yr aelodau yr Ardaloedd Draenio Mewnol a holwyd a oedd digon o staff wedi'u cyflogi yn CNC i gyflawni gwaith yn ymwneud ag Ardaloedd Draenio Mewnol. Cadarnhaodd y Cyfarwyddwr Gweithredol Gweithrediadau fod staff pwrpasol i'w cael, ond bod gwaith mewn perthynas ag Ardaloedd Draenio Mewnol yn cael ei gyflawni'n bennaf fel rhan o rolau staff. Holwyd a oes cofnod llawn o'r costau yn cael ei gadw, a pha un a yw'r costau'n cael eu hariannu'n llwyr trwy gyfrwng cyllidebau'r Ardaloedd Draenio Mewnol. Esboniodd y Pennaeth Cyllid fod gan bob un o'r Ardaloedd Draenio Mewnol ganolfan gostau ar wahân ar gyfer ailgodi tâl, ond ei bod yn bosibl na thelir yn llwyr am ymdrech y tîm oherwydd maint y praeseptau. Argymhellodd y Cadeirydd y dylai'r Pwyllgor Rheoli Perygl Llifogydd ystyried hyn, yn arbennig yng ngloeuni trafodaethau'r Bwrdd ynghylch sicrhau y caiff costau eu hadolygu'n rheolaidd er mwyn osgoi unrhyw gynnydd mawr sydyn.

CAM GWEITHREDU: Dylai'r Pwyllgor Rheoli Perygl Llifogydd ystyried holl gostau'r Ardaloedd Draenio Mewnol ar y cyd â'r Pennaeth Cyllid.

33. Cymeradwyodd y Bwrdd yr argymhellion fel y'u nodir yn y papur.

CYMERADWYWYD ardollau arbennig, ardrethi draenio a phraeseptau'r Ardaloedd Draenio Mewnol ar gyfer 2023/24.

CYMERADWYWYD y dylid gosod y sêl gyffredin ar Ardrethi Draenio Cymeradwy.

CYMERADWYWYD y dylid dirprwyo cyfrifoldebau'r Bwrdd dros gymeradwyo datganiadau blynyddol i Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol.

Eitem 8: Natur a Ni

Cyflwynydd: Russell De'Ath, Uwch Gyngorydd Arbenigol, Gweledigaeth 2050

34. Cyflwynwyd yr eitem gan y Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol. Roedd gwaith wedi'i wneud gyda grwpiau anodd eu cyrraedd fel y gellid ychwanegu eu cyfraniad at y cam cyntaf. Bydd y grŵp ymgynghorol yn rhoi adborth ar y broses. Bydd y camau nesaf yn cynnwys paratoi'r weledigaeth er mwyn sicrhau y bydd yn gwir adlewyrchu cyfraniad y cymunedau. Pwysleiswyd nad gweledigaeth CNC mo hon; yn hytrach, gweledigaeth gyffredin ar gyfer Cymru yw hi. Bydd Cynulliad Dinasyddion yn cael ei ddatblygu dros y misoedd nesaf.
35. Cyflwynodd yr Uwch Gyngorydd Arbenigol, Gweledigaeth 2050, y diweddaraf ynglŷn â'r Rhaglen Natur a Ni a'r gwaith gogyfer datblygu gweledigaeth gyffredin ar gyfer amgylchedd naturiol Cymru. Nodwyd y ceir gwall bach yn y papur, lle cyfeirir at atodiad nas cynhwyswyd yn y papur. Bydd yr Adroddiad Cam 2 a chynlluniau'r sesiynau ar gyfer y Cynulliad Dinasyddion yn cael eu rhannu ar ôl y cyfarfod.
36. Esboniwyd y cam cyntaf a rhannwyd y naw thema a ddaw i'r amlwg. Disgrifiwyd y bwriad o ddatblygu 'gweledigaeth fach' yn ymwneud â phob un. Rhannwyd enghraifft o ddatganiadau gogyfer y dyfodol. Sefydlwyd y grwpiau ffocws yn benodol er mwyn cynnwys y rhai a oedd yn llai tebygol o ymgysylltu. Cynhaliwyd sioeau teithiol yn yr ardaloedd hynny lle cafwyd yr ymateb lleiaf yn ystod y cam cyntaf. Disgrifiwyd aelodaeth y grwpiau ffocws. Rhannwyd y tri phrif amcan. Cyflwynwyd y datganiadau yn eu cyfanrwydd gerbron aelodau'r grwpiau ffocws er mwyn cael gwybod i ba raddau, yn eu tyb nhw, oedd y datganiadau hynny yn rhan o'u dyfodol. Rhannwyd yr ymatebion, ynghyd ag un o recordiadau sain y grwpiau.
37. Disgrifiwyd y gwaith gogyfer y Cynulliad Dinasyddion arfaethedig. Y nod yw dwyn y gwaith ynghyd i greu gweledigaeth gyffredin ar gyfer y dyfodol. Bydd hyn yn cael ei ddatblygu ar y cyd â Grŵp Cynghori a fydd yn cynnwys cynghorwyr allanol; yna, bydd tystiolaeth arbenigol yn cael ei thrafod er mwyn datblygu gweledigaeth. Bydd y Cynulliad cyntaf yn cael ei gynnal ar-lein ar 11 Chwefror. Yna, bydd cyfarfodydd 'yn y cnawd' yn cael eu cynnal yn Wreccsam ac Abertawe yn ystod mis Mawrth. Bydd y Cynulliad Dinasyddion yn esgor ar weledigaeth gyffredin ynglŷn â sut ddyfodol y gellid ei gael pan fo'r gymdeithas a natur yn ffynnu gyda'i gilydd.
38. Croesawodd aelodau'r Bwrdd gynnwys y cyflwyniad. Holwyd ynglŷn â'r dull o ymdrin â'r cam nesaf a gofynnodd aelodau'r Bwrdd sut byddai'r sylfaen dystiolaeth yn cael ei hystyried a'i chynnwys yn y broses. Cynigiwyd y dylid bwydo'r canlyniadau a'r weledigaeth i'r Adroddiad nesaf ar Sefyllfa Adnoddau Naturiol (SoNaRR). Hefyd, roedd y tîm yn ystyried creu rhwydwaith allanol gyda sefydliadau partneriaeth o ran ymrwymo i fynd i'r afael â rhai o'r camau gweithredu. Nodwyd heriau o ran y farchnad a heriau bydeang, ond byddai dymuniad y cyhoedd i fwrw ymlaen â'r camau hyn yn cael ei bwysleisio. Nodwyd y synergedd rhwng y Cynllun Corfforaethol a'r broses Natur a Ni.

39. Holwyd a fyddai modd sicrhau amrediad o leisiau ledled Cymru. Ystyriwyd y dull o ymdrin â'r opsiynau ymateb. Gofynnwyd am gopïau o'r datganiadau gweledigaeth llawn. Cadarnhawyd y cafwyd cyngor ynglŷn â'r garfan gan Sortiton a'r Cynghorydd Amrywiaeth a Chynhwysiant. Disgrifiwyd cyfansoddiad amrywiol y Cynulliad. Trafodwyd ffyrdd o gynorthwyo'r rhai a oedd yn anos eu cyrraedd. Awgrymwyd y byddai talebau yn ddulliau talu mwy addas mewn rhai achosion, yn enwedig i bobl a oedd yn cael budd-daliadau. Esboniodd yr Uwch Gynghorydd Arbenigol, Gweledigaeth 2050, y ceisiwyd cyngor gan Sortiton ynglŷn â galluogi pawb i gymryd rhan, a bod yr effaith ar fudd-daliadau wedi cael ei hystyried. Hefyd, roedd gwaith ar y gweill gyda sector y celfyddydau yn ymwneud ag annog pobl i ymgysylltu â'r materion.

CAM GWEITHREDU: Dylai'r Uwch Gynghorydd Arbenigol, Gweledigaeth 2050, rannu copïau o'r datganiadau gweledigaeth llawn gyda'r Bwrdd.

40. Croesawodd aelodau'r Bwrdd y dull o ymgysylltu â Ffermwyr Ifanc, ond pwysleisiwyd pa mor bwysig yw cyrraedd amrywiaeth eang o ffermwyr a busnesau, yn enwedig y rhai sy'n gysylltiedig â chynhyrchu bwyd yng Nghymru, oherwydd gallai hyn helpu i herio'r dull 'arferol' byd-eang o gynhyrchu bwyd. Soniwyd am gydweddu â'r Datganiadau Ardal. Esboniwyd bod rhaglen Natur a Ni yn gweithio ar lefel genedlaethol, ond ei bod hefyd yn ceisio ymgysylltu ar lefel leol, yn enwedig trwy gyfrwng Byrddau Gwasanaethau Cyhoeddus.

41. Trafodwyd y lleoliadau ar gyfer y Cynulliadau Dinasyddion, yn arbennig Campws y Bae ym Mhrifysgol Abertawe. Y farn oedd y byddai hyn yn cynnig cyfle i hyrwyddo trafodaethau ac ysgogi syniadau. Nododd yr Uwch Gynghorydd Arbenigol, Gweledigaeth 2050, mai Groundwork, Wrecsam fydd y lleoliad ar gyfer gogledd Cymru. Datganodd Karen Balmer fuddiant yn y lleoliad hwn.

42. Trafodwyd cyfleoedd ar gyfer rhannu gwybodaeth a dysgu, yn arbennig gyda gwledydd eraill y DU ac Iwerddon, ond hefyd gyda sefydliadau eraill. Ystyriwyd sut gellid dod â phopeth ynghyd a hefyd ystyriwyd y modd yr oedd pethau'n cydweddu â SoNaRR. Byddai trafodaethau'n cael eu cynnal yn un o gyfarfodydd y Bwrdd yn y dyfodol i ystyried hyn a'r Strategaeth Eirioli.

Eitem 9: Ymgysylltu â'r Cyhoedd a Thryloywder yng Nghyfarfodydd y Bwrdd

Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd

43. Cyflwynwyd yr eitem gan y Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol. Trafodwyd y mater hwn sawl gwaith, ac roedd y tîm wedi mynd i'r afael â gwaith ar gyfer ystyried y modd yr eir ati i ymgysylltu â'r cyhoedd a datblygu tystiolaeth i'w chyflwyno gerbron y Bwrdd i'w hystyried.

44. Rhoddodd y Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd gyflwyniad yn sôn am ganlyniadau'r arolwg cyhoeddus. Disgrifiwyd cefndir y mater ac esboniwyd methodoleg yr arolwg a'r ymatebion a gafwyd. Nodwyd mai ymateb cyfyngedig a gafwyd, ac nad oedd yn amrywiol iawn. Mae yna awydd i CNC archwilio cyfryngau eraill ac eithrio Teams. Disgrifiwyd y canlyniadau o ran opsiynau ymgysylltu. Ceir cefnogaeth fawr i'r syniad o gyflwyno cwestiynau gan y cyhoedd ymlaen llaw, rhoi ymateb iddynt yn y cyfarfod a'u cynnwys yn y cofnodion, a hefyd ceir cefnogaeth fawr i'r syniad o gynnal sesiynau lleol ychwanegol ar wahân. Disgrifiwyd awgrymiadau eraill gan yr ymatebwyr, yn arbennig mewn perthynas ag ymgysylltu ar faterion lleol. Ceir cryn archwaeth am wyddoniaeth dinasyddion a thrafodaethau cyhoeddus yn ymwneud â phynciau fel materion cynllunio a buddiannau lleol.

45. Nodwyd bod CNC yn cyflawni ei rwymedigaethau statudol o ran tryloywder a chraffu cyhoeddus yng nghyfarfodydd y Bwrdd. O'r herwydd, argymhellwyd y dylid canolbwyntio

ar y meysydd sydd â'r flaenoriaeth fwyaf. Rhannwyd yr argymhellion ynglŷn â hyn. Disgrifiwyd y dull awgrymedig o ymdrin â'r sesiwn Holi ac Ateb. Yn achos cwestiynau a gâi eu derbyn ymlaen llaw ac a oedd yn berthnasol i eitemau'r agenda, gellid eu cynnwys yn y papur, eu hateb a'u cofnodi. Yn achos cwestiynau nad oeddynt yn berthnasol i eitemau'r agenda, gellid eu cyfeirio at y gwasanaeth ymholiadau cyffredinol. O'r herwydd, byddid yn cael gwared â'r elfen 'meic agored' yng nghyfarfodydd y Bwrdd, oherwydd byddai'r cwestiynau'n cael eu hymgorffori yn y cyfarfodydd. Argymhellwyd y gellid pennu cyfleoedd ychwanegol i ymgysylltu â'r cyhoedd mewn perthynas â gwaith ar Leoedd a gwaith ar Faterion Cyhoeddus cenedlaethol. Ar ôl i'r Bwrdd wneud penderfyniad ynglŷn â'r eitem hon, bydd y penderfyniad hwnnw'n cael ei gyfathrebu i'r cyhoedd.

46. Ystyriodd aelodau'r Bwrdd gynnwys y cyflwyniad a'r argymhellion. Nodwyd y tebygrwydd â Natur a Ni. Cydnabuwyd y cyfleoedd i ymgysylltu â lleisiau mwy amrywiol ledled Cymru, a byddai'n bwysig parhau i herio hyn. Tynnwyd sylw at y berthynas rhwng aelodau'r Bwrdd a'u Pennaeth Lle Lleol. Trafodwyd y berthynas a'r cysylltiad â materion lleol ac awgrymwyd y gallai Rhwydwaith yr Ymarferwyr Ymgysylltu ystyried y dull o ymgysylltu ag ardal leol aelodau'r Bwrdd.

47. Trafodwyd y dull o ymdrin â chwestiynau gan y cyhoedd. Pwysleisiodd aelodau'r Bwrdd y byddai'n bwysig i'r Bwrdd gael gweld y cwestiynau a'r ymatebion fel yr oeddynt wedi'u cyfeirio atynt. Awgrymwyd y dylai CNC ystyried gofyn i aelodau'r cyhoedd pa bynciau yr hoffent eu trafod gyda'r Bwrdd. Byddai'n well gan y Bwrdd barhau â'r sesiwn Holi ac Ateb gyhoeddus; cytunwyd y dylid gwneud hynny. Yn ychwanegol at hyn, cynigiwyd y dylid datblygu sesiwn ymgysylltu deithiol 'yn y cnawd' a fyddai'n cynnwys y Cadeirydd a/neu'r Is-gadeirydd, aelodau Bwrdd Lleol a Phenaethiaid Lleoedd. Gallai hyn roi cyfle i aelodau'r cyhoedd bennu'r agenda ar gyfer eu hardal leol. Cytunodd y Bwrdd â'r cynnig hwn. Nodwyd y gellid defnyddio'r Datganiadau Ardal i lywio'r sesiynau. Ystyriwyd y dulliau presennol o ymgysylltu yn y cnawd gyda'r Bwrdd, er enghraifft yn y Sioe Amaethyddol Frenhinol a'r Eisteddfod.

CAM GWEITHREDU: Dylai'r Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd ddatblygu'r dull o ymdrin â sesiynau ymgysylltu'r Bwrdd, yn seiliedig ar Leoedd.

48. Gofynnodd aelodau'r Bwrdd am gael gweld yr astudiaeth a'r ymchwil desg a luniwyd yn rhyngwladol mewn perthynas â'r modd mae gwledydd eraill yn ymdrin â'r mater hwn. Byddai'r Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd yn aiddosbarthu'r wybodaeth a ddosbarthwyd yng nghyfarfod mis Tachwedd y Bwrdd.

CAM GWEITHREDU: Dylai'r Ysgrifenyddiaeth aiddosbarthu'r wybodaeth a ddosbarthwyd yng nghyfarfod mis Tachwedd y Bwrdd yn ymwneud ag adolygu'r modd yr ymgysylltir â'r cyhoedd.

CYMERADWYWYD yr argymhellion o ran ymgysylltu â'r cyhoedd a thryloywder yng nghyfarfodydd y Bwrdd, ac eithrio cael gwared â'r sesiwn Holi ac Ateb gyhoeddus.

Eitem 10: Newidiadau Arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS)

Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd

49. Rhoddodd y Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd gyflwyniad yn ymwneud â'r newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS), fel y nodir yn y papur.

50. Cymeradwyodd y Bwrdd y newidiadau arfaethedig i'r SaLS.

CYMERADWYWYD y newid arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS).

Eitem 11: Rhagolwg y Bwrdd

Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd

51. Rhannodd y Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd ddogfen Rhagolwg y Bwrdd, gan gyflwyno trosolwg o bethau. Bydd y cyfarfod a gynhelir ym mis Mawrth yn canolbwyntio ar y Cynllun Corfforaethol, y Gyllideb a'r Cynlluniau Busnes.
52. Gofynnodd Zoe Henderson am amser ychwanegol ar gyfer yr eitem yn ymwneud â'r Adroddiad Blynyddol ar Amrywiaeth a Chynhwysiant, er mwyn i'r Bwrdd allu cynnal trafodaeth lawn ynglŷn â'r hyn mae CNC yn ei wneud i sicrhau cynhwysiant ac amrywiaeth. Nodwyd bod trafodaeth lawn wedi'i chynnal ynglŷn â'r mater hwn yn ystod un o gyfarfodydd y Pwyllgor Pobl a Thaliadau.

CAM GWEITHREDU: Dylai'r Ysgrifenyddiaeth neilltuo amser ychwanegol ar agenda cyfarfod mis Mawrth y Bwrdd ar gyfer cynnal trafodaeth lawn ar Amrywiaeth a Chynhwysiant yn CNC.

Eitem 12: Unrhyw Fater Arall

53. Gadawodd Mark McKenna yr ystafell ar gyfer yr eitem hon.
54. Cynigiwyd y dylid penodi Mark McKenna yn Gadeirydd y Pwyllgor Pobl, Cwsmeriaid a Rhanddeiliaid (PCSC). Cymeradwyodd y Bwrdd y cynnig hwn.

CYMERADWYWYD y dylid penodi Mark McKenna yn Gadeirydd y Pwyllgor Pobl, Cwsmeriaid a Rhanddeiliaid.

55. Ailymunodd Mark McKenna â'r cyfarfod a diolchodd y Cadeirydd iddo.
56. Nododd y Bwrdd y gymeradwyaeth trwy ohebiaeth ar gyfer aelodaeth dros dro y Pwyllgor Ystad Tir.

CYMERADWYWYD aelodaeth dros dro y Pwyllgor Ystad Tir.

- Diwedd cyfarfod y Bwrdd -

Sesiwn Holi ac Ateb Gyhoeddus

57. Derbyniwyd cwestiwn ymlaen llaw gan Lloyd Evans ynglŷn â'r Prosiect Llaeth. Rhoddwyd ymateb i'r cwestiwn hwn y tu allan i'r cyfarfod.
58. Gofynnodd Kim Waters gwestiynau i'r Bwrdd. Roedd y rhain yn cynnwys:
 - a) *A all CNC wneud datganiad cyhoeddus yng nghyfarfod cyhoeddus nesaf y Bwrdd ynglŷn ag adroddiad yr Athro Elwyn Evans ar lifogydd 2019/20. Yn benodol, mae llifogydd niferus dros 5 metr yn effeithio ar ecoleg a bioamrywiaeth Afon Wysg (sy'n ACA) bob blwyddyn. A oes modd i CNC wneud sylw ynglŷn â'r opsiynau arafu llifogydd sydd ar gael o gofio bod y system yn cynnwys pedair o gronfeydd Dŵr Cymru?*
 - b) *Bu 2022 yn flwyddyn wael iawn o ran dychweliad Eogiaid a Brithyllod y Môr i afonydd ledled Cymru. Mae nifer o isafonydd ein hafonydd salmonidau eiconig yn amddifad o silod, pariaid pysgod eogaidd ac ati. Beth yw'r bwriad o ran ailboblogi'r dalgylchoedd amddifad hyn? Ai pysgod "crwydrol" yn unig a fydd yn gyfrifol am yr ailstocio hwn, ynteu a fydd Magu Lled-naturiol (SNR) yn rhan o'r strategaeth? A all CNC gynnig gweledigaeth neu darged ar gyfer yr hyn mae'n anelu at ei gyflawni yn hyn o beth, a*

hefyd o ran rhaglenni fel LIFE? A all CNC ein cyfeirio at y dystiolaeth sy'n ategu ei bolisi dim stocio?

59. Cytunwyd y byddai ymateb llawn yn cael ei roi i'r cwestiynau hyn y tu allan i'r cyfarfod, ond cyflwynodd y Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu ymateb cyffredinol i'r cwestiynau.
60. Lluniwyd adroddiad yr Athro Elwyn Evans ar ran Llywodraeth Cymru, felly nid oedd y dyddiad cyhoeddi yn hysbys i CNC. Fodd bynnag, byddai'r canlyniad yn cael ei gyflwyno yn ystod un o gyfarfodydd y dyfodol. Mae adroddiadau gwybodaeth ac adroddiadau adran 19 CNC wedi'u cyhoeddi ar y wefan. Mae CNC wedi adolygu ei dystiolaeth ei hun ac wedi cymryd camau a oedd yn rhan o'r cofnod cyhoeddus.
61. Cyflwynwyd trosolwg o gronfeydd arafu llifogydd. Esboniwyd bod eu gallu i arafu llifogydd yn gyfyngedig oherwydd eu maint. Eir i'r afael â gweithgareddau a chamau ychwanegol, fel y Rhaglen Adfer Mawndiroedd a dulliau o Reoli Llifogydd yn Naturiol, er mwyn helpu yn hyn o beth; ond cyfyngedig fyddai gallu'r rhain i liniaru llifogydd yn ystod stormydd.
62. Nodwyd y cwestiwn ynglŷn â Physgodfeydd. Dyma bwnc amserol iawn a bydd yn cael ei drafod yng nghyfarfod nesaf Fforwm Pysgodfeydd Cymru. Ac yntau'n Gadeirydd Fforwm Pysgodfeydd Cymru, cyflwynodd yr Athro Steve Ormerod sylw ar y cwestiwn a nododd y byddai'r papurau ar gael yn gyhoeddus erbyn yr wythnos ganlynol. Bydda'r dolenni a'r sylfaen dystiolaeth ynglŷn â'r polisi dim stocio yn cael eu hanfon at Mr Waters fel rhan o'r ymateb ffurfiol i'w gwestiynau.

CAM GWEITHREDU: Dylid anfon y dolenni a'r sylfaen dystiolaeth ynglŷn â'r polisi dim stocio at Mr Kim Waters fel rhan o'r ymateb ffurfiol i'w gwestiynau.

63. Gofynnodd Tom Tibbits, cynrychiolydd grŵp gwyddoniaeth dinasyddion, pam nad oedd CNC yn defnyddio gwyddoniaeth dinasyddion yn fwy rheolaidd yn unol â dull Asiantaeth yr Amgylchedd.
64. Nododd y Cyfarwyddwr Gweithredol Gweithrediadau fod ymateb wedi cael ei anfon yn ddiweddar ynglŷn ag Afon Gwy Isaf ac y byddai ymateb llawn ynglŷn ag Afon Gwy yn cael ei anfon ar ôl y cyfarfod. Yn ôl y Cadeirydd, bydd barn y Bwrdd ynglŷn â chroesawu gwyddoniaeth dinasyddion a chefnogaeth y Bwrdd i'r mater yn elfen hollbwysig o'r dull wrth symud ymlaen.
65. Gofynnodd Tom Tibbits gwestiwn yn ymwneud â phryderon ynghylch effeithiau tail dofednod ar ddalgylchoedd afonydd, a gofynnodd pam nad yw CNC yn gwrthwynebu ceisiadau cynllunio newydd yn hyn o beth.
66. Cadarnhaodd y Cadeirydd fod hwn yn bwnc pwysig ar agenda CNC a bod y mater wedi'i drafod eisoes yn ystod cyfarfod preifat. Cadarnhaodd y Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu fod trafodaethau ar y gweill gydag Asesydd Diogelu'r Amgylchedd Cymru, a oedd yn gyfrifol am ystyried unrhyw fylchau yn y ddeddfwriaeth. Esboniwyd rolau a chyfrifoldebau CNC mewn perthynas â'r broses drwyddedu ac fel ymgynghorai statudol yn y broses gynllunio. Nodwyd na ellir gwneud sylwadau ar geisiadau penodol. Cytunwyd y byddai CNC yn ymateb i Mr Tibbits yn ysgrifenedig, gan gadarnhau chyfrifoldebau CNC mewn perthynas â'r broses.

CAM GWEITHREDU: Dylid anfon ymateb ffurfiol at Tom Tibbits yn sôn am rolau a chyfrifoldebau CNC mewn perthynas â chynllunio a thrwyddedu.

- Diwedd y cyfarfod -

Cyfarfodydd Bwrdd										
Rhif Cam G	Categori Cyfarfod	Dyddiad Cyfarfod	Rhif Eitem	Rhif Paragraff	Noddwr Papur	Cam gweithredu	Pwy	Erbyn	Statws	Nodiadau/Diweddariadau
2	Cyhoeddus	14/07/2022	8	40	Ceri Davies, Cyfarwyddwr Gweithredol EPP	CAM GWEITHREDU: Diweddariad i'w ddosbarthu i aelodau Bwrdd prosiect megadalgylch Bannau Brycheiniog.	Ceri Davies, Cyfarwyddwr Gweithredol EPP	17/08/2022	Parhaus	Gavin Bown yn llunio diweddariad gyda Natalie Hall a David Letellier
15	Cyhoeddus	27/01/2023	5	24	Yr Athro Steve Ormerod, Cadeirydd WFF	CAM GWEITHREDU: Yr ysgrifenyddiaeth i ddiwygio sillafiad Stâd y Faenol ym mhapur Diweddariad WFF a sicrhau bod sillafiad Cymraeg o enwau lleoedd yn cael ei ddefnyddio yn y dyfodol	Ysgrifenyddiaeth	20/02/2023	Cwblhawyd	
16	Cyhoeddus	27/01/2023	7	32	Rachael Cunningham, Cyfarwyddwr Gweithredol FCS	CAM GWEITHREDU: FRMC i ystyried costau llawn yr Ardaloedd Draenio Mewnol ar y cyd â'r Pennaeth Cyllid	Jeremy Parr, Pennaeth Rheoli Perygl Llifogydd a Digwyddiadau; Rob Bell, Pennaeth Cyllid	11/04/2023	Parhaus	Mae Rob Bell a Jeremy Parr yn cwrrd â'i gilydd i drafod cyn cyfarfod FRMC ar 18 Ebrill
17	Cyhoeddus	27/01/2023	8	39	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol	CAM GWEITHREDU: Yr Uwch Gynghorydd Arbenigol, Gweledigaeth 2050 i rannu copiâu o'r datganiadau gweledigaeth llawn gyda'r Bwrdd	Russell De'Ath, Uwch Gynghorydd Arbenigol, gweledigaeth 2050	02/03/2023	Cwblhawyd	
18	Cyhoeddus	27/01/2023	9	47	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol	CAM GWEITHREDU: Y Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd i ddatblygu sesiynau ymgysylltu â'r cyhoedd y Bwrdd yn seiliedig ar leoedd	Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd	27/04/2023	Parhaus	
19	Cyhoeddus	27/01/2023	9	48	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol	CAM GWEITHREDU: Yr ysgrifenyddiaeth i ailddosbarthu'r wybodaeth o gyfarfod Bwrdd Tachwedd ar yr adolygiad o ymgysylltu â'r cyhoedd	Ysgrifenyddiaeth	20/02/2023	Cwblhawyd	
20	Cyhoeddus	27/01/2023	11	52	Syr David Henshaw	CAM GWEITHREDU: Yr ysgrifenyddiaeth i gynnwys amser ychwanegol ar agenda'r Bwrdd ym mis Mawrth am drafodaeth lawn ar Amrywiaeth a Chynhwysiant yn CNC	Ysgrifenyddiaeth	20/02/2023	Cwblhawyd	
21	Cyhoeddus	27/01/2023	oli ac ateb	62	Syr David Henshaw	CAM GWEITHREDU: Y sail dystiolaeth ar y polisi dim-stocio a'r dolenni i'w hanfon at Mr Kim Waters fel rhan o ymateb ffurfiol i'w gwestiynau	Ben Wilson, Prif Gynghorydd, Pysgodfeydd	02/03/2023	Cwblhawyd	
22	Cyhoeddus	27/01/2023	oli ac ateb	66	Syr David Henshaw	CAM GWEITHREDU: Ymateb ffurfiol i'w anfon at Tom Tibbits ar rolau a chyfrifoldebau CNC tuag at gynllunio a thrwyddedu.	Becky Favager, Polisi Rheoleiddio a Rheolwr Dull Gweithredu	02/03/2023	Cwblhawyd	

Papur Bwrdd CNC

	Manylion y Papur
Dyddiad y cyfarfod:	23 Mawrth 2023
Teitl y papur:	Adroddiad y Prif Swyddog Gweithredol – SESIWN GYHOEDDUS
Cyfeirnod y papur:	23-03-B05
Noddir y papur gan:	Clare Pillman, Prif Weithredwr
Cyflwynir y papur gan:	Clare Pillman, Prif Weithredwr
Diben y papur	Gwybodaeth/Trafodaeth

Cyflwyniad

- Er bod y tywydd wedi bod yn fwy caredig na'r disgwyl, mae CNC wedi cael ychydig fisoedd prysur yn delio â nifer o ddigwyddiadau llygredd, ac mae gwaith ar y Cynllun Corfforaethol, Natur a Ni a'r gyllideb yn mynd rhagddo'n gyflym. Mae gweithredu diwydiannol gan athrawon a gweithwyr rheilffyrdd yn parhau i effeithio ar ein gwaith, a galwodd un o'n hundebau cydnabyddedig, sef Undeb y Gwasanaethau Cyhoeddus a Masnachol (PCS), ar ei aelodau i streicio ar 1 Chwefror fel rhan o anghydfod y gwasanaeth sifil. Cymerodd 175 o staff CNC ran yn y streic (o blith 240 o aelodau PCS). Bwriedir cynnal diwrnod arall o weithredu diwydiannol ar 15 Mawrth. Rydym wedi cael gwybod bod undeb Prospect hefyd yn bwriadu gofyn i'w aelodau bleidleisio ynglŷn â gweithredu diwydiannol, ond nid ydym wedi cael gwybod yn ffurfiol eto pryd fydd hyn yn digwydd.
- Mae'r dasg o recriwtio'r Pennaeth Prosiectau a Rhaglenni yn parhau ac mae'r gwaith o recriwtio dau Bennaeth Lle wedi dechrau'n barod. Rwy'n falch ein bod wedi penodi Ian Mowatt yn ddiweddar yn Bennaeth Caffael a Chontractau, sef swydd sydd newydd ei chreu. Ian oedd ein Rheolwr Gwasanaethau Cymorth Rheoli Contractau gynt. Bydd yn ymgymryd â'i swydd newydd ar 1 Ebrill. Trist oedd clywed yn ddiweddar y bydd Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifenyddiaeth y Bwrdd, yn ein gadael er mwyn dychwelyd at ei gwaith fel ymgynghorydd yn y maes Addysg Uwch.

- Er nad yw'r tywydd wedi bod mor wlyb ag y gallai, prin fu'r cyfleoedd i fynd hwnt ac yma. Fodd bynnag, ar 3 Chwefror treuliais ddiwrnod pleserus yng nghwmni Martin Cox, Pennaeth Gweithrediadau Gogledd a Chanolbarth Cymru, Dylan Williams, Rheolwr Gweithrediadau Tir ac Asedau, a rhai o aelodau tîm Gogledd Orllewin Cymru. Fe wnaethom gyfarfod yng Nghanolfan Ymwelwyr Coed y Brenin cyn symud i Fwynglawdd Copr Glasdir, ac yna i'r gwely misglod perlog yn Afon Eden. Bydd y Pwyllgor Ardaloedd Gwarchoddedig (PrAC) yn ymweld â'r gwely misglod ym mis Mai – ymweliad sydd ar agor i holl aelodau'r Bwrdd. Rwy'n edrych ymlaen at ymweld â fferm yng Nghanolbarth Cymru gyda'r Gymdeithas Tir a Busnesau Cefn Gwlad (CLA) yn ddiweddarach yr wythnos hon.

Ymgysylltu

Rhanddeiliaid

- Ddiwedd mis Chwefror, cefais gyfarfod hynod fuddiol gydag Eilish McGuinness ac Andrew White o Gronfa Dreftadaeth y Loteri Genedlaethol wrth iddynt lansio'u strategaeth ddeg mlynedd. Buom yn trafod cyfleoedd i weithio mwy mewn partneriaeth mewn nifer o feysydd, a byddaf yn siarad gydag Andrew eto yn y dyfodol agos i drafod y cyfleoedd hyn a chytuno ar y camau nesaf. Ymhellach, ar 27 Chwefror cefais gyfarfod â James Price, Prif Swyddog Gweithredol Trafnidiaeth Cymru, i drafod y modd y gellir rheoli llystyfiant ar argloddiau rheilffyrdd ynghyd â ffyrdd eraill y gall Trafnidiaeth Cymru gyflwyno gwelliannau er budd bioamrywiaeth. Cytunwyd y byddem yn gweithio tuag at gael Memorandwm Cyd-ddealltwriaeth gyda Trafnidiaeth Cymru, fel yr un sydd gennym gyda Network Rail, a chytunwyd hefyd y byddem yn gweithio gyda'r ddau sefydliad ar faterion cyffredin.
- Fe wnaeth Rhian Jardine, Pennaeth y Gwasanaeth Cynghori Cynllunio Datblygu (DPAS) a'r Gwasanaethau Morol, a minnau gyfarfod â Phwyllgor Parth Menter Dyfrffyrdd Hafan i drafod trwyddedu morol a datgarboneiddio. Fy mwriad yw cyfarfod â rhai o aelodau'r pwyllgor yn y cnawd pan fyddaf yn ymweld â'r De Orllewin ym mis Ebrill.
- Cefais gyfarfod rhagarweiniol gyda Dafydd Rees, Prif Weithredwr Cyngor Celfyddydau Cymru, a Derek Walker, y Comisiynydd newydd ar gyfer Cenedlaethau'r Dyfodol, a aeth ati'n unswydd i gyfarfod â mi ar ei ddiwrnod cyntaf yn ei swydd. Buom yn trafod ei uchelgais i wneud effaith y Ddeddf yn fwy gweladwy ac amlwg i bobl ar y stryd, ynghyd â'r modd y gallai'r Comisiwn helpu i gynorthwyo ein gwaith a dylanwadu arno. Nodais y profiad cadarnhaol a gafodd ein staff gydag Academi Arweinyddiaeth Cenedlaethau'r Dyfodol, a bydd ein cefnogaeth i hyn yn parhau. Gobeithio y bydd modd iddo ymuno â ni yn ein Digwyddiad Senedd ym mis Mehefin.

Llywodraeth Cymru

7. Ar 7 Chwefror, cefais gyfarfod â Claire Bennett a fydd yn cymryd yr awenau oddi ar Gian Marco Currado fel Cyfarwyddwr yr Amgylchedd a'r Môr yn Llywodraeth Cymru ar 27 Chwefror. Arferai Claire fod yn Gyfarwyddwr yr Adran Cymunedau a Threchu Tlodi, ac mae ganddi ddiddordeb ysol mewn cyfiawnder cymdeithasol a gwrth-hiliaeth. Mae Gian Marco wedi symud i'r adran Materion Gwledig yn y Gyfarwyddiaeth, a bydd yn parhau i weithio gyda ni ar faterion fel amaethyddiaeth a bwyd.
8. Cefais ambell gyfarfod gyda'r Gweinidog i drafod materion gweithredol, sef Llangennech a'r Bil Seilwaith.

Y Senedd

9. Ar 9 Chwefror, fe wnaeth Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu, Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol, a minnau fynychu sesiwn graffu flynyddol CNC gyda Phwyllgor y Senedd ar Newid Hinsawdd, yr Amgylchedd a Seilwaith. Pleser yw cael dweud ein bod wedi cael cyfarfod da. Roedd cwestiynau'r aelodau'n canolbwyntio'n bennaf ar ddatblygu ein Cynllun Corfforaethol a gosod cyllidebau, a hefyd ar ansawdd dŵr a bioamrywiaeth. Byddaf yn ysgrifennu at y Pwyllgor i roi'r diweddaraf i'r aelodau ynglŷn â'r trafodaethau ar Gytundebau Lefel Gwasanaeth gyda Llywodraeth Cymru, ynghyd â manylion am y modd mae ein treuliau staff ar ôl y pandemig wedi mwy na haneru. Byddwn yn gwahodd holl Aelodau'r Senedd i ddigwyddiad lansio allanol ein Cynllun Corfforaethol newydd yn y Senedd ar 6 Mehefin.

Natur a Ni

10. Mae canfyddiadau'r ail gam wedi'u cyhoeddi bellach ar wefan Natur a Ni. Mae naw o weithiau celf sy'n cyfleu'r trafodaethau a gafwyd ynglŷn â'r datganiadau hyn wedi cael eu cadarnhau, a byddant ar gael ar ein gwefan yn fuan.
11. Ar 11 Chwefror, cynhaliwyd sesiwn gyntaf Cynulliad Dinasyddion Natur a Ni. Bu'r cyfranogwyr yn trafod blaenoriaethau ar gyfer ffyrdd cynaliadwy o fyw a chyflwynwyd canlyniad cam cyntaf Natur a Ni, ochr yn ochr â thystiolaeth ynglŷn â phwysigrwydd byd natur i bobl. Cafwyd cyflwyniadau gan yr Athro Steve Ormeron, Sharon Thompson (RSPB Cymru), Nerys Edmonds (Iechyd Cyhoeddus Cymru), Alex Ioannou (CNC) a Marie Brousseau-Navarro (Swyddfa Comisiynydd Cenedlaethau'r Dyfodol). Cafwyd amser i drafod a myfyrio fel grŵp. Yn amlwg, roedd gan y cyfranogwyr ddiddordeb mawr yn y pynciau trafod a rhannwyd llawer o gwestiynau ac adborth.
12. Cynhaliwyd yr ail sesiwn dros y penwythnos cyntaf ym mis Mawrth. Canolbwyntiodd y sesiwn hon ar fyw gyda natur, a defnyddiwyd mwy ar ganfyddiadau Natur a Ni ac ar brofiadau bywyd y bobl eu hunain. Mynychais sesiwn Wrecsam gyda Geraint Davies.

Bydd y drydedd sesiwn, a'r sesiwn olaf, yn cael ei chynnal ar 18 Mawrth. Y canolbwynt fydd cytuno ar y weledigaeth.

13. Bydd Natcen, sef y sefydliad sy'n hwyluso'r sesiynau, yn llunio adroddiad a fydd yn ateb y cwestiynau a ofynnwyd, gan ddefnyddio data a syniadau a ddeilliodd o'r sesiynau, nodiadau a luniwyd gan yr hwyluswyr ac ôl-drafodaethau a gynhaliwyd gyda'r hwyluswyr wedi i'r sesiynau ddod i ben. Bydd adroddiad ar wahân yn cyfleu'r broses a ddilynwyd a'r gwersi a ddysgwyd. Disgwyliwn gael braslun tua chanol mis Ebrill a disgwyliwn i fersiwn gyntaf y ddau adroddiad fod yn barod erbyn yr wythnos gyntaf ym mis Mai.
14. Rydym yn gweithio gyda Rhwydwaith Cydgynhyrchu Cymru, Bwrdd Rhaglen Natur a Ni a Phanel Cynghori'r Cynulliad i ddatblygu cynllun manwl ar gyfer hyrwyddo'r weledigaeth ac ystyried ar y cyd sut gallwn ymateb i'r argymhellion a nodir yn y weledigaeth fel rhan o gam nesaf y gwaith hwn. Ar 6 Mawrth, bydd gweithdy'n cael ei gynnal gyda Phanel Cynghori'r Cynulliad i'r perwyl hwn. Mae cyrff cyhoeddus eraill wedi cael gwahoddiad i gymryd rhan. Hefyd, rydym yn dechrau adolygu sut gallwn anelu at roi'r weledigaeth ar waith a sut gallwn gyflawni amcanion strategol y rhaglen yng ngoleuni'r Cynllun Corfforaethol newydd.

Arolwg o Fodlonrwydd Cwsmeriaid

15. Ym mis Ionawr, arweiniodd ein haelodaeth o'r Sefydliad Gwasanaethau Cwsmeriaid at ein cynnwys yn Arolwg y DU o Fodlonrwydd Cwsmeriaid am yr eildro yn olynol, gan ein galluogi i ddechrau olrhain ein cynnydd a deall y data. Mae data cynnar yn dangos bod ein sgôr gyffredinol wedi gwella rhywfaint a'n bod wedi symud yn uwch i fyny'r rhestr ymhlith ein cydsefydliadau yn y Gwasanaethau Cyhoeddus.

Y Polisi a'r Weithdrefn Gwyno

16. Ym mis Ionawr, fe wnaethom rannu ein Polisi a'n Gweithdrefn Gwyno ar eu newydd wedd gyda'r Grŵp Arwain, y Rheolwyr ac Arweinwyr Timau. Lluniwyd y polisi a'r weithdrefn yn unol â'r Awdurdod Safonau Cwyno (CSA), sef un o ganghennau Ombwdsmon Gwasanaethau Cyhoeddus Cymru. Nod y polisi newydd yw sicrhau y byddwn yn ymdrin â chwynion mewn modd effeithiol ac yn osgoi prosesau maith ag amryfal gamau'n perthyn iddynt – sef prosesau sy'n dreth ar amser ein cwsmeriaid a'n staff.
17. Bydd y polisi newydd yn lleihau'r nifer o gamau sy'n rhan o'n proses, o dri i ddau. Byddwn yn ymateb i gwynion Cam 1 o fewn deg diwrnod gwaith (ugain diwrnod gwaith ar hyn o bryd), ac rydym wedi cyflwyno proses symlach ar gyfer cwynion Cam 2 – nid yw'r broses hon yn llai trylwyr na'r broses bresennol, ond mae'n golygu

y gallwn ymateb i'r rhan fwyaf o ymchwiliadau Cam 2 o fewn ugain diwrnod gwaith. Rydym wedi cael adborth cadarnhaol gan y staff ynglŷn â'r broses newydd ar gyfer delio â chwynion Cam 2.

18. Canolbwynt allweddol y polisi newydd yw defnyddio adborth sy'n deillio o gwynion i wella prosesau a gweithdrefnau, gan arwain at osgoi ailadrodd cwynion a gwella profiad cyffredinol ein cwsmeriaid. Eisoës, rydym yn gweithio tuag at gyflawni ar sail y polisi. Rhoddir y polisi ar waith o 1 Ebrill. Dengys hyn ein hymrwymiad i wella'n barhaus y ffordd rydym yn delio â chwynion gan gwsmeriaid, er mwyn sicrhau yr ymchwilir i'r cwynion hynny yn drylwyr ac yn gyflym – rhywbeth a fydd o fudd i'n cwsmeriaid a'n staff. Er mwyn cynorthwyo i roi'r polisi newydd ar waith, bydd yr Awdurdod Safonau Cwynion yn cyflwyno hyfforddiant i swyddogion ymchwilio arweiniol dros yr ychydig fisoedd nesaf.

Cyfathrebu a Materion Digidol

Cyber Essentials Plus

19. Y cynllun Cyber Essentials Plus yw sylfaen ein rhaglen flynyddol ar gyfer sicrwydd seiber. Mae a wnelo'r cynllun ag achrediad seiber annibynnol lle defnyddir cwmni arbenigol allanol cymeradwy, gan gydymffurfio â safonau Canolfan Seiberddiogelwch Genedlaethol (NCSC) y llywodraeth ganolog. Yn ystod y blynyddoedd diwethaf mae'r safonau allweddol hyn ar gyfer cyrff y sector cyhoeddus wedi esblygu, a dyna hefyd hanes ein mesurau rheoli ni a'r modd y rhoddwn fesurau diogelwch ar waith i leihau tebygolrwydd ymosodiadau seiber ynghyd â lleihau'r effaith pe bai ymosodiadau o'r fath yn digwydd.
20. Rydym wedi llwyddo i ddal gafael ar ein hachrediad Cyber Essentials Plus am flwyddyn arall. Dyma'r seithfed flwyddyn yn olynol inni gynnal y safonau gofynnol. Bu'r asesiad eleni yn anodd ar adegau o ystyried bod ei gwmpas yn cynnwys cyflwyno mesurau rheoli ychwanegol yn ymwneud â Gweithio Gartref, Dod â'ch Dyfais eich Hun (BYOD), Dilysu Aml-ffactor i bob defnyddiwr a Gwasanaethau Cwmwl.
21. Yn ychwanegol at hyn, ym mis Chwefror llwyddodd CNC i gyflawni Lefel 1 Sicrwydd Seiber IASME (Information Assurance for Small and Medium Enterprises Consortium) (sef Safon y Llywodraeth IASME gynt), gan gyrraedd un o dargedau Llywodraeth Cymru ar gyfer holl Gyrff Sengl Llywodraeth Cymru mewn perthynas â chyflawni'r achrediad hwn yn 2023. Ein nod yn awr yw bwrw ymlaen â'r gwaith da hwn a cheisio cyflawni Lefel 2 Sicrwydd Seiber IASME yn 2024.

Llifogydd

22. Bu'r Tîm Cyfathrebu yn cynorthwyo â pharatoadau ac ymatebion CNC i ddigwyddiadau glaw a llifogydd ym mis Ionawr, gan rannu rhybuddion a negeseuon gwybodaeth â rhanddeiliaid a'r cyhoedd a chynnal amrywiaeth o gyfarfodydd gyda'r cyfryngau. Bu modd inni rannu negeseuon allweddol ynglŷn ag effaith newid hinsawdd a'r heriau o ran rheoli'r perygl llifogydd i Gymru yn y dyfodol. Parhawyd â hyn yn ein cyfathrebu rhagweithiol mewn perthynas â nodi llifogydd Chwefror 2020, pan gynhaliwyd cyfweliadau ag ITV Wales a BBC Wales.
23. Ymhellach, cynorthwyodd y tîm cyfathrebu i lansio'r ymgynghoriad deuddeg wythnos ar gyfer y cynlluniau Rheoli Perygl Llifogydd, ac mae'n gweithio gyda phartneriaid er mwyn cynorthwyo i lansio ymgyrch Dawns Glaw.

Digwyddiad llygredd Llangennech

24. Bu'n rhaid mynd ati i reoli rhai negeseuon anodd wrth gyfathrebu'r penderfyniad i beidio ag erlyn neb yn dilyn digwyddiad llygredd Llangennech. Gweithiodd y Tîm Cyfathrebu yn agos â'r timau Gweithrediadau a'r Gwasanaethau Cyfreithiol i goreograffu'r gwaith cynllunio a'r wybodaeth cyn y cyhoeddiad gyda rhanddeiliaid, cynulleidfaoedd gwleidyddol a chynulleidfaoedd y cyfryngau, a hefyd i gydgyssylltu nifer o gyfweliadau â'r cyfryngau er mwyn sicrhau bod y sylw a roddwyd i'r pwnc dyrys hwn yn gytbwys ac mor deg â phosibl.

Materion Strategol

Cydstrategaeth yn ymwneud â Threthi Gwarediadau Tirlenwi

25. Ers 2018, mae CNC ac Awdurdod Cyllid Cymru wedi bod yn gweithio mewn partneriaeth agos ar Drethi Gwarediadau Tirlenwi yng Nghymru. Fel y rheoleiddiwr trethi, mae Awdurdod Cyllid Cymru wedi dirprwyo rhai swyddogaethau i CNC mewn perthynas â chasglu a rheoli'r dreth. Caiff y dyletswyddau hyn eu gwneud gan dîm Trethi Gwarediadau Tirlenwi CNC ar sail genedlaethol. Caiff y tîm hwn ei ariannu'n llwyr gan Awdurdod Cyllid Cymru.
26. Trwy gyfrwng y trefniant dirprwyo, mae CNC ac Awdurdod Cyllid Cymru wedi meithrin perthynas sy'n fuddiol i'r naill ochr a'r llall, gan alluogi'r ddau sefydliad i gael dealltwriaeth gyffredin o'r tirlun gwastraff yng Nghymru (yn cynnwys ymddygiad yn y sector gwastraff anghyfreithlon), a chan sicrhau y rhoddir y Dreth Gwarediadau Tirlenwi ar waith mewn modd sy'n ategu amcanion amgylcheddol CNC a Llywodraeth Cymru fel ei gilydd.
27. Arian sydd wrth wraidd troseddau gwastraff, oherwydd mae rhai mathau o wastraff yn werthfawr ac mae mathau eraill yn gostus ac yn broblemus i'w trin. O'r herwydd, mae'r enillion ariannol a geir trwy osgoi talu'r costau yn ddigon mawr i olygu y gellir

symud gwastraff dros bellter mawr a bod y gweithgaredd anghyfreithlon yn dal i fod yn broffidiol i'r bobl o dan sylw. Mae CNC ac Awdurdod Cyllid Cymru yn gweithio ar y cyd, ac erbyn hyn maent wedi llunio cydstrategaeth a fydd yn pennu ein dull o ymdrin â Threthi Gwarediadau Tirlenwi a Threthi Gwarediadau Anawdurdodedig dros y tair blynedd nesaf, er mwyn gwireddu cydamcanion. Mae'r strategaeth yn cydnabod y rôl bwysig sydd gan bob sefydliad o ran gweithio tuag at nodau'r polisi Trethi Gwarediadau Tirlenwi a mynd i'r afael â throseddau gwastraff yng Nghymru.

28. Mae'r strategaeth yn pennu amcanion strategol lefel uchel a themâu cyffredinol a fydd yn siapio'r gwaith a wnawn mewn partneriaeth. Er mwyn rhoi'r strategaeth ar waith, rydym wedi llunio cynllun gweithredu ar y cyd lle nodir gweithgareddau cyfredol a gweithgareddau ar gyfer y dyfodol sy'n cysylltu â'r amcanion strategol, gan gynnig cyfeiriad clir i'r rhai sy'n gyfrifol am gyflawni'r gwaith.
29. Mae'r strategaeth wedi symud ymlaen trwy broses lywodraethu CNC. Yn ogystal â chymeradwyo'r strategaeth, mae aelodau ein Tîm Gweithredol wedi cadarnhau y dylid parhau â'r trefniant dirprwyo am dair blynedd arall, ac aethant ati i gefnogi'r syniad y dylid diwygio'r Memorandwm Cyd-ddealltwriaeth presennol er mwyn adlewyrchu'r newid yn ein dull (y strategaeth). Cyn bo hir, bydd y Memorandwm Cyd-ddealltwriaeth yn cael ei gyflwyno gerbron Prif Weithredwyr y ddau sefydliad i'w gymeradwyo.

Materion Gweithredol

Trwydded Forol Prosiect Erebus

30. Ym mis Chwefror, rhoddodd CNC drwydded forol i Blue Gem Wind ar gyfer prosiect Erebus, sef fferm wynt arnofiol gyntaf Cymru. Fe'i lleolir oddi ar arfordir Sir Benfro a bydd yn cynnwys saith o dyrbinau 14MW y genhedlaeth nesaf ar lwyfannau arnofiol. Mae Blue Gem Wind yn fenter ar y cyd rhwng y Simply Blue Group a Total Energies, sef un o gwmnïau ynni mwyaf y byd.

Clefyd Coed Ynn

31. Mae'r gwaith o reoli diogelwch coed ar y tir y gofalwn amdano o ganlyniad i'r clefyd Chalara coed ynn yn mynd rhagddo'n rhesymol. Ar ddiwedd Chwarter 3 (Ch3), mae mwy nag 8,000 o goed heintiedig a allai fod yn beryglus wedi cael eu cwmpo mewn ardaloedd risg uchel yn ystod y flwyddyn ariannol hon, ac mae 15,000 yn ychwaneg o goed yn disgwyl cael eu cwmpo (o gymharu ag 20,000 ar ddiwedd Ch2).
32. Rydym wedi rhoi gwybod i'r tîm caffael y dylid rhoi mynediad i gronfa fwy o gontractwyr. Pan fo'r contractwyr yn gyfyngedig, rydym yn rhoi blaenoriaeth i'r safleoedd uchaf eu risg. Mae rhan helaethaf y gwaith mewn perthynas â rheoli'r

clefyd coed ynn yn y de-ddwyrain, a hefyd ceir nifer helaeth o goed yn y de-orllewin y mae angen rhoi sylw iddynt, yn enwedig yn Sir Gaerfyrddin.

33. Mae'r timau wedi rhoi gwybod bod lefelau'r haint yn is eleni o gymharu â blynyddoedd blaenorol. Ategir hyn gan waith ymchwil yn Ffrainc sy'n dangos bod tymheredd uchel yn yr haf, yn enwedig yn ystod Gorffennaf ac Awst, yn lleihau faint o sborau a gynhyrchir. Mae hyn yn arwydd o natur gylchol y clefyd; mae'n bosibl y byddai haf oer a gwlyb yn arwain at gynyddu lefel yr haint.

Cwblhau'r gwaith o adolygu trwyddedau'r sector Llosgi Gwastraff

34. Cwblhawyd y gwaith o adolygu a diweddarau trwyddedau amgylcheddol ar gyfer safleoedd llosgi gwastraff mwyaf Cymru, er mwyn sicrhau bod y safleoedd yn cyrraedd y safonau amgylcheddol uchaf.
35. Cafodd Dogfen Gyfeirio'r UE ar gyfer y Technegau Gorau sydd ar Gael (BREF) gogyfer y sector hwn ei chyhoeddi ar 3 Rhagfyr 2019, a rhoddwyd pedair blynedd i safleoedd llosgi gwastraff gydymffurfio â hi (h.y. tan 3 Rhagfyr 2023). Fel rhan o'n gwaith, buom yn adolygu trwyddedau ar sail arferion gorau diweddaraf y diwydiant, sef y Technegau Gorau sydd ar Gael (BAT). Dyma un o ofynion y Gyfarwyddeb Allyriadau Diwydiannol ac mae'n sicrhau y bydd y diwydiant yn parhau i ddefnyddio'r technegau gorau i atal neu leihau allyriadau ac effeithiau ar yr amgylchedd. Gall y technegau hyn gynnwys y dechnoleg a ddefnyddir yn ogystal â'r ffordd y caiff safleoedd eu cynnal, eu gweithredu a'u datgomisiynu.
36. Mae'r pum safle yng Nghymru yn cynnwys dau losgydd gwastraff trefol, dau losgydd biomas a llosgydd gwastraff clinigol. Gosodwyd terfynau llymach ar yr holl safleoedd o ran allyriadau llygryddion a gwaith monitro ychwanegol. Er enghraifft, mae terfyn allyriadau deunydd gronynnol ar draws yr holl safleoedd wedi cael ei ostwng 50%. Yn achos y ddau losgydd gwastraff trefol, mae'r terfyn newydd o ran allyriadau mercwri yn sicrhau lleihad o 60%; ac ar un safle, mae'r terfyn o ran ocsidau nitrogen wedi cael ei dynhau 55%. Trwy gyfrwng amod gwella a ychwanegwyd at bob trwydded, yn awr mae'n ofynnol i bob gweithredwr gynnal ymchwil i leihau ocsidau nitrogen y tu hwnt i'r terfyn BAT.
37. Mae'n ofynnol i bob safle roi cynlluniau rheoli newydd ar waith mewn perthynas â gweithrediadau annormal, gweithrediadau cychwyn a gweithrediadau diffodd. Ar y cyfan, mae'r amodau newydd yn sicrhau y bydd trwyddedau ar gyfer y sector hwn yn arf rheoleiddio effeithiol, gan ysgogi gwelliannau parhaus a sicrhau y bydd y safleoedd yn cydymffurfio â safon gyson ledled Cymru a Lloegr.

Y Diweddaraf am y Prosiect Afonydd Ardal Cadwraeth Arbennig (ACA)

38. Ni chynhaliwyd ail Uwchgynhadledd Ffosffadau y Prif Weinidog ar 9 Chwefror yn unol â'r bwriad gwreiddiol. Yn awr, bydd yn cael ei chynnal ar 8 Mawrth. Mae

Llywodraeth Cymru wedi llunio Cynllun Gweithredu gyda chyfraniad gan aelodau'r Grŵp Goruchwylio Afonydd ACA (SACROG). Y gobaith yw y bydd y sefydliadau sy'n gyfrifol am y camau gweithredu a nodir yn y Cynllun yn ymrwymo iddynt yn yr uwchgyhadledd.

39. Ar ôl cynnal trafodaethau gyda'r Gweinidog, mae Cadeirydd CNC wedi cytuno i gadeirio tasglu lefel uchel ac arwain gwaith yn ymwneud â rhaglen Ansawdd Dŵr Cymru, fel y gellir cyflawni gwaith hollbwysig yn ddi-oed. Ni cheir cadarnhad eto ynglŷn â sut rhoddir hyn ar waith, ond mae ein partneriaid allweddol eisoes wedi cyfleu eu cefnogaeth.
40. Yn dilyn cynnydd diweddar yn nifer y cynigion datblygu, rydym wedi bod wrthi'n adolygu ein dull o ymdrin ag ymgynghoriadau cynllunio a thrwyddedu ar gyfer unedau dofednod dwys. Hefyd, rydym wedi ailasesu cysylltiadau rhwng ein rôl fel corff cadwraeth natur priodol ar gyfer cyngor cynllunio a'n cyfrifoldebau mewn perthynas â thrwyddedu amgylcheddol. Mae'r fframwaith rheoleiddio sy'n gysylltiedig â'r unedau hyn, ac sy'n berthnasol hefyd i'r gwaith o reoli'r tail a gynhyrchir yn yr unedau o dan sylw, yn gymhleth ac o'r herwydd mae hi'n anodd pennu dulliau newydd cydlynol ac effeithiol. Rydym yn ceisio cyngor cyfreithiol ynghyd â barn Llywodraeth Cymru ynglŷn â'r polisi.
41. Yn awr, rydym yn gweithio ar lunio asesiad cydymffurfio ar gyfer priodoleddau eraill yn ymwneud ag ansawdd dŵr ar ffurf Adroddiad Tystiolaeth, y bwriadwn ei gyhoeddi yn 2023. Ochr yn ochr â hyn, rydym yn datblygu papur yn ymwneud â sut byddwn yn rheoli'r goblygiadau, ynghyd â phroses lywodraethu ar gyfer unrhyw newidiadau a gyflwynir yn y dyfodol i safonau neu dargedau ansawdd dŵr. Bydd y papur hwn yn cynnwys cynllun cyfathrebu. Mae hyn wedi arwain at drafodaethau'n ymwneud â safleoedd trawsffiniol mewn perthynas â thargedau a roddir ar waith yng Nghymru a Lloegr. Canolbwyntiwyd yn arbennig ar dargedau ar gyfer Afon Dyfrdwy isaf, ac mae Natural England ac Asiantaeth yr Amgylchedd wedi cytuno i gyhoeddi targedau 'yn agos at fod â chyflwr naturiol' ar gyfer y ddau gorff dŵr trawsffiniol ar ACA Afon Dyfrdwy. Golyga hyn y bydd targedau gwahanol i'w cael yng Nghymru a Lloegr mewn perthynas â ffosffadau, felly bydd angen eu cyfathrebu'n ofalus. Mae Natural England ac Asiantaeth yr Amgylchedd wedi cytuno i weithio gyda CNC yn hyn o beth.
42. Mae gwaith a wnaed gan CNC ar fesurau lliniaru mewn perthynas â lleihau ffosffadau yn cael ei adolygu ar hyn o bryd; bydd hyn yn cynnwys canolbwyntio ar y gofynion rheoleiddio. Hefyd, mae mesurau lliniaru wrthi'n cael eu coladu, yn cynnwys mesurau sy'n deillio o waith arall a gomisiynwyd (Cyngor Sir Gâr); bydd y rhestr hon yn cael ei hadolygu'n fewnol cyn ei chyhoeddi. Ymddengys hyn ar ffurf cam gweithredu yn y Cynllun – cam gweithredu mae CNC yn gyfrifol amdano. Cyflwynwyd Adroddiad Cyfrifiannell Maethynnau Arup i Lywodraeth Cymru i'w

ystyried, ac rydym wedi datblygu manyleb tendr ar gyfer Llywodraeth Cymru gogyfer creu Cyfrifiannell Maethynnau Cymru gyfan.

43. Mae CNC wedi cynnull cyfarfod ar gyfer Swyddogion Allanol y Byrddau Rheoli Maethynnau er mwyn cynnig cymorth a sicrhau y ceir cysondeb ac y rhennir gwybodaeth rhwng yr holl Fyrddau Rheoli Maethynnau. Mae holl Fyrddau'r Afonydd ACA sy'n methu â chyrraedd y targed wedi cyfarfod, ac eithrio bwrdd Afon Gwy a gaiff ei lansio ym mis Mawrth. Mae Cylch Gorchwyl y Byrddau'n cael ei adolygu ar hyn o bryd ac mae CNC yn gweithio gyda'r rhanddeiliaid allweddol er mwyn sicrhau y bydd modd i'r Byrddau ddatblygu a chyflawni amcanion Cynllun Rheoli Maethynnau. Cynhaliwyd trafodaethau'n ymwneud â sefydlu Bwrdd Rheoli Maethynnau Cenedlaethol, fel y gellir osgoi trafod materion cenedlaethol ar lefel leol. Adlewyrchir hyn yn y Cynllun Gweithredu.
44. Ar 8 Chwefror, cyfarfu'r Grŵp Technegol Amaethyddol Afonydd ACA – sef un o is-grwpiau Fforwm Rheoli Tir Cymru – am y tro cyntaf. Dyma Grŵp bach a gaiff ei arwain gan y sector. Fe'i ffurfiwyd er mwyn deall materion yn ymwneud ag Afonydd ACA, datblygu sylfaen dystiolaeth, llunio cynllun cyfathrebu ar gyfer y diwydiant ffermio a chynnig cyngor technegol i'r Byrddau Rheoli Maethynnau.
45. O ran tystiolaeth, cynhaliwyd cyfarfod cyntaf Gweithgor Tystiolaeth Bwrdd Rheoli Maethynnau Afon Gwy ym mis Rhagfyr. Mae CNC wrthi'n coladu daliadau data'r aelodau, a hefyd caiff asesiad ei lunio yn ymwneud â pha mor addas yw'r daliadau data hyn i'r dull a ffeirir ar gyfer asesu'r "bwlch llygredd". Mae Prifysgol Bryste wedi cynnal cyfarfod cychwynnol ei phrosiect Quantum, sy'n bwriadu mesur a disgrifio'r effaith a gaiff tail da byw ar ansawdd dŵr o ran maethynnau, pathogenau a chemegau eraill. Canolbwyntiodd cyfarfod gydag Asiantaeth yr Amgylchedd, Dŵr Cymru Welsh Water a Sefydliad Gwy ac Wysg ar ein rhwydweithiau offer ar Afon Gwy ac Afon Wysg, a rhannwyd profiadau o dechnoleg wahanol a'r modd y gallwn weithio gyda'n gilydd i sicrhau y bydd ein rhwydweithiau'n ategu ei gilydd.
46. Cynhaliwyd cyfarfod gyda Chymdeithas Eog Gwy. Mae'r Gymdeithas wedi llunio adroddiad yn asesu dosbarthiad ffosffadau yn y tarddiad yn nalgylch Llynfi trwy ddefnyddio data sydd ar gael, yn cynnwys data gwyddoniaeth dinasyddion. Mae'r adroddiad hwn yn ategu canlyniadau modelu ein System Gwybodaeth Ddaearyddol ar gyfer Dosbarthiad yn y Tarddiad (SAGIS) gyda chasgliadau tebyg yn ymwneud â llwythi a chyfraniadau cymharol amaethyddiaeth a thrin carthion. Mae CNC ac Asiantaeth yr Amgylchedd wedi mynd ati ar y cyd i lunio crynodeb o fodolau SAGIS ar gyfer dalgylch Afon Gwy gogyfer Bwrdd Rheoli Maethynnau Afon Gwy, yn cynnwys un ffeil o allbynnau data ar gyfer pob corff dŵr yn y dalgylch. Mae'r ffeil honno'n cyfuno allbynnau Afon Gwy Isaf Asiantaeth yr Amgylchedd â model Afon Gwy Uchaf CNC/Dŵr Cymru Welsh Water.

47. Mae'r broses Adolygu Trwyddedau yn elfen hollbwysig o'r Cynllun Gweithredu, ond bydd angen ei hystyried law yn llaw â gofynion monitro'r cwmnïau dŵr er mwyn sicrhau hyblygrwydd ar gyfer unrhyw ddatblygiad newydd. Cwblhawyd a chytunwyd ar y rhestr derfynol ar gyfer adolygu trwyddedau gogyfer Dŵr Cymru Welsh Water. Rhestrir 152 o safleoedd y bydd angen cynnwys terfyn Ffosforws yn eu trwyddedau. Pennwyd a chytunwyd ar reolau ymgysylltu, rolau a chyfrifoldebau'r broses adolygu trwyddedau. Bydd yr asesiad technegol gogyfer yr adolygiadau'n cael ei gynnal o fewn y Polisi Ansawdd Dŵr; gwaith gweinyddol fydd y gwaith adolygu trwyddedau yn bennaf. Bydd arweinydd y ffrwd waith yn rheoli'r gwaith ac yn gweithredu fel arweinydd technegol y broses adolygu trwyddedau.
48. O ran pa weithfeydd trin dŵr gwastraff sydd eisoes yn meddu ar drwydded a all ddiogelu'r ACA yn ddigonol, bwriadwn rannu'r wybodaeth hon gyda'r Awdurdodau Cynllunio fesul ACA cyn gynted â phosibl. Mae'r bwriad hwn yn ddibynnol iawn ar allu CNC i ddilysu gwaith SAGIS Dŵr Cymru Welsh Water, sy'n dal i ddiodef oedi. Cynhelir trafodaethau parhaus i bennu pryd yn union yn y broses y gellir rhannu'r wybodaeth hon gydag Awdurdodau Lleol.

Partneriaeth Afon Hafren

49. Er y canolbwyntir yn fawr ar reoli perygl llifogydd ac adnoddau dŵr, mae Partneriaeth Afon Hafren hefyd yn ystyried ansawdd dŵr, bioamrywiaeth a materion perthynol ehangach. Gan gydnabod y tirlun deddfwriaethol gwahanol a geir yng Nghymru, ynghyd â natur gynhennus bosibl y materion hyn a'r ymgysylltu cyfyngedig â Llywodraeth Cymru a Gweinidogion Cymru hyd yn hyn, nid ydym wedi ymrwymo eto i Femorandwm Cyd-ddealltwriaeth Partneriaeth Afon Hafren.
50. Ers inni dynnu sylw Llywodraeth Cymru at Bartneriaeth Afon Hafren a Chynllun Rheoli Dŵr Dyffryn Hafren, cynhaliwyd cyfarfod cychwynnol rhwng Adran yr Amgylchedd, Bwyd a Materion Gwledig (DEFRA) a Llywodraeth Cymru a rhoddwyd rhagor o wybodaeth i Lywodraeth Cymru. Mae cyfarfod dilynol wrthi'n cael ei drefnu rhwng DEFRA a Llywodraeth Cymru; bydd CNC yn mynychu'r cyfarfod hwn hefyd. Deallwn mai'r bwriad ar hyn o bryd yw rhoi manylion y cynigion i'r Gweinidog yn dilyn y cyfarfod hwn.

Digwyddiadau llygredd yn y De Orllewin

51. Cafwyd tri achos llygredd yn y De Orllewin yn ddiweddar. Digwyddodd y mwyaf difrifol o'r rhain ar 18 Chwefror wrth ymyl yr A40 ger Nant-y-caws, Sir Gaerfyrddin, lle 'collwyd' 70,000 litr o ddiesel o gynwysyddion storio tanwydd mawr y tu ôl i garej ddsbarthu leol yn ystod/o ganlyniad i ladradd. Cafodd rhywfaint o ddiesel ei ddwyn; cronodd y gweddill mewn cae gerllaw, gan ymledu i Nant y Pibwr (un o is-afonydd ACA Tywi) ac ar hyd sail cilometr o'r nant. Nid aeth unrhyw ddiesel i Afon Tywi.

Effeithiwyd ar gwrs dŵr Nant y Pibwr yn 2017 hefyd pan ollyngodd cerosin iddi oherwydd crac mewn piblinell fawr; arweiniodd hyn at Ymgymeriad Gorfodi.

52. Gweithiodd contractwyr arbenigol ochr yn ochr â'n staff i ddefnyddio bwmau a mesurau lliniaru eraill. Daethpwyd o hyd i hanner cant o frithyllod, 91 o bennau lletwad ac un brithyll y môr yn farw. Mae'r digwyddiad wedi'i gau erbyn hyn; ond gyda chymorth ein harbenigwyr gwyddorau daear, rydym yn parhau i gysylltu â'r contractwyr a hefyd â thirfeddianwyr, perchnogion garejis a'u cynrychiolwyr i ddatblygu cynnig i adfer y tir halogedig. Mae ymchwiliad CNC yn parhau, a hefyd cynhelir ymchwiliad ar wahân gan yr heddlu.
53. Ar 23 Chwefror, llygrwyd nant leol yn Broadhaven, Gogledd Sir Benfro, ag olew. Yn sgil ymchwiliadau CNC, bu'n rhaid i Wylwyr y Glannau ynysu'r nant wrth draeth gogleddol Broadhaven, sy'n lle poblogaidd i fynd â chŵn am dro. Ar ôl i'r sefyllfa waethygu, ymatebwyd i'r achos fel gollyngiad olew ac aethpwyd ati i lanhau'r ardal. I'r perwyl hwnnw, defnyddiwyd bŵm sugno olew. Rydym yn dal i ymchwilio i darddiad y llygredd. Aethom ati i gyhoeddi datganiadau i'r wasg ar Twitter a Facebook er mwyn ceisio rheoli'r sylw sylweddol a gafwyd ar y cyfryngau.
54. Yn olaf, yn ogystal â digwyddiad ar wahân ar Afon Cletwr (un o is-afonydd Afon Teifi yng Nghanolbarth Cymru), bu Gwasanaeth Dadansoddi (Labordy) CNC yn delio â samplau o ddau lagŵn slyri a oedd wedi dymchwel.
55. Digwyddodd yr achosion diweddar hyn tra mae Tîm Sir Gaerfyrddin wrthi'n treialu'r modd y rhoddir dyletswyddau newydd CNC ar waith o dan Reoliadau Adnoddau Dŵr (Rheoli Llygredd Amaethyddol) (Cymru) 2021. Yn ystod y cyfnod treialu hwn, sy'n para tri mis, rhaid tybio bod yr holl ddigwyddiadau y rhoddir gwybod amdanynt o dan y Rheoliadau yn ddigwyddiadau categori Uchel, felly mae'r tîm lleol wedi cael cyfnod prysur iawn.

Symud Cored Cribynau – Hwyluso Ymfudiad Pysgod yn Afon Clywedog

56. Ariannwyd Prosiect Symud Cored Cribynau gan Gronfa Pysgodfeydd Ewrop er mwyn hwyluso ymfudiad pysgod yn Afon Clywedog ger Llanidloes. Mae cronfa ddŵr Clywedog oddeutu 3.5 cilometr yn uwch i fyny'r afon na'r gored, a chaiff llif yr afon ei reoli er mwyn i Severn Trent / Hafren Dyfrdwy allu tynnu dŵr ohoni i gyflenwi dŵr yn is i lawr yr afon.
57. Mae cronfa ddŵr Clywedog yn dal graean a gwaddodion, gan eu rhwystro rhag cael eu cludo i lawr yr afon. Golyga hyn na cheir gwelyau graean addas y gall pysgod silio ynddynt, ac o'r herwydd ni cheir eogiaid yn y cwrs dŵr. Trwy gael gwared â'r gored ym mis Ionawr 2023, agorwyd 3.5 cilometr o gynefin, gan annog prosesau naturiol yr afon. Mae CNC yn bwriadu ailgyflwyno gwelyau graean yn y rhan hon o'r afon fel rhan o brosiect i annog pysgod i silio yno yn y dyfodol.

Prosiect Cysylltiad Grid Tywi Wysg

58. Yn ddiweddar, cyflwynodd Bute Energy ei Brosiect Cysylltiad Grid Tywi Wysg gerbron tîm Gwasanaeth Cyngor Cynllunio Datblygu CNC. Mae a wnelo'r cynnig hwn â chysylltiad grid gyda pheilonau uwchben y ddaear o sawl parc ynni adnewyddadwy yng Nghanolbarth Cymru i lawr dyffryn Tywi, mewn cyfeiriad de-orllewinol, o ardal wrth ymyl Llandrindod i is-orsaf newydd a gaiff ei hadeiladu rhwng Trimsaran a Chaerfyrddin. Bydd y datblygiad yn cynnwys cais cynllunio Datblygiad o Arwyddocâd Cenedlaethol.
59. Yn sgil y cyfarfod, bu modd inni ymgysylltu'n gynnar yn y broses a chynnig cyngor trwy gyfrwng ein Gwasanaeth Cyngor Datblygu. Mae'r prosiect hwn yn brosiect sylweddol a chanddo amserlen heriol. Eisoës, mae'r prosiect wedi denu cryn sylw ar y cyfryngau ac mae'r cyhoedd wedi mynegi pryder ynglŷn â chodi peilonau. Y bwriad yw cynnal ymgynghoriad cyhoeddus am wyth wythnos o 6 Mawrth a dechrau ar broses y Datblygiad o Arwyddocâd Cenedlaethol wedi i gais cwmpasu gael ei gyflwyno i Benderfyniadau Cynllunio ac Amgylchedd Cymru (PEDW) yn ystod Ch3 2023.
60. Mae Bute Energy wedi comisiynu tîm o ymgynghorwyr cynllunio amgylcheddol i ddechrau cynnal arolygon yn y gwanwyn, yn cynnwys arolygon adar, ecoleg, hydroleg a thirwedd. Mae'n debygol y bydd CNC yn cael cais am gyngor disgrisiynol oddeutu'r un pryd. Rydym yn cymryd rhan mewn trafodaethau ar wahân gyda'r cwmni ynglŷn â defnyddio Ystad Goetir Llywodraeth Cymru.

Ysbyty Felindre

61. Mae trafodaethau'n dal i gael eu cynnal gyda thîm Prosiect Llywodraeth Cymru a Chyngor Caerdydd ynglŷn â mesurau lliniaru'n ymwneud â phathewod ar gyfer datblygu'r ysbyty arfaethedig yn yr Eglwys Newydd, Caerdydd. Bydd y Pwyllgor Cynllunio'n cyfarfod ar 16 Mawrth. Heb benderfyniad cadarnhaol, disgwylir y bydd y cydsyniad amlinellol presennol yn dod i ben ar 27 Mawrth. Ar adeg ysgrifennu'r adroddiad hwn, rydym yn disgwyl ymgynghoriad ffurfiol. Yr adeg honno, byddwn yn cadarnhau ein safbwynt.

Materion Mewnol

Y Safon Iechyd Corfforaethol

62. Yn ystod mis Chwefror, llwyddasom i ddal gafaél ar ein Gwobr Arian ar gyfer y Safon Iechyd Corfforaethol. Mae'r Safon Iechyd Corfforaethol yn rhan o raglen "Cymru Iach ar Waith" Llywodraeth Cymru. Mae'r rhaglen hon yn cynnig fframwaith

ansawdd cenedlaethol a gwobr i gydnabod cyflogwyr sy'n hyrwyddo iechyd a llesiant yn y gweithle.

63. Fe wnaeth yr asesydd annibynnol ganmol ansawdd ein tystiolaeth ategol a'r camau dilynol a gymerwyd gennym ar sail argymhellion a gyflwynwyd mewn asesiadau blaenorol. Yn ystod yr asesiad, cyfarfu'r asesydd ag aelodau'r Tîm Gweithredol a'r Grŵp Llesiant Staff, a gwylodd gyflwyniad yn sôn am iechyd meddwl. Roedd yr asesydd yn falch o nodi bod llesiant wedi cael ei ymwreiddio'n ddyfnach o lawer yn niwylliant ein sefydliad erbyn hyn o gymharu â'r asesiad diwethaf a gynhaliwyd yn 2019. Argymhellodd y dylem anelu at y Safon Aur yn ein hasesiad nesaf. Bydd cymorth ac arweiniad parhaus gan y Tîm Gweithredol ynglŷn â materion llesiant yn elfen allweddol o'n llwyddiant parhaus.

Adnewyddu

64. Mae ein dull caffael mewn perthynas â chynllunio, adeiladu a gweithredu Seilwaith Gwefru Cerbydau Trydan CNC wedi'i ddiwygio yn dilyn sylwadau gan gydweithwyr yn y timau caffael a rheoli contractau. Rhennir y dull caffael yn ddau gam:
- Cam 1, Cynllunio – mae'r elfen hon wedi'i gosod ar dendr a disgwylw'n ddyfarnu'r tendr ddiwedd mis Mawrth / dechrau mis Ebrill;
 - Cam 2, Adeiladu a Gweithredu – bydd yr elfen hon yn cael ei gosod ar dendr ddiwedd 2023 / 24.

Mae'r cynnydd o ran cyflwyno Cynllun Aberthu Cyflog ar gyfer Cerbydau Trydan wedi bod yn arafach nag y gobeithiwyd oherwydd problemau'n ymwneud ag adnoddau yn nhîm y Gyflogres ac yn y tîm Adfywio. Fodd bynnag, rydym wedi nodi'r gwaith gofynnol ar MyNRW a disgwylir iddo gael ei gwblhau ym mis Mai.

65. Yn dilyn penderfyniad y Tîm Gweithredol i gyfuno ein swyddfeydd corfforaethol yng Nghaerdydd, rydym yn gweithio gyda Llywodraeth Cymru i symud i swyddfeydd Llywodraeth Cymru ym Mharc Cathays (CP2) yng nghanol Caerdydd. Bydd yr aelodau hynny o staff sy'n gweithio yn Nhŷ Cambria a Phlas yr Afon ar hyn o bryd, ac a fydd yn gweithio yn CP2 yn y dyfodol, yn symud i'w swyddfa newydd yn ddiweddarach eleni. Cyn bo hir, byddwn yn lansio rhaglen gyfathrebu ar gyfer y dyfodol er mwyn sicrhau y bydd ein cydweithwyr yn cael yr wybodaeth ddiweddaraf ac er mwyn gwneud yn siŵr y gellir symud yn ddidrafferth i'r lleoliad gwaith newydd.
66. Rydym yn parhau i wneud cynnydd o ran dod o hyd i ganolfan weithredol addas yn ardal y De Ddwyrain / Canol y De. Rydym wedi gwneud yn fawr o'r cyfle i amrywio prydles bresennol Plas yr Afon er mwyn inni gael ychwaneg o amser i ddod o hyd i'r ganolfan fwyaf addas a rhoi digon o amser i'n cydweithwyr symud i'r gwasanaeth telemetreg ddigidol newydd. Cytunwyd y byddwn yn dal i feddiannu Plas yr Afon fel lleoliad depo tan fis Mehefin 2025, er y byddwn yn defnyddio llai o arwynebedd yr adeilad nag y gwnawn ar hyn o bryd. Byddwn yn parhau i gyfathrebu â staff ein

depos dros y deuddeg mis nesaf i gadarnhau bod ein gofynion yn dal i fod yr un fath wrth inni nesáu at 2025.

Ein Llais / Our Voice

67. Fe wnaeth mwy na 1900 o staff lenwi arolwg staff Ein Llais / Our Voice – sef 76% o'n gweithlu ac 80% o'n cydweithwyr parhaol. Soniodd amrywiaeth o bobl o wahanol gyfarwyddiaethau ac o wahanol rannau o'r wlad am eu profiad o weithio i CNC. Roedd y rhain yn amrywio o bobl sydd wedi gweithio gyda ni ers llai na deuddeg mis i rai pobl sydd wedi gweithio i'r sefydliad ers mwy na deg mlynedd ar hugain.
68. Yn awr, bydd People Insight, ein cyflenwr arbenigol, yn dadansoddi'r atebion er mwyn gweld beth yw'r pethau da ynglŷn â gweithio i CNC a pha bethau y gallwn eu gwneud yn well. Bydd y gwaith hwn yn cael ei wneud yn ystod mis Ebrill, a'r bwriad yw rhannu'r canlyniadau gyda'n pobl ar ôl y Pasg.
69. Yna, byddwn yn blaenoriaethu'r camau y dymunwn eu cymryd i wella profiad ein staff a diogelu'r pethau da ynglŷn â'r sefydliad. Byddwn yn gwneud hyn trwy ymgysylltu â'n timau, y grŵp ymgynghori â staff a'n partneriaid yn yr undebau llafur. Bydd y gwaith hwn yn cael ei hwyluso'n fawr yn sgil yr amser, yr egni a'r gonestrwydd a fuddsoddodd ein staff yn yr arolwg.

Rhagolwg

Dydd Mercher 12 Ebrill – Cyfarfod Eithriadol y Bwrdd a Galwad Diweddariad y Bwrdd

Dydd Mawrth 18 Ebrill – Y Pwyllgor Rheoli Perygl Llifogydd

Dydd Iau 27 Ebrill – Diwrnod Datblygu'r Bwrdd

Dydd Gwener 28 Ebrill – Y Pwyllgor Cyllid

Dydd Gwener 5 Mai – Y Pwyllgor Ystad Tir

Dydd Mercher 10 Mai – Y Pwyllgor Cynghori ar Dystiolaeth

Dydd Mercher 17 a Dydd Iau 18 Mai – Cyfarfod y Bwrdd

Dydd Mawrth 6 Mehefin – Digwyddiad Senedd: Lansio'r Cynllun Corfforaethol

Papur Bwrdd CNC

Dyddiad y cyfarfod:	23 Mawrth 2023
Teitl y papur:	Diweddariad y Pwyllgor Cyngori ar Dystiolaeth (EAC)
Cyfeirnod y papur:	23-03-B06
Noddir y papur gan:	Peter Rigby – Cadeirydd y Pwyllgor Cyngori ar Dystiolaeth
Cyflwynir y papur gan:	Peter Rigby
Diben y papur	Gwybodaeth
Crynodeb	Nodi'r diweddariad

Mater

1. Yn y papur hwn, cyflwynir yr wybodaeth ddiweddaraf i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Cyngori ar Dystiolaeth a gynhaliwyd ar 21 Chwefror 2023. Mae cofnodion y cyfarfod ar gael i ba bynnag aelod o'r Bwrdd sydd â diddordeb yn eu cael.

Diweddariad

Busnes Safonol y Pwyllgor

2. Gan fod un o'r aelodau wedi penderfynu rhoi'r gorau i fod yn aelod o'r Pwyllgor, gellir anfon awgrymiadau ar gyfer rhywun arall i gymryd ei le at Gadeirydd y Pwyllgor Cyngori ar Dystiolaeth, i'w hystyried.

Arloesi

3. Rhoddwyd trosolwg i'r Pwyllgor o statws cyfredol Arloesi, yn cynnwys gwaith Y Lab, Nesta, ym Mhrifysgol Caerdydd a Swyddfa Arloesi'r Sector Cyhoeddus (OPSI). Trafodwyd cynnwys y diweddariad, ac ystyriwyd y materion, yr heriau, y risgiau a'r ddynwedd gymdeithasol ymddygiadol sy'n perthyn i arloesi.
4. Dywedodd y Pwyllgor fod angen ymchwilio ymhellach i fecanweithiau, trwy blatfformau a gweithrediadau penodol yn y labordy; pyllau tywod, er mwyn annog cyfraniadau a dwyn gwahanol bobl ynghyd fel y gellir treulio amser yn trafod arloesi; hyfforddiant a Datblygiad Proffesiynol Parhaus. Awgrymodd y Pwyllgor y byddai angen cynnal

trafodaeth bellach er mwyn pennu risgiau derbyniol ac annerbyniol, ynghyd â thrafod y risgiau a'r manteision sy'n perthyn i arloesi wrth gipio tystiolaeth.

5. Wrth drafod arloesi, cytunwyd y dylid canolbwyntio ar ganlyniadau amgylcheddol ac y byddai Amcanion Llesiant y Cynllun Corfforaethol newydd angen arloesi mewn perthynas â chyfrifoldebau CNC dros warchod a rheoli'r amgylchedd.

Adroddiad o Gyflwr Adnoddau Naturiol (SoNaRR)

6. Rhoddwyd y diweddaraf ynglŷn â sefyllfa bresennol SoNaRR 2025. Cyflwynwyd y weledigaeth, yr amserlen a'r newidiadau o gymharu ag Adroddiad 2020.
7. Trafododd aelodau'r Pwyllgor y diweddariad ac fe'u cynghorwyd i ystyried y gwahanol randdeiliaid a sut mae hyn wedi dylanwadu ar y modd mae'r Adroddiad wedi esblygu. [Dw i ddim yn siŵr ai derbyn cyngor ynteu rhoi cyngor mae'r Pwyllgor.]
8. Trafododd y Pwyllgor yr angen am ddulliau cyfathrebu gwahanol ar gyfer cynulleidfaoedd allweddol, a hefyd trafodwyd y cynllun gwe; darparwyd cyngor.

Dynodi Parc Cenedlaethol

9. Rhoddwyd diweddariad i'r Pwyllgor ynglŷn â'r Rhaglen Tirweddau Dynodedig, yn cynnwys strwythur y tîm, meini prawf yr ardal chwilio a'r fframwaith gwerthuso gyda'r ffynonellau tystiolaeth presennol a ddefnyddiwyd.
10. Cyflwynwyd gwaith yn ymwneud â Mapio Harddwch Naturiol Integredig Cymru Gyfan a thrafododd y Pwyllgor y broses ddynodi, y defnydd o dystiolaeth, yr angen am sail resymegol a'r modd y byddai tirweddau a morweddau'n cael eu hystyried yn y gwaith dadansoddi.
11. Dywedodd y Pwyllgor fod angen sicrhau bod y dystiolaeth a ddefnyddir yn gadarn a bod penderfyniadau ynglŷn â'r ardaloedd yn cael eu cofnodi.

Eogiaid

12. Cyflwynwyd y diweddaraf ynglŷn â gwarchod a rheoli poblogaethau bach o eogiaid, lle tynnwyd sylw at risg difodiant; terfynau cadwraeth; cyfraddau difodiant a thystiolaeth. Trafododd y Pwyllgor y diweddariad a'r dystiolaeth a gyflwynwyd, gan gynnig adborth ac argymhellion.
13. Rhoddwyd braslun o'r Cynllun Gweithredu er mwyn pennu pwysau a chamau gweithredu allweddol. Rhoddir blaenoriaeth i ymyriadau a fydd yn esgor ar yr effaith fwyaf.

Y Berthynas â'r Gymuned Academaidd

14. Rhoddwyd diweddariad i'r Pwyllgor ynglŷn â'r berthynas â'r gymuned academaidd. Rhoddwyd gwybod i'r aelodau fod Prifysgol Caerdydd a Phrifysgol Bangor yn pennu cyfleoedd trwy gyfrwng ysgoloriaethau ymchwil PhD. Mae angen trafod hyn ymhellach gyda'r gymuned academaidd ehangach.

15. Rhoddwyd gwybod i'r Pwyllgor y byddai ysgoloriaethau ymchwil yn cael eu hadolygu oddi mewn i Raglen Trawsnewid Busnes CNC. Mae trafodaethau pellach wedi'u trefnu gyda Llywodraeth Cymru i drafod Rhaglenni Hyfforddi Doethurol.

Dadansoddeg Data

16. Rhoddwyd y diweddaraf i'r Pwyllgor ynglŷn â dadansoddeg data yn CNC.



Papur Bwrdd

Teitl y Papur:	Diweddariad y Pwyllgor Cyllid
Cyfeirnod y Papur:	23-03-B07
Noddir y Papur gan:	Syr David Henshaw – Cadeirydd y Pwyllgor Cyllid
Cyflwynir y Papur gan:	Syr David Henshaw

Diben y Papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Mater

1. Mae'r papur hwn yn rhoi diweddariad i'r Bwrdd yn dilyn cyfarfodydd y Pwyllgor Cyllid ar 9 Chwefror a 7 Mawrth 2023.

Diweddariad

9 Chwefror

Diweddariad cyllid 2022-23

2. Cafodd aelodau'r pwyllgor ddiweddariad byr ar lafar ar berfformiad cyllideb 2022-23. Roedd y gyllideb ar y trywydd iawn i fod o fewn 1% i'r targed erbyn diwedd y flwyddyn ariannol.

Cyllideb 2023-24

3. Cyflwynwyd y dull a gymerwyd i gydbwyso cyllideb 2023-24 gan gynnwys trosolwg o'r rhagolygon cyllido a'r camau a gymerwyd i leddfu'r pwysau. Roedd y Pwyllgor Cyllid yn gefnogol i'r dull a ddefnyddiwyd, gan awgrymu y dylid cynnwys diweddariadau'r Rhaglen TGCh fel rhan o'u cylch gwaith. Byddai cyllideb 2023-24 yn dychwelyd gerbron y Pwyllgor Cyllid i'w chymeradwyo ym mis Mawrth.

Cynigion codi tâl 2023-24

4. Cafodd y Pwyllgor y wybodaeth ddiweddaraf ar yr ymgynghoriad cyhoeddus ar gyfer y cynigion codi tâl gan gynnwys y dull gweithredu, y canlyniadau a'r newidiadau a wnaed i'r cynigion yn sgil yr ymgynghoriad. Roedd y Pwyllgor Cyllid yn croesawu'r dull a fabwysiadwyd gan y tîm yn enwedig yr ymgynghoriad cyhoeddus a'r cynigion i'w cyflwyno i'w cymeradwyo gan y Bwrdd.

5. Byddai tîm newydd yn datblygu ac yn cynnal proses i bennu ffioedd yn flynyddol yn y blynyddoedd dilynol.

Trafodaeth am y gwersi a ddysgwyd o gynllun Rhydaman

6. Ar ôl i'r Bwrdd gymeradwyo Cynllun Rhydaman, bu'r Pwyllgor Cyllid yn trafod y materion a'r broses ar gyfer rhaglennu prosiectau. Nodwyd rhai awgrymiadau ar sut i wella'r broses yn ogystal â sut i wella ymwybyddiaeth y cyhoedd o liniaru llifogydd.

Cynllun Corfforaethol

7. Darparwyd diweddariad ar ddatblygu'r Cynllun Corfforaethol, a nodwyd adborth cadarnhaol gan Lywodraeth Cymru (LIC), yn enwedig ynghylch symleiddio dangosyddion a metrigau monitro. Croesawodd y Pwyllgor Cyllid y diweddariad a chawsant eu calonogi gan ymateb cadarnhaol Llywodraeth Cymru.

7 Mawrth

Perfformiad y Gyllideb (Cyfnod 10 Ionawr)

8. Clywodd y Pwyllgor Cyllid y wybodaeth ddiweddaraf am berfformiad ariannol presennol CNC ac unrhyw risgiau'n ymwneud â gwariant. Trafodwyd y marchnadoedd pren a lefel y risg sydd gan CNC yn y maes hwnnw.

Cymeradwyaethau Bwrdd CNC i gael sêl bendith y Pwyllgor Cyllid

9. Fe wnaeth y Pwyllgor Cyllid gymeradwyo tair cymeradwyaeth i'r Bwrdd.

Cyllideb 2023-24

10. Cyflwynwyd Cyllideb 2023-24 i'r Pwyllgor Cyllid ei chymeradwyo Roedd angen eglurhad am sawl elfen ac roedd rhagdybiaethau wedi'u gwneud wrth ddatblygu'r gyllideb.
11. Fe wnaeth y Pwyllgor Cyllid gymeradwyo Cyllideb 2023-24 a'r argymhellion fel yr amlinellir yn y papur.

Seilos Ariannu

12. Bu'r Pwyllgor Cyllid yn trafod ffrydiau ariannu, y cyfyngiadau ariannu, a rhannu rhai argymhellion ar sut i chwalu rhai o'r rhwystrau rhwng seilos ariannu. Byddai diweddariad yn cael ei gyflwyno yn ôl i'r Pwyllgor Cyllid yn y dyfodol.

Diweddariad y Cynllun Corfforaethol a'r Cynllun Busnes

13. Tynnwyd sylw at y gwaith ar ddangosyddion strategol y Cynllun Corfforaethol. Roedd y Pwyllgor yn argymhell y dylid datblygu'r dangosyddion dros y flwyddyn nesaf a bod y dangosyddion dangosfwrdd presennol yn cael eu defnyddio yn y cyfamser. Byddai hyn yn caniatáu amser i ddatblygu set gadarn o ddangosyddion strategol.

Gweithgareddau Masnachol

14. Trafododd y Pwyllgor Cyllid weithgarwch masnachol CNC gan gynnwys diweddaru'r Strategaeth Fasnachol a chymhwyso egwyddorion Rheoli Adnoddau Naturiol yn Gynaliadwy. Roedd y Pwyllgor o'r farn y byddai angen i benderfyniadau ar weithgarwch

masnachol fod yn dryloyw a bod modd eu cyfiawnhau dan Amcanion Llesiant y Cynllun Corfforaethol newydd.

Diweddariad am Drawsnewid Busnes

15. Cafwyd diweddariad ar gamau datblygu pob un o'r chwe rhaglen yn y Rhaglen Trawsnewid Busnes. Croesawyd y diweddariadau hyn gan y Pwyllgor Cyllid.

Diweddariad am Brosiect System Rhybuddion Llifogydd

16. Cafodd y Pwyllgor Cyllid ddiweddariad ar y pum prif faes gweithgaredd ar gyfer y Prosiect System Rhybuddion Llifogydd gan gynnwys recriwtio, gwiriad iechyd Swyddfa Rheoli'r Rhaglen a sicrhau partner integreiddio TGCh. Statws Coch, Oren, Gwyrdd (RAG) y Prosiect oedd Gwyrdd.

Rheoli Risg – SR01 – Adolygiad blynyddol cyllid annigonol

17. Cafodd Risg SR01- Cyllid Annigonol, rheolaethau a chamau gweithredu - ei diweddarau i adlewyrchu gweithgarwch yn ystod y flwyddyn ddiwethaf. Cytunodd y Pwyllgor Cyllid ar y diweddariadau a'r sgorau presennol a tharged.

Diwygio Cylch Gorchwyl y Pwyllgor Cyllid

18. Fe wnaeth y Pwyllgor Cyllid gymeradwyo'r gwelliant i'r Cylch Gorchwyl a ddaeth â diweddariadau TGCh o dan eu cylch gwaith.

Cyfleoedd Llety Caerdydd

19. Cafwyd diweddariad ar gyfleoedd llety Caerdydd. Bu'r Pwyllgor yn trafod rhwymedigaeth CNC i weithredu mesurau lliniaru carbon ar draws yr ystad adeiledig.

Papur Bwrdd CNC

Dyddiad y cyfarfod:	23 Mawrth 2023
Teitl y Papur:	Diweddariad y Pwyllgor Ardaloedd Gwarchoddedig (PrAC)
Cyfeirnod y papur:	23-03-B08
Noddir y papur gan:	Rosie Plummer – Cadeirydd y Pwyllgor Ardaloedd Gwarchoddedig
Cyflwynir y papur gan	Rosie Plummer – Cadeirydd y Pwyllgor Ardaloedd Gwarchoddedig
Diben y papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Mater

1. Mae'r crynodeb hwn yn cyflwyno diweddariad ynglŷn â materion y dylid tynnu sylw holl aelodau'r Bwrdd atynt yn nhyb y Pwyllgor Ardaloedd Gwarchoddedig (PrAC), yn dilyn cyfarfod diwethaf y Pwyllgor a gynhaliwyd ar 7 Chwefror 2023.

Diweddariad

Tirweddau Cymru

2. Cyflwynodd y Prif Gyngorydd ar gyfer Tirweddau Gwarchoddedig y diweddaraf ynglŷn â chyfarfod diwethaf Tirweddau Cymru, a gynhaliwyd ym mis Ionawr. Trafodwyd cyflwyniad yn ymwneud â Natur a Ni; yr Archwiliad Dwfn Bioamrywiaeth; a'r Cynllun Ffermio Cynaliadwy. Bydd Seminar Tirweddau Cymru yn cael ei chynnal ar 9 a 10 Mawrth a bydd yn canolbwyntio ar yr Archwiliad Dwfn Bioamrywiaeth.

Tirweddau Dynodedig

3. Cyflwynodd y Prif Gyngorydd ar gyfer Tirweddau Dynodedig y diweddaraf. Mae tîm y rhaglen wedi'i benodi a chyflwynwyd y maes chwilio cyfredol yng nghyfarfod mis Ionawr y Bwrdd.

Y Diweddaraf am Ddeddfwriaeth

4. Cyflwynwyd trosolwg i'r Pwyllgor Ardaloedd Gwarchoddedig o ddeddfwriaeth y dylai CNC fod yn ymwybodol ohoni. Dosbarthwyd y papur hwn wedyn ymhlith aelodau'r Bwrdd, er gwybodaeth; ac ychwanegwyd eitem at agenda Rhagolwg y Bwrdd.

Y Diweddaraf am y Rhaglen Safleoedd Gwarchoddedig

5. Cyflwynwyd y diweddaraf i'r Pwyllgor ardaloedd Gwarchoddedig ynglŷn ag amryfal raglenni CNC gogyfer dod â Safleoedd o Ddiddordeb Gwyddonol Arbennig (SoDdGA) tirol i gyflwr mwy ffafriol. Mae CNC wedi sefydlu nifer o raglenni er mwyn ceisio atal a gwrthdroi'r dirywiad yng nghynefinoedd a rhywogaethau'r tir.
6. Trafododd a nododd y Pwyllgor Ardaloedd Gwarchoddedig y gwahaniaeth rhwng y buddsoddiadau ariannol gwerthfawr a sylweddol a'r gwaith monitro ar safleoedd gwarchoddedig. Hefyd, trafodwyd faint o adnoddau y byddai eu hangen ar gyfer gwaith yn y dyfodol er mwyn cyrraedd graddfa Rhaglen LIFE, o gofio y bydd arian yr UE yn dod i ben.

Budd Net i Fioamrywiaeth

7. Cyflwynwyd trosolwg o Enillion Net i Fioamrywiaeth, rôl metrigau, sut y'u defnyddir, a'r cysyniad datblygol ar gyfer bioamrywiaeth yng nghyd-destun Cymru.
8. Mae Budd Net i Fioamrywiaeth yn gysyniad a ddaw i'r amlwg ym Mholisi Cynllunio Cymru 11. Mae ei darddiad a'i egwyddorion yn debyg i darddiad ac egwyddorion Enillion Net i Fioamrywiaeth.
9. Esboniwyd y cysyniadau sydd wrth wraidd Budd Net i Fioamrywiaeth ac Enillion Net i Fioamrywiaeth a'r modd y gall CNC gyfrannu at ddatblygiadau. Nodwyd bod angen adolygu realaeth yr hyn y gellir ei gyflawni o safbwynt cynllunio. Disgwylir y bydd fersiwn ddiweddarach o Bolisi Cynllunio Cymru ar gael maes o law. Bydd y fersiwn hon yn egluro'r cysyniadau a'r dulliau gweithredu yn gliriach.

Hysbysu Safleoedd o Ddiddordeb Gwyddonol Arbennig (SoDdGA) – Protocol Tir CNC

10. Nodwyd bwlch yn y broses o ran ystyried ac ymateb i hysbysu, ail-hysbysu a dadhysbysu tir yn SoDdGA pan fo CNC yn berchen ar dir, neu'n meddiannu tir, o fewn ffiniau'r safle.
11. Cynigiwyd y dylid cynnal adolygiad yn ymwneud â chwmpas y dulliau y gallai CNC eu defnyddio i fynd i'r afael â'r bwlch hwn, ac y dylid ymgynghori'n ehangach ymhlith amryfal feysydd ledled CNC. Bydd hyn yn cael ei drafod yn ehangach gyda'r staff y gallai hysbysu SoDdGA effeithio ar eu gwaith, megis y tîm Rheoli Tir.
12. Bydd y mater hwn yn cael ei drafod drachefn yn un o gyfarfodydd y Pwyllgor Ardaloedd Gwarchoddedig yn y dyfodol.

30 erbyn 30 – Y Diweddaraf

13. Cyflwynodd yr Archwiliad Dwfn Bioamrywiaeth dri o argymhellion y dylid bwrw ymlaen â nhw yn syth, sef: ymestyn ac ehangu'r Rhaglen Rhwydweithiau Natur; y Map Rhwydweithiau Natur a nodi cyfleoedd i gysylltu cynefinoedd â'i gilydd; a chreu porth er mwyn i randdeiliaid allweddol allu cael mynediad uniongyrchol at heriau a bennir ar safleoedd dynodedig CNC.

14. Tynnwyd sylw at y ffaith bod angen cynnwys dyheadau gwaith '30 erbyn 30' yn nyheadau CNC yn y Cynllun Corfforaethol.

Papur Bwrdd

Dyddiad y cyfarfod:	23 Mawrth 2023
Teitl y papur:	Diweddariad Fforwm Rheoli Tir Cymru
Cyfeirnod y papur:	23-03-B09
Noddir y papur gan:	Zoe Henderson, Cadeirydd Fforwm Rheoli Tir Cymru
Paratowyd y papur gan:	Bronwen Martin, Cyngorydd Arbenigol: Rheoli Tir Cymru
Cyflwynir y papur gan:	Zoe Henderson, Cadeirydd Fforwm Rheoli Tir Cymru
Diben y papur	Gwybodaeth

Fforwm Rheoli Tir Cymru

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

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

Diweddariad

Cyfarfod 13 Mawrth 2023

2. Bydd cyfarfod cyntaf Fforwm Rheoli Tir Cymru yn 2023 yn cael ei gynnal ddydd Llun 13 Mawrth. Nid yw'r agenda wedi'i chadarnhau eto, ond bydd y cyfarfod yn cynnwys diweddariad llafar yn ymwneud ag Afancod, Diweddariadau CNC a diweddariadau gan sefydliadau sy'n aelodau o'r Fforwm.
3. Anogir yr aelodau i awgrymu eitemau posibl ar gyfer yr agenda, ynghyd â phynciau trafod.
4. Ar ôl i'r aelodau adolygu'r cofnodion a chytuno'n ffurfiol arnynt, byddant yn cael eu cyhoeddi ar dudalen y Fforwm ar wefan CNC.

Is-grŵp Fforwm Rheoli Tir Cymru ar Lygredd Amaethyddol

- Prif ddiben Is-grŵp y Fforwm yw pennu cyfleoedd i ddileu llygredd amaethyddol yng Nghymru gan fynd ati ar yr un pryd i gynnal sector ffermio ffyniannus trwy ddilyn pum thema allweddol (cyngor ac arweiniad, dull gwirfoddol, rheoleiddio, arloesi, a buddsoddi), a gweithio ar y cyd ag amrywiaeth o randdeiliaid amaethyddol ac amgylcheddol.
- Ar hyn o bryd, cynhelir cyfarfodydd Is-grŵp y Fforwm bob mis.

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

Diweddariadau

Cyfarfod 23 Ionawr 2023

- Bu cryn drafod ar ymgynghoriad Llywodraeth Cymru ynglŷn â'r cynllun trwyddedu arfaethedig a lanswyd ar 25 Tachwedd 2022 ac a ddaeth i ben ar 17 Chwefror 2023. Anogodd Llywodraeth Cymru y grŵp i gymryd rhan yn y broses ymgynghori a chyflwynwyd trosolwg byr o'r amserlen ar gyfer y dyfodol.
- Rhoddodd Llywodraeth Cymru ddiweddariad byr yn ymwneud â'r broses Mesurau Amgen.
- Yn ystod y cyfarfod, cafwyd cyflwyniad yn ymwneud â'r Prosiect Llaeth. Cyflwynodd Caroline Moscrop (CNC) y diweddaraaf am y prosiect, y disgwylir iddo ddod i ben yn ystod mis Mawrth 2023.
- Rhannodd yr aelodau yr wybodaeth ddiweddaraaf gan eu sefydliadau, gan gymryd rhan wedyn mewn trafodaeth 'rhagolwg'. Bu hwn yn gyfle i'r grŵp drafod eitemau agenda ar gyfer y dyfodol, cyfarfodydd yn y cawd a lleoliadau posibl y gellid ymweld â nhw, yn ogystal â rhannu syniadau ynglŷn â'r hyn y gall y grŵp ei gyflawni yn 2023/2024.

Cyfarfod 29 Chwefror 2023

- Ymunodd John Owen, Gelli Aur (Coleg Sir Gâr) â'r cyfarfod er mwyn rhoi cyflwyniad dilynol yn ymwneud â Phrosiect Partneriaeth Maetholion Fferm Tywi.
- Cyflwynodd Llywodraeth Cymru a CNC ddiweddariad llafar yn ymwneud ag adnoddau ar gyfer Rheoliadau Adnoddau Dŵr (Rheoli Llygredd Amaethyddol) (Cymru) 2021.
- Cyflwynwyd y grŵp i waith y Grŵp Technegol Amaethyddol Afonydd Ardal Cadwraeth Arbennig (ACA). Esboniodd Ieuan Stephen Davies (CNC) ddiben y grŵp a rhoddodd drosolwg o'r nodau a'r amcanion. Bydd y grŵp hwn yn rhoi gwybodaeth a manylion am gynnydd i Is-grŵp y Fforwm er mwyn atal unrhyw ddyblygu.
- Bwriedir cynnal cyfarfod nesaf Is-grŵp y Fforwm ddydd Llun 27 Mawrth 2023.
- Ar ôl i'r aelodau adolygu'r cofnodion a chytuno'n ffurfiol arnynt, byddant yn cael eu cyhoeddi ar dudalen Is-grŵp y Fforwm ar wefan CNC.

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	23 Mawrth 2023
Teitl y Papur:	Fforwm Pysgodfeydd Cymru
Cyfeirnod y Papur:	23-03-B10
Noddir y Papur gan:	Yr Athro Steve Ormerod, Is-gadeirydd
Paratowyd y Papur gan:	Ben Wilson, Prif Gyngorydd Pysgodfeydd; Tystiolaeth, Polisi a Thrwyddedu, Tîm Rheoli Adnoddau Naturiol
Cyflwynir y Papur gan:	Yr Athro Steve Ormerod, Is-gadeirydd Fforwm Pysgodfeydd Cymru
Diben y Papur	Gwybodaeth

Cefndir

1. Mae Fforwm Pysgodfeydd Cymru yn cwrdd deirgwaith y flwyddyn ac yn rhoi cyfle i randdeiliaid pysgodfeydd a sefydliadau anllywodraethol rannu tystiolaeth a chyfleoedd i gydweithio er mwyn cyflawni'r gwaith o reoli pysgodfeydd yn gynaliadwy yma yng Nghymru.
2. Cylch gwaith y grŵp yw:
 - a. Cynrychioli'r ystod o randdeiliaid sydd â buddiant yn adnoddau pysgodfeydd dŵr croyw ac ymfudol Cymru a gwaith Cyfoeth Naturiol Cymru (CNC) ac eraill i gynnal, gwella a datblygu pysgodfeydd mudol a dŵr croyw yng Nghymru.
 - b. Rhoi cyngor strategol i CNC gan adlewyrchu barn buddiannau pysgodfeydd. Rhannu cyngorion CNC â Llywodraeth Cymru (LIC), gan gynnwys datblygu polisi a strategaeth sy'n gysylltiedig â physgodfeydd.
 - c. Adolygu perfformiad pysgodfeydd a gwaith cysylltiedig CNC i sicrhau bod pysgotwyr a buddiannau pysgodfeydd yn gwybod bod incwm trwydded pysgota â gwialen a chyllid eraill yn cael eu defnyddio er y budd gorau er mwyn helpu i gyflawni dyletswydd pysgodfeydd statudol CNC.
 - d. Ystyried effaith ecolegol, biolegol ac economaidd materion newydd a datblygol sy'n effeithio ar ein pysgodfeydd.

- e. Helpu i ledaenu gwybodaeth gan CNC ac eraill i fuddiannau pysgota a physgodfeydd.
- f. Rhoi adborth clir o fuddiannau pysgota a physgodfeydd i CNC a hwyluso darpariaeth gwybodaeth i'r buddiannau hynny.
- g. Nodi cyfleoedd i weithio mewn partneriaeth a chyllid newydd.
- h. Cefnogi gwaith sganio'r gorwel ar gyfer datblygiadau cyfleoedd, a risgiau newydd disgwylid, a chodi ymwybyddiaeth o broblemau ehangach rheoli pysgodfeydd dŵr croyw ac ymfudol, er enghraifft pysgodfeydd morol.

Diweddariad

3. Cynhaliwyd y cyfarfod diweddaraf yn rhithwir ar 31 Mawrth 2023.
4. Croesawyd aelodau newydd i'r grŵp:
 - a. Sara Sherratt sydd bellach yn ysgrifennydd y grŵp
 - b. Nigel Davies sy'n ymuno â'r Fforwm ac yn cynrychioli Grŵp Pysgodfeydd Lleol Ceredigion
5. Adolygodd y fforwm ddiweddariadau i'r camau gweithredu o'r cyfarfod blaenorol.

6. **Darpariaeth Cynllun Amgylchedd Cenedlaethol Dŵr Cymru ar gyfer pysgodfeydd**

Bu Tony Harrington a Margot Mear o Dŵr Cymru yn trafod eu huchelgeisiau ar gyfer y blynyddoedd nesaf o safbwynt sut maen nhw'n mesur eu heffaith amgylcheddol drwy wella eu hasesiadau'r Gyfarwydeb Fframwaith Dŵr (WFD) dan Gynllun Rheoli Asedau 8 (AMP8).

7. **Poblogaethau Eogiaid Bach**

Cyflwynodd Carlos Garcia De Leaniz a Nigel Milner adroddiad a gomisiynwyd gan CNC i adnabod a nodweddu poblogaethau eogiaid bach i gefnogi eu cadwraeth a'u rheolaeth. Bwriad yr adroddiad yw helpu i ddeall ac ymateb i boblogaethau o eogiaid a sewin sy'n gostwng yn afonydd Cymru.

Yn ogystal â chyflwyno canlyniadau demograffig a genetig dirywiad poblogaethau eogiaid, roedd yr adroddiad yn tynnu sylw at y risg uniongyrchol y bydd rhai stociau lleol yn diflannu'n llwyr. Hefyd, nodwyd y gall stociau wella'n naturiol, lle gellir adnabod a mynd i'r afael â phwysau, er bod adferiad o'r fath yn ymddangos yn llai sicr yng nghyd-destun newid hinsawdd.

Bydd yr adroddiad llawn yn cael ei ddosbarthu i'r grŵp pan gaiff ei gyhoeddi ac fe'i defnyddir i helpu CNC i ddiwygio'r Cynllun Gweithredu ar gyfer Eogiaid a Sewin, ynghyd â thystiolaeth bellach rydym yn ei chasglu ar ffactorau sy'n effeithio ar ddŵr croyw rhywogaethau eogiaid. Bydd hefyd yn cael ei godi fel papur diweddar yng nghyfarfod nesaf Bwrdd CNC.

8. Cynllun Corfforaethol CNC

Rhoddodd Caroline Hawkins (CNC) drosolwg a diweddariad ar gynnydd Cynllun Corfforaethol CNC gan amlinellu uchelgeisiau'r Cynllun i gefnogi adferiad natur, gallu natur i wrthsefyll newid hinsawdd ac atal llygredd niweidiol. Fe wnaeth y Fforwm gymeradwyo'r angen i CNC gryfhau targedau'r mesurau o fewn y Cynllun i sicrhau bod dyletswyddau pysgodfeydd yn cael eu cipio a'u cyflawni.

9. Pysgota yng Nghymru

Rhoddodd Ceri Thomas (Angling Trust) ddiweddariad ar waith hyrwyddo a llwyddiant gwefan [Pysgota yng Nghymru](#). Lanswyd y wefan ddwyieithog ym mis Gorffennaf 2020, ac ers hynny, mae tudlennau'r wefan wedi'u gweld 1,548,325 o weithiau gan 475,883 o ddefnyddwyr unigryw.

Yn y 12 mis diwethaf:

- mae 94% o ddefnyddwyr gwefan Pysgota yng Nghymru yn dod o'r DU, a 5% o UDA a gwledydd yr Undeb Ewropeaidd.
- Defnyddwyr y DU: 33% Cymru, 65% Lloegr
- 27.4% o ddefnyddwyr yn fenywod, 72.6% o ddynion.
- Yr ystod oedran defnyddwyr amlaf yw 35-44 oed

Mae CNC wedi ymrwmo i gefnogi Pysgota yng Nghymru am y ddwy flynedd nesaf o leiaf, gan mai elfen allweddol o ddyletswyddau ein pysgodfeydd yw hyrwyddo manteision economaidd-gymdeithasol pysgota a chefnogi cyfleoedd economaidd lleol a gwledig cynaliadwy yng Nghymru.

Bu'r fforwm yn trafod cynaliadwyedd gan nodi nad yw Pysgota yng Nghymru yn hyrwyddo pysgota eogiaid yng Nghymru, ond yn hytrach mae'n canolbwyntio ar rywogaethau afonydd, dŵr llonydd a morol eraill.

10. Cynigion ar gynnal pysgodfeydd rhwydi sewin

Cyflwynodd Dave Mee (CNC) gynigion am sut y gellid rheoleiddio'n wahanol y pysgodfeydd rhwydi sy'n weddill a drwyddedir gan CNC i ddal sewin, er mwyn sicrhau bod stociau bregus yn cael eu diogelu law yn llaw â chynnal gwerth treftadaeth y pysgodfeydd hyn. Bydd CNC yn ymwneud yn uniongyrchol â deiliaid trwyddedau rhwydi i geisio eu barn ar y ffordd orau o ddiogelu stociau, cyn gwneud cynigion cadarn ar gyfer ymgynghoriad ffurfiol yn ddiweddarach yn y flwyddyn.

11. Derbyniodd y grŵp ddiweddariadau gan:

- a. Is-grŵp Fforwm Rheoli Tir Cymru ar lygredd amaethyddol.
- b. Y Fforwm Dŵr.

12. Cafwyd diweddariad cyffredinol ar faterion pysgodfeydd, gan gynnwys y newidiadau i ddyletswyddau a gwerthiant trwyddedau gwialen a phwyslais ar Adroddiad Rheoleiddio Blynnyddol CNC. Arweiniodd hyn at drafodaeth rhwng aelodau Fforwm Pysgodfeydd Cymru ar ddirwyon, yn amrywio o bysgotwyr a llygrwyr.

13. FFAIR GÊM CYMRU

Tynnodd Davina Carey-Evans (DCE) o'r Game and Wildlife Conservation Trust (GWCT) sylw at y cyfleoedd i ymwneud â'r gymuned bysgota ehangach drwy Ffair

Gêm Cymru a gynhaliwyd ar Stâd y Faenol. Gofynnodd DCE am awgrymiadau gan y Fforwm ehangach ynghylch lle y gellir cael cyllid ychwanegol gan gynlluniau pysgota neu gyrff ariannu.

14. Eitemau ar gyfer agenda cyfarfodydd y dyfodol:

- a. Adolygiad o'r Asesiad o Stoc
- b. Stociau cynaliadwy o sewin
- c. Cynllun Camau Gweithredu/Cynllun Gweithredu NASCO
- d. Gorfodi
- e. Cynnwys pysgota â gwialen

15. Mae nodiadau'r cyfarfod ar gael ar gais, ac yn cael eu dosbarthu i aelodau'r grwpiau pysgodfeydd lleol.

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	23 Mawrth 2023
Teitl y Papur:	Adroddiad Perfformiad Ariannol
Cyfeirnod y Papur:	23-03-B11
Noddir y Papur gan:	Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol
Paratowyd y Papur gan:	Rob Bell, Pennaeth Cyllid; Mark Collins, Rheolwr Cyllid Busnes
Cyflwynir y Papur gan:	Rob Bell, Pennaeth Cyllid
Diben y Papur	Cymeradwyo (newid yn y rhagolygon) / Trafodaeth (Perfformiad Ariannol)
Crynodeb	I'w gymeradwyo: Diwygiad i'r rhagolygon, rhwng £238.5m a £237.1m. I'w ystyried Ddim hwyrach na diwedd mis Ionawr 2023. Camau a gymerwyd i gydbwyso'r gyllideb.
Craffwyd gan:	Y Pwyllgor Cyllid – 7 Mawrth 2023

Cefndir

1. Mae papur ar wahân i'w gymeradwyo.

Perfformiad Ariannol hyd at 31 Ionawr 2023

2. Mae'r Adroddiad Perfformiad Cyllid yn rhoi manylion am y cynnydd ar draws y mathau gwahanol o incwm, gwariant, a rhaglenni. Mae Atodiad A yn crynhoi'r negeseuon allweddol o ran:

- Perfformiad hyd at ddiwedd mis Ionawr 2023, o gymharu â'r rhagolygon diweddaraf.
- Risgiau i ni allu gwario o fewn ein lefelau cyllido.

- Sut rydym yn symud ymlaen yn erbyn rhagolygon ar gyfer y mathau gwahanol o wariant.
 - Newid yn y rhagolygon.
3. Mewn cyfarfodydd blaenorol rydym wedi esbonio'r amrywiadau i'n cyllid/incwm a ragfyneir ar gyfer y flwyddyn ariannol hon – yn bennaf mewn perthynas â'r Rhaglen Cyfalaf Risg Llifogydd, pren, a mathau eraill o incwm masnachol. Canlyniad hyn oedd lleihau'r rhagolygon cyffredinol i £238.5m o gymharu â'r gyllideb wreiddiol o £241.9m. Mae'r rhagolwg hwnnw wedi lleihau ymhellach i £237.1m oherwydd gostyngiad yn bennaf yn rhagolwg yr incwm masnachol, cyllid allanol a grantiau Argyfwng Natur a Chyfalaf.
4. Rydym yn disgwyl llythyr Cynnig Grant am arian ychwanegol ar gyfer Mawnogydd ar gyfer y Rhaglen Argyfyngau Natur a Chyfalaf (NaCE) (£1 miliwn) gan Lywodraeth Cymru. Mae Llywodraeth Cymru hefyd wedi cadarnhau cyllid ychwanegol o £1.5m ar gyfer Rhaglen Rheoli Cyfalaf Perygl Llifogydd ac rydym yn obeithiol am £0.5m arall. Felly, rydym yn disgwyl i gyfanswm y cyllid fod yn agosach at £240m.
5. Yr incwm ar ddiwedd Ionawr oedd £169.2m, sy'n uwch na'r rhagolygon hyd yma (£168.1m). Roedd gwariant o £175.6m yn erbyn rhagolwg o £170.6m – amrywiant o 3% a 74% o'r gyllideb a wariwyd. Er ein bod wedi cymryd camau i gydbwyso'r gyllideb, mae risg o orwario o hyd. Rydym wedi lleihau ein gwaith gor-raglennu i £0.9m. Yr un adeg y llynedd, roedd gennym wariant o £152.7m (70% o'r gyllideb flynyddol).
6. Dyma'r negeseuon allweddol ynglŷn â'n perfformiad incwm ar ddiwedd mis Ionawr:
- Mae'r incwm a ddaw o bren yn £27.9m sydd ychydig yn is na'r proffil yn seiliedig ar ragolygon y flwyddyn o £34.1m. Er hynny, mae ein rhagolwg diweddaraf yn rhagweld alldro o bron i £33.8m. Mae hyn yn seiliedig ar gynnydd mewn contractau yn ystod deufis olaf y flwyddyn ariannol ond gyda phrisiau cyfartalog wedi'u gwasgu o hyd. Mae prisiau cyfartalog yn parhau i leihau - £52.10 y dunnell ar ddiwedd Ionawr o gymharu â £62.70 y dunnell ar gyfartaledd ar gyfer y deg mis blaenorol.
 - Cawsom gadarnhad gan Lywodraeth Cymru y gallem hawlio'r Grant Cymorth llawn o £7.3m a gafodd ei gynnwys yn y llythyr o gysur.
7. Y negeseuon allweddol ynglŷn â'n perfformiad gwariant yw:
- Staff - roedd gwariant hyd at ddiwedd Ionawr yn £87.1m yn erbyn cyllideb o £87.2m. Gyda deufis yn weddill o'r flwyddyn ariannol, rydym yn rhagweld y bydd costau staff fymryn yn is na'r rhagolygon gydag unrhyw achosion o danwariant yn cael eu hailgylchu i gostau hysbysebu uwch.
 - Cyllidebau nad ydynt yn ymwneud â'r staff - rydym ar y blaen i'r gyllideb ddiwedd Ionawr (£2.3m a 5%), ac rydym £6m ar y blaen o gymharu â'r adeg yma'r llynedd (ond mae'r gyllideb £3.7m yn uwch). Mae gennym 31% o'r gyllideb yn weddill i'w gwario yn y ddau fis olaf, o'i gymharu â 37% y flwyddyn ariannol ddiwethaf. Mae perygl o orwario, yn benodol ar ein Rhaglen Stiwardiaeth Tir, ac rydym yn mynd ati i leihau gwariant cyn diwedd y flwyddyn ariannol. Os na allwn ni liniaru'r risg hon yn llawn, yna bydd angen i ni ysgrifennu at y Gweinidog yn gofyn am drosglwyddiad cyllideb.

- Ar y cyfan, mae gennym £62.2m wedi'i gyllidebu ar gyfer prosiectau cyfalaf a refeniw, ac mae hyn yn £6.6m (12%) yn fwy nag a wariwyd gennym yn y flwyddyn ariannol ddiwethaf (£55.6m).
 - Rhaglen Gyfalaf Perygl Llifogydd – yn seiliedig ar gyllid sy'n cael ei ddiwygio ar ddechrau'r flwyddyn ariannol (£17m), mae lefel y gor-raglennu wedi gostwng i £3.3m. Rydym wedi trafod cynyddu'r arian gyda Llywodraeth Cymru, ac maen nhw bellach wedi cadarnhau cyllideb ychwanegol o £1.5m ac rydym wedi gofyn am £0.5m arall. Efallai y bydd yn rhaid i ni arafu rhai prosiectau o hyd. Mae'r gwariant yn £12.8m yn erbyn £9.9m a ragwelir hyd yma, yn erbyn cyllideb graidd y Rhaglen o £13.9m.
 - Rhaglen Gyfalaf NaCE – trydedd flwyddyn y rhaglen hon. Mae'r gwariant ychydig ar y blaen i'r gyllideb ar yr adeg yma o'r flwyddyn (£7.7m yn erbyn cyllideb o £7.4m). Rydym yn rhagweld defnyddio'r gyllideb flwyddyn gyfan. Y gyllideb gyffredinol yw £14.9m, gan gynnwys costau gwasanaethau corfforaethol a ddylai gynyddu i £15.9m gyda'r cyllid Mawndiroedd ychwanegol.
 - Prosiectau a ariennir yn allanol – mae gennym sawl prosiect ar y gweill ar yr un pryd, gan arwain at gyllideb gyffredinol o £7.7m. £4.8m yw'r gwariant hyd yma, sydd fymryn ar ei hôl hi o gymharu â'r cynllun (£5.5m), ond mae modd cario cyllid drosodd i'r flwyddyn ariannol nesaf.
 - Ar hyn o bryd, mae cyllideb Datblygu ac Arloesi TGCh yn £6.5m, gyda gwariant hyd yma o £5m, sydd £0.3m ar y blaen i'r gyllideb - rydym yn disgwyl i'r Rhaglen gael ei chyflwyno o fewn cyllideb ddiwygiedig o £6.8m.
 - Rhaglen Plannu Cydbwyso – mae gennym dros £2m mewn golwg ar gyfer caffael tir cyn diwedd y flwyddyn ariannol. Dyw un caffaeliad (£0.6m) bellach ddim yn debygol o fynd yn ei flaen, felly bydd y gyllideb honno'n cael ei lleihau yn unol â hynny. Bydd yr arian yn dychwelyd i Lywodraeth Cymru fel rhan o'r incwm ffermydd gwynt dros ben a gafwyd yn y flwyddyn ariannol hon.

8. Tua £0.9m yw lefel ganolog y gor-raglennu.

Risgiau a chyfleoedd

9. Mae gennym risg yng Nghofrestr Risg Cyllid a Gwasanaethau Corfforaethol ar gyfer 'gwariant yn y flwyddyn'. Mae hyn hefyd yn cysylltu â SR01 (cyllid annigonol - tymor canolig). Gyda mwy o gyllideb eleni, roeddem yn teimlo bod ychydig mwy o risg i ddefnyddio'r gyllideb ond mae hynny wedi'i liniaru ac mae risg o orwario erbyn hyn.
10. Mae ein gor-raglennu yn £0.9m ar hyn o bryd. Rydym yn disgwyl i hynny leihau'n sylweddol oherwydd cyllidebau a fydd yn cael eu dychwelyd yn ystod mis Chwefror. Mae risg o orwario yn ein Rhaglen Stiwardiaeth Tir ac mae'r rhagolwg diweddaraf ar gyfer incwm pren yn dangos gostyngiad o £0.3m. Mae'r rhan fwyaf o gyllidebau eraill wedi eu hymrwymo'n llawn. Rydym yn asesu pob cyllideb Stiwardiaeth Tir ar gyfer "stopio, oedi neu leihau". Hefyd, rydym yn asesu ffrydiau incwm masnachol eraill ac yn obeithiol y gall dalu am y gostyngiad yn y rhagolygon ar gyfer incwm pren. Gydag unrhyw orwariant na allwn ei liniaru, bydd angen gofyn i Lywodraeth Cymru ysgwyddo'r gyllideb.

11. Rydym yn disgwyl i Lywodraeth Cymru roi taliad i'r Cynllun Pensiwn Llywodraeth Leol (LGPS) a fydd yn helpu gyda chyllideb y flwyddyn nesaf. Unwaith y bydd hyn wedi'i gadarnhau, byddwn yn cynyddu'r rhagolwg ar gyfer Cymorth Grant a thalu cyllidebau yn y flwyddyn ariannol hon. Os yw dros £5m, mae angen sêl bendith y Bwrdd a ddarparwyd yng nghyfarfod diwethaf y Bwrdd.

Goblygiadau ehangach

12. Y goblygiadau ehangach yw:
 - (a) **Cyllid:** Mae'r adroddiad hwn yn ymwneud â pherfformiad ariannol CNC. Mae gennym risg o fewn Cofrestr Risg y Gyfarwyddiaeth 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 nesaf

13. Rydym yn annog rheolwyr cyllidebau a phrosiectau i hysbysu Cyllid am unrhyw newidiadau pellach i'w rhagolygon y gellir eu cyflwyno'n ganolog.
14. Byddwn yn parhau i gynnal ein prosesau Cyllid arferol ac yn adolygu'r risgiau o fewn y gyllideb hyd at ddiwedd y flwyddyn ariannol. Bydd rhaglenni fel Datblygu ac Arloesi TGCh, Llifogydd a NaCE yn cael eu hail-ragfynegi bob mis.
15. Bydd yr Adroddiad hwn yn cael ei gyflwyno i'r Tîm Gweithredol a'r Tîm Arwain yn ogystal â'r Bwrdd a'r Pwyllgor Cyllid.
16. Mae'r adroddiad hwn yn cael ei gynhyrchu bob deufis i'r Bwrdd. Cynhyrchir yr atodiad perfformiad ariannol bob mis ar gyfer y Tîm Gweithredol.

Argymhelliad

17. Y Bwrdd i graffu ar y perfformiad ariannol hyd at ddiwedd Ionawr 2023.
18. Y Bwrdd i gymeradwyo newid y rhagolygon net gan gynyddu i £237.1m.

Mynegai Atodiadau

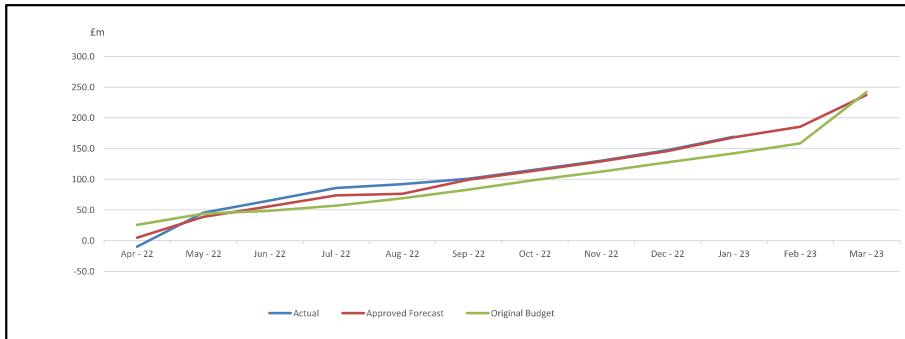
Atodiad A – Adroddiad Perfformiad Ariannol

NRW Board & Executive Team Budget Performance Report as at January 2023

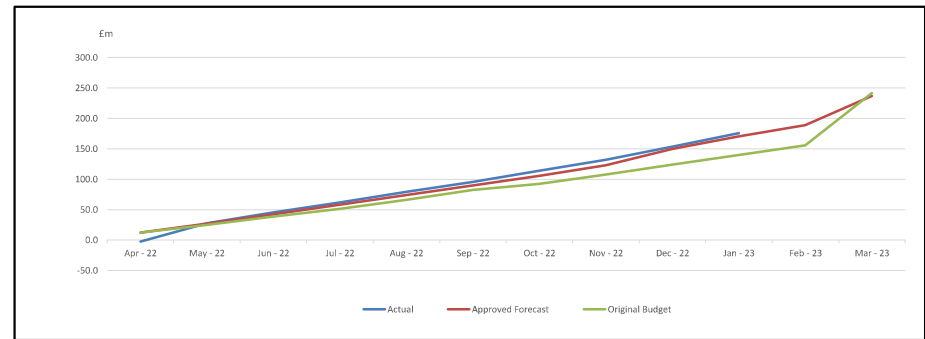
SECTION 1: NRW Financial Performance Summary

Section 1. Summary	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Var YTD %	Approved Forecast FY £m	Remaining Budget %	Original Budget FY £m	Commentary
Income	169.2	167.9	1.4	1%	237.1	29%	241.9	Income to date is broadly in line with forecast - the variance is linked to externally funded income ahead of profile but not expecting any changes to the year end outturn reported here. During January anticipated income for the year has reduced by £1.4m to £237.1m. The key changes relate to a decrease in commercial income of £0.4m linked to retainable energy. Timber income for the full year now stands at £34.1m, current projections are that the outturn will be £33.8m. This will be reviewed for February reporting. European funding has also been reduced by £0.4m for two LIFE projects along with further reductions within the Welsh Government grant programme (£0.6m), predominantly linked to Nature & Climate Emergency (£0.4m). We have had formal confirmation of an additional £1.5m Grant in Aid for Flood capital and we should receive the grant offer letter of £1m for Peatlands soon. That will increase our funding to £239.6m. We are hopeful an additional £0.5m for flood capital will also be allocated.
Expenditure	175.6	170.6	-5.0	-3%	237.1	26%	241.9	Expenditure to date is ahead of profile by £5m. The main variances are in respect of capital projects (£3.1m over) and non staff costs (£2.3m over). This reflects our two main overspend risk areas. In respect to capital, we will be receiving an additional £1m for Peatlands as part of the NaCE programme and an additional £1.5m from WG for Flood capital works (hopefully increasing to £2m). This should mitigate the capital risk. In respect to non staff costs, the main risk is within the Land Stewardship programme, which is ahead of budget by £1.8m. We are reviewing the position with the relevant managers to look at the various options available and whether we can stop/reduce or delay work until next financial year. This could prove particularly challenging given a potential further fall in timber income and the advanced stage of the programme. Expenditure was £152.7m at the same time last year, so we are over £20m ahead with a budget that is approximately £18m more. We have spent 74% of the budget compared to 70% at the same time last year. We are ahead on all aspects - staff, non staff and projects. Over-programming still stands at £0.9m, although this is looking manageable with savings identified within FCS & EPP Directorates. Once confirmed the adjustments will be processed in the next reporting period.

Income



Expenditure



SECTION 1.2:**Key messages on budget position****Background:**

In January we reported central over-programming of £0.8m and risks in respect to our capital and Land Stewardship budgets.

Update on risk within the budget:

(1) Ring fenced capital funded programmes - all progressing well and additional funding required - £1.5m for Flood and £1m for Peatlands have been agreed and hopeful another £0.5m flood capital will also be confirmed before the end of February. The grant offer letter for additional £1m for Peatlands is about to be sent.

(2) Ring fenced other programmes - there are some risks to end of year spend, but for example, external funded schemes - income would reduce correspondingly and be carried forward to next financial year. There are £2m+ planned on 5 land purchases - 4 of them considered to be 'green' and 1 "amber". It's likely that the amber rated purchase will not go ahead this financial year, therefore the repayment to WG of surplus windfarm fees would increase accordingly.

(3) Staff budgets - in overall terms we are forecasting staff costs to be very close to the end of year forecast with any underspends needing to transfer an additional budget to CSD for advertising costs.

(4) Non staff costs - Land Stewardship have only 11% of their budget remaining and we have taken action to "stop / reduce / delay" work to try and address the situation. That review is being undertaken between 15 February and 24 February with results being collated and discussed week beginning 27 February. We are also reviewing all other commercial income streams with a view to helping the land stewardship position. Although there are pockets of potential underspends elsewhere - that will be required to mitigate the central over-programming. Overall, there is a risk of overspend - estimated at £2m.

(5) Non ring fenced programmes - again progressing well with a relatively minor risk of underspend but for example, on Land Stewardship, this will be utilised to balance the overall Land Stewardship budget.

(6) Timber Income - The Marketing and Sales Manager has revised the forecast downwards from our current forecast of £34.1m to £33.8m. Although we are still expecting an uplift in despatches, we now believe average prices will not rise as much as originally thought. We have not processed this change yet.

(7) Over-programming remains at between £0.8m and £0.9m. We don't consider purchasing the laptops as budgetary viable this financial year.

Summary:

The net result is that it's very tight for the budget this financial year with some challenges to ensure that we do not spend above our allocation. The review of Land Stewardship budgets and any other changes to forecast are key. If we believe an underspend is unavoidable, then we will need to seek budget cover from Welsh Government.

SECTION 2:**NRW Financial Performance - by Account Type**

Section 2.1:	Actual	Approved Forecast	Variance	Variance	Approved Forecast	Remaining Budget	Original Budget	Commentary
INCOME by Account Type	YTD £m	YTD £m	YTD £m	YTD %	FY £m	FY %	FY £m	
Charges	30.2	30.7	-0.5	-2%	39.8	24%	39.0	The variance on charges is largely due to a shortfall in Water Abstraction subsistence income because of credit notes being issued on past year overpayments. However this reduction in income may be mitigated by underspends in Water Resources project and routine spend and we will have a clearer understanding next month. Otherwise, this will place pressure on this regime which is already impacted by RPI changes on reservoir operating costs charge from DCWW.
Commercial	44.0	43.6	0.4	1%	59.0	26%	59.1	Timber income is behind the year to date forecast and there is a risk to the full year forecast of £34.1m. Current projections are likely to be lower at £33.8m. This will be reviewed and amended accordingly for the next reporting period. Visitor Centre income has already exceeded the full year target and will help the projected timber income shortfall. Other commercial income streams are also performing well and are being assessed to mitigate the timber income position and land stewardship pressures.
European & external	4.4	3.4	1.0	29%	8.5	48%	9.6	Profiles need to be reviewed in February but no risk to bottom line as ring fenced income and expenditure.
Grant in aid	90.7	90.6	0.1	0%	128.4	29%	133.9	
Brought forward	0.0	-0.4	0.4	-100%	1.4	100%	0.3	The variance reflects income received to date that will not be used this financial year.
TOTAL: NRW	169.2	167.9	1.4	1%	237.1	29%	241.9	

Section 2.2:	Actual	Approved Forecast	Variance	Variance	Approved Forecast	Remaining Budget	Original Budget	Commentary
EXPENDITURE by Account Type	YTD £m	YTD £m	YTD £m	YTD %	FY £m	FY %	FY £m	
Staff	87.1	87.2	0.0	0%	105.6	17%	104.6	Vacancy rate continues at 10% but savings are mitigated by the overspend on project recharges due to the number of vacant posts, currently standing at 69 and other staff costs. There is currently an overspend of £0.6m on other staff costs, mostly on training (£0.2m), mobile phone costs (£0.1m), temporary contractors (£0.1m), professional fees (£0.1m) and overtime and allowances (£0.1m). If we were to forecast the remaining 2 months of the year based on January expenditure there would be an underspend of £0.2m at year end. So, any variance at the end of the financial year is likely to be relatively minor.
Non Staff	47.9	45.6	-2.3	-5%	69.3	31%	64.2	Overall, non staff costs are ahead of profile in all Directorates, with Operations (£1.7m), EPP (£0.3m) & CSD (£0.2m over) making up the majority of the over spend. The Operations element almost solely relates to an over spend within land stewardship activities, with some teams already exceeding their full year allocation. Given the recent exercise to re-align expenditure budgets is now reflected in the system and, whilst the over programming has reduced by £0.2m from last month and now stands at £0.7m, there is a critical risk of over spend. We are reviewing the position with the relevant managers to look at the various options available and whether we stop/reduce or delay work until next financial year. The EPP element relates to the Flood, Regulation & Permitting Leadership Teams. However, with 35% & 64% of the respective full year budgets still to be utilised, there is limited risk of over spend at year end. The CSD overspend is linked to an increase in advertising costs. Executive Team have endorsed the shortfall being funded from any further staff savings. Currently we are anticipating a year end surplus of £0.2m on staff costs across the business, which will be transferred if required. This year we have 31% left to spend - at the same time last year we had 37%. So, this is an area of overspend risk.
Revenue Projects	11.3	11.6	0.4	3%	19.0	41%	21.9	Overall, there is a slight under spend linked to externally funded projects (EU LIFE projects within Ops & Natur am Byth in EPP). There still remains 41% of the full year budget to be utilised by year end, which is a similar position to last financial year. However we under spent in this area last year. Key areas to focus on are external funding and the grants programme with £2.1m & £1.4m of their respective budgets remaining.
Capital Projects	29.3	26.2	-3.1	-12%	43.2	32%	51.3	The current position shows an over spend of £3m, predominantly linked to the flood programme which is currently £2.9m ahead of profile. The NaCE and ICT D&I programmes are also ahead, but to a far lower extent (both £0.3m ahead of current plan). Flood over programming has reduced to £3.3m from £4.2m last month, and forecasting that the programme will reduce further due to delays on Stephenson Street, Presteigne & Caerleon. WG have agreed to an additional £1.5m of funding with a further £0.5m hopefully being confirmed at the end of February. The NaCE Programme now stands at £14.9m, inclusive of overheads. There has been a reduction in over programming from £1.7m in December to £1.3m. A further £1m Peatlands funding is expected which should bring the over programming to a manageable level and is expected to be removed over the final two months of the financial year. ICT D&I overprogramming has reduced to £0.5m from December's position of £1.2m. This will reduce further with Water Resources contributing an additional £0.3m to the programme. This adjustment will be actioned in February. Across the various programmes there remains 32% of the full year budget still to be utilised, compared to 43% last year. Hence, part of the reason for additional funding required for Flood and NaCE programmes.
TOTAL: NRW	175.6	170.6	-5.0	-3%	237.1	26%	241.9	

Expenditure Performance further analysed:

Section 2.2.1 :	Actual	Approved Forecast	Variance	Variance	Approved Forecast	Remaining Budget	Original Budget	Commentary
EXPENDITURE - Staff by Detail Account	YTD £m	YTD £m	YTD £m	YTD %	FY £m	FY %	FY £m	
Trajectory	93.7	95.3	1.7	2%	115.2	19%	112.0	Vacancy rate continues at 10% but savings are mitigated due to the majority of savings being related to project related posts and an over spend on other staff costs.
Workforce Recharges	-11.6	-12.7	-1.0	8%	-15.9	27%	-13.1	Underspend on recharges due to the number of vacant posts. The finance team have carried out the review and all corrections have now been entered onto the system. There was a slight error on the in January entry which has meant recharges were understated by £40k, this will be corrected for February month end.
Other Staff	5.1	4.5	-0.6	-14%	6.3	18%	5.6	This is due to training (£0.2m), mobile phone costs (£0.1m), temporary contractors (£0.1m), professional fees (£0.1m) and overtime and allowances (£0.1m). If we were to forecast the remaining 2 months of the year based on January expenditure there would be an underspend of £0.2m at year end across all staff costs.
TOTAL: NRW Staff	87.1	87.2	0.0	0%	105.6	17%	104.6	

Section 2.2.3 :	Actual	Approved Forecast	Variance	Variance	Approved Forecast	Remaining Budget	Original Budget	Commentary
EXPENDITURE - Revenue Projects by Programme	YTD £m	YTD £m	YTD £m	YTD %	FY £m	FY %	FY £m	
Revenue Project Programme - Core Activities	0.4	0.4	0.0	9%	0.6	36%	0.9	
Revenue Project Programme - Grants & Partnership	1.6	1.6	0.0	1%	2.3	30%	2.4	
Revenue Project Programme - External Funded	4.0	4.6	0.6	13%	6.1	34%	6.0	The current underspend is predominantly linked to 2 projects, EU LIFE Marches & Mosses within Operations (£0.1m) and Natur am Byth in EPP (£0.2m). Both projects are predicting that the full year budget will be utilised. There still remains £2.1m to be utilised before year end.
Revenue Project Programme - Flood Risk	0.0	0.0	0.0	-253%	0.1	77%	0.1	
Revenue Project Programme - Grants & Partnership	0.2	0.2	0.0	5%	1.6	85%	2.7	Due to the nature of the grants claims, the majority of costs will be incurred in March.
Revenue Project Programme - NaCE (Nature & Climate Emergency)	0.5	0.5	0.1	11%	1.2	62%	0.5	Current spend is in line with the forecasted budget and we don't foresee any risk in spending this budget before the end of the financial year.
Revenue Project Programme - WG Grants	1.2	1.0	-0.2	-16%	1.9	38%	1.7	Limited risk. There are a few adjustments required, once corrected the current spend will be in line with the year to date budget. Where projects are predicting an underspend, this will be managed by a reduction in the claims submitted to WG.
Revenue Project Programme - Land Stewardship	0.7	0.7	0.1	8%	1.1	40%	1.3	All projects are in line with their respective profiles. However, given the pressure within the land stewardship programme, we may need to stop/reduce or delay work until next financial year. Any surplus will be used to meet the over-programming target and offset additional costs incurred within the programme.
Revenue Project Programme - ICT D&I	0.0	0.0	0.0	67%	0.0	0%	0.0	Following an accounting review of the revenue projects within ICT, these costs have been transferred to capital.
Revenue Project Programme - Internal funded	2.5	2.3	-0.2	-9%	3.2	24%	1.6	The current overspend is predominantly linked to three projects awaiting funding transfer, with limited risk to the year end position.
Revenue Project Programme - Business Transformation	0.0	0.0	0.0	0%	0.0	0%	0.1	
Revenue Project Programme - Water Resource Projects	0.2	0.1	-0.1	-43%	0.3	41%	0.4	Small overspend this period, however, the revenue programme still has over 40% of the full year budget remaining. Any underspends will be used to help mitigate the reduction in abstraction income.
Revenue Project Programme - Unallocated Balances	0.0	0.0	0.0	0%	0.4	100%	4.2	The budget reflects the additional WG Air Quality grant. This has now been transferred to the relevant business area, but unfortunately missed the January reporting window cut off.
TOTAL: NRW	11.3	11.6	0.4	3%	19.0	41%	21.9	

Section 2.2.4 :	Actual	Approved Forecast	Variance	Variance	Approved Forecast	Remaining Budget	Original Budget	Commentary
EXPENDITURE - Capital Projects by Programme	YTD £m	YTD £m	YTD £m	YTD %	FY £m	FY %	FY £m	
Capital Project Programme - Options Fees	0.8	0.8	0.0	0%	3.2	74%	3.0	This is mainly for land purchases under the compensatory planting scheme. Over £2m is planned to be spent on 5 land purchases - 4 of them considered to be 'green' and 1 'amber'. The purchase regarded as amber is now highly unlikely to go ahead this financial year and the repayment to WG of surplus windfarm fees would increase correspondingly.
Capital Project Programme - WG Funded	0.0	0.0	0.0	0%	0.0	0%	0.0	
Capital Project Programme - Land Stewardship	1.4	1.6	0.2	13%	2.7	51%	3.1	Reservoir compliance programme has been reduced by £0.3m and used to offset the current land stewardship pressures. However, given the pressure within the programme, we may need to make further adjustments and stop/reduce or delay work until next financial year.
Capital Project Programme - External Funded	0.8	0.9	0.1	9%	1.6	46%	2.2	£0.1m underspend on LIFE Dee river project due to issues with licensing, which may not be resolved before the end of the financial year. With the project being funded from reserves (funding received in previous financial years from Europe), there is no risk of losing funding as we will only recognise income to the level of expenditure incurred.
Capital Project Programme - Flood Risk	12.8	9.9	-2.9	-29%	13.9	8%	18.7	Flood over programming has reduced to £3.3m from £4.2m last month, and forecasting that the programme will reduce further due to delays on Stephenson Street, Presteigne & Caerleon. WG have agreed to an additional £1.5m of funding with a further £0.5m hopefully being confirmed at the end of February.
Capital Project Programme - WG Grants	0.3	0.3	0.0	-1%	1.0	69%	0.9	The programme relates almost solely to the Wales Coastal Path. Whilst a high proportion of the budget is still to be utilised, the nature of the programme incurs the majority of costs (grants) towards the end of the financial year.
Capital Project Programme - NaCE (Nature & Climate Emergency)	7.2	6.9	-0.3	-4%	12.2	41%	14.1	The NaCE Programme now stands at £14.9m, inclusive of overheads. There has been a reduction in over programming of £1.7m to £1.3m from December. A further £1m Peatlands funding is expected which should reduce the over programming to a manageable level and is expected to be removed over the final two months of the financial year.
Capital Project Programme - ICT D&I	5.0	4.7	-0.3	-6%	6.5	23%	6.3	Overprogramming has reduced to £0.5m from December's position of £1.2m. This will reduce further with Water Resources contributing an additional £0.3m to the programme. This adjustment will be processed in February.
Capital Project Programme - Internal Funded	0.5	0.6	0.0	7%	0.9	37%	1.1	
Capital Project Programme - Water Resources Project	0.4	0.5	0.0	8%	1.1	64%	1.6	The programme is unlikely to be utilise the full year budget. £0.3m will be transferred to help with ICT D&I pressures, with a possibility of circa £0.2m being returned to help offset the central over programming position.
Capital Project Programme - Unallocated Balances	0.0	0.0	0.0	0%	0.1	100%	0.1	
TOTAL: NRW	29.3	26.2	-3.1	-12%	43.2	32%	51.3	

SECTION 3: NRW Financial Performance - by Directorate

Section 3.1:	Actual	Approved Forecast	Variance	Variance	Approved Forecast	Remaining Budget	Original Budget	Commentary
INCOME by Directorate	YTD £m	YTD £m	YTD £m	YTD %	FY £m	FY %	FY £m	
Communications, Customer and Commercial	10.0	9.6	0.3	3%	18.5	46%	19.8	
Corporate Strategy & Development	0.2	0.2	0.0	8%	0.2	3%	0.0	
Evidence Policy & Permitting	4.7	4.1	0.5	13%	16.6	72%	16.4	The current variance is only temporary and relates to income being received earlier than planned for Wales Coastal Path & Glastir projects.
Finance & Corporate Services	116.9	117.1	-0.2	0%	149.7	22%	153.1	The variance is in respect to charges and is largely due to a shortfall on Water Abstraction subsistence income due to credit notes being issued on past year overpayments. However this reduction in income will be mitigated by underspends in Water Resources projects and routine spend and we will have a clearer understanding next month.
Operations	37.5	37.1	0.4	1%	52.0	28%	52.5	Overall income is ahead of profile on external funding but will be within forecast at the end of the financial year. Timber income is behind profile, with a risk on reaching the forecasted full year position of £34.1m. Current projections indicate an outturn of £33.8m. We are assessing other commercial income streams which should offset that reduction and help alleviate some of the land stewardship pressures.
TOTAL: NRW	169.2	168.1	1.1	1%	237.1	29%	241.9	

Section 3.2:	Actual	Approved Forecast	Variance	Variance	Approved Forecast	Remaining Budget	Original Budget	
EXPENDITURE by Directorate	YTD £m	YTD £m	YTD £m	YTD %	Forecast FY £m	Forecast FY %	Forecast FY £m	Forecast FY %
Communications, Customer and Commercial	7.1	7.1	0.1	1%	16.9	58%	14.5	The current variance is predominantly linked to under spend within staff costs. The current year to date variance is within an acceptable tolerance. £7.8m of the remaining budget relates to the WG Wind Energy payment and is in line with expectations.
Corporate Strategy & Development	8.9	8.9	0.0	0%	11.2	21%	9.1	Whilst current costs are in line with the forecasted budget, savings within staff costs (£0.2m) are offsetting an overspend within external advertising costs for vacant posts across NRW (£0.2m), within People Services. Executive Team have endorsed the shortfall being funded from any further staff savings. Currently we are anticipating a year end surplus of £0.2m on staff costs across the business, which will be transferred if required. The potential training over spend reported last month has now been resolved.
Evidence Policy & Permitting	48.8	44.2	-4.6	-10%	65.3	25%	60.0	The current overspend is predominantly due to capital projects (£3.7m over) in respect to Flood (£3.4m) & NaCE (£0.5m) programmes. With the capital over programming budgets being held in EPP and delivery of the various projects split across NRW, we would expect to see an over spend at this time of year, which has reduced from last month and will reduce further as we move towards year end but has required additional funding from WG. Flood over programming has reduced to £3.3m from £4.2m last month, with and forecasting that the programme will reduce further due to delays on Stephenson Street, Presteigne & Caerleon. A formal request has been made to WG for additional funding of £2m, of which £1.5m has been formally agreed with another £0.5m hopefully being confirmed before the end of the month. The NaCE Programme now stands at £14.9m, inclusive of overheads. There has been a reduction in over programming of £1.7m to £1.3m from December. A further £1m Peatlands funding is expected which should bring the over programming to a manageable level and is expected to be removed over the final two months of the financial year. Revenue projects are in line with the forecasted budgets, with staff costs & non staff costs over spent by £0.5m & £0.3m respectively. The staff element is partially a profiling issue within travel & subsistence and training along with outstanding project recharges. Whilst these will address the majority of the current overspend, there is likely to be a slight over spend at year end, which has already been assessed as part of the overall NRW staff position. The non staff element relates to the Flood, Regulation & Permitting Leadership Teams. However, with 35% & 64% of the respective full year budgets still to be utilised, there is limited risk of over spend at year end.
Finance & Corporate Services	24.4	24.2	-0.2	-1%	30.5	20%	33.3	The current position shows a slight over spend overall, predominantly linked to capital projects (£0.3m), offset by an underspend with staff costs (£0.2m) linked to vacancies within core posts. Non staff costs are in line with budget. ICT D&I overprogramming has reduced to £0.5m from December's position of £1.2m. This will reduce further will Water Resources contributing an additional £0.3m to the programme. This will be adjusted in February.
Operations	86.4	86.2	-0.3	0%	113.2	24%	125.1	Overall, the Directorate is £0.3m overspent, with variances across a number of areas; capital projects (£0.8m under), non staff costs (£1.7m over) and revenue projects (£0.4m under). Staff costs are in line with the forecasted budget. The capital project element mainly relates to the Flood (£0.5m under), Land Stewardship (£0.1m) & NaCE (£0.2m) programmes. The Flood and NaCE under spend is offset by the over programming within EPP. The non staff element almost solely relates to an over spend within land stewardship activities, with some teams already exceeding their full year allocation. We are reviewing the position with the relevant managers and looking at the various options available and whether we stop/reduce or delay work until next financial year. The revenue project underspend is linked to externally funded LIFE projects in North West & South West Operations.
TOTAL: NRW	175.6	170.6	-5.0	-3%	237.1	26%	241.9	

Expenditure Performance further analysed:

Section 3.2.1 :	Actual	Approved Forecast	Variance	Variance	Approved Forecast	Remaining Budget	Original Budget	
EXPENDITURE by Leadership Team	YTD £m	YTD £m	YTD £m	YTD %	Forecast FY £m	Forecast FY %	Forecast FY £m	Forecast FY %
Head of Finance	-1.5	-1.4	0.1	-4%	-2.5	41%	1.5	
Head of Legal Services	1.6	1.7	0.0	2%	2.0	18%	1.9	
Head of Sustainable Commercial Development	2.8	2.8	0.0	1%	11.3	75%	9.4	
Head of ICT	14.3	14.0	-0.4	-3%	17.7	19%	17.6	
Head of People Management	2.0	1.7	-0.3	-15%	2.2	10%	2.0	
Head of Business Support Services and Adfywio	10.8	10.7	-0.1	-1%	14.0	22%	13.4	
Head of Communications and Digital Transformation	1.9	1.8	0.0	-2%	2.3	19%	2.2	
Head of People Development and Wellbeing	2.3	2.4	0.1	2%	3.1	24%	2.1	
Head of Governance and Board Secretary	1.5	1.6	0.1	4%	1.9	18%	1.9	
Head of Natural Resource Management Policy	23.8	23.0	-0.8	-3%	34.6	31%	38.6	
Head of Regulation & Permitting	8.2	7.8	-0.4	-5%	10.2	20%	8.7	
Head of Knowledge & Evidence	4.5	4.6	0.1	2%	6.1	25%	5.8	
Head of Flood & Incident Response Management	6.7	3.0	-3.7	-122%	5.2	-29%	-3.1	
Head of Land Stewardship	3.5	3.5	-0.1	-2%	6.5	46%	7.4	
Head of Operations - North East Wales	9.4	9.8	0.4	4%	12.5	25%	11.5	
Head of Operations - Mid Wales	12.3	12.0	-0.3	-2%	15.1	19%	15.4	
Head of Operations - North West Wales	9.6	9.1	-0.5	-6%	11.4	16%	10.7	
Head of Operations - South Central Wales	23.4	24.2	0.8	3%	32.4	28%	18.3	
Head of Operations - South East Wales	9.3	8.8	-0.4	-5%	11.6	20%	9.5	
Head of Operations - South West Wales	16.9	16.7	-0.2	-1%	22.5	25%	24.7	
Head of Operations - Development, Planning & Marine Services	5.2	5.2	0.0	0%	6.9	25%	6.4	
Director Of Finance & Corporate Services	0.1	0.2	0.1	2%	0.2	39%	0.2	
Director Of Operations	0.4	0.4	0.0	-12%	0.5	47%	28.6	
Director Of Evidence Policy & Permitting	1.9	2.2	0.3	12%	2.7	27%	2.5	
Director Of Corporate Strategy & Development	0.2	0.2	0.0	10%	0.3	25%	0.2	
Director Customer Communications & Commercial	1.2	1.3	0.1	5%	1.7	25%	1.6	
Head of Customer	1.2	1.2	0.0	0%	1.5	25%	1.3	
Head of Internal Audit and EMS	0.4	0.4	0.0	2%	0.6	29%	0.5	
Head of Corporate Strategy & Programme Management Office	1.2	1.4	0.1	9%	1.9	33%	1.0	
Head of Business Transformation	0.2	0.3	0.1	43%	0.5	69%	0.0	
TOTAL: NRW	175.6	170.6	-5.0	-3%	237.1	26%	241.9	

Section 3.2.2 :	Actual	Approved Forecast	Variance	Variance	Approved Forecast	Remaining Budget	Original Budget	Commentary
EXPENDITURE - Staff Trajectory	YTD	YTD	YTD	YTD	FY	FY	FY	
by Directorate	£m	£m	£m	%	£m	%	£m	
Communications, Customer and Commercial	4.9	5.1	0.2	4%	6.4	23%	6.2	Vacancy rate has increased to 13% (11% December) following the creation of new or budget allocated to new posts.
Corporate Strategy & Development	5.9	6.1	0.1	2%	7.4	20%	6.5	Vacancy rate has increased to 4% from 1% in December following creation of new or budget allocated to new posts.
Evidence Policy & Permitting	27.2	27.2	0.0	0%	32.7	17%	31.3	Vacancy level has remained at 10% with very little change in underspend.
Finance & Corporate Services	2.6	2.9	0.3	10%	3.7	29%	5.9	Vacancy rate has increased to 7% from 4% in December. Mainly due to allocation of budget against new posts.
Operations	53.0	54.0	1.0	2%	65.0	18%	62.2	Vacancy rate has remained at 11%.
TOTAL: NRW	93.7	95.3	1.7	2%	115.2	19%	112.0	

SECTION 4: NRW Changes to Full Year Forecast

Section 4.1: INCOME	Opening Budget	December Approved Forecast	January Approved Forecast	Change In Forecast
by Funding Type	£m	£m	£m	£m
Charges	39.0	39.8	39.8	0.0
Commercial	59.1	59.5	59.0	-0.4
European & external	9.6	8.9	8.5	-0.4
Grant in aid	133.9	129.0	128.4	-0.6
Net movement in use of reserves	0.3	1.3	1.4	0.0
TOTAL: NRW	241.9	238.5	237.1	-1.4

Section 4.2: EXPENDITURE	Opening Budget	December Approved Forecast	January Approved Forecast	Change In Forecast
by Directorate	£m	£m	£m	£m
Communications, Customer and Commercial	14.5	16.5	16.9	0.4
Corporate Strategy & Development	9.1	11.0	11.2	0.2
Evidence Policy & Permitting	60.0	64.4	65.3	0.9
Finance & Corporate Services	33.3	31.0	30.5	-0.6
Operations	125.1	115.6	113.2	-2.3
TOTAL: NRW	241.9	238.5	237.1	-1.4

Section 4.3:
1) Income changes - (commercial) - decrease in Wind Energy Retainable Income (£0.4m).
2) Income changes - (European & External) - decrease in Sands of Life project (£0.3m) and River Dee Project (£0.1m) and will be utilised next financial year.
3) Income changes - (Grant in Aid) - decrease in budget of the NaCE programme (£0.4m) and various decreases in Welsh Government grants (£0.2m).
4) Expenditure changes - (CCC) - increase in budget mainly due to surrenderable wind energy payment to Welsh Government (£0.4m).
5) Expenditure changes - (CSD) - increase in budget mainly due to other staff training costs (£0.2m) transferred from Operations.
6) Expenditure changes - (EPP) - non staff costs have increased mainly due to land stewardship (£0.2m) and capital projects due to reallocations of Flood (£0.6m) and NaCE (£0.7m) programmes respectively from Ops. The NaCE programme overall has also decreased (£0.3m). There has also been decreases in various revenue projects including compensatory planting (£0.1m) and Welsh Government Waste grant (£0.1m).
7) Expenditure changes - (FCS) - decrease in budget mainly due to an increase in over-programming in relation to a reduction in overheads charged to the wind energy programme and NaCE. Overprogramming currently (£0.9m).
8) Expenditure changes - (Ops) - staff costs have decreased and transferred to fund training in CSD (£0.2m). Non staff costs have decreased mainly in respect of works funded from ring fenced wind energy retainable income being deferred to next year (£0.4m), offset by a small increase in other non staff costs (£0.1m). Revenue Projects have decreased on various Welsh Government grant funded projects (£0.1m) and externally funded LIFE projects (£0.4m). Capital projects have decreased due to reallocation of Flood (£0.6m) and NaCE (£0.7m) programmes respectively from Ops to EPP.

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	23 Mawrth 2023
Teitl y Papur:	Cynllun Corfforaethol CNC hyd at 2030 – Natur a phobl yn ffynnu gyda'i gilydd
Cyfeirnod y Papur:	23-03-B12
Noddir y Papur gan:	Clare Pillman, Prif Weithredwr
Paratowyd y Papur gan:	Sarah Williams, Pennaeth y Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni
Cyflwynir y Papur gan:	Prys Davies, Cyfarwyddwr Strategaeth a Datblygu Corfforaethol
Diben y Papur	Cymeradwyo Cynllun Corfforaethol CNC yn derfynol
Crynodeb	Wedi deuddeg mis o waith caled gan y Bwrdd a'r Tîm Gweithredol yn paratoi'r Cynllun Corfforaethol, rydym yn gofyn am gymeradwyaeth derfynol y Bwrdd, cyn i'r Gweinidog ei gymeradwyo.

Cefndir

- Mae'r Cynllun hwn yn disodli'r Cynllun Corfforaethol hyd at 2022 "Rheoli adnoddau naturiol heddiw ar gyfer cenedlaethau yfory". Yn unol â dogfen Fframwaith Llywodraeth Cymru, mae'n ofynnol i ni baratoi Cynllun Corfforaethol chwe mis ar ôl derbyn ein Llythyr Cylch Gwaith Tymor y Llywodraeth.
- Ein pobl yw prif gynulleidfa'r Cynllun Corfforaethol newydd. Dyma'r platform ar gyfer datblygu sawl cynnyrch cyfathrebu arall i'w defnyddio gyda chynulleidfaoedd allanol. Bydd hyn yn cynnwys cyfres o fideos a gaiff eu defnyddio i lansio'r Cynllun yn fewnol ac mewn digwyddiadau allanol yn ogystal â chefnogi gwaith recriwtio i dynnu sylw at ein brand fel cyflogwr. Hefyd, rydym yn defnyddio'r cyfle i ddatblygu naratif corfforaethol newydd ar gyfer CNC, wedi'i ategu gan gyfres o is-naratifau sy'n esblygu ar feysydd blaenoriaeth, er mwyn gwella cysondeb, naws a chryfder ein negeseuon a'n dull o gyflwyno ein stori.
- Wrth baratoi'r Cynllun, fe wnaethom ganolbwyntio ar ddiwallu anghenion ein pobl, gyda negeseuon clir a syml ar ein cyfeiriad strategol a'n hamcanion llesiant hyd at 2030. Ein nod oedd sicrhau bod y Cynllun yn adlewyrchu'r cyfraniadau amrywiol gan dimau ledled y sefydliad. Rydym wedi ceisio meithrin dull integredig o weithio, gan symud oddi wrth weithio ar wahân.

4. Rydym wedi cymhwyso'r egwyddor datblygu cynaliadwy wrth baratoi'r Cynllun hwn, yn unol â'n Datganiad Llesiant (Atodiad 1).
5. Mae paratoi'r Cynllun hwn wedi bod yn broses gydweithredol sy'n cynnwys y Bwrdd, y Tîm Gweithredol a'r Tîm Arwain. Gyda'i gilydd maent wedi datblygu'r weledigaeth, y genhadaeth, y gwerthoedd, yr amcanion llesiant a'r camau i'w cymryd mewn proses ailadroddol. Rydym wedi herio ein meddylfryd a'n huchelgais gyda chyfres o "bryfociadau" ar bynciau allweddol yn ogystal â defnyddio tystiolaeth ryngwladol sy'n llywio Cynhadledd y Partïon 26 (COP 26) a COP15, tystiolaeth Cymru yn Adroddiad ar Sefyllfa Adnoddau Naturiol 2020 (SoNaRR2020), Datganiadau Ardal a Chynlluniau Llesiant. Mae canlyniadau Cam 1 a Cham 2 Natur a Ni wedi llywio ein dull o weithredu hefyd. Gyda'i gilydd mae hyn wedi fframio'r amcanion llesiant a chwmpas manwl y camau i'w cymryd. Roedd y staff yn rhan o'r broses gydol y ddau arolwg, cyfres o weminarau a thrafodaethau o fewn timau. Fe wnaethom brofi ein syniadau datblygol gyda phartneriaid mewn cyfarfodydd arferol, cynnal dau arolwg a phrofi'r Cynllun gyda ffrindiau beirniadol.
6. Trafodwyd y dull o ymdrin â dangosyddion yng nghyfarfod mis Ionawr o'r Bwrdd a chafwyd trafodaethau dilynol gyda'r Athro Calvin Jones a Mark McKenna, yn ogystal â'r Pwyllgor Cyllid ym mis Mawrth, gan lywio'r dull a nodir yn y Cynllun.
7. Bu'r Pwyllgor Cyllid yn craffu ar y Cynllun ar 7 Mawrth, ac mae wedi'i ddiwygio yn sgil eu hadborth. Mae Aelodau'r Bwrdd wedi trafod y Cynllun mewn dwy sesiwn galw heibio ar 9 a 14 Mawrth ac mae'r Cynllun wedi'i ddiweddarau yn sgil yr adborth a gafwyd.
8. Mae cynllun corfforaethol CNC hyd at 2030 – Natur a phobl yn ffynnu gyda'i gilydd, ar gael yn Atodiad 2.

Risgiau a chyfleoedd

9. Mae'r Cynllun Corfforaethol yn pennu gweledigaeth a chyfeiriad strategol ein sefydliad hyd at 2030, gan dynnu sylw at ein huchelgais i sicrhau'r budd mwyaf i natur a hinsawdd a lleihau llygredd ym mhopeth a wnawn. Mae'r Cynllun yn cydnabod na fydd hi'n hawdd gwreiddio'r amcanion llesiant yn ein gwaith ac mai dim ond trwy herio arferion gwaith a dulliau gweithredu hirsefydlog, gwella ac arloesi'n barhaus, y byddwn yn llwyddo.
10. Mewn ymateb i'r Cynllun newydd hwn, byddwn yn diwygio'n cofrestr risg strategol, gan gynnwys datblygu datganiadau parodrwydd i dderbyn risg newydd, a'n nod yw eu cyflwyno i'r Pwyllgor Archwilio a Sicrhau Risg (ARAC) ym mis Medi 2023.

Goblygiadau ehangach

11. Er mwyn helpu i baratoi'r Cynllun Corfforaethol hwn rydym wedi paratoi Datganiad Llesiant, fel sy'n ofynnol dan Ddeddf Llesiant Cenedlaethau'r Dyfodol. Mae'n nodi sut rydym wedi cymhwyso'r egwyddor datblygu cynaliadwy wrth baratoi'r Cynllun hwn a sut mae ein Hamcanion Llesiant a'r camau i'w cymryd yn cyfrannu at y saith nod llesiant (Atodiad 1).

12. O dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru), mae gan yr Archwilydd Cyffredinol ddyletswydd i archwilio i ba raddau mae'r cyrff cyhoeddus sy'n dod o dan y Ddeddf wedi gweithredu'n unol â'r egwyddor datblygu cynaliadwy wrth bennu eu hamcanion llesiant a chymryd camau i'w cyflawni. Er mwyn cyflawni'r rôl hon, mae swyddogion o Swyddfa Archwilio Cymru wedi mynychu gweithdai, wedi arsylwi ar gyfarfodydd y Bwrdd a sesiynau ymgysylltu â staff pan oeddem ni'n trafod ein dull o baratoi'r Cynllun a'r weledigaeth sy'n datblygu, y genhadaeth, y gwerthoedd, yr amcanion llesiant a'r camau i'w cymryd. Mae'r tîm sy'n arwain y gwaith o baratoi'r Cynllun wedi cyfarfod â swyddogion y Swyddfa Archwilio hefyd i drafod yn fanwl ein dull o gymhwyso'r egwyddor datblygu cynaliadwy, gan ddangos hynny trwy rannu cyflwyniadau, ein cynllun prosiect a'n tystiolaeth i ddangos sut mae'r Cynllun Corfforaethol yn cyd-fynd â Natur a Ni, Datganiadau Ardal a Chynlluniau Llesiant Bwrdd Gwasanaethau Cyhoeddus.
13. Yn unol â Dogfen Fframwaith Llywodraeth Cymru, fe dderbynion ni Lythyr Cylch Gwaith y Llywodraeth ym mis Rhagfyr 2022. Rydym wedi mapio blaenoriaethau'r Gweinidogion yn erbyn y camau i'w cymryd ac rydym yn sicr bod yr holl flaenoriaethau'n cael sylw yn y Cynllun hwn.
14. Paratowyd Asesiad o'r Effaith ar Gydraddoldeb ar gyfer pob cam ymgysylltu allanol ar y Cynllun Corfforaethol ym mis Chwefror a Rhagfyr 2022. Rydym wedi ymgynghori â Fforwm Cydraddoldeb, Amrywiaeth a Chynhwysiant CNC a grwpiau allanol allweddol a nodwyd dan y nodweddion gwarchoddedig yn yr Asesiad o'r Effaith ar Gydraddoldeb.
15. Rydym wedi manteisio ar yr Ymarfer Llinell Sylfaen i ystyried goblygiadau ariannol yr Amcanion Llesiant ar lefel strategol. Byddwn yn newid ein trefniadau Llywodraethu i roi ffocws mwy clir ar gynllunio a blaenoriaethu buddsoddiad yn flynyddol a sicrhau goruchwyliaeth ac aliniad ein hadnoddau â chyflawni'r Amcanion Llesiant. Ategir hyn gan newidiadau i'n prosesau busnes a chynllunio ariannol a rheoli perfformiad flynyddol.
16. Mae'r adolygiad o lywodraethu'n mynd i'r afael â nifer o bwyntiau problemus sy'n gysylltiedig â'r strwythur llywodraethu a'r ffyrdd o weithio presennol.
17. Cyflwynir sawl newid llywodraethu ym mis Ebrill, gan gynnwys neilltuo Cyfarwyddwr i bob Amcan Llesiant er mwyn rhoi trosolwg a sicrwydd o gyflawni. Bydd y Tîm Gweithredol yn gwahanu eu gwaith trafodiadol oddi wrth eu ffordd o feddwl strategol, tymor hwy; bydd y Grŵp Tîm Arwain yn pontio i fforwm ar gyfer datblygu arweinyddiaeth a rhannu negeseuon allweddol ar draws meysydd gweithredol a bydd Grŵp Cynllunio ac Adnoddau newydd yn darparu fforwm ar gyfer cynllunio a blaenoriaethu integredig ledled y sefydliad.
18. Bydd sawl newid arall yn dod i rym o ddechrau mis Ebrill er mwyn helpu i ymwreiddio'r Cynllun Corfforaethol newydd yn ein brand a'n gwaith cyfathrebu.
19. Fel rhan o waith adnewyddu ein brand, bydd cyfres o gynhyrchion newydd yn cael eu cyflwyno i'w defnyddio gan ein cydweithwyr a'r Bwrdd. Bydd y gyfres yn cynnwys stamp a thôn llais newydd, templedi diwygiedig, troedynnau e-bost cyson, brand cyflogwr ar ei newydd wedd a sesiynau cynefino a hyfforddiant i gydweithwyr. Bydd ein brand yn cael ei gyflwyno i'n swyddfeydd hefyd.

Bydd adnewyddu ein brand yn rhan ganolog o'r gwaith o bwysleisio bod hon yn bennod newydd yn hanes CNC, gan ein helpu i ymgysylltu'n well â'n cydweithwyr a'n cwsmeriaid, helpu i godi'n proffil gyda'r cyhoedd a chyflawni ein hamcanion yn y pen draw.

Y Camau Nesaf

20. Ar ôl cael cymeradwyaeth y Bwrdd, byddwn yn gofyn am gyfundeb Gweinidogol.
21. Rydym yn bwriadu cynnal digwyddiad lansio meddal i'n pobl yn ystod wythnos 27 Mawrth, gyda chyfres o weminarau wedi'u harwain gan ein Prif Swyddog Gweithredol a'n Tîm Gweithredol, a darn byr yng nghylchlythyr Cyfoeth i randdeiliaid i dynnu sylw at y ffaith bod y Cynllun yn fyw. Bydd ein prif gyfle i hyrwyddo a chyfathrebu'n ehangach yn allanol mewn digwyddiad yn y Senedd ym mis Mehefin.
22. Mewn digwyddiad dros ginio yn y Senedd ar 6 Mehefin, byddwn yn codi ymwybyddiaeth o'r Cynllun gyda rhanddeiliaid allweddol a chynrychiolwyr etholedig. Fe'i cynhelir gan y Gweinidog Newid Hinsawdd, Julie James AS, yng nghwmni aelodau'r Bwrdd, y Tîm Gweithredol, Penaethiaid Lle ac aelodau perthnasol eraill y tîm.
23. Rydym wrthi'n paratoi cyfres o ddeunyddiau i helpu'r Tîm Arwain wrth iddyn nhw ymgysylltu â'u timau gydol mis Ebrill a mis Mai, mewn cyfarfodydd Cyfarwyddiaeth, Adran, Grŵp a Thîm yn ogystal â thrafodaethau unigol Sgwrs. Penllanw hyn fydd cyfres o ddigwyddiadau i gydweithwyr ledled Cymru ym mis Mehefin.
24. Bydd is-grŵp y Bwrdd yn arwain y gwaith o ddatblygu cyfres o ddangosyddion ar gyfer pob Amcan Llesiant, gan adrodd i Weinidogion ymhen chwe mis. Hefyd, byddwn yn cwblhau'r gwaith o gynllunio a threfnu'r camau i'w cymryd i lywio'r broses cynllunio busnes flynyddol, gan gynhyrchu cynllun blynyddol i'r Bwrdd graffu arno ym mis Gorffennaf 2023.

Argymhelliad

25. Cymeradwyo'r Cynllun: Cynllun Corfforaethol CNC 2030 – Natur a Phobl yn ffynnu gyda'i gilydd

Mynegai Atodiadau

Atodiad 1 – Datganiad Llesiant

Atodiad 2 – Cynllun Corfforaethol CNC 2030 – Natur a Phobl yn ffynnu gyda'i gilydd



Our corporate plan to 2030 – Nature and people thriving together

Well-being statement

Introduction

This Well-being statement sets out how our Well-being objectives meet our statutory duty under the Well-being of Future Generations (Wales) Act 2015, and should be read alongside our corporate plan.

It explains:

- How our well-being objectives were set, including how we have applied the five ways of working under the sustainable development principle.
- How our well-being objectives maximise our contribution to all seven of Wales' long-term well-being goals as specified in the Act.
- How our work will provide multiple benefits for people, climate and nature.

We have included additional information on our vision and mission, and considered the findings of the first Future Generations Report published by the Future Generations Commissioner in May 2020.

We have also highlighted how other elements of our work, in particular the [State of Natural Resources Report \(SoNaRR\) 2020](#) and the ongoing [Nature and Us](#) programme have informed the development of our well-being objectives and our corporate plan.

Our vision

Nature and people thriving together

Our mission

Focussing our passion and collective action towards

- nature's recovery

- resilience to climate change
- minimising pollution

through the sustainable management of our natural resources.

Our well-being objectives to 2030

By 2030 in Wales:

- nature is recovering
- communities are resilient to climate change
- pollution is minimised

By focussing on these three well-being objectives *together*, we will protect and enhance the wider well-being of people and communities:

- Nature is the foundation stone of Wales' well-being - supporting community cohesion and resilience, strong local economies, employment, learning, and mental and physical health.
- Nature underpins vibrant rural communities, with a direct relationship between nature and sustainable agriculture, woodlands and those that manage the land. This relationship must be nurtured if Wales is to maintain clean water, productive soils, food supplies and fibre.
- Thriving nature stores carbon and reduces the risks and impacts of a warming world. Many actions to support the recovery of nature also help us adapt to and mitigate against climate change.
- Minimising pollution and waste has a direct benefit to the health and resilience of people and nature, with industry and business directly benefiting by improving their efficiency, effectiveness, helping to reduce costs and protect jobs and livelihoods.

The evidence tells us that by targeting action on these three well-being objectives, wider opportunities and benefits will flow for:

- mental and physical well-being
- lifelong learning and creativity
- job creation and skills

In turn, these will also contribute to the seven well-being goals for Wales.

The ambition running through all our efforts will be to ensure that nobody gets left behind as Wales pursues action for nature and climate. To exacerbate or to widen existing inequalities in our communities would be at odds with the commitments made within the Programme for Government. Our ways of working will need to evolve to ensure that these wider benefits are considered from the outset.

For the lifetime of this plan, and through applying our purpose, we will sharpen our focus on social and environmental justice, on equity and inclusion, making sure delivering for rural and urban communities across Wales is at the heart of everything we do.

How our well-being objectives were set

Our well-being objectives have been developed in collaboration with our colleagues and partners following the publication of the Programme for Government, and reflect our priorities to tackle the climate and nature emergencies and to minimise pollution.

We have carefully considered recommendations set out in the Future Generations Report 2020, and applied the five ways of working (sustainable development principle).

In setting our well-being objectives, we have taken into account the global, UK and Welsh contexts within which we are working, reflecting on:

- Landmark international reports from the UN that have informed preparations for COP26, COP27 and COP15, including [Making Peace with Nature](#), as well as the outcomes from the UN climate and nature conferences and reports from IPBES and the IPCC.
- Programme for Government and Welsh Government Deep Dives for biodiversity, woodland creation and energy.
- [SoNaRR 2020](#)
- [NRW's Area Statements](#)
- PSBs' (Public Services Boards) Well-being plan process
- [Nature and Us](#)

From the outset, our Board members and Executive Team have provided strong leadership and guidance as the plan has developed.

We have also benefitted from the feedback received from Welsh Government, from colleagues and partners, taking a range of opportunities to bring people together to share their reflections, and test our ideas at internal and external events and via staff webinars.

We ran two online surveys – the first to gain insight into how we should frame our well-being objectives, and the second to seek feedback on our proposed vision, mission and the clarity of our newly-drafted well-being objectives.

Considering the synergies between our own Area Statements and the Well-being plans in development by the PSBs, has helped us identify multiple benefits and opportunities for collaboration and integration.

The Nature and Us national conversation on what future we want for nature, has been running alongside this process. It has contributed to our thinking about the longer-term, and the impacts of the climate and nature emergency on different communities.

The outcomes of the first phase of this work put climate change, species decline and pollution as the top three issues that people were concerned about in Wales.

By hearing different voices from across Wales, it is clearer than ever that we need to bridge across environmental, social and economic factors and divides. These voices shape a vision for Wales which provides a focal point against which we can continue to review progress.

In setting our well-being objectives, we have recognised that we need to challenge and adapt how we work in the future, moving further into an advocacy role and taking steps to be bold and innovative in our ambitions to achieve multiple benefit solutions to the issues we face.

Our well-being objectives are intentionally set at a high level and are interlinked, recognising that actions we take to address one well-being objective will usually contribute to meeting another, or even *all* objectives. The steps to take are clear and intended to be SMART and outcome-focussed to enable us to monitor and demonstrate that we are making a difference.

The Sustainable Development principle and the five ways of working

The well-being objectives have been set in accordance with the sustainable development principle and the five ways of working.

Long-term, our well-being objectives recognise the key current and future challenges facing Wales from the climate and nature emergencies, and from pollution. Setting well-being objectives to 2030 with a view to 2050 was central to our thinking, and linked to local considerations and key national and international targets. The findings from the Nature and Us programme has also provided key insights, enabling us to consider potential scenarios and challenges Wales may face in the future.

Our well-being objectives have been designed to **prevent** nature's decline and, climate change getting worse and pollution from occurring in the first place.

SoNaRR 2020 has provided us with a strong foundation of evidence that identifies where the challenges are, what we can do ourselves, and how we need to work with others to make sure our environment and our communities in every part of Wales can thrive in the future.

By focussing on our three well-being objectives *together*, in an **integrated** way, we will support the wider well-being of people and communities right across Wales.

Across all areas of our work, we have also considered how we can deliver multiple benefits across all three well-being objectives.

In the corporate plan, we document how action on nature-based solutions drive benefits for nature, climate and people. Understanding and optimising these multiple benefits will be vitally important if we are to achieve our vision of nature and people thriving together. Targeting our resources and working with partners to optimise these benefits will be critically important over the lifetime of this plan, and will inform our annual business planning and prioritisation.

We have worked **collaboratively** with colleagues across NRW, with our Board, and with our partners to ensure our corporate plan identifies synergies, and presents a range of opportunities

where we can collaborate closely with other organisations in the future. We will also build on our existing relationships and partnerships already forged through PSBs and our Area Statements.

Throughout the development of our well-being objectives, we have **involved** our colleagues and partners at a national and local level, providing them with the opportunity to feed back and provide detailed comment as they have evolved.

Our well-being objectives reflect that we will need to involve people and partners in decision-making where our work affects them. The ongoing engagement we will have with people who live and work in our communities, and with our partners, will ensure that the insight they provide is reflected in how we deliver our work.

Taken together with the commitments we have made in our work with PSBs in the development of their Well-being plans, and our engagement with communities through our Area Statements, our well-being objectives will help build on progress towards the economic, social, environmental and cultural well-being of Wales. The sustainable development principle is firmly embedded in our well-being objectives and in our future ways of working.

Maximising our contribution to the seven well-being goals

Our well-being objectives focus on the climate and nature emergencies and minimising pollution, and reflect where we can make the greatest individual, organisational and collective contribution to achieving them.

The pride and confidence we have in using Welsh in our work has been at the forefront of our minds as this corporate plan has evolved, ensuring our vision, mission and values are written in a way that resonates in the Welsh and English languages.

Taken together, we are contributing to all seven well-being goals as illustrated by the examples provided below.

Well-being Objective / Well-being Goal	By 2030 in Wales Nature is recovering	By 2030 in Wales Communities are resilient to climate change	By 2030 in Wales Pollution is minimised
A prosperous Wales	<ul style="list-style-type: none"> Building the capability and capacity of the Welsh workforce to support nature's recovery through working with others to advocate for green skills and jobs 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 	<ul style="list-style-type: none"> 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 Securing the timber producing potential of the Welsh Government Woodland Estate through providing harvestable timber meeting global standards of sustainable forest management 	<ul style="list-style-type: none"> Minimising pollution and waste through working collaboratively with industry and others to identify how legislation and Welsh Government policy need to change Stimulating supply chains to use timber grown in Wales through using our position as the dominant supplier of sustainably harvested timber in Wales
A resilient Wales	<ul style="list-style-type: none"> Securing the effective 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) Protecting species at the greatest risk of extinction through using our advisory and regulatory tools, working in partnership and monitoring to evaluate effectiveness 	<ul style="list-style-type: none"> 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 Stimulating restoration of marine and coastal habitats such as saltmarsh, sand dunes, sea grass 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 	<ul style="list-style-type: none"> 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 Avoiding pollution and waste through exploring innovative approaches using all our regulatory tools, including experimental powers

A healthier Wales	<ul style="list-style-type: none"> Engaging with people to take action creating opportunities for being in, learning about and becoming advocates for nature and climate through working with the education, physical activity and health sectors Scaling up nature-based solutions in urban and rural areas to build connectivity between habitats, securing multiple benefits for people and nature through working with planners and developers to embed in developments 	<ul style="list-style-type: none"> 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 Identifying opportunities to optimise the collective action and impact of the public sector through using SoNaRR and Area Statements to work with the public service boards, public health and local authorities 	<ul style="list-style-type: none"> Improving poor local environmental quality through working with local authorities to understand the issues and develop shared action plans Minimising harm from environmental pollution incidents through preparing for and responding to priority incidents as a Category 1 responder
A more equal Wales	<ul style="list-style-type: none"> Ensuring local communities benefit from equitable access to green and blue spaces and act responsibly through providing guidance and support, working collaboratively with strategic partners such as Visit Wales and Local Authorities Ensuring social and Environmental justice, equity and inclusion inform and strengthen our decision making for nature's recovery through the review of current mechanisms and development of guidance 	<ul style="list-style-type: none"> Ensuring all future developments are resilient to climate change through making the case for changes to development plans and advising on planning applications Ensuring water companies maintain security of water supply to customers through scrutinising and reporting to Ministers on their water resource management plans, drought plans and infrastructure investment plans 	<ul style="list-style-type: none"> Improving poor local environmental quality through working with local authorities to understand the issues and develop shared action plans Improving air quality for people and nature through minimising and eliminating emissions to air in our regulation of industry
A Wales of cohesive communities	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Reducing the risk to life from flooding through issuing flood warnings that meet the changing needs of communities, maintaining and improving the 24/7 Flood Warning Service Building the resilience of communities, Local Authorities and businesses to current and future flood risk through improving and sharing our evidence to stimulate action 	<ul style="list-style-type: none"> Engaging with people to take action, creating opportunities for being in, learning about and becoming advocates through working with the education, physical activity and health sectors Creating opportunities for individual and collective action on nature through

			delivering a sustained communications campaign
A Wales of vibrant culture and thriving Welsh Language	<ul style="list-style-type: none"> 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 Inspiring people to take action, empowering and transforming their relationship with nature through working with creative industries and the cultural sector 	<ul style="list-style-type: none"> Ensuring a diverse range of people are taking action for climate through sharing the vision and outcomes from Nature and Us to expand our networks and increase involvement. Engaging with people to take action, creating opportunities for being in, learning about and becoming advocates for nature and climate through working with the education, physical activity and health sectors 	<ul style="list-style-type: none"> Creating opportunities for individual and sector specific action through delivering a sustained communications campaign Involving different communities and sectors in our work, through applying behavioural insights to inform our approaches
A globally responsible Wales	<ul style="list-style-type: none"> Ensuring nature's recovery is driven through our supply chains, grant programmes and land management agreements through inclusion in our procurement and funding frameworks Ensuring partners are delivering against our strategic commercial approach through nature positive certification in commercial products and services 	<ul style="list-style-type: none"> Ensuring actions for climate are driven through our supply chains, grant programmes and land management agreements through inclusion in our procurement and funding frameworks Increasing energy efficiency and deployment of renewables in all our buildings and assets through reviewing current systems and taking action 	<ul style="list-style-type: none"> Ensuring action for pollution minimisation is driven through our supply chains, grant programmes and land management agreements through inclusion in our procurement and funding frameworks Ensuring that NRW's financial and business decisions integrate zero pollution and waste through applying the lessons learnt from others on effective tools and frameworks

Our enabling services – our core corporate activities

Colleagues providing essential services in procurement, governance, communications and finance - our enabling services - have a significant role in helping us both meet our well-being objectives and contributing to the seven well-being goals.

In developing the well-being objectives and steps to take, our enabling services have been fully involved, identifying their specific contributions. In this section we highlight some of their specific commitments as referenced in the corporate plan.

Effective workforce planning will be essential to delivering our corporate plan and meeting our well-being objectives. We will be investing in the skills and capability of our colleagues through the provision of a training programme for climate and nature literacy.

We recognise that we can also do more to harness our purchasing power to make an impact. We spend between £90-100m each year on goods and services across Wales, and 80% of our organisational carbon footprint is rooted in our supply chain.

We will go further to ensure our procurement and funding frameworks drive positive action across our supply chains to achieve outcomes that do not harm the natural environment in the process, both here in Wales and overseas.

We will be ensuring that NRW's financial and business decisions integrate nature's protection and recovery, climate change and zero pollution and waste through applying the lessons learnt from others on effective tools and frameworks.

Our Adfwyio programme is also enabling us to manage our assets more effectively by allowing us to explore how we can reduce our costs and carbon footprint by rationalising our portfolio of buildings across Wales, as well as reducing the carbon emissions of our fleet. We also want to maximise the reuse, recycling and recovery of materials through monitoring and taking action when replacing key items such as ICT equipment and PPE.

We recognise that this new focus on three well-being objectives will require changes to the way we work, and will take time to embed.

Success will only come when we challenge and evolve established working practices, and take every opportunity to innovate and improve. To help drive this each well-being objective will have an accountable Director providing vision, momentum and assurance to the wider Executive Team and Board. A new strategic risk register will also be developed to reflect the new well-being objectives and ways of working.

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	23 Mawrth 2023
Teitl y papur:	Adnabod a gwarchod poblogaethau eogiaid bach
Cyfeirnod y Papur:	23-03-B13
Noddir y Papur gan:	Ceri Davies, Cyfarwyddwr Tystiolaeth, Polisi a Thrwyddedu
Paratowyd y Papur gan:	Ben Wilson, Prif Gynghorydd, Pysgodfeydd
Cyflwynir y Papur gan:	Ben Wilson, Prif Gynghorydd, Pysgodfeydd
Diben y Papur	Trafodaeth / Gwybodaeth
Crynodeb:	<p>Mae'r papur hwn yn crynhoi Adroddiad a gomisiynwyd gan CNC ar adnabod a nodweddu poblogaethau eogiaid bach, y mae eu dirywiad tuag at ddifodiant posibl yn gofyn am gadwraeth a chamau lliniaru. Mae'r llwybr dirywiad presennol yn adlewyrchu cyfuniad o effeithiau byd-eang (e.e. newid hinsawdd) ac effeithiau afonydd penodol a Chymru gyfan a allai arwain at golli'r rhywogaeth hon o fewn blynyddoedd i ddegawdau. Yn yr un modd, mae tystiolaeth o'r tueddiadau y gall rheolaeth effeithiol stopio a gwrthdroi'r dirywiad.</p> <p>Mae eog a sewin yn rhywogaethau eiconig sydd ag arwyddocâd amgylcheddol, economaidd a diwylliannol enfawr yng Nghymru. Ar ben hynny, maen nhw'n ddangosyddion allweddol o gyflwr ein hamgylchedd dyfrol ac mae eu dirywiad yn tynnu sylw at y pwysau sy'n effeithio ar ddŵr croyw, ac ecosystemau morol ar draws gogledd yr Iwerydd.</p> <p>Yng nghyd-destun y Cynllun Corfforaethol newydd, mae'r eitem hon yn rhoi diweddariad i'r Bwrdd ac yn gofyn am farn ar gamau rheoli effeithiol i CNC a'i bartneriaid er mwyn gwrthdroi dirywiad y rhywogaeth eiconig hon sydd ar reng flaen argyfyngau natur, hinsawdd a llygredd.</p>

Gwaith craffu gan:	Fforwm Pysgodfeydd Cymru (WFF) ar 31 Ionawr Pwyllgor Cyngori ar Dystiolaeth (EAC) ar 21 Chwefror
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Cefndir

- Yng ngoleuni'r dirywiad cyflym parhaus mewn stoc eogiaid a sewin, comisiynodd CNC Adroddiad Tystiolaeth (Rhif 674) i nodi a nodweddu poblogaethau eogiaid bach er mwyn helpu i'w gwarchod a'u rheoli.
- Rhannwyd uchafbwyntiau'r Adroddiad gyda Fforwm Pysgodfeydd Cymru (WFF) ar 31 Ionawr 2023 a'r Pwyllgor Cyngori ar Dystiolaeth (EAC) ar 21 Chwefror 2023.
- Roedd yr adroddiad yn asesu sut y gellir adnabod poblogaethau bach neu beryglus o fach o'u demograffeg neu gymeriad genetig, a thrwy hynny weithredu fel "fflagiau coch" i sbarduno camau cynyddol.
- Mae'r Adroddiad yn gwneud naw casgliad ac argymhellion allweddol - wedi eu haralleirio yma mewn termau lleyg:
 - Mae sewin ac eogiaid yng Nghymru yn gostwng ar gyfradd ddigynsail. Mae model rhagfynegi yn dangos y gallai llawer o boblogaethau fod mewn perygl o ddifodiant o fewn blynyddoedd i ddegawdau dan yr amodau presennol. Gall eogiaid ddiflannu'n llwyr o rai afonydd yng Nghymru o fewn y deng mlynedd nesaf, gan gynnwys afon Teifi, lle mae eogiaid yn nodwedd o'i dynodiad Ardal Cadwraeth Arbennig (ACA).
 - Serch hynny, mae enghreifftiau yng Nghymru lle mae poblogaethau coll o eogiaid a sewin, ac enghreifftiau o stociau a oedd wedi'u disbyddu gynt, wedi adfer o lefelau isel ar ôl mynd i'r afael â rhwystrau mudo a llygredd diwydiannol. Mae hyn yn dangos y gall poblogaethau adfer o ddifodiant llwyr os caiff cyfyngiadau amgylcheddol eu dileu, ac os yw poblogaethau cyfagos yn parhau'n iach. Fodd bynnag, mae llawer o'r afonydd adferol hyn wedi gweld dirywiad dilynol yn ystod y blynyddoedd diwethaf.
 - Mae tystiolaeth am faint poblogaeth y trothwy isaf absoliwt (yr hyn a elwir yn 'effaith Allee') yn gyfyngedig, ond does dim digon o ddata i fod yn sicr.
 - Gall rhai afonydd Cymru weithredu fel 'metaboblogaethau' – h.y., afonydd lle gall pysgod symud yn naturiol, a allai gynnig rhywfaint o gyd-gadernid a'r potensial i adfer. Fodd bynnag, gallai effeithiau newid yn yr hinsawdd mewn cynefinoedd morol a dŵr croyw fod yn drech nag unrhyw achos o gyd-gadernid.
 - Mae angen deall sut a pham mae poblogaethau'n cyfangu, ac a ydyn nhw'n gwneud hynny oherwydd pwysau cyffredin. Mae tueddiadau poblogaeth yn dangos bod yr eog a'r sewin yn ymateb i gymysgedd o bwysau cyffredin (e.e., dylanwad yr hinsawdd) a phwysau lleol dalgylch benodol, fel ansawdd dŵr, ansawdd cynefinoedd a rhwystrau symud.

- f. Hefyd, mae angen deall sut mae poblogaethau bach yn adfer, ac a yw adferiad yn fwy tebygol o ddigwydd oherwydd bod poblogaethau wedi eu cysylltu rhwng afonydd trwy wasgariad.
 - g. Mae data o ddalfeydd gwialen ac arolygon pysgod ifanc yn swnllyd, yn enwedig ar gyfer poblogaethau bach. Mae efelychiadau'n dangos y gall fod angen blynyddoedd lawer i ganfod dirywiad eogiaid a sewin, a allai gyfyngu ar eu gwerth fel 'fflagiau coch' er mwyn sbarduno camau gweithredu brys. Gallai dulliau modelu ychwanegol o boblogaethau a data amgylcheddol helpu i ddiagnosisio'r rhesymau dros dueddiadau'r boblogaeth.
 - h. Argymhellir cyfuniad o ddulliau demograffig a genetig i asesu dirywiad yn y boblogaeth a llywio ymyriadau, yn enwedig ar gyfer poblogaethau isel iawn.
 - i. Mae asesiad o statws cadwraeth tebyg i un yr Undeb Rhyngwladol dros Gadwraeth Natur (IUCN) yn seiliedig ar ddsbarthu, deiliadaeth, digonedd, amrywiadau yn y boblogaeth a data genetig, yn cynnig y rhagolygon gorau ar gyfer gwerthuso statws sewin ac eogiaid yng Nghymru.
5. Mae'r Adroddiad yn trafod mesurau posib i atal difodiant sy'n cynnwys:
- a. Adfer cynefinoedd ac ansawdd amgylcheddol er mwyn caniatáu'r pysgod i fridio a magu'n naturiol a didramgwydd er mwyn cynhyrchu gleisiaid o ansawdd da ar gyfer uchafswm capasiti cludo'r dalgylch.
 - b. Gwneud y mwyaf o gysylltedd naturiol fel y gall pysgod llawn dwf gael mynediad at gynefin silio a helpu a hwyluso gleisiaid i fudo allan i'r môr.
 - c. Gwarchod stoc silio rhag unrhyw ffynonellau ychwanegol o farwoldeb, y tu hwnt i'r marwolaethau arferol, naturiol a brofir gydol y cylch bywyd.
 - d. Cefnogi cynhyrchu drwy fagu artiffisial. Cynghorir yn erbyn hyn, heb ymchwiliad beirniadol trylwyr i achosion y dirywiad a'r camau mwyaf llwyddiannus o fynd i'r afael â nhw.
 - e. Banc genynnau. Gellir defnyddio hwn fel y mesur cadwraeth **olaf un** ond mae angen gosod y nodau hirdymor yn erbyn realiti mynd i'r afael â beth bynnag sydd bron â difodi'r poblogaethau yn llwyr. Y cyd-destun mwyaf amlwg yw newid hinsawdd bydeang hirdymor a allai olygu bod amgylcheddau gogledd yr Iwerydd a dŵr croyw yn anaddas i gynnal poblogaethau eogiaid naturiol.
6. Mae awduron yr Adroddiad yn pwysleisio mai lleihau marwolaethau yn ogystal â gwella cysylltedd cynefinoedd a lleihau llygredd yw'r ffyrdd gorau o gynnal poblogaethau pysgod, a'u galluogi i addasu i newid yn ôl amodau amgylcheddol.
7. Mae arsylwadau'r Adroddiad ar y risgiau a wynebwr gan boblogaethau bach a llai sy'n dirywio yn llawn mor berthnasol i rywogaethau dŵr croyw a daearol eraill yng Nghymru.

8. Gofynnir i'r Bwrdd nodi bod CNC yn parhau i ddarparu ystod o fesurau i ddiogelu eogiaid a sewin, fel y nodir yn y cynllun gweithredu ([Cyfoeth Naturiol Cymru / Cynllun Gweithredu ar gyfer eogiaid a brithyllod y môr yng Nghymru 2020](#)).

Cyfleoedd i drafod

9. Gofynnir i'r Bwrdd bwysu a mesur y canlynol o safbwynt y Cynllun Corfforaethol a'r Amcanion Lles newydd:
- Defnyddio'r risg o ddifodiant yr eog i gyfathrebu a meithrin partneriaethau er mwyn tacio'r angen i weithredu ar fyrder ynghylch byd natur, yr hinsawdd a lleihau llygredd er mwyn diogelu'r rhywogaethau hyn a rhai eiconig eraill a'u cynefinoedd.
 - Gwella ein dealltwriaeth o achosion tranc poblogaethau a'r sbardunau i weithredu yn y dyfodol.
 - Parhau i gyflawni ac addasu'r mesurau yn y cynllun gweithredu ar eogiaid a sewin

Risgiau a chyfleoedd

10. Mae'r risgiau sy'n gysylltiedig â mesurau posib yn cynnwys rhai ariannol ac enw da
11. Mae'r risgiau sy'n gysylltiedig â pheidio â gweithredu yn cynnwys enw da, economaidd, ac amgylcheddol
12. Er gwaethaf y camau gweithredu, mae perygl o hyd y gallai'r stoc ddiflannu am byth.

Goblygiadau ehangach

13. Goblygiadau ehangach
- Cyllid:**
 - Cost monitro ychwanegol, mesurau rheoleiddio a chynefinoedd;
 - Colli incwm trwy werth llai o drwyddedau pysgota.
 - Cydraddoldeb:** Heb ei ystyried yng nghyd-destun y papur hwn. Fodd bynnag, gellir defnyddio'r dystiolaeth yn ofodol ac asesu'r cyfleoedd gweithredu yng nghyd-destun data eraill gan gynnwys data cymdeithasol/economaidd.
 - Cyfreithiol:** Rydym yn parhau i weithio gyda'r tîm cyfreithiol i gynghori ar fesur rheoleiddio yn y dyfodol, gan gynnwys dewis arall mwy deinamig ac ymatebol yn lle'r broses is-ddeddfu gyfredol.
 - Diogelu Data:** Amherthnasol
 - Deddf Llesiant Cenedlaethau'r Dyfodol:** Mae hyn yn cyd-fynd â'r Cynllun Corfforaethol newydd a'n Hamcanion Llesiant: Adferiad natur; Gallu cymunedau i wrthsefyll newid hinsawdd; a Lleihau Llygredd.

Y camau nesaf

14. Bydd CNC yn cyhoeddi'r Adroddiad ac yn dilyn y cynllun cyfathrebu.

15. Byddwn yn parhau i weithredu'r mesurau a nodwyd yn y Cynllun Gweithredu ar gyfer Eogiaid a Sewin, gan gynnwys camau i wella cynefinoedd drwy'r rhaglen Argyfwng Hinsawdd a Natur (NACE).
16. Ar hyn o bryd rydym yn ailfodelu ein data eogiaid ifanc i ddeall yn well a yw marwoldeb dŵr croyw yn llywio'r dirywiad ac yn gweithio gyda phartneriaid i ail-flaenoriaethu camau gweithredu.
17. Byddwn yn ystyried rhaglenni monitro genetig posibl er mwyn helpu i bennu trothwyon critigol a statws stoc

Argymhelliad

18. Y Bwrdd i nodi'r goblygiadau ar yr Adroddiad a chefnogi'r gwaith o ddatblygu mesurau arfaethedig.

Mynegai Atodiadau

Unrhyw wybodaeth ategol:

Atodiad 1 – Adroddiad Rhif 674 * (DRAFFT)

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	23 Mawrth 2023
Teitl y Papur:	Dangoswrdd Perfformiad Cynllun Busnes 2022-23 ac Adroddiad Perfformiad Mewnol 2022/23
Cyfeirnod y Papur:	23-03-B14
Noddir y Papur gan:	Clare Pillman, Prif Weithredwr
Paratowyd y Papur gan:	Caroline Hawkins, (Rheolwr Cynllunio Corfforaethol, Perfformiad ac Asesu Strategol)
Cyflwynir y Papur gan:	Y Tîm Gweithredol
Diben y Papur	Craffu
Crynodeb	<p>Gofynnir i'r Bwrdd graffu ar berfformiad Cyfoeth Naturiol Cymru ar gyfer trydydd chwarter 2022/23 ac ystyried yn benodol:</p> <ul style="list-style-type: none">Y cynnydd yn erbyn pob mesur a adroddwyd ar Ddangoswrdd Perfformiad y Cynllun BusnesY cynnydd yn erbyn pob mesur a adroddwyd yn yr Adroddiad Perfformiad Mewnol

Cefndir

- Dangoswrdd Perfformiad y Cynllun Busnes yw un o brif ddulliau'r Bwrdd o graffu ar waith cyflawni. Fe'i datblygwyd ochr yn ochr â Chynllun Busnes 2022/23 gan weithio gyda'r Bwrdd, y Tîm Gweithredol (ET) a'r Grŵp Tîm Arwain (LTG). Mae'r Cynllun Busnes blynyddol yn ymwneud â'n Cynllun Corfforaethol hyd at fis Mawrth 2023; bydd ein Cynllun Corfforaethol newydd yn cael ei gyhoeddi yn ystod gwanwyn 2023.
- Mae'r Dangoswrdd Perfformiad Chwarter 3 (Ch3) wedi'i rannu gyda LTG sydd wedi cadarnhau'r cynnwys terfynol ar gyfer y chwarter hwn a'r sefyllfa ddisgwyliedig ar ddiwedd blwyddyn.
- Gallwch weld Adroddiad Perfformiad Dangoswrdd y Cynllun Busnes yn Atodiad 1 ac mae'n cynnwys:

- **Dangosfwrdd** sy'n rhoi trosolwg o berfformiad yn erbyn mesurau 2022/23 wedi'i osod yn ôl y blaenoriaethau strategol a adlewyrchir yn ein Cynllun Busnes.
 - **Mynegai pynciau** a nodir yn ôl blaenoriaeth strategol i helpu i lywio'r adroddiad.
 - **Crynodeb ar gyfer pob Pwnc** sy'n adlewyrchu cynnydd ar draws y maes gwaith.
 - **Manylion ar gyfer pob mesur penodol** gyda'r sefyllfa diwedd blwyddyn.
4. Mae'r Adroddiad Perfformiad Mewnol ar gael yn Atodiad 2 ac mae'n cynnwys 11 o fesurau sy'n canolbwyntio'n fewnol.

Asesiad

5. Mae gwaith yn mynd rhagddo i ailwampio ein proses recriwtio ac i gyflawni'r her o recriwtio staff i gefnogi'r gwaith o gyflawni ein mesurau. Mae ein cyfradd swyddi gwag yn parhau ar 11% ar gyfer Chwarter 3, ond rydym wedi llwyddo i recriwtio i nifer o rolau sydd wedi gwella ein perfformiad ar gyfer rhai mesurau yn Ch3.
6. Mae gwaith i ailwampio ein proses recriwtio yn radical drwy dechnoleg ac ail-beiriannu prosesau yn mynd rhagddo'n dda ynghyd â newidiadau i bennu cyfleoedd am leoliadau, lleihau'r ddibyniaeth ar benodiadau tymor penodol a sut rydym yn hyrwyddo manteision gweithio i CNC. Bydd y ffocws newydd hwn yn cael ei ategu gan arbenigwr Caffael Talent newydd, a fydd â'r dasg o fwrw golwg fwy strategol ar ein gofynion a'n harferion recriwtio sefydliadol. Rydym yn diweddarau'r Pwyllgor Pobl a Chwsmeriaid (CSP) (y Pwyllgor Pobl a Thaliadau, PaRC, gynt) yn rheolaidd wrth ddatblygu a gweithredu ein Rhaglen Trawsnewid Pobl, gan gynnwys y llifoedd gwaith sy'n ymwneud â recriwtio.
7. Gofynnir i'r Bwrdd graffu ar Adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes, gan nodi'r prif faterion isod. Ceir rhagor o fanylion yn yr adrodd ei hun (Atodiad 1):

	Chwarter 1 (1 Ebrill – 30 Mehafin 2022)	Chwarter 2 (1 Gorffennaf i 30 Medi 2022)	Chwarter 3 (1 Hydref – 31 Rhagfyr 2022)	Diwedd y flwyddyn ddisgwyliedig (hyd at 31 Mawrth 2023)
Coch	1	2	2	2
Amh	1	0	1	0
Oren	6	12	12	11
Gwyrdd	23	17	16	18
Cyfanswm	31	31	31	31

8. Mae dau fesur yn **Goch**. Y rhain yw:
- **Cynlluniau Rheoli Perygl Llifogydd (FRMPs)**

Ein carreg filltir ar gyfer y chwarter hwn yw cyhoeddi Cynlluniau Rheoli Perygl Llifogydd erbyn diwedd Ch3. Mae'r FRMPs wedi'u drafftio ac yn dilyn ymgynghoriad mewnol helaeth ac adborth gan y Tîm Gweithredol, mae rhai newidiadau wedi'u gwneud i gynnwys y cynlluniau arfaethedig er mwyn cyd-fynd â'r Cynllun Corfforaethol newydd.

Mae'r gwaith ychwanegol hwn wedi golygu nad ydym wedi gallu cyhoeddi'r cynlluniau ar gyfer ymgynghoriad allanol ond eto'n troi'r mesur ar gyfer Ch3 Coch. Byddwn yn cyhoeddi'r cynlluniau ar gyfer ymgynghoriad allanol yn Ch4 (Chwefror) ac ar ôl i ni ystyried yr adborth, byddant yn cael eu cyhoeddi cyn gynted â phosibl yn chwarter cyntaf 2023/24. Bydd y mesur hwn yn Goch ar ddiwedd y flwyddyn gan nad ydym wedi llwyddo i gyflwyno'r cynlluniau mewn da bryd.

- **Cyflawni rhaglenni i adolygu gofynion statudol ansawdd dŵr**

Ein cerrig milltir ar gyfer y mesur hwn yw cwblhau dogfennau Cymru ar Gynllun Rheoli Terfynol Basn Afon Hafren i'w llofnodi gan y Gweinidog, a chwblhau ein hargymhellion i Lywodraeth Cymru (LIC) ar yr Adolygiad Maethynnau a'r Adolygiad o Driniaeth Dŵr Gwastraff Trefol (UWWTR). Rydym wedi cwblhau'r garreg filltir gyntaf a chyhoeddi Cynllun Rheoli Basn Afon Hafren, sy'n cwblhau'r set i Gymru. Mae ein gwaith gyda charreg filltir dau wedi'i ohirio oherwydd gwaith Sicrwydd Ansawdd yn CNC sy'n pwysleisio'r angen i gynnal dadansoddiad pellach o'r setiau data i sicrhau a gwella'r hyder mewn allbynnau, a pha mor hawdd yw eu defnyddio. Mae'r UWWTR yn mynd rhagddynt a byddant yn mynd gerbron Byrddau Busnes a Llywodraeth Cymru yn Ch4. Mae'r gwaith pellach ar yr Adolygiad Maethynnau yn golygu ein bod ni'n disgwyl bod mewn mesur Coch ar ddiwedd y flwyddyn.

9. O'r deuddeg mesur **Oren**, y rhai i'w nodi yw:

- **Helpu i gyflawni argymhellion a gweithredoedd archwiliad dwfn Ynni Adnewyddadwy**

Ein carreg filltir ar gyfer y mesur hwn yw bwrw ymlaen â chymau gweithredu archwiliad dwfn CNC. Rydym wedi cwblhau'r adolygiad o anghenion adnoddau ac wedi darparu'r wybodaeth berthnasol i Lywodraeth Cymru. Hefyd, rydym wedi cefnogi a rhoi cyngor yn yr adolygiad o'r dechrau i'r diwedd o drwyddedu, cydsynio a phrosesu cynghori morol ac wedi rhoi cyngor i Lywodraeth Cymru ar anghenion ac opsiynau adnoddau morol er mwyn cefnogi gwasanaethau cydsynio a chynghori. Mae trosglwyddo swyddogaethau Cyd-bwyllgor Cadwraeth Natur (JNCC) yn mynd yn ei flaen ac rydym ar fin gorffen trosglwyddo cyfrifoldeb gyda Llywodraeth Cymru. Byddwn yn parhau i weithio ar ein camau gweithredu sydd wedi'u cwblhau'n rhannol ac yn disgwyl cwblhau'r gwaith ar fylchau mewn tystiolaeth ddaearol a pharhau i drosglwyddo swyddogaethau o'r Cyd-bwyllgor Cadwraeth Natur yn Ch4. Rydym yn disgwyl bod yn Oren ar ddiwedd y flwyddyn. Mae'r llwybr at fesur Gwyrdd yn dibynnu ar benderfyniadau ar ofynion adnoddau a chymau gweithredu Llywodraeth Cymru.

- **Ailwmapio ein rhwydwaith monitro ansawdd dŵr croyw yn llwyr**

Ein carreg filltir ar gyfer y mesur hwn yw datblygu Cynllun Gweithredu. Rydym wedi llwyddo i recriwtio Swyddog Arweiniol ac wedi diwygio ein cynllun ar gyfer ailwampio'r rhwydwaith monitro ansawdd dŵr croyw. Rydym wedi aildrefnu cynllun y prosiect a bellach yn bwriadu cyflawni'r holl gerrig milltir erbyn diwedd Ch4. Bydd y mesur yn Oren erbyn diwedd y flwyddyn, gyda cherrig milltir prosiect dilynol yn cael eu cyflawni hyd at fis Ionawr 2025.

- **CNC yn symud ymlaen ar gamau cyflawni allweddol ar gyfer Prosiect Afonydd Ardaloedd Cadwraeth Arbennig (ACA)**

Ein carreg filltir ar gyfer y mesur hwn yw cytuno ar Raglen Monitro a Thystiolaeth a datblygu cyngor ar fesurau lliniaru niwtral o ran maethynnau. Rydym wedi cytuno ar raglen fonitro ar gyfer 2023 a fydd yn sicrhau set ddata lawnach ar gyfer yr asesiad cydymffurfio ansawdd dŵr nesaf yn 2024. Rydym wedi datblygu a chyhoeddi ein Hegwyddorion Niwtraliaeth o ran Maethynnau a chyhoeddi cyfres ddrafft o fesurau lliniaru posibl. Mae oedi cyn sefydlu'r Byrddau Rheoli Maethynnau yn golygu y bydd gennym statws Oren ar ddiwedd y flwyddyn.

- **Cynnydd ein gwaith i leihau llygredd o fwyngloddiau metel**

Ein carreg filltir ar gyfer y mesur hwn yw darparu diweddariad cynnydd tuag at darged Ch4 sy'n dangos nifer yr asesiadau, dyluniadau, treialon ac adeiladweithiau sydd ar y gweill a'u cwblhau. Yn Ch3, fe wnaethom ni gwblhau'r dyluniad manwl ar gyfer gwaith atal ffrwydradau ym mwynglawdd Cwm Rheidol, cwblhau'r gwaith adeiladu ar sianel Rheoli Dŵr Wyneb y Gogledd a Fron-goch, lle rydym hefyd wedi gosod ffensys diogelwch yn y pyllau. Mae'r mesur hwn yn Oren (wedi cyflawni 29 allbwn yn erbyn targed Ch3 o 32, neu 91%). Rydym yn disgwyl bod yn Oren ar ddiwedd y flwyddyn, gyda 36 o allbynnau wedi'u cyflawni eleni yn erbyn targed Ch4 o 43 o allbynnau asesu, dylunio ac adeiladu. Mae hyn yn 80% o'r rhaglen eleni, a dwywaith lefel allbynnau rhaglenni'r llynedd.

10. Mae 16 o fesurau sy'n **Wyrdd** yn Ch3. Dyma rai i'w nodi:

- **Datblygu fflyd o gerbydau allyriadau isel a darparu ystâd adeiledig allyriadau isel ac sydd wedi'i haddasu i'r hinsawdd.**

Ein carreg filltir ar gyfer y mesur hwn yw cyflawni'r cyntaf o argymhellion cymeradwy'r Strategaeth Llety. Rydym wedi cwblhau'r gweithgaredd hwn, a oedd yn cynnwys cau ein swyddfa yn Llys Cantref, y Fenni. Rydym wedi gwneud cynnydd da o ran datblygu Cyfle Caerdydd gan gynnwys datblygu briff prosiect, gofyn am gymeradwyaeth y Tîm Gweithredol, a dechrau ymgynghori â staff. Symudodd y mesur hwn o Oren yn Ch2 i Wyrdd yn Ch3. Fodd bynnag, mae salwch staff wedi golygu na fyddwn yn gallu cyflawni ein holl gerrig milltir, ac erbyn hyn, rydym yn disgwyl bod yn Oren ar ddiwedd y flwyddyn.

- **Cyflawni camau gweithredu wedi'u targedu ar gyfer rhywogaethau sy'n prnhau neu ar fin diflannu**

Ein carreg filltir ar gyfer y mesur hwn yw cytuno ar raglen waith i gyflawni gweithredoedd CNC o fewn Cynllun Gweithredu Cymru ar gyfer Adfer y Gylfinir. Rydym wedi cwblhau'r gweithgaredd hwn. Rydym wedi recriwtio Ymgynghorydd Arbenigol, Adfer Rhywogaethau Daearol sy'n ymroi i adfer y gylfinir a nodweddion di-asgwrn-cefn Safleoedd o Ddiddordeb Gwyddonol Arbennig (SoDdGA). Rydym wedi cytuno ar gynllun gwaith ar gyfer camau gweithredu Cyfoeth Naturiol Cymru gan gynnwys y bydd CNC yn arweinydd sefydliadol ar gyfer dwy Ardal Bwysig i'r Gylfinir. Mae recriwtio i'r

rolau hyn wedi golygu bod y mesur hwn wedi symud o Goch yn Ch2 i Wyrdd yn Ch3 ac rydym yn disgwyl iddo aros yn Wyrdd yn Ch4.

11. Nid yw un mesur wedi cael sgôr Coch Oren Gwyrdd (RAG) yn Ch3:

- **Gwaith i osod cyfeiriad strategol ar gyfer datblygu a gweithredu prosiectau**

Ein carreg filltir ar gyfer y mesur hwn yw cyfrannu at ddatblygu Polisi Cyfoeth Naturiol Llywodraeth Cymru, gan fwydo ein hasesiad o weithredu'r Polisi CNC cyntaf. Nid ydym wedi cwblhau'r gweithgaredd hwn oherwydd bod yr amserlenni ar gyfer datblygu ail Bolisi Adnoddau Naturiol wedi newid. Felly, nid yw perfformiad y chwarter hwn wedi cael statws RAG. Ar hyn o bryd rydym ar y trywydd iawn i gyflawni gweithgaredd carreg filltir wedi'i haddasu ar ddefnyddio Datganiadau Ardal yn Asesiadau Llesiant a Chynlluniau'r Byrddau Gwasanaethau Cyhoeddus (PSBs), i'w llofnodi gan Fwrdd CNC yn Ch4. Rydym yn disgwyl y byddwn yn Wyrdd ar ddiwedd y flwyddyn.

12. Gofynnir i'r Bwrdd graffu ar yr Adroddiad Perfformiad Mewnol, gan nodi'r prif faterion isod. Mae manylion pellach ar gael yn Atodiad 2.

	Chwarter 1 (1 Ebrill – 30 Mehefin 2022)	Chwarter 2 (1 Gorffennaf i 30 Medi 2022)	Chwarter 3 (1 Hydref – 31 Rhagfyr 2022)	Diwedd y flwyddyn ddisgwyliedig (31 Mawrth 2023)
Coch	1	1	3	1
Oren	5	3	1	2
Gwyrdd	5	7	7	8
Cyfanswm	11	11	11	11

13. Isod gwelir y mesurau i'w nodi ar gyfer Ch3. Am ragor o fanylion, cyfeiriwch at Atodiad 2.

- Mae adroddiadau **Monitro Gweithredol** yn parhau i fod yn Goch ar gyfer Ch3. Rydym wedi profi dau dempled monitro gweithredol pwrpasol ar gyfer Gweithrediadau a Heb fod yn Weithrediadau i'w lansio yn Ch4. Bydd y gwaith o gofnodi'r gwaith monitro gweithredol nawr yn cael ei wneud ar system AssessNET lechyd a Diogelwch a Llesiant. O 1 Ebrill 2023 bydd yr holl adroddiadau monitro gweithredol yn cael eu storio ar system AssessNET, a fydd yn galluogi staff i wneud gwaith monitro gweithredol ar y safle trwy eu ffonau symudol gan helpu i ddadansoddi tueddiadau. Bydd gan bob cyfarwyddiaeth darged penodol ar gyfer cyflawni adroddiadau monitro gweithredol y bydd rhaid ei gyflawni. Byddwn yn parhau i godi proffil y gwaith hwn, a thrwy Ch4 rydym yn annog rheolwyr i siarad â'u staff am fonitro gweithredol. Disgwylir i'r maes hwn fod yn Goch ar ddiwedd y flwyddyn, ond bydd newid eang i'r ffordd rydym yn hyrwyddo ac yn rheoli'r gwaith pwysig hwn o fis Ebrill ymlaen, yn unol â'r adroddiad yn erbyn y Cynllun Corfforaethol nesaf.

- Mae **adroddiadau lechyd a Diogelwch am ddamweiniau fu bron â digwydd** yn Goch ar gyfer Ch3 gyda gostyngiad yn yr adroddiadau am ddamweiniau fu bron â digwydd o'i gymharu â'r llynedd (byddai Gwyrdd yn adlewyrchu nifer uwch o'r adroddiadau hyn). Byddwn yn parhau i godi proffil y gwaith hwn drwy ddiweddariadau, arweiniad ac e-byst misol rheolwyr at bob uwch-reolwr ac arweinydd tîm. Gydol Ch4, bydd rheolwyr allan gyda'u staff yn monitro'n weithredol ac yn ategu pwysigrwydd adroddiadau am achosion/damweiniau fu bron â digwydd wrth osgoi digwyddiadau go iawn. Rydym yn disgwyl i'r perfformiad hwn wella gydol Ch4 a gallwn eisoes weld bod adroddiadau wedi cynyddu'n sylweddol ym mis cyntaf Ch4. Rydym yn disgwyl bod yn Wyrdd ar ddiwedd y flwyddyn ac yn cynllunio newid sylweddol o ran sut rydym yn hyrwyddo a rheoli'r mesur pwysig hwn o fis Ebrill ymlaen yn unol â gwaith adrodd yn erbyn y Cynllun Corfforaethol newydd.
- Mae **absenoldebau** wedi symud i Goch gyda chyfraddau uwch o absenoldeb ar draws yr holl gyfarwyddiaethau yn ail hanner Ch3. Mae cynllun gweithredu wedi'i sefydlu ar absenoldeb oherwydd salwch, er mwyn rhoi cymorth. Ar hyn o bryd mae disgwyl statws Oren ar ddiwedd y flwyddyn.
- Mae'r **ceisiadau Mynediad at Wybodaeth** yr ymatebwyd iddynt o fewn 20 diwrnod yn parhau'n Wyrdd ar ddiwedd Ch3. Ar ddechrau'r flwyddyn adrodd, cawsom nifer fawr o Geisiadau Gwrthrych am Wybodaeth cymhleth, a effeithiodd ar allu'r tîm i ymateb i geisiadau eraill. Fodd bynnag, fe wnaeth y tîm fynychu hyfforddiant ffurfiol, tynhau prosesau a chodi ymwybyddiaeth sefydliadol ac mae disgwyl i'r statws fod yn Wyrdd ar ddiwedd y flwyddyn erbyn hyn.
- Mae **perfformiad taliadau** i'n cyflenwyr yn Wyrdd ar ddiwedd Ch3, sy'n welliant pellach ers Ch2. Mae ymdrech ar y cyd yn cael ei gwneud i sicrhau ein bod yn cyrraedd y targed o 95%, a gwella prosesu o fewn deg diwrnod. Rydym yn disgwyl bod yn Wyrdd ar ddiwedd y flwyddyn.

Risgiau a chyfleoedd

14. Os nad yw'r wybodaeth am berfformiad a ddarperir yn adlewyrchu'n gywir y cynnydd tuag at gyflawni'r Cynllun Busnes, yna ni fydd y Bwrdd yn gallu cwblhau ei rôl o graffu ar waith cyflawni Cyfoeth Naturiol Cymru.

Goblygiadau ehangach

- (a) **Cyllid:** Nid oes goblygiadau ariannol sylweddol o ran darparu'r adroddiad perfformiad ei hun; fodd bynnag, mae'n amlwg bod rhan o'n hadolygiad chwarterol yn ystyried dyrannu ein hadnoddau ac mae ein papurau cyllid a pherfformiad felly yn berthnasol iawn.
- (b) **Cydraddoldeb:** Mae'r Asesiad o'r Effaith ar Gydraddoldeb perthnasol yn cwmpasu ein Datganiad Lles, Cynllun Busnes 2022/23 a'r Cynllun Corfforaethol hyd at ddiwedd mis Mawrth 2023.

Y camau nesaf

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

Argymhelliad

16. Gofynnir i'r Bwrdd graffu a chytuno ar Adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes a'r Adroddiad Perfformiad Mewnol - a chadarnhau eu haddasrwydd i'w cyhoeddi.

Mynegai Atodiadau

- Atodiad 1 - Dangosfwrdd Perfformiad Cynllun Busnes 2022/23
- Atodiad 2 – Adroddiad Perfformiad Mewnol 2022/23

Annex 1: Business Plan Performance Dashboard 22/23 (to Q3)

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

Responding to the climate emergency and the nature emergency...

Current	Measure	Year end	Page
Amber	Support delivery of recommendations and actions from Renewable Energy deep dive	Amber	6
Green	Develop a low emission fleet and deliver a low emission and climate adapted built estate	Amber	7
Amber	Implement Flood Review recommendations / actions	Amber	9
Amber	Maintain flood risk assets in high risk locations at target condition	Amber	10
Green	Properties with reduced level of risk or sustained protection through capital work	Green	11
Red	Produce Flood Risk Management Plans	Red	12
Green	Priority actions undertaken on protected sites across Wales to improve condition of features	Green	14
Green	Delivering targeted action for declining species or those on the edge of extinction	Green	15
Amber	Management of programmes to address and restore habitats across Wales	Green	17
Green	Action undertaken to restore Welsh peatlands including degraded NRW Estate peatland	Green	18
Amber	Develop the biodiversity and cultural value of the NNRs in our direct care	Amber	20
Amber	UKWAS Corrective Action Requests and Observations progress	Amber	21
Green	Area of new woodland created on the NRW Estate	Green	22
Green	Timber volume offered to market	Green	23
Green	Deliver actions in the Wales Marine Protected Area (MPA) Network Management Action Plan	Green	25
Amber	Permits and licences issued within statutory timescales	Amber	27
Green	Category 1 and category 2 compliance breaches are subjected to further assessment	Green	28
Green	Decision on an appropriate enforcement response within 3 months	Green	29
Green	Response to incidents initially categorised as 'High' within 4 hours	Green	31

*For [key to green, amber and red performance assessment](#): see page 54.

Using our expertise, alongside that of others...

Current	Measure	Year end	Page
Amber	Complete re-design of our freshwater quality monitoring network...	Amber	34
Amber	Response to environmental governance issues and liaison with Interim Assessor	Green	36
Green	Inform development of Welsh Government future land management policy & legislation	Green	37
Green	Develop and implement programme to examine a proposed new National Park	Green	38
N/A	Work to set strategic direction for development and implementation of projects	Green	40

Improve water quality through raising awareness...

Current	Measure	Year end	Page
Red	Deliver programmes to review statutory water quality requirements	Red	43
Green	Deliver NRW input to the various Water Company Planning Programmes	Green	44
Amber	NRW progress on key deliverables for Special Areas of Conservation (SAC) Rivers Project	Amber	46
Amber	Progress of our work to reduce pollution from metal mines	Amber	47

Involving a diverse range of stakeholders...

Current	Measure	Year end	Page
Green	Deliver against agreed actions for Year 1 of 'All Together' (Diversity and Inclusion Strategy)	Green	50
Green	Ongoing development and delivery of combined training, resource and projects	Green	51
Amber	Progress of Nature and Us / Natur a Ni programme	Amber	53

Developing NRW into an excellent organisation...

See 'Internal Performance report' for measure positions related to this priority

For [key to green, amber and red performance assessment](#): see page 54.

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

Responding to the climate emergency and the nature emergency...

- [Decarbonisation \(page 5\)](#)
- [Managing Flood Risk \(page 8\)](#)
- [Nature Emergency \(page 13\)](#)
- [Habitat Restoration \(page 16\)](#)
- [NRW Estate \(page 19\)](#)
- [Marine Environment \(page 24\)](#)
- [Regulation \(page 26\)](#)
- [Incident management \(page 30\)](#)

Using our expertise, alongside that of others...

- [Improving and presenting evidence... \(page 33\)](#)
- [Providing Advice and Guidance \(page 35\)](#)
- [Using Area Statement \(page 39\)](#)

Improve water quality through raising awareness...

- [Water Planning \(page 42\)](#)
- [Water Management \(page 45\)](#)

Involving a diverse range of stakeholders...

- [Diversity and Inclusion \(page 49\)](#)
- [Nature and Us \(page 52\)](#)

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

Priority: Responding to the climate emergency and the nature emergency, focussing on Nature Based Solutions and Decarbonisation

The climate and nature emergencies are inextricably linked - what we deliver to address climate change can also help reduce biodiversity loss and vice versa. Nature based solutions lie at the heart of this. Much of our work provides these multiple benefits, improving biodiversity and locking in carbon through our planned work on peatland restoration, woodland creation, and management of marine inter-tidal habitats.

Our business as usual work reflects a huge part of many people's jobs. For example, monitoring and collating data to inform our decision making on reducing Wales' and NRW's carbon footprint; managing our estate to maximise carbon sequestration opportunities; planning for and responding to drought and flooding incidents as well as the emergence of new threats to our natural environment such as pests and diseases. We control carbon emissions through our regulatory duties, permitting the use of emerging technologies that contribute to the decarbonisation of our economy.

Our [Business Plan](#) sets out the following topics in relation to this priority:

- [Responding to the climate emergency - decarbonisation](#)
- [Responding to the climate emergency - managing flood risk](#)
- [Responding to the nature emergency](#)
- [Nature based solutions - habitat restoration](#)
- [Nature based solutions - enabling tree planting and woodland creation](#)
- [Nature based solutions - managing the NRW Estate](#)
- [Nature based solutions - managing the marine environment](#)
- [Responding to the climate and nature emergencies - regulation](#)
- [Responding to the climate and nature emergencies - incident management and response](#)

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

Topic: Responding to the climate emergency - decarbonisation

Topic summary progress:

- Climate Change and Decarbonisation Team Leader and Team Technical Support roles now providing greater capacity to progress and develop the programme.
- The Fleet Forward Plan and Procurement Forward Plan are in final draft with approval to be sought in February while the draft Built Estate Plan is being reviewed. These will provide the key elements of the Net Zero Plan at year end.
- Work ongoing to review the Climate Emergency work programme and incorporate all key climate action. The organisational wide Climate Risk Assessment report has been completed and is now being consulted upon.
- The Carbon Literacy based climate change training course resources have been finalised for trialling in Q4.
- The Emergency Sub-group has been established and begun considering the mainstreaming of climate action across NRW, including recent consideration of the procurement decarbonisation forward plan and development of climate change principles and targets to apply to all work. To note, however, although the planning work is green (e.g. procurement, fleet, facilities, climate adaptation and risk management), the delivery of the forward programme across the business will be a significant challenge for all heading into 2023/24, to support corporate plan delivery.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- Support delivery of recommendations and actions from Renewable Energy deep dive
- Develop a low emission fleet and deliver a low emission and climate adapted built estate

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

Measure: Support delivery of recommendations and actions from Renewable Energy deep dive

This measure reflects our activity to support delivery of [recommendations and actions arising from Welsh Government's \(WG\) Renewable Energy deep dive](#), recognising our contribution in relation to these in order for Wales to at least fully meet its energy needs and tackle the nature and climate emergencies.

Latest position (to end of December 2022):

- Our **milestone for this measure is to progress NRW's deep dive actions.**
- We have completed the review of resource needs and provided the relevant information to WG. We have supported and provided advice in the end to end review of marine licencing, consenting and advisory processes and provided advice to WG on marine resource needs and options for supporting consenting and advisory services.
- The JNCC transfer of functions is progressing and we are concluding the transfer of responsibility with WG.
- We have identified marine evidence gaps but are still working on terrestrial evidence. We have concluded the data analysis and spatial mapping of evidence to support the identification of marine 'strategic resource areas, to signpost areas for development of different renewable energy technologies.
- We have partially completed work to support the review and mapping the process for land based renewables installations to support permissions for environmental technologies.
- We have completed 4 of 7 actions and partially concluded the remaining 3 actions.

What we are doing next:

- We will continue to work on our actions that are partially completed and expect to conclude work on gaps in terrestrial evidence and progress activity on transfer of functions from JNCC.
- We will continue to support other WG actions with advice and guidance as required. We currently expect to be Amber at year end pathway to Green is reliant on decisions on resource requirements and dependant WG actions.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green	Amber	Amber	Amber

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

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

Measure: Develop a low emission fleet and deliver a low emission and climate adapted built estate

This measure reflects activity forming part of our Adfywio/Renewal programme to develop a low emission fleet and deliver a low emission and climate adapted built estate.

Latest position (to end of December 2022):

- Our **milestone for this measure is deliver the first of the Accommodation Strategy approved recommendations.**
- We have completed this activity. We have closed Cantref Court and progressed the Cardiff Opportunity including developing a project brief, seeking ET approval and beginning staff consultation.
- This measure is **Green**.

What we are doing next:

- We will now progress the Cardiff opportunity and progress the development of a procurement exercise to procure an all NRW Electric Vehicle charging infrastructure in 2023/24.
- We are not currently on track to achieve all our **year end milestone activity of deliver Adfywio programme commitments for 2022/23** in Q4 and are expecting to be Amber at year end. This is due to unforeseen staff resource issues within the team due to sickness.
- We currently expect we will be Amber at year end.

Measure owner: Victoria Rose-Piper

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Green	Amber

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

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

Topic: Responding to the climate emergency - managing flood risk

Topic summary progress:

- Our **capital programme** is progressing well, with significant schemes at Llyn Tegid, Cowbridge, Afon Wydden and Llanfair TH set to complete this year, with other significant schemes such as Stephenson St (Newport) and Ammanford set to commence construction soon.
- The **Flood Recovery and Review Implementation Programme** is progressing well and we are on track with delivery of the actions. Continued work is needed on incident rota numbers and on flood warning areas. We are producing closure reports for the work areas, to capture the evidence of delivery for the complete actions and to provide clear evidence of transfer to other work programmes where the action is ongoing or for delivery over the longer term.
- Our routine annual **maintenance programmes** continue, as we continue to operate on a prioritised basis within the budgets available to us. We continue to make process and delivery improvements, there is a significant workload here.
- We have **34 projects** in our **Improvements Programme**, at various stages. Several are significant ICT projects which are delivering core customer-facing systems, such as the **Flood Warning Service** replacement project and the **Telemetry** replacement project, both of which are progressing well.
- We have continued to address the relevant recommendations from the 'Toddbrook review' into **reservoir safety**, as we seek to do more to go beyond compliance to ensure safety.
- We continue to push for recognition of and action against the challenges ahead, particularly in regard to the need for significant **adaptation** in response to the **Climate Emergency**.
- Overall, much significant work continues to be delivered. The main challenge remains volume of work and rising external expectations, with high workload on our staff. **Recruitment** is challenging, with **skills shortages** across the industry. We have increased our activities on the **skills and capability** agenda, but there is more to do.

Topic owner: Jeremy Parr

Business Plan dashboard measure/s for this topic:

- [Implement Flood Review recommendations / actions](#)
- [Maintain flood risk assets in high risk locations at target condition](#)
- [Properties with reduced level of risk or sustained protection through capital work](#)
- [Produce Flood Risk Management Plans](#)

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

Measure: Implement Flood Review recommendations / actions

The February 2020 floods were the most significant floods in Wales since the 1970s, and our Review into our own performance identified areas for improvement and recommended actions. This measure reflects delivery tracking of the remaining improvements identified in [our Review](#).

Latest position (to end of December 2022):

- Our **milestone for this measure for this quarter was to complete all 12 flood Work Area Closure Reports, and to draft, review and approve a Programme Closure Report**. 8 of the flood Work Area Closure Reports are signed off, with the remaining 4 now scheduled for Q4. The Flood Recovery and Review Implementation Programme (FRRIP) Board is scrutinising the reports for evidence of delivery, and some further work is needed in some cases, and so this rightly has delayed sign off of the 4 remaining Work Area Closure Reports. FRRIP Board consider it is not yet appropriate for Programme closure at this time. We will produce a Programme Transition Report to provide confidence that remaining recommendations will be appropriately managed and tracked.
- Our target also includes progress on the 59 actions scheduled for delivery by year end. We are on schedule with all 59 actions having been delivered. The remaining 15 actions are longer term ones to be managed via Business Boards.
- This measure is **Amber** as we are behind where we planned to be on the closure reports.

What we are doing next:

- We are progressing the remaining Work Area Closure Reports in Q4. We will draft and submit the Programme Transition Report for FRRIP Board approval, defining how actions will be owned and delivered via Business Boards routes. We will continue with delivery of remaining actions, but we have already achieved the target of 59 of the actions being delivered by year end. Achieving Green by year end also depends on acceptance of the 4 remaining Work Area Closure Reports and the Programme Transition Report. This is unlikely by year end, due to the scrutiny we are placing on these reports. We anticipate Amber status at year end.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Amber	Amber

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

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

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

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

Latest position (to end of December 2022):

- Our **target for this measure is 98% of flood risk assets in high-risk systems at target condition.**
- We are at 97.8% at end of December 2022. We have not achieved this and **this measure is Amber.**
- We currently have 79 below required condition assets across Wales and require 70 or fewer to achieve the target, therefore we are 9 assets from Green. Asset inspections are carried out on a rolling basis. Issues which cause an asset to become a below required condition asset may be found at any time. We continually update our data. This measure is a snapshot in time. During the last quarter, we have made fixes to 24 assets but 28 different assets have become below their required condition due to issues found.

What we are doing next:

- Our **target for the next reporting period is 98% of flood risk assets in high-risk systems at target condition.**
- We are currently NOT on track to meet our **year end target of 98% of flood risk assets in high-risk systems at target condition** and are going to be Amber at year end.
- 36 assets are planned to be returned to target condition in the next quarter and a further 34 in the next financial year with the remaining 9 after that time period. This is an estimate at present and may change depending on investigations and resource availability whilst recognising that some of the works take considerable planning.
- Training of the additional asset inspectors is nearing completion meaning they will be inspecting assets soon. This may mean that more assets will be assessed as below their required condition.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Amber	Amber

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

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

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

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

Latest position (to end of December 2022):

- Our **target is 1,000 properties by year end.**
- Key projects are progressing well, and we are currently forecasting that we will surpass our target at year end. The majority of properties have already been claimed as we have reached key delivery windows, including working on sea defences (September) and the fisheries embargo for in-river work (October). This is reflected in our profiles for the year. Key projects this year include Llanfair TH (33 properties), Llyn Tegid (800 properties), Afon Wydden (150 properties) and Cowbridge (150 properties), and these are on track.
- This measure is **Green**.

What we are doing next:

- We will continue to deliver our key projects and ensure that we meet the target of 1,000 properties. We are also continuing to develop projects that will contribute to delivery of this target in future years.
- We are on track to achieve our **year end milestone activity of 1,000 additional properties directly provided with reduced risk or sustained level of protection** in Q4 and expect to be Green at year end.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

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

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

Measure: Produce Flood Risk Management Plans

This measure reflect our progress in producing updated [Flood Risk Management Plans \(FRMPs\)](#) and includes updates in relation to their development, consultation around them, their publication and future monitoring. The updated plans will identify what is at risk of flooding alongside the objectives and measures that we propose to manage the risk of flooding.

Latest position (to end of December 2022):

- Our **milestone for this measure is FRMPs published by end of Q3**.
- We have not met this milestone this activity. The FRMPs have been drafted and following extensive internal consultation and feedback from the Executive Team, some content changes have been made to the proposed plans to ensure alignment with the new corporate plan. This has led to delays meaning we have not been able to issue the plans out for external consultation yet, and therefore publication is delayed.
- This work has also been significantly impacted by staff resourcing and recruitment issues and competing demands.
- This measure is **Red** as this interim milestone has been missed and publication of plans will not be achieved this financial year.

What we are doing next:

- We will now issue the plans out for full external consultation in Q4 (February 2023).
- We are not on track to achieve our **year end milestone activity of all FRMPs published (and FRMPs incorporated into Business as Usual and monitored)** in Q4 and are therefore highlighting this measure will be Red at year end.
- Due to the fixed statutory timescales required for external consultation (12 weeks), we are unable to bring the plans back on schedule within this financial year. They will be published as soon as possible in Q1 of 2023/4

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Green	Amber	Red	Red

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

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

Topic: Responding to the nature emergency

Topic summary progress:

- The Senedd have declared a nature emergency for Wales. NRW is progressing the priorities of the Vital Nature Strategy and Work Programme, putting biodiversity and ecosystem resilience at the very centre of our work. Examples include –
- Working with Welsh Government to develop and deliver Nature Networks, a Welsh 3-year costed programme to enhance biodiversity and build ecosystem resilience with protected sites at its core.
- Reviewing the recommendations of the WG Deep Dive into biodiversity working with others to implement actions to contribute to the global target to protect 30% of the land and sea by 2030, tackling our nature and climate crises.
- Working with WG and NLHF to deliver the Nature Networks Fund - a grant programme to support projects which will strengthen the resilience of Wales' network of protected land and marine sites and support a green recovery for nature and communities.
- Working collaboratively across the UK in the build up to COP15 to reiterate our commitment to restore biodiversity in line with the key actions in Nature Positive 2030.

Topic owner: Martyn P. Evans

Business Plan dashboard measure/s for this topic:

- Priority actions undertaken on protected sites across Wales to improve condition of features
- Delivering targeted action for declining species or those on the edge of extinction

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

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

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

Latest position (to end of December 2022):

- Our **milestone for this measure is 50% of actions completed/underway**.
- We have completed this activity. Environment Teams have reported that 78% of actions in the annual plan are now underway or complete. This equates to 92 actions underway and 64 complete from a total of 199 actions in the annual plan.
- This measure is **Green**.

What we are doing next:

- We will now continue with delivery of NRW actions for designated sites and on the NRW Estate, working with stakeholders, partly funded through the Welsh Government Nature Networks Fund. Our milestone for the next reporting period is 80% of actions completed/underway.
- We are currently on track to achieve our **year end milestone activity of 80% of planned actions completed** in Q4 and expect we will be Green at year end.

Measure owner: Martyn P. Evans

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

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

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

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

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

Latest position (to end of December 2022):

- Our **milestone for this measure is agree the programme of work to deliver NRW actions within the Wales Action Plan for the Recovery of Curlew.**
- We have completed this activity. We have recruited a Specialist Advisor, Terrestrial Species Recovery working on both curlew recovery and the invertebrate features of SSSI. We have agreed a plan of work for the NRW actions including that NRW will be organisational lead for two Important Curlew Areas.
- This measure is **Green**.

What we are doing next:

- We will now continue work on delivering the curlew actions. We have also appointed a Lead Specialist Advisor - Species Policy who is now working to complete the NRW Conservation Translocations policy and process.
- We are currently on track to achieve our **year end milestone activity to progress specific projects illustrating our work in this area (and submit the National Heritage Lottery Fund stage two application for Natur am Byth)** in Q4.
- We currently expect we will be Green at year end.

Measure owner: Martyn P. Evans

Q1	to Q2	to Q3	Expected year end
Green	Red	Green	Green

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

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

Topic: Nature based solutions - habitat restoration

Topic summary progress:

- NRW is progressing the priorities of the Vital Nature Strategy and Work Programme, putting biodiversity and ecosystem resilience at the centre of our work including: Working with Welsh Government to develop and deliver Nature Networks, a Welsh 3-year costed programme to enhance biodiversity and build ecosystem resilience with protected sites at its core.
- Working with Welsh Government to develop and deliver Nature Networks, a Welsh 3-year costed programme to enhance biodiversity and build ecosystem resilience with protected sites supporting the actions in biodiversity deep dive. This includes supporting National Lottery Heritage Fund (NLHF) and WG in grant funding allocations and the delivery of terrestrial and marine projects across Wales. Working with WG and NLHF to deliver the Nature Networks Fund - a grant programme to support projects which will strengthen the resilience of Wales' network of protected land and marine sites and support a green recovery for nature and communities.
- Delivery of the peatland restoration programme and working with Welsh Government to 'upscale' peatland restoration targets. Both to ensure that peatlands are sustainably managed and safeguarded to recover their critical biodiversity resource, store carbon, reduce greenhouse gas emissions and play their role as a component of Natural Flood Risk.
- Delivery of the River Restoration Programme including projects to address physical modifications within rivers, safeguard freshwater pearl mussels across Wales and address catchment wide pressures.
- Continuing to build a programme for grassland restoration with a Pilot Project underway.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- Management of programmes to address and restore habitats across Wales
- Action undertaken to restore Welsh peatlands including degraded NRW Estate peatland

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Measure: Management of programmes to address and restore habitats across Wales

This measure reflects our progress with management of programmes to address and restore habitats across Wales, including updates through the year on the Nature Networks Programme, Grassland programme and LIFE Quake project.

Latest position (to end of December 2022):

- Our **milestone for this measure is agree a framework for the delivery of the Wales Grassland Programme**
- We have partially completed this activity. We commissioned work to develop a draft grassland programme in November 2021. The report was received in Spring, but we decided to commission further work in order to agree priority areas for grassland restoration. This additional work, which will be delivered in March, is required to finalise the framework. We have appointed a project officer (November) to start to work on restoration of grassland in a pilot area in North Pembrokeshire and SE Carmarthenshire.
- This measure is **Amber**.

What we are doing next:

- We have appointed PONT Cymru to identify key grassland areas in Wales (by March 2023) and this will be used to finalise the framework. If there is sufficient funding in 2023/24, we will appoint additional staff to restore grasslands in these areas.
- We are currently on track to achieve our **year end milestone activity to establish new Welsh Government and EU LIFE restoration programmes (including complete the implementation of the LIFE Quake project set up phase)** in Q4 and should be Green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green	Green	Amber	Green

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

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

Measure: Action undertaken to restore Welsh peatlands including degraded NRW Estate peatland

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

Latest position (to end of December 2022):

- Our **milestone for this measure is to commence National Peatland Action Programme groundworks.**
- We have completed this activity. We have completed two large groundworks contracts. Other groundworks contracts are currently underway.
- This measure is **Green**.

What we are doing next:

- We will now continue with the remaining groundworks programme, continue to monitor grants and develop the work programme for next financial Year.
- We are currently on track to achieve our **year end milestone activity to deliver 450 ha of peatland restoration activity as part of the National Peatland Action Plan (including approximately 120ha on the NRW Estate)** in Q4.
- We currently expect we will be Green at year end.

Measure owner: Martyn P. Evans

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

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

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Topic: Nature based solutions - managing the NRW Estate

Topic summary progress:

- The NRW land estate is the Welsh Government Woodland Estate and National Nature Reserves (NNRs) for which we are responsible. At 160,000ha, it is 7% of the size of Wales because it is 7% of Wales. It includes among other things:
 - 80 designated Special Areas of Conservation and Sites of Special Scientific Interest, 56 NNRs.
 - 40% of Wales woodland, 19,000ha of ancient woodland sites, and 60% of Wales' sustainable timber harvest.
 - 3.5M visits per year on 955km walking, 25 accessible; and 8 horse-riding trails; 566km mountain biking trails; 6 visitor centres; and 3,702km of forest roads for recreation as well as forest management.
 - 441MW installed capacity of renewable energy. 32.9MtCarbon stocks (81% woodland, 9% bog/fen, 10% other).
 - 27 reservoirs, 160 ex-industrial spoil tips, 18,000 ash trees to make safe, 200km unauthorised bike trails to sort.
- Our main aim for the Estate is sustainable management of natural resources. This costs £55M per year of which £30M to £40M is funded by sustainable enterprise. With these resources we are:
 - Adapting to climate change and enabling society to adapt, especially for flood risk and to safeguard clean water.
 - Reducing greenhouse gas emissions by maintaining the area of woodland, converting degraded deep peat into healthy wet peatland habitat, providing harvestable timber; and supporting increases in on-shore wind-power.
 - Improving ecological processes to enable nature to adapt to climate change and protecting key species / habitats.
 - Providing opportunities for people to enjoy the outdoors benefiting health, well-being and social capital.
 - Enabling communities to use their local NRW Estate. Supporting sustainable private enterprise.
- The measures in this topic illustrate this range of services. Action undertaken to restore Welsh peatlands including NRW Estate peatland and Management to address and restore habitats across Wales are also relevant.
- We hold ourselves to high standards of sustainable land management, including for example Forest Industry Safety Accord (FISA) requirements and ISO45001 health and safety management standards; UK Woodland Assurance Standard (UKWAS), and ISO14001 environmental management system.

Topic owner: Dominic Driver

Business Plan dashboard measure/s for this topic:

- Develop the biodiversity and cultural value of the NNRs in our direct care
- UKWAS Corrective Action Requests and Observations progress
- Area of new woodland created on the NRW Estate
- Timber volume offered to market

Measure: Further develop the biodiversity and cultural value of the NNRs in our direct care

This measure reflects the delivery of priority actions being carried out to further develop the value of National Nature Reserves (NNRs) in NRW's direct care. The priority actions reflect those we have deemed the most important to generate beneficial ecological processes.

Latest position (to end of December 2022):

- Our **milestone for this measure is to have made sufficient progress to be confident about reaching the year-end milestone.**
- Of the 133 priority actions, 26 are underway, 34 have contracts awarded, 14 are out for tender and 34 are completed. 8 are no longer required. 29 have yet to be started.
- The status is Green for 85 projects (64%). 18 are Amber. 22 (17%) are Red, most to be re-baselined.
- This measure is Amber. We are forecasting 82% of planned works delivered. This would be Green but concerns about contractor availability mean we are Amber overall. The Back to Green pathway is to confirm budget availability and rapidly award contracts for delivery.

What we are doing next:

- We will continue to deliver the planned program of works and follow the Back to Green pathway.
- We are currently likely to come in just under our **year end milestone activity of 80% of 133 priority actions across 44 NNRs delivered** by year end.
- We currently expect we will be Amber at year end.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Green	Green	Amber	Amber

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

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Measure: UKWAS Corrective Action Requests and Observations progress

This measure reports on the annual UK Woodland Assurance Standard (UKWAS) external audit.

Being certified via UKWAS shows we [sustainably manage the Welsh Government Woodland Estate \(WGWE\)](#) reaching Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification (PEFC) international standards.

Latest position (to end of December 2022):

- Our **milestone for this measure is to have made sufficient progress to be confident of the year-end milestone.**
- We have now completed this activity. At the annual audit in November, we closed the 4 Observations (Obs) from 2021. The 1 Major and 1 Minor Corrective Action Request (CAR) from the 2021 audit were closed earlier in the year. 5 new Minor CARs and 1 Obs were raised. 1 Obs will remain open during period of the certificate for annual assessment.
- This measure is **Amber**.

What we are doing next:

- We will now build on the encouraging 2022 audit and also work to address the CARs and Obs by the 2023 audit.
- We will not achieve our **year end milestone of fewer CARs open after this year's audit than after last year's audit.** However, the improving trend since we re-organised in 2019 remains evident. In 2021 we had 1 Major CAR, 1 Minor CAR and 5 Obs open after audit. We now have 5 minor CARs and 2 Obs. While we have more Minor CARs open now than at last year, this is the first year since 2018 that we have not had a Major CAR.
- We have retained certification for the 21st year in a row. Ours are the longest running continuously certified state forests in the world, along with the state forests of England and Scotland.
- We will be Amber at year end.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Amber	Amber

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

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Measure: Area of new woodland created on the NRW Estate

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

Latest position (to end of December 2022):

- **Our milestone for this measure is to have made sufficient progress to be confident about reaching the year-end milestone.**
- So far this year, we have acquired 44ha and have a total of 296ha in progress with solicitors, 212ha of which we believe we will complete this financial year. We have 164ha (sites acquired in 2021/22) for planting this year. We have secured approval from Welsh Government to continue to acquire sites through a range of mechanisms.
- This measure is **Green**.

What we are doing next:

- We have completed ground preparation work and will continue to carry out public engagement, plan and secure contractors for planting in Q4.
- **We are currently on track to achieve our year end milestone of an additional 150 ha of land acquired / identified for woodland creation (contributing to 350 ha total over the life of the programme) plus 150 ha woodland created in 2022/23.**
- We currently expect we will be Green at year end.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

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

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Measure: Timber volume offered to market

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

Latest position (to end of December 2022):

- Our **target for this measure is 591,000m³ offered to market**.
- We have achieved 94% of this. We have offered 555,000m³ to market.
- This measure is **Green**.

What we are doing next:

- We will offer a further 176,000m³ to market in the February 2023 sale,
- We are currently on track to meet over 97% of our **year-end target of 750,000m³ offered to market** in Q4.
- We currently expect we will be Green at year end.

Measure owner: Elsie Grace

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

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

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Topic: Nature based solutions – managing the marine environment

Topic summary progress:

- The marine programme continues to be steered as a single integrated programme of marine work across NRW.
- Work has continued/commenced this year in priority areas such as: delivery of the Offshore Renewable Energy Programme and support of renewable energy deep dive implementation for land/water and sea - we still await clarification on the resources set out in the Service Level Agreement submitted to WG; continuing to implement work in the new marine projects team to deliver capital funded projects under Nature Networks to improve the condition of Marine Protected Areas; advising WG on environmental considerations in developing a spatial approach to marine planning; implementing our guidance on assessing coastal squeeze; working with partners to deliver the marine Area Statement; managing the Burry and Dee cockle fisheries; delivery of our Dee conservancy function; continuing to deliver fisheries environmental impact assessments under the assessing Welsh Fishing Activity project to WG; supporting UK process for development of new Marine Fisheries Management Plans; delivering to our marine evidence programme and revised priority evidence needs; and responding to proposed changes in environmental management policy and legislation from Defra and exploring implications with WG.

Topic owner: Rhian Jardine

Business Plan dashboard measure/s for this topic:

- [Deliver actions in the Wales Marine Protected Area \(MPA\) Network Management Action Plan](#)

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Measure: Deliver actions in the Wales Marine Protected Area (MPA) Network Management Action Plan

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

Latest position (to end of December 2022):

- Our **milestone for this measure is to review action progress and report to Wales MPA Network Management Steering Group.**
- We have completed this activity. We have reviewed all the NRW actions in the action plan and we reported on our progress to the MPA Management Steering Group on the 17/10/22. We also presented to them two NRW action completed last year. The NRW funded action (landfill impacts on MPAs) is still progressing well with a lot of interest being shown internally on the potential results, there is no reason that it will not successfully complete this year. All other actions are also progressing well with no concerns. The call for actions for the 2023/24 action plan went out on the 26 October 2022 and NRW are likely to submit two new actions as well as being involved in two more submitted by external partners (National Trust and Swansea University).
- This measure is **Green**.

What we are doing next:

- We will now continue to progress all actions.
- We are currently on track to achieve our **year end milestone activity to deliver 100% actions by year end (and sign off and report on final delivery)**, in Q4, and are very likely to be Green at year end.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status
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Topic: Responding to the climate and nature emergencies - Regulation

Topic summary progress:

- The measures for Regulation show performance is on track, except for Permitting which is Amber.
- Overall, for the year up to the end of Q3 we successfully issued 86% of permits and licences within statutory timescales. We continue to liaise closely with WG in relation to their end-to-end review of marine licensing. We continue to issue new general licences have been issued following conclusion of the Wild Bird Review. Recruitment to technical vacancies continues to prove difficult resulting in delays to determination of some permits. Some recruitment has progressed, including the creation of temporary posts to help improve performance, due to a backlog in the work queue before applications are duly made. We have updated our duty making guidance to help improve processes and application quality. Permit reviews for five Energy from Waste Installations are progressing to implement new European standards for this sector.
- We successfully completed the determination of the Water Resources New Authorisations applications by the statutory December 2022 deadline and completed the BREF (Best Available Techniques Reference documents) permit reviews for the five Energy from Waste Installations.
- We have improved the timeliness of enforcement decisions and follow up compliance breaches.

Topic owner: Nadia De Longhi

Business Plan dashboard measure/s for this topic:

- Permits and licences issued within statutory timescales
- Category 1 and category 2 compliance breaches are subjected to further assessment
- Decision on an appropriate enforcement response within 3 months

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Measure: Permits and licences issued within statutory timescales

This measure reflects permits and licences issued within [statutory timescales \(which vary by permit\)](#), and additionally includes an additional progress update in Q3 on completion of specific permit reviews (for energy from waste installations) and new authorisations applications (in relation to water resources).

Latest position (to end of December 2022):

- Our **milestone for this measure is 90% of permits and licences issued within statutory time period**.
- This measure is **Amber**. Despite having difficulties recruiting technical staff, we issued 85% of permits within statutory timescales during Q3, (86%, Q1-Q3).
- We successfully completed the determination of the Water Resources New Authorisations applications by the statutory December 2022 deadline, and also completed the BREF (Best Available Techniques Reference documents) permit reviews for the five Energy from Waste Installations.

What we are doing next:

- We are not currently on track to achieve our **milestone for this measure of 90% of permits and licences issued within statutory time period** and are unlikely to be Green at year end, though we will continue to aim for 90%.
- We are scoping options for a permit reform programme in addition to continual improvement of the service.
- We are developing a recruitment trial aimed at Grade 4 & 5 permitting officer posts to increase interest.
- Review of the permit determination OGN for the Environmental Permitting Regulations regimes has commenced.
- The waste regime is implementing a new approach at the duly-making stage to help identify poor quality applications earlier. These will be returned. Improved quality applications will help us reach the permit decisions more efficiently.
- We anticipate high demand for permit applications ahead of proposed changes to application charges being delivered through the Strategic Review of Charging programme (due 01 April 2023).

Measure owner: Nadia De Longhi

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Amber	Amber

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

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Measure: Category 1 and category 2 compliance breaches are subjected to further assessment

This measure reflects the number of category 1 and category 2 compliance breaches and provides assurance that they have been subjected to follow up compliance effort in the subsequent 6 months. Poor performance at permitted sites has the potential for a wide range of impacts. This measure also reflects additional updates each quarter, including in relation to service standards, compliance performance, water company performance and storm overflows action

Latest position (to end of December 2022):

- Our **milestone for this measure is 95% and update on compliance performance based on our Regulation Business Board metrics.**
- We have completed this activity for Q3. This measure means that in Q3, we are tracking follow up compliance effort for breaches which we identified between April 2022 and June 2022. We recorded 28 category 1 and 2 breaches during that period and over the subsequent 6 months carried out further compliance work for all of those breaches using a range of interventions.
- This measure is **Green** for Q3 as we carried out follow up compliance effort for **100%** of the Cat 1 or 2 breaches identified (28). For the period Q1 to Q3 we have carried out follow up effort for 86% of the Cat 1 and Cat 2 breaches.

What we are doing next:

- We will continue to prioritise follow up compliance effort where we have identified Category 1 and 2 breaches to ensure we bring operators back into compliance.
- We are currently on track to achieve our **year end milestone activity of 95% (and report on milestones from Regulatory Action Plan within Storm Overflow Roadmap)**. This measure has shown improvement through the year.
- We will proactively monitor delivery of this measure. We currently expect we will be Green at year end.

Measure owner: Martin Cox

Q1	to Q2	to Q3	Expected year end
Red	Amber	Green	Green

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

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Measure: Decision on an appropriate enforcement response within 3 months

This measure reflects decisions on appropriate enforcement response in relation to environmental crime being made within three months. This measure also reflects additional updates each quarter, including in relation to enforcement priorities and annual regulatory and waste crime reporting

Latest position (to end of December 2022):

- Our **milestone for this measure is 95% of decisions in relation to environmental crime being made within three months (and publish Annual Regulatory Report for 2021)**.
- We have completed this activity.
- This measure is **Green**.

What we are doing next:

- We will continue to make decisions and take enforcement action swiftly.
- We are collating evidence to inform the Annual Regulation Report 2022 scheduled for publication later in 2023.
- We are currently on track to achieve our **year end milestone activity of 95% of decisions in relation to environmental crime being made within three months** in Q4.
- We currently expect we will be Green at year end.

Measure owner: Nadia De Longhi

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

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

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Topic: Responding to the climate and nature emergencies - incident management and response

Topic summary progress:

- **Preparedness:**
 - The resilience of our incident response roles (rotas and cascades) is starting to improve following the recent contractual consultation work, with more staff beginning to join these roles following the completion of their training. The implementation of this work will continue over the next two and a half years through the Resilient Response to Incidents project, with priority being given to the rotas addressing our highest risks.
 - As part of this project, we are improving our procedures for training staff to carry out incident response roles, including clarifying roles and responsibilities. New cohorts of staff have started the Incident Management Foundation Programme and Flood Warning Duty Officer training.
 - We are also:
 - Putting in place a new framework contract to provide a consistent air quality incident monitoring response across Wales, with delivery commencing 1st February.
 - Working with multi-agency partners to review and improve our preparedness for radiation, marine pollution, fire and coal tip incidents.
 - Updating a range of internal guidance, including our incident categorisation guidance and guidance on using our updated incident recording system.
- **Response & business continuity:** An average of 490 incidents were reported to us each month of Q3, which we responded to in line with our policies and procedures. We have also stood up a strategic incident response group to support our planning for and response to potential disruptions, with a focus on planning for disruptions to staff levels and energy supply, as well as the impacts of wider public sector industrial action. This work is also contributing to the longer-term development of our business continuity planning.

Topic owner: Lyndsey Rawlinson

Business Plan dashboard measure/s for this topic:

- Response to incidents initially categorised as 'High' within 4 hours

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Measure: Response to incidents initially categorised as ‘High’ within 4 hours

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

Latest position (to end of December 2022):

- Our **target is responding to 95% of these incidents within four hours**, with this being calculated for incidents with accurate data only (i.e., not missing or negative times). We report on records with these data quality issues separately.
- We have achieved this in Q3, with 96%. In relation to data quality, 7 out of the 249 incidents initially categorised as High-level have missing response details. We are addressing these with specific officers (as outlined below). A further 4 records have a negative response time, i.e., the response time was recorded as being before the notification time in error.
- This measure is **Green**.

What we are doing next:

- We are continuing to check all incident records that have missing response details. Recent recruitment means we now have four dedicated incident management officers in post who will be responsible for ensuring data quality and completeness within their operational areas.
- We are currently on track to meet our **year end target of 95%** in Q4, we currently expect we will be Green at year end.

Measure owner: Lyndsey Rawlinson

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

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

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Priority: Using our expertise, alongside that of others, with evidence from SoNaRR2020, to support innovative, integrated decision making to tackle the climate emergency and nature emergency

Our business as usual activity here involves working with national stakeholders to gather, share, promote and update evidence on the state of natural resources in Wales, and using evidence based [Area Statements](#) to inform our priorities, projects and engagement with stakeholders in our seven places, particularly the Public Services Boards as they prepare their well-being assessments and plans. All our work is rooted in good evidence and using and sharing it with partners and communities to advocate for and deliver SMNR.

Our [Business Plan](#) sets out the following topics in relation to this priority:

- [Improving and presenting evidence about the natural environment](#)
- [Providing advice and guidance](#)
- [Work with partners and communities using area statements](#)

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

Topic: Improving and presenting evidence about the natural environment

Topic summary progress:

- We have produced and published an interactive graphical R Shiny dashboard that displays hi-resolution changes in the temporal pattern of water quality variables recorded by sondes installed recently at 6 locations in the River Wye catchment. This provides insight into patterns that aren't detectable from our routine monitoring programmes.
- We are producing detailed plans for SoNaRR2025, our third assessment of the state of Wales' natural resources, to be published in December 2025. We will use the assessments from 2016 and 2020 to identify what has changed and publish the updated assessment using the Natural Resource Register that was developed in 2020.
- We are developing a renewed evidence-led approach to innovation, built on advice from Nesta and the OECD and engaging with peers in DEFRA and elsewhere.
- We are developing a new programme of work to transform the way that we integrate and present evidence spatially to stakeholders in support of SoNaRR, SMNR and continue to manage and update content on the Wales Environmental Information Portal.

Topic owner: Chris Collins

Business Plan dashboard measure/s for this topic:

- [Complete re-design of our freshwater quality monitoring network](#)

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Measure: Complete re-design of our freshwater quality monitoring network

This measure reflects activity to complete the re-design of our freshwater quality monitoring network and monitoring programme and complete this year's monitoring programme. For this year, the quality of water in our rivers and streams, is a particular focus for us, as is developing our evidence and understanding of nutrient impacts in SAC (Special Areas of Conservation) rivers to inform a strategy for their long term remediation.

Latest position (to end of December 2022):

- Our **milestone for this measure is to develop an implementation plan**. This measure is **Amber**.
- We have not completed this activity because of the delays reported last quarter in recruiting an officer to lead the work. We have now succeeded in recruiting the lead officer. We have reviewed and rescheduled our plan for the re-design of the freshwater water quality monitoring network in the light of the delays.

What we are doing next:

- We have rescheduled the project plan and now plan to deliver the Q2 milestone of Develop and publish freshwater quality monitoring strategy by the end of Q4. Subsequent project milestones will be delivered as follows:
 - complete the redesign of our freshwater quality monitoring network by end December 2023
 - develop an implementation plan by end March 2024
 - begin sampling from the new network in January 2025
- We are not on track to achieve our **year end milestone activity of complete the redesign of our freshwater quality monitoring network and monitoring programme (and complete the 2022-23 monitoring programme)** in Q4. Whilst we are on track to deliver the 2022-3 monitoring programme, the delays in recruitment will delay the completion of the redesign of the freshwater monitoring network. We currently expect we will be Amber at year end.

Measure owner: Chris Collins

Q1	to Q2	to Q3	Expected year end
Green	Red	Amber	Amber

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

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Topic: Providing advice and guidance

Topic summary progress:

- We have established a new team that will manage this work and are actively recruiting.
- We are in the process of completing the activity for requests made in this quarter. Calls for evidence made include: the functioning of hedgerow legislation and management in Wales; the management and protection of protected sites in Wales and the implications of the Retained EU Law (Revocation and Reform) Bill 2022. We have agreed extensions to the deadlines. We have attended two expert forums held prior to these calls for evidence and supported the secretariat in their work. We have established a single point of contact for the Assessor, improved our liaison and ways of working with the Assessor and secretariat and maintained our senior level liaison.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Response to environmental governance issues and liaison with Interim Assessor](#)
- [Inform development of Welsh Government future land management policy & legislation](#)
- [Develop and implement programme to examine a proposed new National Park](#)

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Measure: Response to environmental governance issues and liaison with Interim Assessor

This measure relates to NRW's response to environmental governance issues and liaison with the Interim Environmental Protection Assessor (Wales) (IEPAW) and proposed environmental oversight body

Latest position (to end of December 2022):

- Our **milestone for this measure is to respond to relevant submissions including calls for evidence and published reports within 20 working days.**
- We are in the process of completing the activity for requests made in this quarter. Calls for evidence made include: the functioning of hedgerow legislation and management in Wales; the management and protection of protected sites in Wales and the implications of the Retained EU Law (Revocation and Reform) Bill 2022. We have agreed extensions to the deadlines. We have attended two expert forums held prior to these calls for evidence and supported the secretariat in their work.
- This measure is **Amber**.

What we are doing next:

- We are currently on track to achieve our year end **milestone activity to provide submissions and evidence when required (and respond to relevant submissions including calls for evidence and published reports within 20 working days)** in Q4.
- We currently expect we will be Green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green	Amber	Amber	Green

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

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Measure: Inform development of Welsh Government future land management policy & legislation

This measure reflects provision of NRW advice and guidance to inform the development of Welsh Government future land management policy and legislation impacting on more than 90% of land in Wales. This includes activity around a regulatory standard for land in Wales, and development of Welsh Government's Sustainable Farming Scheme policy.

Latest position (to end of December 2022):

- Our **milestone for this measure is support the development of Welsh Government's Sustainable Farming Scheme (SFS) policy and supporting legislation, responding to requests and evidence needs, helping develop options.**
- We have engaged well with the Welsh Government at Director Level, with the land reform unit, and with policy teams individually. WG have recognised our involvement and input and are positive about it. We have also been invited to sit on the monthly SFS programme Board at WG, which will help us further improve our ability to input into the scheme. There remain concerns about how much the scheme will deliver, and about the impact of the scheme on NRW resources.

What we are doing next:

- We will continue to input into the scheme as and when required. We will continue to engage with the relevant WG teams through their revised governance and new focus on Day one readiness. We will assess the impact that the SFS might have on NRW's resources, before and after it goes live in April 2025.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Expected year end
N/A	Green	Green	Green

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

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

Measure: Develop and implement programme to examine a proposed new National Park

This measure reflects activity to develop and implement a programme to examine a proposed new National Park in North East Wales to cover the Clwydian Range and Dee Valley.

Latest position (to end of December 2022):

- Our **milestone for this measure is to progress programme milestones.**
- We now have a full programme team in post following commencement of the Communications and Engagement role. The inaugural Programme Board meeting took place and work was undertaken to progress through the process. Senior level meetings held with Local Authority officers and members; the Powys meeting was postponed and is to be rearranged. Detailed work has been undertaken to verify and refine the Area of Search resulting in amendment to the initial Western and Eastern draft boundary. Work has been undertaken to scope the All Wales Assessment of Natural Beauty. Paper is being prepared for NRW Board 27 January 2023.
- This measure is **Green**.

What we are doing next:

- We will now, with the Communications and Engagement role in post, undertake detailed work on the communications and engagement strategy and seek senior meetings with a wider range of strategic stakeholders. The Area of Search will provide the framework to commission evidence in relation to the statutory criteria for National Park designation. A briefing paper will be prepared on the 'extensive tract of land' criteria. Work will continue to progress through the Programme Management Office process.
- We are currently on track to achieve **our year end milestone activity of develop and implement a programme to examine a proposed new National Park in North East Wales (and review progress and report to our NRM Business Board and the Protected Areas Committee of our Board)** in Q4.
- We currently expect we will be Green at year end.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

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

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

Topic: Work with partners and communities using Area Statements

Topic summary progress:

- In the absence of an NRP, discussions continue with Welsh Government and NGOs around how a National Area Statement could help with a national conversation on responding to the climate and nature emergencies. We have assessed the first round of implementation of the Environment Act, feeding suggestions for round two into changes that could be made to SoNaRR, the NRP and Area Statements via the SMNR Strategy Board paper.
- We have worked with a range of colleagues across NRW to draft a Board paper looking strategically at how the Area Statement powers could be used at a national level to unblock barriers to the delivery of the Sustainable Management of Natural Resources. This paper is going to Executive Team in April 2023.
- The paper gives options for a SMNR Strategy which could set out how NRW will help Wales achieve sustainable management by 2050, to implement the Natur a Ni vision – offering the Board pathways for transformative change set out in the corporate plan.

Topic owner: Martyn P. Evans

Business Plan dashboard measure/s for this topic:

- Work to set strategic direction for development and implementation of projects

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

Measure: Work to set strategic direction for development and implementation of projects

This measure reflects work with staff and partners to set strategic direction for the development and implementation of projects that address Area Statement and Public Services Boards' (PSBs) priorities and opportunities.

Latest position (to end of December 2022):

- Our **milestone for this measure is to input into the development of Welsh Government's Natural Resources Policy (NRP), feeding in our assessment of NRW's implementation of the first NRP.**
- We have not completed this activity because Welsh Government's planned timescales for development of a second NRP have changed. Therefore, this quarter's performance has not been ascribed a RAG status. We have used the opportunity to focus efforts on influencing NRW to develop a strategy for SMNR (our purpose under the Act) which could help NRW contribute to Wales achieving sustainable management in the longer term. We have input into the corporate planning process, helping with briefings on systems transformation and social equity as well as commenting on drafts of the new plan. We have advised our PSB partners on steps to take to address the climate and nature emergencies.

What we are doing next:

- We will now continue to manage the sign-off process for all PSB Well-being Plans. We have created a robust governance process for sign-off, providing quality assurance through moderation of NRW responses to ensure consistency across PSBs. The governance process takes wellbeing plans through the Oversight Group, Leadership Group and finally the NRW board for final approval.
- We are currently on track to achieve a modified year end milestone activity on use of Area Statements in the Well-being Assessments and Plans of PSBs (and to ensure that all PSB Well-being Plans available for assessment are scrutinised and signed off by the NRW Board) in Q4. We expect we will be Green at year end.

Measure owner: Martyn P. Evans

Q1	to Q2	to Q3	Expected year end
Green	Green	N/A	Green

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

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Priority: Improving water quality, through raising public awareness using our regulatory and enforcement powers effectively and driving collaboration with others, to reduce the impacts on biodiversity and human health, including from agricultural and land management practices

For this year, water management – both the quality and quantity of water in our rivers and streams, is a particular focus for us. We face the ongoing challenge of raising the quality of our rivers and streams for people and biodiversity whilst balancing the competing demands on the use and management of land and water. Our business as usual work here includes monitoring and reporting, providing advice and guidance, regulation and enforcement where necessary, and working with water companies and Welsh Government, as well as specific projects to tackle the legacy of former metal mine workings and their impacts on watercourses.

Our [Business Plan](#) sets out the following topics in relation to this priority:

- [Water Planning](#)
- [Water management](#)

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

Topic: Water Planning

Topic summary progress:

- We continue to work with Companies to identify environmental enhancement schemes required for funding through Ofwat's Price review and play an active role in WG's Pr24 Forum. Dwr Cymru Welsh Water and Hafren Dyfrdwy presented their proposals to NRW Board members in November and received feedback on the proposed scale and pace of investment. They will return to the NRW Board in March 2023.
- Water companies have published their draft Water Resources Management Plans (WRMPs) across England and Wales for consultation until February/March 2023. We are scrutinising these draft plans and developing our representations for the WRMPs where they are within or affecting Wales (in line with water resources planning guidance). WG sets out its expectations for these plans within their Guiding principles.
- We are supporting WG and others in taking forward the First Minister commitments made following the SAC Rivers Summit at the Royal Welsh Show (RWS). The next summit will be held on the 9 February 2023.

Topic owner: Sian Williams

Business Plan dashboard measure/s for this topic:

- [Deliver programmes to review statutory water quality requirements](#)
- [Deliver NRW input to the various Water Company Planning Programmes](#)

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

Measure: Deliver programmes to review statutory water quality requirements

This measure reflect activity to deliver programmes to review statutory requirements for water quality, identifying annual or periodic requirements. The measure includes updates on reviews associated with nutrients and urban waste water, and the progress of River Basin Management Plans.

Latest position (to end of December 2022):

- Our **milestones for this measure are:**
 - **finalise for Ministerial sign off the Wales documents for the final Severn River Basin Management Plan and**
 - **finalise recommendations to WG from the Nutrients Review and Urban Waste Water Treatment Review (UWWTR)**
- We have published the Severn River Basin Management Plan, completing the set for Wales.
- We have been delayed with milestone two finalising our recommendations to WG from the Nutrients Review, due to QA work within NRW highlighting the need to carry out further analysis of the data sets to ensure and enhance the confidence in and ease of use of the outputs. This extra work has turned this measure **Red**.
- The UWWTR is progressing and will go to Business Boards in January.

What we are doing next:

- Our remaining **year end milestone activity is to identify statutory requirements for water quality in 2022/23 (and identify statutory requirements for water quality for delivery in 2023-24).**
- The UWWTR with final recommendations will be completed and submitted to Welsh Government in Q4. The further work on the Nutrients Review means we expect to be Red at year end.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Red	Red

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

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Measure: Deliver NRW input to the various Water Company Planning Programmes

This measure reflects NRW input to Water Company Planning Programmes in 2022/23, including in relation to water resources management, regional plans affecting Wales, PR24 and storm overflows action.

Latest position (to end of December 2022):

- Our **milestone for this measure is update on progress on delivery of NRW's actions in relation to the joint storm overflow roadmap.**
- We have completed this activity. We have completed recruitment of three staff to the storm overflow programme. We have progressed revisions to our regulatory framework for storm overflows and provided a 6 monthly update on NRW progress to the Senedd Climate Change, Environment and Infrastructure Committee (CCEIC).
- This measure is **Green**.

What we are doing next:

- During Q4 we will develop the programme in line with PMO and individual projects will be defined with milestones and completion dates. Evidence work has been delayed due to funding; discussions are ongoing to find a solution.
- We are currently on track to achieve our year end **milestone activity to provide input into Water Company planning programmes (and provide our response to Water Company draft water resource management plans and regional plans within or affecting Wales)** in Q4. Storm Overflow staff are in place as of Q3 to drive forward our obligations as part of the action plans. Work is on track to meet our obligations as part of the storm overflow action plans.
- We currently expect we will be Green at year end.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Expected year end
Green	Amber	Green	Green

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

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

Topic: Water Management

Topic summary progress:

- The complete set of River Basin Management Plans have now been published for Wales, these included the Opportunity Catchment programmes. Our focus now shifts to delivery and meeting the objectives set out within the Plans.
- These plans outline a programme of measures necessary to prevent further deterioration, work towards achieving good overall status and support the achievement of the conservation objectives for SAC rivers.
- The approach we have taken is to identify ten Opportunity Catchments for addressing Water Framework Directive (WFD) objectives and the wider SMNR and well-being outcomes. Opportunity Catchments will focus staff resource across NRW's functions to support partners to deliver integrated catchment management solutions.
- We have also progressed on the SAC rivers project by updating our Planning advice, publishing nutrient neutrality principles, reviewed current nutrient calculators and drafting an all-Wales nutrient calculator specification for WG.

Topic owner: Sian Williams

Business Plan dashboard measure/s for this topic:

- [NRW progress on key deliverables for Special Areas of Conservation \(SAC\) Rivers Project](#)
- [Progress of our work to reduce pollution from metal mines](#)

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

Measure: NRW progress on key deliverables for Special Areas of Conservation (SAC) Rivers Project

This measure reflects NRW progress on key deliverables for [Special Areas of Conservation \(SAC\) Rivers Project](#).

Latest position (to end of December 2022):

- Our **milestone for this measure is agree Evidence and Monitoring Programme and develop advice on nutrient neutral mitigation measures.**
- We have not completed this activity. We have agreed a monitoring programme for 2023 which will ensure a fuller dataset for the next water quality compliance assessment in 2024. We have identified evidence needs and are working with Environment Platform Wales (EPW) and other academic partners to improve NRW's access to existing evidence for priority needs. NRW has not developed advice on nutrient neutral mitigation measures, though access to other sources of advice has been improved. We have developed and published our Nutrient Neutrality Principles and shared a draft of potential mitigation measures.
- This measure is **Amber**.

What we are doing next:

- We will now continue to deliver the products outlined for the project but there has been some delay due to issues with recruitment in some areas.
- We are not currently on track to achieve our year end **milestone activity of reduced impact of nutrients especially in SAC rivers (and contribute to establishment and delivery of Nutrient Management Plans for SAC rivers)**. Delays in the establishment of the Nutrient Management Boards means that we will be Amber at year end.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Expected year end
Green	Green	Amber	Amber

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

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

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

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

Latest position (to end of December 2022):

- Our **milestone for this measure is to provide a progress update towards Q4 target showing number of assessments, designs, trials and constructions in progress and completed.**
- In Q3 we completed the Detailed Design for the adit blow-out prevention works at Cwm Rheidol mine, completed construction work on the North Surface Water Management channel and Frongoch, where we also installed mine hazard safety fencing.
- This measure is **Amber** (29 outputs achieved against a target of 32, or 91%).
- Some outputs have been delayed due to unforeseeable issues: mis-location of an adit at Frongoch; significant staff absence in our supply chain (contractor) and disruption of international procurement of the innovative Nautilus Pond technology for Esgair Mwyn.

What we are doing next:

- We will now complete five outline designs, one trial and construction of one asset.
- Our **Q4 milestone is to provide progress updates towards Q4 assessments, designs, trials and construction targets.** We expect to be Amber at year end, with 36 outputs achieved this year against the Q4 target of 43 assessment, design and construction outputs. This is 80% of this year's programme. This is double the level of last year's programme outputs.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Expected year end
Green	Amber	Amber	Amber

See [here](#) for key used for green, amber or red status
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Priority: Involving a diverse range of stakeholders in our work to help drive a Just and Green Recovery following the pandemic

The unique benefits of nature for people's physical health and mental well-being and the role it could play in a just recovery came into sharp focus during the Covid-19 pandemic. In addition to our business as usual activity in this area, we will work closely with Welsh Government, our partners and local communities to promote learning and responsible recreation in the outdoors.

We have a leading role to play in this in collaboration with others. Green jobs – enabling employment whilst looking after the natural environment, as well as driving opportunities to use local green spaces and reconnect with the natural environment - will advantage not only societal wellbeing, but also nature itself and SMNR.

Our [Business Plan](#) sets out the following topics in relation to this priority:

- [Diversity and Inclusion](#)
- [Creating a shared vision for the natural environment to 2050 - Nature and Us](#)

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

Topic: Diversity and Inclusion

Topic summary progress:

- Scoping out and identified mandatory inclusive training (e.g. Active Bystander and Having courageous conversations).
- Worked collaboratively with (eNGO's) in organising a workshop for Senior Leaders in November 2022 to discuss ways to address and improve diversity across the environment sector.
- Started work with Customer Engagement to ensure customer journey is inclusive ensuring improved outcomes for different groups.

Topic owner: Sarah Stacey

Business Plan dashboard measure/s for this topic:

- Deliver against agreed actions for Year 1 of 'All Together' (Diversity and Inclusion Strategy)
- Ongoing development and delivery of combined training, resource and projects

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

Measure: Deliver against agreed actions for Year 1 of ‘All Together’ (Diversity and Inclusion Strategy)

This measure reflects delivery against the first year of [‘All Together’- NRW's Diversity and Inclusion Strategy](#).

Latest position (to end of December 2022):

- **Our milestone for this measure is 75% of year 1 planned actions initiated.** We have completed this activity.
- We have 89% of year 1 planned actions initiated.
- We have proactively promoted benefits of working flexibly through the Working Styles Policies implemented in December.
- We have celebrated 12 diversity awareness days on Yammer/intranet.
- This measure is **Green**.

What we are doing next:

We will now continue to progress the delivery of the action plan to support the All Together Strategy (and re-prioritise delivery of some actions identified). Some highlights include:

- Continue to celebrate diversity days and have a 2023 EDI calendar published on intranet.
- Publish our Gender Pay Gap for March 2022 by end of March 2023.
- Include opportunity to receive some feedback on EDI in our Ein Llais engagement survey due in February 2023.
- Deliver refresher training on completing Equality Impact Assessments during March 2023.
- Wednesday webinar - Welsh language awareness session on history, culture, language and standards to take place on 1st March to coincide with St David’s Day.
- We are currently on track to achieve our **year end milestone activity to deliver first year of ‘All Together’ strategy (with 100% of year 1 planned actions initiated)** in Q4. We currently expect we will be Green.

Measure owner: Sarah Stacey

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

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

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

Measure: Ongoing development and delivery of combined training, resource and projects

This measure reflects the ongoing development and delivery of NRW's combined health and educator training, resource and communication projects, including the delivery of Wales Outdoor Learning Week.

Latest position (to end of December 2022):

- Our **milestone for this measure is completion of a further 10 resources, 5 training courses and 2 communication packages.**
- We have completed this activity, continuing to develop our Health Impact Assessment process assessing 136 projects to ensure people's health and well-being is considered. Acorn Antics saw 25 settings collecting 825.13 kg of viable seed. 7 Wildfire, 3 Safe campfire and 8 Green energy resources are complete with early work on Nant yr Arain Visitor Centre starting. A GP training session delivered in Rhondda Cynon Taf was well received with positive press and web uptake and 13 educator courses have been delivered. Multiple communication packages completed included a New Year blog encouraging connection to nature for health and nature.
- This measure is **Green**.

What we are doing next:

- We will now complete planned training courses, communication packages and resources including support for Coed y Brenin and Nant yr Arain Visitor Centres highlighted the health and learning benefits of using our land in a self-led capacity. We will start planning for Wales Outdoor Learning Week 2023 which will focus on supporting the development of healthy and confident learners in line with Curriculum for Wales.
- We are currently on track to achieve our year **end milestone activity of complete full programme of training, resources and communication projects, engaging and influencing a minimum of 500 individuals and organisations** throughout the year in Q4.
- We currently expect we will be Green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

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

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

Topic: Creating a shared vision for the natural environment to 2050 - Nature and Us

Topic summary progress:

- We have held final focus groups and roadshow events, involving regions and communities that were under-represented in phase 1. The findings from phase 2 have been analysed and a final draft of the report is being prepared, to be published on our website www.natureandus.wales.
- We are finalising digital audio works from the responses to the 9 statements collected through this engagement. A further project to curate digital artworks around the 9 statements is underway.
- We have recruited a contractor through open competition to facilitate the citizens assembly. Recruitment of participants is being done using a sortition process to ensure the assembly is composed of a representative sample of the population.
- We have established an external advisory panel to co-productively design and plan the citizens assembly to agree the vision for the natural environment in 2050 and recommend actions to get us there. A draft session plan has been created.
- The assembly will be held over 3 sessions in Feb-March 2023 and planning and preparations are ongoing. This includes reviewing the Nature and Us findings and wider evidence to be presented, in order to meet the aims of the assembly.

Topic owner: Sarah Williams

Business Plan dashboard measure/s for this topic:

- [Progress of Nature and Us / Natur a Ni programme](#)

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

Measure: Progress of Nature and Us / Natur a Ni programme

This measure reflects activity on [Nature and Us](#) / [Natur a Ni](#) programme relating to preparing a shared vision for the natural environment in Wales to 2050.

Latest position (to end of December 2022):

- Our **milestone for this measure is draft vision**. We've not completed this activity but are on track to complete in Q4.
- We have held final focus groups and analysed phase 2 findings. A draft report has been prepared from this. We are also finalising digital audio works from the responses to the 9 statements collected through this engagement. A further project to curate digital artworks around these statements is underway.
- We have established an external advisory panel to co-productively design and plan the citizens assembly to agree the vision for the natural environment in 2050 and recommend actions to get us there. The assembly will be held over 3 sessions in February-March 2023.
- This measure is **Amber**. A discussion with Programme Executive agreed a shift to the timescale to ensure appropriate steps were taken to work with an external advisory panel to help co-design the citizens assembly. There are no other resource or process constraints.

What we are doing next:

- We will publish the phase 2 report, finalise planning and hold the citizens assembly sessions to shape the vision. We are organising a workshop with the Programme Board to consider the next steps beyond Phase 2, which will guide the evaluation approach.
- We are not currently on track to achieve our **year end milestone activity of prepare shared vision for the natural environment in Wales to 2050 (and prepare shared vision and programme evaluation)**. This is currently Amber. We expect to have completed the citizens' assembly deliberations and have a draft outline vision by end of Q4, which will be finalised in Q1 of the next FY along with the evaluation approach. The evaluation will be completed by mid-2023.

Measure owner: Sarah Williams

Q1	to Q2	to Q3	Expected year end
Green	Green	Amber	Amber

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

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Key: Green, amber or red ratings

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

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

Some measures have no pre-set green, amber or red categorisation, when the nature of a measure means a pre-set approach would not make sense. This is most often the case for new/emerging work areas. The status for these measures is therefore based on a common-sense reflection approach – i.e. the fair reflection of the position at that time.

Responding to the climate emergency and the nature emergency...

Page	Measure	Type	Red is...	Amber is...	Green is...
6	Support delivery of recommendations and actions from Renewable Energy deep dive	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
7	Develop a low emission fleet and deliver a low emission and climate adapted built estate	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
9	Implement Flood Review recommendations / actions	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be	Activity reflected is effectively complete

				completed a month later than planned)	
10	Maintain flood risk assets in high risk locations at target condition	Numeric target	Figure / target not achieved.	Within 30% of figure / target	98% (with no integer rounding)
11	Properties with reduced level of risk or sustained protection through capital work	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
12	Produce Flood Risk Management Plans	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
14	Priority actions undertaken on protected sites across Wales to improve condition of features	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
15	Delivering targeted action for declining species or those on the edge of extinction	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
17	Management of programmes to address and restore habitats across Wales	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

18	Action undertaken to restore Welsh peatlands including degraded NRW Estate peatland	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
20	Develop the biodiversity and cultural value of the NNRs in our direct care	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
21	UKWAS progress	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
22	Area of new woodland created on the NRW Estate	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
23	Timber volume offered to market	Numeric target	Figure / target not achieved.	Within 30% of figure / target	85% (with integer rounding, i.e. $\geq 84.5\%$ would be green)
25	Deliver actions in the Wales Marine Protected Area (MPA) Network Management Action Plan	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

27	Permits and licences issued within statutory timescales	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
28	Category 1 and category 2 compliance breaches are subjected to further assessment	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
29	Decision on an appropriate enforcement response within 3 months	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
31	Response to incidents initially categorised as 'High' within 4 hours	Numeric target	Figure / target not achieved.	Within 30% of figure / target	95% (with integer rounding, i.e. $\geq 94.5\%$ would be green)

Using our expertise, alongside that of others...

Page	Measure	Type	Red is...	Amber is...	Green is...
34	Complete re-design of our freshwater quality monitoring network...	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
36	Response to environmental governance issues	Text update	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense

	and liaison with Interim Assessor		approach to red rating applies, focused on fair reflection of position	approach to amber rating applies, focused on fair reflection of position	approach to green rating applies, focused on fair reflection of position
37	Inform development of Welsh Government future land management policy & legislation	Text update	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to red rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to amber rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to green rating applies, focused on fair reflection of position
38	Develop and implement programme to examine a proposed new National Park	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
40	Work to set strategic direction for development and implementation of projects	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

Improve water quality through raising awareness...

Page	Measure	Type	Red is...	Amber is...	Green is...
43	Deliver programmes to review statutory water quality requirements	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
44	Deliver NRW input to the various Water Company Planning Programmes	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
46	NRW progress on key deliverables for Special Areas of Conservation (SAC) Rivers Project	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
47	Progress of our work to reduce pollution from metal mines	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

Involving a diverse range of stakeholders...

Page	Measure	Type	Red is...	Amber is...	Green is...
50	Deliver against agreed actions for Year 1 of 'All Together' (Diversity)	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

	and Inclusion Strategy)				
51	Ongoing development and delivery of combined training, resource and projects	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete
53	Progress of Nature and Us / Natur a Ni programme	Milestone	Activity reflected is not near completion	Activity reflected is near complete (e.g. expected to be completed a month later than planned)	Activity reflected is effectively complete

Developing NRW into an excellent organisation...

See 'Internal performance report' (*next page*)

Annex 2 - Internal Performance Report 2022/23

Priority: Developing NRW into an excellent organisation, with a workforce that drives a strong performance culture and delivers value for money and social and environmental value for the people of Wales

We want to be the best organisation we can be for our customers, for nature and for the people of Wales. To do this, we aim to continue to improve the services we provide, innovating and using digital approaches, whilst building on changes in working practices as a result of the Covid-19 pandemic. Our Business as Usual work here includes all the services we provide to enable work to take place on the ground and to develop our evidence base – looking after our staff; stakeholders and customers; training and developing our staff to help them reach their full potential; paying our bills on time and buying in goods and services with sustainability in mind; developing commercial opportunities sustainably including harvesting timber; and making sure we have robust governance in place so that we are open, fair and act with propriety.

Our [Business Plan](#) sets out the following topics in relation to this priority:

- [Our Governance](#)
- [Our ICT](#)
- [Our finances and our commercial opportunities](#)
- [Our People](#)
- [Our Stakeholders and Customers](#)

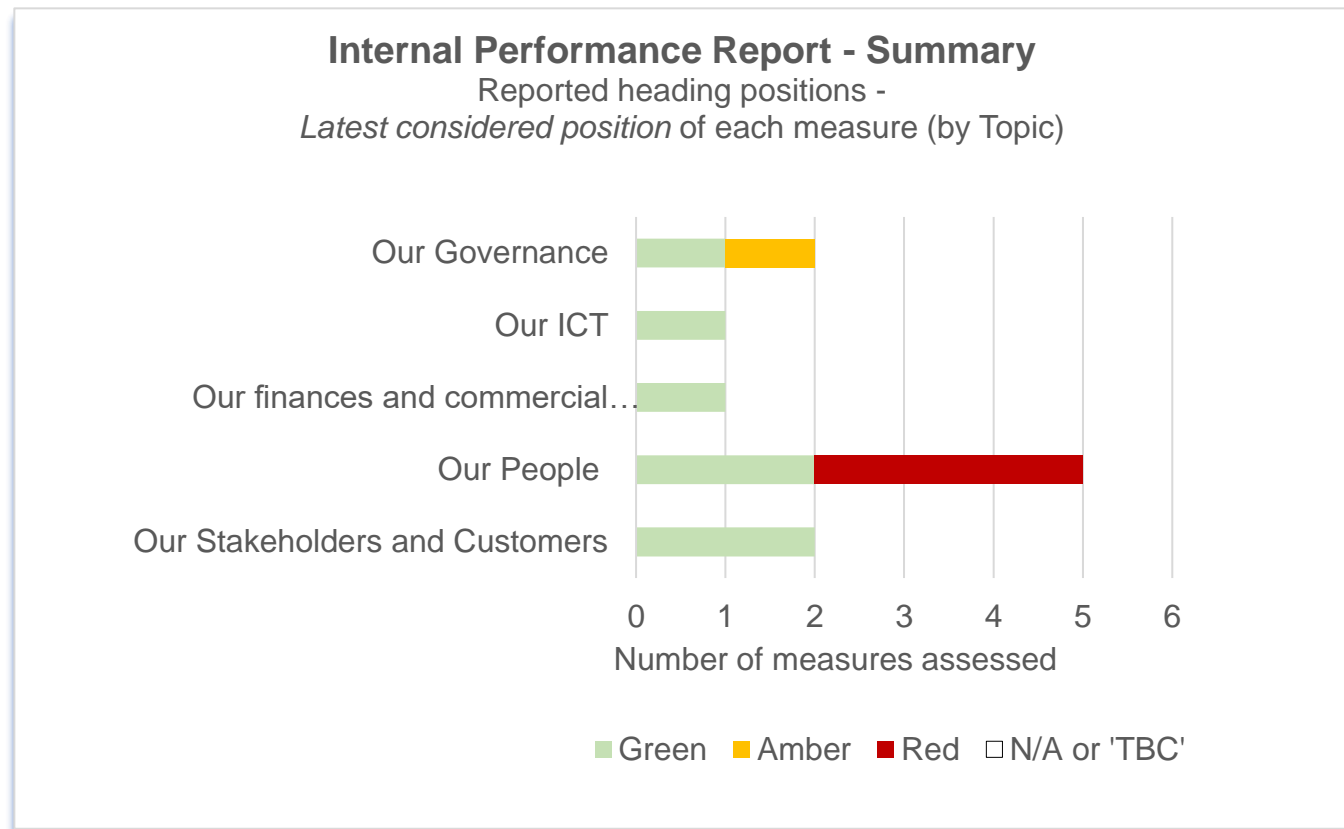
The following pages show recent progress for each of those topics, through reflecting a quarter end performance snapshot in relation to a number of key measures which our Leadership Team consider each month relating to the 'health' of our organisation.

Summary

The latest performance position* (snapshot to end of December 2022) for the measures covered by the topics listed is:

- Seven green
- One amber
- Three red

We expect eight of these measures to be green at the end of the year, with three amber and none red (see *next page*)



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

Measures to note

Updates below reflect all measures that are red or amber, including any currently anticipated to be so in future reports.

Our Governance:

- In relation to non-compliance (**enforcement response** within NRW) our response is Amber at the end of December, with three enforcement notices issued to NRW this year. Our ambition to meet Green is to have zero. Any response is reviewed internally and by our external auditors (e.g. for ISO14001 and UKWAS). Amber is still expected at year end, as this measure reports cumulatively through the year and cannot be turned around in year.

Our People:

- **Health and Safety Active Monitoring** (i.e. regular inspection and checking to ensure that wellbeing, health and safety standards are being implemented) remains Red at the end of December. We have tested two bespoke active monitoring templates, for Operations and Non-Operations to launch in Q4. The recording of the active monitoring will now be held on the Well-being H&S Assessnet system. From 1st April 2023 all active monitoring reports will be stored on the Assessnet system, this will enable staff to undertake active monitoring on site via their mobile phones and will aid with trend analysis. Each Directorate will have a set target for active monitoring reports that will need to be achieved. We will continue to raise the profile of this work and through Q4 we are encouraging managers to be out with their staff talking about active monitoring. Red is expected at year end, but there will be a whole scale shift in how we promote and manage this important work from April onwards, in line with reporting against the next Corporate Plan.
- **Health & Safety Near Miss reporting** is Red to the end of December with a decrease in reported near misses compared with last year (green would reflect an increased number of these reports). We will continue to raise the profile of this work through managers' monthly updates, guidance and emails to ET, LT, Management Team and Team Leaders. Through Q4, managers will be out with their staff active monitoring and reinforcing the importance of Near Miss reporting in avoiding actual incidents. We expect this performance to improve through Q4 and can already see that reporting has increased significantly in the first month of Q4. We expect to be Green at year end and we are planning a significant shift in how we promote and manage this important measure from April onwards in line with reporting against the new Corporate Plan.
- **Absence** has moved to Red at the end of December at 5.1% (previously Green, with 3.5% or below is considered green for this). An action plan has been established. Amber is currently expected at year end.

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

Remaining measures

The remaining measures, i.e. those not already highlighted as 'Measures to note' on the previous page, are reflected below.

Our Stakeholders and Customers:

- **Access to Information requests** ('ATIs') responded to within 20 days remains Green at the end of December, with four (of 70) responses this quarter made outside of this timescale (less than or equal to 5% is being considered green). Green is now expected at year end. At the start of the reporting year we received a high number of complex subject access requests (SAR), which were a significant burden on resources and impacted the capacity of the team to respond to FOI/EIR requests. However, the team attended formal SAR/FOI/EIR training, tightened up processes and raised organisational awareness.
- **Complaints** responded to within 20 days remains Green, with no response made outside of this timescale over the last quarter. Green is currently expected at year end.

Our finances and commercial opportunities:

- **Payments performance** to our suppliers is Green at the end of December (at 95%), up from 91% from the end of Q2 report. We still expect to be Green at year end.

Our 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 now Green at 95% for the latest report, up from 92% (Green), with the relevant declaration in place for the vast majority of staff (at least 90% is considered green). Green is expected at year end.

Our ICT

- **Information Commissioner's Office** (ICO) reported incidents remains Green with no such investigations ongoing at the end of December.

Our People:

- **Sgwrs** (priorities and development agreement) is now Green at the end of December at 91% (Green is 90% or higher), up from 82% in the end of quarter report slightly above where the equivalent measure stood at this time last year ('PDPs'), and a further improvement on the position reported last quarter following managers' action on this. We still expect to be Green at year end.
- **'Mandatory E-Learning'** (online training items all NRW staff are required to complete) remains Green at the end of December at 95% (at least 89.5% is considered green).

*Overall/performance key: The overall/performance status for each measure reflects a green, amber or red state, i.e.:

Green - achieved target or milestone; Amber - close to target or milestone; Red - missed target or milestone.

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	23 Mawrth 2023
Teitl y Papur:	Adroddiad Blynyddol Amrywiaeth a Chynhwysiant 2022-23 a Diweddariad ar y Bwlch Cyflog rhwng y Rhywiau
Cyfeirnod y Papur:	23-03-B15
Noddir y Papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Paratowyd y Papur gan:	Shaheen Sutton, Arbenigwr Cydraddoldeb, Amrywiaeth a Chynhwysiant a Lyn Williams, Cynghorydd Arbenigol
Cyflwynir y Papur gan:	Sarah Stacey, Pennaeth Datblygu Sefydliadol
Diben y Papur	Cymeradwyaeth
Crynodeb	<p>Gofynnir i Fwrdd CNC gymeradwyo Adroddiad Blynyddol Amrywiaeth a Chynhwysiant 2022-23 cyn ei gyhoeddi.</p> <p>Gofynnir i Fwrdd CNC gymeradwyo dadansoddiad o'r Bwlch Cyflog rhwng y Rhywiau (GPG) ar gyfer data 31 Mawrth 2022 cyn ei gyhoeddi erbyn 31 Mawrth 2023.</p>
Craffwyd gan:	Y Pwyllgor Pobl a Thaliadau - 15 Mawrth

Cefndir

- Mae Adroddiad Blynyddol Amrywiaeth a Chynhwysiant yn amlinellu'r cyflawniadau, yr heriau, a'r ystadegau ar gyfer 2022-23. Mae'r Adroddiad yn cynnwys ein dadansoddiad o'r Bwlch Cyflog rhwng y Rhywiau ar gyfer mis Mawrth 2022.
- Mae ein gwybodaeth am y Bwlch Cyflog rhwng y Rhywiau yn cael ei chofnodi ar 31 Mawrth bob blwyddyn a'i hadrodd i'r gwasanaeth [Gender Pay Gap service](#) er mwyn cydymffurfio â methodoleg Rheoliadau 2017 (Gwybodaeth Bwlch Cyflog Rhwng y Rhywiau) Deddf Cydraddoldeb 2010 (Dyletswyddau Penodol ac Awdurdodau Cyhoeddus). Ers 1 Mawrth 2017, mae deddfwriaeth yn ei gwneud yn ofynnol i CNC gyhoeddi'n flynyddol fanylion ein Bwlch Cyflog rhwng y Rhywiau ar wasanaeth [Gov.UK - Gender Pay Gap service](#) - eleni erbyn 30 Mawrth 2023, gan ddefnyddio data 31 Mawrth 2022.

3. Gofynnir i Fwrdd CNC gymeradwyo Adroddiad Blynyddol Amrywiaeth a Chynhwysiant 2022-23 a Dadansoddiad o'r Bwlch Cyflog rhwng y Rhywiau cyn eu cyhoeddi.

Asesiad

4. Yn dilyn cymeradwyaeth ein Strategaeth Amrywiaeth a Chynhwysiant Gyda'n Gilydd – All Together yn 2022, nodwyd camau gweithredu i'n helpu i gyflawni nodau'r chwe amcan hyn, ynghyd â dangosyddion i fesur cynnydd gydol oes y strategaeth. Mae'r Cynllun Gweithredu yn ddogfen waith gyda rhai o'r camau gweithredu'n parhau y tu hwnt i 2025. Bydd rhai o'r camau gweithredu yn cael eu cyflawni drwy weithio gyda sectorau eraill fel Cyrff Amgylcheddol Anllywodraethol (eNGOs).
5. Dechreuodd 75% o'r camau arfaethedig ym Mlwyddyn 1 y Cynllun Gweithredu Strategaeth Amrywiaeth a Chynhwysiant yn 2022, a bydd 100% o gamau gweithredu Blwyddyn 1 wedi dechrau erbyn diwedd mis Mawrth 2023.
6. Mae cyfanswm o 31 o'r Asesiadau o'r Effaith ar Gydraddoldeb wedi eu cwblhau yn ystod y flwyddyn ddiwethaf, gyda 64 o brosiectau wedi eu hasesu fel rhai nad oedd angen asesiad ar gyfer y gwaith arfaethedig. Mae'r angen i ystyried Asesiad o'r Effaith ar Gydraddoldeb wedi'i wreiddio yng Ngham 1 y Swyddfa Rheoli Rhaglenni (PMO) ers dechrau'r prosiect. Mae hon yn swyddogaeth ganolog ac yn darparu goruchwyliaeth a sicrwydd o raglenni a phrosiectau.
7. Datblygwyd Traciwr Asesiad o'r Effaith ar Gydraddoldeb ym mis Ebrill 2022 i gipio'r camau a nodwyd mewn asesiadau. Bydd y traciwr yn ein helpu i adnabod tueddiadau a meysydd lle mae angen gwella ein dealltwriaeth yn eu cylch wrth ddatblygu prosiectau a pholisïau ac yn y ffordd y gwneir penderfyniadau pwysig.
8. Gan weithio ar y cyd â chyrff amgylcheddol anllywodraethol eraill, cynhaliwyd gweithdy wedi'i hwyluso gydag uwch-arweinyddion o sefydliadau amgylcheddol ledled Cymru i drafod ffyrdd newydd o weithio a datblygu camau gweithredu hirdymor i ddenu grwpiau Du, Asiaidd ac ethnig wedi'u hymyleiddio yng Nghymru. Mae'r gwaith hwn yn ategu Cynllun Gweithredu Cymru Wrth-hiliol o fynd ati ar y cyd.
9. Dros y flwyddyn ddiwethaf, mae ein saith Rhwydwaith Staff wedi chwarae rhan bwysig gan helpu i wneud ein sefydliad yn fwy cynhwysol drwy rannu profiadau, gwybodaeth a dealltwriaeth i'w hystyried wrth ddatblygu ein polisïau a'n gweithdrefnau.
10. Cafodd y Pasbort Gwaith a Llesiant, a lanswyd ym mis Medi 2022, ei sbarduno gan ein Rhwydweithiau Gofalwyr Cwtch. Bydd aelodau'r staff yn gallu defnyddio'r Pasbort er mwyn helpu i egluro sut mae gwaith yn cael effaith ar eu hamgylchiadau neu gyflwr personol a hwyluso sgwrs gyfrinachol rhwng staff a'u rheolwr llinell i drafod y ffordd orau o gydbwyso eu gwaith a'u bywyd personol mewn ffordd well. Bydd hyn yn helpu rheolwyr i ddeall eu hamgylchiadau yn well, trafod a chytuno ar addasiadau neu unrhyw hyblygrwydd sydd eu hangen i'w helpu i weithio'n effeithiol, a gweithio o'u gorau mewn amgylchedd cefnogol. Mae'r Pasbort yn ddefnyddiol wrth symud rolau a newid rheolwr, gan helpu'r rheolwr newydd i ddeall yr addasiadau neu'r hyblygrwydd y cytunwyd arnynt yn flaenorol, gan osgoi'r angen i'r aelod o staff ddechrau'r broses eto.

11. Mae canfyddiadau ein Dadansoddiad o Broffiliau Staff yn dangos bod angen datblygu ymhellach ddealltwriaeth eang o amrywiaeth ein gweithlu a bod angen tynnu sylw hefyd at fanteision hunanddatgan i'r staff. Mae'r gwaith hwn yn rhan o'n Cynllun Gweithredu Amrywiaeth a Chynhwysiant.
12. Mae dadansoddiad o'r ffigurau a gofnodwyd ar gyfer y Bwlch Cyflog rhwng y Rhywiau ym mis Mawrth 2022 yn dangos bod y bwlch wedi cynyddu fymryn i 2.3%, cynnydd o 0.3%. Mae hyn yn golygu bod menywod yn ennill 97.7c am bob £1 y mae dynion yn ei hennill wrth gymharu tâl fesul awr.
13. Mae ein Bwlch Cyflog rhwng y Rhywiau canolrifol wedi cynyddu eleni i 6.4% gyda chynnydd o 3.3%. Mae hyn yn dangos bod menywod yn ennill 93.6c am bob £1 y mae dynion yn ei hennill wrth gymharu tâl fesul awr. Mae hyn oherwydd cynnydd o 2% o ddynion yn yr ystod cyflog canolrifol a gostyngiad o 2% yn nifer y menywod yn y chwarterl canol uchaf.
14. Mae'r chwarterl uchaf yn parhau'r un fath â'r llynedd gyda chyfran uwch o ddynion ar 62% o'i gymharu â menywod ar 38%. Mae canran y dynion a'r menywod sy'n gweithio yn y sefydliad hefyd wedi aros yr un fath â'r llynedd gyda 55% yn ddynion a 45% yn fenywod.
15. Er bod y bwlch cyflog canolrifol yn dangos gwahaniaeth (93.6c i bob £1), mae'r cyfartaledd "ar y cyfan" yn dangos nad yw'r cyflogau fesul awr yn rhy bell oddi wrth ei gilydd (97.7c i bob £1). Nid yw'r bwlch hwn yn golygu bod dynion yn cael eu talu mwy na menywod am gyflawni'r un math o rôl.
16. Gall cyflwyno ein polisïau newydd ar Ffyrdd o Weithio helpu i leihau'r bwlch drwy ddarparu mwy o gyfleoedd i staff weithio o amgylch cyfrifoldebau os ydyn nhw'n dymuno gwneud hynny.
17. Mae'r Tîm Cydraddoldebau a Rhwydweithiau Staff wedi codi ymwybyddiaeth o 17 o weithgareddau a diwrnodau ymwybyddiaeth yn 2022 ar Yammer, ar y fewnrwyd ac ar y cyfryngau cymdeithasol.

Crynodeb

18. Y pwyslais eleni oedd nodi camau i'n helpu i gyflawni nodau'r chwe amcan hyn ynghyd â dangosyddion i fesur cynnydd dros oes y strategaeth.
19. Mae'r gwaith a wnaethom dros y flwyddyn ddiwethaf wedi cyfrannu tuag at y dangosyddion a'r mesurau hyn yn y Cynllun Gweithredu Amrywiaeth a Chynhwysiant gyda 75% o gamau gweithredu arfaethedig ym Mlwyddyn 1 y Cynllun Gweithredu Strategaeth Amrywiaeth a Chynhwysiant a ddechreuwyd yn 2022 a 100% o gamau Blwyddyn 1 i ddechrau erbyn diwedd mis Mawrth 2023.
20. Dros y flwyddyn nesaf, byddwn yn parhau i roi ein Strategaeth Amrywiaeth a Chynhwysiant ar waith ac yn ymroi i fod yn weithle mwy amrywiol a chynhwysol sy'n adlewyrchu cymunedau Cymru drwy weithio gyda thimau Adnoddau Dynol, Recriwtio, Pobl a Lleoedd, Hamdden ac Ymgysylltu â Chwsmeriaid.

21. Bydd Adroddiad Blynyddol manylach ar y Gymraeg ar gyfer 2022-23 yn cael ei gyflwyno ar wahân yn y flwyddyn ariannol newydd.

Edrych tua'r dyfodol

22. Aelodau Bwrdd CNC i ystyried amcanion sy'n cyd-fynd ag amrywiaeth a chynhwysiant. Bydd cyfleoedd eraill i ennyn diddordeb aelodau'r Bwrdd yn yr agenda hon yn cael eu trafod yn ystod y cyfarfod Bwrdd.
23. Bydd canlyniadau ein harolwg staff diweddar Ein Llais/Our Voice yn rhoi cipolwg pellach i ni ar brofiadau ac ymgysylltiad cydweithwyr a fydd yn ein helpu i esblygu ein ffordd o feddwl am feysydd lle mae angen i ni wella ein haeddfedrwydd sefydliadol ynghylch cynwysoldeb ac amrywiaeth.
24. Byddwn yn trafod argymhellion eraill gyda'r Tîm Adnoddau Dynol a Recriwtio er mwyn lleihau'r Bwlch Cyflog rhwng y Rhywiau ac adeiladu cynrychiolaeth ehangach o'n gweithlu drwy ddarparu adnoddau ar gyfer hynny.
25. Wrth symud ymlaen, bydd ein camau gweithredu a'n cynlluniau yn cael eu llywio gan ein Strategaeth Amrywiaeth a Chynhwysiant a'r Cynllun Gweithredu ategol.

Risgiau a chyfleoedd

26. Drwy beidio â diweddarau Bwrdd CNC, mae perygl i ni wanhau llywodraethu ym maes tegwch, cydraddoldeb, amrywiaeth a chynhwysiant.
27. Mae'r Comisiwn Cydraddoldeb a Hawliau Dynol (EHRC) yn rheoleiddio ein cydymffurfiaeth gyfreithiol. Mae perygl y gall yr EHRC feithrin sawl dull gwahanol, yn dibynnu ar yr amgylchiadau penodol y maen nhw'n ceisio eu newid. Mae hyn yn amrywio o ganllawiau a chymorth i ymchwiliadau a chamau cyfreithiol.
28. Mae ein gwybodaeth am y Bwlch Cyflog rhwng y Rhywiau yn cael ei chipio ar 31 Mawrth bob blwyddyn i gydymffurfio â Rheoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Penodol ac Awdurdodau Cyhoeddus) 2017. Mae angen cyhoeddi canlyniadau ein dadansoddiad ar wefan Gov.UK Gender Pay Gap Service erbyn 31 Mawrth 2023.

Goblygiadau ehangach

29. **Cyllid:** Mae'r gost mewn perthynas ag Amrywiaeth a Chynhwysiant yn fusnes parhaus fel costau arferol.

Cydraddoldeb: Nid oes angen Asesiad o'r Effaith ar Gydraddoldeb ar gyfer yr adroddiad blynyddol hwn gan fod cynnwys yr adroddiad ei hun yn disgrifio'r cynnydd a wnaed o ganlyniad i gamau blaenorol.

Diogelu Data: Nid oes angen cynnal Asesiad o'r Effaith ar Ddiogelu Data ar yr atodiadau gan nad ydym yn rhannu gwybodaeth bersonol ynddynt.

Y camau nesaf

30. Yn dilyn sêl bendith Bwrdd CNC bydd Adroddiad Blynyddol Amrywiaeth a Chynhwysiant a Dadansoddiad o'r Bwlch Cyflog rhwng y Rhywiau yn cael eu cyhoeddi ar wefan CNC.

Argymhelliad

31. Cymeradwyo Adroddiad Blynyddol Amrywiaeth a Chynhwysiant a Dadansoddiad o'r Bwlch Cyflog rhwng y Rhywiau.
32. Er nad oes argymhellion yn y papur hwn y tu hwnt i gymeradwyo Adroddiad Blynyddol Amrywiaeth a Chynhwysiant yn Atodiad 1, mae croeso i unrhyw un wneud sylw ar y cynnwys cyn ei gyhoeddi.

Mynegai Atodiadau

Atodiad 1 – Adroddiad Blynyddol Amrywiaeth a Chynhwysiant 2022-23



Diversity and Inclusion Annual Report 2022 – 2023

This report is available in both English and Welsh on our website at

(Link to be included)

This report has been written using website publishing principles.

If you require a copy in a different format for example large print, audio version please contact:

Email address: Equalities@naturalresourceswales.co.uk

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Executive Summary

Welcome to the summary of our Diversity and Inclusion Annual Report for 2022 - 2023. This report focusses on how we have implemented our policies and our work in identifying key actions to support delivery of the aims and objectives in our Gyda'n Gilydd – All Together Diversity and Inclusion Strategy 2021 – 2025.

Some of the highlights over the year have been:

- Appointment of Lead Specialist Advisor Diversity and Inclusion
- Developing and implementing our Action Plan to support the aims and objectives in our D&I Strategy
- Contributing towards the Welsh Ministers Report on Equality 2022
- Working with eNGO's on diversifying the environmental sector
- Inputting into the Natur am Byth and Natur a Ni Projects to help reconnect people to nature and develop a Vision for the natural environment of Wales for 2050
- Implementing our Work and Wellbeing Passport
- Celebrating and raising awareness of diverse days throughout the year

We have an Equality Diversity and Inclusion (EDI) Forum with representatives from across the organisation who this year have been more involved in our work around Diversity Inclusion and have provided valuable insight and discussions which helps embed our work across the organisation.

Our 7 Employee Staff Networks play an important role in supporting colleagues and the business. Over the last year, the Networks have played an important part in helping to make our organisation more inclusive by sharing experiences, knowledge and information for consideration when developing our people policies and procedures.

In September, we launched our Work and Wellbeing Passport which was instigated by our Cwtch Carers Network. The Passport can be used by staff to help explain how work has an impact on their personal circumstances or condition to their managers confidentially. This helps managers to better understand their circumstances, discuss and agree adjustments or flexibilities required to help them to work effectively, and function to their maximum capacity in a supportive environment.

Background

The Equality Act 2010 places a duty on public bodies to consider the effect our work, policies and services that we deliver can have on others, including impacts in our own workplace. In summary, public bodies must, in the exercise of their functions, have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act 2010 makes it unlawful to discriminate against people with a “protected characteristic”. The protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

We are also subject to the devolved Public Sector Equality Duties Wales as set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, noting that listed bodies will undertake:

- Annual Monitoring Reports
- Strategic Equality Plans
- Setting Objectives
- Collect and Analyse Equality Information
- Service User Equality Information
- Workforce Equality Information and Workforce Pay Differences
- Consultation and Engagement
- Assessing Impact
- Staff Training
- Procurement
- Accessibility

The Public Sector Equality Duty is part of the Equality Act (2010) and a legal requirement. The broad aim of the general equality duty is to integrate consideration of the advancement of equality, non-discrimination and fostering good relations into everything we do. The purpose of the specific duties is to help in our performance of the general equality duty.

Our duties to promote and use the Welsh language are set in the Welsh Language (Wales) Measure 2011. Our Welsh Language Standards require that the language is considered in all our decision-making processes and is included as a consideration in our Equality Impact Assessment process, ensuring that both languages are treated equally.

EDI Lead Specialist Advisor

In September we appointed a Lead Specialist Advisor - Diversity and Inclusion who will lead and support us in implementing our Gyda'n Gilydd – All Together Diversity and Inclusion Strategy and action plan. In gaining an understanding of the business needs, we

will use knowledge and expertise and be proactive in advising on best practices to identify and implement initiatives that will help drive change within the organisation whilst also working with external organisations through wider Diversity and Inclusion initiatives. The role will also lead on how we develop our Welsh language capability and compliance.

Public Sector Wales Strategic Equality Objectives 2020 – 2024

Our Strategic Equality Objectives were developed working collaboratively with a group of public bodies to unite behind shared objectives as part of the Public Sector Wales Equality Objectives. The objectives in our D&I Strategy link to our Strategic Objectives and actions have been identified to help in delivering the aims of these objectives in the Action Plan to support the strategy.

Our Strategic Equality Objectives are:

- Increase workforce diversity and Inclusion
- Eliminate pay gaps
- Engage with the community
- Ensure equality is embedded into the procurement / commissioning process and is managed throughout delivery
- Ensure service delivery reflects individual need

‘Gyda’n Gilydd - All Together’

NRW's Diversity & Inclusion Strategy 2021-25

Our strategy was approved by NRW Board on 28 January 2022 and is set around 6 objectives which were influenced by feedback from stakeholders and learning from external initiatives. The objectives in our strategy are tailored more towards our own priorities and values.

The key 6 objectives are:

- Bring about a shift in our culture by identifying and implementing initiatives that support everyone to actively listen and model inclusive workplace behaviours.
- Improve the quality of data we capture to enable us to make more informed and better decisions.
- Raise the Diversity and Inclusion bar through ‘living our values’ and by supporting and celebrating our own diversity as well as the diversity of Wales.
- Review the way we use language in our policies and practices in order to create a more inclusive and diverse culture.
- Ensure anyone in Wales, including our existing and new customers, stakeholders, and service users are able to shape our services and easily access our spaces.
- Ensure our policies align with our Diversity and Inclusion objectives and develop our people in a meaningful way.

Actions have been identified to help us in delivering the aims of these 6 objectives along with indicators to measure progress over the lifetime of the strategy. The action plan is a

working document with some of the actions continuing beyond 2025. Some of the actions will be achieved by working with other sectors such as Environmental Non-Governmental Organisations (eNGO's).

75% of planned actions to start in year 1 of the D&I Strategy Action plan have been started in 2022 with 100% of year 1 actions started by end of March 2023.

ET and the PCSC will be updated annually on implementation of the Strategy in the our D&I Annual Report for 2023-24.

Welsh Ministers Report on Equality 2022

We contributed towards the Welsh Ministers Report on Equality 2022, responding to their questionnaire on our work in promoting equality, highlighting challenges and what we are doing to address them. The report will cover the period between 2018-2022.

Below are examples of some of the work that has taken place in NRW and shared with Welsh Government:

- We worked collaboratively with 11 other public organisations to develop shared Strategic Equality Objectives for 2020-2024 as part of The Wales Public Bodies Equality Partnership by sharing resources in engaging and consulting on the objectives together.
- Developed our D&I Strategy and equality objectives following engagement with our staff, external stakeholders, and partners, with key actions identified to help deliver our aims, along with indicators to measure our progress in achieving our objectives.
- Embedded the need to consider and Equality Impact Assessment for each project as part of the Project Managers Office governance procedure.
- NRW Board Papers ask if an Equality Impact Assessment has been completed for the work/policy/decision being considered for approval.
- The need to consider the Socio-Economic Duty forms part of our Equality Impact Assessment, with a link to the Welsh Government guidance embedded to help staff completing the assessment.
- An Equality Impact Assessment Tracker was developed in April 2022 to capture actions identified in assessments.

NRW EDI Policy

Our current EDI Policy has been in place since 2015. Following the work over the last 3 years in developing our Strategic Equality Objectives and our D&I Strategy, we will be refreshing this policy during 2023.

Our new policy will take into consideration our D&I Strategy aims and ambitions to achieve a sense of belonging for all colleagues with differing backgrounds and experiences, rather than just including them.

Equality Impact Assessments

The need to consider an Equality Impact Assessments has been embedded into the Project Management Office (PMO) Step 1 of the project initiation process. This acts as a

central function in providing oversight and assurance of programmes and projects. This has helped to ensure assessments are carried out when key changes which might include, strategies, policies, projects, programmes, key financial change, function change, introduction, or withdrawal of a service, all which could impact staff, customers, public or stakeholders.

Considering the need for an assessment at this early stage in our work helps to ensure that we seek targeted feedback from those likely to be impacted at an early stage in the process. This helps to identify how positive impacts can be improved and potential adverse impacts mitigated or eliminated and not disadvantage any protected groups which is our duty under the Equality Act 2010.

A total of 31 Equality Impact Assessments have been completed over the last year, with 64 project briefs assessed which did not require an assessment to be completed for the intended work.

Ensuring anyone in Wales, including our existing and new customers, stakeholders and service users can help to shape our services and easily access our spaces is one of the 6 Objective in our D&I Strategy.

Equality Impact Assessment Tracker

An Equality Impact Assessment Tracker was developed in April 2022 to capture actions identified in assessments. The tracker will help us in identifying trends and areas we need to improve in our understanding when developing projects and policies and in the way important decisions are made.

Some trends identified have been: -

- The need to gain a better understanding of the demographics and diversity of our communities in the planning of our work prior to consultation.
- Identify who we are not engaging with and find ways to communicate effectively with them especially our lesser heard communities, ethnic minority groups and those from different socio-economic backgrounds to better inform our decisions and creating services which suit user needs.
- Consider the implications of decisions made when providing services on those from different socio-economic groups.
- Ensuring that Equality Impact Assessments are used as live documents and updated throughout the planned work, with the information and evidence gathered used as part of the decision-making process.

Having the tracker in place also helps us in relation to the Socio-Economic Duty to help reduce inequality resulting from socio-economic disadvantage and helps us in being able to demonstrate how this has been considered in our decision-making processes.

Developing a tracker is one of the actions in our D&I Strategy Action Plan.

Website Accessibility – Making our online services more accessible

We continue to champion and improve accessibility to all our services by:

- re-writing content so that it's clear for more people to understand
- publishing most content as web pages, as they are more accessible than PDFs
- testing new services, application forms and documents to make sure they compliant with accessibility standards
- continuing to develop and improve guidance to staff so that everyone in the organisation is considering accessibility when creating content for people.

Here is a list of **improvements we've made to make the website more accessible.** [currently being updated]

Our **accessibility statement** for Natural Resources Wales will continue to be reviewed and updated

Diversifying the Environment Sector in Wales

In March 2022, we led a scoping exercise working collaboratively with other eNGOs (environmental non-governmental organisations) to understand what work is taking place working with ethnic minority groups to diversify the environmental sector. The aim is to build an understanding of the barriers that prevent ethnic minority groups from engaging fully with nature and the environment and provide support to those communities in accessing and increasing their connection with nature.

In November 2022 a facilitated workshop was held with senior leaders from environmental organisations across Wales to explore new ways of working and develop long term actions to engage with Black, Asian, and marginalised Ethnic groups in Wales. This work will complement the Anti-racist Wales Action Plan which calls for a collaborative approach to this work and actions we can take collectively immediately and in the long term.

Welsh Government published the Anti-racist Wales Action Plan (ARWAP), in June 2022 with a vision of 'A Wales which is Anti-racist by 2030'. ARWAP sets out to tackle institutional and structural racial inequalities in Wales in order to make 'meaningful and measurable changes to the lives of Black, Asian and Minority Ethnic people by tackling racism'.

In developing the action plan, Welsh Government have focused on 6 ways in which racism impacts on the lives of ethnic minority people:

- experience of racism in everyday life.
- experience of racism when experiencing service delivery.
- experience of racism in being part of the workforce.
- experience of racism in gaining jobs and opportunities.
- experience when they lack visible role models in positions of power or influence.
- experience of racism as a refugee or asylum seekers.

As Welsh Government focus on delivering the plan, collaboration from members of Welsh society, including NRW, will be key.

We are currently working on a programme called Natur am Byth. The Natur am Byth partnership is Wales' flagship Green Recovery project. It unites nine environmental NGO charities: Amphibian and Reptile Conservation, Bat Conservation Trust, Bat Conservation Trust, Buglife, Bumblebee Conservation Trust, Butterfly Conservation, Plantlife, Marine Conservation Society, RSPB and Vincent Wildlife Trust who will work closely with us to deliver the country's largest natural heritage and outreach programme to save species from extinction and reconnect people to nature.

We are also working on a programme called 'Natur a Ni – Nature and Us' to involve the people of Wales to develop a shared vision for the natural environment for 2050. We've been hosting a national conversation – collating voices from people across Wales, and making extra efforts to ensure ethnic minority and marginalised people are involved. The shared vision will be used as a compass for us and other organisations working together to tackle the nature and climate emergencies.

In addition to the ARWAP, Welsh Government are developing a more comprehensive action plan to include work on climate change, rural affairs and environment, based on evidence from data and from the 'lived experiences' of Black, Asian and minority ethnic people from across Wales. As a key stakeholder, NRW are also working closely with Welsh Government on this.

Collaboratively work with eNGOs to address and improve diversity across the environment sector forms part of our D&I Strategy Action Plan.

Equality, Diversity and Inclusion Forum

The EDI Forum met four times in 2022 to discuss equality and diversity matters. Each of our Staff Networks is represented at the Forum as well as representatives from our Board, Executive Team, each of our 8 Directorates and Trade Union.

During the last year, Forum Members have been more involved in our work around Diversity Inclusion and have provided valuable insight and discussions which helps embed our work across the organisation.

Some of the work that the Forum members have been involved with: -

- Discussions on how our Staff Networks could work closer together to have more impact especially in raising awareness e.g. Teams Channel for discussions/sharing news and activities, monthly virtual catch up over a coffee, Network space at #TeamNRW Day, Network Day at a NRW venue South, Mid and North.
- Discussion and ideas shared on how Network Leads/members can access support or advice e.g., counselling or mentoring, in supporting staff who approach the Leads confidentially.
- How to incorporate D&I into the Managers Took Kit Training.
- Providing information in readiness to update our EDI pages on intranet.
- Provided feedback to Corporate Planning Team on the draft Corporate Plan.
- Discussion had on training requirements for Managers on EDI to help embed our values and expected behaviours within their teams.
- Implementing the Anti-Racist Action Plan Wales and how NRW can contribute to achieving the aims and objectives.

Employee Staff Networks

We currently have 7 Networks in place who play an important role in supporting colleagues and the business. Each Network has a lead, or the role is carried out jointly with another member of staff. These roles are carried out voluntarily and provide staff with a safe space and someone to contact when support is required.

Our Networks in place are: -

- Neurodiversity Network
- Cwtch Network (for Carers)
- Dementia Friends
- Muslim Network
- Christian Fellowship Network
- Calon Network (LGBTQ+)
- Assisted Technology User Network

Over the last year, the Networks have played an important part in helping to make our organisation more inclusive by sharing experiences, knowledge and information for consideration when developing our policies and procedures.

Some of the work the Networks have been involved with is:

- Provide feedback during consultation on our People Policies
- Hosted Caffi Cwtch space at #Team NRW Day.
- Mental Health First Aid course purpose was explained to Forum.
- Worked with the EDI Team in developing and promoting the Work and Wellbeing Staff Passport

Guidance is currently being drafted which will outline the aims and objectives of Networks and role of Network Leads. This will provide a framework to support their mental health and wellbeing and to balance their day job and role as Network Leads.

Proactively celebrate our diversity in NRW by supporting, empowering and promoting our active Staff Networks forms part of our D&I Strategy Action Plan.

More information can be found on the work of our Staff Networks in **Annex 1** of this report.

Team NRW Day

Team NRW Day took place on 15th June 2022 at Aberystwyth Art Centre. The emphasis of the day was to provide an opportunity for staff to reconnect with colleagues and friends following the Covid period. “Caffi Cwtch” was created by our Staff Networks and Trade Union as an informal space to provide staff the opportunity to pop in and find out more about our 7 Employee Staff Networks and Trade Unions during the day.

“Caffi Cwtch” proved to be a very popular space on the day with members of our Board, Executive Team and Leadership Members popping in to show their support for the work of our networks and unions. Having the opportunity to meet face to face helped to build up a

real rapport when discussing matters with the networks and union, which is always easier than online when discussing issues close to one's heart.

A space for "Caffi Cwtch" has been requested at future events to help in continuing to build on the work of the Employee Staff Networks and Trade Unions.

Work and Wellbeing Passport

In September 2022 we launched our Work and Wellbeing Passport which was instigated by our Cwtch Carers Network following good practice shared by Employers for Carers UK who NRW joined as members in 2021.

Following completion of an Equality Impact Assessment it was found that the Passport could benefit a wider group of staff and was developed as our Work and Wellbeing Passport.

The Passport is to be used by staff to help explain how work has an impact on their personal circumstances or condition and to help facilitate a confidential conversation between staff and their line manager to discuss how best to balance their work and personal life in a better way. This will help managers to better understand their circumstances, discuss and agree adjustments or flexibilities required to help them to work effectively, and function to their maximum capacity in a supportive environment. The conversation will involve balancing their needs with the needs of the business. The Passport is helpful when moving roles and changing manager, helping the new manager understand the adjustments or flexibilities previously agreed, avoiding the need to begin the process again for the staff member.

We plan to review the effectiveness of the Passport in 2023 in consultation with staff who use the Passport and their Managers.

Implementing the Passport forms one of the actions in our D&I Strategy Action Plan.

Diversity and Inclusion Calendar

The Equalities Team and Staff Networks were involved in raising awareness of some of the activities below on Yammer, Intranet, and social media:

- LGBT+ History Month and launch of Gender Pronouns Video – February 2022
- Neurodiversity Week – March 2022
- Muslim Month of Ramadan – April 2022
- Dementia Awareness Week – May 2022
- Carers Week – June 2022
- Annual pilgrimage in Makkah, Saudi Arabia (Hajj) – July 2022
- Pride Cymru – August 2022
- Raise Awareness of Neurodiversity Network – October 2022
- Black History Month UK – October 2022
- Islamophobia Awareness Month – November 2022
- Transgender Awareness Week – November 2022
- Transgender Day of Remembrance – November 2022

- Carers Rights Day – November 2022
- International Day for the Eliminations of Violence against women – November 2022
- World AIDS Day – December 2022
- International Day of Disabilities – December 2022
- International Day for the Abolition of Slavery – December 2022

Celebrating key diversity festivals throughout the year with input and support from staff/stakeholder groups and our Staff Network Groups forms part of our D&I Strategy Action Plan.

Recruitment Applications

From January 2022 until December 2022, we received 3278 applications in total, 1087 of these were from internal candidates.

As part of our commitment to the EDI strategic objectives and the D&I Strategy, our aim will be to attract applications across our communities to best reflect the diversity of our population in Wales. A breakdown of our external recruitment statistics for the period above can be found in **Annex 2** this report. The statistics are based on questions asked on our external application form titled ‘Equalities Monitoring Form Recruitment’.

The statistics show, from those who self-declared, that the highest percentage of applications are:

- 31% aged between 25-34
- 54% are male
- 78% declare they are from white or white mixed ethnicity

The least percentage of applications were received from:

- 6.5% from LGBTQ+
- 5% from ethnic minority groups

Disability Confident Employer

“Disability Confident” is a scheme that is designed to help us recruit and retain disabled people for their skills and talents. This ensures that those with disabilities are guaranteed an interview when applying for vacancies within our organisation where they meet the minimum skill criteria requirements for the role. We successfully achieved Level 2 re-accreditation to this scheme until May 2021 until April 2024.

Over the last year we have received 86 requests for interviews under this scheme’s guaranteed interview process. Of the 86 requests, 3 requests were from internal staff and 83 from external candidates, with 56 candidates invited to an interview. The other 30 did not meet the minimum criteria requirement for the roles in questions and were declined an interview on this occasion.

Progressing from Level 2 Disability Confident Employer to Level 3 Disability Confident Leader standard forms part of the D&I Strategy Action Plan. This will help to attract more disabled people to apply and be successful in securing roles within our organisation.

Staff Self-Disclosure

Staff can self-disclose voluntarily personal details such as ethnicity, sexual orientation, religion, faith, belief or no belief and caring responsibilities confidentially in our central MyNRW HR and Finance system. We ask and encourage staff to self-disclose as this helps us to understand the makeup of our workforce, however it is at the discretion of the employee how much or how little information they declare. Self-declaring helps us to ensure we have the right policies and procedures in place to support our staff as well how reflective we are as an organisation of the population and communities we serve in Wales.

The current figures show, 68% of our staff have self-disclosed some or all information voluntarily, this appears to be decreased by 3% since last year, with 32% of staff who have not self-disclosed. According to figures 308 new members of staff started with us with 176 members of staff leaving the organisation between January and December 2022.

Highlighting the benefits of self-declaring and work to remove any barriers, working alongside our Staff Networks forms part of our D&I Strategy Action Plan.

Self-Disclosure Completion Rates – January 2022

Directorate Disclosure Stats	Number completed disclosure	Number not completed disclosure	Total	Percentage completed disclosure	Percentage not completed disclosure
Operations	877	443	1320	66%	34%
Evidence, Policy and Permitting	451	169	620	73%	27%
Finance and Corporate Services	124	68	192	65%	35%
Communication, Customer and Commercial	76	40	116	66%	34%
Corporate Strategy and Development	86	35	121	71%	29%
Overall Total	1614	755	2369	68%	32%

More information can be found in **Annex 3** on our staff self-disclosure statistics. Disclosure includes 'prefer not to say' option.

Gender Pay Gap at 31/3/22

	2019	2020	2021	2022
Mean	5.3%	2.5%	2.0%	2.3%
Median	12.1%	3.1%	3.1%	6.4%

Quartiles	2020		2021		2022	
	Male	Female	Male	Female	Male	Female
Lower Quartile	54%	46%	53%	47%	53%	47%
Lower Middle Quartile	53%	47%	54%	46%	52%	48%
Upper Middle Quartile	52%	48%	51%	49%	53%	47%
Upper Quartile	62%	38%	62%	38%	62%	38%
Total Workforce	55%	45%	55%	45%	55%	45%

Our gender pay gap information is captured on 31 March each year to comply with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 methodology.

Analysis of Gender Pay Gap

The gender pay gap measures the difference between average (median) hourly earnings of men and women, usually shown by the percentage men earn more than women.

Our gender pay gap information is captured on 31st March each year and reported on the Gender Pay Gap Service on .Gov to comply with The Equality Act 2010 (Specific Duties and Public Authorities) (Gender Pay Gap Information) Regulations 2017 methodology.

From figures captured in March 2022 analysis shows that the mean gender pay gap has increased slightly to 2.3% and increase of 0.3%. This means that females earn 97.7p for every £1 males earn when comparing hourly pay.

Our median gender pay gap has increased this year to 6.4% with an increase of 3.3%. This shows that females earn 93.6p for every £1 males earn when comparing hourly pay. This is due to an increase by 2% of males in the median salary range and a reduction of 2% of in the number of females in the upper middle quartile.

The upper quartile remains the same as last year with a higher proportion of males at 62% in comparison to females at 38%. The percentage of males and females working in the organisation has also remained the same as last year with 55% being males and 45% women.

Whilst the median pay gap shows a difference of (93.6p to every £1), the average does show that “on the whole”, the hourly salaries aren’t too far apart (97.7p to every £1). This gap does not mean that males are paid more than females for carrying out the same type of role. There are several factors that impact the pay gap e.g.: -

- 55% of our workforce are males
- 45% of our workforce are females
- 92.4% of our male workforce work full time
- 75% of our female workforce work full time
- 7.6% of our male workforce work part time
- 25% of our female workforce work part time
- 62% of our upper quartile hourly salaries are males
- There are more males than females in all our quartiles

With the introduction of our new Working Styles policies, this may help to reduce the gap in providing more opportunities for our colleagues to work around responsibilities if they so wish.

The UK pay gap for 2022 for full time employees has increased to 8.3%, this is an increase of 0.6 from 2021. This is due to a several changes in working practices and the impact of retention schemes during the Covid-19 pandemic which affected earnings and accuracy around reporting.

Complaints

Over the last year we received 4 complaints in relation to Equality, Diversity and Inclusion as follows:

Complaint 1

One complaint was received when the complainant reported that wheelchair and mobility scooter users were unable to go through the specially designed kissing gate at Fforest Fawr. The gate was designed to be opened by means of a RADAR key which allows disabled people access to locked facilities. A section of the car park closest to the forest also has access without a boundary fence to the footpath.

The complainant obtained a RADAR key.

Complaint 2

In relation to Complaint 1 above, a second complaint was received from the complainant who having obtained a RADAR key was unable to gain access through the specially designed kissing gate due to the dimensions of the wheelchair/mobility scooter used.

It was explained to the complainant that due to anti-social behaviour, particularly off-road motorbikes, restricted access to unlawful users was necessary and the challenge in allowing access to legitimate users with a RADAR lock which allows access to disabled people through the gate. This was the best solution at the time the gate was installed.

To help ensure that the gate does not cause further problems, plans were put in place to replace the gate with a standard K Barrier, with further work to ensure that the approach is level and free of obstructions. This replacement will enhance the access for anyone using mobility scooters, families with pushchairs and wheelchair users. The new barrier was ordered and fitted, and work carried out as explained at Fforest Fawr.

Complaint 3

One complaint was received from a complainant in the manner they had been referred to in email correspondence, who had been referred to by their proper name, nickname, or alias which the complainant felt referenced their ethnicity during investigation work carried out by NRW staff.

The team concerned were instructed to use proper names when referencing others in future and all the team were required to complete Equality and Diversity and Unconscious Bias Training.

The complainant's allegation that ethnicity played a role in the decision by Legal Services to prosecute was investigated by NRW Legal Team and no evidence was found in the statements served on the complainant to support this allegation.

The complainant was advised of their entitlement to contact the Ombudsman if they wished.

Complaint 4

A recent complaint was received in relation to making it mandatory to add a title to an individual's name when creating an account on our Waste Carrier Licence service.

The complainant is questioning the need for this requirement to be mandatory and claims it to be discriminatory that the field should be optional requirement.

This complaint is in the process of being deal with following our Complaints procedure in place.

Conclusion

Over the last year we have made progress in developing and in starting to implement an action plan to support the delivery of our D&I Strategy. This work will continue over the next 3 years and beyond in further embedding D&I into our policies, procedures, and ways of working, but also in finding better ways of engaging with the diverse communities across Wales.

From figures captured on 31 March 2022 analysis shows that the mean gender pay gap has increased slightly to 2.3% an increase of 0.3%. This means that females earn 97.7p for every £1 males earn when comparing hourly pay. This is due to the fact that 62% of our upper quartile hourly salaries are males. As a comparator the ONS report that the UK pay gap for 2022 for full time employees has increased to 8.3%, an increase of 0.6% from March 2021. This is due to a several changes in working practices and the impact of retention schemes during the Covid-19 pandemic which affected earnings and accuracy around reporting.

Analysis of our staff profiles shows that the diversity of our workforce remains unchanged on the whole as in previous years. Work in attracting a workforce that is more reflective of the communities we serve has been identified in our D&I Action Plan. We also need to encourage more of our staff to self-declare so that we have a better understanding of the true diversity of our workforce.

We are very pleased with the implementation of our Work and Wellbeing Passport and feedback from some of our staff and managers has been positive, with managers having a better understanding of circumstances, discuss and agree adjustments or flexibilities required to staff to work effectively, and function to their maximum capacity in a supportive environment.

Annex 1

Staff Networks Information

Neurodiversity Network

The Neurodiversity Network was set up by a group of staff to give other neurodivergent colleagues, their managers and colleagues who have neurodivergent family members, access to useful information and a place to ask questions. The network is open to anyone, neurodivergent, neurotypical or undecided!

The Network have a Neurodiversity News group on Yammer and a private Neurodiversity Network Group for discussion, both open to all. The aim is to create an inclusive workplace to:

- put into practice NRW's commitment to diversity and inclusion
- reduce the stigma around being neurodivergent
- make staff feel safe, empowered, and informed

In 2022 the network:

- trialled the wellbeing passport and gathered feedback for ODPM on how well this worked and what could be improved
- put together a document library about reasonable adjustments for neurodivergent staff and their managers
- used Yammer to raise general awareness about neurodiversity. We ran a series of posts during neurodiversity week and on ADHD in October, which helped increase network membership to almost 80 (from around 35-40) at the start of the year
- ran a survey about staff experiences with neurodiversity and work (results to be written up in early 2023)
- through the Yammer group we provided a place for neurodivergent staff & allies to discuss issues and experiences and find support from other network members

Calon our LGTBQ+ Staff Network

The Network provides support, guidance, and networking opportunities for NRW's LGBT+ staff members and allies who wish to support LGBT+ equality and inclusion.

The network migrated from contributors of legacy bodies and was the first official staff network group of NRW in April 2013. To date there are 50 formal members, with 150 following the network on Yammer.

To date:

- Calon has continued to develop its Yammer presence and emphasise engagement with members through posts and topics for discussion.
- A stand representing Calon was arranged for Team NRW Day in Aberystwyth and an informal meeting up was arranged for the Pride celebration in Cardiff.
- Calon commemorated Transgender day of Remembrance (TDoR) with informative posts, an intranet post and an interview completed with a colleague whose child is transgender. The aim was to explore the challenges associated with identifying as transgender, how parents can help their children understand this process and generated awareness of discrimination faced by transgender people.
- Calon concluded its activities for 2022 with the Calon Christmas Quiz that took place over Microsoft Teams.

The network will be meeting further in January to discuss its plans for 2023, celebrating days of awareness, planning online and in person activities.

Muslim Network

The network was launched for anyone in the organisation who is a Muslim or would like to find out more about the Islamic faith, meet new people and simply show support as an ally.

It is important for the Muslim staff network to exist so it can raise awareness in order for people to have a better understanding about Islam and dispel the negative and prejudicial exposure the faith encounters in order to build community cohesion.

Activities between 1st January and 31st December 2022:

- Contributed towards using Islamic identity video via comms in the “Nature and Us” campaign
- Raised awareness about Islamophobia: The Dinner Table Prejudice Islamophobia in Contemporary Britain Dr Stephen H. Jones and Amy Unsworth
- Contributed an article for the NRW staff on “Belief and Natural Resources in Islam”
- Promoted “Visit My Mosque” national event for NRW staff
- Supported the Recreation Team around inclusivity of Muslim Identifying the natural environment by participating in a Photoshoot for Estate Recreation and Access Promotion.

Dementia Friends Network 2022-23 EDI Annual Report

- Since February 2022, Dementia Friends has attracted 51 new dementia friends members via virtual sessions. The sessions comprise the Dementia Friends Awareness session, followed by a short discussion about NRW’s journey to becoming a Dementia Friendly Community, the resources that are available to staff and the expectations we have of them to be ‘Dementia Friendly’ in their work.
- As well as these “standard” sessions, the Network has been approached to run some individual / bespoke discussions this year.
- The Dementia Champion requirements have changed from November 2022, and our existing Champions need to complete further training to achieve the new role of Dementia Ambassador and deliver our future training sessions.

- We currently have one accredited Ambassador and 2 applications ongoing.
- Our Dementia Friendly work continues to be represented at our ongoing EDI Forum meetings, Carers Network (Cwtch) calls and a 'caring for elders' virtual cuppa.
- We are sharing details of our Dementia Friendly Community work on a suite of Intranet pages.
- NRW continues to participate in a Wales-wide 'blue light' dementia group to share learning and best practice. This is co-ordinated by the ambulance service and includes representation from police and fire. Forum members provide updates about their dementia friendly initiatives and share best practice.
- We also join the Carmarthenshire Dementia Community Coalition calls, as a result of our participation in the Carmarthenshire PSB.
- As a member of the Health, Education and Natural Resources team one of our Organisational Leads is able to feed into policy development and projects that require knowledge and understanding of people living with dementia and their carers. She also supports the 'Health' specialists within this team.

Christian Fellowship Staff Network

The Network is a welcoming and joyful place where people can come and share needs, joys and engage in discussions about issues of the day from a biblical perspective. It is open to everyone, and all are welcome whatever your background and without any obligation.

- The Network currently has 26 members, with between 5 and 10 members also involved in regular virtual meetings which take place weekly for short prayer and praise sessions. Members also share worship songs and words of encouragement through this.
- We have been blessed to have daily reflections and amazing photos shared by a member to the Yammer page which often relates specifically to individual's situations and brings about encouraging conversations.
- We also meet every 2 weeks, interchanging between bible study sessions brilliantly led by a member and monthly sessions monthly colleagues in Welsh Government. We regularly pray into the work of NRW and for the staff, both individually where we are aware of particular issues that staff members are facing or more corporately for the work of the organisation. We have seen real encouragement between members and a real spiritual growth as we learn from each other.
- We have continued with our link to Transform UK this year and are hoping to be involved in further activities with them in 2023 – including a possible Transform UK (Wales) conference.
- We have continued to regularly present in the new starter induction programme which again has been well received.

NRW Carer's Network (Cwtch)

Our Carer's Network (Cwtch) group was established in 2019 with the aim of doing more to recognise, support and value our colleagues who care for a loved one. The Network now have around 30-35 on our meeting group membership, and more in our wider yammer network.

- Fewer meetings have been held over the year with the aim to make the meetings held more meaningful for attendees. Between 10-20 people regularly attend. The meeting includes a section called “Me Time” which involves a guest speaker joining and sharing with us e.g., Mindfulness.
- Our Yammer group is active with 85 members, and a Network intranet page with guidance and support available for staff from NRW and through our membership of Employers for Carers.
- “Carers Cuppa” sessions are held monthly to provide members to chat informally in a supportive environment.
- One of the Network leads has completed the carers Wales Workplace Carers Champion course, with the two leads providing support on a one-to-one basis to staff who seek support in their role as a Carer and employee.
- The Network worked closely with the Equality Team on the development and launch of the Work and Wellbeing Staff Passport and have provided feedback on NRW people policy consultations.
- Activities took place to promote Carers Rights Day and Carers Week 2022, including training sessions
- Produced a document highlighting places colleagues can go for support as a Carer

In 2022 we raised awareness by: -

- Celebrating Carers week in June 2022 on the intranet with carers blogs and a series of Wellbeing walks around the country for member to join.
- Celebrated Carer’s Rights Day in November, by hosting workshops focusing on identifying a carer, support for carers and issues surrounding caring.

In 2023 we plan to: -

- Focus on Carers Leave policies in 2023.
- Apply for the Carers Confident Level 2 award and will start the process of gathering evidence for this in 2023.

Assisted User Group ICT and Telephony Network

The Assisted User Group ICT and telephony Network has 33 members and provides a focal point for matters relating to accessibility. The group are responsible for ensuring NRW is using standard up to date tools and consistent versions, working with ICT governance for management and delivery of any changes by:

Helping to new software.

Escalate risks and issues to ICT or relevant member of leadership team

Share learning, tips, and tricks between users of assisted technology

Group review of further training and guidance needed from outside the organisation

Review of progress on current projects relating to assisted user technology

Raise awareness of assisted user’s ICT and Telephony needs to all parts of the business

Ensure assisted technology requirements are included in new projects from the outset

The work the Network has been involved with over the year – Rolling out the updated Dragon software to the Dragon users. Testing various applications such as Hornbill to ensure accessibility and where it's not working with project managers on a resolution.

In 2023 the group will be meeting with Welsh Government about their accessibility work and assisting ICT with the testing of the MS Surfaces and Windows 11.

Annex 2

External Recruitment Statistics for January 2023

What is your age group?

Age group	Total
16 – 24	503
25-34	1008
35-44	634
45-54	434
55-64	135
65+	3
Prefer not to say	43
Blank	518

What is your Gender?

Gender	Total
Male	1755
Female	1486
Prefer Not to Say	17
No record	17
Non-Binary	3

Does your Gender Identity Match the sex you were assigned to at Birth?

Gender Identity	Total
Yes	2706
Blank	517
Prefer Not to Say	33
No	22

Are you currently married or in a Civil partnership?

Married or Civil Partnership	Total
No	1762
Yes	918
Blank	516
Prefer Not to say	82

What is your sexual orientation?

Sexual orientation	Total
Heterosexual / Straight	2376
Blank	519
Prefer not to say	171
Bisexual	112
Gay Man	41
Gay Woman / Lesbian	35
Other	22
Prefer to use own term	2

What caring responsibilities do you have?

Caring responsibility	Total
None	2037
No response	523
Primary Carer of children (under 18)	511
Secondary Carer	111
Prefer not to say	77
Primary Carer (over 65)	14
Assist in caring	2
Primary Carer of Disabled Adult	3

Do you consider yourself to have a disability?

Disability	Total
Blank	3107
No	119
Yes	23
Prefer not to say	29

Guaranteed Interview requests

Requested	Total
No	11
Yes	86
No Record	3184

Guaranteed Interview offered

Interview offered	Total
Yes	56
No	30
	No offer due to not meeting minimum required criteria

What is your religion or belief?

Religion or belief	Total
Have no faith or belief	1806
Have faith or belief	725
No record	521
Prefer not to say	207
Other	19

What is your ethnicity?

Ethnicity	Total
White (English, Welsh, Scottish, Northern Irish, British, Irish, Gypsy or Traveller, any other White background)	2543
No record	518
Prefer not to say	65
Asian/Asian British (Indian, Pakistani, Bangladeshi, Chinese, any other Asian background)	58
Mixed/Multiple ethnic groups (White and Black Caribbean, White and Black African, White and Asian, any other mixed/multiple ethnic background)	34
Black/ African/Caribbean/Black British (African, Caribbean, Any other Black/African/Caribbean background)	34
Other ethnic group (Arab or any other ethnic group)	26



Annex 3

Staff Self-disclosure stats

Age Analysis

	January 2021		January 2022		January 2023	
Age	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Under 25	73	3.3%	33	1.4%	41	1.7%
25 to 35	429	19.2%	428	19.0%	461	19.6%
35 to 45	654	29.2%	636	28.2%	688	29.0%
45 to 55	663	29.6%	671	29.7%	688	29.0%
55 to 65	385	17.2%	446	19.8%	453	19.1%
65 and above	33	1.5%	43	1.9%	38	1.6%
Total	2237	100%	2257	100%	2369	100%

Age Profile – Full-Time and Part Time Staff

	January 2021		January 2022		January 2023	
Age part -time	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Under 25	#	0.0%	0	0.0%	#	0.1%
25 to 35	38	1.7%	37	1.6%	39	1.6%
35 to 45	111	5.0%	106	4.7%	115	4.9%
45 to 55	105	4.7%	100	4.4%	98	4.1%
55 to 65	72	3.2%	76	3.4%	85	3.6%
65 and above	10	0.4%	16	0.7%	14	0.6%
Total	337	15.1%	335	14.8%	353	14.9%
Age full-time						
Under 25	72	3.2%	33	1.5%	39	1.6%
25 to 35	391	17.5%	391	17.3%	422	17.8%
35 to 45	543	24.3%	530	23.5%	573	24.2%
45 to 55	558	24.9%	571	25.3%	590	24.9%
55 to 65	313	14.0%	370	16.4%	368	15.5%
65 and above	23	1.0%	27	1.2%	24	1.0%
Total	1900	84.9%	1922	85.2%	2016	85.1%
Total overall	2237	100%	2257	100%	2369	100%

Working Arrangements

	January 2021		January 2022		January 2023	
Working Arrangements	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number Of staff	Percentage Of staff
Full-time	1900	84.9%	1922	85.2%	2016	85.1%
Part-time	337	15.1%	395	14.8%	353	14.9%
Total	2237	100%	2257	100%	2369	100%
Of those who disclosed Working Arrangement						
Full-time - Male	1150	51.4%	1147	50.8%	1178	49.7%
Full-time - Female	750	33.5%	775	34.4%	838	35.4%
Part-time - Male	75	3.4%	79	3.5%	82	3.5%
Part-time - Female	262	11.7%	256	11.3%	271	11.4%
Total	2237	100%	2257	100%	2369	100%

Disability Analysis

	January 2021		January 2022		January 2023	
Disability status	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
No	1329	59.4%	1390	61.6%	1431	60.4%
Yes	70	3.1%	83	3.7%	85	3.6%
*Prefer not to say	838	37.5%	784	34.7%	853	36.0%
Total	2237	100%	2257	100%	2369	100%

*Also includes those who have not self-declared

Gender Analysis

	January 2021		January 2022		January 2023	
Gender	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Male	1225	54.8%	1226	54.3%	1260	53.2%
Female	1012	45.2%	1031	45.7%	1109	46.8%
*Prefer not to say	2237	100%				
Total	10	50.0%	2257	100%	2369	100%

Sexual Orientation Analysis

	January 2021		January 2022		January 2023	
Sexual orientation	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Heterosexual / straight	1214	54.3%	1288	57.1%	1312	55.4%
*Prefer not to say	970	43.4%	914	40.5%	989	41.7%
Gay Woman / Lesbian	15	0.67%	15	0.7%	15	0.6%
Gay man	11	0.49%	12	0.5%	18	0.8%
Bisexual	17	0.8%	18	0.8%	22	0.9%
Other	10	0.4%	10	0.4%	15	0.6%
Total	2237	100%	2257	100%	2369	100%

% of workforce identifying as LGBTQ+	53	2.4%	55	2.39%	70	3%
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*Also includes those who have not self-declared

Ethnicity Analysis

	January 2021		January 2022		January 2023	
Ethnicity	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
White	1371	61.3%	1440	63.8%	1480	62.5%
*Prefer not to say	832	37.2%	782	34.6%	850	35.9%
Mixed multiple ethnic groups	14	0.6%	16	0.7%	20	0.8%
Asian/Asian British	14	0.6%	13	0.6%	13	0.5%
Black/African/Caribbean/Black British	#	#	#	#	#	#
Other ethnic groups	#	#	#	#	#	#
Total	2237	100%	2257	100%	2369	100%
% of staff who identify as Black, Minority Ethnic	34	1.52%	35	1.6%	39	1.65%

*Also includes those who have not self-declared

Religion, belief, or non-belief analysis

	January 2021		January 2022		January 2023	
Religion, belief or non-belief	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Have no faith or belief	515	23.0%	650	28.8%	675	28.5%
Have a faith or belief	587	26.2%	501	22.2%	507	21.4%
*Prefer not to say	273	12.2%	1106	49%	1187	50.1%
Total	2237	100%	2257	100%	2369	100%
% of staff who identify their religion, belief, or non-belief	587	26.2%	501	22.2%	507	21.4%

*Also includes those who have not self-declared

Caring Responsibilities

	January 2021		January 2022		January 2023	
Caring responsibilities	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of Staff
Have a caring responsibility	739	33.0%	568	25.2%	588	24.8%
Have no caring responsibility	956	42.7%	783	34.7%	806	34.0%
*Prefer not to say	542	24.2%	906	40.1%	975	41.2%
Total	2237	100%	2257	100%	2369	100%

*Also includes those who have not self-declared

Type of caring responsibility

Caring responsibility	January 2021		January 2022		January 2023	
	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Primary carer of child/children under 18	369	68.1%	381	67.1%	401	68.2%
Secondary carer	82	15.1%	91	16.0%	89	15.1%
Multiple caring responsibilities	47	8.7%	45	7.9%	43	7.3%
Primary carer of person over 65	25	4.6%	30	5.3%	31	5.3%
Primary carer of disabled child/children	10	1.85%	#	#	11	1.9%
Primary carer of disabled adult (over 18)	#	#	12	2.1%	13	2.2%
Total	542	100%	568	100%	588	100%

*Also includes those who have not self-declared

National Identity Analysis

National Identity	January 2021		January 2022		January 2023	
	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff

*Prefer not to say	766	34.2%	714	31.6%	784	33.1%
Welsh	701	31.3%	738	32.7%	776	32.8%
British	612	27.4%	634	28.1%	642	27.1%
English	90	4.0%	100	4.4%	97	4.1%
Other	48	2.1%	50	2.2%	51	2.2%
Scottish	16	0.7%	17	0.8%	15	0.6%
Northern Irish	#	#	#	#	#	#
Total	2237	100%	2257	100%	2369	100%

*Also includes those who have not self-declared

Welsh Language Ability of Staff

	January 2021		January 2022		January 2023	
Language Ability	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Staff who have self-assessed language skills in MyNRW	2128	95.1%	2214	98.1%	2228	94%
Staff who have declared they are able to communicate in Welsh at various levels	2041	91.2%	2126	92.2%	2130	90%
Able to pronounce basic Welsh phrases and names	915	40.9%	941	41.7%	991	41.8%
Able to construct basic Welsh sentences	438	19.6%	458	20.3%	477	20.1%
Fluency in spoken and written Welsh	310	13.9%	331	14.7%	347	14.7%

Fluency in spoken Welsh	225	10.1%	222	9.8%	227	9.6%
Able to discuss some work matters confidently	153	6.8%	174	7.7%	186	7.9%
No understanding of Welsh	87	3.9%	88	3.9%	98	4.1%
No return completed	109	4.9%	43	1.9%	43	1.8%
Total	2237	100%	2257	100%	2369	100%

Welsh Language Ability by Directorate January 2023

Language Level	Communication Customer and Commercial	Corporate Strategy and Development	Evidence, Policy and Permitting	Finance and Corporate Services	Operations	Total
0 - No understanding of Welsh	5	2	26	15	50	98
1 - Able to pronounce basic Welsh phrases and names	25	43	282	85	556	991
2 - Able to construct basic Welsh sentences	20	33	140	36	248	477
3 - Able to discuss some work matters confidently	10	5	57	15	99	186

4 - Fluency in spoken Welsh	11	12	48	16	140	227
5 - Fluency in spoken and written Welsh	41	22	62	23	199	347
No Declaration	4	4	5	2	28	43
Total Staff	116	121	620	192	1320	2369

Note: Data below 10 is shown as a # for data protection purposes

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	23 Mawrth 2023
Teitl y Papur:	Diweddariad Chwarter 3 - Lles, Iechyd a Diogelwch
Cyfeirnod y Papur:	23-03-B16
Noddir y Papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Paratowyd y Papur gan:	Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch
Cyflwynir y Papur gan:	Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch
Diben y Papur	Trafodaeth
Crynodeb	Trafod diweddariad Ch3 Lles, Iechyd a Diogelwch
Craffwyd gan:	Pwyllgor Pobl a Chwsmeriaid – cyfarfod 15 Mawrth

Cefndir

1. Dyma grynodeb Chwarter 3 (Q3) o'r perfformiad Lles, Iechyd a Diogelwch ar gyfer Cyfoeth Naturiol Cymru (CNC). Mae'r adroddiad yn rhoi trosolwg o sut mae CNC wedi rheoli'r elfennau Lles, Iechyd a Diogelwch gydol Chwarter 3 2022/2023.

Crynodeb

2. Mae'r penawdau o Ch3 2022/2023 yn cynnwys: -
3. **Adolygiadau o Ddigwyddiadau Difrifol (SIR)** - roedd dau Adolygiad o Ddigwyddiad Difrifol yn Ch3.
4. **Rheoliadau Adrodd ar Anafiadau, Clefydau neu Ddigwyddiadau Peryglus (RIDDOR) ac amser a gollwyd (LTIs)** – nid oedd RIDDOR na LTIs ar gyfer CNC yn Ch3. Mae adroddiadau am ddamweiniau fu bron â digwydd wedi cynyddu yn ystod y chwarter hwn.
5. **Diweddariad ar y Safon Iechyd Corfforaethol** - bydd proses ail-achredu rithwir lle gall CNC ymestyn ein Dyfarniad Arian am 12 mis arall (a elwir yn Wiriad Statws Uwch), wedi'i chynllunio ar gyfer mis Chwefror.

6. **Lles** - cyflwynwyd cymorth ac ymwybyddiaeth ariannol drwy ein darparwr cymorth i weithwyr – Care First.

Goblygiadau ehangach

7. **Cyllid:** Cydnabyddir bod goblygiadau ariannol sylweddol i gamreoli Lles, lechyd a Diogelwch. Mae'r tîm Lles, lechyd a Diogelwch yn parhau i roi systemau newydd ar waith er mwyn rheoli ein risgiau lles, iechyd a diogelwch ac felly lleihau unrhyw gostau. Yn ogystal â diogelu ein staff a'r rhai sy'n defnyddio ac yn gweithio ar yr ystâd a reolir gan Cyfoeth Naturiol Cymru, gallai methiannau i weithredu system Lles, lechyd a Diogelwch gadarn arwain at oblygiadau ariannol sylweddol.

Y camau nesaf

8. Bydd tîm Lles, lechyd a Diogelwch yn parhau i gefnogi'r busnes er mwyn sicrhau bod risgiau lles, 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 ymhellach ein diwylliant cadarn o fonitro a dysgu mewn perthynas â lles, iechyd a diogelwch. Bydd hyn yn parhau i fod yn elfen allweddol o'n strategaeth i'r dyfodol.
9. Bydd y tîm Lles, lechyd 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

10. Gofynnir i'r Bwrdd gymeradwyo diweddariad Strategaeth Lles, lechyd a Diogelwch ar gyfer Ch3 2022-2023.

Mynegai Atodiadau

Unrhyw wybodaeth ategol:

Atodiad 1 – Ch3 Lles, lechyd a Diogelwch ac Adroddiad Dysgu a Datblygu



Board & Executive Team Q3 2022/2023 Paper

Serious Incident Reviews Summary

<p>1.</p> <p>Details: EV Car Charging.</p> <p>Reference: ACCB879/A1</p> <p>Incident date: 24/08/2019</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>	<p>Total actions: 10</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 10 • Open: 0 • Overdue: 0 	
<p>2.</p> <p>Details: Boom had become detached on one side. The worker immediately stopped works and removed the machine from site to prevent any environmental issues.</p> <p>Reference: ACCB1092 / A1</p> <p>Incident date: 21/10/2019</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>	<p>Total Actions: 16</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 13 • Open: 3 • Overdue: 0 	<p>Open actions: Completed</p>
<p>3.</p> <p>Details: Digger un-earthed a live cable at approximately 2-3 inches below the</p>	<p>Total actions 13</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 11 • Open: 2 • Overdue: 0 	<p>Open actions: 3</p> <p>Final completion date of March 2023 (linked to ISO 45001 training and competency framework).</p>

<p>surface of the ground car park in Bwlch Nant yr Arian</p> <p>Reference: ACCB1092 / A2</p> <p>Incident date: 09/01/2020</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>	<p>Open actions: 2</p> <p>Final completion date of March 2023 (linked to ISO 45001 training and competency framework).</p>	
<p>4.</p> <p>Details: Chainshot hit `marguard` in front windscreen of harvester</p> <p>Reference: ACCB1092/A3</p> <p>Incident date: 17/02/2020</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>	<p>Total actions</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 9 • Open: 0 • Overdue: 0 	<p>9</p>
<p>Open actions: Completed</p>		
<p>5.</p> <p>Details: Near miss Ringbarking concerns -Cwm Cletwr near Tre`ddol Village.</p> <p>Reference: ACCB1092/A4</p> <p>Incident date: 27/03/2020</p> <p>Type of SIR: Near miss</p> <p>Full investigation: Completed</p>	<p>Total actions</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 20 • Open: 0 • Overdue: 0 	<p>20</p>
<p>Open actions: Completed</p>		
<p>6.</p> <p>Details: Felled tree was left leaning (hung-up) against another tree.</p> <p>Reference: ACCB1092/A6</p> <p>Incident date: 10/03/2020</p> <p>Type of SIR: Near miss.</p>	<p>Total actions</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 0 • Open: 0 • Overdue: 0 	<p>4</p>
<p>Open actions: Completed</p>		

Full investigation: Completed		
<p>7.</p> <p>Details: Lorry overturned while transporting stone from Halfway to Glasfynydd.</p> <p>Reference: ACCB1092 / A5</p> <p>Incident date: 09/07/2020</p> <p>Type of SIR: Injury</p> <p>Full investigation: Completed</p>	<p>Total actions</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 13 • Open: 0 • Overdue: 0 	<p>13</p>
Open actions: Completed		
<p>8.</p> <p>Details: BT reported a spurious voltage on equipment at their telephone exchange emanating from Kidwelly flood warning station.</p> <p>Reference: ACCB1097/A3</p> <p>Incident date: 11/11/2020</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>	<p>Total actions</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 47 • Open: 0 • Overdue: 0 	<p>47</p>
Open actions: Completed		
<p>9.</p> <p>Details: The incident occurred on the forest road below a clearfell coupe in Afan forest park.</p> <p>Reference: ACCB1097/A1</p> <p>Incident date: 09/04/2021</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: SIR completed and undergoing final scrutiny.</p>	<p>Total actions</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed • Open • Overdue 	<p>57</p> <ul style="list-style-type: none"> • 54 • 3
<p>Final completion date: March 2023 (linked to ISO 45001 training and competency framework).</p>		

<p>10.</p> <p>Details: Fatal accident on NRW estate to member of the public. Blaenrhonnda Forest, near Blaencwm, Penpych.</p> <p>Reference: ACCB1097 / A2</p> <p>Incident date: 07/05/2021</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused.</p>	<p>The SIR has been paused due to further investigation by the police and the coroner has adjourned the case until October 2022. Operational team attended site and assessed – no actions required. The coroner recorded a conclusion of accidental death at the inquest in Pontypridd on 30th November 2022.</p>
<p>11.</p> <p>Details: Fatal accident on NRW estate to member of the public. Sgwd Pannwr plunge pool, Brecon Beacon.</p> <p>Reference: ACCB1092 / A11</p> <p>Incident date: 05/06/2021</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused.</p>	<p>The SIR has been paused due to further investigation by the police and the coroner has adjourned the case until November 2022. Regulation 28 served to NRW and other stakeholders regarding signage on the 29th November 2022. Works currently in place to undertake a review of the signage on site.</p>
<p>12.</p> <p>Details: Fatal accident on NRW estate to member of the public. Sgwd Gwladus waterfall in Pontneddfechan, Glynneath.</p> <p>Reference: ACCB1092 / A9</p> <p>Incident date: 16/08/2021</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused.</p>	<p>The SIR has been paused due to further investigation by the police and the coroner. Operational team member attended site and assessed – no actions required.</p>
<p>13.</p> <p>Details: The incident occurred with a fleet vehicle and the handbrake mechanism.</p>	<p>Total Actions: 3</p> <p>Of Which: Completed & Closed : 3</p>

<p>Reference: ACCB1092 / A10 & A7</p> <p>Incident date: 02/08/2021 & 06/08/2021</p> <p>Type of SIR: RIDDOR reportable injury.</p> <p>Full investigation: The SIR has been completed and closed.</p>	<p>Open: 0 Overdue: 0</p> <p>Open Actions: Completed</p>
<p>14.</p> <p>Details: Fatal accident on NRW estate to a sub-contractor working on a standing sales site. Coed Taff Forest.</p> <p>Reference: ACCB1092/A12</p> <p>Incident date: 12/10/2021</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused.</p>	<p>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 provided information. The Wellbeing, health & safety manager attended site.</p>
<p>15.</p> <p>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.</p> <p>Reference: ACCB1097/A4</p> <p>Incident date: 30/10/2021</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused.</p>	<p>The SIR has been paused due to further investigation by the police and Health and Safety Executive.</p>
<p>16.</p> <p>Details: Ash tree failed and fell across boundary fence onto third party land allegedly causing injury to third party groundsman and damage to strimmer.</p>	<p>Total Actions: 4</p> <p>Of Which: Completed & Closed : 4 Open: 0 Overdue: 0</p>

<p>Reference: ACCB1096/A1</p> <p>Incident date: 14/04/2022</p> <p>Type of SIR: MOP Injury</p> <p>Full investigation: SIR in progress</p>	<p>Open Actions: Completed</p>	
<p>17.</p> <p>Details: MoP injured by automatic barrier at Newborough</p> <p>Reference: ACCB1094/A1</p> <p>Incident date: 04/05/2022</p> <p>Type of SIR: MOP Injury</p> <p>Full investigation: SIR completed and undergoing final scrutiny</p>	<p>Total actions</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: • Open: • Overdue: 	<p>3</p> <ul style="list-style-type: none"> • 2 • 1
<p>18.</p> <p>Details: MoP fatality at Sgwd Clun-Gwladys, waterfall country</p> <p>Reference: ACCB1092 / A13</p> <p>Incident date: 15/05/2022</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused pending outcome of statutory investigation and Coroner's inquest</p>	<p>Final completion date: April 2023 (linked to overall general maintenance).</p> <p>This SIR has been paused pending outcome of statutory investigation and Coroner's inquest. Operational team member, WH&S advisor and Head of Place attended site and assessed – added additional signage on the public right of way, to warn of the serious incident that happen and advising to use an alternative route. A recent accident – has led to the National Parks closing the public right of way under their powers as the highway authority.</p>	
<p>19.</p> <p>Details: MoP fatality at Bike Park Wales</p> <p>Reference: ACCB1095 / A2</p> <p>Incident date: 23/05/2022</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused pending outcome of statutory investigation and Coroner's inquest</p>	<p>This SIR has been paused pending outcome of statutory investigation and Coroner's inquest. There is a legal agreement with BPW, and they have control of the works.</p>	

<p>20.</p> <p>Details: Damage to 3rd asset on NRW land</p> <p>Reference: ACCB1096 / A2</p> <p>Incident date: 20/10/2022.</p> <p>Type of SIR: Property Damage</p> <p>Full investigation: SIR in progress</p>	<p>SIR has been issued in draft for actions to be agreed. Once agreed the report will be formally issued.</p>
<p>21.</p> <p>Details: Major injury to contractor</p> <p>Reference: ACCB1095 / A3</p> <p>Incident date: 11/10/2022.</p> <p>Type of SIR: Major Injury - fracture</p> <p>Full investigation: SIR in progress</p>	<p>SIR has commenced and in the reporting writing stage.</p>

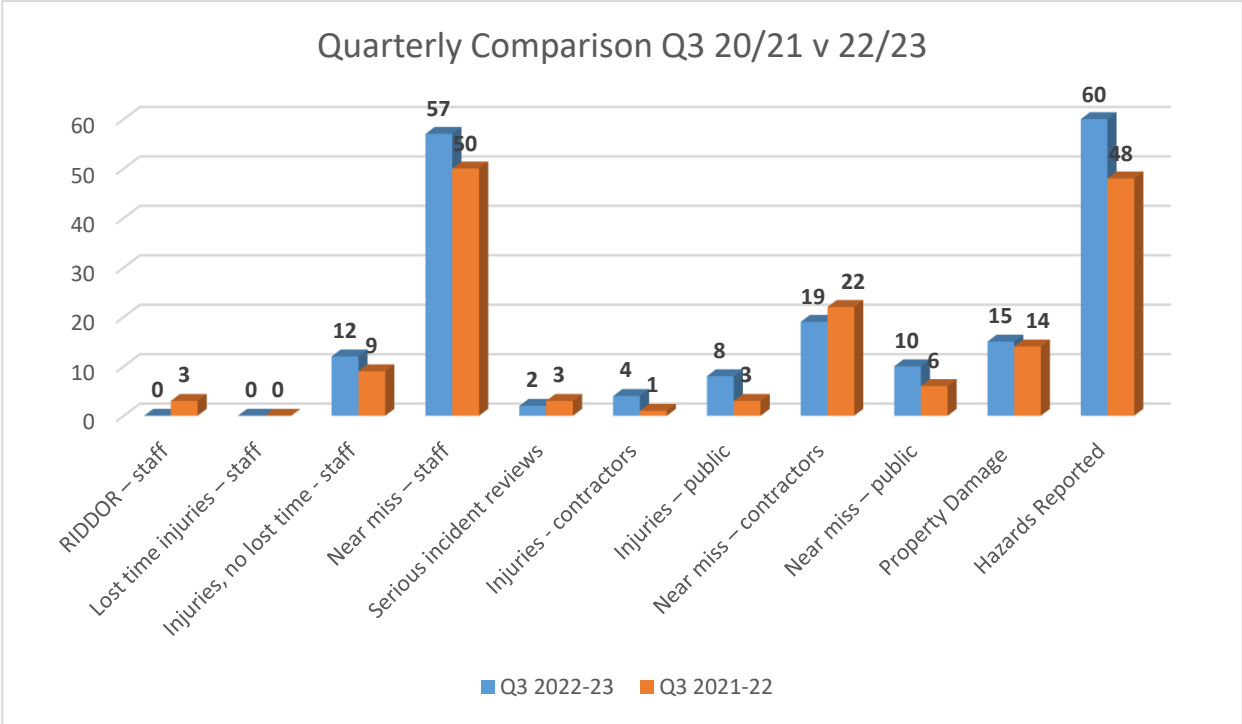
Recent Incidents on NRW Estate

Incidents

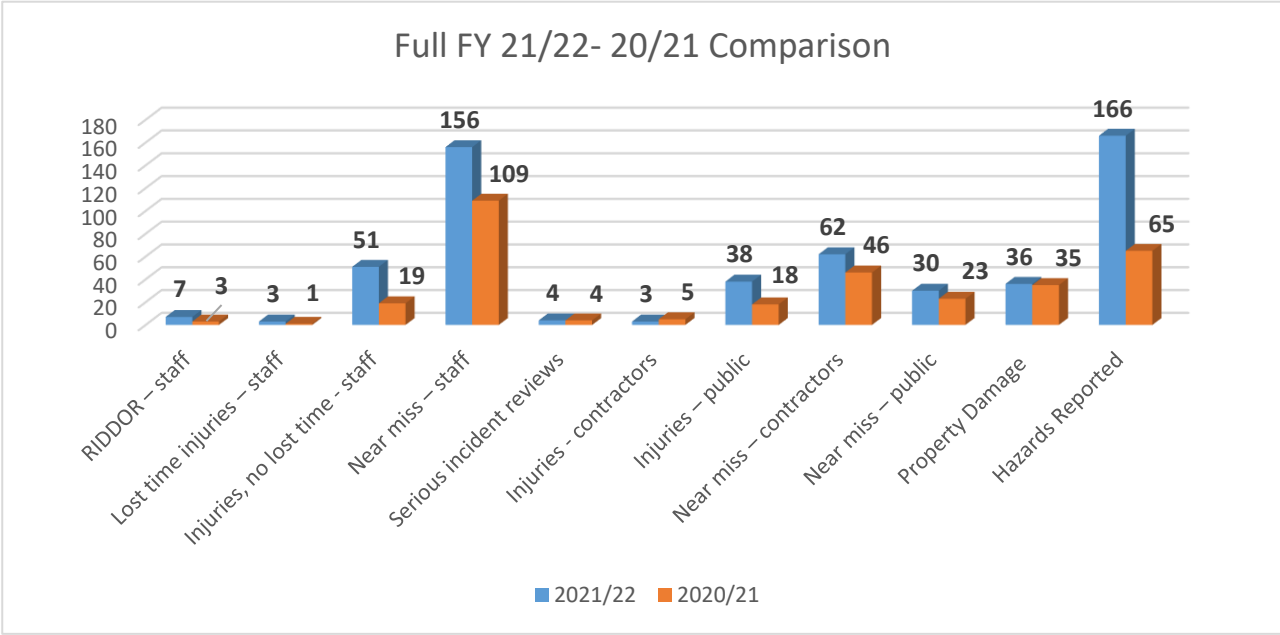
	Q3 2022/23	Q3 2021/22	Q2 2022/23	Q1 2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
RIDDOR – staff	0	3	0	2	7	3	6	2	8

Lost time injuries – staff	0	0	1	0	3	1	4	5	8
Injuries, no lost time - staff	12	9	12	7	51	19	121	53	59
Near miss – staff	57	50	41	30	156	109	183	163	201
Serious incident reviews	2	3	0	3	4	4	5	2	3
Injuries - contractors	4*	1	2	0	3*	5*	5	9	9
Injuries – public	8	3	11	16	38	18	53	53	95
Near miss – contractors	19	22	14	12	62	46	50	40	44
Near miss – public	10	6	13	6	30	23	33	20	39
Property Damage	15	14	14	7	36	35	32	43	48
Hazards Reported	60	48	41	32	166	65	83	103	78

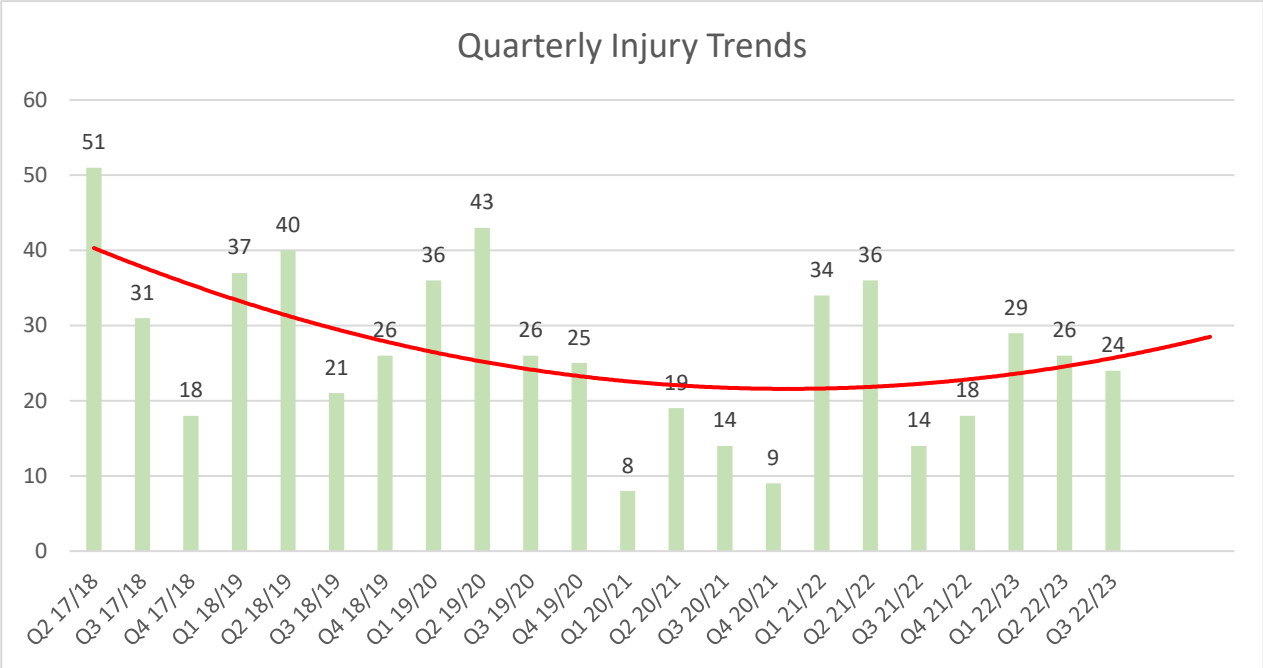
AssessNET Incident Data Comparison (all NRW) Q2



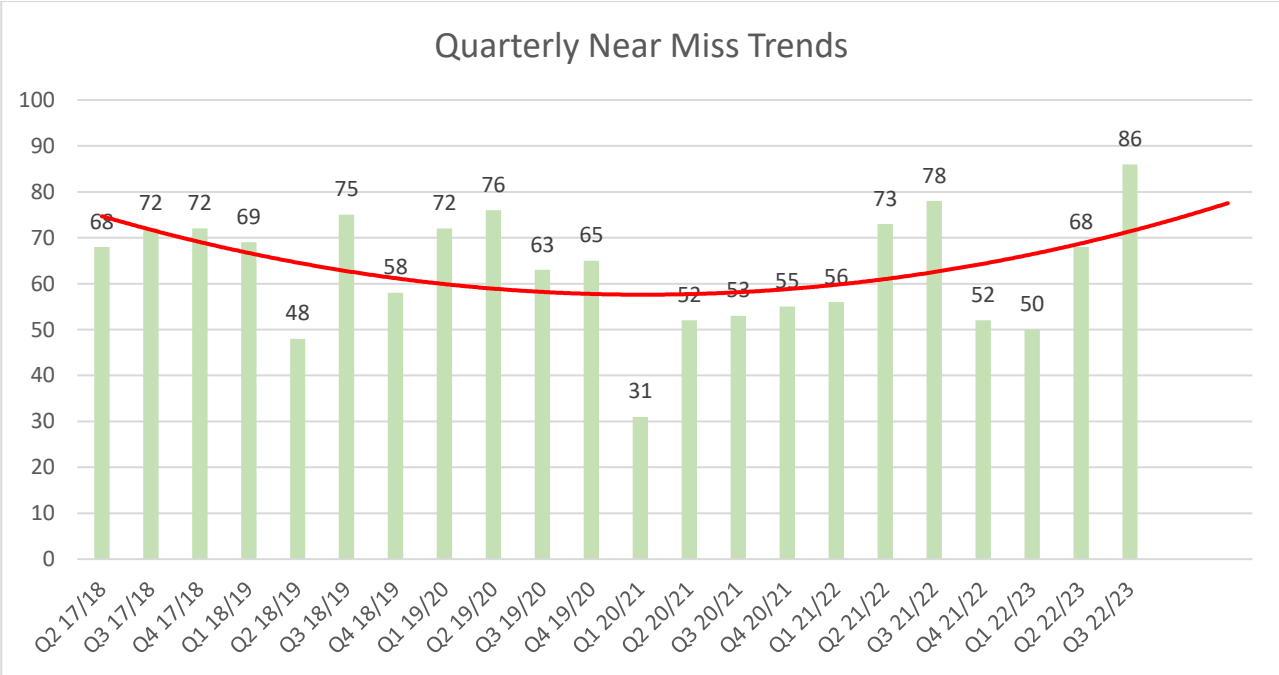
AssessNET Incident Data Comparison (all NRW) Full Year



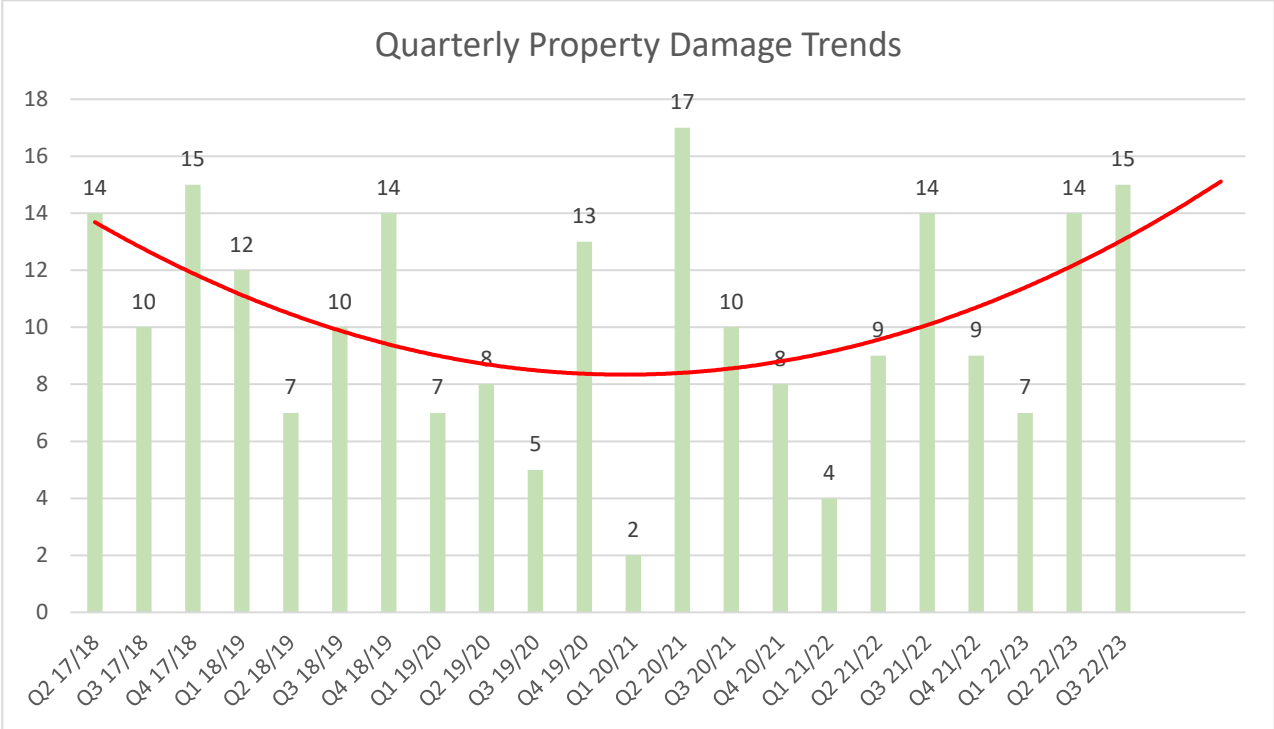
NRW Quarterly Trend Analysis



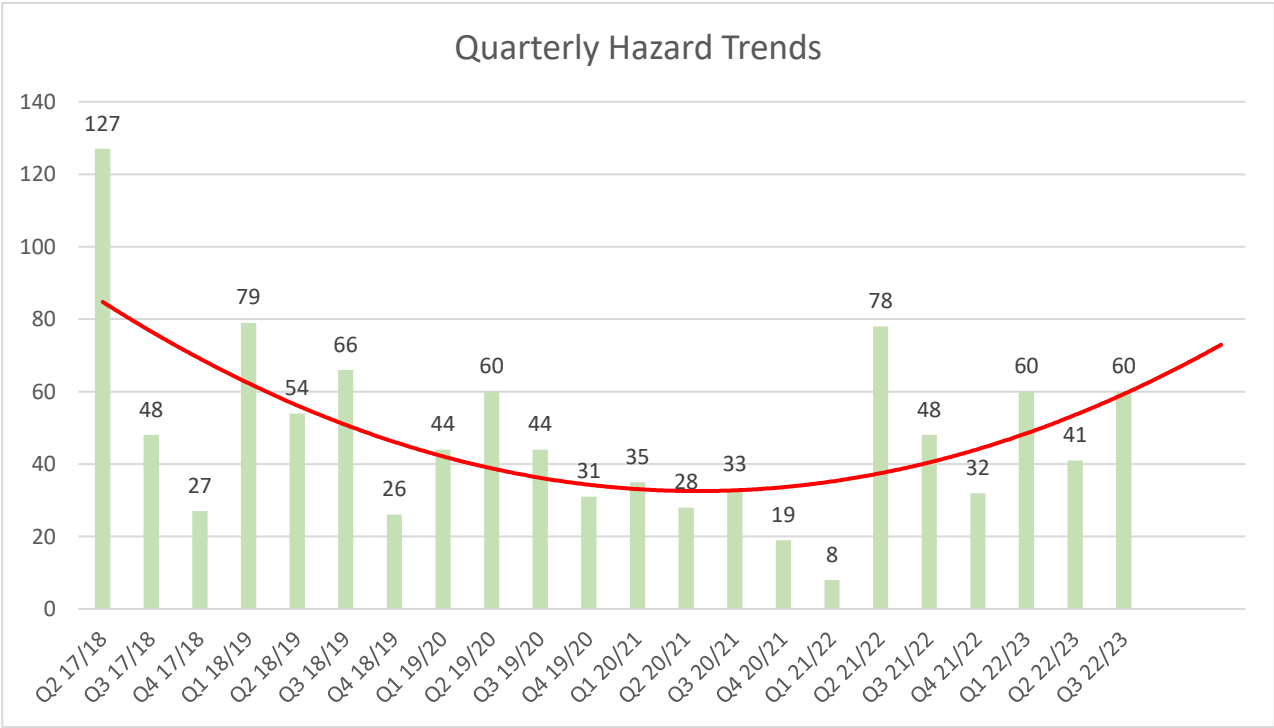
Injuries recorded have declined slightly year on year since 17/18. The decline will be less prominent with 20/21 removed from the stats because of the unique circumstances caused by the pandemic. Of the 24 reported, 12 are to staff with a mix of slips/trips, minor injuries using tools/work equipment. 4* contractor injuries are 2 crush injuries (RIDDOR reportable by contractor), eye injury and bites/stings, and the remaining 8 MoP injuries are mostly MTB related.



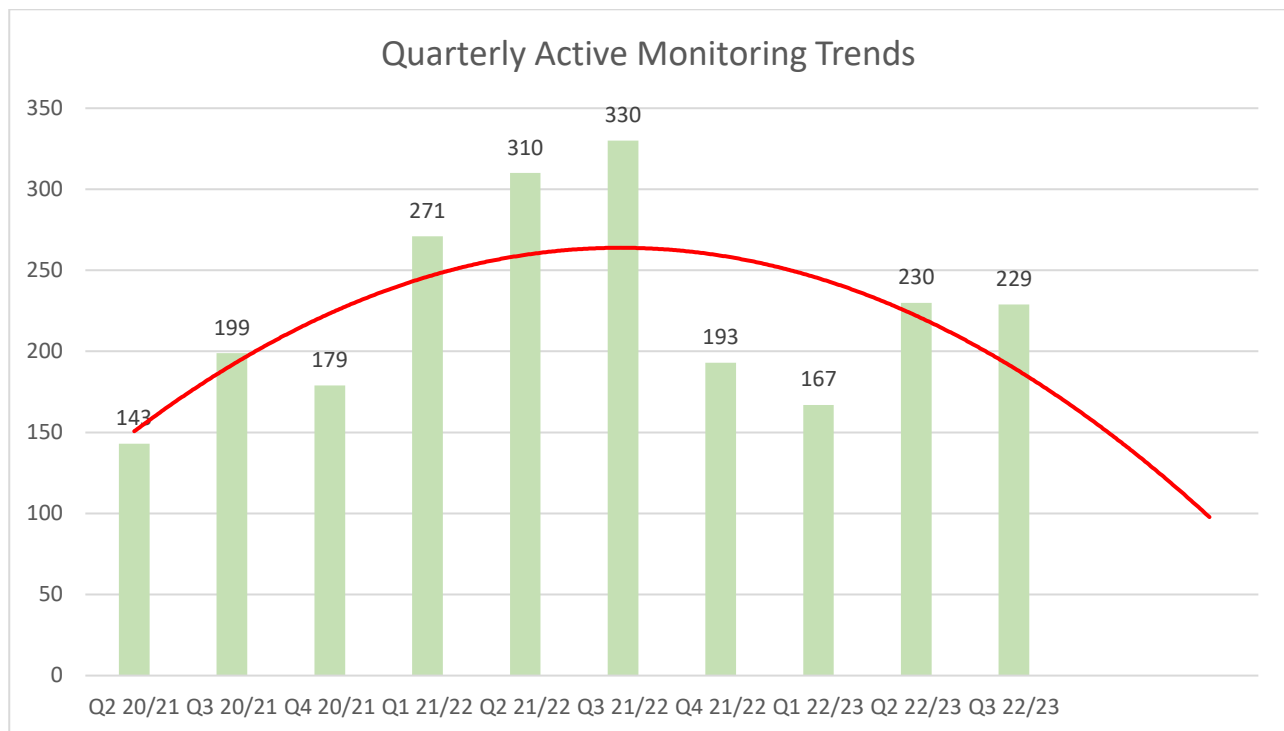
Near misses appear more stable year on year. Again with 20/21 removed the trend line will be flatter. Near misses this quarter consist of timber stack heights (too high), public and other incursions on to harvesting sites, driving near misses.



Property damage incidents are relatively static – this is mainly vehicles being struck by or striking something. Interestingly remain fairly static compared to property damage during 20/21.



Hazards being reported have increased slightly. Again the trendline will be flatter with 20/21 removed but is trending upwards. Trends for Q3 are varied with vehicles/driving being most common.



Active Monitoring – there is only 2 full years of active monitoring data available from the MI Report, so it is early in the trend analysis at present, but trendline shows a decreasing projection after promotion of active monitoring in 21/22. Further improvements currently being trialled with the use of AssessNET for active monitoring instead of MyNRW. This should hopefully make it easier to report. The trendline is flattening out now suggesting a recovery in active monitoring. The aim is to use the AssessNET function from the 1st of April. Active monitoring targets for each directorate are being finalised.

NRW Totals for Q2 2022/23.

We had 0 RIDDOR reportable incidents to staff in Q3 22/23.

We had 0 Lost Time Incident to a member of staff in Q3 22/23.

ISO 45001: 2018

The re-certification process began in October and finished early December with 12 audit days involving various teams across Wales. NRW were successfully awarded re-certification to ISO 45001:2018 standard. There were 3 minor non-conformities noted, these included working at height, management of noise at work and a premises risk assessment.

The current minor non-conformities were to be assessed and closed off, apart from the training and learning & development non-conformity.

HSE Forestry Site Inspections

The HSE have now completed a series of planned site inspections on both standing sales and direct production harvesting work sites. A member of the WHS team accompanied HSE on site during the inspections.

The inspections focussed primarily on Forestry Works Manager and Chainsaw Operator competence, as expected. The HSE have also used these inspections to revisit previous topics which have been focal points for inspection, including risk assessments and provision of welfare facilities.

The WHS team met with the HSE inspectors for feedback in early December, with contract management of standing sales sites by NRW being noted as positive with further progress needed on site specific risk assessments and welfare provision. A paper will be produced for ET and Board, as well as drop-in sessions for the forestry operations teams, so they are aware of the feedback.

Policy update

A number of the WH&S policies and procedures were reviewed and updated. These included: -

- PPE policy & procedure
- Face fit testing procedure
- Reasonable adjustments policy and procedure

All policies/procedures going forward will be signed off as per the new Governance Operating Model and Delegated Authority Schedule.

Updates to existing systems and contracts

We are currently looking to upgrade or put in place new systems for the following:

- Learning Management System (LMS) – planned 2023/2024.
- Upgraded AssessNET for single sign on ability for all staff.
- Hostile site database – this project is at the scoping stage with ICT.

Pre-qualification questionnaires.

To ensure that contractors and customers who work on NRW land are adequately assessed at the pre-qualification stage and ensure that they are competent and have made suitable arrangements in place to manage WH&S a prequalification assessment is undertaken.

In total, the following have been assessed and approved -

6 ash Die contractors – all 6 required further clarification and then approved.

1 fencing contractors - 1 approved at initial assessment.

8 ground prep contractors – all 8 required further clarification and then approved.

2 fleet managed services – all 2 required further clarification and then approved.

3 contract site specific works – all required further clarification and then approved.

Where potential contractors/customers/suppliers fail the initial assessment, further guidance is provided in that area to allow them to re-submit further supporting evidence. The guidance is reviewed and updated to improve the process for NRW's contractors and customers.

Wellbeing initiatives and developments

Corporate Health Standard (CHS)

There will be a virtual reaccreditation process by which we can extend our award for a further 12 months (called an Enhanced Status Check) in February. The assessment will include a senior management meeting, a presentation on a core value – (mental health & wellbeing during Covid) and staff feedback.

Wellbeing Initiatives

Occupational health awareness sessions for line managers – where our OH provider will run through the referral process and cover the when to do a referral and what information to provide.

Financial wellbeing lunch and learn session arranged through the Healthy Work Company.

Arthritis awareness session and introduction to their Communities Working Together Can Help project including what arthritis and musculoskeletal conditions they support and how you can access help and support to coincide with National Arthritis week 7-12 October.

World menopause day 18 October, a member of staff held a mindfulness-based approach towards living well through the menopause. Also provided drop-in sessions for staff and managers to dial into for advice.

The WH&S team promoted the Care first information specialists team who can be contacted for financial assistance. NRW have teamed up with Cambrian Credit Union to offer staff an easy way of building a nest egg through the payroll savings scheme.

Promotion of the Care first webinars which are held 3 times a week.

Learning and Development (L&D)

Priorities 2022-2023

Q3 was the busiest quarter so far this year with 145 courses organised by the L&D Team. As of the end of Q3, over 413 courses have been arranged this year by the team with 65% of the courses categorised as either WH&S or Land Management (LM) courses. This is followed 24% Technical training and 11% Personal Skills or Management Development.

The L&D Team continue to work with the business to ensure priorities are being met with a large focus this year on ensuring training was in place ready for the UKWAS Audit in November 2022. The team have also worked with Operations to develop a Hostile Situations Training course that is bespoke for NRW staff, this was piloted in Q2, evaluated with changes made before roll out to staff in Q3. Gas Monitoring training was also procured in Q3 after the activity was red carded by the business, the training will commence in Q4.

Training Statistics

	No of Courses	Delivery Method		Training Category			
		Classroom	Virtual	H&S	Land Mgt	Tech	Personal/Mgt
Oct-22	52	44	8	34	6	10	2
Nov-22	67	56	11	27	26	7	7
Dec-22	26	16	10	6	7	9	4
Qtr Total	145	116	29	67	39	26	13

Training Needs Analysis

A Wellbeing, Health & Safety Training Needs Analysis (TNA) is currently being carried out for all roles across NRW, however in the first instance, the focus is on high risk roles. This identifies the necessary training requirements for each role within the organisation and also establishes a timeline when training must be completed by. This analysis is the first step in identifying the need and does not include all of the technical, leadership or behavioural requirements of the roles.

Progress Update

Operations

- Two teams in the high risk role category with outstanding training needs analysis.
- Four teams in the lower risk role category with outstanding training needs analysis
- All other teams currently completed, in progress and on track.

EPP

- Completed 53% with 32 teams in progress and on track.

Enabling Services

Low risk, generally office based teams

- CCC – 100% completion pending sign off
- CSD – 46% completion with six teams in progress and on track.

Gap Analysis

In parallel with the training needs analysis, progress is ongoing in identifying the gaps in certification and/or records held centrally by the L&D team on the DMS.

A thorough search of the L&D area of the DMS is conducted to identify what training certificates are stored for staff.

If the training need has been identified as mandatory and there is no record of either attendance or certification held centrally on the DMS in the L&D area, then it is currently being considered as 'No Record' therefore not completed. Searching the L&D area of the DMS is a base level search, therefore the phrase "No Record" does not necessarily mean training has not been completed, but it does mean that there is no evidence on the DMS (a centralised area) that the training has been completed, therefore a follow up meeting with the relevant TL will be necessary.

This work will continue into 2023/2024 as it is an ongoing process.

NRW Occupational Health Statistics

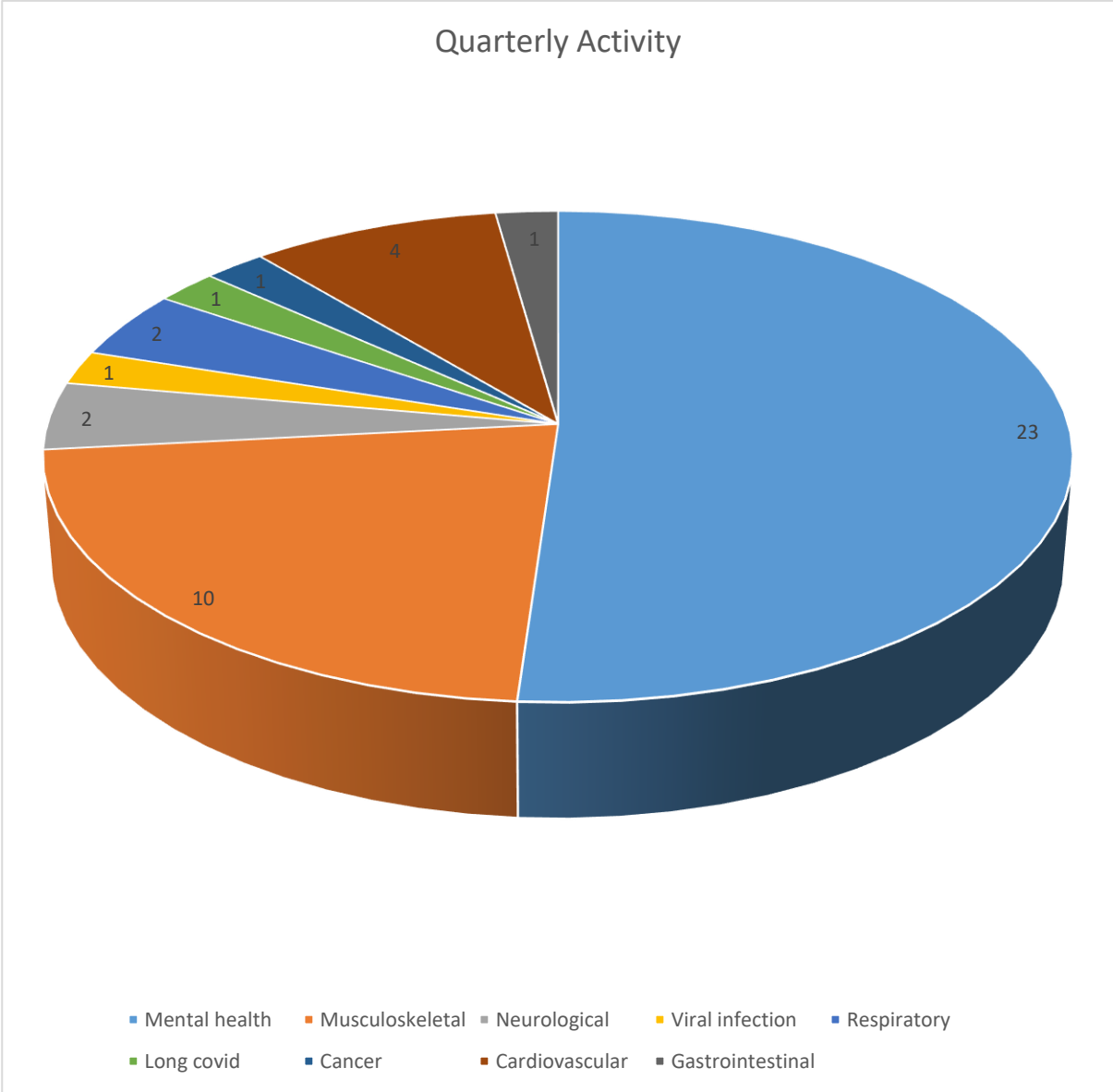
Quarter 3 – October-December 2023

	Q3 2022-23	Q3 2021-22	2021/2022 (annual total)	2020/2021
Referrals/reviews	45	28	134	95
HAVS screening	0	37	63	50
HAVS Tier 4	0	3	6	2

Conflict Resolution screening	0	26	26	23
Whole Body Vibration assessments	0	0	130	0
Post offer screening	0	0	2	1
Night worker assessments	0	0	3	0
Physio assessments	0	0	8	23

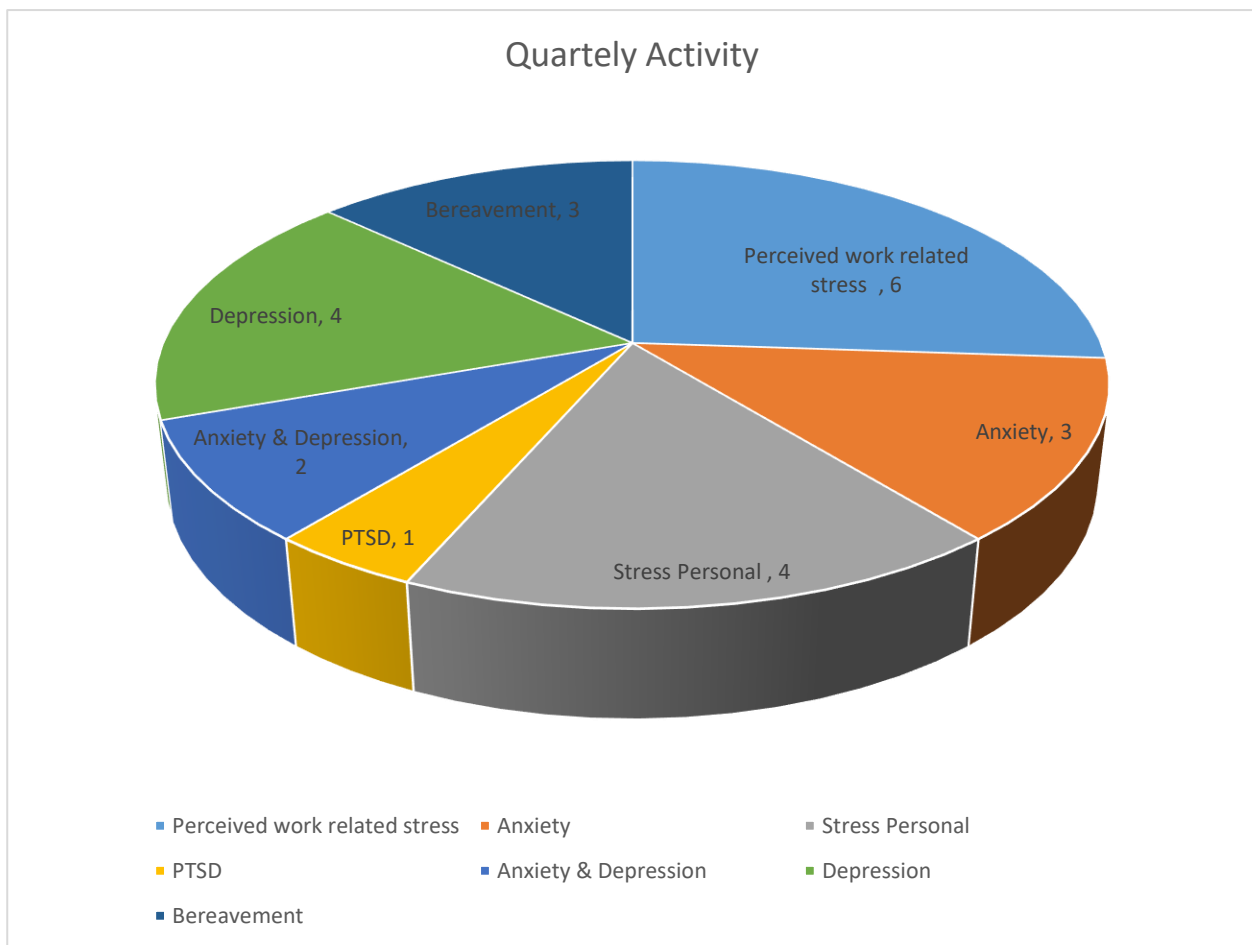
In quarter 3 of 2022/2023 there was an increase in the total number of referrals made to the external occupational health provider, compared to the same quarter in 2021/2022.

Medical reason for referral



Mental health is the main reason for referrals this quarter at 51%, which is a 26% increase from last quarter.

Mental health categories



Out of the 23 mental health referrals, 6 referrals are perceived to be work related which is a 17% decrease from the last quarter.

Perceived work-related stress is where it is identified that the employee perceives that their stress is solely work related, i.e. work is the stressor. Where there is both work related and personal related stress this is identified as multi factorial.

We should not view the increase in the referrals to our occupational health provider as a negative. This could be for a number of reasons, such as NRW raising awareness of burnout and loneliness via the recently run webinar sessions, and that staff are actively seeking support and assistance for their mental health. People management will continue to monitor trends of sickness absence.

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	23 Mawrth 2023
Teitl y papur:	Adolygu aelodaeth o Bwyllgorau a Fforymau'r Bwrdd
Cyfeirnod y Papur:	23-03-B18
Noddir y Papur gan:	Syr David Henshaw
Paratowyd y Papur gan:	Colette Fletcher (Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd)
Cyflwynir y Papur gan:	Colette Fletcher (Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd)
Diben y Papur	Gofyn am gymeradwyaeth y Bwrdd i newidiadau aelodaeth arfaethedig i Bwyllgorau a Fforymau'r Bwrdd.
Crynodeb	Mae newidiadau yn aelodaeth y Bwrdd yn golygu bod nifer o swyddi gwag cyfredol a disgwylidig ar Bwyllgorau a Fforymau Bwrdd CNC. Mae'r papur hwn yn cyflwyno cynigion ar gyfer cymeradwyaeth y Bwrdd.

Cefndir

- 1) Mae Bwrdd CNC yn dirprwyo nifer o'i gyfrifoldebau i saith Pwyllgor a chwe Fforwm y Bwrdd ac i is-grwpiau i'w helpu i gyflawni ei ddyletswyddau'n effeithiol.
- 2) Yn dilyn rownd recriwtio Bwrdd 2022/23, mae'r Gweinidog wedi ailbenodi'r Athro Calvin Jones a Mark McKenna am ail dymor, wedi penodi Helen Pittaway a'r Athro Pete Fox i'r ddwy swydd wag ar y Bwrdd, ac wedi penodi Kath Palmer a'r Athro Rhys Jones yn Gymdeithion y Bwrdd a fydd yn camu i fyny i aelodaeth lawn o'r Bwrdd pan fydd Karen Balmer yn camu i lawr o'i rôl ddiwedd mis Mawrth 2023 a Zoe Henderson yn camu i lawr ar 8 Mai 2023. Bydd Cymdeithion y Bwrdd yn chwarae rhan lawn a gweithgar ar Bwyllgorau a Fforymau'r Bwrdd. Byddant yn mynychu cyfarfodydd y Bwrdd fel arsylwyr hyd nes y cânt hawliau pleidleisio ar 1 Ebrill a 9 Mai 2023.
- 3) Mae'r swyddi gwag blaenorol a'r newidiadau arfaethedig hyn yn aelodaeth y Bwrdd wedi creu rhai swyddi gwag ar Bwyllgorau, Fforymau ac is-grwpiau y Bwrdd. Mae CNC hefyd yn cyflwyno Pwyllgor Cynghori Rhanbarthol (RAC) newydd eleni. Mae'r papur hwn yn cyflwyno argymhellion ar gyfer aelodaeth i'w cymeradwyo gan y Bwrdd. Mae'n bwysig nodi mai dim ond aelodaeth o Bwyllgorau, Fforymau ac is-grwpiau y mae CNC yn eu cynnal neu'n darparu Ysgrifenyddiaeth ar eu cyfer, sydd dan ystyriaeth y papur

hwn. Nid yw'r papur yn cwmpasu llawer o ddyletswyddau ychwanegol y mae aelodau'r Bwrdd yn eu cyflawni ar ran CNC, er ein bod wedi ceisio ystyried y gofynion amser wrth ystyried llwyth gwaith a disgwyliadau'r aelodau unigol.

- 4) Caiff holl Bwyllgorau, Fforymau ac is-grwpiau Bwrdd CNC eu cadeirio gan aelod o'r Bwrdd. Mae mwyafrif Pwyllgorau'r Bwrdd hefyd yn gofyn i dri aelod ychwanegol o'r Bwrdd gwblhau'r aelodaeth. Yr eithriad yw'r Pwyllgor Cynghori ar Dystiolaeth (EAC), sydd ag un aelod ychwanegol o'r Bwrdd (mae gweddiill yr aelodau yn cynnwys rhanddeiliaid ac arbenigwyr allanol).
- 5) Dim ond un aelod o'r Bwrdd sydd ei angen ar y rhan fwyaf o'r Fforymau a'r is-grwpiau fel Cadeirydd (mae'r aelodaeth sy'n weddiill yn cynnwys rhanddeiliaid ac arbenigwyr allanol). Yr eithriadau yw Fforwm Rheoli Tir Cymru (WLMF) a'r Fforwm Mynediad Cenedlaethol i Gymru (NAFW), sydd hefyd ag un aelod ychwanegol o'r Bwrdd yr un.

Dyma'r aelodau presennol

- 6) Mae'r adrannau coch yn dangos y swyddi gwag presennol. Mae'r adrannau melyn yn dangos swyddi gwag o 1 Ebrill (Karen Balmer) neu 9 Mai 2023 (Zoe Henderson).

	Cadeirydd	Aelod 2	Aelod 3	Aelod 4
Pwyllgorau				
Y Pwyllgor Archwilio a Risg (ARAC)	Karen Balmer	Dr Rosie Plummer	Yr Athro Peter Rigby	Swydd wag
Y Pwyllgor Cynghori ar Dystiolaeth (EAC)	Yr Athro Peter Rigby	Yr Athro Steve Ormerod	Amh	Amh
Y Pwyllgor Cyllid (FC)	Syr David Henshaw	Dr Rosie Plummer	Julia Cherrett	Yr Athro Calvin Jones
Y Pwyllgor Rheoli Perygl Llifogydd (FRMC)	Julia Cherrett	Geraint Davies	Yr Athro Calvin Jones	Swydd wag
Y Pwyllgor Pobl a Chwsmeriaid (PCC)	Julia Cherrett	Mark McKenna	Karen Balmer	Zoe Henderson
Y Pwyllgor Ardaloedd Gwarchoddedig (PrAC)	Dr Rosie Plummer	Yr Athro Steve Ormerod	Geraint Davies	Mark McKenna
Y Pwyllgor Ystadau Tir (LEC)	Yr Athro Calvin Jones	Dr Rosie Plummer	Geraint Davies	Mark McKenna
Cyd-bwyllgor Cadwraeth Natur (JNCC)	Sir David Henshaw	Professor Steve Ormerod	n/a	n/a
Fforymau ac is-grwpiau				
Fforwm Rheoli Dŵr Cymru (WWMF)	Yr Athro Steve Ormerod	Amh	Amh	Amh
Fforwm Pysgodfeydd Cymru (WFF)	Yr Athro Steve Ormerod	Amh	Amh	Amh
Fforwm Rheoli Tir Cymru (WLMF)	Zoe Henderson	Geraint Davies	Amh	Amh
Is-grŵp Llygredd Amaeth (APSG)	Zoe Henderson	Amh	Amh	Amh
Pwyllgor Cynghori Rhanbarthol (RAC)	Zoe Henderson	Amh	Amh	Amh
Fforwm Mynediad Cenedlaethol i Gymru (NAFW)	Geraint Davies	Dr Rosie Plummer	Amh	Amh

Aelodaeth arfaethedig

7) Mae'r adran werdd yn dangos newidiadau ar unwaith. Mae'r adrannau glas yn dangos newidiadau o 1 Ebrill (Kath Palmer) a 9 Mai 2023 (yr Athro Rhys Jones).

	Cadeirydd	Aelod 2	Aelod 3	Aelod 4
Pwyllgorau				
Y Pwyllgor Archwilio a Risg (ARAC)	Kath Palmer	Dr Rosie Plummer	Yr Athro Peter Rigby	Yr Athro Rhys Jones
Y Pwyllgor Cyngori ar Dystiolaeth (EAC)	Yr Athro Peter Rigby	Yr Athro Steve Ormerod	Amh	Amh
Y Pwyllgor Cyllid (FC)	Helen Pittaway	Syr David Henshaw	Yr Athro Pete Fox	Yr Athro Calvin Jones
Y Pwyllgor Rheoli Perygl Llifogydd (FRMC)	Yr Athro Pete Fox	Geraint Davies	Yr Athro Calvin Jones	Helen Pittaway
Y Pwyllgor Pobl a Chwsmeriaid (PCC)	Mark McKenna	Dr Rosie Plummer	Helen Pittaway	Yr Athro Rhys Jones
Y Pwyllgor Ardaloedd Gwarchoddedig (PrAC)	Dr Rosie Plummer	Yr Athro Steve Ormerod	Geraint Davies	Mark McKenna
Y Pwyllgor Ystadau Tir (LEC)	Yr Athro Calvin Jones	Yr Athro Pete Fox	Geraint Davies	Mark McKenna
Cyd-bwyllgor Cadwraeth Natur (JNCC)	Sir David Henshaw	Professor Steve Ormerod	n/a	n/a
Fforymau ac is-grwpiau				
Fforwm Rheoli Dŵr Cymru (WWMF)	Yr Athro Steve Ormerod	Amh	Amh	Amh
Fforwm Pysgodfeydd Cymru (WFF)	Yr Athro Steve Ormerod	Amh	Amh	Amh
Fforwm Rheoli Tir Cymru (WLMF)	Yr Athro Rhys Jones	Geraint Davies	Amh	Amh
Is-grŵp Llygredd Amaeth (APSG)	Cadeirydd (trefniant cylchdro)	Amh	Amh	Amh
Pwyllgor Cyngori Rhanbarthol (RAC)	Yr Athro Rhys Jones	Amh	Amh	Amh
Fforwm Mynediad Cenedlaethol i Gymru (NAFW)	Geraint Davies	Dr Rosie Plummer	Amh	Amh

Crynodeb o argymhellion ac amserlenni

- 8) ARAC - Kath Palmer yn cymryd lle Karen Balmer fel Cadeirydd o 1 Ebrill. Yn y cyfamser dylai Kath Palmer ymuno ag ARAC fel aelod ychwanegol ar unwaith. Yr Athro Rhys Jones i lenwi'r swydd wag bresennol ar ARAC ar unwaith.
- 9) EAC - Dim newid.
- 10) FC - Helen Pittaway yn cymryd lle Syr David Henshaw fel Cadeirydd FC yn y cyfarfod ar 28 Ebrill. Mae Syr David Henshaw yn parhau fel aelod ac yn cymryd lle Julia Cherrett ar unwaith. Yr Athro Pete Fox yn cymryd lle Dr Rosie Plummer ar unwaith.
- 11) FRMC - Yr Athro Pete Fox yn cymryd lle Julia Cherrett fel Cadeirydd FRMC ar unwaith. Helen Pittaway yn llenwi'r swydd wag bresennol ar unwaith.

- 12) PCC - Mark McKenna yn cymryd lle Julia Cherrett fel Cadeirydd ar gyfer CSP ar unwaith. Dr Rosie Plummer i ymuno â CSP ar unwaith. Helen Pittaway yn cymryd lle Karen Balmer o 1 Ebrill a'r Athro Rhys Jones i gymryd lle Zoe Henderson o 9 Mai. Argymhell bod Helen Pittaway a'r Athro Rhys Jones yn cael eu gwahodd i arsylwi ar gyfarfodydd PCC dros dro.
- 13) PrAC - Dim newidiadau.
- 14) LEC - Yr Athro Pete Fox i gymryd lle Dr Rosie Plummer ar LEC ar unwaith.
- 15) WLMF, APSG a RAC - Yr Athro Rhys Jones i gymryd lle Zoe Henderson fel Cadeirydd WLMF, APSG a RAC o 9 Mai. Argymhell bod yr Athro Rhys Jones yn cael ei wahodd i arsylwi ar gyfarfodydd WLMF, APSG a RAC yn y cyfamser.

Risgiau a chyfleoedd

- 16) Mae'n hanfodol bod gan Bwyllgorau, Fforymau ac Is-grwpiau'r Bwrdd ddigon o aelodau er mwyn sicrhau cworwm fel y gallant gyflawni'r dyletswyddau a ddirprwywyd iddynt gan y Bwrdd yn effeithiol. Mae'n bwysig sicrhau'r aelodaeth yn amserol er mwyn hwyluso'r cyfnod pontio a thrawsnewid yn effeithiol a sicrhau parhad i'r rhanddeiliaid allanol ac arbenigwyr sy'n eistedd ar rai grwpiau.

Goblygiadau ehangach

- (a) **Cyllid:** Nid yw'r adroddiad hwn yn cynnwys unrhyw oblygiadau ariannol.
- (b) **Cydraddoldeb:** Mae rownd recriwtio Bwrdd 2022/23 wedi effeithio ar amrywiaeth rhywedd y Bwrdd o blaid dynion. Mae amrywiaeth y nodweddion gwarchoddedig eraill yn parhau i fod yn gyfyngedig.
- (c) **Cyfreithiol:** Nid oes goblygiadau cyfreithiol yn uniongyrchol gysylltiedig â'r papur hwn.
- (d) **Diogelu Data:** Nid oes goblygiadau diogelu data yn uniongyrchol gysylltiedig â'r papur hwn.
- (e) **Deddf Llesiant Cenedlaethau'r Dyfodol:** Mae cysylltiad clir rhwng y gwaith hwn a'n Hamcan Llesiant 7: Datblygu Cyfoeth Naturiol Cymru yn sefydliad rhagorol, sy'n darparu gwasanaeth cwsmeriaid o'r radd flaenaf.

Y camau nesaf

- 17) Gofynnir i'r Bwrdd gymeradwyo'r cynigion hyn ar gyfer newidiadau i aelodaeth Pwyllgorau, Fforymau ac is-grwpiau'r Bwrdd.

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	23 Mawrth 2023
Teitl y Papur:	Adolygiad o Gylch Gorchwyl Pwyllgorau'r Bwrdd (ToR)
Cyfeirnod y Papur:	23-03-B19
Noddir y Papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Paratowyd y Papur gan:	Clare Jones, Cyngorydd Arbenigol Arweiniol, Llywodraethu
Cyflwynir y Papur gan:	Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd
Diben y Papur	Cymeradwyaeth
Crynodeb	Gofynnir i'r Bwrdd gymeradwyo'r Cylch Gorchwyl diwygiedig ar gyfer y Pwyllgor Ardaloedd Gwarchoddedig, y Pwyllgor Ystadau Tir, a'r Pwyllgor Cyllid
Craffwyd gan:	Y Pwyllgor Ardaloedd Gwarchoddedig – 7 Chwefror Y Pwyllgor Ystadau Tir – 19 Ionawr Y Pwyllgor Cyllid – 7 Mawrth

Cefndir

- Mae'r papur hwn yn gofyn am gymeradwyaeth i Gylch Gorchwyl diwygiedig (ToR) y Pwyllgor Ardaloedd Gwarchoddedig (PrAC), y Pwyllgor Ystadau Tir (LEC), a'r Pwyllgor Cyllid (FC).
- Fel rhan o'n hymrwymiad i lywodraethu da, mae CNC wedi ymrwmo i adolygu'r Cylch Gorchwyl ar gyfer y Bwrdd a'i Bwyllgorau yn flynyddol. O bryd i'w gilydd fodd bynnag, mae angen adolygu Cylchoedd Gorchwyl y tu allan i'r cylch blynyddol er mwyn sicrhau eu bod yn parhau'n gyfredol ac yn addas i'r diben.
- Ar ôl creu'r Pwyllgor Ystadau Tir, cafodd ei Gylch Gorchwyl ei adolygu ar y cyd ag un y Pwyllgor Ardaloedd Gwarchoddedig, er mwyn lleihau unrhyw orgyffwrdd posib rhwng y ddau Bwyllgor a sicrhau bod cwmpas pob Pwyllgor yn parhau i fod yn briodol.
- O ganlyniad i'r adolygiad, cynigiwyd bod geiriad cwmpas Pwyllgor Ystadau Tir CNC yn cael ei fireinio, a bydd nawr hefyd yn cynnwys cyfeiriad at ddefnydd amwynderol o gyrff dŵr. Hefyd, cynigir bod paragraff newydd yn cael ei gynnwys o fewn Cylch Gorchwyl y

Pwyllgor Ardaloedd Gwarchoddedig i ddweud y bydd y Pwyllgor Ardaloedd Gwarchoddedig yn ategu rôl y Pwyllgor Ystadau Tir.

5. Hefyd, nodwyd bod gan y Pwyllgor Cyllid farn strategol gyfyngedig ar y gwaith sy'n cael ei wneud ar y rhaglen trawsnewid TGCh, sydd wedi arwain at ddiffyg eglurder am sut mae un darn o waith, a'i sefyllfa fuddsoddi, yn berthnasol i eraill. Er mwyn mynd i'r afael â hyn, cynigir bod y Pwyllgor Cyllid yn derbyn ac yn ystyried adroddiadau rheolaidd ar gynllun gwaith strategol TGCh a'r buddsoddiad cysylltiedig fel rhan o'r diweddariad Trawsnewid Busnes.
6. Mae pob un o Bwyllgorau'r Bwrdd wedi adolygu adrannau penodol y Cylch Gorchwyl ar gyfer eu priod Bwyllgor ac yn cefnogi'r newidiadau arfaethedig.

Risgiau a chyfleoedd

7. Mae llywodraethu da yn hanfodol i'r sefydliad, gan gefnogi penderfyniadau CNC, tryloywder, gwella gwerth am arian, ac ati. Bydd y gweithgareddau a drafodir yn y diweddariad hwn yn cyfrannu at y broses hon.

Goblygiadau ehangach

- (a) **Cyllid:** Nid oes unrhyw oblygiadau ariannol yn gysylltiedig â'r adroddiad hwn.
- (b) **Cydraddoldeb:** Mae'r gofynion llywodraethu'n effeithio ar bob aelod o staff yn gyfartal. Ni ragwelir unrhyw effeithiau andwyol ar grwpiau neu nodweddion gwarchoddedig penodol.
- (c) **Cyfreithiol:** Ni cheisiwyd am gyngor cyfreithiol wrth ddrafftio'r papur hwn gan nad oes angen hyn.
- (d) **Diogelu Data:** Nid oes unrhyw oblygiadau diogelu data.

Y camau nesaf

8. Yn dilyn cymeradwyaeth, bydd y Cylchoedd Gorchwyl yn cael eu cyfieithu a'u lanlwytho i wefan a mewnrwyd CNC.

Argymhelliad

9. Gofynnir i'r Bwrdd gymeradwyo'r Cylch Gorchwyl diwygiedig ar gyfer y Pwyllgor Ardaloedd Gwarchoddedig, y Pwyllgor Ystadau Tir, a'r Pwyllgor Cyllid.

Mynegai Atodiadau

Atodiad 1 – Cylch Gorchwyl y Pwyllgor Ardaloedd Gwarchoddedig

Atodiad 2 – Cylch Gorchwyl y Pwyllgor Ystadau Tir

Atodiad 3 – Cylch Gorchwyl y Pwyllgor Cyllid

Protected Areas Committee (PrAC) Terms of Reference

GENERAL TERMS OF REFERENCE AND WAYS OF WORKING

The following sections set out general terms of reference for all Board committees followed by specific sections that relate to individual committees.

1. Constitution

- 1.1. With the exception of the ARAC, which is a requirement of the Welsh Government's Framework Document with NRW, other committees were formed by resolution of the Board. Each committee has a specific purpose which may include some delegated powers. The continued existence, membership and any authorities delegated to the committees are subject to review by the Board from time to time as required.
- 1.2. Unless the Board imposes a condition to the contrary, a committee may delegate the discharge of a function delegated to it by the Board to a committee member, or an officer, subject to any conditions imposed by that committee.
- 1.3. All committees should ensure that in the exercise of their functions NRW has due regard to the climate and nature emergencies, to pursuing and promoting the sustainable management of natural resources, and to ensuring the principles of sustainable management of natural resources are applied, so far as is possible within their powers.

2. Membership

- 2.1. With the exception of the EAC (which will have two non-executive directors and about eight independent members), each committee will comprise **at least four non-executive members of the Board**. The Board, on the advice of the NRW Chair, will appoint members of the committees. Membership will take due account of the need to ensure the range of skills needed to carry out the committee functions.
- 2.2. The committee Chair will be appointed by the NRW Board, except in the case of ARAC, where the Chair is agreed by NRW's sponsoring Minister. If the committee Chair is absent for any meeting then any member, by agreement of a majority present, may serve as committee Chair for that occasion.
- 2.3. Committee members who are Board members will normally serve for their period of appointment as Member of the Board (as specified in their appointment letter from NRW's sponsoring Minister). ARAC membership is for a period of up to three years, extendable by no more than two additional three-year periods, so long as members continue to be independent. However, changes or rotations may be appropriate from

time to time, for example to reinforce particular skills needed on a committee or when, for whatever reason, there are changes to the Board membership.

- 2.4. The NRW Board will review membership of each committee annually at the first meeting after 1 July each year.
- 2.5. Each committee may co-opt non-Board members as it considers appropriate.
- 2.6. A committee may include members who are neither Board members nor NRW staff. Such members will serve for the period for which they are appointed and on terms set out in their letter of engagement.

3. Authority

- 3.1. Each committee is authorised by the Board to:
 - 3.1.1. consider any matter within its terms of reference as noted below, or any related matter within its remit and to seek any information it requires from staff. All such requests will be channelled through the Secretariat in the first instance;
 - 3.1.2. make recommendations to the Board for action or decision, and progress work within its terms of reference;
 - 3.1.3. establish smaller sub-groups / task forces to address matters within the committee remit as appropriate. These will be time limited and focussed on concluding specific tasks on behalf of the committee.
- 3.2. There may occasionally be a need to consider items between meetings on the committees' behalf in order to expedite urgent business or in the event of a major incident. If the need for urgent consideration of major and/or controversial items arises, committees will normally delegate the matter to a specially convened Urgency Committee consisting of its Chair and one further committee member. If an item arises that is not major or controversial but is time critical, the Chair may use their discretion on whether to take Chair's action, advised if appropriate by the Board Secretary.
- 3.3. Where Chair's action on time critical items does take place, it will be considered appropriate (where possible) that the Chair seeks the views of members by email before taking their decision. All decisions taken by the Urgency Committee and/or Chair's action should be clearly reported to the committee as soon as possible and recorded in the minutes of its next meeting for information.

4. Accountability and reporting

- 4.1. Each committee is accountable to the Board. Any matters that require disclosure, consideration or advice will be drawn to the attention of the Board.
- 4.2. Reports will be submitted and presented to the Board by, or on behalf of, the committee Chair. This will usually involve providing a summary of the discussion held

at each meeting to the subsequent meeting of the Board. Such reports may be verbal or in writing as deemed appropriate.

- 4.3. The committee Chair will refer to the Board such issues arising at or in between committee meetings that, in their judgement, pose a material risk to the business integrity or reputation of NRW.
- 4.4. Each Committee will review strategic risks allocated to their area of responsibility and expertise for particular scrutiny and will highlight any areas of concern enabling the Board and ARAC to seek any particular assurances required.
- 4.5. Each committee will have a member of NRW Executive Team designated as its Executive lead within the business to ensure its planning and delivery is accounted for.

5. Annual review

- 5.1. All committees will normally conduct an annual effectiveness review. The result of this review will be reported to the NRW Board. This should include a self-review led by the committee Chair, including feedback from members of that committee and from the Board more widely, and any lessons learned and potential improvements.
- 5.2. The terms of reference of each committee will be reviewed annually, to ensure they are fit for purpose and functionally effective.
- 5.3. A record of each annual review of effectiveness and terms of reference will be made. Any recommendations for material change will be brought to the attention of the relevant committee and the Board for approval.

6. Frequency, schedule of meetings, and venues

- 6.1. Committees will meet with whatever frequency is deemed suitable to the effective conduct of the business and discharge of responsibilities. Additional meetings may be scheduled if and as required.
- 6.2. Meetings will be arranged by the Secretariat to a schedule of dates/times as appropriate for ensuring the effective conduct of business and timeliness of reporting to the Board.
- 6.3. Meeting venues will be selected and determined on a case-by-case basis by the Secretariat in consultation as appropriate with the relevant committee Chair and taking account of the business of the meeting. Venues may include any suitable location, including NRW offices or other places, with appropriate facilities for proper conduct of the business including disability accessibility and public attendance provision as required.

7. Quorum and voting

- 7.1. A meeting will be quorate for a particular agenda item if three committee members are present for the whole of the item(s). Deputies are not permitted.
- 7.2. For the purpose of determining whether a quorum is present, a Committee member may be counted in the quorum if they are able to participate in the proceedings of the meeting, including by remote means (e.g. telephone or other digital link) and remain so available throughout the discussion and decision for each item for which they are counted as part of the quorum.
- 7.3. Subject to their declarations of interest (the Chair may ask a Board member to withdraw from the discussion and/or abstain from voting if they feel that the potential for conflict of interest merits it), each member shall have the right to vote in any debate and to have their views recorded in the minutes.
- 7.4. In the event of no majority decision, the committee Chair shall have a second or casting vote, whether or not they previously voted on the matter.

8. Independent professional advice

- 8.1. Each committee may seek and obtain independent professional advice, where this is considered necessary, whilst paying appropriate attention to the cost/value of obtaining such advice and following procurement guidelines in so doing. As appropriate this will normally be done in collaboration with the Executive lead.

9. Conduct, openness, and confidentiality

- 9.1. All members of the committees are important advisers, guardians and ambassadors of NRW. As such they are expected to comply with all relevant company policies and conflicts of interest guidance whenever they conduct the business, or act as a representative, of NRW.
- 9.2. All committees are expected to promote high standards of public finance, upholding the principles of regularity, propriety and value for money.
- 9.3. All committee members are expected to demonstrate NRW's values in all endeavours, individually and collectively, modelling consistency of behaviours across the organisation.
- 9.4. Committee members must declare any potential conflict of interest at the relevant meeting, even if already recorded in the published Register of Interest. Any such declaration will be recorded in the minutes of the meeting.
- 9.5. Committee members are expected to observe appropriate confidentiality and discretion in the conduct of matters of the committee and handling/safe-keeping of information and documents, in particular in relation to any personal, proprietary, or commercial information.

9.6. An induction programme will be provided for new committee members, covering the role of the committee, its terms of reference, main business and expected time commitment. Further appropriate training will be provided on an on-going and timely basis.

9.7. The terms of reference for each individual committee are available on NRW's website.

10. Attendance of executives and others at meetings

10.1. The NRW Board Chair has a standing invitation to attend any committee meetings in a non-voting capacity.

10.2. Other Board members may attend as an observer. The committee Chair will advise on any restrictions and the appropriate level of participation.

10.3. Officials from the sponsor department in Welsh Government also have a standing invitation to attend as observers but will, as a courtesy, always notify the Secretariat sufficiently in advance to enable the Chief Executive, committee Chair, and members to be so advised.

10.4. Nominated members of the Executive, suited to the individual responsibilities of each committee and determined in liaison between the Chief Executive and the committee Chair, will normally be expected to attend meetings.

10.5. One member of the Executive Team will be designated the Executive lead for each committee and will work with the committee Chair and the Secretariat to ensure the smooth running of the committee.

10.6. The Chief Executive can designate attendance by any other members of staff as they think appropriate to support the operation of the committee, particular items, or for reasons of personal development.

10.7. Each committee may, without setting any precedent, invite other officials, individuals or representatives of other organisations to attend all, or part of, its meetings.

10.8. Attendees who are not members of the committees will not be entitled to vote.

10.9. A committee may exclude or ask for the withdrawal of any or all of those executives or others who normally attend or are invited, to facilitate open and frank discussion of particular matters, or where discussion affects their personal situation or performance.

10.10. Attendees who are not members of the committee are required to observe the same levels of confidentiality, proper conduct, and declaration of interests as members. The Secretariat will circulate these terms of reference to non-members to alert them to this.

11. Secretariat function and papers

- 11.1. The Secretariat will provide the service support for Board committees. This includes arranging meetings, preparing agendas and papers, collating documents, communicating with Board members, taking minutes, circulating minutes and any relevant follow up or action points, and filing committee documents in the Document Management System to ensure a formal record is kept.
- 11.2. Agenda items will be agreed in advance with the committee Chairs, and agendas and papers will be circulated one week (seven days) in advance of committee meetings.
- 11.3. Each committee will maintain a 'forward look' of standing items, which will be reviewed at each meeting and maintained by the Secretariat. Additional agenda items will be collated by the Secretariat and planned through the forward look and agreed with the Chair in advance. Items will be supported with written papers and/or oral presentations. Unless authorised by the committee Chair, late papers will not be circulated, and the item will be removed from the agenda.
- 11.4. The Secretariat will maintain the list of committee Chairs, members, executives and others invited to attend meetings and ensure this is available to the Board.

12. Minutes

- 12.1. Minutes will be taken of the meetings of each of the committees. This will include a record of decisions and reasons for decisions, and actions, together with a compiled action log to be maintained by the Secretariat and reviewed at each meeting. Draft minutes of the meeting and agreed action points will be agreed by the Chair and circulated within 10 working days of the meeting, with final minutes being circulated within 20 working days. Actions will be closed when a committee has seen sufficient evidence of completion or that the action has become absorbed into business as usual.
- 12.2. Previous minutes and action logs will be reviewed at each meeting. Minutes will be confirmed at the following meeting.

13. Communication

- 13.1. Any communication from the committees to staff, beyond those in attendance and prior to formal approval and publication of the minutes, will normally be routed through the Executive lead. Any key developments and messages so distributed will use whatever means and methods are suitable for the matter in hand.

PROTECTED AREAS COMMITTEE (PrAC)

These specific terms of reference are to be read in tandem with the generic terms of reference for all Natural Resources Wales' (NRW) committees.

Terms of Reference agreed: Sept 2022

Next review date: Sept 2023

1. Purpose

1.1. The PrAC is a standing committee of the NRW Board established in order to fulfil the delegation as a statutory committee to deal with NRW's responsibilities pursuant to legislation concerned with nature conservation and designated landscapes. In particular, PrAC deals with the notification and de-notification of Sites of Special Scientific Interest (SSSIs), the declaration and de-declaration of National Nature Reserves (NNR) and the duty to keep under review natural beauty, and designation, variation or revocation of National Parks and Areas of Outstanding Natural Beauty (AONB).

Site of Special Scientific Interest (SSSI)

1.2. A Site of Special Scientific Interest is defined in the Wildlife and Countryside Act 1981 (as amended) as an area of land notified by a conservation body under Section 28 of that Act as being of

"special interest by reason of any of its flora, fauna, or geological or physiographical features".

1.3. Under Sections 28(1) and 28(5) of the Wildlife and Countryside Act 1981 (as amended), where NRW is of the opinion that any area of land is of special interest NRW has a duty to notify that fact and thereafter, within nine months, either give notice withdrawing the notification or confirming the notification (with or without modifications).

1.4. In addition, NRW has powers to vary a notification, notify additional land, notify an enlargement to an SSSI and denotify an SSSI, by virtue of sections 28A – 28D of the Wildlife and Countryside Act 1981 (as amended).

National Nature Reserve (NNR)

1.5. A Nature Reserve is defined in section 15 of the National Parks and Access to the Countryside Act 1949 as land managed for conservation for the purpose of

"providing, under suitable conditions and control, special opportunities for the study of, and research into, matter relating to the fauna and flora of Great Britain and the physical conditions in which they live and for the study of geological and physiographical features of special interest in the area, or preserving flora, fauna or geological or physiographical features of special interest in the area".

- 1.6. NRW has a right to declare and de-declare areas that will be, or cease to be, managed as nature reserves by virtue of Section 19 of the National Parks and Access to the Countryside Act 1949, and by Section 35(1) of the Wildlife and Countryside Act 1981 to declare any nature reserve which it considers to be of national importance an NNR.
- 1.7. Under Section 35(1) of the Wildlife and Countryside Act 1981 (as amended), NRW may declare any land as a National Nature Reserve where they are satisfied that the land is of national importance and is being managed as a nature reserve under an agreement entered into with NRW, is held by NRW and is being managed as a nature reserve, or is held by an approved body and is being managed.

Natural Beauty

- 1.8. The Countryside Functions Section 2(2) Countryside Act 1968 requires NRW to keep under review all matters relating to:
 - 1.8.1. the provision and improvement of facilities for the enjoyment of the countryside;
 - 1.8.2. the conservation and enhancement of the natural beauty and amenity of the countryside; and
 - 1.8.3. the need to secure public access to the countryside for the purposes of open-air recreation.
- 1.9. Allied to this, under Section 85(b) National Parks and Access to the Countryside Act 1949, NRW has a duty to inquire into and report on questions relating to natural beauty.
- 1.10. These general duties make provision for the evidence base to inform decision-making on NRW's designation powers in relation to National Parks and AONBs.

National Parks

- 1.11. Section 5(2) National Parks and Access to the Countryside Act 1949 gives NRW the power to designate extensive tracts of country in Wales as a National Park where by reason of:
 - 1.11.1. their natural beauty; and
 - 1.11.2. the opportunities they afford for open-air recreation, having regard both to their character and to their position in relation to centres of population, it is especially desirable that they are made National Parks for the purposes of:
 - 1.11.2.1. conserving and enhancing the natural beauty, wildlife and cultural heritage of the area; and
 - 1.11.2.2. promoting opportunities for the understanding and enjoyment of the special qualities of those areas by the public.

- 1.12. Section 6(1) National Parks and Access to the Countryside Act 1949 makes provision for a general duty for NRW from time to time to consider existing and new areas for designation, the order of designation and timescale.
- 1.13. Due to the scale of the implications of a new National Park designation, the Board requires discussion and approval of an initial assessment of whether an area qualifies for consideration for designation, and prioritisation of proposals for a new National Park designation or boundary variation. These duties are delegated to PrAC before formal approval is sought from the NRW Board to proceed with the statutory designation process. Should the NRW Board approve any statutory consultation under section 7 of the 1949 Act, it will undertake the same, and then having considered the consultation responses decide whether or not to submit a Designation Order to the Welsh Minister. Following that decision, appropriate notice as required by paragraph 1 of Schedule 1 of the 1949 Act should be given. NRW should seek to resolve objections or representations received. However, if objections or representations cannot be resolved, they should be sent with the Designation Order when it is sent to the Welsh Minister. The NRW Board may choose to delegate these functions to PrAC.
- 1.14. Section 11A of the 1949 Act (as amended) places a duty on NRW to have regard to the purposes of the conservation and enhancement of the natural beauty, wildlife and cultural heritage; and of promoting opportunities for the understanding and enjoyment of the special qualities of the area by the public in undertaking any functions affecting the National Parks or any land in a National Park.

Areas of Outstanding Natural Beauty (AONBs)

- 1.15. Section 82(2) Countryside and Rights of Way Act 2000 provides NRW with the power to designate an Area of Outstanding Natural Beauty.
- 1.16. PrAC should discuss and approve initial assessment of whether an area qualifies for consideration for a new AONB designation or boundary variation before formal approval is sought from the NRW Board to proceed with the statutory designation process. Should the NRW Board approve any statutory consultation under section 83 of the 2000 Act, it will undertake the same, and then having considered the consultation responses decide whether or not to submit a Designation Order to the National Assembly for Wales. Following that decision, appropriate notice as required by section 83(2) of the 2000 Act should be given. NRW should seek to resolve objections or representations received. However, if objections or representations cannot be resolved, they should be sent with the Designation Order when it is sent to the National Assembly for Wales. The NRW Board may choose to delegate these functions to PrAC.
- 1.17. Section 85 of the 2000 Act places a duty on NRW to have regard to the purpose of conserving and enhancing the natural beauty of the AONB, in undertaking any functions in relation to or affecting land in an AONB.
- 1.18. Under Section 86 and 91 of the 2000 Act the Welsh Parliament is required to consult NRW on any Order for the establishment of a Conservation Board and on the amount of any grants from the Assembly to a Conservation Board.

2. Scope

- 2.1. Decisions on land protection are made on the basis of evidence presented to the PrAC and are legally enforceable.
- 2.2. The PrAC also supports the Board and Executive Team by providing advice on strategic casework and wider protected area issues. In particular, it provides a focal point for Board discussions on matters relating to protected areas including their role in mainstreaming the Sustainable Management of Natural Resources (SMNR) approach.
- 2.3. In carrying out its role PrAC will seek to compliment the role of the Land Estate Committee (LEC). The LEC has particular responsibilities for the use of NRW managed land and for promoting SMNR in that context.

3. Responsibilities

- 3.1. The general responsibilities of the PrAC are to:
 - 3.1.1. Take an evidence-based approach in accordance with good practice principles and guidelines on using scientific advice, including oversight of relevant monitoring, consideration of performance management information and collaboration with partner organisations to share and analyse data.
 - 3.1.2. Support the Board and Executive Team by providing advice on wider protected area issues and strategic casework.
 - 3.1.3. Support the Board and Executive Team by providing a focal point for Board strategic discussions on matters relating to protected areas including their role in mainstreaming the Sustainable Management of Natural Resources (SMNR) approach and in addressing the climate change and biodiversity emergencies.
 - 3.1.4. Receive reports and assurance on NRW's maintenance of the protected areas register and ensure that it is published and available for public review on the NRW website.
 - 3.1.5. Ensure that PrAC members are suitably and fully briefed and receive any relevant legal guidance on the circumstances of each site.
 - 3.1.6. Assess any new information of relevance, being aware that decisions often require assessments based on the best available data or evidence that may be limited.
 - 3.1.7. Receive reports and advice on case law relevant to the responsibilities of the PrAC.
 - 3.1.8. Advise the Board and Chief Executive on court case attendance to defend NRW's decision on site protection through the justice system.

- 3.1.9. Take account of Brexit and the consequent transition from EU to UK and Welsh legislation.
- 3.2. Appropriate legal training and guidance will be provided for members of the PrAC and updated on a regular basis, and a record of this kept.
- 3.3. The responsibilities of the PrAC specific to SSSIs are to:
 - 3.3.1. Formally set and adopt appropriate procedures and standards to fulfil the Board's delegation to PrAC of discharging NRW responsibilities for the confirmation of notification, variation, additions to or enlargement of, and denotification of SSSIs where considering un-resolved objections (including arrangements for liaison and communication with owners, occupiers, and other relevant stakeholders within the expected time frames and as aligned with case law).
 - 3.3.2. Hold meetings in public concerning individual sites in line with the time-frame set out in S28(5) of the Wildlife and Countryside Act 1981 for reviewing proposals relating to protected areas.
 - 3.3.3. Consider proposals for the confirmation of the notification, variation, additions to or enlargement of SSSIs including determining whether, in whole or in part, the site meets the criteria, qualifies, and is appropriate for notification, variation, addition to or enlargement of the SSSI, with consideration of un-resolved objections.
 - 3.3.4. Consider proposals for the confirmation of the denotification of SSSIs, including assessing and determining whether, in whole or in part, the site meets the criteria for denotification to be appropriate, with consideration of un-resolved objections.
 - 3.3.5. Review and test any objection for notification, variation, additions to or enlargement of or denotification of SSSI on the basis of the information available, taking the opportunity to question NRW officers, expert advisers, and stakeholders as appropriate.
 - 3.3.6. Reach an opinion on whether or not the notification or denotification should be confirmed with or without amendments.
 - 3.3.7. When approving the confirmation of any SSSI notification the PrAC can:
 - 3.3.7.1. correct textual errors within the documentation;
 - 3.3.7.2. delete aspects of the description;
 - 3.3.7.3. delete operations from the list of operations likely to damage the special interest of the site, or modify the wording to make them less onerous;

3.3.7.4. delete areas of land from the SSSI where they no longer support any of the features of special interest.

3.3.8. When approving the confirmation of any SSSI the PrAC may not add:

3.3.8.1. any special features;

3.3.8.2. any operations likely to damage the special interest of the site;

3.3.8.3. any new aspects to the management statement;

3.3.8.4. any land to the SSSI.

3.3.9. Any such additions would require a further notification of the SSSI site.

3.4. The responsibilities of the PrAC specific to National Nature Reserves (NNR) are to:

3.4.1. Formally set and adopt appropriate procedures and standards to fulfil the Board's delegation to PrAC of the discharge of NRW responsibilities for the declaration and de-declaration of NNRs.

3.4.2. Consider proposals for the declaration of land as an NNR, including determining whether, in whole or in part, the site meets the criteria, qualifies and is appropriate for declaration.

3.4.3. Consider proposals for the de-declaration of whole or part of an NNR where followed by re-declaration (for instance to enable the transfer of management between NRW and an existing Approved Body).

3.4.4. Consider approval of proposed plans to de-declare land as an NNR.

3.5. The responsibilities of the PrAC specific to National Parks are to:

3.5.1. Advise the NRW Board on the consideration of assessments for the designation of a new National Park or boundary variation of an existing National Park.

3.5.2. Advise the NRW Board on whether to approve the undertaking of a statutory consultation on a draft Designation Order for a new National Park or the variation of an existing National Park boundary.

3.5.3. If requested, advise the NRW Board on whether to approve the submission of a Designation Order and representations for the designation of a new National Park or boundary variation to the Welsh Ministers for confirmation.

3.6. The responsibilities of the PrAC specific to Areas of Outstanding Natural Beauty (AONB) are to:

3.6.1. Advise the NRW Board on the consideration of the designation of a new AONB or boundary variation of an existing AONB.

3.6.2. Advise the NRW Board on whether to approve the undertaking of a statutory consultation on a draft Designation Order for a new AONB or the variation of an existing AONB boundary.

3.6.3. If requested, advise the NRW Board on whether to approve the submission of a Designation Order and representations for the designation of a new AONB or boundary variation to the National Assembly for Wales for confirmation.

4. Meetings

4.1. The PrAC usually meets at least three times per annum and never less than once per year.

5. Membership

5.1. The following will routinely be invited to attend:

5.1.1. A solicitor with appropriate expertise in environmental law to provide guidance and legal advice during the meeting;

5.1.2. The Executive Director of Operations;

5.1.3. NRW conservation staff with expertise on the particular sites under consideration at the meeting;

5.1.4. Others with knowledge and expertise relevant to the particular sites under consideration at the meeting.

[END OF TERMS OF REFERENCE]

Current Members (as at Dec 2022)

Chair	Dr Rosie Plummer, Board member (term end date 31 October 2024)
Members	Professor Steve Ormerod, Board member (term end date 31 October 2025) Geraint Davies, Board member (term end date 31 October 2024) Mark McKenna, Board member (term end date 28 February 2023)
Executive lead	Ceri Davies, Executive Director of Evidence, Policy and Permitting
Other regular attendees	Ruth Jenkins, Head of Natural Resource Management Policy Chris Collins, Head of Knowledge and Evidence

Land Estate Committee (LEC) Terms of Reference

GENERAL TERMS OF REFERENCE AND WAYS OF WORKING

The following sections set out general terms of reference for all Board committees followed by specific sections that relate to individual committees.

1. Constitution

- 1.1. With the exception of the ARAC, which is a requirement of the Welsh Government's Framework Document with NRW, other committees were formed by resolution of the Board. Each committee has a specific purpose which may include some delegated powers. The continued existence, membership and any authorities delegated to the committees are subject to review by the Board from time to time as required.
- 1.2. Unless the Board imposes a condition to the contrary, a committee may delegate the discharge of a function delegated to it by the Board to a committee member, or an officer, subject to any conditions imposed by that committee.
- 1.3. All committees should ensure that in the exercise of their functions NRW has due regard to the climate and nature emergencies, to pursuing and promoting the sustainable management of natural resources, and to ensuring the principles of sustainable management of natural resources are applied, so far as is possible within their powers.

2. Membership

- 2.1. With the exception of the EAC (which will have two non-executive directors and about eight independent members), each committee will comprise **at least four non-executive members of the Board**. The Board, on the advice of the NRW Chair, will appoint members of the committees. Membership will take due account of the need to ensure the range of skills needed to carry out the committee functions.
- 2.2. The committee Chair will be appointed by the NRW Board, except in the case of ARAC, where the Chair is agreed by NRW's sponsoring Minister. If the committee Chair is absent for any meeting then any member, by agreement of a majority present, may serve as committee Chair for that occasion.
- 2.3. Committee members who are Board members will normally serve for their period of appointment as Member of the Board (as specified in their appointment letter from NRW's Sponsoring Minister). ARAC membership is for a period of up to three years,

extendable by no more than two additional three-year periods, so long as members continue to be independent. However, changes or rotations may be appropriate from time to time, for example to reinforce particular skills needed on a committee or when, for whatever reason, there are changes to the Board membership.

- 2.4. The NRW Board will review membership of each committee annually at the first meeting after 1 July each year.
- 2.5. Each committee may co-opt non-Board members as it considers appropriate.
- 2.6. A committee may include members who are neither Board members nor NRW staff. Such members will serve for the period for which they are appointed and on terms set out in their letter of engagement.

3. Authority

- 3.1. Each committee is authorised by the Board to:
 - 3.1.1. consider any matter within its terms of reference as noted below, or any related matter within its remit and to seek any information it requires from staff. All such requests will be channelled through the Secretariat in the first instance;
 - 3.1.2. make recommendations to the Board for action or decision, and progress work within its terms of reference;
 - 3.1.3. establish smaller sub-groups / task forces to address matters within the committee remit as appropriate. These will be time limited and focussed on concluding specific tasks on behalf of the committee.
- 3.2. There may occasionally be a need to consider items between meetings on the committees' behalf in order to expedite urgent business or in the event of a major incident. If the need for urgent consideration of major and/or controversial items arises, committees will normally delegate the matter to a specially convened Urgency Committee consisting of its Chair and one further committee member. If an item arises that is not major or controversial but is time critical, the Chair may use their discretion on whether to take Chair's action, advised if appropriate by the Board Secretary.
- 3.3. Where Chair's action on time critical items does take place, it will be considered appropriate (where possible) that the Chair seeks the views of members by email before taking their decision. All decisions taken by the Urgency Committee and/or Chair's action should be clearly reported to the committee as soon as possible and recorded in the minutes of its next meeting for information.

4. Accountability and reporting

- 4.1. Each committee is accountable to the Board. Any matters that require disclosure, consideration or advice will be drawn to the attention of the Board.

- 4.2. Reports will be submitted and presented to the Board by, or on behalf of, the committee Chair. This will usually involve providing a summary of the discussion held at each meeting to the subsequent meeting of the Board. Such reports may be verbal or in writing as deemed appropriate.
- 4.3. The committee Chair will refer to the Board such issues arising at or in between committee meetings that, in their judgement, pose a material risk to the business integrity or reputation of NRW.
- 4.4. Each Committee will review strategic risks allocated to their area of responsibility and expertise for particular scrutiny and will highlight any areas of concern enabling the Board and ARAC to seek any particular assurances required.
- 4.5. Each committee will have a member of NRW Executive Team designated as its Executive lead within the business to ensure its planning and delivery is accounted for.

5. Annual review

- 5.1. All committees will normally conduct an annual effectiveness review. The result of this review will be reported to the NRW Board. This should include a self-review led by the committee Chair, including feedback from members of that committee and from the Board more widely, and any lessons learned and potential improvements.
- 5.2. The terms of reference of each committee will be reviewed annually, to ensure they are fit for purpose and functionally effective.
- 5.3. A record of each annual review of effectiveness and terms of reference will be made. Any recommendations for material change will be brought to the attention of the relevant committee and the Board for approval.

6. Frequency, schedule of meetings, and venues

- 6.1. Committees will meet with whatever frequency is deemed suitable to the effective conduct of the business and discharge of responsibilities. Additional meetings may be scheduled if and as required.
- 6.2. Meetings will be arranged by the Secretariat to a schedule of dates/times as appropriate for ensuring the effective conduct of business and timeliness of reporting to the Board.
- 6.3. Meeting venues will be selected and determined on a case-by-case basis by the Secretariat in consultation as appropriate with the relevant committee Chair and taking account of the business of the meeting. Venues may include any suitable location, including NRW offices or other places, with appropriate facilities for proper conduct of the business including disability accessibility and public attendance provision as required.

7. Quorum and voting

- 7.1. A meeting will be quorate for a particular agenda item if a majority of committee members – and at least two in any case - are present for the whole of the item(s). Deputies are not permitted.
- 7.2. For the purpose of determining whether a quorum is present, a Committee member may be counted in the quorum if they are able to participate in the proceedings of the meeting, including by remote means (e.g. telephone or other digital link) and remain so available throughout the discussion and decision for each item for which they are counted as part of the quorum.
- 7.3. Subject to their declarations of interest (the Chair may ask a Board member to withdraw from the discussion and/or abstain from voting if they feel that the potential for conflict of interest merits it), each member shall have the right to vote in any debate and to have their views recorded in the minutes.
- 7.4. In the event of no majority decision, the committee Chair shall have a second or casting vote, whether or not they previously voted on the matter.

8. Independent professional advice

- 8.1. Each committee may seek and obtain independent professional advice, where this is considered necessary, whilst paying appropriate attention to the cost/value of obtaining such advice and following procurement guidelines in so doing. As appropriate this will normally be done in collaboration with the Executive lead.

9. Conduct, openness, and confidentiality

- 9.1. All members of the committees are important advisers, guardians and ambassadors of NRW. As such they are expected to comply with all relevant company policies and conflicts of interest guidance whenever they conduct the business, or act as a representative, of NRW.
- 9.2. All committees are expected to promote high standards of public finance, upholding the principles of regularity, propriety and value for money.
- 9.3. All committee members are expected to demonstrate NRW's values in all endeavours, individually and collectively, modelling consistency of behaviours across the organisation.
- 9.4. Committee members must declare any potential conflict of interest at the relevant meeting, even if already recorded in the published Register of Interest. Any such declaration will be recorded in the minutes of the meeting.
- 9.5. Committee members are expected to observe appropriate confidentiality and discretion in the conduct of matters of the committee and handling/safe-keeping of

information and documents, in particular in relation to any personal, proprietary, or commercial information.

9.6. An induction programme will be provided for new committee members, covering the role of the committee, its terms of reference, main business and expected time commitment. Further appropriate training will be provided on an on-going and timely basis.

9.7. The terms of reference for each individual committee are available on NRW's website.

10. Attendance of executives and others at meetings

10.1. The NRW Board Chair has a standing invitation to attend any committee meetings in a non-voting capacity.

10.2. Other Board members may attend as an observer. The committee Chair will advise on any restrictions and the appropriate level of participation.

10.3. Officials from the sponsor department in Welsh Government also have a standing invitation to attend as observers but will, as a courtesy, always notify the Secretariat sufficiently in advance to enable the Chief Executive, committee Chair, and members to be so advised.

10.4. Nominated members of the Executive, suited to the individual responsibilities of each committee and determined in liaison between the Chief Executive and the committee Chair, will normally be expected to attend meetings.

10.5. One member of the Executive Team will be designated the Executive lead for each committee and will work with the committee Chair and the Secretariat to ensure the smooth running of the committee.

10.6. The Chief Executive can designate attendance by any other members of staff as they think appropriate to support the operation of the committee, particular items, or for reasons of personal development.

10.7. Each committee may, without setting any precedent, invite other officials, individuals or representatives of other organisations to attend all, or part of, its meetings.

10.8. Attendees who are not members of the committees will not be entitled to vote.

10.9. A committee may exclude or ask for the withdrawal of any or all of those executives or others who normally attend or are invited, to facilitate open and frank discussion of particular matters, or where discussion affects their personal situation or performance.

10.10. Attendees who are not members of the committee are required to observe the same levels of confidentiality, proper conduct, and declaration of interests as members. The Secretariat will circulate these terms of reference to non-members to alert them to this.

11. Secretariat function and papers

- 11.1. The Secretariat will provide the service support for Board committees. This includes arranging meetings, preparing agendas and papers, collating documents, communicating with Board members, taking minutes, circulating minutes and any relevant follow up or action points, and filing committee documents in the Document Management System to ensure a formal record is kept.
- 11.2. Agenda items will be agreed in advance with the committee Chairs, and agendas and papers will be circulated one week (seven days) in advance of committee meetings.
- 11.3. Each committee will maintain a 'forward look' of standing items, which will be reviewed at each meeting and maintained by the Secretariat. Additional agenda items will be collated by the Secretariat and planned through the forward look and agreed with the Chair in advance. Items will be supported with written papers and/or oral presentations. Unless authorised by the committee Chair, late papers will not be circulated, and the item will be removed from the agenda.
- 11.4. The Secretariat will maintain the list of committee Chairs, members, executives and others invited to attend meetings and ensure this is available to the Board.

12. Minutes

- 12.1. Minutes will be taken of the meetings of each of the committees. This will include a record of decisions and reasons for decisions, and actions, together with a compiled action log to be maintained by the Secretariat and reviewed at each meeting. Draft minutes of the meeting and agreed action points will be agreed by the Chair and circulated within 10 working days of the meeting, with final minutes being circulated within 20 working days. Actions will be closed when a committee has seen sufficient evidence of completion or that the action has become absorbed into business as usual.
- 12.2. Previous minutes and action logs will be reviewed at each meeting. Minutes will be confirmed at the following meeting.

13. Communication

- 13.1. Any communication from the committees to staff, beyond those in attendance and prior to formal approval and publication of the minutes, will normally be routed through the Executive lead. Any key developments and messages so distributed will use whatever means and methods are suitable for the matter in hand.

Land Estate Committee (LEC) Terms of Reference

These specific terms of reference are to be read in tandem with the generic terms of reference for all Natural Resources Wales' (NRW) committees.

Terms of Reference agreed: November 2022

Next review date: September 2023

1. Purpose

1.1. The Land Estate Committee (LEC) is a standing committee whose principal role is to advise the Board on the sustainable management of NRW's land estate, to include investment in the estate, its management, and proposals for changes in its use.

2. Scope

2.1. Its primary functions are to provide thought leadership and scrutiny of the use of NRW's managed land estate, to ensure that it is used and managed in a way that promotes the Sustainable Management of Natural Resources (SMNR).

2.2. The scope of the land estate is limited to land under NRW's ownership and/or management. LEC's remit includes the Welsh Government Woodland Estate (WGWE); National Nature Reserves (NNRs) in NRW's direct care; visitor centres; other established recreation or tourism facilities on the Estate; recreational use of bodies of water; sustainable commercial development on and/or using the NRW Estate including, for example, timber sales and tourism, recreation and culture developments; and reservoirs; mine tips; and metal mines on the NRW Estate. It excludes the management of flood assets including among other assets reservoirs covered by the Flood Risk and Incident Management function with the Flood Risk Management Committee.

2.3. The LEC will complement and avoid overlap with the remit of the Protected Areas Committee (PrAC). The PrAC has particular responsibilities in relation to designation and protected areas and related case work and for mainstreaming "SMNR" through this context. Specifically, PrAC will be responsible for sub-committee level decisions on designation of areas of the NRW Estate.

3. Responsibilities

3.1. To provide advice to the Executive Team, and make recommendations to the NRW Board as appropriate, to:

3.1.1. Promote innovative and progressive ways of using and adapting NRW's land estate to tackle the climate and nature emergencies;

3.1.2. Leverage its collective authority, experience and influence with external partners such as local communities to work together in tackling the nature and climate emergencies;

- 3.1.3. Consider and advise on high-level proposals for sustainable commercial development of the land estate, including diversification and promotion of green enterprise, with a focus on the 3Ps- planet, people and prosperity;
- 3.1.4. Provide advice and direction in the development of strategy and policy in relation to the direct use of land by Government;
- 3.1.5. Provide high level advice on development and delivery of the Land Stewardship Service Plan and the elements of the Commercial Service Plan related to the NRW Estate, including the Land Stewardship risk framework and relevant risks in the Commercial risk framework;
- 3.1.6. Other key land estate management issues on a 'needs-be' basis.

4. Meetings

- 4.1. The LEC will meet at most quarterly, typically around January and April to assist the programming and budgetary cycle. Additional meetings may be convened as required.
- 4.2. The meetings will primarily be supported by the Secretariat team and members of the Land Stewardship team, supported by colleagues from sustainable commercial development and other subject matter experts as required.

5. Membership

- 5.1. The LEC will be chaired by Professor Calvin Jones.
- 5.2. Membership will include four non-executive Board members.
- 5.3. The Executive Director of Evidence, Policy & Permitting; the Executive Director of Communications, Customer and Commercial; the Head of Land Stewardship; and the Head of Sustainable Commercial Development will also normally attend meetings.

[END OF TERMS OF REFERENCE]

Current Members (as at January 2023)

Chair	Professor Calvin Jones (term end date 28 February 2023)
Members	Dr Rosie Plummer, Board member (term end date 31 October 2024) Geraint Davies, Board member (term end date 31 October 2024) Mark McKenna, Board member (term end date 28 February 2023)
Executive lead	Gareth O'Shea - Executive Director of Operations
Other regular attendees	Ceri Davies, Executive Director of Evidence, Policy & Permitting Sarah Jennings, Executive Director of Communications, Customer and Commercial

Dominic Driver, Head of Land Stewardship
Elsie Grace, Head of Sustainable Commercial Development
Gavin Bown, Head of Service



Finance Committee (FC) Terms of Reference

GENERAL TERMS OF REFERENCE AND WAYS OF WORKING

The following sections set out general terms of reference for all Board committees followed by specific sections that relate to individual committees.

1. Constitution

- 1.1. With the exception of the ARAC, which is a requirement of the Welsh Government's Framework Document with NRW, other committees were formed by resolution of the Board. Each committee has a specific purpose which may include some delegated powers. The continued existence, membership and any authorities delegated to the committees are subject to review by the Board from time to time as required.
- 1.2. Unless the Board imposes a condition to the contrary, a committee may delegate the discharge of a function delegated to it by the Board to a committee member, or an officer, subject to any conditions imposed by that committee.
- 1.3. All committees should ensure that in the exercise of their functions NRW has due regard to the climate and nature emergencies, to pursuing and promoting the sustainable management of natural resources, and to ensuring the principles of sustainable management of natural resources are applied, so far as is possible within their powers.

2. Membership

- 2.1. With the exception of the EAC (which will have two non-executive directors and about eight independent members), each committee will comprise **at least four non-executive members of the Board**. The Board, on the advice of the NRW Chair, will appoint members of the committees. Membership will take due account of the need to ensure the range of skills needed to carry out the committee functions.
- 2.2. The committee Chair will be appointed by the NRW Board, except in the case of ARAC, where the Chair is agreed by NRW's sponsoring Minister. If the committee

Chair is absent for any meeting then any member, by agreement of a majority present, may serve as committee Chair for that occasion.

- 2.3. Committee members who are Board members will normally serve for their period of appointment as Member of the Board (as specified in their appointment letter from NRW's sponsoring Minister). ARAC membership is for a period of up to three years, extendable by no more than two additional three-year periods, so long as members continue to be independent. However, changes or rotations may be appropriate from time to time, for example to reinforce particular skills needed on a committee or when, for whatever reason, there are changes to the Board membership.
- 2.4. The NRW Board will review membership of each committee annually at the first meeting after 1 July each year.
- 2.5. Each committee may co-opt non-Board members as it considers appropriate.
- 2.6. A committee may include members who are neither Board members nor NRW staff. Such members will serve for the period for which they are appointed and on terms set out in their letter of engagement.

3. Authority

- 3.1. Each committee is authorised by the Board to:
 - 3.1.1. consider any matter within its terms of reference as noted below, or any related matter within its remit and to seek any information it requires from staff. All such requests will be channelled through the Secretariat in the first instance;
 - 3.1.2. make recommendations to the Board for action or decision, and progress work within its terms of reference;
 - 3.1.3. establish smaller sub-groups / task forces to address matters within the committee remit as appropriate. These will be time limited and focussed on concluding specific tasks on behalf of the committee.
- 3.2. There may occasionally be a need to consider items between meetings on the committees' behalf in order to expedite urgent business or in the event of a major incident. If the need for urgent consideration of major and/or controversial items arises, committees will normally delegate the matter to a specially convened Urgency Committee consisting of its Chair and one further committee member. If an item arises that is not major or controversial but is time critical, the Chair may use their discretion on whether to take Chair's action, advised if appropriate by the Board Secretary.
- 3.3. Where Chair's action on time critical items does take place, it will be considered appropriate (where possible) that the Chair seeks the views of members by email before taking their decision. All decisions taken by the Urgency Committee and/or Chair's action should be clearly reported to the committee as soon as possible and recorded in the minutes of its next meeting for information.

4. Accountability and reporting

- 4.1. Each committee is accountable to the Board. Any matters that require disclosure, consideration or advice will be drawn to the attention of the Board.
- 4.2. Reports will be submitted and presented to the Board by, or on behalf of, the committee Chair. This will usually involve providing a summary of the discussion held at each meeting to the subsequent meeting of the Board. Such reports may be verbal or in writing as deemed appropriate.
- 4.3. The committee Chair will refer to the Board such issues arising at or in between committee meetings that, in their judgement, pose a material risk to the business integrity or reputation of NRW.
- 4.4. Each Committee will review strategic risks allocated to their area of responsibility and expertise for particular scrutiny and will highlight any areas of concern, enabling the Board and ARAC to seek any particular assurances required.
- 4.5. Each committee will have a member of NRW Executive Team designated as its Executive lead within the business to ensure its planning and delivery is accounted for.

5. Annual review

- 5.1. All committees will normally conduct an annual effectiveness review. The result of this review will be reported to the NRW Board. This should include a self-review led by the committee Chair, including feedback from members of that committee and from the Board more widely, and any lessons learned and potential improvements.
- 5.2. The terms of reference of each committee will be reviewed annually, to ensure they are fit for purpose and functionally effective.
- 5.3. A record of each annual review of effectiveness and terms of reference will be made. Any recommendations for material change will be brought to the attention of the relevant committee and the Board for approval.

6. Frequency, schedule of meetings, and venues

- 6.1. Committees will meet with whatever frequency is deemed suitable to the effective conduct of the business and discharge of responsibilities. Additional meetings may be scheduled if and as required.
- 6.2. Meetings will be arranged by the Secretariat to a schedule of dates/times as appropriate for ensuring the effective conduct of business and timeliness of reporting to the Board.

6.3. Meeting venues will be selected and determined on a case-by-case basis by the Secretariat in consultation as appropriate with the relevant committee Chair and taking account of the business of the meeting. Venues may include any suitable location, including NRW offices or other places, with appropriate facilities for proper conduct of the business including disability accessibility and public attendance provision as required.

7. Quorum and voting

- 7.1. A meeting will be quorate for a particular agenda item if three committee members are present for the whole of the item(s). Deputies are not permitted.
- 7.2. For the purpose of determining whether a quorum is present, a Committee member may be counted in the quorum if they are able to participate in the proceedings of the meeting, including by remote means (e.g. telephone or other digital link) and remain so available throughout the discussion and decision for each item for which they are counted as part of the quorum.
- 7.3. Subject to their declarations of interest (the Chair may ask a Board member to withdraw from the discussion and/or abstain from voting if they feel that the potential for conflict of interest merits it), each member shall have the right to vote in any debate and to have their views recorded in the minutes.
- 7.4. In the event of no majority decision, the committee Chair shall have a second or casting vote, whether or not they previously voted on the matter.

8. Independent professional advice

8.1. Each committee may seek and obtain independent professional advice, where this is considered necessary, whilst paying appropriate attention to the cost/value of obtaining such advice and following procurement guidelines in so doing. As appropriate this will normally be done in collaboration with the Executive lead.

9. Conduct, openness, and confidentiality

- 9.1. All members of the committees are important advisers, guardians and ambassadors of NRW. As such they are expected to comply with all relevant company policies and conflicts of interest guidance whenever they conduct the business, or act as a representative, of NRW.
- 9.2. All committees are expected to promote high standards of public finance, upholding the principles of regularity, propriety and value for money.

- 9.3. All committee members are expected to demonstrate NRW's values in all endeavours, individually and collectively, modelling consistency of behaviours across the organisation.
- 9.4. Committee members must declare any potential conflict of interest at the relevant meeting, even if already recorded in the published Register of Interest. Any such declaration will be recorded in the minutes of the meeting.
- 9.5. Committee members are expected to observe appropriate confidentiality and discretion in the conduct of matters of the committee and handling/safe-keeping of information and documents, in particular in relation to any personal, proprietary, or commercial information.
- 9.6. An induction programme will be provided for new committee members, covering the role of the committee, its terms of reference, main business and expected time commitment. Further appropriate training will be provided on an on-going and timely basis.
- 9.7. The terms of reference for each individual committee are available on NRW's website.

10. Attendance of executives and others at meetings

- 10.1. The NRW Board Chair has a standing invitation to attend any committee meetings in a non-voting capacity.
- 10.2. Other Board members may attend as an observer. The committee Chair will advise on any restrictions and the appropriate level of participation.
- 10.3. Officials from the sponsor department in Welsh Government also have a standing invitation to attend as observers but will, as a courtesy, always notify the Secretariat sufficiently in advance to enable the Chief Executive, committee Chair, and members to be so advised.
- 10.4. Nominated members of the Executive, suited to the individual responsibilities of each committee and determined in liaison between the Chief Executive and the committee Chair, will normally be expected to attend meetings.
- 10.5. One member of the Executive Team will be designated the Executive lead for each committee and will work with the committee Chair and the Secretariat to ensure the smooth running of the committee.
- 10.6. The Chief Executive can designate attendance by any other members of staff as they think appropriate to support the operation of the committee, particular items, or for reasons of personal development.

- 10.7. Each committee may, without setting any precedent, invite other officials, individuals or representatives of other organisations to attend all, or part of, its meetings.
- 10.8. Attendees who are not members of the committees will not be entitled to vote.
- 10.9. A committee may exclude or ask for the withdrawal of any or all of those executives or others who normally attend or are invited, to facilitate open and frank discussion of particular matters, or where discussion affects their personal situation or performance.
- 10.10. Attendees who are not members of the committee are required to observe the same levels of confidentiality, proper conduct, and declaration of interests as members. The Secretariat will circulate these terms of reference to non-members to alert them to this.

11. Secretariat function and papers

- 11.1. The Secretariat will provide the service support for Board committees. This includes arranging meetings, preparing agendas and papers, collating documents, communicating with Board members, taking minutes, circulating minutes and any relevant follow up or action points, and filing committee documents in the Document Management System to ensure a formal record is kept.
- 11.2. Agenda items will be agreed in advance with the committee Chairs, and agendas and papers will be circulated one week (seven days) in advance of committee meetings.
- 11.3. Each committee will maintain a 'forward look' of standing items, which will be reviewed at each meeting and maintained by the Secretariat. Additional agenda items will be collated by the Secretariat and planned through the forward look and agreed with the Chair in advance. Items will be supported with written papers and/or oral presentations. Unless authorised by the committee Chair, late papers will not be circulated, and the item will be removed from the agenda.
- 11.4. The Secretariat will maintain the list of committee Chairs, members, executives and others invited to attend meetings and ensure this is available to the Board.

12. Minutes

- 12.1. Minutes will be taken of the meetings of each of the committees. This will include a record of decisions and reasons for decisions, and actions, together with a compiled action log to be maintained by the Secretariat and reviewed at each meeting. Draft minutes of the meeting and agreed action points will be agreed by the Chair and circulated within 10 working days of the meeting, with final minutes being circulated within 20 working days. Actions will be closed when a committee has seen sufficient evidence of completion or that the action has become absorbed into business as usual.

12.2. Previous minutes and action logs will be reviewed at each meeting. Minutes will be confirmed at the following meeting.

13. Communication

13.1. Any communication from the committees to staff, beyond those in attendance and prior to formal approval and publication of the minutes, will normally be routed through the Executive lead. Any key developments and messages so distributed will use whatever means and methods are suitable for the matter in hand.

FINANCE COMMITTEE (FC)

These specific terms of reference are to be read in tandem with the generic terms of reference for all Natural Resources Wales' (NRW) committees.

Terms of Reference agreed: November 2022

Next review date: November 2023

1. Purpose

- 1.1. The Finance Committee (FC) is a standing committee whose principal role is to advise the Board and to support the Chief Executive/Accounting Officer on Finance, budget management and planning.

2. Scope

- 2.1 The FC remit combines the previous responsibilities of the Finance Planning & Performance Committee (FPPC) with the responsibilities of two previous Task & Finish Groups (The Board Task & Finish Group: Finance, Governance and Delivery and the Board Oversight Timber Sales Governance Group).
- 2.2 The FC will provide advice, oversight and scrutiny on strategy, management and performance in relation to finance, business planning and performance, charge schemes, commercial matters (including timber sales and marketing activity), compliance and the Programme Management Office. In carrying out its role the FC will focus on strategic direction and development, and in scrutinising performance and delivery.
- 2.3 The FC will need to ensure that in carrying out its role it does not duplicate that of the Audit and Risk Assurance Committee (ARAC). The role of ARAC is to advise the Board on risk, financial stewardship and accountability, control and governance. ARAC will also continue to scrutinise improvements made in response to reviews undertaken by Internal Audit.
- 2.4 The FC and ARAC have complementary roles. FC will be forward looking, making decisions within their remit and providing advice to the Board on financial and performance matters as required. ARAC will scrutinise and provide assurance as required. FC will lead in reviewing progress on commercial activities, sales, and marketing (including of timber), with ARAC providing the overview. ARAC will lead in reviewing progress against compliance and the three lines of defence work, with FC providing the overview.

3. Responsibilities

3.1. The responsibilities of the FC are to:

- 3.1.1. provide advice and support in the development of NRW annual business plans, corporate plans (4-5 years), and long-term vision (to 2050);
- 3.1.2. provide advice and support to ensure the development of appropriate finance strategies, management reporting, and plans;
- 3.1.3. scrutinise the annual Budget prior to submission to the full Board for approval, challenging the underlying assumptions and advising the Board on its adoption;
- 3.1.4. provide oversight and scrutiny of the financial performance of NRW through the monthly and quarterly management financial statements to ensure appropriate and effective use of funds;
- 3.1.5. monitor the financial position and future prospects/sustainability of the organisation to ensure that it can continue to meet its commitments and strategic objectives;
- 3.1.6. champion the importance of Value for Money, ensure appropriate controls are in place and monitor performance;
- 3.1.7. review and scrutinise the Performance Report included in the Annual Report and Accounts;
- 3.1.8. provide oversight and scrutiny of procurement, contract management, programme management, grants, and agreements;
- 3.1.9. provide oversight and scrutiny of the delivery of Business Transformation and ICT transformation programmes, and receive and consider regular reports on the ICT strategic workplan and related investment position;
- 3.1.10. oversee and scrutinise the business performance of NRW;
- 3.1.11. provide advice and support to the Strategic Charging Programme in relation to changes in current charge schemes and in the development of new schemes;
- 3.1.12. provide advice and support in the development of commercial strategies and plans;
- 3.1.13. oversee and scrutinise the delivery of commercial plans and performance;
- 3.1.14. provide oversight and advice in relation to the funding of the NRW membership of the Local Government Pension Scheme;
- 3.1.15. scrutinise and challenge key risks and issues for timber sales and marketing and the embedding of governance and process improvements in these spheres;
- 3.1.16. ensure that NRW's response to the Grant Thornton independent review in respect of timber and subsequent Internal Audit report are embedded;
- 3.1.17. oversee delivery via the Timber Sales and Marketing Transition Tracker, including scrutinising variations to the actions, milestones, etc;

3.1.18. ensure oversight of the wider NRW consequences, including compliance culture and staff impact;

3.1.19. provide oversight and scrutiny of the delivery of the compliance work based around the three lines model;

4. Meetings

4.1. The FC will meet at least four times per annum.

4.2. The focus of each meeting, whether finance, business planning and performance, charging, commercial or a combination, will vary depending on which matters require scrutiny or advice.

[END OF TERMS OF REFERENCE]

Current Members (as at February 2023)

Chair	Sir David Henshaw, Chair of the NRW Board (interim) (term end date 31 October 2023)
Members	Julia Cherrett, Board member (term end date 31 October 2025) Zoe Henderson, Board member (term end date 8 May 2023) Dr Rosie Plummer, Board member (term end date 31 October 2024) Prof Calvin Jones, Board member (term end date 28 February 2023)
Executive lead	Rachel Cunningham, Executive Director of Finance and Corporate Services
Other regular attendees	Prys Davies, Executive Director of Corporate Strategy and Development Sarah Jennings, Executive Director of Communications, Customer and Commercial Rob Bell, Head of Finance Colette Fletcher, Head of Governance & Board Secretary Elsie Grace, Head of Sustainable Commercial Development (for commercial matters) Nadia De Longhi, Head of Regulation and Permitting (for charging matters)

Rhagolwg y Bwrdd – Mis Mai						
	Eitem	Preifat/ Cyhoeddus	Cwmpas	Diben	Amser	Noddwr
1	Agor y Cyfarfod	Cyhoeddus a Phreifat	Eitem Sefydlog		5	Cadeirydd
2	Adolygu Cofnodion	Cyhoeddus a Phreifat	Eitem Sefydlog		10	Cadeirydd
3	Diweddariad y Cadeirydd	Cyhoeddus a Phreifat	Eitem Sefydlog		10	Cadeirydd
4	Diweddariad y Prif Swyddog Gweithredol	Cyhoeddus a Phreifat	Eitem Sefydlog		30	Clare Pillman
5	Diweddariadau'r Pwyllgor	Cyhoeddus a Phreifat	Eitem Sefydlog		20	Cadeiryddion Pwyllgorau
6	Cymeradwyo Cyllid	Preifat	Cymeradwyo	Cymeradwyo'r eitemau ariannol diweddaraf	20	Rachael Cunningham
7	Adolygiad ôl-ddigwyddiad	Preifat neu Gyhoeddus	Cymeradwyo	Y Bwrdd i gytuno ar ddull rheoli digwyddiadau	30	Ceri Davies a Gareth O'Shea
8	Parodrwydd gweithredol – rhagolwg ar beryglon	Preifat	Trafodaeth	Trafod parodrwydd yr haf ar gyfer digwyddiadau	45	Ceri Davies a Gareth O'Shea
9	Risg byd-eang	Preifat	Trafodaeth	Trafod canlyniadau Fforwm Economaidd y Byd a'r goblygiadau risg byd-eang i CNC	30	Prys Davies
10	Cynllun Llesiant y Bwrdd Gwasanaeth Cyhoeddus (PSB)	Preifat	Cymeradwyo	Cymeradwyo Cynllun Llesiant terfynol PSB	45	Ceri Davies
11	Adroddiad Cyllid	Cyhoeddus	Cymeradwyo/ Trafodaeth	Adolygu a diweddarau perfformiad ariannol	15	Rachael Cunningham
12	Adroddiad Blynyddol Lles, Iechyd a Diogelwch 2022-23	Cyhoeddus	Cymeradwyo	Cymeradwyo Adroddiad Blynyddol Lles, Iechyd a Diogelwch 2022-23	20	Prys Davies
13	Datganiad Caethwasiaeth Fodern	Cyhoeddus	Cymeradwyo	Cymeradwyo'r Datganiad Caethwasiaeth Fodern	10	Prys Davies

Rhagolwg y Bwrdd – Mis Mai						
	Eitem	Preifat/ Cyhoeddus	Cwmpas	Diben	Amser	Noddwr
14	Trafod gyda Dŵr Cymru a Hafren Dyfrdwy	Cyhoeddus	Trafodaeth	Trafod y dilyniant i gyflwyniad y cynllun busnes i gyfarfod Bwrdd Tachwedd 2022	60	Ceri Davies
15	Unrhyw fater arall	Cyhoeddus a Phreifat	Trafodaeth	Os caiff unrhyw fater ei godi	5	Cadeirydd
16	Sesiwn holi ac ateb rhyngweithiol gyda'r cyhoedd	Cyhoeddus	Eitem Sefydlog	Cyfle i'r cyhoedd siarad â'r Bwrdd	30	Cadeirydd