

Agenda

Teitl y cyfarfod: Cyfarfod Bwrdd CNC, Diwrnod 2 – Sesiwn Gyhoeddus

Dyddiad y cyfarfod: 18 Tachwedd 2021 Amser y cyfarfod: 9.30-13.50

Lleoliad: Microsoft Teams

Arsylwyr:

Amser	Eitem
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9.30 (5 munud)	1. Agor y Cyfarfod <ul style="list-style-type: none">• Croeso• Datganiadau o fuddiant• Egluro'r dull o gynnal y cyfarfod
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Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd)

9.35 (5 munud)	2. Adolygu'r Cofnodion a'r Cofnod Gweithredu 2A. Adolygu Cofnodion Cyfarfod Cyhoeddus 23 Medi 2B. Adolygu'r Cofnod Gweithredu Cyhoeddus Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd)
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9.40 (10 munud)	3. Diweddariad gan y Cadeirydd Noddwr a chyflwynydd: Syr David Henshaw
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Crynodeb: Y Cadeirydd i roi'r wybodaeth ddiweddaraf i'r Bwrdd

9.50 (15 munud)	4. Adroddiadau Diweddarau'r Pwyllgorau Noddwyr a chyflwynwyr: Cadeiryddion y pwyllgorau
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Y Pwyllgor Archwilio a Sicrhau Risg – 15 Hydref

Cyfeirnod y papur: 21-11-B13

Y Pwyllgor Cynghori ar Dystiolaeth – ar agenda'r diwrno preifat

Y Pwyllgor Cyllid – amherthnasol

Y Pwyllgor Rheoli Perygl Llifogydd – 12 Hydref

Cyfeirnod y papur: 21-11-B15

Y Pwyllgor Pobl a Thaliadau – amherthnasol

Y Pwyllgor Ardaloedd Gwarchoddedig – 5 Hydref

Cyfeirnod y papur: 21-11-B16

Crynodeb: Rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am

weithgareddau diweddar y pwyllgorau

**10.05
(30 munud)**

5. Adroddiad Chwarter 2 Dangosfwrdd Perfformiad y Cynllun Busnes

Noddwr: Clare Pillman, Prif Weithredwr
Cyflwynwyr: Caroline Hawkins, Rheolwr Cynllunio Corfforaethol, Perfformiad ac Asesu Strategol; Sarah Williams, Pennaeth Gweledigaeth 2050 a'r Strategaeth Gorfforaethol; Sue Ginley, Cynghorydd Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad

Crynodeb: Craffu ar Adroddiad Chwarter 2

Cyfeirnod y papur: 21-11-B17

**10.35
(20 munud)**

6. Llesiant, Iechyd a Diogelwch

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Cyflwynydd: Charlotte Morgan, Rheolwr Llesiant, Iechyd a Diogelwch

Crynodeb: Craffu ar Adroddiad Chwarter 2 a chymeradwyo'r Strategaeth Llesiant, Iechyd a Diogelwch

Cyfeirnod y papur: 21-11-B18a

Cyfeirnod y papur: 21-11-B18b

**10.55
(15 munud)**

Egwyl

**11.10
(45 munud)**

7. Hela Trywydd ar Ystad CNC

Noddwr: Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu
Cyflwynwyr: Dominic Driver, Pennaeth Stiwardiaeth Tir; Ieuan Williams, Uwch-arolygydd Arbenigol; Stuart Lyon, Uwch-gyfreithiwr Arbenigol.

Crynodeb: Cael cymeradwyaeth y Bwrdd ar gyfer y strategaeth ymadael mewn perthynas ag atal dros dro yr arfer o hela trywydd ar Ystad CNC

Papur rhif: 21-11-B19

**11.55
(25 munud)**

8. Map Ffordd Gorlifant Stormydd: Diweddariad

Noddwr: Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau
Cyflwynwyr: Siân Williams, Pennaeth Gweithrediadau Gogledd Orllewin Cymru; Nadia De Longhi, Pennaeth Rheoleiddio a Thrwyddedu; Mark Squire, Rheolwr Dŵr Cynaliadwy

Crynodeb: Rhoi'r wybodaeth ddiweddaraf am y cynnydd tuag at y Cynllun Gweithredu yn sgil canlyniad y drafodaeth

strategol ynghylch ansawdd dŵr

Cyfeirnod y papur: 21-11-B20

**12.20
(30 munud)**

Cinio

**12.50
(20 munud)**

9. Is-ddeddfau Pysgodfeydd Statudol

Noddwr: Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu
Cyflwynydd: David Mee, Cyngorydd Arbenigol Arweiniol, Rheoli Pysgodfeydd Dŵr Croyw

Crynodeb: Cael cymeradwyaeth y Bwrdd yn dilyn yr ymgynghoriad statudol

Cyfeirnod y papur: 21-11-B21

**13.10
(10 munud)**

10. Diwygiadau i'r Cynllun Statudol a Chyfreithiol

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

Crynodeb: Cael cymeradwyaeth y Bwrdd ar gyfer diwygiadau i'r Cynllun Statudol a Chyfreithiol

Cyfernod y papur: 21-11-B22

Diwedd Cyfarfod Cyhoeddus y Bwrdd

**13.20
(30 munud)**

11. Sesiwn Holi ac Ateb Gyhoeddus

13.50

Diwedd y Cyfarfod

Cofnodion heb eu Cadarnhau

Teitl y Cyfarfod:	Cyfarfod Bwrdd CNC – Sesiwn Gyhoeddus Mynychwyr yn bresennol ym Mhlas Tan y Bwlch, Maentwrog, Gwynedd a thros Microsoft Teams
Dyddiad y Cyfarfod:	23 Medi 2021
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 Geraint Davies Paul Griffiths Zoë Henderson Yr Athro Calvin Jones Mark McKenna Dr Rosie Plummer Yr Athro Peter Rigby
Aelodau o'r Tîm Gweithredol a oedd yn bresennol:	Rachael Cunningham, Cyfarwyddwr Gweithredol 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 Ysgrifennydd y Bwrdd (yr holl eitemau) Caroline Hawkins, Rheolwr Cynllunio Corfforaethol, Perfformiad ac Aseu Strategol (Eitem 6) Sioni Davies, Cynghorydd, Cynllunio a Pherfformiad Corfforaethol (Eitem 6) Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch (Eitem 7) Julia Allen, Cynghorydd Arbenigol Arweiniol, Adnoddau Dynol (Eitem 8) Steve Burton, Pennaeth Rheoli Pobl (Eitem 8) Rhian Jardine, Pennaeth Gwasanaeth Cynghori Cynllunio Datblygu (DPAS) a Gwasanaethau Morol (Eitem 9) Andrea Winterton, Rheolwr Gwasanaethau Morol (Eitem 9) Pete Jordan, Rheolwr DPAS (Eitem 9) Mary Lewis, Rheolwr Mannau Cynaliadwy Tir a Môr (Eitem 9)
Arsyllwyr CNC:	Rhian Jardine, Pennaeth DPAS a Gwasanaethau Morol Meinir Wigley, Arweinydd Tîm Cyfathrebu Integredig

Kate Evans, Rheolwr, Materion Cyhoeddus/Ysgrifennydd Personol i'r Prif Weithredwr
Jacqueline Kedward, Pennaeth Archwilio Mewnol

Arsyllwyr Cyhoeddus: Gareth Wardell
Steve Griffiths, Cyfarwyddwr BASC Cymru

Datganiadau: Dr Rosie Plummer – Aelod o Fwrdd Awdurdod Parc Cenedlaethol Arfordir Penfro, Ymddiriedolwr Plantlife, Ymddiriedolwr Canolfan y Dechnoleg Amgen, Perchennog eiddo ar lan afon mewn ACA

Ymddiheuriadau: Catherine Brown

Ysgrifenyddiaeth: Natalie Williams
Jocelyn Benger

Eitem 1. Agor y Cyfarfod

1. Agorodd y Cadeirydd y cyfarfod a chroesawu pawb. Gwnaed datganiadau o fuddiant fel y nodwyd uchod.

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

2A. Adolygu Cofnodion y Cyfarfod Cyhoeddus a gynhaliwyd ar 14 Gorffennaf

2. Adolygwyd a chytunwyd ar gofnodion y cyfarfod cyhoeddus a gynhaliwyd ym mis Gorffennaf .

2B. Adolygu'r Log Gweithredu Cyhoeddus

3. Adolygwyd y log gweithredu.

Eitem 3: Diweddariad gan y Cadeirydd

4. Gwnaeth y Cadeirydd sylw mai dyma'r cyfarfod cyntaf wyneb yn wyneb ar gyfer aelodau'r Bwrdd ers dechrau'r pandemig. Nododd y Cadeirydd ei fod yn edrych ymlaen at groesawu aelodau'r cyhoedd yn bersonol eto mewn cyfarfod yn y dyfodol.
5. Croesawyd agenda newydd Llywodraeth Cymru, a nodwyd bod trafodaethau ar yr amgylchedd yn mynd rhagddynt gyda Gweinidogion.

Eitem 4: Adroddiad y Prif Weithredwr

6. Cyflwynwyd hwn yn ystod sesiwn breifat cyfarfod y Bwrdd.

Eitem 5: Adroddiadau Diweddaru y Pwyllgorau

7. Cyflwynwyd Adroddiad Blynyddol y Pwyllgor Archwilio a Sicrwydd Risg (ARAC) 2020/21 gan Karen Balmer ar ran Cadeirydd ARAC. Derbyniwyd 12 adroddiad archwilio mewnol amrywiol yn ystod y flwyddyn ac o'r rhain, roedd un farn yn Sylweddol, tair yn Gyfyngedig a'r gweddill yn Gymedrol. Yn sgil hynny, pennwyd barn gyffredinol o sicrwydd cyfyngedig ar gyfer y flwyddyn ariannol hon. Roedd ARAC yn pryderu am y diffyg cysondeb a rheolaeth a mynd i'r afael â phryderon. Cynghorwyd y Bwrdd i barhau i bryderu, er bod cynnydd sylweddol yn cael ei wneud, dan arweiniad y Tîm Gweithredol, yn enwedig

mewn meysydd fel yr Adolygiad Sylfaenol a'r gwaith Tair Llinell Amddiffyn. Ar ran ARAC, diolchwyd i'r Tîm Archwilio, yr Ysgrifenyddiaeth a phawb a gyfrannodd at yr archwiliadau a chyflawni'r Cynllun Archwilio.

WEDI'I GYMERADWYO: Cymeradwywyd Adroddiad Blynyddol ARAC 2020/21.

8. Darparodd Cadeirydd y Pwyllgor Pobl a Thaliadau (PaRC) ddiweddariad llafar ar y cyfarfod a gynhaliwyd ar 16 Medi. Roedd cynnydd yn cael ei wneud ar y Strategaeth Pobl, ac roedd y Bwrdd Pobl bellach ar waith. Croesawyd papur ar Reoli Perfformiad ac roedd ffocws parhaus ar Gydraddoldeb, Amrywiaeth a Chynhwysiant. Roedd y Rhaglen Adfywio/Renewal bellach yn cael ei harwain gan Victoria Rose-Piper ac roedd profion gweithio hybrid i gael eu cynnal. Roedd cynnydd yn cael ei wneud ar drafodaethau rota. Roedd gwaith ar leoliadau a'r rhaglen Kickstart yn mynd rhagddo. Roedd y Rhaglen Arweinyddiaeth Trawsnewid, Ymlaen, yn derbyn adolygiadau da. Adolygwyd rhai risgiau, a rhoddwyd canmoliaeth i'r Tîm Lles, Iechyd a Diogelwch am eu gwaith. Roedd hyfforddiant niwroamrywiaeth wedi'i gynnal ar gyfer aelodau'r Bwrdd. Cafwyd derbyniad da iawn i hyn, ac anogwyd pawb i gymryd rhan mewn sesiynau hyfforddi yn y dyfodol.

Eitem 6: Adroddiad Chwarter 1 Cynllun Busnes a Dangosfwrdd Perfformiad

Yn bresennol: Caroline Hawkins, Rheolwr Cynllunio Corfforaethol, Perfformiad ac Asesu Strategol; Sioni Davies, Cynghorydd, Cynllunio a Pherfformiad Corfforaethol; Sarah Williams, Pennaeth Gweledigaeth 2050 a'r Strategaeth Gorfforaethol (*Microsoft Teams*)

9. Cyflwynodd y Prif Weithredwr drosolwg o ddiweddariad perfformiad y chwarter cyntaf, o fis Ebrill hyd at ddiwedd mis Mehefin, ynghyd â'r newyddion diweddaraf am rai o'r dangosyddion. Adroddwyd am 34 o fesurau Dangosfwrdd Perfformiad yr oedd y Bwrdd wedi cytuno arnynt. Nodwyd y statws Coch Oren Gwyrdd fel tri Coch, 10 Oren a 21 Gwyrdd. Tynnwyd sylw at dri o'r dangosyddion yn ystod y cyflwyniad.
10. Amlygwyd mesurau a oedd yn ymateb i flaenoriaethau strategol a disgrifiwyd y perfformiad fel y nodir yn y papur. Nodwyd bod 'Cyflawni'r ymchwiliadau sy'n gysylltiedig â dŵr sy'n weddill a datblygu Cynlluniau Rheoli Basn Afon wedi'u diweddarau' wedi'i raddio'n Goch. Effeithiwyd ar hyn gan y gwaith sydd ei angen ar afonydd Ardaloedd Cadwraeth Arbennig (ACA). Byddai'r Tîm Gweithredol yn gwneud gwaith ymchwil manwl ar hyn. Graddiwyd y cynnydd o ran lleihau llygredd o fwyngloddiau metel fel Oren. Nodwyd ei bod yn broses gymhleth a oedd yn cynnwys tua 1,500 o fwyngloddiau ledled Cymru, er bod gwaith ar hyn yn mynd rhagddo.
11. Cafodd Cynllun Ansawdd Coetiroedd y DU (UKWAS) ei raddio'n Oren ar ddiwedd Chwarter 1, fodd bynnag, rhagwelwyd sgôr Gwyrdd ar gyfer Chwarter 2 yn dilyn archwiliad llwyddiannus diweddar UKWAS. Cynigiwyd llongyfarchiadau i'r holl dimau fu'n rhan o'r gwaith. Cydnabu aelodau'r Bwrdd y canlyniad a chanmolwyd y gwaith a wnaed.
12. Trafododd aelodau'r Bwrdd y materion yn ymwneud â defnyddio tystiolaeth. Nodwyd penodiad Pennaeth Gwybodaeth a Thystiolaeth newydd. Tynnodd aelodau'r Bwrdd sylw at yr angen i sicrhau bod y tudalennau gwe ar gyfer yr Adroddiad ar Sefyllfa Adnoddau Naturiol (SoNaRR) mewn fformat hygyrch ac yn destun diweddarau parhaus drwy gydol y rhaglen bum mlynedd. Gofynnwyd am linell amser o ran pryd fyddai pob un o'r cynhyrchion hyn ar gael ar y wefan. Pwysleisiwyd y berthynas rhwng canfyddiadau SoNaRR â chanlyniadau'r Adolygiad Sylfaenol.

CAM GWEITHREDU: Llinell amser i'w darparu i aelodau'r Bwrdd ar gyfer argaeledd cynnyrch SoNaRR ar y wefan.

13. Trafododd aelodau'r Bwrdd y mesur 'Ymateb i ddigwyddiadau categori uchel o fewn pedair awr', a raddiwyd fel Oren. Y targed oedd 95%, a nodwyd bod y perfformiad yn 93% ar gyfer Chwarter 1. Roedd aelodau'r Bwrdd yn pryderu bod y nifer uchel o staff mewn rolau Penodiad Cyfnod Penodol yn effeithio ar berfformiad yn erbyn y mesur hwn a thrafodwyd y mater hwn. Dywedodd y Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol wrth y Bwrdd mai dim ond tua 10% o'r gweithlu oedd yn Benodiadau Cyfnod Penodol a bod angen mwy o waith ar y mater hwn. Cadarnhaodd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol fod cyfrifoldeb cynllunio'r gweithlu wedi'i drosglwyddo i arweinwyr y sefydliad er mwyn penderfynu ar eu blaenoriaethau o fewn eu lwfans cyllideb. Gofynnwyd am nodyn ynghylch hyn ar gyfer y cyfarfod nesaf.

CAM GWEITHREDU: Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol i ddarparu nodyn briffio i'r Bwrdd ar Benodiadau Cyfnod Penodol.

14. Trafodwyd rhai o'r materion sy'n ymwneud â choedwigaeth a phren. Eglurwyd y broses ragweld a'r targedau ar gyfer gwerthu pren. Ystyriwyd y pwysau a'r materion gwahanol sy'n ymwneud ag ehangu gorchudd coedwigoedd yng Nghymru. Cwestiynwyd y detholiad o rywogaethau i'w plannu a chadarnhawyd bod y plannu'n seiliedig ar ofynion UKWAS. Nodwyd, mewn rhai ardaloedd, mai cael gwared ar orchudd coedwig oedd y dull cywir a bod penderfyniadau fel y rhain yn cael eu gwneud yng nghyd-destun Rheoli Adnoddau Naturiol yn Gynaliadwy. Amlygwyd bod effaith clefydau coed a'r effaith ddramatig ar Ystad Goed Llywodraeth Cymru a'r cyflenwad o bren o safon yn fater o bwys. Cytunwyd y byddai ymweliad safle i weld Cynllun Adnoddau Coedwigaeth yn ddefnyddiol ac y byddai hyn yn cael ei drefnu gyda'r Uwch Gyngorydd Arbenigol, Iechyd Planhigion. Gofynnodd aelodau'r Bwrdd am bapur cryno yng nghyfarfod nesaf y Bwrdd sy'n ymgorffori'r problemau sy'n ymwneud â choedwigaeth a phren a chanlyniadau'r gwaith ymchwil manwl ar bren. Cytunodd y Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol i gynnal rhai ymweliadau lleol ar gyfer aelodau newydd y Bwrdd.

CAM GWEITHREDU: Papur cryno ar broblemau coedwigaeth a phren i'w ddarparu yng nghyfarfod nesaf y Bwrdd.

CAM GWEITHREDU: Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Gwybodaeth i gynnal ymweliadau safle lleol sy'n canolbwyntio ar goedwigaeth ar gyfer aelodau newydd y Bwrdd ac i drefnu ymweliad safle coedwig i aelodau'r Bwrdd weld Cynllun Adnoddau Coedwigaeth.

Eitem 7: Adroddiad Chwarter 1 Lles, Iechyd a Diogelwch

Cyflwynydd: Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch (*Microsoft Teams*)

15. Cyflwynodd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yr eitem, a darparodd y Rheolwr Lles, Iechyd a Diogelwch drosolwg o Adroddiad Lles, Iechyd a Diogelwch Chwarter 1. Roedd y digwyddiad darnau cadwyn (chainshot) wedi'i gau, a byddai'r Awdurdod Gweithredol Iechyd a Diogelwch yn defnyddio'r digwyddiad fel astudiaeth achos. Amlygwyd gwybodaeth AssessNet am anafiadau beicio mynydd a, lle'r oedd anafiadau wedi'u dod i sylw canolfannau ymwelwyr, byddai'r ardal yn cael ei hasesu, ac ymchwiliadau pellach yn cael eu cynnal yn ôl yr angen. Byddai timau'n cael eu harchwilio ym mis Hydref, Tachwedd a Rhagfyr o ran ISO 45001 y Sefydliad Safonau Prydeinig ar gyfer Iechyd a Diogelwch yn y Gwaith.

16. Soniodd aelodau'r Bwrdd am ganlyniad cadarnhaol y cynnydd sy'n cael ei wneud ar holiaduron cyn-gymhwyso ar gyfer contractwyr a chwsmeriaid sy'n gweithio ar dir CNC.

Eitem 8. Prosiect Cydraddoldeb, Amrywiaeth a Chynhwysiant

Cyflwynwyr: Steve Burton, Pennaeth Rheoli Pobl; Julia Allen, Cynghorydd Arbenigol Arweiniol, Adnoddau Dynol (*Microsoft Teams*)

17. Cyflwynodd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yr eitem, a oedd yn ceisio cael barn a safbwyntiau'r Bwrdd ar Gydraddoldeb, Amrywiaeth a Chynhwysiant i gyfrannu at ddatblygu'r Cynllun Cydraddoldeb, Amrywiaeth a Chynhwysiant. Roedd y papur yn cynnwys y blaenoriaethau allweddol a nodwyd gan y Grŵp Gorchwyl a Gorffen ar Gydraddoldeb, Amrywiaeth a Chynhwysiant, a byddai'r rhain yn sail i'r drafodaeth. Tynnwyd sylw at Gynllun Cydraddoldeb Hiliol drafft Llywodraeth Cymru a'r canlyniadau a'r camau gweithredu arfaethedig ynddo ar gyfer arweinwyr lefel uwch. Dechreuwyd ar y gwaith gyda Sefydliadau Anllywodraethol Amgylcheddol yng Nghymru i ddeall yn well yr hyn a allai fod yn effeithiol ar draws y sector.
18. Croesawyd yr adroddiad gan y Cadeirydd, a gwahoddodd sylwadau gan aelodau'r Bwrdd. Trafodwyd materion yn ymwneud â recriwtio yn fanwl. Cydnabuwyd y cynnydd a wnaed dros y degawdau, er enghraifft, menywod ar Fyrddau ac yn gweithio ym maes gwyddoniaeth, er bod y rhwystrau dylunio cyffredinol i gyflogaeth ac amrywiaeth hiliol yn y sector amgylcheddol yn parhau. Tynnwyd sylw at enghreifftiau o arfer da gan Maxwell Ayamba yn Sheffield. Ystyriwyd bod recriwtio yn allweddol, gan fod amrywiaeth amlwg yn y gweithlu yn debygol o gynyddu'r cyrhaeddiad o ran denu ymgeiswyr amrywiol.
19. Pwysleisiwyd pwysigrwydd ystyried cynhwysiant ar draws y sbectrwm o grwpiau economaidd-gymdeithasol ac ethnig. Byddai ymgysylltu ar draws y gymuned ehangach, gan gynnwys pobl sy'n defnyddio Ystad CNC ac amrywiaeth o fewn y timau sy'n gweithio yn y cymunedau, yn bwysig. Nodwyd yr ystod o rolau sydd ar gael yn CNC a thynnwyd sylw at werth gweithwyr o gefndiroedd amrywiol ar draws y sefydliad. Cydnabuwyd hefyd bwysigrwydd estyn allan i ysgolion ac ymgysylltu â phobl ifanc. Nodwyd gwerth y rhaglen Kickstart. Tynnwyd sylw hefyd at y sesiwn ragorol ar hyfforddiant niwroamrywiaeth.
20. Mynegwyd pwysigrwydd iaith a sut y gallai hyn eithrio'n anfwriadol. Roedd hwn yn ystyriaeth allweddol nid yn unig yn ystod y broses recriwtio ond hefyd yn ystod cyflogaeth. Byddai gweithio gyda phartneriaid a dysgu gan sefydliadau eraill, nid dim ond Sefydliadau Anllywodraethol Amgylcheddol, yn bwysig.
21. Cytunwyd nad oedd unrhyw atebion cyflym i'r mater hwn gan fod prosesau cymdeithasol ehangach ar waith ond roedd aelodau'r Bwrdd yn croesawu'r gwaith sy'n cael ei wneud yn y maes hwn.
22. Ystyriodd y Prif Weithredwr y cwestiwn o'r hyn y gallai arweinwyr ei wneud a chytunodd i gynnwys nod gwrth-hiliaeth o fewn ei hamcanion. Nodwyd bod newid yn deillio o arweinyddiaeth weladwy a gweithredol, felly byddai angen i bawb feddwl am yr hyn y gellid ei wneud ynghylch hyn. Byddai hyn yn cael ei ystyried ymhellach yn y cyfarfod nesaf.

CAM GWEITHREDU: Dylid ailedrych ar rôl arweinwyr o ran Cydraddoldeb, Amrywiaeth a Chynhwysiant yn y cyfarfod nesaf.

23. Cytunwyd y byddai Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol, fel un o Ymddiriedolwyr Chwarae Teg, yn cefnogi llwybr lleoli i lefel Anweithredol.

Eitem 9. Cyflawni ar y Môr a'r Arfordir a Chyflwyniad Lle

Cyflwynwyr: Rhian Jardine, Pennaeth DPAS a Gwasanaethau Morol; Andrea Winterton, Rheolwr Gwasanaethau Morol; Pete Jordan, Rheolwr Gwasanaeth Cyngori Cynllunio Datblygu; Mary Lewis, Rheolwr Mannau Cynaliadwy Tir a Môr (*yn y cnawd*)

24. Darparodd y Rheolwr Mannau Cynaliadwy Tir a Môr gyflwyniad ar y meysydd allweddol ar gyfer cyflawni strategol. Roedd y papur yn cynnig manylion ar draws y rhaglen. Rhannwyd siart trefniadaeth y Gwasanaethau Morol. Disgrifiwyd y dull rheoli addasol a sut roedd yn cael ei ddefnyddio mewn prosiectau ynni llanw. Amlygwyd pwysigrwydd ymchwil a thystiolaeth ac esboniwyd enghraifft o'r ymchwil i storio carbon yn yr amgylchedd arfordirol. Disgrifiwyd cyflwr safleoedd gwarchodedig ac asesiadau cyflwr safleoedd dangosol a'u defnydd mewn cyngor. Roedd cynefinoedd mewn cyflwr anffafriol oherwydd ansawdd dŵr yn amlygu pwysigrwydd ansawdd dŵr o'r tarddiad i'r môr. Disgrifiwyd yr heriau sy'n ymwneud â'r Rhaglen Ynni Adnewyddadwy ar y Môr a phwysigrwydd cydweithio â Llywodraeth Cymru a phartneriaid.
25. Rhoddodd Pennaeth DPAS a Gwasanaethau Morol gyflwyniad dwyieithog a oedd yn rhoi'r wybodaeth ddiweddaraf am y cynnydd ar lawr gwlad a sut y mae'r nodau strategol yn cyflawni Rheoli Adnoddau Naturiol yn Gynaliadwy. Rhannwyd astudiaeth achos ar fonitro morol. Disgrifiwyd yr her a'r gost o fonitro'r amgylchedd morol. Roedd opsiynau ar gyfer rhaglen monitro bioamrywiaeth forol integredig yn y DU yn cael eu datblygu a rhannwyd yr opsiwn y mae Cymru'n ei ffafrio, a fyddai'n golygu cynnydd sylweddol mewn monitro ond hefyd yn y costau. Roedd achos busnes wedi'i gyflwyno i Defra (Adran yr Amgylchedd, Bwyd a Materion Gwledig) ond roedd hyn wedi'i ohirio oherwydd COVID.
26. Cyflwynodd y Rheolwr Gwasanaethau Morol drosolwg o gyllid cyfalaf Natura 2000 i wella bioamrywiaeth forol yng Nghymru yn 2020/21. Tynnwyd sylw at yr heriau o ran cyflawni o fewn un flwyddyn. Hysbyswyd aelodau'r Bwrdd am y gwaith monitro a'r offer a brynwyd a'r prosiectau gyda phartneriaid a oedd yn digwydd. Rhannwyd fideo byr yn dangos lluniau prin o faelgi yn nyfroedd Cymru. Esboniwyd sut mae pysgodfeydd cocos yn cael eu rheoli. Rhannwyd safleoedd Ynni Adnewyddadwy ar y Môr a'r heriau sy'n ymwneud â'r technolegau newydd, eu maint a'u cymhlethdod. Esboniwyd yr astudiaeth achos ym Morlais. Roedd dull rheoli addasol ar waith a rhannwyd lefel y craffu.
27. Cyflwynodd Rheolwr y Gwasanaeth Cynghori Cynllunio Datblygu drosolwg o'r Gwasanaeth Cynllunio Datblygu a'r prif fathau o ganiatâd. Disgrifiwyd swyddogaeth CNC fel ymgynghorai statudol i'r broses gynllunio a nifer y ceisiadau. Cynhaliwyd gwelliant parhaus ac esblygiad gan ystyried adborth cwsmeriaid. Disgrifiwyd yr ystod o waith achos a gynhaliwyd ar draws y sbectrwm o bynciau.
28. Diolchodd y Cadeirydd i'r tîm am gyflwyniad rhagorol a gwahoddodd drafodaeth gan y Bwrdd.
29. Croesawyd y defnydd cynyddol o dechnoleg, ond gofynnwyd cwestiynau am y posibilrwydd o rannu gwybodaeth a thystiolaeth ag eraill ac nid dim ond y rhai hynny o'r sector amgylcheddol. Cadarnhawyd bod technoleg yn cael ei defnyddio fel adnodd ychwanegol ac ystyriwyd hyd a lled y cyfleoedd. Rhannwyd tystiolaeth drwy gyhoeddi a'r cyngor sydd ar gael ar y wefan. Tynnwyd sylw at gynnwys partneriaid a gwirfoddolwyr a gynorthwyir gan grant drwy wyddoniaeth dinasyddion. Cafwyd ymgysylltu â phartneriaid ymchwil, yn enwedig mewn meysydd lle nad oedd adnoddau CNC ar gael. Trafodwyd effaith ansawdd dŵr ar statws anffafriol cynefinoedd.
30. Ystyriodd aelodau'r Bwrdd y datblygiadau mewn prosiectau ynni morol a mynegwyd pryderon rhai rhanddeiliaid ar lefel y cyfle i ymgysylltu. Nodwyd y cynnydd mawr mewn gwaith yn y maes hwn fel maes pryder posibl ac a fyddai angen staff ychwanegol i fynd i'r afael â hyn. Nodwyd bod gwaith ymchwil manwl Llywodraeth Cymru ar ynni adnewyddadwy i fod i ddigwydd cyn bo hir. Byddai angen ystyried rôl gwasanaethau dewisol a chodi tâl yng nghyd-destun yr Adolygiad Sylfaenol.

31. Trafodwyd rôl morfa heli o ran storio carbon a'i chymharu â choetiroedd. Roedd gan aelodau'r Bwrdd ddiddordeb yn y posibiladau o garbon glas a manteision cynefinoedd morol ac arfordirol wedi'u hadfer.
32. Ystyriwyd materion yn ymwneud ag iechyd a diogelwch. Darparwyd enghreifftiau o'r hyfforddiant gofynnol a'r arferion gwaith arferol a oedd yn cael eu dilyn.

- Daeth cyfarfod y Bwrdd i ben -

Eitem 10. Sesiwn holi ac ateb cyhoeddus

33. Gwahoddodd y Cadeirydd gwestiynau gan y cyhoedd.
34. Roedd Gareth Wardell wedi cyflwyno cwestiwn cyn y cyfarfod ar orlifoedd storm cyfunol ac roedd yn awyddus i sicrhau nad oedd y mater yn mynd ar goll. Ymatebodd Cyfarwyddwr Gweithredol Gweithrediadau fod gwaith ar y pwnc yn parhau gydag Ofwat a'r cwmnïau dŵr. Darparwyd cyngor ac arweiniad ynghyd â gorfodaeth yn ôl yr angen pan oedd materion yn codi yn sgil adroddiadau neu fonitro.
35. Gofynnodd Mr Wardell gwestiwn atodol ar y materion sy'n ymwneud â gorlifoedd storm cyfunol a thrwyddedu cysylltiedig. Ymatebodd Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu i gadarnhau bod gorlifoedd storm cyfunol yn cael eu hadolygu i sicrhau bod trwydded gan bob gorlif storm cyfunol a'u bod yn cael eu monitro.
36. Cytunwyd y byddai papur briffio am orlifoedd storm cyfunol yn cael ei baratoi ar gyfer Mr Wardell.

CAM GWEITHREDU: Papur briffio i grynhoi'r gwaith parhaus ar orlifoedd storm cyfun i'w anfon at Gareth Wardell.

- Daeth y Cyfarfod Cyhoeddus i ben -

Board Meetings										
Rhif y cam	Categori Cyfarfod	Dyddiad y Cyfarfod	Rhif yr Eitem	Rhif y Para	Paper Sponsor	Cam Gweithredu	Perchennog	Erbyn	Statws	Nodiadau/Diweddariadau
9	Cyhoeddus	26/11/2020	6	20	Prys Davies, Director of Corporate Strategy and Development	CAM GWEITHREDU: Y Cyfarwyddwr Gweithredol Gweithrediadau i drafod gyda Phennaeth Gweithrediadau Gogledd Ddwyrain Cymru y syniad o gynnal trafodaeth yn y dyfodol gyda'r Bwrdd ynghylch y cyfyngiad 4 awr ar ymateb i ddigwyddiadau.	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau'r De	27/01/2022	Ongoing	Fe'i hychwanegwyd at y rhestr o eitemau trafod strategol posibl, cyflwyniadau Lle, sesiynau Tystiolaeth ac ymweliadau â safleoedd. Awgrymir y dylai fod yn eitem drafod strategol yng nghyfarfod y Bwrdd ym mis Medi ac y dylem ohirio cau pen y mwdwl ar themâu'r trafodaethau strategol eraill er mwyn darparu ar gyfer hyn. Fe'i hychwanegwyd at Ragolwg Tachwedd. Dylid ei ystyried fel rhan o'r eitem ar themâu trawsbynciol y Cyflwyniad Lle a symudwyd i gyfarfod y Bwrdd ym mis Ionawr 2022.
10	Cyhoeddus	26/11/2020	8	31	Gareth O'Shea, Executive Director of Operations South	CAM GWEITHREDU: Pennaeth Gweithrediadau'r De Orlewin i ddarparu nodyn i'r Bwrdd yn ymwneud â dulliau arloesol newydd/technolegau newydd/dulliau a ddefnyddiwyd, sydd wedi helpu'r tîm gweithrediadau yn ystod Covid.	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau'r De	20/12/2020	Ongoing	Gofynnwyd am ddiweddariad ar 13/07/2021 Gofynnwyd am ddiweddariad ar 02/09/2021 Gofynnodd Martyn a Gareth am ddiweddariad ar 22/10/21
24	Cyhoeddus	24/03/2021	4	10	Clare Pillman CEO	CAM GWEITHREDU: Yr Ysgrifenyddiaeth i holi ynghylch argaeledd ar gyfer Diwrnod Datblygu'r Bwrdd ym mis Gorffennaf i ganolbwyntio ar fyfyrto a newidiadau yn y dyfodol ar ôl Covid.	Yr Ysgrifenyddiaeth	31/03/2022	Ongoing	Mae'r Cadeirydd wedi cadarnhau y bydd Diwrnodau Datblygu'r Bwrdd yn cael eu gohirio hyd nes y gellir cynnal cyfarfodydd wyneb yn wyneb.
81	Cyhoeddus	23/09/2021	6	12	Clare Pillman CEO	CAM GWEITHREDU: Dylid rhoi amserlen i aelodau'r Bwrdd ar gyfer argaeledd cynhyrchion SoNaRR ar y wefan.	Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol Catrin Hornung, Pennaeth Cyfathrebu a Chysylltiadau Allanol	01/11/2021	Ongoing	
82	Cyhoeddus	23/09/2021	6	13	Clare Pillman CEO	Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol i roi nodyn briffio i'r Bwrdd ynghylch FTA.	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol	08/11/2021	Ongoing	Mae'r nodyn briffio'n cael ei baratoi a bydd yn cael ei ddsbarthu yn ystod yr wythnos sy'n dechrau ar 8 Tachwedd.
83	Cyhoeddus	23/09/2021	6	14	Clare Pillman CEO	CAM GWEITHREDU: Papur cryno'n ymwneud â choedwigaeth a materion pren i'w ddarparu ar gyfer cyfarfod nesaf y Bwrdd.	Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol	07/01/2022	Ongoing	Ar yr agenda ar gyfer cyfarfod y Bwrdd ym mis Ionawr.
84	Cyhoeddus	23/09/2021	6	14	Clare Pillman CEO	CAM GWEITHREDU: Y Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol i drefnu i aelodau newydd y Bwrdd ymweld â safleoedd choedwigaeth lleol. Trefnu ymweliad â safle coedwig ar gyfer aelodau'r Bwrdd er mwyn iddynt allu gweld Cynllun Adnoddau Coedwig.	Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol	01/11/2021	Completed	Ymwelodd tîm CNC ac aelodau newydd y Bwrdd â Threherbert a phrosiect 'Croeso i'n Coedwig' Skyline ar 11 Hydref 2021
85	Cyhoeddus	23/09/2021	8	22	Prys Davies Executive Director CS&D	CAM GWEITHREDU: Ailystyried rôl arweinwyr mewn perthynas ag EDI yn ystod y cyfarfod nesaf.	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol	07/01/2022	Ongoing	Bydd hyn yn cael ei ystyried fel rhan o'r eitem EDI y bwriadwn ei chynnwys yng nghyfarfod y Bwrdd ym mis Ionawr.
86	Cyhoeddus	23/09/2021	10	38	Sir David Henshaw	CAM GWEITHREDU: Anfon nodyn briffio yn crynhoi'r gwaith parhaus ar orlloedd dŵr storm cyfunol at Gareth Wardell.	Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu	22/10/2021	Ongoing	Mark Squire i baratoi nodyn briffio cyhoeddus lefel uchel. Nadia i'w gymeradwyo.



Papur y Bwrdd

Teitl y Papur:	Diweddariad gan y Pwyllgor Archwilio a Sicrhau Risg (ARAC)
Cyfeirnod y Papur:	21-11-B13
Noddir y Papur gan:	Catherine Brown – Cadeirydd ARAC
Cyflwynir y Papur gan:	Catherine Brown

Diben y Papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Mater

1. Mae'r papur hwn yn darparu diweddariad i'r Bwrdd yn dilyn cyfarfod ARAC a gynhaliwyd ar 5 Hydref 2021. Gellir darparu cofnodion y cyfarfod i unrhyw Aelod o'r Bwrdd sydd â diddordeb.
2. Isod, amlygir y materion y mae Cadeirydd ARAC yn ystyried y dylid tynnu sylw'r Bwrdd cyfan atynt.

Diweddariad

Diweddariad Archwilio Cymru – Atodiad Adroddiad Archwilio Cyfrifon (2020/21)

3. Darparodd Archwilio Cymru y wybodaeth ddiweddaraf i ARAC am yr argymhellion yn yr Atodiad Adroddiad Archwilio Cyfrifon, yn benodol y ddau argymhelliad (rheolaethau diogelwch contractau pren a rheoli prydlesi) a dderbyniwyd yn rhannol gan y Rheolwyr.
4. Roedd ARAC yn siomedig o glywed bod problemau o hyd ynghylch pren a chydymffurfiaeth. Gofynnwyd i'r rheolwyr ailystyried a ddylent, mewn gwirionedd, dderbyn canfyddiadau ac argymhellion Archwilio Cymru yn llawn.

Diweddariad Archwilio Mewnol

5. Adolygodd y Pwyllgor dri Adroddiad Archwilio Mewnol ac un adroddiad dilynol. Roedd Adroddiad Archwilio'r Cynllun Statudol a Chyfreithiol yn cynnig barn sicrwydd sylweddol. Roedd yr Adroddiadau Archwilio Ailstocio Pren a Chydweddu Cynllunio Sefydliadol yn cynnig barn gymedrol.
6. Roedd y dilyniant i'r Adroddiad Archwilio Mewnol ar Ddiogelwch Cronfeydd Dŵr yn dangos bod rhywfaint o gynnydd wedi'i wneud o ran gweithredu argymhellion yr

archwiliad gwreiddiol. Gan fod y Bwrdd wedi datgan yn glir ei safbwynt o ran pwysigrwydd hanfodol diogelwch cronfeydd dŵr, buom yn myfyrio ar ddifrifoldeb y sefyllfa ac yn pwysleisio eto pa mor bwysig yw hi i reolwyr gael lefel uchel o sicrwydd personol o ran y meysydd tyngedfennol hyn. Amlygodd canfyddiadau'r adroddiad hwn unwaith eto y problemau diwylliannol o fewn y sefydliad, thema a ddaeth i'r amlwg ym meysydd pren a grantiau, y mae angen canolbwyntio'n barhaus arnynt, ochr yn ochr â'r gwaith Tair Llinell Amddiffyn a'r Ymarfer Sylfaenol.

Risg Newid Hinsawdd yn CNC

7. Yn dilyn y canllawiau Risgiau Newid Hinsawdd a gyhoeddwyd yn ddiweddar ar gyfer ARAC, diweddarwyd y Pwyllgor ynghylch y gwaith a wnaed i asesu sefyllfa bresennol Cyfoeth Naturiol Cymru a chynlluniau i integreiddio risgiau sy'n gysylltiedig â'r hinsawdd ymhellach yn y gofrestr risg strategol.

Chwythu'r chwiban

8. Adolygodd ARAC Adroddiad Blynyddol Chwythu'r Chwiban 2020/21 ac roedd yn falch o glywed nad oedd angen mynd i'r afael ag unrhyw achosion drwy'r Polisi Chwythu'r Chwiban. Rhoddir ystyriaeth yn awr i'r metrigau y gellid eu darparu i ARAC er mwyn bod yn fodlon nad oes gan staff unrhyw bryderon mewn gwirionedd. Bu ARAC hefyd yn craffu ar y Polisi Chwythu'r Chwiban diwygiedig fel rhan o'r adolygiad dwy flynedd.

Sicrwydd Risg Corfforaethol – Gwaith Ymchwil Manwl ar y Gofrestr Risg Strategol

9. Adolygodd ARAC y gwaith ymchwil manwl sydd wedi'i gynnal gan is-bwyllgorau eraill y Bwrdd a nododd fod lefel wahanol o aeddfedrwydd ar draws y pwyllgorau o ran eu hymgysylltiad â'r broses hon. Ailadroddodd ARAC fod angen i'r hyn sy'n cael ei ofyn gan chwaer bwyllgorau fod yn glir – gofynnir iddynt gadarnhau yn eu barn nhw, ar gyfer y risgiau maen nhw'n arwain y gwaith goruchwylio ar eu cyfer, fod y camau lliniaru yn ddigonol i symud y risg o fewn yr archwaeth risg y cytunwyd arni gan y Bwrdd yn unol ag amserlen sy'n ymddangos yn dderbyniol i'r pwyllgor.
10. Bwriedir cynnwys eitem sylweddol i ARAC mis Rhagfyr adolygu'r Gofrestr Risg Strategol. Gwahoddir Cadeirydd/aelod o bob pwyllgor i fynychu'r sesiwn i sicrhau bod barn pob pwyllgor yn cael ei hystyried yn briodol.

Adolygiad Effeithiolrwydd ARAC 2021

11. Cytunodd ARAC ar y trefniadau ar gyfer Adolygiad Effeithiolrwydd ARAC 2021. Mae dull gweithredu gwahanol yn cael ei ddefnyddio eleni a fydd, gobeithio, yn cynorthwyo ARAC i ddeall a yw'r Pwyllgor yn diwallu anghenion y Bwrdd, y Tîm Gweithredol a'r Grŵp Tîm Arweinyddiaeth.



Teitl y Papur:	Diweddariad gan y Pwyllgor Rheoli Perygl Llifogydd (FRMC)
Cyfeirnod y Papur:	21-11-B15
Noddir y Papur gan:	Julia Cherrett, Cadeirydd yr FRMC
Cyflwynir y Papur gan:	Geraint Davies, Aelod o'r FRMC

Diben y Papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Mater

1. Mae'r papur hwn yn darparu diweddariad byr i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Rheoli Perygl Llifogydd a gynhaliwyd ar 12 Hydref 2021.

Diweddariad

Aelodaeth o'r Pwyllgor

2. Mae Paul Griffiths a Calvin Jones wedi ymuno â'r pwyllgor, a dyma oedd eu cyfarfod cyntaf. Cynhaliwyd sesiwn ragarweiniol fer ar gyfer yr aelodau newydd cyn i'r prif gyfarfod ddechrau.

Rhaglen Gweithredu ar gyfer Adolygu ac Adfer yn dilyn Llifogydd

3. Ystyriwyd yr adroddiad cynnydd cryno ar gyfer y Rhaglen. Nodwyd bod pum cam gweithredu wedi'u cwblhau ers mis Gorffennaf a bod 12 cam gweithredu wedi symud i'r cam cyflawni. Oren yw'r rhaglen, ac archwiliwyd elfennau allweddol y 'llwybr i wyrdd'. Y materion allweddol y mae angen canolbwyntio arnynt oedd yr ymgyrch recriwtio bresennol a'r ymgynghoriad parhaus ynghylch rota. Byddai'n ddefnyddiol canolbwyntio ar y camau allweddol sy'n deillio o'r 74 o argymhellion a rhoi trefniadau wrth gefn ar waith ar gyfer y camau gweithredu tymor hwy. Cafwyd trafodaeth am barodrwydd ar gyfer y gaeaf, ac awgrymwyd y dylid cael eitem ar hyn ym Mwrdd mis Tachwedd.
4. Cymeradwyodd y Pwyllgor, yn amodol ar rywfaint o ail-eirio, y newidiadau i gysoni 10 argymhelliad adroddiad yr Adolygiad Tir o dan 4 ffrwd waith er mwyn gallu canolbwyntio'n well ar bethau allweddol y gellir eu cyflawni. Pwysleisiodd yr Aelodau

yr angen am ddangosyddion a cherrig milltir cyflawni, a bydd y rhain yn cael eu cynnwys mewn adroddiadau yn y dyfodol.

Y Rhaglen Gyfalaf

- Adroddwyd mai gwerth presennol y rhaglen oedd £20 miliwn yn erbyn cyllideb o £17 miliwn, gyda'r sylw bod y lefel hon o or-raglennu yn nodweddiadol yr adeg hon o'r flwyddyn ac y bydd yn lleihau. Roedd swyddogion yn hyderus y bydd y gyllideb yn cael ei defnyddio, er bod risgiau prosiect yn bodoli bob amser wrth gwrs. Cymeradwyodd y Pwyllgor y cynllun tymor canolig ar gyfer y blynyddoedd i ddod.

Cronfeydd dŵr

- Adroddodd swyddogion fod ein hadroddiad bob dwy flynedd ar ddiogelwch cronfeydd dŵr yng Nghymru (2019-21) wedi'i ddarparu i'r Gweinidog Newid Hinsawdd, yn unol â gofynion y Ddeddf Cronfeydd Dŵr, a'i fod bellach wedi'i gyhoeddi ar ein [gwefan yma](#). Adroddodd swyddogion hefyd ar gamau parhaus i ddatblygu ein dulliau rheoleiddio i sicrhau diogelwch ymhellach.

Risg strategol wrth reoli digwyddiadau

- Ystyriodd y Pwyllgor y risgiau a'r camau rheoli a oedd yn gysylltiedig â rheoli digwyddiadau (Risg Strategol SR09). Roedd y drafodaeth yn cynnwys sut rydym wedi nodi camau gweithredu i leihau i'r sgôr targed o 9 (sy'n oren) dros gyfnod o 12-18 mis, ond nid dyna derfyn ein huchelgais a byddem yn bwriadu mynd ymhellach yn y dyfodol i weithio tuag at sgoriau gwyrdd, os yn bosibl.

Ystyried Achosion Busnes

- Ystyriwyd yr Achosion Busnes Llawn ar gyfer y cynlluniau sylweddol yn Stephenson Street (Casnewydd) a Rhydaman. Yn dilyn trafodaeth a chwestiynau, mynegodd yr FRMC eu cefnogaeth i'r achosion hyn a chytundeb iddynt gael eu cymeradwyo gan y Bwrdd.

Busnes allweddol arall

- Rhannwyd a thrafodwyd y Llythyr Cylch Gwaith ar gyfer Rheoli Perygl Llifogydd gan y Gweinidog. Croesawyd y gydnabyddiaeth yn y llythyr hwnnw o'r heriau sydd o flaenau pob sefydliad yn wyneb yr argyfwng hinsawdd, ond mae hyn yn cael ei gydbwyso â realiti'r cyfyngiadau o ran adnoddau sydd gan CNC. Fodd bynnag, mae swyddogion o'r farn bod modd cyflawni'r camau gweithredu penodol yn y llythyr ar gyfer y flwyddyn 2021/22.
- Dywedodd swyddogion wrth yr aelodau fod yr adroddiad blynyddol ar gyfer rheoli perygl llifogydd wedi'i gwblhau, a'i fod bellach wedi'i gyhoeddi ar ein [gwefan yma](#). Dyma'r tro cyntaf i CNC gwblhau adroddiad o'r fath. Fe'i cynhyrchir am sawl rheswm, gan gynnwys adrodd ar gyflawni i Lywodraeth Cymru a rhannu gyda rhanddeiliaid.



Papur y Bwrdd

Teitl y Papur:	Diweddariad y Pwyllgor Ardaloedd Gwarchoddedig (PrAC)
Cyfeirnod y Papur:	21-11-B16
Noddir y Papur gan:	Rosie Plummer – Cadeirydd PrAC
Cyflwynir y Papur gan:	Rosie Plummer

Diben y Papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Mater

1. Mae'r papur hwn yn darparu diweddariad i'r Bwrdd yn dilyn cyfarfod PrAC a gynhaliwyd ar 5 Hydref 2021. Mae cofnodion y cyfarfod ar gael ar Diligent i holl aelodau'r Bwrdd sydd â diddordeb.
2. Isod, amlygir y materion y mae Cadeirydd PrAC yn ystyried y dylid tynnu sylw'r Bwrdd cyfan atynt.

Diweddariad

Rhaglen Tirweddau Dynodedig Integredig

3. Cafodd y Rhaglen Tirweddau Dynodedig Integredig ei hystyried gan Fwrdd CNC bythefnos cyn cyfarfod PrAC, felly rhoddwyd diweddariad cynnydd llafar i'r Pwyllgor y tro hwn.
4. Bydd PrAC yn cael diweddariad sylweddol yn y cyfarfod nesaf (1 Chwefror 2022) ar: y mecanweithiau sy'n cael eu datblygu i sicrhau llywodraethu da; gwaith rhag-sgrinio ar gyfer proses ddynodi'r Parc Cenedlaethol; canlyniad y trafodaethau lefel uchel gyda'r awdurdodau lleol dan sylw; manylebau prosiect ac; ansawdd a chadernid y dystiolaeth angenrheidiol i ategu'r broses. Roedd proses ddiwygiedig ac wedi'i moderneiddio ar gyfer asesu'r achos dros ddynodiadau tirwedd statudol hefyd yn cael ei pharatoi i'w thrafod yng nghyfarfod mis Chwefror.
5. Ni chafwyd ymateb ffurfiol gan Lywodraeth Cymru mewn perthynas â cheisiadau penodol am adnoddau i CNC ymgymryd â'r broses erbyn dyddiad cyfarfod PrAC, ond roedd y Pwyllgor yn cytuno na allai CNC ymgymryd â phroses nad oedd digon o adnoddau ar gael ar ei chyfer.

- Bydd y Pwyllgor yn cael yr wybodaeth ddiweddaraf am y gwaith 30 x 30 a rôl CNC o ran helpu i gyrraedd y targed hwn, yn y cyfarfod nesaf.

Prosiect Cwblhau Rhwydwaith Ardaloedd Morol Gwarchodedig

- Diweddarwyd PrAC ynghylch cyfraniad CNC i'r rhaglen waith i nodi Ardaloedd Morol Gwarchodedig newydd. Mae'r prosiect hwn yn cynorthwyo Llywodraeth Cymru i gyflawni ei rhwymedigaethau, a sbardunau ehangach o ran gwella ecosystemau o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol.

Rhaglen Gyflenwi Safleoedd Gwarchodedig

- Ym mis Mehefin 2021, cynhaliodd y Pwyllgor waith ymchwil manwl ar y mesur yn y cynllun busnes – *'Cymryd camau blaenoriaeth ar safleoedd gwarchodedig i wella cyflwr nodweddion'* oherwydd symud o statws gwyrdd i statws coch yn yr Adroddiad Diwedd Blwyddyn. Diweddarwyd y Pwyllgor eto ym mis Hydref ar gwblhau'r camau gweithredu arfaethedig yn y rhaglen gyflawni ar gyfer safleoedd gwarchodedig a'r cynnydd sy'n cael ei wneud i sicrhau bod gwelliannau'n parhau i gael eu gwneud yn y maes hwn. Bydd PrAC yn cael ei ddiweddarau ymhellach yn y cyfarfod nesaf i sicrhau bod y rhaglen waith hon ar y trywydd iawn, yn ogystal â chael gwybod yn gynt os daw unrhyw broblemau i'r amlwg.

Adolygiad Effeithiolrwydd Blynyddol

- Bydd Adolygiad Effeithiolrwydd blynyddol y Pwyllgor yn dechrau ym mis Tachwedd 2021. Bydd holiadur gyda llai o gwestiynau yn cael ei ddefnyddio ar gyfer aelodau'r Pwyllgor a'r rhai sy'n mynychu cyfarfodydd yn rheolaidd/achlysurol ar gyfer yr adolygiad hwn. Bydd y canlyniadau'n cael eu hadolygu yng nghyfarfod mis Chwefror.

Llywodraethu PrAC

- Mae PrAC yn parhau i fod yn awyddus i sicrhau cadernid y Pwyllgor drwy gael aelodau sy'n meddu ar yr arbenigedd a'r hyfforddiant priodol.
 - Mae hyfforddiant cyfreithiol ar safleoedd gwarchodedig yn cael ei drefnu, nid yn unig er budd yr aelod newydd o'r PrAC, Mark McKenna, ond i ddiweddarau gwybodaeth yr aelodau presennol hefyd. Mae'n debygol y bydd gan y Pwyllgor dri hysbysiad safle gwarchodedig i'w hystyried ym mis Mehefin 2022. Mae trefniadau cynnar yn cael eu gwneud i hwyluso'r cyfarfodydd ychwanegol hyn er mwyn sicrhau cworwm.
 - Bydd sesiwn friffio hefyd yn cael ei threfnu ar gyfer aelodau ar y broses ddynodi i'w helpu i gefnogi'r rhaglen waith hon yn well.

Papur y Bwrdd

	Manylion y Papur
Teitl y Papur:	Adroddiad Perfformiad Chwarter 2 2021/22
Cyfeirnod y Papur:	21-11-B17
Noddir y Papur gan:	Clare Pillman, Prif Weithredwr
Cyflwynir y Papur gan:	Y Tîm Gweithredol
Diben y Papur	Craffu
Argymhelliad	<p>Gofynnir i'r Bwrdd graffu ar berfformiad Cyfoeth Naturiol Cymru ar gyfer ail Chwarter 2021/22 ac ystyried yn benodol:</p> <ul style="list-style-type: none">• Y cynnydd yn erbyn pob mesur a adroddwyd ar Ddangosfwrdd Perfformiad y Cynllun Busnes• Camau y mae Cyfoeth Naturiol Cymru yn eu cymryd• Alldro diwedd blwyddyn a ragwelir ar gyfer pob mesur

Mater

1. Mae'r adroddiad perfformiad hwn yn seiliedig ar y mesurau a gadarnhawyd gan y Bwrdd ochr yn ochr â Chynllun Busnes 2021/22. Gofynnir i'r Bwrdd graffu ar yr adroddiad sy'n cael ei gyhoeddi ar ein gwefan.

Cefndir

2. Adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes yw un o brif ffyrdd y Bwrdd o graffu ar ein gwaith cyflawni.
3. Datblygwyd yr Adroddiad Perfformiad (Atodiad 1) fel rhan o'r broses o baratoi Cynllun Busnes 2021/22 gyda'r Bwrdd a'r Tîm Gweithredol, gan weithio'n agos gyda'r Tîm Arwain.

4. Mae'r adroddiad yn cynnwys:

- **Dangosfwrdd** sy'n rhoi trosolwg o berfformiad yn erbyn mesurau 2021/22 sydd wedi'u cyflwyno yn ôl Blaenoriaeth Strategol fel y nodir yn y Cynllun Busnes.
- **Tabl o flaenoriaethau strategol a phynciau** i helpu i lywio'r adroddiad.
- **Crynodeb ar gyfer pob Pwnc** sy'n dangos cynnydd yn ymwneud â'r is-benawdau yn y Cynllun Busnes
- **Manylion ar gyfer pob mesur penodol** gyda sefyllfa diwedd blwyddyn

5. Dyma'r adroddiad cyntaf yn erbyn Dangosfwrdd Perfformiad y Cynllun Busnes ar gyfer 2021/22: mae'n ymwneud â'n Cynllun Corfforaethol hyd at 2022, a fydd bellach yn weithredol tan 2023.

Asesiad

6. Ceir crynodeb o'n perfformiad yn Chwarter 1 isod:

	Chwarter 1 (1 Ebrill – 30 Mehafin 2021)	Chwarter 2 (1 Gorffennaf – 30 Medi 2021)	Chwarter 3 (1 Hydref – 31 Rhagfyr 2021)	Diwedd Blwyddyn Disgwyliedig (31 Mawrth 2022)
Coch	3	2		1
Oren	10	8		5
Gwyrdd	21	24		28
Cyfanswm	34	34		34

7. Gofynnir i'r Bwrdd graffu ar yr adroddiad perfformiad, gan nodi'r canlynol:

- Mae llawer o'n gwaith yn dibynnu ar bartneriaid sydd, yn gwbl briodol, wedi gorfod ailgyfeirio eu gwaith o ganlyniad i COVID-19.
- Er bod cyfyngiadau COVID-19 wedi llacio'n raddol, mae gan lawer o'n staff gyfrifoldebau gofalu a rhai cyfrifoldebau addysgu gartref o hyd: mae staff yn dal i weithio gartref lle mae hynny'n bosibl.
- Mae mesurau mewnol ychwanegol (ar berfformiad taliadau a Chynlluniau Datblygu Personol, er enghraifft) wedi'u cynnwys yn yr adroddiad hwn, gyda thargedau manwl a heriol. Mesurau dros dro yw'r rhain wrth i ni symud tuag at ddangosfwrdd perfformiad mewnol ar wahân a fydd yn eistedd ochr yn ochr â'n hadroddiadau Chwarterol. Adroddir ar y dangosfwrdd perfformiad mewnol o Chwarter 3 a bydd yn seiliedig ar 'fasedged o fesurau' sy'n cael eu monitro'n fewnol ar hyn o bryd gan ein Tîm Arwain. Mae'r mesurau yn cynnwys monitro lechyd a Diogelwch, Damweiniau fu bron â Digwydd, ac roeddent eisoes yn rhan o'r Dangosfwrdd Cynllun Busnes gwreiddiol.

- Byddwn yn parhau i fonitro ein sgoriau Coch / Oren / Gwyrdd diwedd blwyddyn disgwyledig yn ofalus fel y gallwn dynnu sylw at unrhyw newidiadau mewn statws a mynd i'r afael â nhw cyn gynted â phosibl.
8. Isod, rydym wedi tynnu sylw'n fyr at ganfyddiadau'r adroddiad hwn yn ôl Blaenoriaeth Strategol: mae manylion ar gael yn yr adroddiad ei hun.

Ymateb i'r argyfwng hinsawdd

- **Mae gwirio ceisiadau i gynllun Grant Coetir Glastir** ar hyn o bryd yn **Wyrdd**. Ein carreg filltir ar gyfer y mesur hwn yw darparu nifer y ceisiadau a'r arwynebedd ar gyfer rowndiau perthnasol y cynllun. Ar gyfer Rownd 9, rydym yn disgwyl 202 o geisiadau gan Lywodraeth Cymru gyda chyfanswm o 1,698 hectar. Rydym wedi derbyn 156 hyd yma, gyda 123 o gynlluniau rheoli wedi'u cwblhau (sy'n cwmpasu 575 hectar) ac wedi'u dychwelyd i Lywodraeth Cymru. Mae 32 yn mynd rhagddynt gan gyfrif am 392 hectar arall. Mae un cynllun wedi'i dychwelyd i Lywodraeth Cymru heb ei wirio.

Ar gyfer **Cylch 10**, rydym yn disgwyl 140 o geisiadau gwerth gyda chyfanswm o 2,270 hectar. Hyd yma, mae 21 wedi dod i law. O'r rhain, mae 7 wedi'u cwblhau a'u dychwelyd, gan gwmpasu 105 hectar. Mae 14 arall ar y gweill sy'n cwmpasu 41 hectar.

- **Mae ardaloedd o goetir newydd a grëwyd ar Ystad CNC** wedi'i raddio'n **Wyrdd**.
Ein carreg filltir ar gyfer y mesur hwn yw bod â digon o safleoedd ar waith i fod yn hyderus y gallwn gyflawni ein carreg filltir diwedd blwyddyn o gaffael/nodi 150 hectar a phlannu 150 hectar. Rydym wedi cwblhau'r broses o gaffael un safle 27 hectar ac rydym wedi rhoi cyfarwyddyd i gyfreithwyr am bedwar safle arall sy'n cwmpasu 208 hectar. Rydym hefyd yn ymchwilio i 13 safle arall sy'n cwmpasu oddeutu 900 hectar.
- **Mae'r camau sydd wedi'u cymryd i adfer mawndiroedd Cymru** yn cael eu graddio'n **Wyrdd**.
Rydym wedi dyrannu cyfanswm o £600,000 o gyllid i 11 o dderbynwyr ledled Cymru. Mae 9 derbynnydd wedi derbyn ac wedi cyflwyno cynigion gwerth £476,000, ac maent yn cael eu hasesu ar hyn o bryd. Mae contractau gwaith paratoi'r tir wedi'u dyfarnu i ddechrau gwaith adfer ar 34.58 hectar o Ystad Goed Llywodraeth Cymru, gan gynnwys 5 hectar mewn Gwarchodfeydd Natur Cenedlaethol. Ar hyn o bryd, rydym ar y trywydd iawn i gyflawni ein gweithgarwch carreg filltir diwedd blwyddyn o weithgarwch adfer mawndiroedd ar 600 hectar, ac rydym yn disgwyl y byddwn yn Wyrdd ar ddiwedd y flwyddyn.
- **Mae cynnal asedau perygl llifogydd mewn systemau risg uchel ar y cyflwr targed** wedi'i raddio'n **Oren**. Ein targed ar gyfer y mesur hwn yw 98% o asedau perygl llifogydd mewn systemau risg uchel yn y cyflwr targed. Rydym bron iawn â chyflawni hyn. Rydym ar 97.8% ar gyfer Chwarter 2, gwelliant o'n perfformiad o 97.5% yn Chwarter 1. Mae nifer yr asedau Islaw'r Cyflwr Gofynnol wedi gostwng yn ystod Chwarter 2 o 88 i 78. Er mwyn

cyrraedd y targed, ni ddylai fod gennym fwy na 70 o asedau Islaw'r Cyflwr Gofynnol.

Ymateb i'r argyfwng natur

- Mae'r camau â blaenoriaeth sydd wedi'u cymryd ar safleoedd gwarchodedig i wella cyflwr nodweddion** ar hyn o bryd yn **Wyrdd**. Ein targed diwedd blwyddyn yw bod 30% o'r camau gweithredu wedi'u cwblhau neu ar waith. Rydym wedi cwblhau hyn. Roedd 43% o'r camau gweithredu yn y rhaglen waith ar y gweill neu wedi'u cwblhau erbyn diwedd mis Medi: 68 ar y gweill a 41 wedi'u cwblhau. Mae'r rhaglen hon wedi derbyn cyllid cyfalaf ychwanegol gan Lywodraeth Cymru ar gyfer y flwyddyn ariannol hon, sy'n canolbwyntio ar gytundebau rheoli tir Adran 16 gyda pherchnogion a meddianwyr, y Prosiect Twyni Dynamig, Rheoli safleoedd gwarchodedig mewn Ardaloedd o Harddwch Naturiol Eithriadol, y gylfinir, adfer afonydd a phrosiectau morol. Rydym yn parhau i fonitro'r mesur hwn yn ofalus iawn.
- Mae cyflawni camau gweithredu wedi'u targedu ar gyfer rhywogaethau sy'n dirywio neu ar fin diflannu** wedi'i raddio'n **Wyrdd**. Rydym wedi llwyddo i sicrhau cyllid Natur am Byth Cronfa Treftadaeth y Loteri Genedlaethol ar gyfer cam datblygu'r prosiect hwn, a ddechreuodd ar 1 Medi. Rydym wedi recriwtio Rheolwr Prosiect, Uwch Gynghorydd Ymgysylltu a Swyddog Cyllid a Gweinyddu yn ogystal â sicrhau arian cyfatebol o £30,000 gan Lywodraeth Cymru ar gyfer y cyfnod datblygu. Ar hyn o bryd, rydym ar y trywydd iawn i gyrraedd ein carreg filltir diwedd blwyddyn ar gyfer y mesur hwn i adrodd ar ddatblygu blaenoriaethau ar gyfer y Rhaglen Rhywogaethau sy'n Dirywio a disgwyliwn fod yn Wyrdd ar ddiwedd y flwyddyn.
- Mae nifer y Ceisiadau Camau Unioni Mawr UKWAS** ar hyn o bryd yn **Wyrdd**. Yn amodol ar gadarnhad gan y Corff Ardystio, cadwyd yr ardystiad ar gyfer 2021 gydag 1 Cais Camau Unioni Mawr, 1 Cais Camau Unioni Bach a 5 Arsylwad. Yn gyffredinol, dyma'r nifer lleiaf o Geisiadau Camau Unioni ac Arsylwadau am o leiaf 10 mlynedd. Mae hyn yn ganlyniad rhesymol, ond rydym eisiau llai fyth. Mae Ceisiadau Camau Unioni Mawr 2021 bellach wedi cau. Ar ôl derbyn yr adroddiad terfynol, byddwn yn cynllunio ar gyfer cau'r 1 Cais Camau Unioni a'r 4 Arsylwad yn archwiliad 2022. Bydd un Arsylwad yn parhau ar agor yn ystod cyfnod y dystysgrif gyda thystiolaeth o gynnydd yn cael ei darparu'n flynyddol.
- Mae cynnydd ein gwaith i leihau llygredd o fwyngloddiau metel** ar hyn o bryd yn **Oren**. Ein carreg filltir ar gyfer y mesur hwn yw cynhyrchu dyluniad amlinellol pellach a dyluniad manwl pellach. Rydym wedi cwblhau'r dyluniad amlinellol ar gyfer Dargyfeirio Dŵr Wyneb yn Frongoch. Fodd bynnag, ni fyddwn wedi cwblhau dyluniad manwl Esgair Mwyn yn llawn tan Chwarter 3/dechrau Chwarter 4. Ar hyn o bryd, rydym yn disgwyl y byddwn yn Oren ar ddiwedd y flwyddyn oherwydd y penderfyniad i ymgorffori ein gwaith yn Parc mewn prosiect ehangach.

- **Mae cwblhau'r ymchwiliadau cysylltiedig â dŵr sy'n weddill a datblygu Cynlluniau Rheoli Basn Afon wedi'u diweddarw wedi'u graddio'n Goch.** Nid ydym wedi cwblhau'r gweithgaredd hwn. Ein targed ar gyfer Chwarter 2 oedd 270 o ymchwiliadau ynghyd â'r rhai a ddygwyd ymlaen (62) o Chwarter 1. Rydym wedi cwblhau 45 ymchwiliad arall yn Chwarter 2 yn ogystal â'r 73 a gwblhawyd yn Chwarter 1. Ar hyn o bryd, mae llawer o'r staff sy'n gweithio ar yr ymchwiliadau hyn wedi cael eu dargyfeirio i ffrydiau gwaith blaenoriaeth eraill, Datganiadau Ardal, afonydd ACA, a dosbarthiad 2021 er enghraifft. Nid oes gan rai ymchwiliadau ddigon o ddata monitro i alluogi staff i'w cau, felly ni fydd y rhain yn cael eu cwblhau nes bod gwaith monitro pellach wedi'i wneud yn 2022. Achoswyd oedi gyda'r rhaglen hefyd drwy orfod recriwtio Penodiadau Cyfnod Penodol olynol i Dimau Asesu Amgylcheddol a'u hyfforddi'n ddigonol i gynorthwyo gyda'r llwyth gwaith.

Byddwn yn mynd ati i gynnwys tua 100 o ymchwiliadau yn 2022/23 oherwydd y gofynion tymhorol. Byddwn yn ailbroffilio'r rhaglen sy'n weddill ar gyfer Chwarter 3 a Chwarter 4.

Datblygu a defnyddio ein tystiolaeth gyda phartneriaid i ddadlau o blaid SMNR a'i gyflwyno

- **Mae hyrwyddo, annog a dadlau o blaid y defnydd o'r Adroddiad ar Sefyllfa Adnoddau Naturiol** wedi'i raddio'n **Wyrdd** ar gyfer y Chwarter hwn. Rydym yn annog y defnydd o'r dystiolaeth yn SoNaRR2020 i lywio cynlluniau llesiant BGC (Byrddau Gwasanaethau Cyhoeddus) ac yn y System Cynllunio Gwlad a Thref. Byddwn yn parhau i hyrwyddo, annog a dadlau o blaid y defnydd o SoNaRR2020 gyda sefydliadau ledled Cymru. Byddwn yn gweithio gyda Llywodraeth Cymru i sicrhau bod SoNaRR2020 yn ddefnyddiol wrth ddiwygio'r Polisi Adnoddau Naturiol. Fodd bynnag, mae'r amserlen i Lywodraeth Cymru wneud y gwaith hwn wedi newid ac mae bellach y tu allan i'r cyfnod adrodd nesaf felly ni chaiff ei gwblhau erbyn mis Rhagfyr 2021. Ar hyn o bryd, rydym ar y trywydd iawn i gyflawni ein gweithgarwch carreg filltir diwedd blwyddyn sef crynodeb o ymgysylltu, adborth a defnydd o SoNaRR a'r defnydd mewn Datganiadau Ardal yn Chwarter 4.

Datblygu Cyfoeth Naturiol Cymru yn sefydliad rhagorol sy'n gwasanaethu cymunedau Cymru

- **Mae ein hymateb i ddigwyddiadau (categori cychwynnol 'Uchel', o fewn 4 awr)** wedi'i raddio'n **Oren**. Yn ystod y chwarter hwn, mae ein perfformiad yn 89% yn erbyn ein targed o 95%. Y cyfanswm cronol ar gyfer y 12 mis diwethaf yw 91%, gan wneud y mesur hwn yn Oren. Nid ydym ar y trywydd iawn i gyrraedd ein targed diwedd blwyddyn o 95% ac rydym yn disgwyl bod yn Oren ar ddiwedd y flwyddyn. Mae gwelliannau diweddar mewn perfformiad wedi'u llywio'n rhannol gan waith swyddogion ar gontractau cyfnod penodol,

ac mae'r rhan fwyaf ohonynt bellach wedi symud i rolau parhaol mewn manau eraill. Mae hyn yn arwain at ostyngiadau clir mewn perfformiad. Rydym am ymestyn neu recriwtio 4 swydd i helpu yn y dyfodol.

Byddwn yn parhau i bwysu am welliannau mewn perfformiad, drwy hybu ymwybyddiaeth ymhlith staff o'r angen i gofnodi'n amserol ac yn gywir eu hymateb i ddiwyddiadau Lefel Uchel cychwynol. Mae hyn yn hanfodol o gofio bod y rhan fwyaf o fethiannau perfformiad yn deillio o wybodaeth sydd ar goll neu wedi'i cham-gofnodi. Byddwn hefyd yn parhau i symleiddio ein proses a gwella'r defnydd o System Hysbysu am Ddiwyddiadau Cymru a'i hygyrchedd i helpu'r defnyddiwr a gwella ein sylfaen dystiolaeth am ddiwyddiadau.

- **Mae perfformiad safleoedd a reoleiddir a gollyngiadau ansawdd dŵr** yn cael ei raddio'n **Wyrdd**. Ein targed ar gyfer y mesur hwn yw pennu ymateb rheoleiddio priodol o fewn 6 mis i 75% o achosion o dor cydymffurfiaeth categori 1 a chategori 2. Cafwyd 8 achos o dorri amodau cydymffurfio categori 1 a chategori 2 yn y chwarter hwn ac mae 100% wedi bod yn destun ymateb priodol. Mae hyn yn ostyngiad sylweddol o'i gymharu ag adroddiadau chwarterol blaenorol.
- **Mae gwneud taliadau ar amser yn Goch** ar hyn o bryd gan ein bod yn llwyddo i wneud hyn mewn 89% o achosion, yn erbyn ein targed o 95%. Mae hyn oherwydd lefelau salwch anarferol o uchel ymhlith staff. Mae hyn yn welliant ar y chwarter blaenorol, sef 79%. Rydym wedi bod yn canolbwyntio ar glirio'r ôl-groniad o anfonebau yn y blwch negeseuon e-bost. Ar hyn o bryd, mae'r tîm yn gweithredu anfonebau sy'n dair wythnos oed ac mae angen i ni gael hyn dan reolaeth eto er mwyn talu anfonebau o fewn 30 diwrnod i ddyddiad yr anfoneb a fydd yn ein galluogi i fodloni ein targed.

Er mwyn bodloni'r targed, byddwn yn cynyddu'r lefelau staffio dros dro, a bydd yn cymryd 4-6 wythnos i weld effaith hynny. Ar hyn o bryd, nid yw aelodau'r tîm Taliadau Cyllid Trafodion yn ateb galwadau i'r tîm Derbyn Cyfrifon yn ôl eu harfer, i ganolbwyntio ar yr ôl-groniad. I'r dyfodol, rydym yn gobeithio hyfforddi aelodau'r tîm Incwm i helpu'r tîm Taliadau yn ystod cyfnodau prysur. Mae aelodau'r tîm Taliadau wedi prosesu 4,886 o anfonebau ar gyfer Chwarter 2 o'i gymharu â 4,112 yn y chwarter diwethaf.

Ymateb i'r pandemig COVID-19 a'r DU yn ymadael â'r Undeb Ewropeaidd, gan fanteisio ar gyfleoedd i sicrhau adferiad gwyrdd

- **Mae cyfraniad Cyfoeth Naturiol Cymru ar ôl ymadael â'r UE** wedi'i raddio'n **Wyrdd**. Mae gennym ddiweddariad cynnydd ar gyfer Chwarter 2. Rydym yn parhau i gyfrannu at ddatblygu deddfwriaeth newydd ar ôl ymadael â'r UE, gan gefnogi Llywodraeth Cymru, a chydlynu ymateb cynhwysfawr gan

Cyfoeth Naturiol Cymru. Rydym yn gweithio gydag asiantaethau eraill, staff ar draws Cyfoeth Naturiol Cymru ac Asesydd Interim Diogelu'r Amgylchedd Cymru ar lywodraethu amgylcheddol ac rydym wedi briffio ein Tîm Gweithredol ar yr effaith, y risgiau a'r cyfleoedd hirdymor sy'n gysylltiedig â'r corff goruchwyllo newydd a'i effaith ar waith Cyfoeth Naturiol Cymru. Rydym yn datblygu cynigion ar gyfer rheoli gwaith parhaol newydd ac ychwanegol ar ôl ymadael â'r UE. Byddwn yn gweithio gyda Llywodraeth Cymru ar ddeddfwriaeth newydd, a'r corff goruchwyllo newydd, asiantaethau eraill a staff Cyfoeth Naturiol Cymru.

- **Mae Gweithredu Rhaglen Adnewyddu COVID-19** yn cael ei raddio'n **Oren**. Ein carreg filltir ar gyfer y mesur hwn yw cyflawni yn erbyn ein cynllun rhaglen, gan gynnwys gweithredu mentrau treialon arfaethedig a mesur y buddion cysylltiedig. Yn dilyn ymadawriad Rheolwr y Rhaglen, mae angen i ni recriwtio Rheolwr Gwasanaethau Adnewyddu newydd i arwain y rhaglen waith hon. Rydym wedi gwneud cynnydd da yn erbyn llawer o'r mesurau rhaglen arfaethedig ac mae gennym gynlluniau ar waith ar gyfer y gweddill. Ein prif ffocws ar gyfer gweddill y flwyddyn yw cwblhau'r gyfres arfaethedig o dreialon gweithio hybrid pan fyddwn yn gallu a chael adborth gan ein staff ar ôl iddynt gael y cyfle i weithio mewn amgylchedd swyddfa ddiogel.

Argymhelliad

9. Gofynnir i'r Bwrdd graffu ar yr adroddiad perfformiad ar gyfer Chwarter 2, a chytuno arno, i gadarnhau ei addasrwydd ar gyfer ei gyhoeddi.

Risgiau Allweddol

10. 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 cyflawni ei rôl o graffu ar ddarpariaeth Cyfoeth Naturiol Cymru.
11. Os bydd COVID-19, goblygiadau ymadael â'r UE a digwyddiadau tywydd eithafol yn effeithio arnom ymhellach, mae'n bosibl y caiff staff eu llethu'n llwyr, a bydd gennym lai o allu i ymateb.

Y Camau Nesaf

12. Bydd yr adroddiad perfformiad yn cael ei drafod gyda Llywodraeth Cymru a'i gyflwyno i'r Gweinidog Newid Hinsawdd. Bydd yn cael ei gyhoeddi ar wefan Cyfoeth Naturiol Cymru.
13. Yn Chwarter 3, byddwn yn ychwanegu mesur newydd ar gyfer Natur a Ni (y weledigaeth gyffredin ar gyfer yr amgylchedd naturiol hyd at 2050 rydym yn ei hwyluso). Byddwn hefyd yn cyflwyno adroddiad perfformiad mewnol sy'n cynnwys 'basged o fesurau' sy'n monitro pa mor dda rydym yn rheoli Cyfoeth Naturiol Cymru fel sefydliad. Mae hyn yn golygu y byddwn yn dileu rhai o'n mesurau mewnol sydd

yn yr adroddiad hwn ar hyn o bryd ar gyfer Chwarter 3 ymlaen: bydd y rhain wedyn yn cael eu cynnwys yn y 'fasged o fesurau' perfformiad mewnol.

Goblygiadau Ariannol

14. Nid oes unrhyw oblygiadau ariannol sylweddol o ran darparu'r adroddiad perfformiad ei hun, ond mae'n amlwg bod rhan o'n hadolygiad chwarterol yn ystyried dyraniad ein hadnoddau ac felly mae cysylltiad agos rhwng papurau cyllid a pherfformiad.

Asesiad o'r Effaith ar Gydraddoldeb

15. Mae'r Asesiad o'r Effaith ar Gydraddoldeb perthnasol yn cwmpasu ein Datganiad Lles, Cynllun Busnes 2020/21 a'r Cynllun Corfforaethol hyd at 2022, ac fe'i diweddarwyd ym mis Mawrth 2021.

Mynegai Atodiad

Atodiad 1 – Dangosfwrdd Perfformiad Cynllun Busnes Chwarter 2

Annex 1: Business Plan Performance Dashboard (to Q2)

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

Respond to the Climate Emergency

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

Respond to the Nature Emergency

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

*The [key to green, amber or red performance assessment](#) is on page 63 of this report

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

Current	Measure	Year end	Page
Green	Promote, advocate and encourage use of State of Natural Resources Report	Green	33
Green	Use of Area Statements within NRW to embed priorities and opportunities	Green	35

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

Current	Measure	Year end	Page
Amber	Response to incidents (initial category 'High', within 4 hours)	Amber	38
Green	Performance of regulated sites and water quality discharges	Green	40
Green	Deliver NRW's combined health and educator training	Green	42
Red	Make payments on time	Green	44
Green	Develop and implement a People Strategy for NRW	Green	45
Amber	Staff personal development plans are in place	Green	46
Green	Complete agreed (mandatory) eLearning	Green	47
Green	Equality, Diversity and Inclusion action	Green	48
Green	Wellbeing, health and safety active monitoring undertaken	Green	50
Green	Number of near miss reports	Green	51
Green	Progress the Customer Experience Strategy	Green	53
Amber	Deliver our Stakeholder Engagement Plan	Amber	54
Amber	Implement our Commercial Strategy	Green	56
Green	Timber volume offered to market / sold / dispatched	Green	57

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

Current	Measure	Year end	Page
Green	NRW's contribution following EU Exit	Amber	60
Amber	Implement Covid-19 Renewal programme	Amber	62

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

Respond to the Climate Emergency

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

Respond to the Nature Emergency

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

Developing and using our evidence...

- [Improving and presenting evidence... \(page 32\)](#)
- [Work with Partners and communities using Area Statement \(page 34\)](#)

Developing NRW into an excellent organisation...

- [Responding to and Managing Incidents \(page 37\)](#)
- [Regulation – permitting, regulating and... \(page 39\)](#)
- [Benefitting Communities \(page 41\)](#)
- [Developing our Organisation \(page 43\)](#)
- [Ensuring Everyone's Well-being, Health and Safety \(page 49\)](#)
- [Understand and improve our Customers' Experiences \(page 52\)](#)
- [Making the Most of Commercial Opportunities \(page 55\)](#)

Responding to the Covid-19 pandemic...

- [Providing Advice and Guidance \(page 59\)](#)
- [Delivering our Covid-19 Renewal... \(page 61\)](#)

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

Priority: Responding to the Climate Emergency

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

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

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

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

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

Topic: Reducing Our Carbon Footprint

Topic summary progress:

- A paper summarising the impact of homeworking, due to the Covid-19 pandemic, on NRW emissions was prepared and presented to the CCDCP (Climate Change and Decarbonisation Change Programme) and Renewal Programme boards, both of which endorsed the recommendations made.
- A paper titled 'Principles for Managing NRW's Built Estate in Response to the Climate Emergency'(CE) was prepared and endorsed by the CCDCP and Renewal Programme boards. Both papers provide evidence to NRW to enable informed decisions to be made about how we adopt to new ways of working post pandemic.
- The Carbon Positive (CP) Team are in the process of reviewing the Adfywio (our Covid-19 Renewal programme) workstreams to identify where positive action can be taken on the climate emergency. As part of this process we are also developing a method for incorporating consideration of the CE into the accommodation pilots. CP will be modelling emission impacts of the accommodation pilots and associated transport emissions. These in-year increases in work requirements are having a knock-on impact on delivery of other parts of the programme. There are also delays and issues with the travel actions and use of budget.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Climate emergency across NRW](#)

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

Measure: Climate emergency action across NRW

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

Latest position (to end of September 2021):

- Our **milestone for this measure is to ensure the Renewal process has the evidence required to ensure organisational decarbonisation is embedded in the programme.** We have completed this activity. The Carbon Positive Team have presented two papers to the Renewal Programme Board on i. the Impacts of Covid-19 and homeworking on NRW's emissions and ii. Managing NRW's Built Estate in Response to the Climate Emergency. We are carrying out a review of climate change impacts of the Renewal workstreams. Carbon Positive now have representation on the Renewal Programme. We are also developing an approach to ensure that accommodation pilots consider decarbonisation and the climate emergency with the aim of making recommendations as to how consideration of the climate emergency can be embedded in the process.
- This measure is **green**.

What we are doing next:

- We will complete the review of workstreams (above.), provide a third paper on decarbonisation pathways for our built estate and progress our position on decarbonising procurement and delivery of the case studies. We are working to submit our net zero carbon report status to Welsh Government (WG) early (planned for 2022). Our next **milestone for this measure is to ensure the agreed decarbonisation principles are embedded in the Renewal Programme.**
- We are currently on track to achieve our **year end milestone activity to produce outcome report on delivery of the top ten priority areas of the Climate Change and Decarbonisation Change Programme** in Quarter four. We currently expect we will meet milestones and be green at year end, although actual delivery of actions may be reduced.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
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: Creating New Woodland

Topic summary progress:

- We continue to progress woodland creation on the Welsh Government Woodland Estate.
- We played a key role in the Ministerial 'Deep Dive' on woodland creation and timber use. We are now engaged in taking forward the 39 recommendations and delivering immediate and longer term outcomes. Recommendations 17 and 18 have been implemented.
- We also continue to provide Welsh Government with advice, technical guidance and support.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- Verification of Glastir Woodland grant scheme applications
- Area of new woodland created on the NRW Estate

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

Measure: Verification of Glastir Woodland Grant scheme applications

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

Latest position (to end of September 2021):

- Our **milestone for this measure is to provide the number of applications and area** for the relevant scheme rounds.
- We have completed this activity. For **Round 9**, we expect 202 applications from Welsh Government (WG) totalling 1,693 hectares. To date 156 have been received. Of these, we have completed 123 management plans covering 575 hectares (up 251 ha) and returned them to WG. 32 are progressing accounting for a further 392 hectares. One plan has been returned to WG unverified. For **Round 10**, we expect 140 applications totalling 2,270 hectares. To date 21 have been received. Of these 7 have been completed and returned for 105 hectares. 14 are progressing for 41 hectares.
- This measure is **green**.

What we are doing next:

- We will now continue to verify GWC Round 9 and 10 and from mid-December Round 11 applications.
- Our next **milestone is to provide the number of applications and area** for the relevant scheme rounds.
- We are currently on track to achieve our **year end milestone activity to provide the number of applications and area** for the relevant scheme rounds in quarter four.
- We expect to be green at year end and continue to raise concerns with WG over the low numbers of applications received to date from them and the continued poor quality of some of the applications. These two aspects may affect our outcomes and impact on staff resources. The solution to this lies with WG and we continue to advise and work with them on this to ensure we can process in a timely manner.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
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: Area of new woodland created on the NRW Estate

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

Latest position (to end of September 2021):

- Our **milestone for this measure is to have sufficient sites in progress to be confident of achieving our year-end milestone of 150ha acquired/identified and 150ha planted.**
- We have completed the acquisition of one site of 27ha and have instructed solicitors on a further four sites totalling 208ha. Beyond this we are investigating a further 13 sites totalling c.900ha.
- This measure is **green**.

What we are doing next:

- We will continue to investigate land, both on the open market and from other sources, to acquire this year and next and build a pipeline of sites for planting in future years. We are planning for planting in quarter three/four.
- Our **milestone for this measure for the next reporting period is to have sufficient sites in progress and/or acquired/ identified to be confident about achieving our year end milestone.**
- 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

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: Restoring Peatland

Topic summary progress:

NRW is continuing to progress work on its peatland restoration programme. We are ensuring that peatlands are sustainably managed and safeguarded to recover their critical biodiversity resource, store carbon, reduce greenhouse gas emissions and play their role as a component of Natural Flood Risk Management. Projects led by NRW in 21/22:

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

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

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

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

Measure: Actions undertaken to restore Welsh peatlands

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

Latest position (to end of September 2021):

- Our **milestone for this measure is NRW National Peatland Action Programme grants allocated to all recipients.**
- We have completed this activity. We have allocated a total of £600k to 11 recipients across Wales. 9 recipients have initially accepted and have submitted proposals worth £476k and are currently undergoing assessment.
- Groundworks contracts have been let to commence restoration on 34.58ha of the Welsh Government Woodland Estate and 5ha on NRW Estate National Nature Reserves.
- Further surveys on the WGWE have commenced to identify more peat areas for restoration at Dyfi, Coed y Brenin, Alwen, Cambrian Mountains and Myherin Tarennig. The NRW Estate work is on track to make a significant contribution to the programme of up to 170ha. This measure is **green**.

What we are doing next:

- We will now continue to support partners, continue with development of Land Management Agreements and continue with direct procurement of groundworks both on and off the NRW estate.
- Our next **milestone for this measure is National Peatland Action Programme groundworks commenced.**
- We are currently on track to achieve our **year end milestone activity of 600 ha of peatland restoration activity undertaken (including up to 170 ha on the woodland estate).**
- 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

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

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

Topic: Managing Flood Risk

Topic summary progress:

- Our **Capital Programme** of £17m is progressing well, with significant projects at or nearing construction start (e.g. LlynTegid, Stephenson Street (Newport) and Ammanford), plus many other non-scheme projects, such as the Flood Warning System replacement project, progressing well. The value of the capital programme this year is high (e.g. compared to £13m last year) and is a significant draw on many key staff's time.
- The **Flood Recovery and Review Implementation Programme** is well established and continuing. Many of the shorter term tasks are complete/ongoing, the challenge is around the more complex and longer term tasks. Staff capacity is a significant issue, for this and all flood risk work. There are recruitment challenges for all flood authorities, in a competitive external market with scarce specialist skills. We are undertaking a recruitment campaign in Autumn.
- Our **Improvement Programme** contains 30 active projects across the range of our activities. Several are significant ICT projects which are delivering core customer-facing systems. We are working to ensure that the requirements for the ongoing operation and maintenance of these systems is recognised and fully funded.
- Our **Revenue Maintenance Programme** is delivering within the available budget. Our work on a new Risk-Based Revenue Allocation Model (ARBRAM) is progressing well, and this will enable us to make better risk-based decisions on maintenance work, as current budgets are not sufficient for all such work.
- There is a **high and continuing workload arising from previous flood events**. This includes large numbers of requests for information and for flood alleviation work from public and politicians, right across Wales.
- We have increased the staff working on **reservoir regulation**, we seek to go beyond compliance to ensure safety.
- We continue to push for recognition of and action against the challenges ahead, particularly the need for significant **adaptation** in response to the **Climate Emergency**.
- Overall, much significant work continues to be delivered. The main challenge is volume of work and rising external expectations, with high workload on our staff. Recruitment is challenging, with skills shortages across the industry.

Topic owner: Jeremy Parr

Business Plan dashboard measure/s for this topic:

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

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

Measure: Implement Flood Review recommendations

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

Latest position (to end of September 2021):

- The review had a range of actions for delivery over the short, medium and longer term. Many actions require sustained effort required over the longer term for delivery. Overall, 27% of actions are delivered or nearing completion and 69% of actions are being delivered, or are undergoing detailed work to allow us to do so. 4% are to be started or on hold.
- This is behind where we ideally would want to be. This measure is Amber because whilst we have continued to press for delivery where we can, our pace of progress continues to be affected by challenges in recruiting staff with the right skills to create the delivery capacity required. There are shortages across the whole sector and difficulties being experienced in recruitment and retention across many organisations. Progress is also impacted by the volume of reactive work required following flooding events, and the increasing demands on our resources.
- We have strong Governance arrangements in place to manage the issues and risks, and ensure delivery of the lessons identified in the Review.

What we are doing next:

- We are continuing to deliver where we can and are managing the issues and risks, including through a recruitment campaign in the Autumn. If we are successful in the recruitment campaign, we expect we will be green at year end.
- We have implemented contingency arrangements where possible whilst we work on longer term actions, including in preparing for the winter season.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Amber	Amber		Green

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

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

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

NRW owns and/or maintains 3,500 are considered to be 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 September 2021):

- Our **target for this measure is 98% of flood risk assets** in high risk systems at target condition.
- We have not achieved this. We are at 97.8% for Q2, which is an improvement from Q1 performance. The number of assets Below Required Condition (BRC) has decreased during Q2 from 88 to 78. To reach the target, we need to have no more than 70 assets Below Required Condition.
- This measure is **amber**.

What we are doing next:

- We have been implementing the action plan agreed by NRW Board (March 2020), following the Deep Dive into this measure. We have already seen improvements because of this work and will continue to work closely with the Operational teams to improve performance in line with the action plan.
- Current projections are that if all planned work progresses well, we will be close to the year-end target of 98% and we may achieve Green. Our ambition is to hit the target. However, we are reporting a projected year-end Amber position as the fixes need to be delivered and ongoing inspections may result in more assets identified as below required condition.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Amber	Amber		Amber

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

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

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

Latest position (to end of September 2021):

- Our capital programme of work is progressing well, we are on track to achieve the **target of 800 properties**.
- Work to deliver improvements to Cadoxton Tidal Outfall are nearing completion, with 12 houses and 80 businesses to benefit from a reduction in flood risk. The planned works at Llanfair Talhaiarn has unfortunately been put back to spring 2022, due to contractual issues due to winter working with significantly increased risks. Once complete, this will benefit 33 properties. Work has progressed on several major schemes which will commence construction this financial year and deliver a reduction in flood risk to communities in future financial years. This includes Ammanford, Stephenson Street (Newport) and Llyn Tegid. These will reduce the risk of flooding to well over 2,000 properties.

What we are doing next:

- Work to install a tree catcher on the River Ely in Cardiff is progressing well and is due to complete in November this year. Once finished this will reduce the risk of flooding to 150 homes.
- We are also on track to deliver a substantial programme of Capital Maintenance works, refurbishing assets and structures across Wales, this will ensure that our flood risk assets continue to provide sustained protection to an estimated 975 properties this financial year. We will start to add these figures in the 'delivered to date' total during Q3.
- We currently expect to deliver a **reduction in risk to 162 houses and 80 businesses** this financial year, alongside **sustaining the protection provided to 975 properties**, which means this year our forecast is to **benefit 1,217 properties** in Wales from our Capital Programme delivered activities. This is well above our **year end target of 800**.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

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

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

Priority: Responding to the Nature Emergency

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

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

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

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

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

Topic: Putting Nature at the Centre

Topic summary progress:

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

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

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Biodiversity action across NRW](#)

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Measure: Biodiversity action across NRW

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

Latest position (to end of September 2021):

- Our **milestone for this measure is working with WG produce a costed three year programme focused on resilient ecological networks with protected sites at their core.**
- We have completed this activity. This is now referred to as the Nature Networks programme and work is continuing to progress. We now have a completed e-learning module which is almost ready for roll out.
- This measure is **green**.

What we are doing next:

- We will now continue to develop the Nature Networks Programme with Welsh Government and stakeholders.
- Our next **milestone for this measure is to produce the Vital Nature Biodiversity forward work programme for 2022 onwards.**
- We are currently on track to achieve our **year end milestone activity to provide a progress delivery report to BREG (our Biodiversity and Resilient Ecosystems Sub-group) on the 2021-22 Vital Nature Biodiversity work programme** in Quarter four.
- We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Amber	Green		Green

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

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Topic: Protecting Habitats and Species

Topic summary progress

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

- Providing technical specialist support for the £9.8M Nature Networks Fund in collaboration with Welsh Government and the National Lottery Heritage Fund.
- Delivering positive management for protected sites through a management agreement programme.
- Delivering species and habitats restoration projects, (e.g. LIFE projects, Invasive Non-Native Species Pilot Project)
- Action benefitting National Nature Reserves managed by other bodies.
- Development of advice to inform a Welsh Government funded prioritised programme of multi-year investment to build ecosystem resilience across ecological networks with protected sites at the core.
- Supporting 'Natur am Byth' species recovery project (development phase application was approved in June).
- Implementing biosecurity within NRW and sharing best practice and tools externally.

Topic owner: Martyn Evans

Business Plan dashboard measure/s for this topic:

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

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

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

Latest position (to end of September 2021):

- Our **milestone for this measure is 30% of actions completed or underway.**
- We have completed this activity. 43% of actions in the work programme were underway or complete by end of September, 68 underway and 41 complete. This programme has received additional Welsh Government capital funding this financial year, which is focussed on Section 16 land management agreements with owners and occupiers, the Dynamic Dunes Project, Protected site management in Areas of Outstanding Natural Beauty, curlew, river restoration and marine projects.
- This measure is **green.**

What we are doing next:

- We will now continue the programme of delivery. We have been commissioned by Welsh Government to work with contractors to develop a three-year prioritised programme 'Nature Networks Programme' 2022 - 25, planned report delivery is November 2021.
- Our next **milestone for this measure is 50% of actions completed or underway.**
- We are currently on track to achieve our **year end milestone for this measure of 80% of actions completed or underway.**
- We currently expect we will be green at year end.

Measure owner: Martyn Evans

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

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

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

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

Latest position (to end of September 2021):

- Our quarterly **milestone for this measure is to have a sufficient % of the planned priority actions in progress and/or completed to be confident about achieving our year-end milestone of 80% of planned priority actions completed resulting in significant investment in at least 50 of the 56 NNRs in our direct care.**
- 476 actions are planned across 51 NNRs. 438 actions were to commence by end Q2, of which 8 have been considered to be no longer required. Of the remaining 430 actions, 373 (85%) are Green, 13 Amber and 17 Red with 27 not reported. This measure is **Green**.

What we are doing next:

- Although the measure is currently green, we are aware that there is a possibility this could slip into amber in the next quarter so we are monitoring this closely. We will investigate further why projects are amber / red / not reported and develop plans for improvement with local teams.
- Our **milestone for this measure for the next reporting period is to have a sufficient % of the planned priority actions in progress and/or completed to be confident about achieving our year-end milestone.**
- We remain on track to achieve our **year end milestone for this measure of 80% of planned priority actions completed** and are therefore expecting to be green at year end.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

See [here](#) for key used for green, amber or red status
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Measure: Delivering targeted action for declining species or those on the edge of extinction

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

Latest position (to end of September 2021):

- Our **milestone for this measure is to implement the next stage of the Natur am Byth National Lottery Heritage Fund bid**. We have completed this activity. We have been successful in securing NLHF funding for the development phase, which commenced on 1st September. We have recruited a project manager, an engagement senior advisor and a finance and administration officer. We have also secured £30k match funding from WG for the development phase. Recruitment for project development officers across the non-governmental organisation (NGO) partners is on track.
- This measure is **green**.

What we are doing next:

- We will now establish Natur am Byth advisory panels with delivery partners to refine programme objectives. We will consult with local communities and plan baseline surveys for species at risk.
- Our next **milestone for this measure is to develop our future approach for the management of the Cae Gwyn FWPM site on the Afon Eden Special Area of Conservation (part of the Fresh Water Pearl Mussel Strategy strategy)**.
- We are currently on track to achieve our **year end milestone for this measure to report on development of priorities for Declining Species Programme**
- 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

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

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Topic: Managing Land Sustainably

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

- For the Welsh Government Woodland Estate, we are progressing actions to close any Corrective Action Requests or Observations arising from the annual UK Woodland Assurance Standard audit and to prepare for the next audit.
- For our metal mine work we completed: construction of monitoring structures (Nant-y-Mwyn); design of blow-out attenuation works (Cwm Rheidol); design of monitoring structures (Parc).
- We hosted the Virtual International Mine Water Association conference (July) with 247 delegates.
- We completed Dispersed Alkaline Substrate (DAS) trials at Cwm Rheidol. We commissioned DAS trial infrastructure at Parys Mountain.
- A complex interface with the motor-racing circuit at Abbey Cosoles is pushing construction into 2022-23.
- The minewater works for Llanerchraur Mine are substantially complete (expected on 2 October 2021).
- Construction works for surface water diversions at Frongoch commence in Q3.
- We have new guidance & training for our planning (DPAS) staff on EIA (Environmental Impact Assessment) scoping consultations.
- We advised WG on their updated Technical Advice Note 15: Development and Flood Risk. We have published an internal Briefing Note and FAQ on the changes.

Business Plan dashboard measure/s for this topic:

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

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

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

Latest position (to end of September 2021):

- **Our quarterly milestone is to make sufficient progress to be confident of achieving our year end milestone of retaining certification and reducing the number of CARs and Obs. at each annual audit.**
- Subject to confirmation by the Certification Body, in 2021 we retained certification with 1 major CAR, 1 minor CAR and 5 Obs. The major CAR was due to an error in the wording of a policy and overall we have the fewest CARs and Obs. for at least 10 years. This is a reasonable result, but we want fewer still.
- Our auditors assess evidence of closure. The 2021 major CAR is now closed. On receipt of the final report, we will plan to close the 1 minor CAR and 4 Obs. at the 2022 audit. 1 Obs. will remain open during the period of the certificate with evidence of progress being provided annually.
- This measure is **green**.

What we are doing next:

- Build on the good result to further embed progress on the quality of our sustainable forest management.
- Begin to gather evidence to close the 1 minor CAR.
- Prepare staff and systems for the 2022 audit, date and regions yet to be confirmed.
- We will be green at year end due to us retaining certification this year.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Amber	Green		Green

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

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

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

Latest position (to end of September 2021):

- Our **milestone for this measure is to produce 1 further outline and 1 further detailed design**
- We have partly completed this activity:
 - 1 further outline design: the design for Surface Water Diversion at Frongoch is complete.
 - 1 further detailed design: Esgair Mwyn's Detailed Design documents for consultation purposes are substantially complete and will be delivered in the first fortnight of Q3 (Leat reinstatement and Nautilus Pond). Consultation will be open for 1 month and the detailed design will be finalised in late Q3/early Q4. Note: Ceredigion Council's delay in delivering an Environmental Screening Opinion threatens the commencement of construction.
- This measure is **Amber**.

What we are doing next:

- We will now complete an initial Assessment/Definition for Pandora's Surface Water Management, an outline Design for Cae Conroi Dam Safety (Flood-funded) and work to provide valuation/outcome information to highlight the success of the programme in mitigating the environmental and social impacts of our legacy metal mines.
- Our next **milestone for this measure is to produce a further 2 project definitions and 2 detailed designs**.
- We are currently on track to achieve our **year end milestone activity to produce a further 16 preliminary assessments**.
- We currently expect we will be amber at year end because of the decision to incorporate Parc into a broader project.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Expected year end
Amber	Amber		Amber

See [here](#) for key used for green, amber or red status
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Topic: Managing the Sea Sustainably

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

- Our work on the topic Managing the Sea Sustainably is coordinated via NRW's Marine Programme.
- Progress continues to be made in all key work areas including delivering: implementation of the Welsh National Marine Plan; NRW's Offshore Renewable Energy Programme; NRW's Integrated Coastal Management Programme, with a focus on coastal squeeze; plan and project level marine casework advice; blue carbon work programme; work on practical marine and coastal restoration and ecosystem resilience; contributing to the Wales green / blue recovery programme; implementation of the Marine Area Statement; Marine Protected Area (MPA) condition improvement projects and MPA network management actions; technical support to WG in identifying new Marine Conservation Zones to complete the Welsh MPA network; marine monitoring and reporting; the prioritised marine evidence programme; management of the Dee and Burry Inlet cockle fisheries and the Dee Conservancy.
- Whilst across the programme most work is on track, many areas are dependent on single-year funding. A number of areas have been flagged in the baseline exercise in terms of delivery risk due to resources, and also in the 3-year Grant in Aid (GIA) budget bidding exercise, including MPA management and restoration, marine monitoring, and the Offshore Renewable Energy Programme which is due to grow as a result of new technologies.

Topic owner: Rhian Jardine

Business Plan dashboard measure/s for this topic:

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

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Measure: Support implementation of the Welsh National Marine Plan

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

Latest position (to end of September 2021):

- Our **milestone for this measure is to progress development of priority products**. We have completed initial meetings within access and recreation, landscapes, seascapes and historic capturing NRW information, evidence and guidance to support implementation of specific marine plan policies. We have worked with the Marine Spatial Approach Expert Group leads to develop a work programme to deliver against the WG request for NRW to map ecological considerations. We continue to populate the Marine Advice Handbook. Following discussion internally and with WG, we are taking steps to publish the core principles to support implementation of the enhancement and restoration element of the ENV_01 – the environmental policy in the WNMP as an NRW product. Measure is **green**.

What we are doing next:

- We will continue to work with internal leads to capture relevant guidance and evidence in the WNMP Implementation Table, and to deliver shared priorities. Marine Stakeholder Advisory Group will commence delivery of a work programme to map ecological considerations, and we will work with others across marine to ensure NRW can provide high-quality evidence advice that both supports marine plan implementation and wider stakeholder evidence needs (e.g. WG Tidal Lagoon Challenge programme). We will be looking to publish NRWs draft core principles to provide the context in which we (NRW) will be coming to discussions with developers around the encourage (for marine development projects to deliver ecosystem enhancement) element of ENV_01
- Our next **milestone for this measure is to progress development of priority products**. We are currently on track to achieve our **year end milestone activity to sign-off priority products**. We expect we will be green at year end.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

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

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

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

Latest position (to end of September 2021):

- Our **milestone for this measure is to review action progress and report to NRW's Marine Sub-group**.
- We have completed this activity. We have reviewed progress for all three new NRW actions, all contracts have been let and two of the projects have started. An update on progress was given to the Marine Sub-Group including the fact that the Action Plan and Annual Report have been published on the Welsh Government website.
- This measure is **green**.

What we are doing next:

- We will now continue to manage the three new actions and review progress on all other NRW actions in the Action Plan. There will be a new call for actions in November/December and the Marine Sub-group will be kept aware of progress.
- Our next **milestone for this measure is to review action progress and report to Wales MPA Management Steering Group**
- We are currently on track to achieve our **year end milestone activity to sign off and report on final delivery**.
- We expect we will be green at year end.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

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

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Topic: Managing Freshwater sustainably

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

- We continue to deliver Cycle 2 investigations, National measures and the local measures alongside the development of the Cycle 3 River Basin Management Plans (RBMP) where we are identifying local measures for opportunity catchments to commit to in the final Plans.
- Consultation on the draft RBMP closed at the end of June and we have commenced reviewing these. We will use these to help inform the final details for the updated RBMP, which are expected to be published in June 2022.

Topic owner: Sian Williams

Business Plan dashboard measure/s for this topic:

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

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

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

Latest position (to end of September 2021):

- Our **milestone for this measure is to complete a further 270 investigations from Cycle 2**. We have not completed this activity. We completed 73 investigations in Q1 out of our Q1 target of 135 . Our target for Q2 was 270 investigations plus the 62 carried forward from Q1 (giving a total of 332 target to end of Q2). 45 investigations have been completed in Q2, which together with 73 in Q1 gives a total of 118 completed to end Q2. This means that 329 remain to be completed by December 2021. Currently many of the staff working on these investigations are diverted into other priority workstreams, Area Statements, SAC rivers, and 2021 classification for example. Some investigations do not have sufficient monitoring data to enable staff to close them, therefore these will not be completed until further monitoring in 2022 has been done. Delays with the programme have also been caused by having to recruit successive Fixed Term Appointments into Environmental Assessment Teams and train them up sufficiently to assist with the workload. This measure is **red**.

What we are doing next:

- We will now work to factor in around 100 investigations into 2022/23 due to the seasonal requirements. We will reprofile the remaining programme for quarter 3 and 4. Our next **milestone for this measure is to complete the remaining 42 investigations to complete the total of 447 outstanding investigations from Cycle 2**.
- We are not currently on track to achieve our **year end milestone activity to review and respond to the draft RBMP consultation stakeholder responses to inform Cycle 3**. We currently expect we will be red at year end.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Expected year end
Red	Red		Red

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

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

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

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

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

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

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Topic: Improving and Presenting Evidence about the Natural Environment

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

- Following the publication of our Baseline Evaluation of Protected Site Condition report in May, the focus has shifted to developing and implementing our new terrestrial protected sites monitoring strategy. This is required to enable us to monitor the condition of species and habitats across the full suite of protected sites, including SSSIs, which haven't previously been included within our structured monitoring programme. Initial implementation using a targeted (risk-based) approach to monitoring has begun this year.
- This year we are initiating a programme that will focus on evidence quality. Quality improvement reviews and actions are being initiated or progressed in three main areas; quality management for our monitoring activities and water quality data; governance and policies for quality assurance of our evidence reports and outputs; and a review of the data quality standards and assurance metrics across NRW data themes. Good progress is being made on developing the quality management system for our water quality monitoring activity, with the system expected to be largely in place by December 2021.
- We have initiated a review of our freshwater monitoring, to be completed by March 2023. Our focus in the first year of the review is on redefining our freshwater monitoring strategy to clarify current and future evidence needs. In the second year we will focus on redesign of freshwater monitoring programmes and networks.
- Working with WG's sustainable futures team to embed key SoNaRR2020 messaging into the 2nd iteration of the Future Trend Report for use within the next PSB's Wellbeing Assessment Round.
- Bridges to the Future: Deepening our collective understanding both within NRW, other public sector bodies, civil society and business of the four aims used in SoNaRR to assess SMNR and how these help achieve the Welsh Government Well-being Goals and the UN Sustainability Goals.

Topic owner: Chris Collins

Business Plan dashboard measure/s for this topic:

- [Promote, advocate and encourage use of State of Natural Resources Report](#)

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

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

Latest position (to end of September 2021):

- Our **milestone for this measure is progress update on stakeholder engagement and their feedback**
- We have completed the planned work for this quarter. Since completing SoNaRR2020 (end of March), we have shared messages and discussed key findings through at least 21 external meetings. We have talked with WG staff, Future Generations Commission, Interested sector groups (eg. Wales Land Management Forum, National Designated Landscapes Partnership), Public Service Boards (PSB) and UK environmental evidence groups (eg. JNCC, UK Environmental Evidence Community). We have received mostly positive stakeholder feedback on the process/content.
- We are encouraging the use of the evidence in SoNaRR2020 to inform the PSB well-being plans and in the Town & Country Planning System. It is too early to report how the report is being used.
- This measure is **green**. We will continue to engage and seek feedback throughout this year.

What we are doing next:

- We will continue to promote, advocate and encourage the use of SoNaRR2020 with organisations across Wales.
- We will work with Welsh Government to ensure SoNaRR2020 is useful while revising the Natural Resources Policy.
- Our **milestone for this measure is liaise with Welsh Government on the use of SoNaRR in any revised Natural Resources Policy for the next reporting period**. The timescale for Welsh Government to do this work has changed and is now outside of the next reporting period so will not be completed by December 2021.
- We are currently on track to achieve our **year end milestone activity of summary of engagement, feedback and use of SoNaRR and the application in Area Statements in quarter four** and are on track to be green at year end.

Measure owner: Chris Collins

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

See [here](#) for key used for green, amber or red status
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Topic: Work with partners and communities using Area Statements

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

- Our focus this quarter has been on working with Public Service Board partners to develop Well-being Assessments, incorporating key messages and evidence from SoNaRR2020 and Area Statements.
- In Marine we have worked with internal and external partners to develop projects that can deliver improved condition of the Marine Protected Area network.
- In Mid Wales we have further developed our plans to actively engage with land managers and farmers.
- In South East Wales we have worked with the NHS Forest to promote tree planting in healthcare settings. To date, three partnership opportunities have been discussed: 1 new tree nursery (Cwmyoy) and potential greening at 2 new healthcare centres (Tredegar and Newport).
- In North East we are progressing a number of stakeholder projects including SMNR work in the Clwyd catchment with Dwr Cymru Welsh Water and the development of a 'vision' or 'Area Statement in miniature' for a small community near Llangollen.

Topic owner: Martyn Evans

Business Plan dashboard measure/s for this topic:

- Use of Area Statements within NRW to embed priorities and opportunities

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

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

Latest position (to end of September 2021):

- Our **milestone for this measure is to update on programme and project progress and any action on areas for change**. This activity is a rolling programme. Our seven Places progressed aligning Area Statement priorities to other's work programmes e.g. opportunity catchments in Mid Wales (Teifi and Dyfi) and South West Wales (Swansea Bay and Milford Haven & Cleddau); access and recreation in South East Wales; and woodland creation in South Central Wales and Marine are progressing the Integrated Coastal Management Programme for Nature Based Solutions at the coast. Sharing Area Statement delivery examples wider across our Operations in each Place is happening.
- This measure is **green**.

What we are doing next:

- We will now progress Opportunity catchments; sharing learning; delivery and development of a more consistent reporting mechanism for Area Statements. The position statement for when Area Statements would be reviewed will be finalised. North East will run an SMNR review pilot.
- Our next **milestone for this measure is to update on programme and project progress and any action on areas for change, informing forward work programmes including using Area Statements to align our service plans to and with our Place plans**.
- We are currently on track to achieve our **year end milestone activity to update on programme and project progress and any action on areas for change, identifying new work programmes/projects for 22/23**.
- We currently expect we will be green at year end.

Measure owner: Martyn Evans

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

See [here](#) for key used for green, amber or red status
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Priority: Developing NRW into an excellent organisation that serves the communities of Wales

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

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

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

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

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Topic: Responding to and Managing Incidents

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

- **Preparedness:** Development of the guidance materials and handbooks that support our response roles has continued (at pace), with Operational Guidance Notes being completed and signed-off for a number of our Strategic (Duty Strategic Manager Handbook), Tactical (Duty Tactical Manager (DTM) Wales and DTM Area Handbooks) and Operational roles (Land Management Handbook).
- **Response:** In a challenging year, we have continued to respond to several incidents that have occurred recently e.g. Wildfires and Water Pollutions, as well as managing the EU Exit and Covid response. We have also started development of additional (topic specific) major and critical incident plans to help guide our response to those incidents that have the largest potential impact.
- **Review:** Incident Reviews have been carried out for a number of recent incidents with the recommendations resulting in actions and the embedding of learning from our experience.
- **Training:** Training of new rota volunteers has been taking place across the organisation, improving our skills and capabilities to deal with all types of incidents.
- **Exercising:** Teams across NRW have continued to take part in exercises both internally and with our multi-agency partners. The learning from these exercises has been factored into our ongoing training programme and is being fed into our Learning from Experience work.
- **Rota Resilience:** Additional rota volunteers have started to join rotas following completion of their training, helping to bolster the numbers of staff we have available to respond to incidents.
- **Business Continuity:** Additional actions have been carried out (with others ongoing) to improve resilience and our ability to respond to incidents that could disrupt our ability to deliver our priority business activities. These actions have been driven by learning from the Coronavirus Pandemic and the sharing of information by our partners in relation recent Cyber-attacks and associated exercises.

Topic owner: Lyndsey Rawlinson

Business Plan dashboard measure/s for this topic:

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

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

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

Latest position (to end of September 2021):

- Our **target for this measure is 95%**. We have not achieved this. Performance for this quarter is 89%. The cumulative total for the last 12 months is 91%. This measure is **amber**.

What we are doing next:

- The recent improvements in performance have been in part, driven by the work of officers on fixed term contracts. Most of these have now moved to permanent roles elsewhere and we only have a couple of officers left. This loss is leading to clear reductions in performance. We are looking to extend or recruit to 4 roles to help our work in the future. We also have a number of other vacancies which reduces our capacity to carry out all of our incident duties. We continue to advertise our vacancies and will start training up any new starters as quickly as we can.
- We will continue to work through our Operational Incident Management Groups to press for performance improvements, by raising awareness among staff of the need for timely and accurate recording of the responses they carry out to initial High Level incidents. This recording is essential given that analysis of the performance data shows that most performance failings are due to missing or mis-recorded information.
- We will also continue to streamline our process and improve the use and accessibility to the Wales Incident Reporting System to help the user and improve our incident evidence base.
- We are not on track to meet our year-end target of 95% due to the issues above. We expect to be amber at year end.

Measure owner: Lyndsey Rawlinson

Q1	to Q2	to Q3	Expected year end
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]

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

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

- Last year, over ten thousand effective Environmental Permitting Regulations (EPR) permits were in force in Wales issued by NRW.
- We continue to undertake assessment reports of permitted waste sites, industry regulated sites and water abstractions.
- There are more than 40,000 waste and agricultural exemptions registered in Wales at 9,789 different locations.
- Last year, nearly 30,000 people held a fishing licence in Wales. There was a growth of 18% in junior licences, on top of a three per cent year on year increase in the number of adult licences sold.
- We continue to investigate and take enforcement action against companies and individuals where appropriate.
- Progress for Q2 in relation to the Performance of regulated sites measure has been as expected. The measure is green with 100% of the sites with category 1 and category 2 compliance breaches receiving an appropriate regulatory response determination within 6 months. It should be noted that less compliance breaches have been found in this reporting quarter (January – March 2021) than the previous reporting quarter (October – December 2020) and the number of compliance breaches are still significantly below the number of compliance breaches reported in the pre-pandemic reporting quarter of (January – March 2020).

Topic owner: Nadia De Longhi

Business Plan dashboard measure/s for this topic:

- Performance of regulated sites and water quality discharges

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Measure: Performance of regulated sites and water quality discharges

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

Latest position (to end of September 2021):

- Our **target for this measure is 75% of category 1 and category 2 compliance breaches to have an appropriate regulatory response determined within 6 months.** There have been 8 category 1 and category 2 compliance breaches over the period (January – March 2021) and **100%** have had an appropriate response.
- **NB** – The 8 compliance breaches in Q2 of 2021-22 (January – March 2021) is a decrease from the 18 compliance breaches recorded in Q1 of 2021-22 (October – December 2020) and is a significant reduction from the 23 compliance breaches recorded in Q2 of 2020-21 (January – March 2020).
- This measure is **green**.

What we are doing next:

- Our **target for this measure is 75% for the next reporting period.**
- We are currently on track to meet our **year-end target of 75%** in quarter four, and are likely to be green at year end.

Measure owner: Nadia De Longhi

Q1	to Q2	to Q3	Expected year end
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: Benefitting Communities

Topic summary progress:

- This work links with work we are doing to publicise the SoNaRR2020 findings with new and established stakeholders to bring about increased awareness of the need to support behaviour change at an individual and community level, work which has been supported by our education resource and educator training programme and featured in projects delivered through our Shared Outcomes Requests Grants. Relatedly, we are also taking the opportunity as part of the grants transformation to involve key stakeholders in influencing our upcoming two year grant funding programme recently approved by Finance Committee
- SoNaRR2020 engagement with key stakeholders like Public Service Boards has yielded meaningful conversations with partners about systemic changes to the way society is organised to encourage local prosperity and promote equality. Similarly our grants funding to ensure the Wales Coast Path and National Trails are actively promoted and the infrastructure adequately maintained ensures we are playing our part to enhance Wales' Tourism offer. This year we are also delivering a WG funded project to improve habitat in areas adjacent to the Wales Coast Path both to address the need to increase resilient networks and to enhance the experience of Wales Coast Path visitors.
- We continue to take action on our own estate and support initiatives by others to increase uptake of interventions to help physical and mental health and well-being including direct input into the 22-24 Healthy Weight: Health Wales Delivery Plan and as part of a new WG Social Prescribing Group to ensure the role of the natural environment and benefits of green prescribing are central to future strategy and policy development.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- Deliver NRW's combined health and educator training

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Measure: Deliver NRW's combined health and educator training

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

Latest position (to end of September 2021):

- Our **milestone for this measure is to update on programme and project progress and any action on areas for change**. We have completed this activity including securing a place on the WG Strategic Stakeholder Group for Curriculum Development, launching Acorn Antics 2021, contributing to WG Task and Finish Group on Social Prescribing, WG Active Travel Board and Heathy Weight: Healthy Wales Delivery Plan. We have moved into Phase 2 of the Health Impact Assessment Project and prepared material to support COP26. The Kickstart Placement project is progressing, we continue to deliver on-line educator training. A review of secondary/tertiary resources is complete.
- This measure is **green**.

What we are doing next:

- We will now continue to deliver our projects including climate and nature emergency educator training, supporting the North Wales TEDx climate change event, developing a strategic partnership with Flintshire Local Education Authority, continuing to engage our stakeholder network via newsletters and facilitated events, progressing phase 2 of the Health Impact Assessment project including guidance development, developing Visitor Centre specific resources and an offer for National Exercise Referral co-ordinators.
- Our next **milestone for this measure is to update on programme and project progress and any action on areas for change**. We are currently on track to achieve our **year end milestone activity to update on programme and project progress and any action on areas for change, identifying new work programmes/projects for 22/23**.
- 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

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

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Topic: Developing our Organisation

Topic summary progress:

- Those measures that are internally focused will help make NRW and excellent organisation as they will help bring clarity of direction of vision for our people, ensure we are inclusive and diverse and we are continuously engaging and developing our staff.
- Those measures that are externally focussed will ensure we are serving the communities of Wales in the speed in which we are making payments.

Topic owner: Steve Burton

Business Plan dashboard measure/s for this topic:

- Make payments on time
- Develop and implement a People Strategy for NRW
- Staff personal development plans are in place
- Complete agreed (mandatory) eLearning
- Equality, Diversity and Inclusion action

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

Measure: Make payments on time

This measure on making our payments on time, reflects the importance of paying our suppliers within 30 days of receipt of invoice. Our financial reports are only updated once goods and services are received on MyNRW – our internal system for dealing with purchases and other administrative tasks.

Latest position (to end of September 2021):

- Our target for this measure is 95%. We have not achieved this. We have achieved 89% due to staff unavailability (mainly abnormal sickness levels) across Transactional Finance Team. This is an improvement on the previous quarter when it was 79%.
- We have been focusing on the clearance of the backlog of invoices received in the mailbox. The team are currently actioning invoices that are three weeks old and we need to get this back on track to pay invoices within 30 days of invoice date. This will enable us to hit our year end target. We are struggling to recruit and retain the additional temporary staff to clear the backlog due to the current availability of staff from the recruiting agents and the fact that we are only offering temporary positions.
- This measure is **red**.

What we are doing next:

- We will temporarily increase the staffing levels which will take 4-6 weeks to have an impact. Transactional Finance Payments team members are currently not taking calls for the Accounts Receivable team as they usually would, to focus on the backlog. Going forward we hope to train Income team members to help the Payments team in busy times. Payment team members have processed 4,886 invoices for quarter 2 compared with 4,112 in the last quarter.
- Our target for this measure is 95% for the next reporting period and every reporting period after that.
- We currently anticipate we will be green at year end.

Measure owner: Rob Bell

Q1	to Q2	to Q3	Expected year end
Red	Red		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 a People Strategy for NRW

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

Latest position (to end of September 2021):

- Our milestone for this measure is to consult staff, across a range of fora, on the goals and priorities identified in the draft People Strategy; Establish a People Board to oversee the implementation of our People Strategy
- We have completed this activity. The People Board has met and we are getting feedback on the Terms of Reference and the draft strategy from different stakeholders to develop an action plan.
- This measure is **green**.

What we are doing next:

- We are now in the process of finalising the strategy.
- Our milestone for this measure is to finalise and publish our People Strategy, supported by an action plan setting out immediate priorities for the next 12 months.
- We are currently on track to achieve our year end milestone activity to have priority actions underway and complete where appropriate, in line with the People Strategy action plan.
- We currently expect we will be green at year end.

Measure owner: Su Turney

Q1	to Q2	to Q3	Expected year end
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: Staff personal development plans are in place

This measure reflects the status of staff personal development plans (PDPs) being in place which help managers manage and monitor staff performance.

Latest position (to end of September 2021):

- Our **milestone for this measure is 95% last year's PDPs agreed and signed off; 90% new ones agreed and in place**
- We have 83% of last year's PDP's completed on the MyNRW system. We have 80% of new PDP's agreed an in place on the MyNRW system for the start of year 2021/2022.
- This measure is **amber**.

What we are doing next:

- We have issued reminders to managers to input their staff's start of year PDP's onto the system.
- We are running a report for Leadership Team to highlight any gaps.
- We have run more refresher sessions on the performance management processes in Q2 and plan to run more in Q3 and Q4.
- We have recently issued managers with a self-assessment PDP Plan on a page, to assist them in preparing for mid-year reviews.
- Our **milestone for this measure is 90% Mid year reviews completed for the next reporting period.**
- We are currently on track to achieve our **year end milestone activity of 95% Mid year reviews completed** in quarter four and expect to be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Amber	Amber		Green

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

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Measure: Complete agreed (mandatory) eLearning

This measure reflects compliance against our agreed mandatory eLearning courses (Anti Bribery & Corruption, Anti Fraud, Computer Security and Health and Wellbeing plus from September GDPR and Records Management).

Latest position (to end of September 2021):

- Our **target for this measure is that 90% undergone the required training.**
- We have achieved this. We have reached 94% compliance as of end of September 2021, this includes the statistics for the newly reported courses from September, GDPR and Records Management.
- This measure is **green.**

What we are doing next:

- We are currently exceeding our **year end target which is 90% undergone required training** in quarter four, and are expected to be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
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]

Measure: Equality, Diversity and Inclusion action

This measure reflects development and implementation of our Equality, Diversity and Inclusion (EDI) Action Plan.

Latest position (to end of September 2021):

- Our **milestone for this measure is to use Q1 feedback to develop, through task and finish groups the changes required.**
- We have completed this activity. Outputs from the task and finish groups were used in the draft strategy shared with the Executive Team (ET), the People and Remuneration Committee (PaRC) and the Board in September.
- **This measure is green.**

What we are doing next:

- We will now incorporate into the EDI Plan feedback from ET, PaRC and Board Members, following their consideration and discussion of their priorities for Equality, Diversity and Inclusion in NRW over the next 4 years (2021-25). The draft EDI Plan and Actions will be refined before being presented initially to ET in December and then to January Board for approval.
- Our next **milestone for this measure is present to board an EDI recommendation report based upon Q2's outputs for the next reporting period.**
- We are currently on track to achieve our **year end milestone activity which is to complete a sub plan for 2022-2023 based upon the review in Q3 and agree with the Board**
- We currently expect we will be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

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

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Topic: Ensuring Everyone's Well-being, Health and Safety

Topic summary progress:

- We monitor the number of near miss reports (includes reports from employees, visitors, contractors, etc) and active monitoring reports per quarter and we aim to increase the number recorded. We undertake near miss reporting and active monitoring to ensure those who visit land we manage, or work for us, do so in a safe environment.
- Pre-qualification assessment undertaken - 23 Land management framework contractor assessments – 22 of the initial assessment required further clarification, with 1 assessment being approved on initial assessment.
- We have recently reviewed and updated some of our Well-being, Health and Safety (WH&S) policies and procedures. The WH&S team has also delivered a number of training awareness sessions over Q2, these included Hand Arm Vibration Syndrome (HAVs) and Risk Assessment. Additionally, the WH&S team have run 4 Wellbeing Drop-in session for team leaders and line managers. These sessions are for team leaders and line managers to ask questions or seek advice, support and guidance on any wellbeing issues.

Topic owner: Steve Burton

Business Plan dashboard measure/s for this topic:

- Wellbeing, health and safety active monitoring undertaken
- Number of near miss reports

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Measure: Wellbeing, health and safety active monitoring undertaken

This measure reflects the importance of Wellbeing, Health & Safety active monitoring undertaken on site.

Latest position (to end of September 2021):

- Our target for this measure is to increase on quarter 2 from previous year.
- We have completed this activity. This measure is currently assessed as green as the number of active monitoring reported have increased - Q2 (21/22) = 344, Q2 (20/21) = 241. This is due to increased site work being undertaken and the Covid-19 restrictions being lifted. This measure is based on the number of active monitoring being undertaken.
- This measure is **green**.

What we are doing next:

- The Wellbeing, Health & Safety team will continue to raise the importance of active monitoring and provide training sessions on how to access the corporate system to log and report active monitoring activity. These training sessions will be aimed at team leaders/managers and employees.
- Our next **target for this measure is to increase on quarter 3 from previous year**.
- We are currently on track to achieve our **year-end target to increase on quarter 4 from previous year** and expect to be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

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

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Measure: Number of near miss reports

This measure reflects the number of near miss reports (includes reports from employees, visitors, contractors, etc)

Latest position (to end of September 2021):

- Our **milestone for this measure is to increase on quarter 2 from previous year.**
- There have been 63 near misses reported (compared with 52 in Q2 2020/2021) over this period. (Near miss reporting - constitutes a mixture of employees, contractors and members of the public. In the 2020/2021 reporting year there were a total of 187 near misses).
- This measure is **green**.

What we are doing next:

- We will continue to report the number of near misses next period.
- The Wellbeing, Health & Safety team will continue to run training sessions on the importance of reporting near misses and how to access the corporate system to log and report near misses. These training sessions are aimed at team leaders /managers and employees.
- As Covid restrictions have now been lifted, we expect an increase the number of near miss reporting and expect, at the end of year, to see an overall increase.
- Our next **milestone for this measure is to increase on quarter 3 from previous year.**
- We are currently on track to achieve our **year end milestone which is to increase on quarter 4 from previous year** and expected to be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

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

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Topic: Understand and Improve our Customers' Experiences

Topic summary progress:

- Customer Journey Mapping procurement is underway with a view to have the agency in place by 1st December 2021. This is delayed due to resource and budgetary decisions but now aligns with the 3 Lines of Defence Governance assurance work.
- We are continuing to gather and evaluate stakeholder information and prepare it for integration into the CRM (Customer Relationship Management) system.

Topic owner: Naomi Lawrence

Business Plan dashboard measure/s for this topic:

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

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Measure: Progress the Customer Experience Strategy

This measure reflects the Progress of the Customer Experience Strategy

Latest position (to end of September 2021):

- Our **milestone for this measure is to initiate a cross office end to end customer journey mapping exercise.**
- We have completed this activity. We have written the Invitation to Tender (ITT) document and it was sent out to the suppliers on the framework by our Procurement team on 13th October 2021. We aim to have selected the agency and have them in place by 1st December 2021. We have aligned this with the Governance Assurance mapping work within 3 Lines of Defence programme.
- This measure is **green**.

What we are doing next:

- We will now select our chosen supplier and begin working with them to deliver the compressive Customer Journey Mapping exercise over the next 12 months.
- Our next **milestone for this measure is to develop understanding of current sources of customer insight with a view to consolidating into a holistic view (Feedback framework) for the next reporting period.**
- We are currently on track to achieve our **year end milestone activity which is to begin review of results of customer journey mapping exercise and agree next steps** in Quarter four, as long as there are no further delays with the procurement process.
- We currently expect we will be green at year end.

Measure owner: Naomi Lawrence

Q1	to Q2	to Q3	Expected year end
Green	Green		Green

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

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Measure: Deliver our Stakeholder Engagement Plan

This measure reflects the delivery of our stakeholder engagement plan.

Latest position (to end of September 2021):

- Our milestone for this measure is to work with the Customer and Communications teams to evaluate existing information e.g. previous stakeholder analysis such as Area Statement Stakeholder Maps, and review for consistency and integration with a records management system.
- We have not completed this activity as we anticipated would take at least 9 months, and we are on track to complete at the end of the Q1 2022/23. We are currently Amber.

What we are doing next:

- We will now continue to evaluate existing data for integration into the CRM.
- Our milestone for this measure is to continue delivery of the contact programme and the ongoing mapping exercise for the next reporting period.
- We are currently on track to achieve our year end milestone activity to undertake a perceptions audit in quarter four and are expecting to be amber at year end due to the evaluation of existing information work.

Measure owner: Naomi Lawrence

Q1	to Q2	to Q3	Expected year end
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]

Topic: Making the most of commercial opportunities

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

- Continue to implement a pilot Woodland 'Renewal' Hub at Coed Trecastell, Pontyclun;
- Scoping the opportunity for a natural burial ground on our estate;
- Developing a Visitor Centre Strategy, including delivering improvements on our car parking operations;
- Continued to take a lead role in partnership with the Welsh Government on how to better deliver energy projects across the Welsh Government Estate;
- We are working with Welsh Government on the Energy Deep Dive.
- Discussions are ongoing with green technology companies around opportunities for research and development on our estate, including with the Centre for Alternative Technologies;
- Continued progress on how we manage permissions to film on our land;
- The offer of timber to the market is on target, and the industry remains bouyant.

Topic owner: Elsie Grace

Business Plan dashboard measure/s for this topic:

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

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

Measure: Implement our Commercial Strategy

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

Latest position (to end of September 2021)

- Our **milestone for this measure is PowerBI and reporting to our Commercial Business Board mechanisms and measures in place**. We have not completed this activity. We have implemented the Sustainable Commercial Opportunities Group (SCOG), a forum to allow potential new Commercial business cases to be scrutinised before progressing into delivery. Business cases are then progressing into assurance and approval through the Commercial Business Board and Programme Management Office. We have recruited a Power Bi specialist to develop a reporting dashboard for measuring Commercial performance, including benefits and measures related to People, Place and Prosperity. This Power Bi report will not be in place until March 2022.
- **This measure is amber.**

What we are doing next:

- We will be continuing to progress Commercial data and evidence requirements, working with other teams within NRW e.g. finance and land stewardship, to support effective reporting to the Commercial Business Board as part of the PowerBi dashboard development.
- Progressing core commercial activities, exploring and delivering new / innovative commercial opportunities.
- Our next **milestone for this measure is to hold a 'Circular Business Connectors Event' facilitated by NRW and hold a Commercial Day – 'NRW Pitch Day' for the next reporting period.**
- We are close to being on track to the **year-end milestone, which is preparing an Annual Review and a Strategy Revision (for publishing April 2022)** in quarter four. We currently expect we will be green at year end.

Measure owner: Elsie Grace

Q1	to Q2	to Q3	Expected year end
Amber	Amber		Green

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

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

Measure: Timber volume offered to market/sold/dispached

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

Latest position (to end of September 2021):

- Our cumulative **target for this measure is 388,000m³** obs (obs = over-bark, standing) for Q2.
- We have achieved **442,000m³** obs.
- This measure is **green**.

What we are doing next:

- We plan to offer a further 183,000m³ obs in October 2021. This will take us to a cumulative total of 625,000m³ obs at the end of Q3.
- Our cumulative **target for this measure is 620,000m³ for the next reporting period** (i.e. 232,000m³ in Q3).
- We are currently on track to meet our **year-end target of 830,000m³** in quarter four.
- 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

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

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

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

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

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

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

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Topic: Providing advice and guidance

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

- This work includes maintaining relationships with other agencies and staff across NRW to provide a coherent view on the continuing impacts of EU exit and to advise Welsh Government via liaison with colleagues across the UK.
- We are working closely with Welsh Government and other agencies supporting the development of legislation and are ensuring that the long-term impact, risks and opportunities related to environmental governance are recognised. In particular, development of the new oversight body, increased risk of Judicial Review, strategic complaints work and increased liaison and advisory work related to environmental governance.
- On behalf of the wider organisation we will continue to manage this permanently required programme of work with temporary resources seeking for a solution to transition this work into business as usual.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- NRW's contribution following EU Exit

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Measure: NRW's contribution following EU Exit

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

Latest position (to end of September 2021):

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

What we are doing next:

- We are developing proposals for the management of permanent new and additional work following EU Exit. We will work with WG on new legislation and the new oversight body and with other agencies, NRW staff and interim process.
- Our next **milestone for this measure is to provide a progress update.**
- We are currently on track to meet our **year end milestone to provide a progress update** in quarter four. We will be amber at year end due to the temporary nature of the programme and additional permanent work that is not currently resourced long-term. Executive Team have confirmed the need to resource this high profile, permanent new work, which will mitigate this risk if implemented.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green	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: Delivering our Covid-19 Renewal Programme

Topic summary progress:

- The Adfwyio / Renewal programme continues to make progress to successfully reshape the way NRW works to become an agile, resilient, and efficient organisation that leads Wales in addressing the nature and climate emergencies. There are 9 workstreams within Adfwyio, of which 6 are Green, 2 Amber and one Red
- A key outcome from Q2 has been that as part of the ongoing engagement with our staff we have confirmed that most (78%) desire a more flexible way of working post-covid, either working at home or a mix of home and office. We are using these data sets to inform the development of our accommodation strategy. We have also started to work with our local teams to better understand our future accommodation requirements.
- We are continuing to model the carbon saving benefits that we can achieve from the programme, by reducing our accommodation, travel and commuting emissions.
- We continue to support our staff to work from home with the right technology, having rolled out increased functionality within MS Teams and preparing to roll out the ability to make and receive external calls through Teams as well.

Topic owner: Victoria Rose-Piper

Business Plan dashboard measure/s for this topic:

- Implement Covid-19 Renewal programme

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Measure: Implement Covid-19 Renewal programme

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

Latest position (to end of September 2021):

- Our milestone for this measure is **delivery against programme plan, including implementation of planned trials initiatives and measurement of benefits delivered.**
- Following the departure of the Programme Manager, we need to recruit the new Renewal Services Manager to lead this programme of work. We have made good progress against many of the planned programme measures and have plans in place for the remainder. Of the 9 Renewal workstreams, 6 are Green, two Amber and 1 (travel) is Red. The full implementation and realisation of benefits will take several years to achieve.
- This measure is **amber.**

What we are doing next:

- Our milestone for this measure is **delivery against programme plan, including implementation of planned trials initiatives and measurement of benefits delivered for the next reporting period.**
- Our main focus for the rest of the year is to complete the planned series of hybrid working trials and to get feedback from our staff after they have had the opportunity to work the safe office environment.
- We are recruiting a Renewal Services Manager to lead the programme. We are recruiting a workstream manager to lead the Travel workstream, in order to accelerate progress on this part of the programme.
- Continuing to work with the business to bring together an NRW Accommodation ‘Space’ strategy.
- Without the correct resource in place the programme is amber in terms of the ability achieve our **year end milestone activity of delivery against programme plan, including implementation of planned trials initiatives and measurement of benefits delivered.**

Measure owner: Victoria Rose-Piper

Q1	to Q2	to Q3	Expected year end
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]

Key: Green, amber or red ratings

The detail of how the green, amber or red measure status is determined for each measure in our Business Plan dashboard is shown below. We typically use a common approach for each measure type (e.g. milestones or numeric targets). We only depart from this common approach where necessary, for the specific measure being considered (e.g. using more 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 we report both a current position up to and including that quarter, and an expected year end position. The expected year end position is based on our measure leads' expert knowledge around the activity area. This typically includes reflection around action being undertaken, current or emerging issues and various categories of risk. The expected year end position is therefore clearly subject to significant uncertainty in many cases.

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

Respond to the Climate Emergency

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

Respond to the Nature Emergency

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

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

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

Page	Measure	Type	Red	Amber	Green
34	Promote, advocate and encourage use	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g.	Activity reflected in milestone is effectively complete

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

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

Page	Measure	Type	Red	Amber	Green
38	Response to incidents (initial category 'High', within 4 hours)	Numeric	Figure / target not achieved.	Within 30% of figure / target	95% (with integer rounding, i.e. $\geq 94.5\%$ would be green)
40	Performance of regulated sites and water quality discharges	Numeric	Figure / target not achieved.	Within 30% of figure / target	75% (with integer rounding, i.e. $\geq 74.5\%$ would be green)
42	Deliver NRW's combined health and educator training	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
44	Make payments on time	Numeric	Figure / target not achieved.	Within 5% of figure / target	95% (with integer rounding, i.e. $\geq 94.5\%$ would be green)

45	Develop and implement a People Strategy for NRW	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
46	Staff personal development plans are in place	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
47	Complete agreed (mandatory) eLearning	Numeric	Figure / target not achieved.	Within 5% of figure / target	90% (with integer rounding, i.e. $\geq 89.5\%$ would be green)
48	Equality, Diversity and Inclusion action	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
50	Wellbeing, health and safety active monitoring undertaken	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
51	Number of near miss reports	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be	Activity reflected in milestone is effectively complete

				completed a month later than planned)	
53	Progress the Customer Experience Strategy	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
54	Deliver our Stakeholder Engagement Plan	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
56	Implement our Commercial Strategy	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
57	Timber volume offered to market / sold / dispatched	Numeric	Figure / target not achieved.	Within 30% of figure / target	Figure / target effectively achieved.

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

Page	Measure	Type	Red	Amber	Green
60	NRW's contribution following EU Exit	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 approach to	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	Amber rating applies, focused on fair reflection of position	approach to Green rating applies, focused on fair reflection of position
62	Implement Covid-19 Renewal programme	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

Papur y Bwrdd

	Manylion y Papur
Teitl y Papur:	Diweddariad Lles, Iechyd a Diogelwch
Cyfeirnod y Papur:	21-11-B18a
Noddir y Papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Cyflwynir y Papur gan:	Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch
Diben y Papur	Trafodaeth (craffu a thrafod)

Mater

1. Dyma ddiweddariad perfformiad Chwarter 2 Lles, Iechyd a Diogelwch.

Crynodeb

2. Darparu diweddariad Lles, Iechyd a Diogelwch i'r Bwrdd.

Argymhelliad

3. Gofynnir i'r Bwrdd gynnig sylwadau ar yr Adroddiad Lles, Iechyd a Diogelwch.

Risgiau Allweddol

4. Mae'r tîm Lles, Iechyd a Diogelwch yn parhau i reoli risgiau Lles, Iechyd a Diogelwch. Wrth edrych i'r dyfodol, bydd angen i Cyfoeth Naturiol Cymru 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.
5. Bydd y tîm Lles, Iechyd a Diogelwch yn defnyddio'r wybodaeth a gasglwyd a'r gwersi a ddysgwyd wrth ddatblygu ein strategaeth a'n cynllun gweithredu ar gyfer y dyfodol.

Goblygiadau Ariannol

6. Cydnabyddir bod goblygiadau ariannol sylweddol i gamreoli Lles, Iechyd a Diogelwch. Mae'r tîm Lles, Iechyd 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 ystad y mae Cyfoeth Naturiol Cymru yn ei rheoli, gallai methiannau i weithredu system Lles, Iechyd a Diogelwch gadarn arwain at oblygiadau ariannol sylweddol.

Aseiad o'r Effaith ar Gydraddoldeb

7. Nid yw wedi'i gynhyrchu ar gyfer yr adroddiad hwn.

Mynegai Atodiad

- Adroddiad Lles, Iechyd a Diogelwch, Chwarter 2



Board Report Q2- Engagement Pack – July to September 2021

Serious Incident Reviews (SIR)

SIR Update

Electric Vehicle Charging Points 2019/2020 – No change

Issues have been found with publicly available electric vehicle charging points on the NRW estate relating to installation by the contractor because they were not compliant with relevant electricity regulations. There were subsequent issues highlighted when the remedial repairs were carried out by contracted electrical engineers.

The final report has been distributed and actions assigned. There were ten actions in total with eight actions completed and two actions are active and being worked on with a final completion date of the 31st December 2021.

HGV Accident – Forestry Civil engineering works 2020/2021 - Update – action deadline extended

A civil engineering haulage contractor was transporting stone between sites when it overturned on a road. It is understood that this accident occurred because of low overhanging branches from trees on land adjacent to the road. Even though this was not on NRW land, further investigation identified learning that would be valuable to NRW.

The final report has been distributed and actions assigned. There were thirteen actions in total with eleven completed and two are active and being worked on with a final completion date of 30th November 2021 - this has been extended due to working with the business to implement suitable and sufficient WH&S documentation.

Mechanised harvester chainshot incident 2020/2021- Update – actions all completed.

A direct production harvesting contractor experienced a near miss when a fragment of the chain broke away and was ejected towards the cab. NRW are the Landowner and Forestry Works Manager. The report identified issues around the extent to which chainshot is

covered in training, missing chainshot guard/protection device, and the restricted manoeuvrability of the harvester head in thinning coupes.

All actions have been closed and completed within the timescale noted.

Hung up tree left standing during chainsaw operation 2020/2021 - Update – action deadline extended

Hung up trees were left standing during chainsaw operations on NRW land by a contractor. This is contrary to industry best practice guidance. The report identified issues around the planning of works, and the training/competence of those undertaking the supervision of the works.

The final report has been distributed and actions assigned. There were four actions in total with three completed and one is still active and being worked on with a final completion date of 30th November 2021 – this has been extended due to working with the business to implement suitable and sufficient WH&S documentation.

Chainsaw ringbarking 2020/2021 - Update – action deadline extended

Trees were identified during a site visit in 2020, which were potentially unstable following ringbarking that occurred approximately 5 years ago. There is greater liability for NRW where trees fall as a consequence of human intervention, i.e. creating deadwood either by stem injection or by ringbarking.

The report identified issues with regards to the procurement of contractors, chainsaw supervisor training, frequency of tree inspections, management agreements with third parties, and robustness and clarity of existing guidance.

The final report has been distributed and actions assigned. There were twenty actions in total with nineteen completed and one is active and being worked on with a final completion date of 31st January 2021 - this has been extended due to working with the business to implement suitable and sufficient WH&S documentation.

Incidents on NRW Estate

Sadly, there was another recent fatality on the NRW estate. A male drowned at Pontneddfechan plunge pool on 17th August 2021.

This incident is subject to a Coroner's inquest and investigation and once this has concluded more information around the circumstances may be available.

A Serious Incident Review has been opened and paused for fatal incident and will be updated once the coroner's inquest has concluded. This could be late next year.

As this fatal incident is currently being investigated by the Police and the Coroner a full investigation cannot be undertaken until these have been concluded. The incident happened on a natural feature on open access countryside with no indication that they related to our work. However, initial evidence gathering has been undertaken in

conjunction with key staff to ascertain if any immediate actions were necessary. Wellbeing support was offered to staff.

Following two serious incidents with members of the public falling from height at Pistyll Gain waterfall near Ganllwyd, an inspection and review of the site was undertaken with NRW recreation and land management staff.

The accident site is not on NRW land, but we promote a circular walking route past the waterfall.

There was no suggestion from the review that the incidents relate to our undertaking and site signage and social media information about the route is appropriate and in line with Visitor Safety Group guidance.

Health and Safety Executive (HSE)

The Health and Safety Executive (HSE) carried out a number of site visits during week commencing 27th September 2021, one of which took place on the Welsh Government Woodland Estate. Other visits took place during this week at private sector sites. The primary purpose of these visits was to look at safety zones, LOLER issues (including thorough examination), and machinery product safety (modifications) to see if the relevant FISA guidance is inclusive of current techniques. Prior to these visits taking place, the WH&S team met with the HSE policy lead for forestry, and two HSE technical specialists, to offer specialist input.

Forest Industry Safety Accord (FISA)

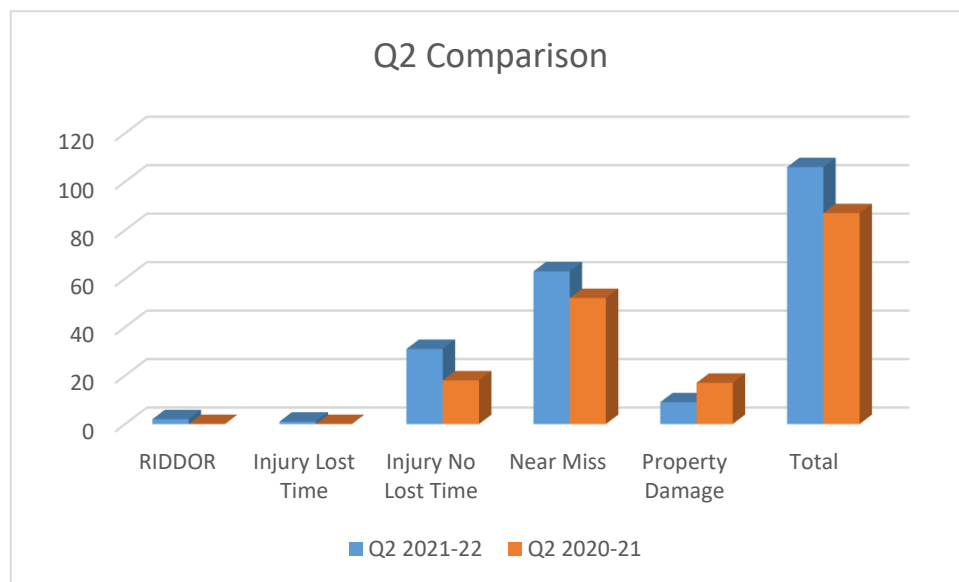
NRW have received praise from FISA for the learning points that have been shared with the wider industry, following our most recent forestry related serious incident reviews. The WH&S team have been invited to the next FISA Steering Group meeting, to explain the approach that we take to reviewing serious incidents and sharing key learning points. The intention is to try and encourage other FISA members to share their own learning points following incidents.

Incidents

AssessNET Incident Data (all NRW)

NRW	Q2 2021- 22	Q2 2020- 21	Q1 2021- 22	FY 2020- 21	FY 2019- 20	FY 2018- 19	FY 2017- 18	FY 2016- 17	FY 2015- 16
RIDDOR	2	0	1	3	5	2	8	9	12
Injury Lost Time	1	0	1	1	8	7	10	13	14

Injury No Lost Time	31	18	32	37	98	115	164	153	159
Near Miss	63	52	51	165	226	242	301	364	477
Property Damage	9	17	4	31	32	41	46	62	64
Total	106	87	89	237	369	407	529	601	726



NRW Totals for Q2 2021/22.

A total of **106** incidents have been reported to date for Q2 2021/22– this constitutes a mixture of employee, contractor, and member of public injuries and near misses. This compares to a total of **87** reported for the same period Q2 2020/21.

2 RIDDOR over 7-day injury (0 for same period last FY) –

IP sustained back injury whilst attaching implements to a tractor.

IP sustained lower limb injuries trying to stop NRW vehicle rolling away after being parked up.

1 Lost Time Injury (0 for same period last FY) – IP strained back whilst working in/near water.

31 Injury with no lost time (18 for the same period last FY) - 14 of the 31 reported injuries are to members of the public on MTB with the remaining being a mix of cuts/grazes and slips/trips/falls. 2 staff injuries were tick bites.

63 Near Miss (52 for the same period last FY) – A mix of reports relating to staff and contractor near misses.

9 Property Damage (17 for the same period last FY) – most relating to vehicles.

Current incident themes:

- Mountain Bike injuries to members of the Public at our Visitor/Trail Centres
- Slips/Trips/Falls
- Cuts/grazes
- Incidents relating to driving at work and NRW vehicles.

ISO 45001: 2018

The contract for the certification for ISO 45001:2018 has been awarded to British Standards Institute (BSi). ISO 45001:2018 is an international standard for health and safety at work developed by national and international standards committees.

The BSi auditor undertook a gap analysis on the 2nd of October 2020 and an action plan was produced to address the areas of improvement. The next stage – Stage 1 - of the certification took place over 3 days in April 2021. Following this stage assessment, BSi recommended that NRW could proceed to the next step – Stage 2 - which will be the sampling/auditing of teams and their activities. This will take place in October, November and December 2021.

Risk Assessment Management

As part of being compliant with ISO 45001, all NRW teams will need to have work activity specific risk assessments. The WH&S team have been working with operational teams to assist the development of the risk assessments in AssessNet.

To make the development of these more efficient and consistent, the WH&S team have developed templates that can be used by managers and team leaders. The WH&S team have also re-populated standard hazards and control measures in the system that team leaders and managers can use and custom to their work activities. Where teams already have specific risk assessments, but in another format, the WH&S team are updating these onto AssessNet.

Policy update

A number of the WH&S policies and procedures were reviewed and updated. These included: -

- Food Safety policy
- Food Allergies policy
- Eye Care policy
- Menopause policy and procedure
- First aid policy and procedure

These will be endorsed by the Leadership Team Group and signed off by the members of the National WH&S committee.

Training sessions

The WH&S team delivered a number of training awareness sessions over Q2, these included Hand Arm Vibration Syndrome (HAVs) and Risk Assessment.

In total, the following have been delivered: -

10 HAVs awareness sessions delivered, and 109 staff attended

13 Risk assessments sessions delivered, and 116 staff attended.

Internal Audit Programme

The internal audit team notified the WH&S team that one internal audit review would take place in 2021/2022. This internal audit review was to focus on the Hand Arm Vibration (HAVs) process, which is due to commence in October 2021.

Wellbeing Health & Safety Pre-qualification questionnaires

The WH&S team have liaised with procurement and the timber sales team to ensure that contractors and customers who work on NRW land are adequately assessed at the pre-qualification stage, to ensure that they are competent and have made suitable arrangements in place to manage WH&S.

In total, the following have been assessed and approved -

23 Land management framework contractor assessments – 22 of the initial assessment required further clarification, with 1 assessment being approved on initial assessment.

Coronavirus/Covid-19

As a result of the pandemic, there has been a need for additional WH&S advice, support and guidance for staff who are working from home and teams who were still undertaking key and essential works activities. Welsh Government (WG) implemented a plan based on alert levels.

The WH&S team continue to work with facilities and teams within NRW to provide support and guidance on Covid 19 procedures to ensure NRW remains legally compliant in this area.

All alert level information can be found on the Coronavirus intranet page.

Hidden disabilities – sunflower lanyards

NRW has signed up to the hidden disabilities scheme – Sunflower Lanyards and business starter packs have been sent out to Ynyslas, Coed-y-Brenin, Bwlch Nant yr Arian, Garwnant and Cadair Idris. All visitor centre staff will be trained to identify the hidden disabilities sunflower scheme, gain a deeper understanding of hidden disabilities and be confident to approach and support customers and colleagues living with a hidden disability. The WH&S team will be looking at rolling out the sunflower lanyards to NRW offices in the future.

Wellbeing initiatives and developments

Corporate Health Standard

The focus for 2021/2022 is to ensure suitable and sufficient evidence and supporting information is continued to be gathered for the Gold level award assessment. The action plan was submitted to Public Health Wales for the gold level award assessment in March 2021.

However, all Corporate Health Standard (CHS) assessments are dependent on how Public Health Wales and their resources and processes due to Covid-19. Their focus is currently on organisations that have awards to revalidate before moving onto new award assessments. NRW's sliver award will expire in March 2022.

Wellbeing Initiatives

The WH&S team have run 4 Wellbeing Drop-in session for team leaders and line managers. These sessions are for team leaders and line managers to ask questions or seek advice, support and guidance on any wellbeing issues. They are not used to discuss any individual cases but to ask general advice wellbeing, such as undertaking an occupational health referral, advice on stress, mental health issues etc.

NRW's mental health first aiders arranged virtual sessions for the offices they were based in, these were called Talk to us -, which was in line with the Sarmatians initiative.

World suicide day 10th September, the WH&S team arranged a lunch and learn session with Healthy Work Company which was held 20 September.

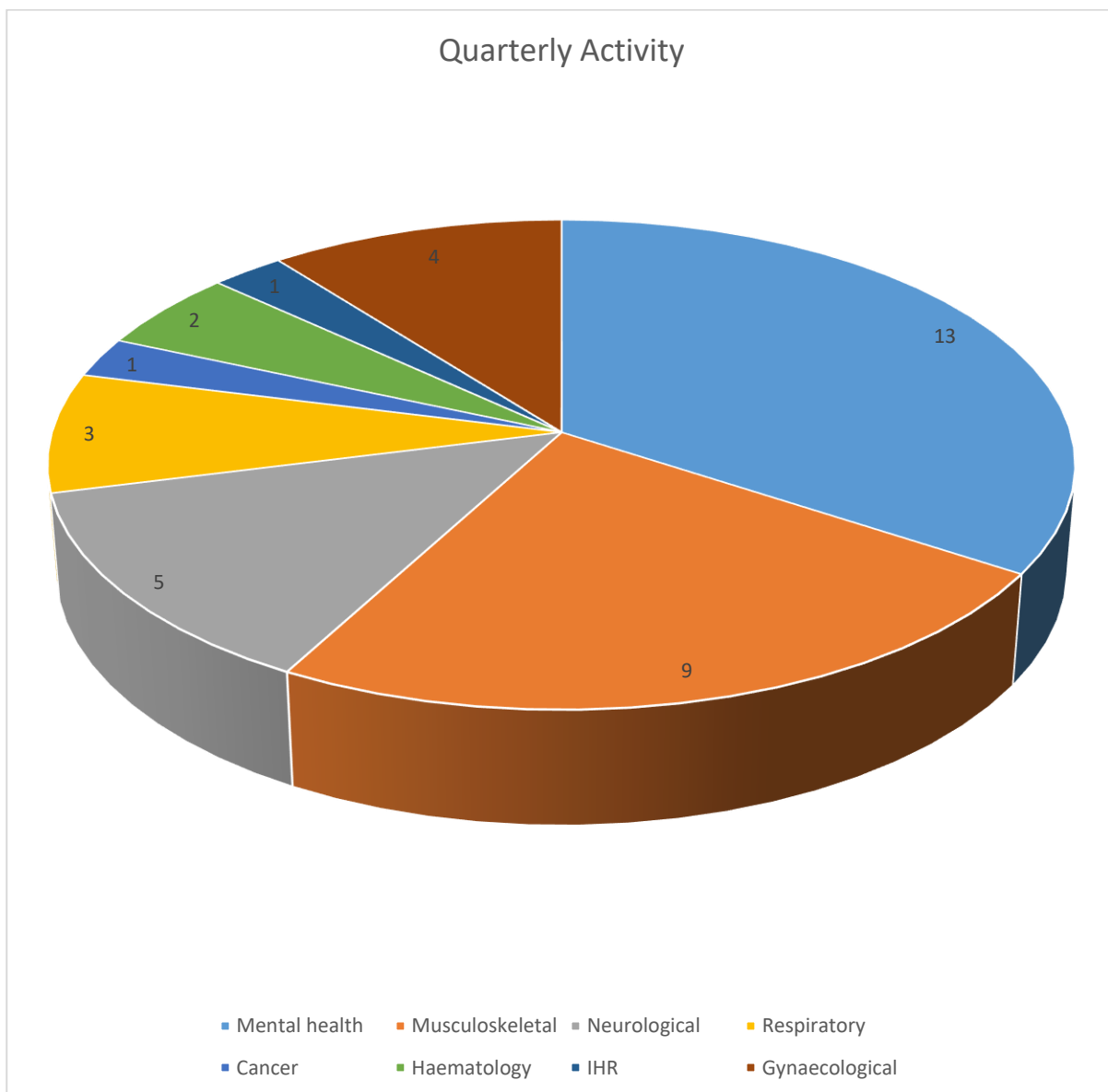
NRW Occupational Health Statistics

Quarter 1 – April to June 2021

Summary	Comparison from previous quarter
38 referrals/reviews	+7 (31)

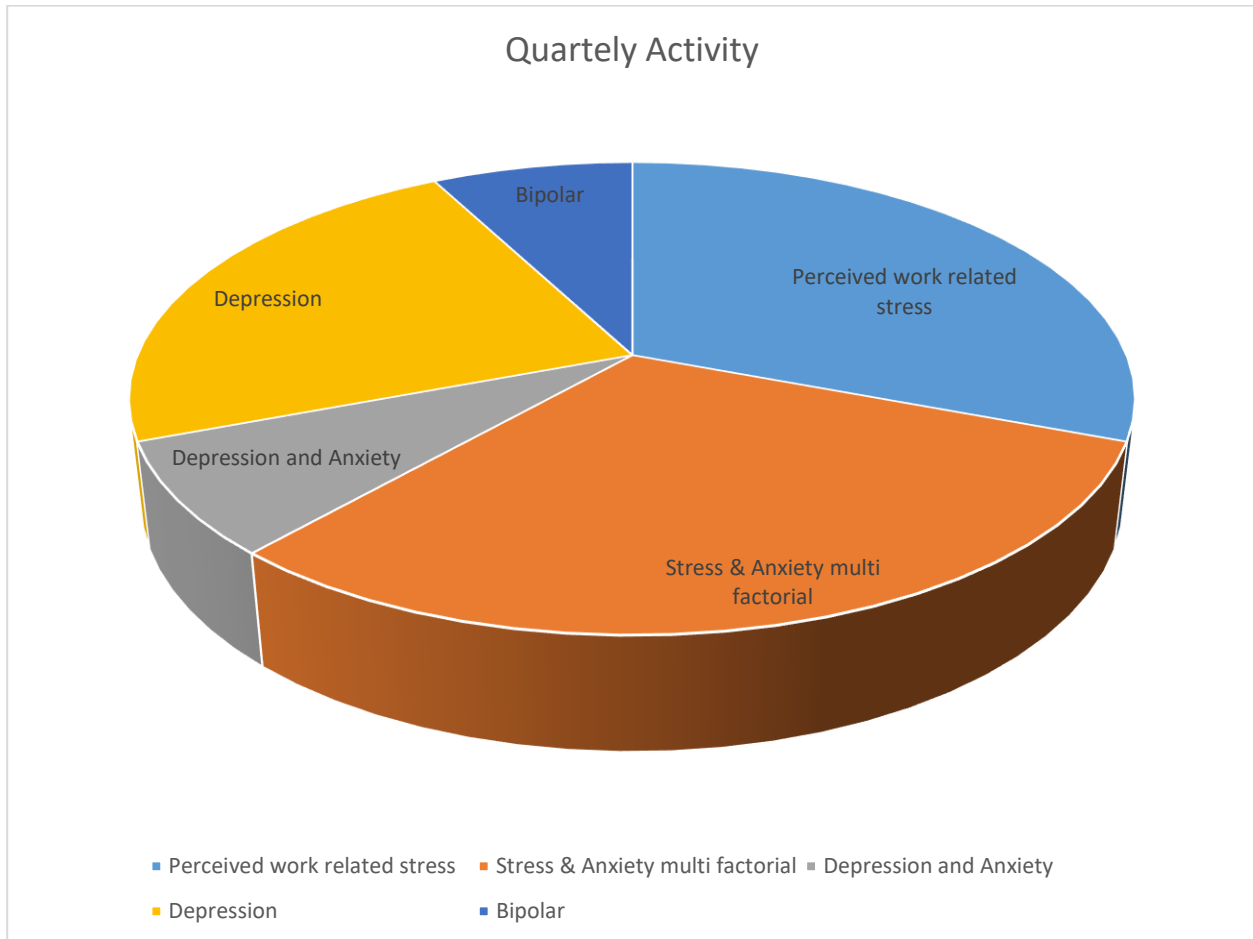
0 HAV screening	- 20 (20)
0 HAVs Tier 4 assessments	-2 (2)
8 Physiotherapy	N/A

Medical reason for referral



Mental health is the main reason for referrals this quarter at 34% which is a 14% decrease from last quarter.

Mental health categories



31% of the mental health referrals are perceived to be work related which is a 11% increase 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.

Papur Bwrdd

Dyddiad y cyfarfod	18 Tachwedd 2021
Teitl y papur	Y Strategaeth Llesiant, Iechyd a Diogelwch
Cyfeirnod y papur	21-11-B18b
Noddir y papur gan	Prys Davies, Cyfarwyddwr y Strategaeth a Datblygu Corfforaethol
Paratowyd y papur gan	Charlotte Morgan, Rheolwr Llesiant, Iechyd a Diogelwch
Diben y papur	Cymeradwyaeth

Cefndir

1. Dyma Strategaeth Llesiant, Iechyd a Diogelwch CNC ar gyfer 2021 – 2024.
2. Mae'r ddogfen hon yn nodi'r cyfeiriad strategol ar gyfer Llesiant, Iechyd a Diogelwch dros y tair blynedd nesaf. Ceir manylion ynghylch sut y bwriadwn drefnu ein hunain er mwyn sicrhau y byddwn fan leiaf yn cydymffurfio â'r gyfraith, a cheir manylion hefyd ynghylch sut y bwriadwn hyrwyddo diwylliant cadarnhaol a chynaliadwy o ran Llesiant, Iechyd a Diogelwch er mwyn inni allu gwella ein perfformiad yn barhaus.

Argymhelliad

3. Gofynnir i'r Bwrdd gymeradwyo'r Strategaeth Llesiant, Iechyd a Diogelwch.

Risgiau

4. Bydd risgiau'n ymwneud â Llesiant, Iechyd a Diogelwch yn parhau i gael eu rheoli gan y sefydliad, a bydd y tîm Llesiant, Iechyd a Diogelwch yn cydgysylltu a goruchwylio'r risgiau hyn. Wrth edrych tua'r dyfodol, bydd angen i CNC gynnal a datblygu ymhellach ein diwylliant o ran monitro Llesiant, Iechyd a Diogelwch. Bydd hyn yn parhau i fod yn elfen allweddol o'n strategaeth yn y dyfodol wrth inni symud ymlaen.

5. Bydd y tîm Llesiant, Iechyd a Diogelwch yn defnyddio'r wybodaeth a gasglwyd a'r gwersi a ddysgwyd yn sgil ein gwaith monitro rheolaidd i lywio'r gwaith o ddatblygu ein strategaeth a'n cynllun gweithredu yn y dyfodol.

Y Camau Nesaf

6. Ar ôl i'r Strategaeth Llesiant, Iechyd a Diogelwch gael ei chymeradwyo, bydd y tîm Cyfathrebu yn cynorthwyo'r tîm Llesiant, Iechyd a Diogelwch i gyfleu a chyfathrebu Strategaeth Llesiant, Iechyd a Diogelwch newydd CNC i'n staff, i'n rhanddeiliaid ac i bartïon â budd.

Mynegai o'r Atodiadau

Atodiad 1 – Y Strategaeth Llesiant, Iechyd a Diogelwch



Wellbeing health and safety strategy – 2021-2024

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- [Governance](#)
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 - [Appendix 3: Reporting success - Example Key Performance Indicators \(KPIs\)](#)

Introduction

Welcome to the new Natural Resources Wales (NRW) Wellbeing, Health and Safety (WH&S) Strategy for 2021 to 2024.

Natural Resources Wales is the largest Welsh Government Sponsored Body and principal adviser to the Welsh Government, industry, the wider public and voluntary sector, communicating any issues relating to the environment and its natural resources. NRW now employ around 2,200 staff members across Wales, as well as supporting other employment through contract and volunteer work.

Our corporate vision is to lead the way to a better future for Wales by managing the environment and natural resources of Wales sustainably. This strategy requires NRW to conduct its activities at all times in a proactive way that prevents injury and ill health to our staff, and to those who work and engage with us.

This document describes the strategic direction for wellbeing, health and safety over the next three years. It details how we intend to organise ourselves to maintain legal compliance as a minimum and promote a positive, sustainable wellbeing, health and safety culture to continually improve performance.

Good health and wellbeing is increasingly being acknowledged as a vital element in supporting and developing a workforce. Not only are there positive benefits to staff, there

are also financial and reputational benefits to the organisation. NRW recognises that an important aspect is the promotion and maintenance of the physical and psychological health, wellbeing and safety of its entire organisation. In order to deliver our objectives, we need a highly motivated, empowered, engaged and healthy workforce.

Registration to both the International Occupational Health and Safety Management Standard ISO 45001:2018 and the Corporate Health Standard gold/platinum award, will be a clear demonstration of our commitment to recognised best practice, enhancing our reputation with staff and new and existing stakeholders, e.g. Health & Safety Executive, Forest Industry Safety Accord, including those in industry and business.

We want to achieve these as a clear demonstration that we value our staff and customers and want them to be safe and thrive because of the positive culture and benefits of working to support the natural resources of Wales. Put simply, it's about NRW being a great place to work and a great organisation to do business with.

The Role of the Wellbeing, Health and Safety Team

Natural Resources Wales' health and safety arrangements are such that the Wellbeing, Health and Safety Team assists NRW by providing a source of competent advice to all staff and acts as the custodian of the documented high-level health and safety management system including the Wellbeing Health and Safety Policy. The team is employed to provide support, advice and guidance to the organisation, in its endeavours to inspire positive wellbeing, health and safety behaviours and to monitor the NRW health and safety performance. This is achieved through engagement with the business.

As an enabling support service, the Team's core purpose is to:

- Provide a source of competent advice by co-ordinating, supporting and maintaining the effectiveness of the organisation's WH&S management system.
- Enable leaders and managers to competently contribute towards a safe and healthy working environment which ensures compliance with our statutory duties, so far as is reasonably practicable, to ensure everybody working with NRW remains safe and well.

The Wellbeing, Health and Safety Team fulfil this core purpose through prioritisation of activities, by taking into account Natural Resources Wales most significant hazards first (Appendix 2), the resources available to them and the appropriateness of timescales for delivery.

Position Statements

Where are we?

Positive attributes of NRW's current approach to wellbeing health and safety management include:

- An established suite of corporate health and safety policies and procedures.
- A recognised suite of systems which support wellbeing health & safety management – AssessNET incident reporting, Peoplesafe lone & remote working, MyNRW WH&S management module, Reactec and Workrite DSE training and assessment tool.
- Achieved the Corporate Health standard Silver award.

- Availability of key wellbeing health and safety training courses
- Board & Executive Team commitment to wellbeing health & safety.
- Three directorate led Wellbeing Health & Safety engagement forums for Operations, Evidence Policy & Permitting and Enabling Services (which includes Corporate Strategy and Development, Communication, Customer and Commercial and Finance and Corporate Services.)
- National Wellbeing Health & Safety Committee
- Directorate responsibility recognised by Executive Directors & Leadership Team members.
- Partnership working arrangements with Trade Union Representatives and staff representatives, and also external partnership working e.g. Health and Safety Executive (HSE), Forest Industry Safety Accord (FISA).
- Wellbeing Health & Safety Team, providing competent advice to support risk management activities.

Where do we want to be?

As a public organisation, with a philosophy of continual improvement, this new strategy creates an opportunity to redefine the strategic direction for wellbeing health and safety for the next three-year period to keep pace with changes to legislation and management thinking. Rather than relying on a reactive or a 'tick box' approach, we need to facilitate a position where all staff feel engaged and empowered to contribute to a healthier and safer workplace.

We will do this by providing all staff with a clear understanding of their health and safety roles and responsibilities and by making the necessary training, information, and instruction more readily available, to encourage all staff to take ownership of their own work-related risks.

This strategy, however, cannot operate in isolation; therefore, we have taken into account the new strategic aims of the Health and Safety Executive (the UK's Health and Safety Regulator), 'Helping Great Britain work well', which was published at the end of February 2016. The Chartered Institution of Occupation Safety and Health (IOSH) is an organisation for Health and Safety professionals. IOSH have released a new five-year strategy, "WORK 2022 – shaping the future of safety and health", which sets out a vision and defines the steps that are required to take. Our strategy has referenced the IOSH 'WORK 2022' to ensure the inclusion of IOSH's vision – a safe and healthy world of work and also defines how we can lead and collaborate with our stakeholders towards achieving our objectives.

Going forward, it makes financial sense to invest time and effort to reduce NRW's two biggest causes of absenteeism, these being mental health issues and musculoskeletal disorders. Therefore, our focus for the next three years will be to support managers to reduce sickness absence to a rate which is further below our target value than at present, by aiming to improve the promotion, co-ordination and communication of health and wellbeing opportunities leading to healthier lifestyles.

Good occupational health and safety management practice needs to be integrated into every aspect of our work activities. This will be achieved by way of coordinating proactive engagement between line managers, staff and trade union representatives. Partnerships with third parties, contractors, suppliers and the wider community will also be crucial to our success. We must continually strive to understand the diverse and constantly changing

nature of the activities which NRW undertakes. We need to ensure that we help others to see the benefit of an appropriate and proportionate wellbeing health and safety management as a positive instrument to ensure legal compliance and organisational success rather than as a burden to progress.

Over the next three years we will further strengthen and embed our wellbeing health and safety management system. We will be guided by this in our ambition to achieve the goal of registration to the globally recognised standard ISO 45001:2018 and certification to The Corporate Health Standard Gold/Platinum award. This will further demonstrate our commitment to best practice and will aid greater collaboration with new and existing partners, including those in the public and private sector.

Finally, our plan will enable greater consideration of health and safety implications when introducing new staff, processes and work practices by dedicating adequate resources to support management in a proactive manner, designing in wellbeing health and safety at the start of the process.

To maximise the impact of this new strategy we have identified the principal strategic aims for us as an organisation linked to five strategic priorities.

Principal Strategic Aims

Overarching Aims

- The delivery of a safer and healthier work environment for all those working and engaging with us.
- To maintain our reputation as the organisation to ensure that the environment and natural resources of Wales are sustainably maintained, sustainably enhanced and sustainably used, now and in the future, in a safe, secure and healthy environment.
- Improve wellbeing health and safety performance, supported by revised key performance indicators.
- Achieve ISO 45001 registration.
- Achieve Corporate Health Standard – Gold.
- Gain commitment for Corporate Health Standard - Platinum.
- Ensure Wellbeing Health and Safety is ‘designed-in’ when developing work programmes, implementing change decisions, procurement and contract management.
- Ensure our sickness absence is consistently monitored and relevant interventions implemented.
- Continue to maintain legal compliance and work proactively to keep pace with new and changing legislative requirements, as well as adapting to future circumstances.

Short Term Aims (Year 1)

- The Wellbeing Health and Safety Policy is revised and implemented.
- Health and safety training requirements for all NRW staff are more clearly defined.
- All leaders and managers commit more fully to, and are accountable for, the management of wellbeing health and safety.
- Occupational health and safety risks are managed and controlled in a sensible, proportionate, and enabling manner.

- Improved wellbeing, health and safety promotion, communication and consultation mechanisms.
- Revise risk assessment process within NRW.
- NRW successfully achieving registration to ISO 45001.
- NRW to maintain the Corporate Health Standard Silver award and will register for the Gold level award assessment by Public Health Wales.

Medium Term Aims (Year 2)

- Continual improvement is supported by enhanced health and safety reporting and performance monitoring systems.
- Appropriate health, safety and wellbeing training opportunities are easily accessible to all staff.
- Establish competency frameworks for high risk work areas e.g. Chainsaws, Manual Handling, to ensure staff competency.
- NRW is accredited to the Corporate Health Standard – Gold award and working towards the Platinum level award.
- Long Term Aims (Year 3)
- We operate a robust, assured, operationally excellent occupational health and safety management system certified to the internationally recognised standard ISO 45001:2018.
- NRW is accredited to the Corporate Health Standard and working towards the Platinum award.
- All staff support a positive, proactive, sustainable safety culture.

Strategic Priorities

In order to achieve NRW's vision for Wellbeing, Health and Safety this strategy has been divided into five clear strategic priorities, which will be coordinated by the Wellbeing, Health and Safety team.

Appendix 1 contains the corresponding Implementation Plans for each Strategic Priority describing the actions to be addressed during years one and two.

Strategic Priority 1: Leadership and Commitment

Over the next three years, from the top of the organisation downwards, NRW's approach to the management of wellbeing health and safety will be more proactive than at present, fostered by leaders who clearly understand their roles and responsibilities and accept ownership and full accountability for wellbeing, health and safety matters.

Our aim is to ensure that, in relation to wellbeing, health and safety matters, line managers are enabled to demonstrate a sufficient level of competence to plan, manage, monitor and continuously improve wellbeing health and safety performance.

Confident leadership of wellbeing, health and safety will confirm to staff and others who engage with us, that wellbeing health and safety is a top priority and is a vital component in enriching a positive culture.

Strategic Priority 2: Risk Control

The need to consistently manage and control our wellbeing health and safety risks to an acceptable level, so far as is reasonably practicable, requires all leaders and managers to understand the hazards created by their work activities and to assess and manage the associated risks in a sensible, proportionate manner.

To support this, we will review our most significant risks through maintenance of the strategic risk register, ongoing review of our corporate Wellbeing Health &, Safety documentation, refresh our Wellbeing, Health and Safety internal audit activities and introduce more efficient electronic solutions to assist in risk management, e.g. Incident and near miss reporting, risk assessment and applications for active monitoring.

This approach will allow us to continue to demonstrate that our people, environment, assets and reputation are adequately protected from harm at all times.

Strategic Priority 3: Communication and Engagement

For us to achieve a more proactive, positive culture, in which all fully engage and participate at all levels of the organisation, our wellbeing health and safety communication will make best use of innovative technology.

We will proactively communicate about wellbeing, health and safety, to reliably inform and instruct staff and others on important matters and initiatives, in particular increasing the promotion of wellbeing opportunities to encourage staff to make healthier lifestyle choices and to develop personal resilience.

Strategic Priority 4: Training and Competence

A successful, cost effective wellbeing health and safety management system requires competent and well-trained people at all levels of the organisation. This ensures that all staff fulfil the wellbeing health and safety responsibilities expected of them on a consistent basis and play their part in ensuring continual improvement of the health, safety and wellbeing management system at NRW.

NRW will continue to invest in health and safety training for our staff and where appropriate, will seek more efficient and cost-effective methods of delivery. We will also look to offer training opportunities to external organisations to help further our collaborative links with private, public sector and trade body organisations.

Strategic Priority 5: Performance Management

Monitoring, measuring and reviewing performance are all vital components in evidencing full legal compliance, by allowing managers the opportunity to test the robustness and effectiveness of the health and safety management system.

Therefore, we intend to evaluate our performance against a meaningful set of health and safety key performance indicators (KPIs) set annually and agreed by Executive Team (Appendix 3 - Example KPIs) and refresh our audit programme accordingly.

To make sure we learn from experiences both positive and negative, our monitoring activities will be extended and will make greater use of information technology. With more

accurate, factual information it is expected that managers will be more empowered to take the necessary action to prevent and correct unsafe behaviours before circumstances escalate.

Framework for Delivery

As there is already a well-established foundation of wellbeing, health and safety management, it is not envisaged that the success of this strategy will be heavily reliant on extensive investment; however, we will need to consider how we best plan, resource, organise, monitor and review our activities to guarantee consistent levels of legal compliance across all our work activities.

As we progress to a more proactive wellbeing, health and safety management approach, we anticipate greater integration between Directors, Leadership Team, Line Managers, the corporate Wellbeing, Health and Safety Team, directorate forums, staff and TU representatives. This will lead to better consideration of work activities to eliminate risk, more reliance on information technology and increased effort to adequately prepare for emergency situations.

By engaging the right people, with the necessary level of expertise and competency to actively manage wellbeing, health and safety and to challenge poor practices, we will create a safe, secure and healthy NRW.

Governance

Overall responsibility for the delivery of the five strategic priorities described in this document rests with Executive Team and with the Chief Executive who holds overall responsibility for wellbeing, health and safety matters.

The day-to-day management of this strategy lies with the Head of People Management, who reports directly to the Executive Director for Corporate Strategy and Development, supported by the Wellbeing Health and Safety team.

The implementation of this strategy and effectiveness of the plan will be monitored and reviewed on a six-monthly basis by the Chief Executive and the National Wellbeing, Health and Safety Committee and annually by the People & Remuneration Committee and NRW Board.

The intention is that this strategy will be a living document and for that reason will be reviewed and updated annually.

This third strategy will be the driver to enable us to meet our ambition to further improve our approach to protect the wellbeing health and safety of our staff, making NRW a safer, healthier and better place to work and to do business with.

Appendix 1 Strategic Priorities - Implementation Plans

No.	Strategic Priority	Action	Timescale	Owner(s)
1.	Leadership & Commitment	Develop our wellbeing health and safety management system to become certified to the internationally recognised standard ISO 45001:2018.	To commence from April 2021	Wellbeing, Health and Safety (WH&S) team, supported by Board, Executive Board (ET), LT (Leadership Team), Management Team (MT), all staff.
2.	Leadership & Commitment	Identify and ensure that staff e.g. managers, team leaders have the necessary support to successfully undertake new and different roles.	To commence from April 2021	ET & LT, supported by the WH&S team.
3.	Risk Control	Maintain and manage the Strategic Wellbeing, Health and Safety Risk Register as a systematic process for addressing hazards in the workplace.	Commenced April 2020	Executive Director, Operations. Supported by Wellbeing, Health and Safety manager.
4.	Risk Control	Review of all corporate WHS documentation. Ensure that there is a timetable in place to review and revise documents and a document control procedure in operation. Adopt effective communication methods to inform end users when revisions are made to documentation.	To Commence April 2021	WH&S team.
5.	Risk Control	Develop and deliver Risk Assessment training for NRW.	To Commence June 2021	WHS Team and supported by Learning & Development Team (L&D).
6.	Risk Control	Implement online COSHH assessments.	To commence from April 2021	WH&S team and supported by the business.
7.	Risk Control	Review hand arm vibration syndrome online system (REACTEC.) to ensure correct usage and document control.	To commence April 2021	WH&S team and supported by the business.

No.	Strategic Priority	Action	Timescale	Owner(s)
8.	Risk Control	Implement an online functional risk assessment.	To commence from April 2021	WH&S team and supported by the business.
9.	Communication & engagement	Actively support the health and well-being of our staff by achieving the Corporate Health Standard Gold Award.	To be achieved by March 2022	WH&S team, supported by Board, ET, LTG, MT, all staff.
10.	Communication & engagement	Actively support the health and well-being of our staff by achieving the Corporate Health Standard Platinum Award.	To be achieved by March 2024	WH&S team, supported by Board, ET, LTG, MT, all staff.
11.	Communication & engagement	Undertake Climate/Pulse Survey to check progress of strategy and strengthen our wellbeing health and safety management system by actively engaging and benchmarking against other organisations.	To be undertaken by March 2022	WH&S team with support from communication team.
12.	Training & competence	Review current Wellbeing Health & Safety Training Courses to ensure that delivered courses are suitable and sufficient.	To commence by May 2021	L&D Team
13.	Training & Competence	Develop and implement a training needs analysis system for the business.	To commence by May 2021	L&D Team
14.	Training & Competence	Develop and roll out competence frameworks for specific areas. E.g. chainsaw, water safety and manual handling.	To commence October 2021	L&D Team
15.	Performance Management	Review current systems in place for performance management.	To Commence October 2021	WH&S team and Governance
16.	Performance Management	Report on Wellbeing, Health and Safety information and key achievements to ET, Board and PaRC	To commence April 2021	WH&S team

Appendix 2: Hazards & risk areas (identified at the corporate level)

NRWs most significant wellbeing health and safety hazards are grouped below and captured in the strategic risk register.

Organisational wide risk areas

- Mental Health
- Behaviours
- Contract Management
- Wellbeing, Health and Safety training/Competency
- Risk Assessment Management

Specific Operational risk areas

- Forest Operations
- Public Safety
- Plant & Machinery
- Diving
- Working in or near water
- Lone/Remote Working & Hostile Sites
- Lifting Operations & Lifting Equipment Regulations (LOLER)
- Hand Arm Vibration Syndrome

Appendix 3: Reporting success - Example Key Performance Indicators (KPIs)

Each KPI needs to be set against an agreed annual improvement or completion target as compared to the target figure set for the previous year.

It is important not to rely heavily on failure data to monitor performance. The consequence of that approach is that improvements or changes are only determined after something has gone wrong. Often the difference between whether a failure results in a minor or catastrophic outcome is purely down to chance. Effective management of major hazards requires a proactive approach, so information to confirm that critical systems are operating as intended are essential.

Switching the emphasis in favour of leading indicators to confirm that risk controls continue to operate is an important step forward in the management of major hazard risks. Similarly, it is important to try and develop a set of leading and lagging indicators for each risk control area which provides dual assurance to confirm that the risk control system is operating as intended.

KPIs – Leading: Measuring Success (year on year improvement)

- Number of staff having completed mandatory health and safety training.
- Number of departmental/team safety inspections (minimum target 20 per annum).
- Number of WH&S internal Audits conducted against plan (Minimum target 4 per annum).
- Number of WH&S internal Audit actions closed and completed.
- Number of Executive/Senior managers' active monitoring events.
- Number of Contractor pre-qualification assessments.
- Number of staff attending lifestyle screening assessments.
- Number of 'near miss' reported.
- Number of hazards reported.
- Number of 'red cards' issued to prevent unsafe working practices.
- Lead and lag indicators a standing item for discussion on all Directorate WH&S forums.
- Absence data and information a standing item for discussion on all Directorate WH&S forums.
- Occupational health referral data and information a standing item for discussion on all Directorate WH&S forums.

KPIs – Lagging: Measuring Failure

- Number of RIDDOR reportable accidents
- Number of lost time accidents.
- Number of near miss reports.
- Number of contractor accidents.
- Number of outstanding or closed serious incident review actions
- Lone and remote worker alarm escalations.
- Cost of safety related insurance claims.
- Staff sickness absence due to mental health factors.
- Staff sickness absence due to musculoskeletal disorders.

Papur Bwrdd Cyfoeth Naturiol Cymru

Teitl y Papur:	Hela trywydd ar Ystad Cyfoeth Naturiol Cymru
Cyfeirnod y Papur:	21-11-B19
Noddir y Papur gan:	Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu.
Cyflwynir y Papur gan:	Dominic Driver, Pennaeth Stiwardiaeth Tir ac Ieuan Williams, Uwch Syrffwr Arbenigol
Diben y Papur	Penderfyniad
Argymhelliad	Oni bai bod Gweinidogion yn cyfarwyddo fel arall, argymhellir bod Bwrdd Cyfoeth Naturiol Cymru yn cytuno ein bod yn rhoi'r gorau i ganiatáu hela trywydd neu hela mynediad yn unig ar Ystad Cyfoeth Naturiol Cymru.

Mater

- Wedi i Gyfarwyddwr y Gymdeithas Meistri Cŵn Hela (MFHA) gael ei ddedfrydu'n euog o annog hela llwynogod anghyfreithlon mewn cysylltiad â gweminarau lle'r oedd yn esbonio sut i ddefnyddio hela trywydd i guddio hela llwynogod anghyfreithlon, mae angen i ni benderfynu a ddylid:
 - caniatáu i hela trywydd ailddechrau ar Ystad Cyfoeth Naturiol Cymru gyda'r MFHA neu gyrrff eraill, neu
 - rhoi'r gorau i ganiatáu hela trywydd ar Ystad Cyfoeth Naturiol Cymru.

Cefndir

- Roedd gan Cyfoeth Naturiol Cymru Gytundeb Meistr ar gyfer hela trywydd ledled Ystad Cyfoeth Naturiol Cymru gyda chorff llywodraethu'r Swyddfa Hela, yr MFHA, a ddaeth i ben ar 30 Medi 2021. Yr MFHA sy'n pennu'r polisi, y rheolau a'r codau ymddygiad o ran sut y dylid cynnal helfeydd a hela yn unol â'r gyfraith yng Nghymru a Lloegr. Roedd y Cytundeb Meistr hwn hefyd yn cynnwys caniatâd mynediad yn unig ar gyfer helfeydd a oedd yn dymuno croesi tir dan reolaeth Cyfoeth Naturiol Cymru. Roedd y Cytundeb Meistr yn caniatáu i helfeydd gael cytundebau gennym, o dan ein system Caniatâd, ar gyfer hela trywydd neu fynediad yn unig ar draws rhannau o Ystad Cyfoeth Naturiol Cymru.
- Yn hanesyddol, rydym wedi trwyddedu dwy Helfa ar gyfer hela trywydd ar Ystad Cyfoeth Naturiol Cymru ac un ar gyfer mynediad yn unig am 44 achlysur y flwyddyn gan ddefnyddio Ystad Cyfoeth Naturiol Cymru. Mae hyn yn cymharu â 34 o Helfeydd y credwn sy'n gweithredu yng Nghymru.

4. Ers 24 Tachwedd 2020, rydym wedi bod yn derbyn, drwy ymgyrchoedd amrywiol a chan unigolion preifat, geisiadau i Cyfoeth Naturiol Cymru atal hela trywydd ar ein hystad. Roedd hyn ar ôl i ddwy weminar breifat lle honnwyd i Gyfarwyddwr yr MFHA roi cyngor ar sut i guddio hela anghyfreithlon gael eu rhyddhau'n gyhoeddus ar-lein. Sefydlwyd ymchwiliad gan Heddlu Dyfnaint a Chernyw, yr arweinydd cenedlaethol ar hela llwynogod.
5. Ar 27 Tachwedd 2020, ataliwyd y Cytundeb Meistr gyda'r MFHA dros dro, ynghyd â phob caniatâd hela trywydd a mynediad yn unig ar ein hystad, wrth i ni aros am ganlyniad ymchwiliad yr Heddlu. Roedd hyn yn gydnaws â sefydliadau eraill sy'n berchen ar dir fel Forestry England, yr Ymddiriedolaeth Genedlaethol ac United Utilities ac yn wyneb pwysau ar y cyfryngau cymdeithasol a sylw arall yn y cyfryngau.
6. Yn dilyn ymchwiliad yr Heddlu, plediodd Cyfarwyddwr yr MFHA yn ddieuog i gyhuddiad o fynd ati'n fwriadol i annog neu gynorthwyo eraill i gyflawni trosedd o dan Ddeddf Hela 2004. Cynhaliwyd achos llys ar 20-24 Medi 2021 yn Llys Ynadon Westminster. Cafwyd dyfarniad euog ar 15 Hydref 2021¹.
7. Mae'r ataliad dros dro ar ganiatâd i hela trywydd a mynediad yn unig ar Ystad Goed Llywodraeth Cymru yn parhau i fod mewn grym, hyd nes y byddwn wedi ystyried canlyniad yr achos llys.
8. Rydym yn destun ymgyrch i wahardd hela trywydd yn barhaol. Er enghraifft, fel rhan o'r ymgyrch cawsom 800 o negeseuon e-bost ar benwythnos 16 a 17 Hydref 2021. Ysgrifennodd yr MFHA atom ar 15 Hydref 2021 yn gofyn i ni ohirio unrhyw benderfyniad tan ar ôl iddynt gwblhau adolygiad o hela trywydd.
9. Mae'r sylw yn y cyfryngau yn cynnwys damcaniaethu ynghylch a yw tiffeddianwyr mawr mynd i wahardd hela trywydd yn barhaol. Hyd yn hyn, mae ein cyd-dirfeddianwyr mawr wedi ymateb yn yr un ffordd â ninnau. Yng Nghyfarfod Cyffredinol Blynyddol yr Ymddiriedolaeth Genedlaethol ar 30 Hydref 2021, bydd pleidlais ar gynnig aelodau i wahardd hela trywydd, ymarfer cŵn hela a hela eithriedig ar dir yr Ymddiriedolaeth Genedlaethol.
10. Rydym wedi gofyn i'r Gweinidog ystyried yr hyn mae am ei weld yn digwydd, fel perchennog tir Ystad Goed Llywodraeth Cymru, sef y rhan fwyaf ond nid y cyfan o Ystad Cyfoeth Naturiol Cymru dan sylw. Rydym yn aros am ymateb a byddwn yn pwysu amdano cyn cyfarfod y Bwrdd.

Asesiad

11. Nid yw canlyniad yr achos llys wedi newid Deddf Hela 2004, rydym yn ddarostyngedig i'r un fframwaith cyfreithiol ag o'r blaen. Y risg gyfreithiol i ni ei hystyried yw, os caniateir ailddechrau hela trywydd a bod hela trywydd yn arwain at un neu fwy o gŵn yn mynd ar drywydd llwynog, (sef y drosedd a grëwyd gan Ddeddf Hela 2004 oni bai ei fod yn hela eithriedig), gellid ein herio am ganiatáu gweithgaredd anghyfreithlon yn fwriadol.
12. Rhaid i ni hefyd fod yn deg. Mae hela trywydd fel y cyfryw yn ddefnydd cyfreithlon o'r tir cyhoeddus yn ein gofal, ar yr amod ein bod ni wedi rhoi caniatâd. Fodd bynnag, nid

¹ [Y Goron v. Hankinson | Barnwriaeth y Llysoedd a'r Tribiwnlysoedd](#)

oes rheidrwydd arnom i roi caniatâd, a phenderfyniad i Cyfoeth Naturiol Cymru yw a yw am barhau i roi'r caniatâd hwnnw ai peidio.

13. Y brif ystyriaeth i ni yw sut i ymateb i'r dystiolaeth a ddarparwyd gan yr euogfarn bod hela trywydd yn peri risg o weithgaredd anghyfreithlon. Yn wyneb yr euogfarn, a fyddem yn gallu bod yn ddigon hyderus i gael cytundeb gyda'r MFHA, corff llywodraethu cŵn hela cofrestredig, drwy Gytundeb Meistr i sicrhau y byddai'r gweithgaredd ar Ystad Cyfoeth Naturiol Cymru yn cael ei oruchwyllo'n briodol ac yn cydymffurfio â'r gyfraith. Pe bai hela trywydd yn digwydd ar Ystad Cyfoeth Naturiol Cymru, ein barn ni yw y byddai'n rhaid i ni wneud mwy o waith ein hunain i blismona'r gweithgaredd i sicrhau ein hunain nad oedd yn cael ei ddefnyddio i guddio hela anghyfreithlon. Rydym o'r farn y byddai hyn yn gofyn am lefel annichonadwy o adnoddau a derbyn risg i les, iechyd a diogelwch ein staff wrth ymgymryd â'r rôl sicrwydd hon.
14. Mae'r mater yn ddadleuol ond nid yn "newydd, cynhennus ac adleisiol" gan fod y goblygiadau ariannol yn ddibwys. Os yw Cyfoeth Naturiol Cymru am wneud penderfyniad strategol i atal hela trywydd yn llwyr ar yr Ystad, mae'r penderfyniad o fewn cylch gwaith y Bwrdd ac mae angen iddo gael ei lywio gan farn Llywodraeth Cymru fel y perchennog tir.

Opsiynau

15. Yr opsiynau sydd ar gael i ni, a'n dadansoddiad ni ohonynt, yw:

- a) **Dileu'r ataliad dros dro ac adnewyddu'r Cytundeb Meistr gyda'r MFHA ar delerau tebyg yna cytuno ar Ganiatâd gyda Helfeydd unigol o dan delerau'r Cytundeb Meistr os ydynt yn gwneud cais i ni.**

Nid yw'r opsiwn hwn yn ymdrin â'r risg o weithgaredd anghyfreithlon. Yn ogystal, nid ydym bellach yn ystyried bod yr MFHA yn gorff priodol i gael cytundeb o'r fath ag ef. Diben y cytundeb blaenorol oedd sicrhau mai dim ond gweithgaredd cyfreithlon hela trywydd neu hela mynediad yn unig oedd yn digwydd. Gan fod un o uwch arweinwyr yr MFHA wedi'i ddefnyddu'n euog o annog hela llwynogod anghyfreithlon o dan wedd hela trywydd, ni allwn ymddiried bellach yn ein gallu i ddibynnu ar gytundeb o'r fath gyda hwy i sicrhau mai dim ond hela trywydd cyfreithlon sy'n digwydd.

- b) **Dileu'r ataliad dros dro a thrafod Cytundeb Meistr newydd gyda'r MFHA gydag amodau llymach er mwyn cryfhau ein gallu i reoli sut mae'r gweithgaredd yn cael ei gynnal pan fyddwn yn rhoi Caniatâd i Helfeydd unigol.**

Nid ydym bellach yn ystyried bod yr MFHA yn gorff priodol i gael cytundeb o'r fath ag ef, fel y nodir yn a) uchod. O ganlyniad, byddai angen i ni ymgymryd â gwaith monitro ac asesu gweithgareddau ychwanegol o dan gytundeb o'r fath i sicrhau ein bod yn cydymffurfio â'i delerau. Nid yw hyn yn ymarferol ddichonadwy oherwydd natur y gweithgaredd, ein lefel bresennol o sgiliau a chymhwysedd a faint o adnoddau y byddai'n rhaid i ni eu neilltuo i fonitro a gorfodi cydymffurfiaeth ag unrhyw amodau llymach. Byddai hyn yn anghymesur â manteision posibl y gweithgaredd a'r adnoddau sydd ar gael i ni. Gallai'r gwaith monitro ac asesu ychwanegol hwn achosi mwy o risg i iechyd a diogelwch ein staff.

c) Cynnal “Adolygiad Rheoli Adnoddau Naturiol yn Gynaliadwy” (Adolygiad SMNR) o’r gweithgaredd, yna gwneud penderfyniad wedi’i lywio gan ganlyniad yr adolygiad hwnnw.

Byddai Adolygiad SMNR yn mynd i’r afael ag agweddau amgylcheddol, cymdeithasol ac economaidd drwy ddadansoddi’r system y mae’r gweithgaredd yn gweithredu ynddi. Ni fyddai’n darparu llawer o wybodaeth sy’n uniongyrchol berthnasol i’r brif ystyriaeth a nodir ym mharagraff 13 a sicrhau bod gweithgareddau sydd wedi cael caniatâd yn cydymffurfio â’r gyfraith. Byddai bron yn sicr yn ein gadael ni’n gorfod gwneud yr un penderfyniad o dan yr un cyd-destun ag yr ydym yn awr. Byddai hefyd yn heriol rheoli mewnbwn rhanddeiliaid, byddai’n llawer o waith am ychydig iawn o fudd ychwanegol, a byddai mwy o debygolrwydd o niwed i’n henw da drwy’r adolygiad wrth aros am benderfyniad ynghylch a fyddai gweithgaredd hela trywydd yn cael ei ganiatáu yn y dyfodol.

Mae’r MFHA wedi nodi eu bod yn bwriadu cynnal eu hadolygiad eu hunain. Nid ydym yn argymhell ymestyn yr ataliad dros dro wrth i ni aros am ddatblygiad o’r fath. Y rheswm am hyn yw, fel gyda’r adolygiad SMNR, byddem bron yn sicr yn wynebu’r un penderfyniad rydym yn ei wynebu’n awr gyda’r un prif ystyriaethau ag a nodir ym mharagraff 13. Byddem yn ymestyn y cyfnod o ansicrwydd ac yn cynyddu’r risg o niwed i’n henw da yn ystod y cyfnod hwnnw.

d) Peidio ag adnewyddu ein cytundeb gyda’r MFHA a gwrthod caniatâd i Helfeydd ddefnyddio Ystad Cyfoeth Naturiol Cymru ar gyfer hela trywydd os ydynt yn cyflwyno cais i ni.

Mae’r opsiwn hwn yn dileu’r risg o weithgaredd anghyfreithlon yn digwydd o ganlyniad i ganiatáu hela trywydd ar Ystad Cyfoeth Naturiol Cymru, ac nid yw’n ei gwneud yn ofynnol i ni ddefnyddio adnoddau ychwanegol i geisio sicrhau trefn heriol o fonitro a gorfodi cydymffurfiaeth ag amodau. Mae’n dilyn y byddem hefyd yn rhoi’r gorau i roi caniatâd ar gyfer trefniadau mynediad yn unig ar Ystad Cyfoeth Naturiol Cymru gan fod y rhain yn cael eu rheoli o dan yr un cytundeb.

e) Peidio ag adnewyddu ein cytundeb gyda’r MFHA ond bod yn barod i drafod cytundeb newydd gyda chorff/cyrff eraill pe bai un yn cysylltu â ni neu ddod i gytundeb yn uniongyrchol gyda Helfeydd unigol os ydynt yn cyflwyno cais i ni.

Er y byddai’r opsiwn hwn yn datrys ein pryderon nad yw’r MFHA bellach yn gorff priodol i gael cytundeb ag ef, nid yw’n ymdrin â’r brif ystyriaeth o risg o hela llwynogod anghyfreithlon yn digwydd o dan wedd gweithgaredd cyfreithlon, a byddai angen i ni ddyrannu adnoddau ychwanegol annichonadwy ar gyfer monitro a gorfodi fel y nodir yn opsiwn b).

Argymhelliad

16. Mae’n amlwg bod hwn yn benderfyniad anodd ac amlweddog, ond ar y cyfan, ac wedi ystyried popeth, mae’r Tîm Gweithredol yn argymhell opsiwn d) h.y. peidio ag adnewyddu’r cytundeb gyda’r MFHA. Mae hyn yn seiliedig ar ein diffyg hyder yn y Corff Llywodraethu ar gyfer cŵn hela cofrestredig, wedi i un o’r uwch arweinwyr gael ei ddedfrydu’n euog o annog hela llwynogod anghyfreithlon o dan wedd hela trywydd.

17. Pe baem yn hwyluso ailddechrau hela trywydd ar Ystad Goetir Llywodraeth Cymru, byddai angen adnoddau ychwanegol sylweddol er mwyn sicrhau ein gallu i blismona'r gweithgaredd. Nid yw hyn yn ddefnydd da o'n hadnoddau cyfyngedig i hwyluso rhywbeth sydd wedi bod yn ddefnydd bach o'r tir o dan ein rheolaeth yn hanesyddol.
18. Rydym yn pryderu y byddai angen buddsoddiad ychwanegol mewn sgiliau, gallu a chapasiti nad oes gennym ar hyn o bryd i blismona gweithgaredd o'r fath, er mwyn sicrhau ein gallu i blismona'r gweithgaredd yn briodol os caiff ei ganiatáu, a thrwy hynny leihau'r risg o her am ganiatáu gweithgaredd nad oeddem yn gallu sicrhau'n briodol ei fod yn cydymffurfio â'r ddeddfwriaeth.
19. Rydym wedi gwahodd barn y Gweinidog fel y perchennog tir i roi gwybod beth mae am ei weld yn digwydd yn wyneb y sefyllfa hon, ac mae barn y Gweinidog yn ystyriaeth hollbwysig wrth i ni benderfynu sut i symud ymlaen.

Risgiau Allweddol

20. Mae risgiau i'n henw da yn sylweddol, ac mae potensial o niwed i'n henw da os methwn â rheoli strategaeth ymadael drefnus o'r sefyllfa dros dro bresennol, y naill ffordd neu'r llall. Bydd angen cynllun cyfathrebu ac mae hwnnw'n cael ei ddatblygu.
21. Mae risg i les, iechyd a diogelwch staff o ddod i gysylltiad â phwysau afresymol gan randdeiliaid sy'n cael eu heffeithio, gyda rhai ohonynt wedi defnyddio bygythiadau a/neu negeseuon afresymol ar brydiau. Byddwn yn rheoli'r risg hon drwy sicrhau bod y rhan fwyaf o'n staff sy'n ymwneud â'r strategaeth ymadael yn aros yn ddi-enw. Byddai angen i ba bynnag drefniant newydd sy'n cael ei lunio, os o gwbl, ystyried y materion trefn gyhoeddus a diogelwch sy'n gysylltiedig â hela llwynogod anghyfreithlon.
22. Ni chyfeirir at y strategaeth ymadael fel y cyfryw yn y gofrestr risg Strategol na chofrestr risg y Bwrdd Busnes Stiwardiaeth Tir (LSBB) ond mae cyfeiriad at y risgiau i'n henw da, fel bod strategaeth ymadael anhrefnus yn gallu gwaethygu "LSBB3 Methiant i gyflawni'r safonau rheoli gweithredol gofynnol ar Ystad Cyfoeth Naturiol Cymru" oherwydd yr adnoddau y gallai fod eu hangen i ddelio ag unrhyw ymgyrchu neu angen cynyddol am fonitro a gorfodi.
23. Mae perygl ein bod ni'n gwneud penderfyniad cyn unrhyw adolygiad sy'n cael ei gynnal gan yr MFHA yn dilyn canlyniad yr achos llys neu unrhyw apêl, ond mae hyn yn cael ei liniaru gan y ffaith ein bod yn gwneud penderfyniad ar sail y dystiolaeth sydd o'n blaenau ac yn ceisio gwneud penderfyniad rhesymol, ac mae o fewn ein pwerau i wneud y penderfyniad hwnnw. Nid yw hyn yn atal sefydliadau rhag cysylltu yn y dyfodol i ofyn i ni ystyried gwahanol gytundebau.

Y Camau Nesaf

24. Byddwn yn gweithredu ac yn rhoi gwybod am y penderfyniad.

Goblygiadau Ariannol

25. Dim goblygiadau ariannol arwyddocaol.

Asesiad o'r Effaith ar Gydraddoldeb

26. Mae ein Hasesiad o'r Effaith ar Gydraddoldeb ar gael ar gais. Ni chanfu'r asesiad unrhyw dystiolaeth o effaith wahaniaethol sylweddol ar bobl â nodweddion gwarchoddedig, ar hawliau dynol, drwy ein dyletswydd economaidd-gymdeithasol, nac ar y Gymraeg.

Mynegai Atodiad

Papur y Bwrdd

	Manylion y Papur
Teitl y Papur:	Statws ac argymhellion cyfredol Tasglu Gorlifoedd Storm Cymru
Cyfeirnod y Papur:	21-11-B20
Noddir y Papur gan:	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau
Cyflwynir y Papur gan:	Mark Squire, Rheolwr Dŵr Cynaliadwy; Sian Williams, Pennaeth Gweithrediadau Gogledd-orllewin Cymru; Nadia De Longhi, Pennaeth Rheoleiddio a Thrwyddedu
Diben y Papur	Diweddarau/Cymeradwyo
Argymhelliad	Gofynnir i'r Bwrdd: <ul style="list-style-type: none">- gymeradwyo'r dull gweithredu a chynnig sylwadau ynghylch a ydym yn pennu'r lefel gywir o uchelgais ar hyn o bryd.- rhoi adborth ar yr amserlenni drafft ar gyfer cyflawni a gyflwynir i'r Bwrdd yng nghyd-destun ehangach gwaith ansawdd dŵr allweddol.

Mater

1. Diben yr eitem hon ar yr agenda yw rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am y cynnydd a wnaed ers yr uwchgynhadledd gorlifoedd storm gyntaf ym mis Mehefin 2021 a'r gwaith partneriaeth rhwng Cyfoeth Naturiol Cymru, cwmnïau dŵr, Llywodraeth Cymru ac Ofwat i wella ansawdd afonydd.
2. Yng nghyfarfodydd Cadeiryddion Cyfoeth Naturiol Cymru, Ofwat, Dŵr Cymru a Hafren Dyfrdwy, nodwyd pedwar maes gwelliant allweddol i weithio arnynt mewn partneriaeth, sef:
 - cyflwyno cynlluniau gwariant cyfalaf cwmnïau dŵr ar gyfer gwaith gwella yn gynharach,

- cynnal ymgyrch gyfathrebu proffil uchel ar y cyd ledled Cymru ar yr hyn sy'n mynd i'n carthffosydd, gyda'r nod o newid ymddygiadau cyhoeddus,
 - gydag eraill yn gwella sylfaen dystiolaeth ansawdd dŵr ein hafonydd, gan gynnwys paramedrau fel microblastigau a chynnyrch fferyllol, mae hyn yn dod yn fwy angenrheidiol wrth ystyried y posibilrwydd o gynyddu dynodiadau dŵr ymdrochi mewndirol, a
 - chyflwyno rhanddeiliaid eraill i ddechrau mudiad o weithredu cydweithredol a chydategol i wella ansawdd dŵr afonydd.
3. Rydym yn bwriadu blaenoriaethu'r ddau faes cyntaf o fewn ein lefelau adnoddau presennol. Mae gan ddarpariaeth gyflymach a deilliannau tymor hwy oblygiadau o ran adnoddau a gwmpesir isod. Mae'r rhaglen waith hon yn rhan o faes ehangach ein rolau o ran ansawdd dŵr a rheoli maetholion ledled Cymru. Byddwn yn edrych ar draws yr holl ddarpariaeth ansawdd dŵr sy'n cael blaenoriaeth i nodi lle mae synergeddau a lle mae bylchau y mae angen eu llenwi. Bydd hyn yn cynnwys gwaith ar ffosfforws (P) mewn afonydd dynodedig (Ardal Cadwraeth Arbennig – ACA) a gofynion y Gyfarwyddeb Fframwaith Dŵr.

Cefndir

4. Yn dilyn yr uwchgynhadledd gorlifoedd storm gyntaf ym mis Mehefin 2021 a chyfarfod ac ymrwymiad cychwynnol gan y Cadeiryddion ym mis Gorffennaf 2021, mae gweithgor – Tasglu Gorlifoedd Storm – wedi'i gynnull i ddatblygu Map Ffordd ar gyfer sicrhau ein bod yn mynd i'r afael â gollyngiadau anfodhaol ac yn eu gwella, yn gwella rheolau rheoleiddiol ac yn parhau i ddeall yr effeithiau ar Ansawdd Dŵr ac effeithiau esthetig ar afonydd Cymru. Mae'r grŵp hwn yn cyfarfod yn aml er mwyn datblygu'r Map Ffordd, ac mae drafft ohono ar hyn o bryd wedi'i ddsbarthu ymhlith sefydliadau sy'n aelodau er mwyn cael eu sylwadau cyn llunio'r fersiwn derfynol.
5. Mae'r Map Ffordd ei hun yn grynodedb lefel uchel o'n cyd-uchelgais. Unwaith y cytunir arno, y cam nesaf fydd i bob sefydliad ddatblygu cynlluniau prosiect manwl yn unol â'r Map Ffordd, gan ddangos ein hamserlen a sut y bydd pob un ohonom yn cyfrannu at y rhaglen waith ar y cyd. Bydd y rhain yn cael eu rhannu, gan sicrhau bod rhyngddibyniaethau'n cael eu nodi, a'n bod ni i gyd yn dwyn ein gilydd i gyfrif am gyflawni'n unigol er mwyn bodloni'n rhaglen gyfunol.
6. Bydd cyflawni yn unol â'r Map Ffordd yn cyfrannu at flaenoriaeth Llywodraeth Cymru o ansawdd dŵr gwell yng Nghymru, fel y trafodwyd ac y cytunwyd arno yng nghyfarfod blaenorol y Cadeiryddion ym mis Gorffennaf 2021. Bydd Llywodraeth Cymru yn cyhoeddi ei chynllun sero-net yn ystod tymor y Senedd hon a fydd yn gyrru holl waith y llywodraeth, gan roi cyfle gwych i ni ystyried datgarboneiddio ac opsiynau carbon isel ar gyfer gwella ansawdd dŵr, yn hytrach na'r atebion ynni dwys y gellid bod wedi dibynnu arnynt yn y gorffennol. Mae'n rhaid i ni felly edrych ar y gwaith yn y cyd-destun ehangach hwn.

Asesiad

- Mae gwaith wedi mynd rhagddo'n gyflym gydag ymrwymiad cadarn gan aelodau bob tasglu a'r uwchgynhadledd. Bydd y Map Ffordd yn canolbwyntio ar bedwar prif faes i'w gwella:

Effeithiau gweledol a lleol gorlifoedd

Mae'r tasglu wedi tynnu sylw at yr angen i ymateb i'r her gan randdeiliaid ynghylch effeithiau gweledol gorlifoedd. Byddwn yn argymhell rhaglen asesu ar gyfer yr holl asedau sydd heb eu sgrinio.

Yn dilyn hyn, byddwn yn datblygu rhaglen fuddsoddi mewn gorlifoedd lle mae asesu'n nodi bod sgriniau yn ofynnol. Bydd hyn yn ystyried blaenoriaethau ar gyfer y cyfnod Cynllunio Rheoli Asedau hwn (hyd at 2025) a chostau er mwyn cyflawni dros y cyfnod Cynllunio Rheoli Asedau nesaf (2025-30). Drwy ddeddfwriaeth Cymru a'r Rhaglen Lywodraethu, rydym yn hyderus y gallwn ddatblygu rhaglen y mae modd ei chefnogi drwy Ofwat a'r broses adolygu prisiau. Ar hyn o bryd, nid ydym yn argymhell sgrinio cyffredinol o'r holl orlifoedd – rydym yn bwriadu blaenoriaethu ar sail angen a chost. Disgwylir cymysgedd o asesu a gwella.

Cydnabyddir y gallai'r maes gwaith hwn ysgogi buddsoddiad sylweddol nad yw wedi'i gyfeirio at welliannau cemeg dŵr na bioamrywiaeth. Fodd bynnag, mae lleihau sbwriel ac effeithiau esthetig sy'n gysylltiedig â charthion yn elfen allweddol o ran cyflawni er lles, ac ar gyfer hyrwyddo Dyfroedd Ymdrochi Mewndirol (o fewn y Rhaglen Lywodraethu).

Effeithiolrwydd y rhwydwaith.

Mae'r tasglu wedi edrych ar y berthynas rhwng y rhwydwaith ac arllwysadau dilynol. Mewn partneriaeth ag aelodau eraill y tasglu, byddwn yn asesu'r rhwydwaith i sicrhau ei fod yn trin dylifiadau gofynnol o dan amodau arferol.

Mae hwn yn faes cymhleth a bydd yn cwmpasu Cynllunio Draenio a Dŵr Gwastraff, atebion sy'n seiliedig ar natur a'r broses SOAF (Fframwaith Asesu Gorlifoedd Storm) sydd eisoes ar waith. Bydd hefyd yn ei dro yn arwain at waith i dynnu dŵr wyneb o'r rhwydwaith. Mae hwn yn uchelgais hirdymor a bydd angen gweithio'n agos gyda Llywodraeth Cymru, Awdurdodau Lleol ac awdurdodau priffyrdd i sicrhau nad yw unrhyw ddŵr wyneb sy'n cael ei symud o'r rhwydwaith yn achosi llifogydd mewn mannau eraill.

Mae Cyfoeth Naturiol Cymru eisoes wedi dechrau'r broses gyda Dŵr Cymru i gynnwys gorlifoedd heb eu trwyddedu o dan drwyddedu amgylcheddol. Mae gwaith pellach yn canolbwyntio ar yr offer, y canllawiau, y seilwaith TGCh a'r adnoddau rheoleiddio sydd eu hangen i yrru'r maes gwaith hwn yn ei flaen. Bydd dod â'r gollyngiadau hyn o dan reolaeth reoleiddiol hefyd yn ein galluogi i sicrhau

gwelliannau uniongyrchol (sgrinio, gostyngiad posibl mewn mynychder/hyd, creu storfeydd storm ac yn y blaen).

Er ein bod yn teimlo bod y fframwaith rheoleiddio yn faes sy'n cynnig buddion cyffredinol tymor byr, mae hwn yn faes a fydd angen buddsoddiad ar raddfa fawr dros y 2-3 rhaglen Cynllunio Rheoli Asedau nesaf yn ogystal â darpariaeth reoleiddiol glir i yrru'r deilliannau. Bydd hyn yn cynnwys camau gorfodi pan fo gollyngiad yn ormodol ac yn achosi niwed.

Rhaglenni Monitro Amgylcheddol.

Bydd y tasglu yn asesu anghenion monitro o ran perfformiad amgylcheddol ac asedau. Bydd hyn yn rhoi data amgylcheddol i ni i ddangos effaith y gollyngiadau hyn a helpu i wneud penderfyniadau buddsoddi. Ar gyfer Cyfoeth Naturiol Cymru, byddwn hefyd yn defnyddio hyn fel cyfle i ailasesu ein dull o gasglu a defnyddio data monitro sy'n bodoli eisoes i helpu i asesu cydymffurfiaeth a rheoleiddio gollyngiadau.

Bydd yr argymhelliad monitro yn y dyfodol yn cynnwys llygryddion sy'n dod i'r amlwg megis microblastigau a chynnyrch fferyllol, yn ogystal â monitro lechyd y Cyhoedd, pe bai Llywodraeth Cymru yn bwrw ymlaen â rhaglen o ddynodi Dyfroedd Ymdrochi Mewndirol yn ystod tymor y Llywodraeth hon. Bydd angen adnoddau ar gyfer y gwaith monitro ychwanegol, a bydd hyn yn cael ei drafod gyda Llywodraeth Cymru a'r Cwmnïau Dŵr.

Bydd y rhaglen waith sy'n deillio o'r Map Ffordd yn edrych ar opsiynau, cost a chwmpas unrhyw raglenni monitro diwygiedig, gan gynnwys gwella cysylltiadau â'r byd academaidd. Mae opsiynau i ofyn i Gwmnïau Dŵr gynyddu'r gwaith monitro o amgylch gorlifoedd yn ogystal ag edrych ar flaenoriaeth gymharol monitro gorlifoedd fel rhan o adolygiad Cyfoeth Naturiol Cymru o fonitro Ansawdd Dŵr, sydd ar waith ar hyn o bryd.

Ymgysylltu â Rhanddeiliaid/Cwsmeriaid.

Mae'r tasglu'n edrych ar yr hyn sydd angen ei wneud i ymgysylltu â rhanddeiliaid a chwsmeriaid wrth i ni ddatblygu'r rhaglen waith. Bydd y rhaglen waith sy'n deillio o'r Map Ffordd yn datblygu ar yr ymgysylltu â phartneriaid a rhanddeiliaid allweddol sydd ei angen.

Mae arbenigwyr cyfathrebu o bob sefydliad yn cymryd rhan yn y Tasglu a'r trafodaethau. Yr argymhelliad presennol yw i ni gyd-ariannu ymgyrch gyda'r nod o hybu ymwybyddiaeth o ansawdd dŵr yng Nghymru, gan gynnwys yr effeithiau (cadarnhaol a negyddol) y mae pob unigolyn yn gallu eu cael ar ansawdd dŵr.

Byddwn hefyd yn cynnal ymgyrch sy'n canolbwyntio ar Cyfoeth Naturiol Cymru i gyd-fynd â'r fenter ar y cyd. Mae hon yn elfen bwysig a fydd yn helpu i atgyfnerthu ein rôl fel rheoleiddiwr, gan sicrhau gwahaniaeth clir rhyngom ni a'r gweithredwr ar faterion fel cydymffurfio, monitro a gorfodi.

Byddai'r ddwy raglen ymgysylltu yn cyd-fynd â chynlluniau cyfathrebu ehangach mewn meysydd fel y Gyfarwydddeb Fframwaith Dŵr, adolygiad prisiau (PR24) ac adroddiadau SoNaR (Cyflwr Adnoddau Naturiol).

8. Rydym wedi cynnal asesiadau cychwynnol o'r adnoddau sydd eu hangen i gyflawni, ac rydym yn pryderu y bydd cyflawni'r pedwar maes yn llawn heb adnoddau ychwanegol yn cymryd cymaint â phum mlynedd ac yn methu cyrraedd y nod mewn rhai meysydd. Mae adnoddau'n bwysig, ac mae trafodaethau ar y gweill gyda'r Pennaeth Cyllid gyda'r bwriad o ariannu swyddi rheoli prosiect ychwanegol ar gyfer yr elfen hon o'r gwaith, ac arwain ar lywodraethu ansawdd dŵr yn gyffredinol. Byddwn hefyd yn ceisio datblygu atebion arloesol ar gyfer cyllid megis cyd-ariannu rolau penodol a cheisio cyllid gan y cwmnïau dŵr lle bo hynny'n bosibl. Mae'n bwysig bod y gwaith hwn yn gysylltiedig â'n gwaith ehangach i fynd i'r afael ag ansawdd dŵr (y Gyfarwydddeb Fframwaith Dŵr, Afonydd ACA, Dyfroedd Ymdrochi Mewndirol etc) ledled Cymru. Mae angen rhagor o waith ar lywodraethu a chyllido ar draws y rhaglen Ansawdd Dŵr, a bydd hyn yn flaenoriaeth yn ein gwaith cynllunio busnes dros yr wythnosau nesaf. Mae modd nodi'r diffyg hwn yn elfennau monitro a rheoleiddio ansawdd dŵr perthnasol yr ymarfer sylfaenol.
9. Rydym yn cael ein herio gan gwsmeriaid a rhanddeiliaid mewn perthynas â rheoleiddio gollyngiadau i ddŵr. Yn ogystal â'r gwaith ar y Map Ffordd cyfunol, rydym yn ystyried y ffordd orau o ymateb i hyn ac i roi hyder i randdeiliaid ein bod yn rheoleiddio'r gollyngiadau mewn ffordd briodol. Bydd angen buddsoddi yn staff, systemau a phrosesau presennol Cyfoeth Naturiol Cymru os ydym am ddarparu fframwaith rheoleiddio hirdymor sy'n gadarn ac sy'n rhoi hyder i randdeiliaid. Hyd yn oed wedyn, bydd yn cymryd amser i ddangos bod y deilliannau wedi'u cyflawni.

Crynodeb

10. Mae'r Map Ffordd yn cynnig cyfle gwych i ni yng Nghymru. Unwaith y bydd wedi'i gwblhau, bydd yn pennu'r cyfeiriad teithio sydd ei angen i sicrhau'r deilliannau hirdymor canlynol:
 - a) Rheoleiddio pob gollyngiad storm yng Nghymru
 - b) Cael gafael ar y data a'r dystiolaeth angenrheidiol i asesu effaith gollyngiadau ar ansawdd dŵr yng Nghymru, lle nad yw hyn yn hysbys ar hyn o bryd, a chymryd camau lle bo angen;

- c) Cynllunio ar gyfer, a chyflawni, gwelliannau i ollyngiadau stormydd ar sail blaenoriaeth yn unol â blaenoriaethau Llywodraeth Cymru a'r cyllid sydd ar gael;
- d) Sicrhau bod gan y cyhoedd a rhanddeiliaid hyder yn y ffordd y mae'r rhwydwaith carthffosiaeth yn cael ei reoli a'i reoleiddio.
- e) Sicrhau bod Cymru mewn sefyllfa well i ddynodi Dyfroedd Mewndirol yn y dyfodol, fel sy'n cael ei amlinellu yn y Rhaglen Lywodraethu.

Mae llawer o'r camau gweithredu ar y gweill eisoes; bydd angen blaenoriaethu eraill (yn dibynnu ar adnoddau) dros y ddwy flynedd nesaf, a bydd eraill yn dymor hwy (pum mlynedd a mwy), er enghraifft drwy PR24.

11. Mae llwyddiant yn gwbl ddibynnol ar yr holl bartneriaid (Llywodraeth Cymru, Ofwat, Dŵr Cymru, Hafren Dyfrdwy) yn gwneud ymrwymiad clir i ariannu a chyflawni blaenoriaethau'r Map Ffordd a bodloni'r cerrig milltir ynddo. Er bod gan Cyfoeth Naturiol Cymru rôl allweddol i'w chwarae, dylai'r baich o gyflawni fod ar y cwmnïau dŵr yn bennaf, ac mae'n hanfodol ein bod ni, Ofwat a Llywodraeth Cymru yn sicrhau ymrwymiad cwmnïau dŵr o ran cyflawni.

Argymhelliad

12. Gofynnwn i'r Bwrdd gymeradwyo'r dull gweithredu a chynnig sylwadau ynghylch a ydym yn pennu'r lefel gywir o uchelgais ar hyn o bryd.
13. Gofynnwn am adborth ar yr amserlenni drafft ar gyfer cyflawni a fydd yn cael eu cyflwyno i'r Bwrdd yng nghyd-destun ehangach gwaith ansawdd dŵr allweddol.

Risgiau Allweddol

14. Mae cydbwysu blaenoriaeth y Map Ffordd Gorlifoedd Storm yn erbyn meysydd gwaith ansawdd dŵr allweddol eraill yn risg, cynllunio PR24 a gwaith afonydd ACA.
15. Cafwyd cryn sylw yn y cyfryngau ynghylch y gwelliant i Fil Amgylchedd y DU, ac er bod hynny wedi bod o gymorth wrth hybu ymwybyddiaeth y cyhoedd o'r materion, bu llawer o gamgyfleu hefyd y bydd angen mynd i'r afael ag ef fel rhan o'r ymgyrch gyfathrebu.

Y Camau Nesaf

16. Os caiff ei gymeradwyo gan bob sefydliad sy'n aelod, cyhoeddir y Map Ffordd, gan amlinellu'r meysydd ffocws, i leihau arllwysiadau, mynd i'r afael â gollyngiadau problemus drwy reoleiddio a sicrhau gwell cynllunio gan gwmnïau dŵr yn y maes hwn.
17. Yn sail i'r Map Ffordd, bydd cyfres o gynlluniau gwaith sefydliadol sy'n manylu ar y gwaith sydd ei angen ac amserlenni i gyflawni ein deiliant cyffredinol ar gyfer gorlifoedd (o fewn tri mis i gyhoeddi'r Map Ffordd). Bydd y rhain yn :

- Mynd i'r afael â bylchau mewn tystiolaeth a monitro.
- Rhaglen o welliant parhaus
- Sicrhau bod Fframwaith Rheoleiddio ar waith sy'n gadarn ac sy'n rhoi hyder i randdeiliaid
- Naratif yn amlinellu'r llwybr rydym arno a'r gwelliannau a sicrhawyd eisoes
- Strategaeth ymgysylltu gyffredinol sy'n ychwanegu gwerth at rolau pob sefydliad ac sy'n arwain at well cyfranogiad ac ymwybyddiaeth o ran cwsmeriaid a rhanddeiliaid.

18. Bydd cynllun gwaith Cyfoeth Naturiol Cymru yn manylu am ein cyfraniad i'r Map Ffordd cyffredinol. Bydd y rhain yn cynnwys meysydd fel monitro a thystiolaeth, gwella ein hymateb rheoleiddiol, adolygu'r gofynion deddfwriaethol, a datblygu amserlen ar gyfer cyflawni yn seiliedig ar yr adnoddau presennol.

Goblygiadau Ariannol

19. Byddwn yn datblygu cynllun cyflawni ar gyfer Cyfoeth Naturiol Cymru i gyd-fynd â'r rhaglen Ansawdd Dŵr ehangach, gan sicrhau cysylltiad rhwng y gwaith hwn, y Gyfarwydddeb Fframwaith Dŵr, Afonydd ACA a blaenoriaethau rheoleiddio. Byddwn yn ceisio cael gafael ar gyllid dros dro i symud ymlaen gyda'r gwaith a sicrhau llywodraethu cadarn yn y tymor byr (bydd manylion hyn yn cael eu llunio gyda'r arweinwyr cyflawni ansawdd dŵr ehangach)

20. Yn y tymor hwy, rydym yn edrych ymlaen at ganlyniad yr adolygiad sylfaenol gyda Llywodraeth Cymru a byddwn yn ei ddefnyddio i asesu argaeledd adnoddau a chyllidebau yn y dyfodol. Gall lefel yr adnoddau sydd ar gael effeithio ar ein gallu i gyflawni'r rhaglen waith, ac mae'n bosibl y bydd angen i ni addasu lefel yr uchelgais a'r amserlenni o ganlyniad.

21. Bydd angen ariannu unrhyw gefnogaeth allanol o ran ymgysylltu â rhanddeiliaid, ond mae cwmpas a maint y gwaith ymgyrchu eto i'w benderfynu ar hyn o bryd. Bydd costau'n cael eu rhannu gydag aelodau'r tasglu.

Asesiad o'r Effaith ar Gydraddoldeb

22. Ar y cam datblygu presennol, mae'r Map Ffordd ar lefel cynllunio Cymru gyfan. Wrth i'r dystiolaeth ddatblygu, bydd angen i ni fynd i'r afael â'r goblygiadau i gymunedau lleol a'r manteision y mae modd i ni eu cyflawni drwy'r gwaith hwn.



Papur Bwrdd

	Manylion y Papur
Teitl y papur:	Mesurau newydd ar gyfer rheoli pysgota mewn tair afon, sef Afon Wysg, Afon Gwy ac Afon Hafren (yng Nghymru) – cais arfaethedig i Lywodraeth Cymru i gadarnhau is-ddeddfau pysgota newydd mewn perthynas ag eogiaid a brithyllod y môr.
Cyfeirnod y papur:	21-11-B21
Noddir y papur gan:	Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu
Cyflwynir y papur gan:	Dave Mee, Cynghorydd Arbenigol Arweiniol, Rheoli Pysgodfeydd Dŵr Croyw; Ben Wilson, Prif Gyngorydd, Pysgodfeydd
Diben y papur	Craffu / Penderfynu
Argymhelliad	<ol style="list-style-type: none">1. Ystyried y cynigion terfynol ar gyfer yr is-ddeddfau mewn perthynas â'r tair afon, a chyflwyno sylwadau.2. Cymeradwyo cais i Lywodraeth Cymru i gadarnhau is-ddeddfau newydd mewn perthynas â physgota â gwialen am eogiaid a brithyllod y môr ar Afon Wysg ac Afon Gwy yng Nghymru (am gyfnod o wyth mlynedd).3. Cymeradwyo cais i Lywodraeth Cymru i gadarnhau is-ddeddfau newydd mewn perthynas â physgota â gwialen am eogiaid a brithyllod y môr ar Afon Hafren yng Nghymru (am gyfnod o ddeg mlynedd).

Mater

1. Mae cyflwr ein stociau o eogiaid a rhai brithyllod y môr, sy'n **neilltuol** i ddalgylchoedd afonydd unigol, yn parhau i fod yn destun pryder difrifol. Mae'r Cyfarwyddwyr a'r Bwrdd eisoes wedi cael gwybodaeth am ddatblygu a gweithredu mesurau rheoli pysgota i ymateb i'r sefyllfa hon, ac maent eisoes wedi cytuno i'r mesurau hyn. Mae'r mesurau'n cynnwys y canlynol:
 - Is-ddeddfau 'Cymru Gyfan' (Is-ddeddfau Gwialen a Lein (Eogiaid a Brithyllod y Môr) Cymru 2017) (a ddaeth i rym ar 1 Ionawr 2020).
 - Is-ddeddfau 'Afonydd Trawsffiniol' (Is-ddeddfau Gwialen a Lein Afonydd Trawsffiniol (Eogiaid a Brithyllod y Môr) (Cymru) 2017) (a ddaeth i rym ar 31 Ionawr 2020).
 - Is-ddeddfau Brys Afon Hafren (yng Nghymru) (a ddaeth i rym ar 1 Mawrth 2021).
2. Yr ysgogiad ym mhob achos oedd lleihau marwolaethau pysgod mewn pysgodfeydd gwialen, a phan fo'n briodol mewn pysgodfeydd rhwyd, er mwyn cynyddu nifer y pysgod sy'n byw'n ddigon hir i silio, a thrwy hynny helpu'r stoc i gyrraedd lefelau mwy cynaliadwy.
3. Gwelsom wedyn y byddai'n ofynnol cael rhagor o is-ddeddfau ar yr afonydd canlynol er mwyn sicrhau dull cyson a chynaliadwy o ddiogelu stociau pysgod yng Nghymru:

Afon Wysg – pan ddaw'r elfennau dal a rhyddhau sy'n perthyn i is-ddeddfau 'Cymru Gyfan', fel y maent yn berthnasol i Afon Wysg, i ben ar 31 Rhagfyr 2021

Afon Gwy – pan ddaw'r is-ddeddfau dal a rhyddhau presennol ar Afon Gwy i ben ar 31 Rhagfyr 2021

Afon Hafren – pan ddaw'r is-ddeddfau brys presennol i ben ar 28 Chwefror 2022, a phan fo'n ofynnol i is-ddeddfau Cymru gyd-fynd â'r is-ddeddfau a gyflwynodd Asiantaeth yr Amgylchedd yn rhan Lloegr o Afon Hafren ym mis Medi 2021.
4. Mynegodd aelodau'r Bwrdd eu cymeradwyaeth (14 Gorffennaf 2021) i'r dull hwn sy'n seiliedig ar dystiolaeth ar gyfer lansio'r ymgynghoriad statudol ynghylch y mesurau rheoli pellach hyn ar Afon Wysg, Afon Gwy ac Afon Hafren yng Nghymru. Cynhaliwyd yr ymgynghoriad hwn dros gyfnod o 12 wythnos rhwng Gorffennaf a Hydref 2021.

Cynllun Statudol a Chyfreithiol

5. O dan y Cynllun Statudol a Chyfreithiol, er mwyn lansio ymgynghoriad statudol a mynd ati wedyn i gyflwyno cais i'r Gweinidog i gadarnhau is-ddeddfau newydd sy'n seiliedig ar ardaloedd, rhaid cael cymeradwyaeth ddirprwyedig gan y

Pennaeth Gweithrediadau a Phennaeth y Gwasanaethau Cyfreithiol. Fodd bynnag, pan fo cynigion o'r fath yn ddadleuol neu'n denu llawer o sylw, gellir eu cyfeirio at y Bwrdd er mwyn cael cyngor a chymorth cyn rhoi cymeradwyaeth o dan y Cynllun Statudol a Chyfreithiol.

6. Mae'r papur hwn yn crynhoi manylion yr is-ddeddfau ynghyd â'r rhesymau sydd wrth eu gwraidd, a hefyd nodir y camau a gymerwyd fel rhan o'r ymgynghoriad statudol ers i gyfarfod diwethaf y Bwrdd gael ei gynnal.
7. Ymhellach, nodir y camau nesaf yn y broses o ran ceisio cyngor gan y Bwrdd i gefnogi cymeradwyaeth o dan y Cynllun Statudol a Chyfreithiol a chyflwyno cais i Lywodraeth Cymru i gadarnhau is-ddeddfau newydd.

Cefndir

8. Gŵyr y Cyfarwyddwyr ac aelodau'r Bwrdd fod ein hasesiadau blynyddol o stociau eogiaid a brithyllod y môr yn dangos bod yr holl boblogaethau eogiaid yng Nghymru (mewn 23 o brif afonydd eogiaid), a'r rhan fwyaf o boblogaethau brithyllod y môr erbyn hyn (28 o blith 33 o brif afonydd brithyllod y môr), yn anghynaliadwy. Gellir dod o hyd i'r asesiadau diweddaraf o stociau eogiaid yn [Salmon Stocks and Fisheries in England and Wales 2020](#). Mae Atodiad 1 yn cynnwys rhywfaint o gefndir y gwaith o ddatblygu mesurau newydd arfaethedig ar gyfer rheoli pysgota, a hefyd ceir mapiau'n manylu ynghylch asesiad 2020 o stociau eogiaid a brithyllod y môr ynghyd â thablau'n rhestru afonydd Cymru yn ôl pa mor fregus yw eu stociau.
9. Wrth gynnig cyflwyno rhagor o is-ddeddfau yn awr, rydym yn dilyn y dull rheoli y craffwyd arno yn ystod Ymchwiliad Lleol a gynhaliwyd yn 2019. Daeth yr Archwilydd i'r casgliad fod yr is-ddeddfau "...yn angenrheidiol, yn gymesur ac yn rhesymol o ystyried y dirywiad mewn stociau eogiaid a sewin [brithyll y môr] ledled Cymru." Derbyniodd Gweinidog yr Amgylchedd, Ynni a Materion Gwledig y cyngor hwn yn ddiweddarach y flwyddyn honno pan aeth ati i gadarnhau'r is-ddeddfau newydd, a roddwyd ar waith yn 2020.
10. Mae'n bwysig cydamseru mesurau rheoli pysgota o'r fath â mentrau a chamau eraill a gymerir gan CNC a'i bartneriaid i fynd i'r afael â'r hyn sydd wrth wraidd y dirywiad mewn stociau, er enghraifft trwy adfer ansawdd cynefinoedd afonydd ac ymdrin â'r hyn sy'n achosi llygredd dŵr. Roedd cydgysylltu'r camau hyn yn un o ofynion penodol y Gweinidog wrth gymeradwyo mesurau rheoli'r is-ddeddfau. Gellir gweld ymateb CNC i hyn yn y [Cynllun Gweithredu ar gyfer Eogiaid a Brithyllod y Môr](#).
11. Dyma'r sefyllfa bresennol o ran mesurau rheoli pysgota â gwialen yn y tair afon:-

Afon Hafren Mae Asiantaeth yr Amgylchedd wedi cwblhau ei hymgyngoriad statudol ac ym mis Medi 2021 cadarnhaodd DEFRA is-ddeddfau newydd ar Afon Hafren yn Lloegr. Mae'r is-ddeddfau hyn bellach mewn grym. Mabwysiadodd Asiantaeth yr Amgylchedd ddull gweddol debyg i'r dull is-ddeddfau 'Cymru Gyfan' a roddwyd ar waith gan CNC. Mae'r is-ddeddfau a gadarnhawyd yn cynnwys trefniadau dal a rhyddhau gorfodol ar gyfer eogiaid yn

gyffredinol, a hefyd ar gyfer brithyllod y môr, gan nad oes pysgodfa gydnabyddedig ar eu cyfer, ynghyd â chyfyngiadau penodol ar ddulliau pysgota.

Caiff yr arfer o bysgota ar Afon Hafren yng Nghymru ei reoleiddio ar hyn o bryd gan Is-ddeddfau Brys a roddwyd ar waith gan CNC ar ôl cael cymeradwyaeth gan y Bwrdd ym mis Chwefror 2021. Bydd yr is-ddeddfau hyn yn dod i ben ar ôl 12 mis.

Erbyn hyn mae CNC wedi cwblhau ymgynghoriad 12 wythnos. Mabwysiadwyd yr achos technegol a gyhoeddwyd gan Asiantaeth yr Amgylchedd, a thrwy hynny mae CNC wedi cynnal yr egwyddor mai nhw sy'n arwain ar faterion rheoli o'r fath ar gyfer Afon Hafren i gyd. Y nod yw cael cymeradwyaeth ar gyfer y cyfryw fesurau i gyd-ddigwydd â'r cyfnod y daw'r Is-ddeddfau Brys i ben ddiwedd mis Chwefror 2022.

Ar Afon Hafren, y cynnig yw cael is-ddeddfau am gyfnod o ddeg mlynedd, gan gyd-fynd ag is-ddeddfau Asiantaeth yr Amgylchedd. Bwriad y mesurau rheoli arfaethedig yw cynnal pysgodfeydd gwialen a'u manteision economaidd-gymdeithasol cysylltiedig, gan fynd ati yr un pryd i gynyddu nifer y pysgod sy'n byw ddigon hir i silio.

Afon Gwy

Mae is-ddeddfau i'w cael eisoes yng Nghymru a Lloegr sy'n gorchymyn y dylid rhyddhau'r holl eogiaid a'r holl frithyllod y môr a ddelir â gwialen. Mae'r is-ddeddfau hyn wedi bod mewn grym ers 2012, ond byddant yn dod i ben ym mis Rhagfyr 2021.

Ym mis Hydref 2021, cwblhaodd CNC ymgynghoriad statudol 12 wythnos. Y cynnig yw y dylid parhau â'r mesurau rheoli dalfeydd (is-ddeddfau) sydd wedi bod ar waith ers 2012, ond y dylid byrhau'r tymor yn rhan uchaf Afon Gwy a'i his-afonydd er mwyn cael tymor cau cyffredin drwy'r dalgylch, sef 17 Hydref. Y cynnig yw y dylai'r is-ddeddfau hyn fod ar waith am wyth mlynedd, gan ddod i ben ar yr un pryd â'r is-ddeddfau 'Cymru Gyfan' a'r is-ddeddfau 'Afonydd Trawsffiniol' yn 2029.

Mabwysiadodd Asiantaeth yr Amgylchedd ein hachos technegol ni ar gyfer ei his-ddeddfau cydredol a'i hymgynghoriad yn Lloegr (daeth yr ymgynghoriad hwn hefyd i ben ym mis Hydref). Rydym ar ddeall fod Asiantaeth yr Amgylchedd wedi cael tri sylw i'w hymgynghoriad ynghylch Afon Gwy yn Lloegr.

Mae'r ddwy awdurdodaeth yn dymuno i'r mesurau newydd gael eu cadarnhau cyn i'r tymor pysgota â gwialen ar gyfer 2022 ddechrau ar 3 Mawrth.

Afon Wysg

Mae is-ddeddfau dal a rhyddhau presennol ar waith o dan is-ddeddfau 'Cymru Gyfan'. Fodd bynnag, yn wahanol i'r holl

afonydd eraill sydd wedi'u lleoli'n gyfan gwbl yng Nghymru ac y mae'r is-ddeddfau hyn yn berthnasol iddynt, daw'r mesurau dal a rhyddhau mewn perthynas ag eogiaid a brithyllod y môr yn Afon Wysg i ben ym mis Rhagfyr 2021. Lluniwyd y trefniant hwn mewn ymateb i fethiant eogiaid i fridio yn 2015/16, a rhoddwyd y dyddiad gorffen cynnar ar waith fel mesur rhagofalus, gyda'r bwriad o'i ailystyried yn 2021. Bydd yr holl fesurau rheoli eraill sy'n berthnasol i is-ddeddfau 'Cymru Gyfan' (mesurau rheoli dulliau a chyfyngiadau o ran maint) ar waith tan 31 Rhagfyr 2029.

Ym mis Hydref 2021 cwblhaodd CNC ymgynghoriad statudol 12 wythnos, a'r cynnig yw y dylid parhau â'r mesurau rheoli dalfeydd (is-ddeddfau) sydd wedi bod ar waith ers 2020. Cynigir y dylai'r is-ddeddfau hyn fod ar waith am wyth mlynedd a dod i ben yn 2029 ar yr un adeg ag y daw'r is-ddeddfau 'Cymru Gyfan' a'r is-ddeddfau 'Afonydd Trawsffiniol' i ben.

Ein casgliad yn awr yw bod angen mesurau rheoli newydd, a dymunwn i'r mesurau newydd hyn gael eu cadarnhau cyn i'r tymor pysgota â gwialen ar gyfer 2022 ddechrau ar 3 Mawrth.

Asesu

Cynigion ar gyfer mesurau rheoli pysgota

12. Hysbysebwyd ein cynigion gydag ymgynghoriadau 12 wythnos ar Hwb Ymgynghori CNC, a chynhwyswyd copïau o'r is-ddeddfau a'r achosion technegol:
 - A. Afon Hafren (yng Nghymru), [Ymgynghoriad Is-ddeddfau Pysgodfeydd 2021 – Afon Hafren](#)
 - B. Afon Gwy (yng Nghymru) ac Afon Wysg, [Ymgynghoriad Is-ddeddfau Pysgodfeydd 2021 – Afon Wysg ac Afon Gwy yng Nghymru](#)
13. Drwy gydol y broses hon, buom yn cydgysylltu'n helaeth â rhanddeiliaid pysgota a Llywodraeth Cymru, a phan fo'n briodol gydag Asiantaeth yr Amgylchedd. Lluniwyd achos technegol cynhwysfawr ar gyfer Afon Gwy ac Afon Wysg; ac yn dilyn adolygiad, cytunwyd i fabwysiadu achos technegol Asiantaeth yr Amgylchedd ar gyfer Afon Hafren. Yn y ddau achos technegol, aseswyd yr opsiynau a phennwyd cynnig terfynol ar gyfer is-ddeddfau newydd.
14. Y mesur craidd ar gyfer y tair afon yw pysgota dal a rhyddhau statudol, gan sicrhau tegwch i bawb. Ar Afon Hafren, cynigir hefyd y dylid rheoleiddio'r dulliau pysgota a ganiateir er mwyn lleihau'r risg y bydd y pysgod yn marw ar ôl iddynt gael eu rhyddhau. Mae'r cyfyngiadau hyn o ran dulliau pysgota eisoes ar waith yng Nghymru o dan yr is-ddeddfau 'Cymru Gyfan' a'r is-ddeddfau 'Afonydd Trawsffiniol'.

15. Yr hyn sydd wedi bod yn allweddol i'n mesurau arfaethedig yw cydgysylltu, ymgysylltu a chyfathrebu parhaus gyda rhanddeiliaid lleol sydd, ar y cyfan, wedi cefnogi ein cynigion.

16. Dyma ein cynigion:-

AFON HAFREN (YNG NGHYMRU)

EOGIAID

Pysgota dal a rhyddhau statudol bob amser

Rheoli dulliau: Gwahardd pysgota ag abwyd
 Bachau heb adfachau yn unig
 Gwahardd bachau triphlyg wrth bysgota â phluen dro
 Cyfyngu ar faint y bachau

BRITHYLLOD Y MÔR

Pysgota dal a rhyddhau statudol bob amser

Rheoli dulliau: Gwahardd pysgota ag abwyd
 Bachau heb adfachau yn unig
 Gwahardd bachau triphlyg wrth bysgota â phluen dro
 Cyfyngu ar faint y bachau

AFON GWY (YNG NGHYMRU)

EOGIAID

Pysgota dal a rhyddhau statudol bob amser
Newid y dyddiad y daw'r tymor i ben er mwyn iddo redeg rhwng
3 Mawrth – 17 Hydref ar gyfer yr holl afon a'i his-afonydd

BRITHYLLOD Y MÔR

Pysgota dal a rhyddhau statudol bob amser

AFON WYSG

EOGIAID

Pysgota dal a rhyddhau statudol bob amser

BRITHYLLOD Y MÔR

Pysgota dal a rhyddhau statudol cyn 1 Mai

Ymatebion i'r ymgynghoriad

17. Ceir manylion a dadansoddiad o'r sylwadau a dderbyniwyd i'r ymgynghoriad yn Atodiad 2, a cheir crynodeb isod.

Afon Hafren yng Nghymru

18. Derbyniodd CNC 11 o sylwadau i'r ymgynghoriad.

Cwestiwn	Cytuno	Anghytuno Gwrthwynebu	Ddim yn gwybod
A ydych yn cytuno â'r Aseiad o Stoc Eogiaid Afon Hafren?	7 (64%)	4 (36%)	0
A ydych yn cytuno bod angen lleihau nifer yr eogiaid a gymerir?	7 (64%)	3 (27%)	1 (9%)
A ydych yn cefnogi'r cynnig ar gyfer cael trefniadau dal a rhyddhau gorfodol mewn perthynas ag eogiaid?	6 (55%)	5 (45%)	0
A ydych yn cefnogi'r cynnig ar gyfer cyfyngu ar ddulliau pysgota â gwialen?	6 (55%)	5 (45%)	0

19. Yn ychwanegol at yr ymatebion a dderbyniwyd trwy Hwb Ymgynghori CNC, cyflwynwyd llawer o wybodaeth ychwanegol yn ymwneud ag amrywiaeth o faterion, yn cynnwys ond nid yn gyfyngedig i'r canlynol: yr achos technegol, y fethodoleg a ddefnyddiwyd i asesu stociau, yr angen am fesurau rheoli gwirfoddol yn hytrach na rhai gorfodol, ansawdd y dŵr (yn enwedig o ran materion yn ymwneud ag amaethyddiaeth a charthion), ac adar yn ysglyfaethu ar bysgod.

Afon Gwy yng Nghymru

20. Derbyniodd CNC 22 o sylwadau i'r ymgynghoriad.

Cwestiwn	Cytuno	Anghytuno Gwrthwynebu	Ddim yn gwybod
A ydych yn cytuno â'r asesiadau o stoc eogiaid Afon Gwy?	22 (100%)	0	0
A ydych yn cefnogi'r is-ddeddfau pysgota dal a rhyddhau arfaethedig ar gyfer eogiaid ar Afon Gwy? (Dal a rhyddhau bob amser).	20 (90%)	1 (5%)	1 (5%)
A ydych yn cefnogi'r is-ddeddfau pysgota dal a rhyddhau arfaethedig ar gyfer brithyllod y môr ar Afon Gwy? (Dal a rhyddhau bob amser).	20 (90%)	1 (5%)	1 (5%)
A ydych yn cefnogi'r dyddiad diwygiedig ar gyfer diwedd y tymor pysgota eogiaid ar Afon Gwy, sef 17 Hydref, ar gyfer holl Afon Gwy a'i his-afonydd?	16 (73%)	4 (18%)	2 (9%)

Afon Wysg

21. Derbyniodd CNC 17 o sylwadau i'r ymgynghoriad.

Cwestiwn	Cytuno	Anghytuno Gwrthwynebu	Ddim yn gwybod
A ydych yn cytuno â'r asesiadau o stociau eogiaid a brithyllod y môr yn Afon Wysg?	16 (94%)	1 (6%)	0
A ydych yn cytuno a'r is-ddeddfau pysgota dal a rhyddhau arfaethedig ar gyfer eogiaid yn Afon Wysg? (Dal a rhyddhau bob amser)	16 (94%)	0	1 (6%)
A ydych yn cefnogi'r is-ddeddfau pysgota dal a rhyddhau arfaethedig ar gyfer brithyllod y môr yn Afon Wysg? (Dal a rhyddhau cyn 1 Mai)	11 (65%)	5 (29%)	1 (6%)

22. Yn ychwanegol at yr ymatebion a dderbyniwyd trwy Hwb Ymgynghori CNC, cyflwynwyd gwybodaeth ychwanegol gan ddau wrthwynebydd yn ymwneud ag amrywiaeth o faterion, yn cynnwys y fethodoleg a ddefnyddiwyd i asesu stociau, yr angen am fesurau dal a rhyddhau 100% ar gyfer brithyllod y môr ar Afon Wysg; gwahardd pysgota ag abwyd wrth bysgota am eogiaid a brithyllod y môr; ansawdd y dŵr (yn enwedig o ran materion yn ymwneud ag amaethyddiaeth a charthion), ac adar yn ysglyfaethu ar bysgod.

Ymatebion CNC i'r sylwadau

23. Fel rhan o'r ymgynghoriad, cawsom amrywiaeth eang o gynigion yn ymwneud â diwygio mesurau rheoli arfaethedig yr is-ddeddfau. Nodir y rhain yn Atodiad 3, ynghyd â'r ymatebion ystyriol a roddasom i bob un. Rydym wedi dod i'r casgliad na ddylid cyflwyno unrhyw newidiadau i'r is-ddeddfau a hysbysebwyd ar gyfer Afon Wysg, Afon Gwy ac Afon Hafren yng Nghymru.

24. Fodd bynnag, yng ngoleuni'r galw am weithredu ehangach mewn perthynas â brithyllod y môr yn Afon Wysg, cynigiwn yn awr y dylid mynd ati yn yr adolygiad canol tymor o is-ddeddfau 'Cymru Gyfan' yn 2025 i ystyried a oes angen rhagor o fesurau rheoli, a byddwn yn adolygu'r holl dystiolaeth a fydd ar gael yr adeg honno.

25. Ymatebodd CNC i'r holl wrthwynebiadau fesul un erbyn 15 Hydref. Eglurwyd ein dull o ymdrin ag ymatebion a gofynnwyd a ellid ystyried dileu'r gwrthwynebiadau erbyn 29 Hydref 2021.

26. Yn dilyn ein hymatebion, nid oes yr un o'r gwrthwynebwyr wedi dileu eu gwrthwynebiadau i'r cynigion.

Materion eraill a grybwyllwyd yn ystod yr ymgynghoriad

27. Dylai'r Bwrdd nodi bod yr ymatebwyr wedi crybwyll amrywiaeth eang o themâu a phwysau (Atodiad 2) y barnant nad yw CNC yn ymdrin â nhw. Mae'r rhain yn debyg i'r rhai a grybwyllwyd yn yr ymgynghoriad 'Cymru Gyfan' a'r Ymchwiliad Lleol, yn cynnwys (*Inter alia*):
- I. Ansawdd y dŵr – llygredd amaethyddol, gorlif carthffosiaeth cyfunol, carthion, ffosffadau
 - II. Tystiolaeth a data – cywirdeb y fethodoleg asesu stociau
 - III. Ysglyfaethu (adar yn bwyta pysgod)
 - IV. Gorfodi (adnoddau, pysgota anghyfreithlon, a gorfodi rheoliadau newydd)
28. Mae CNC wedi nodi nifer o'r elfennau hyn yn y [Cynllun Gweithredu ar gyfer Eogiaid a Brithyllod y Môr](#). Ymhellach, ymdrinnir â nhw mewn cynlluniau a phrosiectau eraill, fel Prosiect LIFE Afon Dyfrdwy, prosiectau '4Rivers For LIFE' a phrosiectau Ailgysylltu Afonydd Eogiaid Cymru.
29. Wrth lunio'r cynigion hyn, rhoddwyd ystyriaeth briodol i'r effeithiau economaidd-gymdeithasol. Cyflwynwyd y rhain gerbron aelodau'r Bwrdd ym mhapurau'r cyfarfod a gynhaliwyd ym mis Gorffennaf 2021.
30. Gan fod eogiaid yn nodwedd sy'n perthyn i ACA Afon Wysg ac ACA Afon Gwy (sef Ardaloedd Cadwraeth Arbennig a ddynodwyd o dan y Gyfarwyddeb Cynefinoedd), aethom ati i gynnal Asesiad y Rheoliadau Cynefinoedd (HRA) er mwyn helpu i lywio Llywodraeth Cymru, sef yr awdurdod cymwys yn yr achos hwn. Rydym wedi ymgynghori gyda Natural England a CNC (Llywodraethu) ynghylch hyn, a byddwn yn cyflwyno'r Asesiad ynghyd â'r cyngor a gafwyd gan y ddau gorff cadwraeth natur statudol.

Crynodeb

31. I grynhoi, rydym wedi pennu'r angen am is-ddeddfau newydd ar y tair afon hyn er mwyn diogelu eu stociau bregus o eogiaid a brithyllod môr.
32. Ar ôl pennu'r mesurau priodol, aethom ati i gynnal ymgynghoriad statudol.
33. Rydym wedi ymateb i'r sylwadau a'r gwrthwynebiadau a ddeilliodd o'r ymgynghoriadau, ac yn awr rydym yn ceisio cymeradwyaeth i ofyn i Lywodraeth Cymru gadarnhau'r is-ddeddfau hyn.

Argymhelliad

34. Nodi'r angen brys i ddiogelu stociau eogiaid a brithyllod y môr gan fod y mesurau rheoli presennol ar fin dod i ben, ynghyd â'r angen i gael dull integredig o ddelio â'r dalgylch yn afonydd trawsffiniol Hafren a Gwy, a'r angen i sicrhau cysondeb ag Asiantaeth yr Amgylchedd.
35. Gofynnir i'r Bwrdd wneud y canlynol:

1. Ystyried y cynigion terfynol mewn perthynas â'r is-ddeddfau ar gyfer y tair afon, a chyflwyno sylwadau.
2. Cymeradwyo cais i Lywodraeth Cymru i gadarnhau is-ddeddfau newydd ar gyfer pysgota â gwialen am eogiaid a brithyllod y môr ar Afon Wysg ac Afon Gwy yng Nghymru (am gyfnod o wyth mlynedd).
3. Cymeradwyo cais i Lywodraeth Cymru i gadarnhau is-ddeddfau newydd ar gyfer pysgota â gwialen am eogiaid a brithyllod y môr ar Afon Hafren yng Nghymru (am gyfnod o ddeg mlynedd).

Risgiau Allweddol

Herio pellach

(Risg i'n henw da)

36. Sylweddolwn y bydd rhai rhanddeiliaid yn annhebygol o dderbyn y cynigion hyn ac y byddant, efallai, yn canfod cyfleoedd i herio'r dull a roddwyd ar waith gennym. Rydym yn parhau i adolygu ein dull seiliedig ar dystiolaeth er mwyn sicrhau ei fod yn dal i fod yn addas i'r diben.
37. Mae ein gweithdrefnau asesu stociau yn cael eu hadolygu ar hyn o bryd; yna, bydd unrhyw newidiadau'n cael eu hadolygu gan gymheiriaid. Dyma un o'r ymrwymadau a nodir yng [Nghynllun Gweithredu NASCO ar gyfer 2019-24](#), sef cynllun y mae CNC wedi ymrwymo'n llwyr iddo. Byddwn yn gwneud popeth o fewn ein gallu i esbonio'r wyddoniaeth, y cysyniadau, y cyfyngiadau o ran adnoddau a'r goblygiadau sydd ynghlwm wrth reoleiddio pysgota.
38. Er mwyn sicrhau bod yr asesiadau o statws stociau, y gweithdrefnau cydymffurfio a'r Strwythur Penderfynu cysylltiedig yn gwneud y defnydd gorau o'r data sydd ar gael ac yn parhau i fod yn addas i'r diben, byddwn yn parhau i asesu ffyrdd o wella'r gweithdrefnau asesu a'r Strwythur Penderfynu, a rhoi newidiadau ar waith. Bydd angen trafod ac adolygu'r datblygiadau hyn gyda rhanddeiliaid, Fforwm Pysgodfeydd Cymru.

Hawlio iawndal

(Risg ariannol a chyfreithiol)

39. Nid yw hawliadau am iawndal a gyflwynwyd yn y gorffennol mewn perthynas â rheoleiddio mwy ar bysgota â gwialen wedi bod yn llwyddiannus. Rydym yn ymwybodol o'r risgiau ac rydym wedi eu trafod gyda chynghorwyr cyfreithiol. Daethpwyd i'r casgliad y gallai'r risg o ran wynebu her fod yn gymedrol, ond y byddai llwyddiant unrhyw her o'r fath yn debygol o fod yn isel.

Oedi cyn gwneud cynnydd:

(Risg amgylcheddol)

40. Mae'r amserlen ar gyfer rhoi'r is-ddeddfau hyn ar waith cyn i dymor pysgota 2022 ddechrau yn dynn. Efallai y bydd unrhyw oedi ym mhroses gymeradwyo CNC yn arwain at leihau'r warchodaeth y gellir ei rhoi i stociau bregus.

41. Gwyddom fod staff cyfreithiol Llywodraeth Cymru wedi ymrwymo i waith arall a bod eu hamser yn brin. Gallai hyn arwain at oedi cyn rhoi'r broses gadarnhau ar waith. Fodd bynnag, rydym mewn cysylltiad rheolaidd â staff pysgodfeydd Llywodraeth Cymru, ac maent wedi rhoi sicrwydd inni eu bod yn rhoi blaenoriaeth i'r maes gwaith hwn, a'u bod yn ymwybodol o'r canlyniadau.

Cymeradwyaeth gan y Gweinidog

(Risg amgylcheddol, risg i'n henw da, risg weinyddol/risg o ran adnoddau)

42. Ar ôl rhoi ystyriaeth briodol i'r mater, efallai y bydd y Gweinidog yn penderfynu cymeradwyo ein cais, yn penderfynu ei gymeradwyo gyda newidiadau, neu'n penderfynu peidio â'i gymeradwyo. Yn 2019, cafodd cais gan CNC yn ymwneud â chadarnhau is-ddeddfau ei gyfeirio gan y Gweinidog at Ymchwiliad Lleol. Mae CNC o'r farn fod canlyniad y broses hon yn cynnig cynsail cadarnhaol, a bod y risg y bydd ail ymchwiliad yn cael ei gynnal yn isel. Rydym mewn cysylltiad rheolaidd gyda staff Llywodraeth Cymru er mwyn sicrhau eu bod yn cael gwybod am y materion a'r risgiau. Fodd bynnag, pe bai ymchwiliad yn cael ei gynnal, byddai'n esgor ar faich sylweddol, yn ariannol ac o ran adnoddau.

Y Camau Nesaf

43. Ar ôl cael cymeradwyaeth gan y Bwrdd, byddwn yn ceisio cymeradwyaeth o dan y Cynllun Statudol a Chyfreithiol gan Benaethiaid Gweithrediadau Canolbarth Cymru a De Ddwyrain Cymru, a Phennaeth y Gwasanaethau Cyfreithiol.
44. Ar ôl cael cymeradwyaeth, bydd yr is-ddeddfau'n cael eu cyflwyno i Weinidog Llywodraeth Cymru i'w cadarnhau.
45. Ar ôl cael penderfyniad y Gweinidog, byddwn yn hysbysu ein rhanddeiliaid.

Goblygiadau ariannol

46. Nid ydym o'r farn y bydd yr is-ddeddfau hyn ynddynt eu hunain yn arwain at newid mawr yn adnoddau presennol CNC. Efallai y bydd angen ailflaenoriaethu ymdrechion gorfodi er mwyn sicrhau y cydymffurfir â'r rheoliadau.
47. Fel y nodir wrth drafod y risgiau (uchod), pe bai Llywodraeth Cymru yn gofyn i Ymchwiliad Lleol lywio'i phenderfyniad, byddai hynny'n arwain at oblygiadau sylweddol, yn ariannol ac o ran adnoddau.

Asesu'r Effaith ar Gydraddoldeb

48. Cynhaliwyd asesiadau o'r effaith ar gydraddoldeb ar y ddwy set o is-ddeddfau (Atodiad 4).

Mynegai o'r Atodiadau

- **Atodiad 1: Cefndir y gwaith o ddatblygu mesurau rheoli pysgota newydd arfaethedig ar gyfer eogiaid a brithyllod y môr ac asesiadau o stociau 2020**
- **Atodiad 2: Dadansoddiad cryno o'r ymatebion i'r ymgynghoriadau ynghylch is-ddeddfau arfaethedig pysgota â gwialen**
- **Atodiad 3: Argymhellion ar gyfer cynigion amgen a gyflwynwyd mewn ymatebion i'r ymgynghoriadau**
- **Atodiad 4: Asesu'r Effaith ar Gydraddoldeb (EqIA)**

Annex 1

Background to development of proposed new fishing controls for salmon and sea trout

Our overall objective for migratory salmon and sea trout stocks in Wales is: -

“To protect, through the application of best-practice science and management, the sustainability of our natural resource of wild salmon and sea trout stocks in Wales.”

In addressing the objective, we consider the Sustainable Management of Natural Resources (SMNR) as defined in the Environment (Wales) Act (2016), together with our statutory duties and associated Government guidance. We are also mindful of UK’s international commitments to NASCO (North Atlantic Salmon Conservation Organisation). In delivering these objectives we will secure sustainable fisheries.

Our annual stock assessments for salmon and sea trout have demonstrated that all populations of salmon (in 23 principal salmon rivers), and now also most sea trout populations (28 of 33 main sea trout rivers), are unsustainable. This has triggered work over the past decade to develop proposals for new fishing controls, based largely on statutory catch-and-release (C&R) fishing, to initiate stock recovery.

In proposing further such byelaws now, we are adopting the management approach that was successfully tested in a Local Inquiry in 2019. The Inspector concluded then that the byelaws proposed were “...necessary, proportionate and reasonable in view of the decline of salmon and sea trout stocks throughout Wales.”. The Minister for Environment, Energy and Rural Affairs accepted this advice later that year when she confirmed the new byelaws implemented in 2020.

It is important that such fishing controls are synchronous with initiatives and action by NRW and partners to address the underlying causes of stock declines, for example by restoring river habitat quality and addressing all causes of water pollution. Planning such action was an explicit requirement of the Minister in approving byelaw controls, the NRW response to which was the Plan of Action for Salmon and Sea Trout. (read [NRW's Salmon and sea trout plan of action for Wales 2020](#)).

TECHNCIAL CASES

The background technical information is set out in full in our Technical Cases that supported our current fishing controls proposals can be found on the NRW's Consultation Hub:

Rivers Usk and Wye in Wales

[Fisheries Byelaws Consultation 2021 - River Usk and River Wye in Wales](#)

Read the [technical case for Usk and Wye byelaw proposals](#)

River Severn in Wales

[Fisheries Byelaws Consultation 2021 - River Severn in Wales](#)

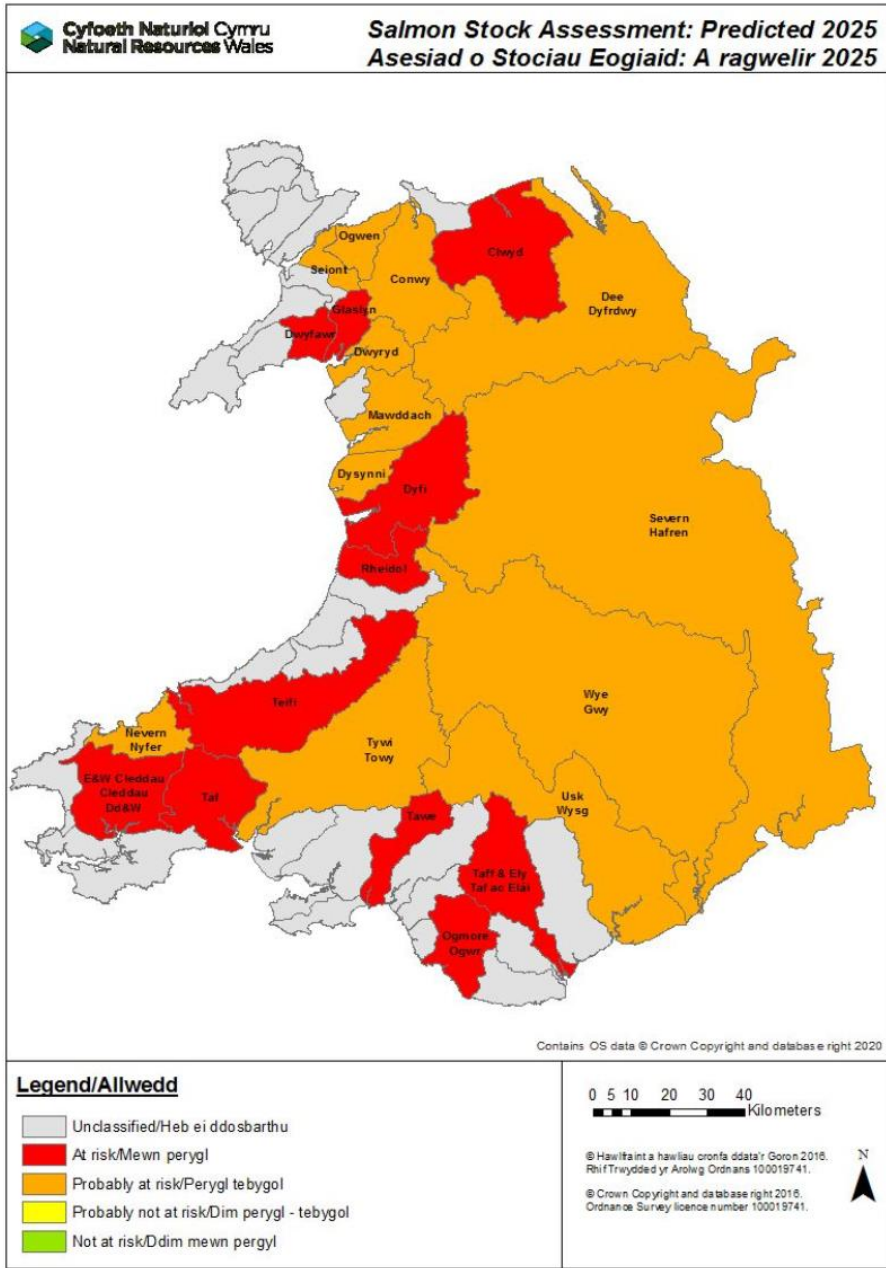
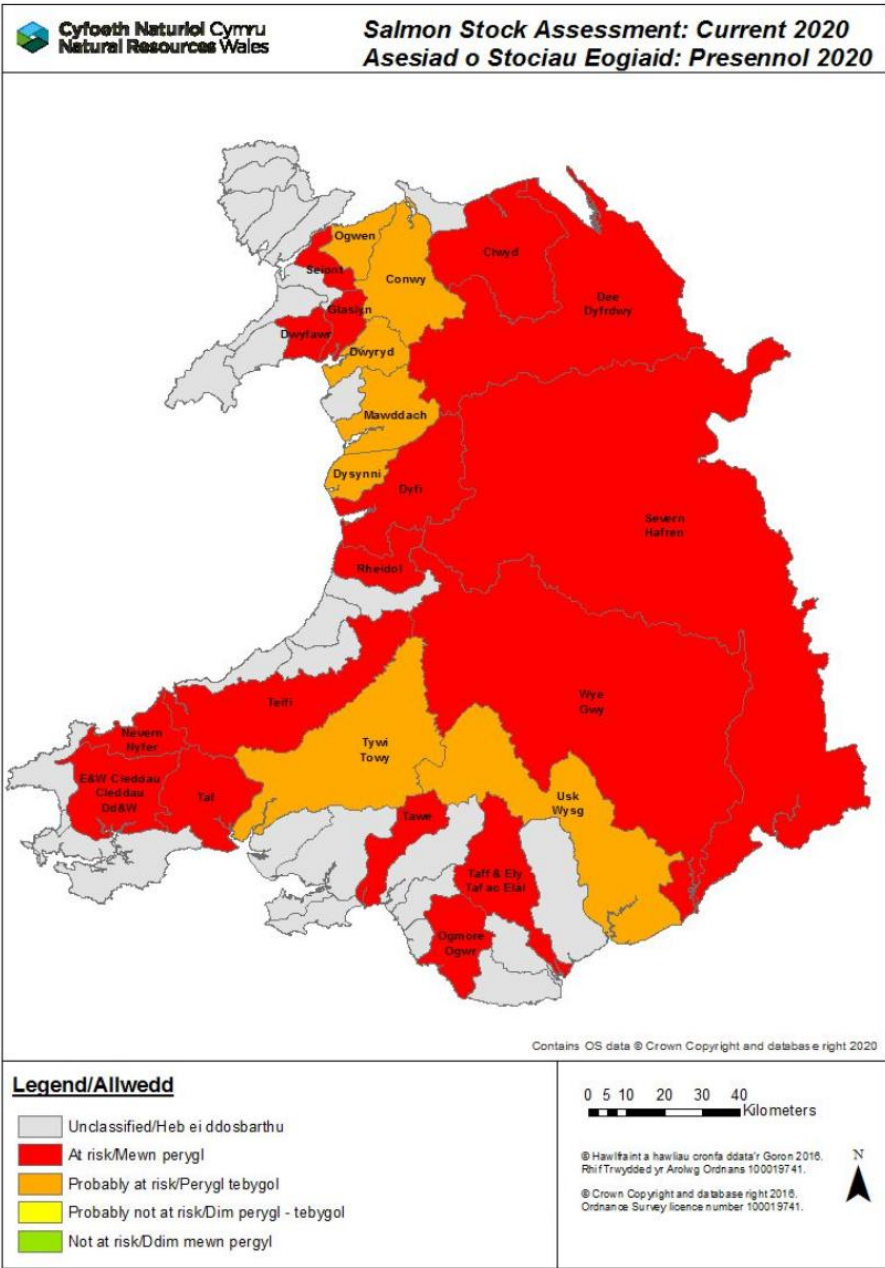
Read the [technical case for Severn byelaw proposals](#)

Since the publication of the technical cases and consultation a comprehensive annual report on the status of salmon stocks and fisheries in England and Wales - including compliance with Conservation Limits – has been produced jointly by Cefas, the Environment Agency and Natural Resources Wales:

[Assessment of Salmon Stocks and Fisheries in England and Wales in 2020](#)

[Assessment of Salmon Stocks and Fisheries in England and Wales: Background Report 2020](#)

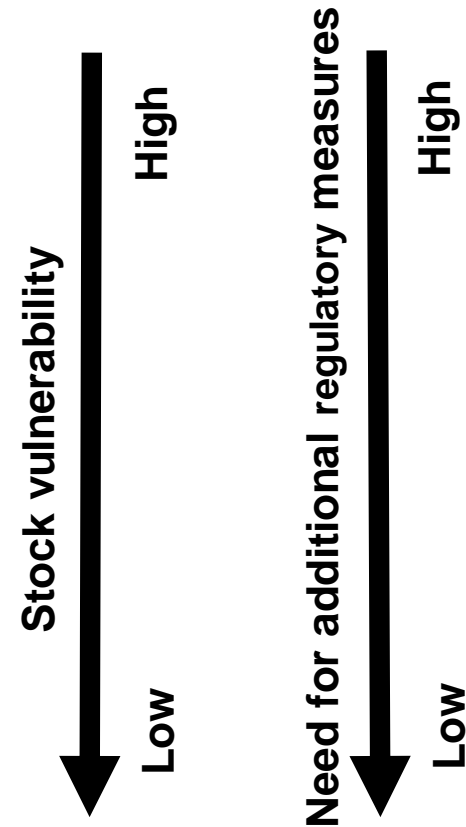
In addition to these we have produced maps of the principal salmon rivers and main sea trout rivers for Wales depicting the Risk status of each of the stocks along with a table ranking the vulnerability of stocks, by Risk status, trend in egg deposition and the egg deficit on the management target (see maps and tables below).



Ranked salmon stock performance and vulnerability

Table 2 Overview of salmon stock status: 2020 assessment

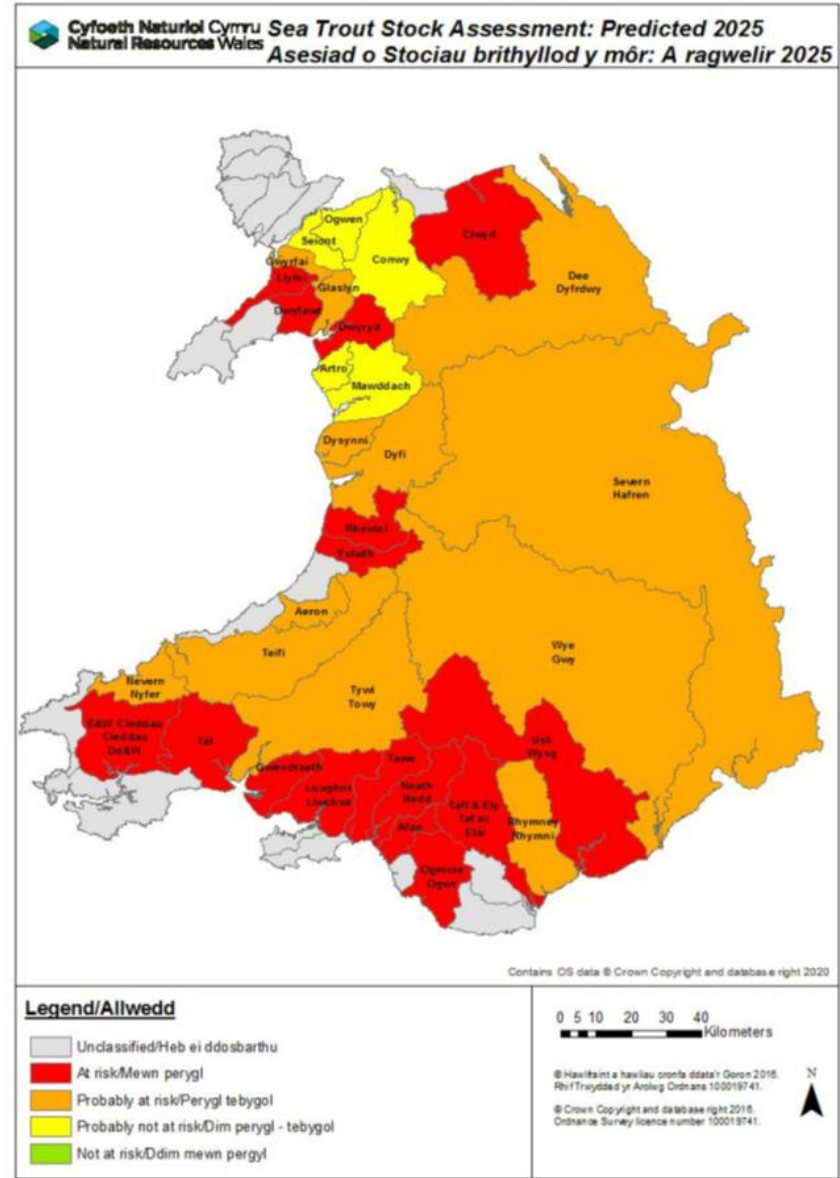
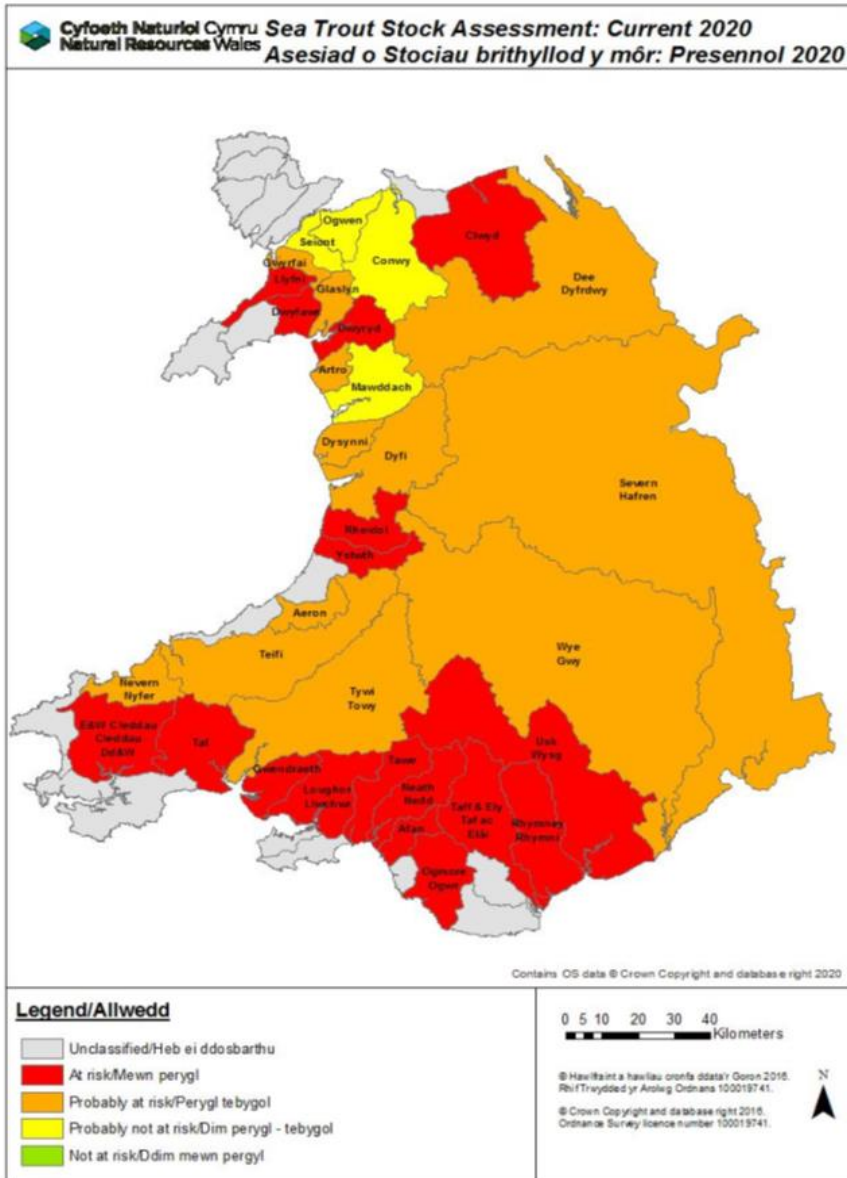
River	Risk' status: 2025	Trend	*Egg deficit/surplus on Management Target (%)
Rheidol	At risk	---	-90.7
Clwyd	At risk	---	-86.8
Tawe	At risk	---	-85.8
E&W Cleddau	# At risk	---	-78.5
Teifi	# At risk	---	-76.4
Taf	# At risk	---	-68.3
Glaslyn	# At risk	---	-67.5
Taff & Ely	At risk	---	-86.8
Dwyfawr	At risk	--	-88.8
Ogmore	At risk	--	-83.8
Dyfi	# At risk	--	-63.5
Seiont	Prob at risk	--	-76.3
Severn	## Prob at risk	--	-40.4
Usk	Prob at risk	--	-27.5
Mawddach	# Prob at risk	--	-9.3
NeVERN	# Prob at risk	-	-61.4
Dwryrd	# Prob at risk	-	-57.0
Wye	Prob at risk	-	-50.4
Tywi	# Prob at risk	-	-43.0
Dee	Prob at risk	-	-41.7
Ogwen	Prob at risk	-	-9.4
Conwy	# Prob at risk	-	11.3
Dysinni	# Prob at risk	++	-90.2



Trend:	
p<0.05	---
p<0.10	---
0.10<=p<0.30	--
0.30<=p<0.50	-
0.70=>p>0.50	+
0.90=>p>0.70	++
p>0.90	+++
p>0.95	+++

Review of Net Limitation Order 2017
 ## England lead on fisheries regulation

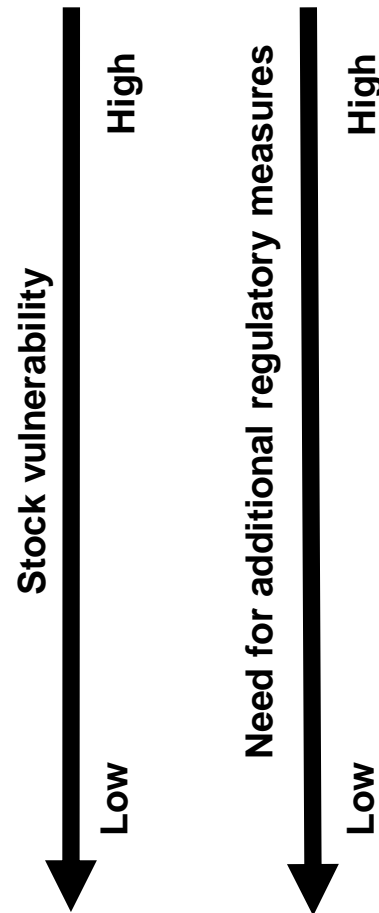
* Egg deficit/surplus based on 5-year mean 2016-2020



Ranked sea trout stock performance and vulnerability

Table 2 Overview of sea trout stock status: 2020 assessment

River	Risk' status: 2025	Trend	*Egg deficit/surplus on Management Target (%)
Taff & Ely	At risk	---	-95.4
Taf #	At risk	---	-83.2
Tawe	At risk	---	-80.0
E&W Cleddau #	At risk	---	-74.2
Neath	At risk	---	-67.0
Afan	At risk	---	-44.6
Ogmore	At risk	---	-43.7
Llyfni	At risk	---	-68.1
Dwyfawr	At risk	---	-60.2
Clwyd	At risk	---	-50.8
Rheidol	At risk	---	-50.8
Ystwyth	At risk	---	-44.0
Usk	At risk	---	-86.6
Dwryrd #	At risk	--	-83.9
Loughor	At risk	--	-78.8
Gwendraeth	At risk	--	-78.3
Glaslyn #	Prob at risk	---	-32.3
Nevern #	Prob at risk	---	-27.4
Wye	Prob at risk	--	-43.4
Dyfi #	Prob at risk	--	-23.3
Dee	Prob at risk	--	-16.5
Gwyrfai	Prob at risk	--	-14.7
Severn ##	Prob at risk	--	-4.4
Dysinni #	Prob at risk	--	3.1
Tywi #	Prob at risk	-	-40.8
Teifi #	Prob at risk	-	-19.0
Rhymney	Prob at risk	+	-93.4
Aeron	Prob at risk	+	-42.8
Mawddach #	Prob not at risk	--	30.1
Ogwen	Prob not at risk	-	46.2
Conwy #	Prob not at risk	+	39.4
Artro	Prob not at risk	++	-17.8
Seiont	Prob not at risk	++	91.0



Trend:	
p<0.05	---
p<0.10	---
0.10<=p<0.30	--
0.30<=p<0.50	-
0.70=>p>0.50	+
0.90=>p>0.70	++
p>0.90	+++
p>0.95	+++

Review of Net Limitation Order 2017
England lead on fisheries regulation

* Egg deficit/surplus based on 5-year mean 2016-2020

Annex 2

Summary analysis of proposed rod fishing byelaws consultation responses.

Consultation Hub [Fisheries Byelaws Consultation 2021 - River Usk and River Wye in Wales](#)

We received 27 representations in total to the byelaws consultation in English. We received 0 representations to the byelaws consultation in Welsh.

River Usk

The 17 representations on the Usk byelaws were made by:

- 11 Individuals
- 4 On behalf of a group or organisation (comprising an angling club; Salmon and Trout Conservation Cymru; and 2 groups of anglers)
- 2 Other

Their stated home counties were: -

Option	Total	Percent
Monmouthshire	3	18%
Berkshire	1	6%
Blaenau Gwent	1	6%
Cardiff	1	6%
Gloucestershire	1	6%
Greater London	1	6%
Newport	1	6%
Powys	1	6%
Rhondda Cynon Taf	1	6%
Somerset	1	6%
Swansea	1	6%
West Midlands	1	6%
West Sussex	1	6%
Not answered	2	12%

What is your preferred method of contact?

E-mail	15	(88%)
Letter	1	(6%)
Not answered	1	(6%)

Are you happy for your consultation response to be published?

Yes	16	(94%)
No	1	(6%)

Please tell us how you found out about the Byelaws 2021 consultation

From Natural Resources Wales	6	(35%)
Through an organisation you're a member of	5	(29%)
From another organisation	2	(12%)
Social media e.g. Facebook, Twitter	2	(12%)
Through a meeting you attended	1	(6%)
Other club)	1	(6%) (fishing forum; angling club)

The responses to our 3 core questions were: -

1. Do you agree with NRW stock assessments?

Yes	16	94%
No	1	6%
Don't know	0	0%

2. Do you agree with the proposed salmon C&R byelaws?

Yes	16	94%
No	0	0%
Don't know	1	6%

3. Do you agree with the proposed sea trout C&R byelaws?

Yes	11	65%
No	5	29%
Don't know	1	6%

River Wye in Wales

The 22 representations on the Wye byelaws were made by:

- 17 Individuals
- 3 On behalf of a group or organisation (comprising an angling club; Salmon and Trout Conservation Cymru; and the Angling Trust)
- 2 Other

Their stated home counties were: -

Option	Total	Percent
Herefordshire	3	14%
Monmouthshire	3	14%
Powys	3	14%
Gloucestershire	2	9%
West Midlands	2	9%
Berkshire	1	5%
Blaenau Gwent	1	5%
Cardiff	1	5%
Rhondda Cynon Taf	1	5%
Somerset	1	5%
Swansea	1	5%
West Sussex	1	5%
Not answered	2	9%

What is your preferred method of contact?

E-mail	21	(95%)
Letter	0	
Not answered	1	(5%)

Are you happy for your consultation response to be published?

Yes	21	(95%)
No	1	(5%)

Please tell us how you found out about the Byelaws 2021 consultation

From Natural Resources Wales	5	(23%)
From another organisation	5	(23%)
Through an organisation you're a member of	5	(23%)
Social media e.g. Facebook, Twitter	2	(9%)
Through a meeting you attended	1	(5%)
Other club)	4	(18%) (fishing forum; angling club)

The responses to our 4 core questions were: -

1. Do you agree with NRW stock assessments?

Yes	22	100%
No	0	0%
Don't know	0	0%

2. Do you agree with the proposed salmon C&R byelaws?

Yes	20	90%
No	1	5%
Don't know	1	5%

3. Do you agree with the proposed sea trout C&R byelaws?

Yes	20	90%
No	1	5%
Don't know	1	5%

4. Do you agree with the proposal to end the salmon fishing season on the 17th October for the whole River Wye and tributaries?

Yes	16	73%
No	4	18%
Don't know	2	9%

The key themes raised were: -

Themes raised	Number of times raised	Percentage
Water quality	15	56%
Pollution - agriculture	12	44%
Pollution - sewage	8	30%
Low flows / abstraction	7	26%
Usk - C&R sea trout should be 100%	7	26%
Predation - FEBs	5	19%
Usk - ban shrimp / prawn fishing for salmon	5	19%
Usk - ban worm fishing for sea trout	4	15%
Navigation	3	11%
Juvenile stocks very low	3	11%
Include juveniles in stock assessment models	2	7%
Lack of salmon condition assessment on SAC rivers	2	7%
Stock assessments understate salmon and sea trout situation	2	7%
Pollution - pesticides	2	7%
Pollution - sediment in the gravels	2	7%
Predation - other	2	7%
Estuary fishing	2	7%
Illegal fishing	2	7%
Wye - unfair on anglers in the upper river and tributaries	2	7%
Usk - fly only after 31st August (no spinning)	2	7%
Enforcement	1	4%
Improve stock assessment models - real time	1	4%
Potential criminalisation of anglers	1	4%
Stock assessment methodology queries	1	4%
Wild swimming damaging spawning grounds	1	4%
Ban all bait fishing	1	4%
Salmon fishing season on all rivers should end on 30th September	1	4%
Usk - close salmon fishing season on 15th September	1	4%
Usk - close salmon fishing season on 30th September	1	4%
Usk - close salmon fishing season on 7th October	1	4%
Usk - increase shrimp/prawn fishing season to 4 weeks (currently 2 weeks)	1	4%
Wye - bring forward start of salmon fishing season to 26th January	1	4%
Wye - close salmon fishing season on 30th September	1	4%
Wye - fly only until 16th June	1	4%
Wye - no spinning until at least June	1	4%

River Severn in Wales

Consultation Hub [Fisheries Byelaws Consultation 2021 - River Severn](#)

We received 11 representations in total to the byelaws consultation in English. We received 0 representations to the byelaws consultation in Welsh.

The 11 representations on the Usk byelaws were made by:

- Responding as an individual 7 (64%)
- Responding on behalf of an organisation or group 3 (27%)
- Other 1 (9%)

Their stated home counties were: -

Option	Total	Percent
Cardiff	1	9%
Powys	2	18%
Rhondda Cynon Taf	1	9%
Cheshire	1	9%
Cumbria	1	9%
Herefordshire	1	9%
Oxfordshire	1	9%
Shropshire	1	9%
West Midlands	1	9%
Not Answered	1	9%

What is your preferred method of contact?

E-mail 11 100%

Are you happy for your consultation response to be published?

Yes 10 91%
No 1 9%

Please tell us how you found out about the Byelaws 2021 consultation

(more than one answer per response)

From Natural Resources Wales	7	64%
From another organisation	2	18%
Through an organisation you're a member of	1	9%
Social media e.g. Facebook, Twitter	4	36%
Not Answered	1	9%

The responses to our 5 core questions were: -

1. Do you agree that salmon stocks on the River Severn have declined within recent years and require additional protection to ensure their future sustainability?

There were 11 responses to this part of the question.

Option	Total	Percent
Yes	7	64%
No	4	36%
Don't know	0	0%

2. Do you have any evidence to support a different stock assessment conclusion?

Severn stock assessment evidence: There were 8 responses to this part of the question.

3. Do you agree that there is a need to reduce the number of salmon being taken within the fisheries that exploit them?

There were 11 responses to this part of the question.

Option	Total	Percent
Yes	7	64%
No	3	27%
Don't know	1	9%

Reason don't agree with need to reduce salmon being taken: There were 5 responses to this part of the question.

4. Do you support the proposal for mandatory catch and release for the salmon rod fishery as set out in these rod fishery byelaws for the River Severn in Wales?

There were 11 responses to this part of the question.

Option	Total	Percent
Yes	6	55%
No	5	45%
Don't know	0	0%

Reason don't support Severn C&R: There were 6 responses to this part of the question.

5. Do you support the proposed rod angling measures (no bait fishing, requirement to use barbless hooks and restrictions to hook sizes) to protect salmon stocks in order to maximise the survival of salmon that are released on the River Severn?

There were 11 responses to this part of the question.

Option	Total	Percent
Yes	6	55%
No	5	45%
Don't know	0	0%

Reason for not supporting rod measures: There were 6 responses to this part of the question.

The key themes raised were: -

Themes raised	Number of times raised	Percentage
Water quality	6	55%
Pollution - agriculture and Sewerage	6	55%
Veracity of Stock assessment methodology queries	6	55%
Voluntary measures preferred approach	4	36%
Predation - FEBs	4	36%
Veracity of angling method controls	4	36%
Accuracy of data used in stock estimates, catch returns, exploitation, fecundity, survival	3	27%
Precautionary Principle - premature and over used	3	27%
Discrimination against elderly and less able anglers	3	27%
Juvenile stocks no decline	3	27%
3 year moratorium on changes to current arrangements (statutory 100% C&R until June 16)	2	18%
Illegal fishing and Enforcement	2	18%
Fish counters and data	2	18%
Disenfranchises Anglers	2	18%
Alternative stock model and approach (Scottish Model)	1	9%
Barriers to migration	1	9%
Criminalisation of Anglers	1	9%
Thermal cut off controls required	1	9%
Bag Limit of 2 fish	1	9%
Climate change	1	9%
Increased angling measures to cover all fish to help prevent risks with bycatch	1	9%
Hatcheries	1	9%
Inappropriate forestry practices	1	9%

Annex 3

Recommendations made in consultation responses for alternative proposals

There was a range of suggestions for alternatives to the proposals made by NRW. These are summarised here, together with a brief comment by NRW.

Issue	Consultation response	Adopt? Comment by NRW
C&R	<p><u>River Usk</u></p> <p>C&R for sea trout on the Usk should be 100%, not just before 1st May (issue raised by 7 respondents).</p>	<p>No</p> <p>This suggestion was made by some members of the Usk Local Fishery Group during the informal liaison and was assessed and discounted in the technical case. The Usk has a small sea trout fishery and we have proposed to manage it as we do the other sea trout fisheries in Wales.</p> <p>Our legal advice is that, as an increase in measures would be more prohibitive than those advertised, we would have to readvertise any such changes. This would then trigger another 3 month consultation. A delay of this nature would risk measures not being in place on the Usk for the start of the 2022 season for both salmon and sea trout.</p> <p>We now propose to include the Usk in the mid-term review for the 'All Wales' byelaws and reconsider all evidence at that point, in line with management decisions for the other sea trout fisheries in Wales.</p>

Issue	Consultation response	Adopt? Comment by NRW
Bait fishing	<p><u>River Usk</u></p> <p>Ban shrimp / prawn fishing for salmon (issue raised by 5 respondents).</p> <p>Increase the shrimp / prawn fishing season to be 4 weeks, to have parity with other Welsh rivers (issue raised by 1 respondent on behalf of a group of 11 Usk anglers).</p> <p>Ban worm fishing for sea trout (issue raised by 4 respondents).</p> <p><u>Usk and Wye</u></p> <p>Ban all bait fishing in all Welsh rivers (issue raised by 1 respondent).</p>	<p>No</p> <p>All options were raised by members of the Usk Local Fishery Group during the informal liaison and were assessed and discounted in the technical case.</p> <p>The feedback received from our public engagements included mixed views on the option to ban shrimp / prawn fishing for the entire season on the Usk. Views were either strongly for it, or strongly against it and included suggestions that the use of these baits should be permitted for at least 4 weeks of the season, in line with most other rivers in Wales. We believe that the approach we took in the 'All Wales' byelaws continues to be an appropriate one for the Usk.</p> <p>The move to increase the length of the shrimp / prawn fishing season amounts to increasing exploitation and would be inconsistent with our principles and current approach to the wider regulation of exploitation of vulnerable stocks. Furthermore, it would not be consistent or compatible with NASCO advice and would be unlikely to be acceptable in an HRA (Habitats Regulations Assessment).</p> <p>We consider our stance on worm fishing for sea trout to be appropriate for the C&R measures that we have proposed. However, as mentioned above, we will include the Usk in the mid-term review for the 'All Wales' byelaws and reconsider evidence on sea trout C&R and fishing methods at that point.</p>

Issue	Consultation response	Adopt? Comment by NRW
Salmon fishing season	<p><u>River Usk</u></p> <p>Close salmon fishing season on 15th September (issue raised by 1 respondent)</p> <p>Close salmon fishing season on 30th September (issue raised by 1 respondent)</p> <p>Close salmon fishing season on 7th October (issue raised by 1 respondent)</p> <p>Fly only after 31st August (no spinning) (issue raised by 2 respondents)</p> <p><u>River Wye</u></p> <p>Bring forward start of salmon fishing season to 26th January (issue raised by 1 respondent)</p> <p>Close salmon fishing season on 30th September (issue raised by 1 respondent)</p> <p>Fly only until 16th June (no spinning) (issue raised by 1 respondent)</p> <p>Fly only until at least June (no spinning) (issue raised by 1 respondent)</p> <p><u>Usk and Wye</u></p> <p>Salmon fishing season on all rivers should end on 30th September (issue raised by 1 respondent).</p>	<p>No</p> <p>Whilst we acknowledge the potential to save more fish under these proposals, we also have a duty to consider the socioeconomic value of the fisheries.</p> <p>These measures sit alongside the additional method controls (restricting hook size and type and the use of barbless hooks to expedite release) introduced in the 'All Wales' byelaws will help to improve handling of fish to be released and reduce potential mortality after release. By manging the fishing as C&R and having introduced the method restrictions, we believe that we can maintain the socioeconomic value of the fishery whilst protecting the stock.</p> <p>Furthermore, earlier closing of the salmon fishing season on the Usk or Wye would have a disproportionate impact on those anglers fishing the upper beats, where fish tend to arrive later in the season.</p> <p>We do not believe at this time that altering the salmon fishing season is proportionate.</p>

Issue	Consultation response	Adopt? Comment by NRW
Stock assessment	<p><u>All rivers in Wales</u></p> <p>Stock assessments should take account of juvenile salmon and trout populations.</p> <p>SAC Condition Assessments should be included in the stock assessments (issue raised by 2 respondents).</p>	<p>Yes partially</p> <p>We remain confident that the current salmon stock assessment process remains fit for purpose. This position is supported by the conclusions of the Planning Inspector following the Inquiry held in connection with the All Wales rod and net fishery byelaw.</p> <p>NRW with its partners EA and CEFAS, are committed to a review of the way in which we assess stocks, to ensure that we are following the most up to date methodology and using the most current evidence. This commitment is within the NASCO Implementation Plan.</p> <p>The use of data on juvenile populations in the assessment of stock, is a part of this review.</p> <p>The review is ongoing and is due to report in 2022.</p>

Issue	Consultation response	Adopt? Comment by NRW
C&R	<p><u>River Severn</u></p> <p>Objection: to mandatory measures – measures should be voluntary.</p> <p>5 of 11 respondents</p>	<p>No</p> <p>We recognise that voluntary restrictions would typically be more acceptable to anglers than mandatory restrictions, however based on the information available, further and continued voluntary restrictions would not go far enough in NRW's view for this failing salmon stock.</p> <p>We accept that the proposal to place a new regulatory controls may be unpopular to some anglers, we however believe it is proportionate, reasonable and a consistent measure over the length of the whole Severn</p>

		fishery that can be enforced, which we believe necessary for the recovery of the Severn salmon stocks at this time.
Issue	Consultation response	Adopt? Comment by NRW
Bag limit of 2 fish	<p><u>River Severn</u></p> <p>Objection to mandatory C&R of all fish - a bag limit of 2 fish should be introduced.</p> <p>1 of 11 respondents</p>	<p>No</p> <p>Bag limits can be viewed as an intermediate step between no catch controls, voluntary restraint and the introduction of mandatory catch and release, in an attempt to control the 'harvest' of fish.</p> <p>Bag limits or carcass tags may well be effective measures of controlling the numbers of fish killed where stocks can sustain some level of exploitation.</p> <p>Unfortunately, we believe there is no harvestable surplus of salmon in the Severn catchment. The evidence from recent annual salmon stock assessments indicates a decline in the status of salmon in the River Severn, with a substantial deficit in the number of spawning adults, and a shortfall in the number of eggs deposited, currently estimated at around 40%.</p> <p>The suggested use of bag limits or carcass tags as an alternative to the proposed byelaws are not considered to be appropriate when fish stocks are not able to sustain levels of exploitation (as is currently the case). There is no convincing evidence that bag limits or carcass tags would reduce the level of harvest and exploitation required, and we are concerned that they could wrongly endorse and encourage a higher take than the current level of harvest.</p>

Issue	Consultation response	Adopt? Comment by NRW
<p>Angling method restrictions</p>	<p><u>River Severn</u></p> <p>Objection: to mandatory method restrictions – measures should be voluntary.</p> <p>5 of 11 respondents</p>	<p>No</p> <p>Fishing method restrictions to promote successful catch and release for salmon have been place for over 20 years in part, through National Spring Salmon byelaws which banned bait fishing, as well as more comprehensively on other rivers such as the nearby River Wye, and also commonly applied in other countries such as Ireland.</p> <p>The restriction of certain fishing equipment and methods for catching salmon and subsequently releasing them back into the river, will improve their chances of survival and further increase numbers that can successfully spawn improving the opportunity for recovery and longer term sustainability of stocks.</p> <p>We are seeking to maximise that contribution with proposed method restrictions that will lead to increased fish survival and spawning success. We have considered these methods will help in minimising handling time when releasing fish, and reduce the physical damage associated with capture, especially to reduce the amount deeply hooked fish and injury from handling as well as exposure to the air.</p> <p>These method restrictions have been in place across Wales since 2020 with the exception of the river Severn, having the methods restriction byelaws in place will provide a fair and consistent approach to the whole Severn catchment including the river in England reducing any ambiguity across national boundaries.</p>

Issue	Consultation response	Adopt? Comment by NRW
Stock assessment procedures	<p><u>River Severn</u></p> <p>Propose moving to an annual revising conservation measures approach with C&R measures applied to a Scottish style - 5 year average mean historic attainment to conservation Limit. (Alternative modelling and approach) (1 respondent)</p> <p>Veracity of Stock assessment methodology queried (6 respondents)</p>	<p>Yes partially</p> <p>We remain confident that the current salmon stock assessment process remains fit for purpose. This position is supported by the conclusions of the Planning Inspector following the Inquiry held in connection with the All Wales rod and net fishery byelaw.</p> <p>NRW with its partners EA and CEFAS, are committed to a review of the way in which we assess stocks, to ensure that we are following the most up to date methodology and using the most current evidence. This commitment is within the NASCO Implementation Plan.</p> <p>The use of data on juvenile populations in the assessment of stock, is a part of this review.</p> <p>The review is ongoing and is due to report in 2022.</p>
Issue	Consultation response	Adopt? Comment by NRW
Delay implementation	<p><u>River Severn</u></p> <p>3 year moratorium on changes to current arrangements (statutory 100% C&R until June 16)</p> <p>Until the stock assessment review is completed (2 respondents)</p>	<p>No</p> <p>We cannot commit to postponing further consideration of mandatory angling control measures for three years, until the national salmon stock assessment review has concluded. Salmon stocks continue to deteriorate with all rivers in Wales now classified as “Probably at Risk” or “At Risk” and therefore require further protection to ensure that salmon exploitation is reduced to zero, particularly where there is a need to restrict specific types of angling methods that are not conducive to maximising salmon spawning escapement.</p> <p>We remain confident that the current salmon stock assessment process</p>

		remains fit for purpose. This position is supported by the conclusions of the Planning Inspector following the Inquiry held in connection with the All Wales rod and net fishery byelaw.
Issue	Consultation response	Adopt? Comment by NRW
Suggested additional measures	<p><u>River Severn</u></p> <p>In the interests of consistency, we believe the prohibition on the use of treble hooks should be applied without reference to species, ideally at all times, but certainly for the duration of the game fishing season. This would avoid accidental capture by anglers targeting predator species and also deny transgressors claiming the same in defence. (1 respondent)</p>	<p>No</p> <p>While we share some concerns regarding anglers still targeting salmon whilst fishing for other species, we do not agree that there is case on the Severn and would wish to</p> <p>We understand occasionally adult salmon are unintentionally caught by coarse fish anglers. Coarse fish angling on the Severn provides more chances for more people to fish, significantly boosts the local economy, and supports many of the largest fishing clubs. Coarse fish anglers provide an important resource through rod licence revenue to improve habitats, fishing facilities and protection for all the Severn fisheries.</p> <p>We will improve on advice and guidance to coarse anglers and will raise awareness through a 'fish responsibly' campaign to educate and engage with all angling groups</p>

Annex 4

Equality Impact Assessments (EqIA)

Equality Impact Assessment in relation to the River Severn Rod and Line (salmon and sea trout) (Wales) Byelaws 2021

Our equality duties are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 which came into force in April 2011.

Welsh Government states that: -

“The Act aims to ensure public authorities and those carrying out a public function consider how they can positively contribute to a fairer society in their day-to-day activities through paying due regard to eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations.

The Regulations place duties on the devolved public sector, including Welsh Government, covering equality impact assessments, publishing and reviewing Strategic Equality Plans, engagement, pay differences, procurement, reporting arrangements and equality and employment information.”

NRW requires an Equality Impact Assessment to be carried out for any subject that might impact upon any component of society.

<http://naturalresources.wales/about-us/equality-and-diversity/?lang=en#>

Equality Impact Assessment (EqIA)

This paper follows a commended structure for an EqIA.

Background

Name of function	Environment Policy and Permitting (Fisheries)
Person responsible	David Mee / Lead Specialist Advisor: Freshwater Fisheries Management
Timescale	November 2021, associated with NRW Board consideration of Consultation outcomes for the River Severn Rod and Line (salmon and sea trout) (Wales) Byelaws 2021
Due date	November 2021

Summary of outcome of impact assessment: **Adverse effects not found**

Date due for review: **5 years after implementation of new measures**

Person responsible for review: David Mee / Lead Specialist Advisor: Freshwater Fisheries Management

(1) NRW function and policy	NRW response
Purpose of the function	Implementation of statutory duties for fisheries and Welsh Government guidance.
Who benefits from the function?	<ul style="list-style-type: none"> • People of Wales, in terms of environmental quality and sustainability • Rod fishermen in terms of access to fish stocks
How have they been involved with current policy? (interpreted here as the proposed new fishing controls):	Liaison with local fishery group and engagement during development of proposals
How does it fit into broader corporate aims?	Restoring stocks to sustainable levels, with respect to SMNR
What outcomes are intended from this policy?	Maximising spawning escapements; arresting declines in stocks
What are the resource implications?	Existing resources for: <ul style="list-style-type: none"> • Routine annual stock assessments • Enforcement of new byelaws
(2) Rapid impact checklist	
Have potential negative impacts been identified for racial or other equality groups?	<ul style="list-style-type: none"> • Racial No • Disabled and elderly <ul style="list-style-type: none"> - Prohibition of bait fishing might reduce opportunity for both groups. - Proposal is only to prohibit bait fishing for salmon and sea trout . Subject to this, bait fishing may continue for brown trout and other non-salmonid species.
If yes, has a full Equality and Diversity impact assessment been recommended?	N/A
If no, are you satisfied that the conclusions of the RIC are accurate and comprehensive?	Yes (but see impacts assessment and modifications sections below)

(3) Impacts		
<p>(a) What is the likely impact (intended, or unintended; positive or negative) of the initiative on individual users or the public at large?</p> <p>Restriction of use of bait fishing might constrain some elderly and disabled anglers less able to use fly-fishing and spinning techniques for salmon and sea trout.</p> <p>However, the proposed restrictions have been in place until June the 16th , since 1999 (some 21 years) and are partial as: prohibition on bait fishing for other fish species, including brown trout and coarse fish will be unaffected and continue to be permitted.</p> <p>Overall therefore the proposals are for partial control and not full prohibition on bait fishing and only apply to salmon and sea trout.</p>		
<p>(b) Is there likely to be a differential impact on any group? If yes, state if this impact may be adverse and give further details (e.g. which specific groups are affected, in what way, and why you believe this to be the case).</p> <p>A full bait ban might have a differential impact on anglers who may be elderly or disabled and potentially less able to practice other fishing techniques.</p> <p>However as noted above the proposed prohibitions are partial in the fact that bait fishing for other species (brown trout and coarse fish) is permitted and therefore only restrict, and do not fully prohibit, this fishing technique.</p>		
Sector	Yes / No	Adverse? If so, give further details
(i) Grounds of race, ethnicity, colour, nationality etc.	No	n/a
(ii) Grounds of sex or marital status	No	n/a
(iii) Grounds of gender: transgender; trans-sexual	No	n/a
(iv) Grounds of religion or belief	No	n/a
(v) Grounds of physical or sensory impairment or mental disability: disabled people	No - noting points (a) and (b) above	n/a
(vi) Grounds of age: older and younger people	No - noting points (a) and (b) above	n/a
(vii) Grounds of sexual orientation: LGBT	No	n/a
(viii) Grounds of offending past	No	n/a
(ix) Grounds of mental health	No	n/a
(x) Other grounds: e.g. poverty, homelessness, immigration status, language, social origin	No	n/a

<p>(c) Is the policy directly discriminatory? No</p>	<p>(d)(i) Is the policy indirectly discriminatory? No</p> <p>(ii) If “yes”, is this objectively justifiable or proportionate in meeting a legitimate aim?</p>	<p>(e) Is the policy intended to improve equality of opportunity? No</p>
<p>If you answered Yes to QC and No to QE, this is unlawful discrimination If you answered Yes to QD(i) and No to QD(ii), this is unlawful discrimination</p>		
<p>If the policy is unlawfully discriminatory, you must decide how to ensure the organisation acts lawfully N/A</p>		
<p>(f) If the policy is not directly or indirectly discriminatory, does it still have an adverse impact? Yes / No Yes Please give details We were advised during statutory public consultation that identical proposals for the ‘All Wales byelaws’ could potentially reduce access to fishing for some elderly and disabled anglers. However, the question was also considered at the Inquiry held into the ‘All Wales’ byelaws and the Planning Inspector’s report refers to this: -</p> <p>https://gov.wales/sites/default/files/inline-documents/2019-07/190716%20-%20LG%20-%20Written%20Statement%20-%20Marine%20%26%20Fisheries%20Inspector%27s%20Report%20-%20English_0.pdf</p> <p>The Inspector concluded:</p> <p>“I appreciate the proposed byelaws may constrain some anglers such as the elderly who may be physically restricted in the type of fishing activity they can undertake. However, whilst the use of worm fishing for salmon would be banned as a result of the byelaws, there would still be open the option of using other forms of bait for salmon fishing such as shrimp/prawn, albeit with restrictions, whilst bait would also be permitted with restrictions for sea trout. Furthermore, less physically able anglers would still be able to continue to use bait for coarse fishing which is unaffected by the proposed byelaws. All these measures are a proportionate response given the current state of sea trout and salmon stocks in Wales.”</p> <p>“I consider the NRW has discharged its duties under the EA 2010 in a satisfactory manner and that the proposed byelaws are a proportionate response to the aim of conserving and restoring seriously depleted fish stocks in Wales.”</p> <p>Following on, some 18 months from implementation of the ‘All Wales’ salmon and sea trout byelaws with similar bait fishing controls, we have no evidence direct or anecdotal that the implementation of method restrictions has adversely affected disabled anglers’ participation.</p> <ul style="list-style-type: none"> - Salmon rod licence sales decreased by just 4 in 2020/21 to 134 following implementation of bait restrictions across Wales. This reduction of approximately 3% is set against a general reduction in salmon licence sales 		

in Wales during 2020 of 10%. Disabled Salmon Licence sales figures in Q1 of 2021 for have increased in Wales by 8%

(4) MODIFICATIONS

If you answered **Yes** to QF, and the policy could have an effect on any group, how could you modify the initiative to reduce or eliminate and identified negative impacts or to create or accentuate positive parts of the development?

Holders of migratory salmonid concessionary licences resident in Wales (including temporary short-term licence) in 2020/21: -

Senior 'salmon' licence holders	1,146	= 2.7 % of total licence sales
Disabled 'salmon' licence holders	134	= 0.3% of total licence sales
Other 'salmon' licence sales	2,574	= 6.0% of total licence sales

'salmon' rod licence total 9.0% of total rod licence sales and 19% of licence revenue

There were some 42,755 rod licences purchased by welsh anglers in 2020/21 (37,986 unique anglers). The majority of these 38,901 (91%) were non migratory trout and coarse fish that would be unaffected by the byelaw changes.

Considerations:

- **A full bait ban might have a differential impact on anglers who may be elderly or disabled and potentially less able to practice other fishing techniques.**
- **A notable proportion (3%) of 'salmon' licence sales are concessionary sales to senior citizens and disabled citizens, though not all of these anglers would restrict their fishing techniques to bait fishing for salmon and sea trout.**
- **They are all currently able to use bait fishing for brown trout and non-salmonid fish.**
- **Following on, some 18 months from implementation of the 'All Wales' salmon and sea trout byelaws, with similar bait fishing controls, we have no evidence direct or anecdotal that the implementation of method restrictions has adversely affected disabled anglers' participation. Salmon licence sales for disabled anglers were similar in 2020 compared to 2019 (2020-134, 2019-138). Indeed, Disabled Salmon Licence sales figures in Q1 of 2021 for have increased in Wales by 8%**
- **Survival of released salmon caught on bait is generally accepted as less than 50% and can lower. It is not considered commensurate with maintaining fisheries under catch and release restrictions whilst ensuring fish have a high chance of survival.**
- **Allowing bait fishing to resume after prohibition for 21 years for salmon before June 16th is not sustainable.**

Conclusion:

1. **The proposals seek to maintain the control and the use of tactics available to concessionary licence holders (the use of bait) and not to deprive the opportunity to continue fishing.**

2. We therefore see no reason to offer a dispensation for an extended use of bait over and above that which would be offered under the proposals.
3. The proposals seek to control the use of tactics and methods available to concessionary licence holders (the use of bait) and not to deprive the opportunity to continue fishing.
4. We therefore see no reason to offer a dispensation for an extended use of bait over and above that which would be offered under the proposals.

NRW has therefore concluded, having considered its duties under the Equality Act 2010 and the provisions of the Equality Act 2010 more generally, that its proposals are appropriate and proportionate to meeting its legitimate aim (and indeed statutory duty) of protecting salmon and sea trout stocks.

If you make these modifications, would there be impacts on other groups in society or on the ability of the initiative to achieve its purpose?

n/a

(5) FURTHER RESEARCH

(a) Given the analysis so far, what additional research or consultation is desirable to investigate the impacts of the proposals on diverse groups?

(i) New primary data?

Yes / no

No

Describe:

(ii) Secondary analyses of existing data?

Yes / no

No

Describe:

(6) REVIEW

We propose to review the situation via our Local Fisheries Groups, from whom we shall seek evidence of unsatisfactory outcomes for any specific groups of participants.

Equality Impact Assessment in relation to proposed RIVER WYE ROD AND LINE (SALMON AND SEA TROUT) (WALES) BYELAWS 2021 and RIVER USK ROD AND LINE (SALMON AND SEA TROUT) BYELAWS 2021.

Our equality duties are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 which came into force in April 2011.

Welsh Government states that: -

“The Act aims to ensure public authorities and those carrying out a public function consider how they can positively contribute to a fairer society in their day-to-day activities through paying due regard to eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations.

The Regulations place duties on the devolved public sector, including Welsh Government, covering equality impact assessments, publishing and reviewing Strategic Equality Plans, engagement, pay differences, procurement, reporting arrangements and equality and employment information.”

NRW requires an Equality Impact Assessment to be carried out for any subject that might impact upon any component of society.

[Read more about equality, diversity, and inclusion at NRW](#)

Equality Impact Assessment (EqIA)

This paper follows a commended structure for an EqIA.

Background

Name of function - South East Operations (Monmouthshire and Torfaen Environment Team)

Person responsible - Sophie Gott Senior Officer – Fisheries, Monmouthshire and Torfaen Environment Team

Timescale – November 2021, associated with Board consideration of new byelaws

Due date – November 2021

Summary of outcome of impact assessment: **Adverse effects not found**

Date due for review: No review required as byelaws expire 31st December 2029 with no review period.

Person responsible for review: N/A

(1) NRW function and policy	NRW response
Purpose of the function	Implementation of statutory duties for fisheries and Welsh Government guidance.
Who benefits from the function?	<ul style="list-style-type: none"> • People of Wales, in terms of environmental quality and sustainability • Rod fishermen in terms of access to fish stocks
How have they been involved with current policy? (Interpreted here as the proposed new fishing controls.)	Liaison with local fishery groups and engagement during development of proposals.
How does it fit into broader corporate aims?	Restoring stocks to sustainable levels, with respect to SMNR
What outcomes are intended from this policy?	Maximising spawning escapements; arresting declines in stocks
What are the resource implications?	Existing resources for: <ul style="list-style-type: none"> • Routine annual stock assessments • Enforcement of new byelaws
(2) Rapid impact checklist	
Have potential negative impacts been identified for racial or other equality groups?	<ul style="list-style-type: none"> • Racial No • Disabled and elderly No
If yes, has a full Equality and Diversity impact assessment been recommended?	N/A
If no, are you satisfied that the conclusions of the RIC are accurate and comprehensive?	Yes (but see impacts assessment and modifications sections below)

(3) Impacts
<p>(c) What is the likely impact (intended, or unintended; positive or negative) of the initiative on individual users or the public at large?</p> <p>Measures mandating catch and release (C&R) for all salmon and all sea trout throughout the season on the River Wye have been in place for 10 years. The proposed C&R byelaws will reinstate measures which due to expire in December 2021.</p>

Measures mandating catch and release (C&R) for all salmon at any time, and any sea trout caught before the 1st May on the River Usk have been in place since January 2020. The proposed C&R byelaws will reinstate measures which due to expire in December 2021.

The shortening of the salmon fishing season on the River Wye removes an additional week of fishing at the end of the season afforded to the upper river and tributaries. This may disadvantage anglers wishing to fish in this week but will not impact any group differentially.

There has been broad support for the measures from the fishing community. Angling may continue on a C&R basis, some protection for stocks is in place, and the socio economic value of the fisheries preserved.

(d) Is there likely to be a differential impact on any group? If yes, state if this impact may be adverse and give further details (e.g. which specific groups are affected, in what way, and why you believe this to be the case).

No

Sector	Yes / No	Adverse? If so, give further details
(i) Grounds of race, ethnicity, colour, nationality etc.	No	n/a
(ii) Grounds of sex or marital status	No	n/a
(iii) Grounds of gender: transgender; trans-sexual	No	n/a
(iv) Grounds of religion or belief	No	n/a
(v) Grounds of physical or sensory impairment or mental disability: disabled people	No	n/a
(vi) Grounds of age: older and younger people	No	n/a
(vii) Grounds of sexual orientation: LGBT	No	n/a
(viii) Grounds of offending past	No	n/a
(ix) Grounds of mental health	No	n/a
(x) Other grounds: e.g. poverty, homelessness, immigration status, language, social origin	No	n/a

<p>(c) Is the policy directly discriminatory? No</p>	<p>(d)(i) Is the policy indirectly discriminatory? No</p> <p>(ii) If “yes”, is this objectively justifiable or proportionate in meeting a legitimate aim?</p>	<p>(e) Is the policy intended to improve equality of opportunity? No</p>
<p>If you answered Yes to QC and No to QE, this is unlawful discrimination If you answered Yes to QD(i) and No to QD(ii), this is unlawful discrimination</p>		
<p>If the policy is unlawfully discriminatory, you must decide how to ensure the organisation acts lawfully N/A</p>		
<p>(f) If the policy is not directly or indirectly discriminatory, does it still have an adverse impact? Yes / No No Please give details</p>		
<p>(4) MODIFICATIONS</p>		
<p>If you answered Yes to QF, and the policy could have an effect on any group, how could you modify the initiative to reduce or eliminate and identified negative impacts or to create or accentuate positive parts of the development?</p>		
<p>If you make these modifications, would there be impacts on other groups in society or on the ability of the initiative to achieve its purpose? n/a</p>		
<p>(5) FURTHER RESEARCH</p>		
<p>(a) Given the analysis so far, what additional research or consultation is desirable to investigate the impacts of the proposals on diverse groups?</p>		
<p>(i) New primary data? Yes / no No Describe:</p>	<p>(ii) Secondary analyses of existing data? Yes / no No Describe:</p>	
<p>(6) REVIEW</p>		
<p>We do not propose to review the byelaws before they end in December 2029. After this point, should new byelaws be required, a new EqIA will be completed according to the measures then proposed.</p>		

Papur y Bwrdd

Teitl y Papur:	Newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol gan y Bwrdd Busnes Rheoleiddio a Bwrdd Busnes Rheoli Adnoddau Naturiol
Cyfeirnod y Papur:	21-11-B22
Noddir y Papur gan:	Clare Pillman, Prif Weithredwr
Cyflwynir y Papur gan:	Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd
Diben y Papur	Gofyn am gymeradwyaeth ar gyfer newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol gan y Bwrdd Busnes Rheoleiddio a'r Bwrdd Busnes Rheoli Adnoddau Naturiol
Argymhelliad	Cymeradwyo'r newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol

Mater

1. Mae'r papur hwn yn cyflwyno newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol gan y Bwrdd Busnes Rheoleiddio a'r Bwrdd Busnes Rheoli Adnoddau Naturiol i'w cymeradwyo. Mae'r newidiadau wedi'u cyflwyno y tu allan i'r broses adolygu flynyddol.

Cefndir

2. Mae'r Tîm Llywodraethu'n adolygu'r Cynllun Statudol a Chyfreithiol bob blwyddyn, ond weithiau rydym yn derbyn ceisiadau am ddiweddariadau y tu allan i'r broses honno. Yn ddiweddar, rydym wedi derbyn cais gan y Bwrdd Busnes Rheoleiddio i gynnwys dau ychwanegiad newydd sy'n ymwneud â Phwerau Mynediad a Hysbysiadau Mynediad, a chan y Bwrdd Busnes Rheoli Adnoddau Naturiol i gynnwys pedwar ychwanegiad newydd sy'n ymwneud â'r Gyfarwydeb Fframwaith Dŵr.
3. Mae ein gweithdrefnau'n nodi bod unrhyw linellau neu adrannau newydd sy'n cael eu hychwanegu at y Cynllun Statudol a Chyfreithiol, neu newidiadau i'r awdurdod dirprwyedig sy'n effeithio ar y Prif Weithredwr ei hun neu ar aelodau'r Tîm Gweithredol, yn gorfod cael eu cyflwyno i'r Bwrdd i'w cymeradwyo hefyd.

4. Mae'r papur hwn yn gofyn am gymeradwyaeth y Bwrdd ar gyfer newidiadau i'r Cynllun Statudol a Chyfreithiol i ymgorffori'r chwe llinell ychwanegol y gofynnwyd amdanynt. Cymeradwywyd y cynigion gan y Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd, y Pennaeth Gwasanaethau Cyfreithiol, a'r Prif Weithredwr ym mis Hydref 2021.

Asesiad

5. Mae'r Bwrdd Busnes Rheoleiddio wedi gofyn i ddau ychwanegiad newydd gael eu cynnwys. Mae'r cyntaf yn ymwneud â Phwerau Mynediad mewn perthynas â deddfwriaeth Adran 36 (1) Deddf Pysgodfeydd Eogiaid a Dŵr Croyw 1975, ac mae'r ail yn ymwneud â Hysbysiadau Mynediad mewn perthynas â deddfwriaeth Adran 108 (4)(d) Deddf yr Amgylchedd 1995 (fel y'i diwygiwyd), a fydd yn cefnogi swyddogion Cyfoeth Naturiol Cymru i gyflawni eu dyletswyddau.
6. Mae effaith ganlyniadol ar rifo ar gyfer yr adran hon, ond nid yw'r diwygiadau hyn wedi'u cynnwys yn yr atodiad gan y byddwn yn cymryd bod cymeradwyo'r ychwanegiadau yn cynnwys cymeradwyo'r newidiadau canlyniadol i'r rifo.
7. Mae Atodiad 1 yn cyflwyno dau ychwanegiad newydd y Bwrdd Busnes Rheoleiddio i'w cymeradwyo gan y Bwrdd.
8. Mae'r Bwrdd Busnes Rheoli Adnoddau Naturiol wedi gofyn i bedwar ychwanegiad newydd gael eu cynnwys, a nodwyd yn ystod adolygiad o Nodyn Cyfarwyddyd Gweithredol 72, ac a fydd yn cefnogi swyddogion Cyfoeth Naturiol Cymru i gyflawni eu cyfrifoldebau.
9. Mae effaith ganlyniadol ar rifo ar gyfer yr adran hon, ond nid yw'r diwygiadau hyn wedi'u cynnwys yn yr atodiad gan y byddwn yn cymryd bod cymeradwyo'r ychwanegiadau yn cynnwys cymeradwyo'r newidiadau canlyniadol i'r rifo.
10. Mae Atodiad 2 yn cyflwyno pedwar ychwanegiad newydd y Bwrdd Busnes Rheoli Adnoddau Naturiol i'w cymeradwyo gan y Bwrdd.

Risgiau Allweddol

11. Mae'r Cynllun Statudol a Chyfreithiol yn rhan bwysig o'n fframwaith llywodraethu, ac os nad ydym yn ei gadw'n gyfredol, mae perygl na fydd yn addas i'r diben mwyach. Byddai risg hefyd pe na bai staff yn glir ynghylch eu lefelau awdurdodi a dirprwyo.

Goblygiadau Ariannol

12. Nid oes unrhyw oblygiadau nac ystyriaethau ariannol ychwanegol.

Asesiad o'r Effaith ar Gydraddoldeb

13. Mae'r gofynion llywodraethu'n effeithio ar bob aelod o staff yn gyfartal. Ni ragwelir unrhyw effeithiau andwyol ar gyfer grwpiau neu nodweddion gwarchoddedig penodol.

Mynegai Atodiad

Atodiad 1 – Cynllun Statudol a Chyfreithiol CNC 2021 – Ychwanegiadau'r Bwrdd Busnes Rheoleiddio i'w cymeradwyo gan y Bwrdd

Atodiad 2 – Cynllun Statudol a Chyfreithiol CNC 2021 – Ychwanegiadau'r Bwrdd Busnes Rheoli Adnoddau Naturiol i'w cymeradwyo gan y Bwrdd

						Delegated Level						
	REF	Category	Sub-Category	Function	Applicable Board(s)	Section of legislation	Job Grade	Job Description	Link to MoM	Function Comments	Head of Legal & Head of Governance approval	Approved CEO
Proposed	18.7	Regulatory activities	Powers of entry	Authorising NRW staff to carry approved pattern baton and handcuffs whilst on official fisheries enforcement duties.	REGBB	Section 36 (1) Salmon and Freshwater Fisheries Act 1975	Grade 11	Head of Operations	No		20.10.2021	21.10.2021
Proposed	18.20	Regulatory Activities	Notices of entry	Issue of Notice for Direction to Leave Premises Undisturbed	REGBB	Section 108 (4)(d) Environment Act 1995 (as amended)	Grade 7	Place Team Leader	No		20.10.2021	21.10.2021

						Delegated Level						
	REF	Category	Sub-Category	Function	Applicable Board(s)	Section of legislation	Job Grade	Job Description	Link to MoM	Function Comments	Head of Legal & Head of Governance approval	Approved CEO
Proposed	20.3	Water Management	Water Framework Directive	Issue advice to a regulator (including an NRW permitting team) for the purposes of the Water Framework Directive Compliance Assessment of a project	NRMBB	Framework Directive) (England and Wales) Regulations 2017 Regulation 319	Grade 5	Officer in the relevant Team (Grade 5)	No		HoL - Agree 22.10.21 HoG&BS - Agree - 26.10.21	26.10.21
Proposed	20.4	Water Management	Water Framework Directive	Approve the Water Framework Directive Article 4(7) derogation of a water body due to a proposed new modification. Decision must be reported to Integrated Water Planning Team to be reported in River Basin Management Plan	NRMBB	Regulation 19 Water Environment (Water Framework Directive) Regulations 2017		Executive Director of Evidence, Policy and Permitting	No		HoL - Agree 22.10.21 HoG&BS - Agree - 26.10.21	26.10.21
Proposed	20.5	Water Management	Water Framework Directive	Approve the Water Framework Directive compliance assessment of a project requiring NRW consent in accordance with technical advice	NRMBB	Framework Directive) (England and Wales) Regulations 2017 Regulation 319	Grade 4	Officer (e.g. Permitting Officer 1) (Grade 4)	No		HoL - Agree 22.10.21 HoG&BS - Agree - 26.10.21	26.10.21
Proposed	20.6	Water Management	Water Framework Directive	Approve the Water Framework Directive compliance assessment of a project requiring NRW consent which is not in accordance with technical advice	NRMBB	Framework Directive) (England and Wales) Regulations 2017 Regulation 319		Leadership Team member of the team exercising the competent authority role	No		HoL - Agree 22.10.21 HoG&BS - Agree - 26.10.21	26.10.21