

Agenda

Teitl y cyfarfod:	Cyfarfod Cyhoeddus Bwrdd CNC
Dyddiad y cyfarfod:	Dydd Mercher, 16 Gorffennaf 2025
Amser y cyfarfod:	2pm – 5pm

Amser	Eitem
Materion rhagarweiniol	
2pm (5 munud)	Eitem 1. Dechrau'r cyfarfod • Croeso • Datgan buddiannau • Egluro trefn y cyfarfod Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd) Crynodeb: NODI unrhyw ddatganiadau o fuddiant
2.05pm (5 munud)	Eitem 2. Adolygu'r cofnodion a chofnod y camau gweithredu 2A. Adolygu cofnodion y cyfarfod cyhoeddus a gynhaliwyd ar 21 Mai 2B. Adolygu cofnodion y cyfarfod cyhoeddus a gynhaliwyd ar 22 Mai Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd) Crynodeb: CYMERADWYO cofnodion y cyfarfod blaenorol
Gosod y sefyllfa	
2.10pm (10 munud)	Eitem 3. Yr wybodaeth ddiweddaraf gan y cadeirydd Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd) Crynodeb: NODI diweddariad y cadeirydd i'r bwrdd

2.20pm
(20 munud)

Eitem 4. Adroddiad gan y Prif Weithredwr

Noddwr a chyflwynydd: Ceri Davies, Prif Weithredwr Dros Dro

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

Cyfeirnod y papur: 25-07-B08

Llywodraethu, Risg a Sicrwydd

2.40pm
(20 munud)

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

Noddwyr a chyflwynwyr: Cadeiryddion y pwyllgorau

- Pwyllgor Archwilio a Sicrwydd Risg – 9 Gorffennaf (ar lafar)
- Pwyllgor Cyngori ar Dystiolaeth – dim cyfarfod (ar lafar)
- Pwyllgor Cyllid – 19 Mehefin

Cyfeirnod y papur: 25-07-B09

- Pwyllgor Rheoli Perygl Llifogydd – 25 Mehefin

Cyfeirnod y papur: 25-07-B10

- Pwyllgor Ystadau Tir – dim cyfarfod (ar lafar)
- Pwyllgor Pobl a Chwsmeriaid – 18 Mehefin

Cyfeirnod y papur: 25-07-B11

- Pwyllgor Ardaloedd Gwarchodedig – 3 Gorffennaf (ar lafar)

- Fforwm Rheoli Tir Cymru

Cyfeirnod y papur: 25-07-B12

- Fforwm Pysgodfeydd Cymru (ar lafar)
- Fforwm Rheoli Dŵr Cymru – 10 Gorffennaf (ar lafar)
- Fforwm Mynediad Cenedlaethol Cymru (ar lafar)

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

Cyflawni ein cynllun

3pm
(20 munud)

Eitem 6. Adroddiad Perfformiad Cyllid

Noddwr: Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol
Cyflwynydd: Rob Bell, Pennaeth Cyllid

Crynodeb: CYMERADWYO'R sefyllfa ariannol ddiweddaraf

Cyfeirnod y papur: 25-07-B13

3.20pm (15 munud)	Egwyl
3.35pm (40 munud)	Eitem 7. Diweddariad chwarterol ar Ddangosfwrdd Perfformiad y Cynllun Busnes Noddwr: Ceri Davies, Prif Weithredwr Dros Dro Cyflwynwyr: Y Tîm Gweithredol Crynodeb: CRAFFU AR yr adroddiad chwarterol Cyfeirnod y papur: 25-07-B14
4.15pm (10 munud)	Eitem 8. Adroddiad chwarterol ar lesiant, iechyd a diogelwch (adroddiad blynyddol) Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol Cyflwynydd: Chris Jones, Cynghorydd Arbenigol Arweiniol, Ilesiant, iechyd a diogelwch Crynodeb: CYMERADWYO'R adroddiad blynyddol Cyfeirnod y papur: 25-07-B15
4.25pm (5 munud)	Eitem 9. Unrhyw fater arall
4.30pm (10 munud)	Eitem 10. Sut wnaethon ni berfformio yn y cyfarfod hwn? Noddwr: Syr David Henshaw, Cadeirydd Crynodeb: Adolygiad o'r cyfarfod
4.40pm	Cau'r cyfarfod
4.40pm (20 munud)	Sesiwn holi ac ateb gyhoeddus
5pm	Cau'r cyfarfod cyhoeddus

Cofnodion heb eu cadarnhau

Teitl y cyfarfod:	Cyfarfod Bwrdd Cyfoeth Naturiol Cymru
Lleoliad:	Caerfyrddin a thrwy gyfrwng Microsoft Teams
Dyddiad y cyfarfod:	21 Mai 2025
Aelodau yn bresennol:	Syr David Henshaw Ceri Davies, Prif Weithredwr Dros Dro Dr Hushneara Begum Dr Rebecca Colley-Jones Dr Calvin Jones Lesley Jones Yr Athro Rhys Jones Mark McKenna Adam Taylor
Aelodau'r Tîm Gweithredol yn bresennol:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau Dominic Driver, Cyfarwyddwr Gweithredol Dros Dro Tystiolaeth, Polisi a Thrwyddedu
Hefyd yn bresennol:	Phil Williams, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd (pob eitem) Meinir Wigley, Pennaeth Cyfathrebu a Thrawsnewid Digidol (pob eitem) Sarah Williams, Pennaeth y Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni (pob eitem) Ross Akers, Rheolwr, Cynllunio Strategol a Buddsoddi ar gyfer Perygl Llifogydd (pob eitem) Rachel Chamberlain, Pennaeth Dros Dro Stiwardiaeth Tir (pob eitem) Ruth Jenkins, Pennaeth Cynllunio Datblygu a Morol (pob eitem)

	Mary Lewis, Pennaeth Dros Dro Stiwardiaeth Tir (pob eitem) Huwel Manley, Pennaeth Gweithrediadau De-orllewin Cymru (pob eitem) Eirian McDonald, Rheolwr Rheoleiddio'r Dyfodol (pob eitem) Rick Park, Arweinydd y Rhaglen Addasu Arfordirol (Rheolwr Creu Cynefinoedd Cenedlaethol) (pob eitem) Nicola Rimmington, Cynghorydd Arbenigol Arweiniol, Prosesau Ffisegol y Môr a'r Arfordir a Rheoli Arfordirol (pob eitem) Fen Turner, Arweinydd Tîm, Strategaeth a Pholisi Adnoddau Naturiol a Llesiant (pob eitem) Clive Walmsley, Uwch-gynghorydd Arbenigol, Newid Hinsawdd a Datgarboneiddio (pob eitem) Andrew Wright, Uwch-gynghorydd Arbenigol Iechyd Planhigion a Throsglwyddo Gwybodaeth Ymchwil – Eitem 4 a 5 Lynette Bowley, Arweinydd Tîm, Ymgyrchoedd a Phrosiectau – Eitem 8
Cyfranogwyr allanol:	Rachel Gregg, Pwyllgor Newid Hinsawdd Luke Jones, Pwyllgor Newid Hinsawdd Elen Shepherd, Llywodraeth Cymru Helen Nelson, Comisiynydd Cenedlaethau'r Dyfodol
Sylwedyddion o'r cyhoedd yn bresennol:	Aelodau ychwanegol o'r cyhoedd
Ymddiheuriadau:	Dr Pete Fox Kath Palmer Helen Pittaway
Ysgrifenyddiaeth:	Natalie Williams, Dirprwy Ysgrifennydd y Bwrdd ac Arweinydd Tîm Ysgrifenyddiaeth y Bwrdd Rhiannon Spencer, Tîm Ysgrifenyddiaeth y Bwrdd Deb Lee, Tîm Ysgrifenyddiaeth y Bwrdd Sian Johnston, Tîm Ysgrifenyddiaeth y Bwrdd
Datganiadau o fuddiant	Dr Calvin Jones – Rheolwr Gyfarwyddwr Jones the Numbers Cyf. Yr Athro Steve Ormerod – aelod o banel Grŵp Archwiliad Dwfn Bioamrywiaeth Llywodraeth Cymru; Is-lywydd y Gymdeithas Frenhinol er Gwarchod Adar; Cynrychiolydd yn y Cyd-bwyllgor Cadwraeth Natur; Cadeirydd y Grŵp Cyngori ar Wyddoniaeth.

Dr Rebecca Colley-Jones – aelod o'r Byrddau
Gwasanaethau Cyhoeddus

Mark McKenna – cais cynllunio cyfredol gyda Down to
Earth

Eitem 1. Dechrau'r cyfarfod

Noddwr a chyflwynydd: Syr David Henshaw, Cadeirydd

1. Agorwyd y cyfarfod gan y Cadeirydd, ac eglurodd batrwm y cyfarfod. Nodwyd datganiadau o fuddiant ac ymddiheuriadau fel uchod.

Eitem 2. Cyflwyniad i Amcan Llesiant 2 a fideo amdano

Noddwr: Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol;
Ruth Gregg, Pwyllgor Newid Hinsawdd; Luke Jones, Hinsawdd

2. Amlinellodd Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol ddiben y sesiwn, sef rhoi trosolwg o Amcan Llesiant 2. Chwaraewyd fideo Cyfoeth Naturiol Cymru (CNC) am fyd natur a phobl yn ffynnu gyda'n gilydd.
3. Cyflwynodd Ruth Gregg, Uwch-ddadansoddwr, Tir, Amaethyddiaeth a Natur y Pwyllgor Newid Hinsawdd, a Luke Jones, Dadansoddwr, Gweinyddiaethau Datganoledig, y Pwyllgor Newid Hinsawdd gyd-destun am y cyngor o'r pedwerydd Briff Cyllideb Garbon newydd. Disgwylid rhyddhau adroddiad cynnydd y DU i Lywodraeth y DU ym mis Mehefin 2025, ac roedd gwaith wedi dechrau ar yr asesiad o risgiau newid yn yr hinsawdd, a fyddai'n cael ei gyhoeddi yn 2026.
4. Tynnwyd sylw at negeseuon allweddol o'r briff, gan gynnwys y lefel, y dosbarthiad a'r sbardunau a argymhellir ar gyfer lleihau allyriadau mewn gwahanol gyfnodau cyllideb garbon. Eglurwyd y llwybr cytbwys ar gyfer defnydd tir yng Nghymru hyd at 2050, gyda'r argymhelliad y byddai tua 90% o fawndiroedd yr ucheldir yn cael eu hail-wlychu a'u hadfer.
5. Meysydd nad oedd wedi'u cynnwys yn y briff ar y pryd oedd carbon glas, dad-ddofi tir ac ailgyfiant naturiol oherwydd cyfyngiadau o ran tystiolaeth, ond byddai briff gwyllo yn cael ei gynnal. Amlinellwyd hefyd ffynonellau allyriadau ac allyriadau negyddol hyd at 2050. Dull y Pwyllgor Newid yn yr Hinsawdd oedd bod allyriadau amaethyddol yn cael eu gwrthbwysu gan ddalfa garbon net tir, ac er mwyn cyflawni hyn roedd angen cefnogaeth ar ffermwyr a rheolwyr tir. Roedd y cyngor yn cyd-fynd â blaenoriaethau a nodir ym mholisi Llywodraeth Cymru.
6. Mewn ymateb i ymholiad, esboniwyd sail y cyngor ynghylch ôl troed yn seiliedig ar ddefnydd.
7. Croesawyd y cyflwyniad gan y bwrdd. Eglurwyd, wrth gyfrif am allyriadau carbon alltraeth, fod rheolau cyfrifyddu carbon rhyngwladol safonol wedi'u cymhwyso, a bod tueddiadau newidiol oherwydd mewnforio yn cael eu monitro. Deallwyd bod mawndiroedd yn ardal dir gyfyngedig ac roedd dull modelu y Pwyllgor Newid

Hinsawdd yn unol â'r dull rhestr eiddo. Nodwyd y trafodaethau band C rhyngwladol parhaus ar addasiadau i ffiniau carbon.

8. Holodd y bwrdd a oedd potensial gwahanol gynefinoedd i ddal a storio carbon wedi'i ystyried. Cydnabuwyd yr ansicrwydd yn y sector defnydd tir, ac roedd y gwaith modelu o ran lleihau allyriadau wedi defnyddio'r rhagamcanion newid a choedwigaeth a ddarparwyd gan Ganolfan Ecoleg a Hydroleg y DU. Fodd bynnag, nodwyd nad oedd hyn yn cynnwys yr effaith y byddai newid hinsawdd yn y dyfodol yn ei chael ar allyriadau.
9. Eglurwyd nad oedd y rhagdybiaethau hyd at 2050 yn cynnwys amcangyfrifon o golli cynefinoedd gan fod yr effeithiau'n anodd eu rhagweld, a byddent yn amrywio o flwyddyn i flwyddyn. Roedd egwyddorion wedi'u hymgorffori i sicrhau bod camau gweithredu tir newydd yn briodol ac yn cael eu rheoli i liniaru risgiau.
10. Roedd y briff wedi cael ei groesawu gan Lywodraeth Cymru a byddai'n llywio'r cynllun newydd ar gyfer Cyllideb Garbon 3. Dywedodd Elen Shepherd (Llywodraeth Cymru) fod y cyllidebau a'r targedau a osodwyd yn mynd yn fwyfwy anodd, a bod angen dod o hyd i ffordd gyfiawn o gyrraedd sero net erbyn 2050. Byddai'r cydfanteision a'r cydadweithio rhwng lliniaru ac addasu yn cael eu hystyried, a'u hymgorffori yn yr asesiad o risgiau newid hinsawdd. Nododd Helen Nelson, Swyddfa Comisiynydd Cenedlaethau'r Dyfodol, hefyd y cydadweithio â Deddf Llesiant Cenedlaethau'r Dyfodol. Dylid cydbwysu opsiynau i wneud y mwyaf o gyfleoedd a manteision i gymunedau drwy gamau ynni lleol ar raddfa fach â chatau ynni ar raddfa fawr.
11. Roedd amcangyfrif modelu diweddaraf CNC yn dangos oddeutu 600,000 tonnall o ddal a storio carbon net o Ystad Goetir Llywodraeth Cymru. Byddai'n bwysig ystyried sut mae'r carbon sy'n cael ei atal yn flynyddol ar yr ystad yn bwydo i darged ac uchelgais Llywodraeth Cymru o gael sector cyhoeddus sero net. Codwyd pryderon ynghylch modelu a sicrhawyd bod model cyfrifyddu carbon Forest Research, Carbine, a gydnabyddir yn rhyngwladol, yn cael ei ddefnyddio, gydag amodau.
12. Roedd gan CNC rywfaint o ddylanwad ar amaethyddiaeth a rôl mewn trwyddedu a chaniatáu datblygiadau cynllunio carbon isel, ond nodwyd y dylid blaenoriaethu lle mae gan CNC y dylanwad mwyaf.

Eitem 3. Trosolwg o Amcan Llesiant 2 a chynnydd

Noddwr: Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol
Cyflwynwyr: Mary Lewis, Pennaeth Rheoli a Pholisi Adnoddau Naturiol; Clive Walmsley, Uwch-gynghorydd Arbenigol, Newid Hinsawdd a Datgarboneiddio; Ross Akers, Rheolwr, Cynllunio Strategol a Buddsoddi ar gyfer Perygl Llifogydd

13. Cyflwynwyd trosolwg o Amcan Llesiant 2, y cynnydd, a'r camau i'w cymryd, ac roedd uchafbwyntiau'r pum thema yn cynnwys: Atebion sy'n seiliedig ar natur yn eang, rheoli risgiau newid hinsawdd ac addasu iddynt, lleihau allyriadau, sicrhau bod pobl, cymunedau a busnesau'n gweithredu'n barhaus ar y newid yn yr

hinsawdd, a sicrhau bod CNC yn sefydliad enghreifftiol ar gyfer creu sector cyhoeddus carbon-niwtral. Byddai sicrhau buddsoddiad ac adnoddau pellach yn bwysig ond gellid gweld cynnydd, ac yr oedd yn cael ei groesawu. Byddai Cynllun Addasu a Chynllun Sero Net CNC yn cael eu dosbarthu ar wahân.

CAM GWEITHREDU: Bydd Ysgrifenyddiaeth y bwrdd yn dosbarthu Cynllun Addasu a Chynllun Sero Net CNC i'r bwrdd.

Eitem 4. Trafodaeth strategol 1: Blaenoriaethu ein hymdrech ar gyfer yr effaith fwyaf wrth gyflawni atebion ar sail natur i fynd i'r afael â newid yn yr hinsawdd

Noddwr: Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol
Cyflwynwyr: Mary Lewis, Pennaeth Rheoli a Pholisi Adnoddau Naturiol

14. Cyflwynwyd y drafodaeth gan Gyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol. Rhoddwyd cyflwyniad gan y Pennaeth Rheoli a Pholisi Adnoddau Naturiol. Atgoffwyd y bwrdd am ymweliad safle diweddar y Pwyllgor Ardaloedd Gwarchodedig lle trafodwyd atebion ar sail natur. Gofynnwyd i'r bwrdd ystyried sut y gallai CNC flaenoriaethu ei ymdrech i wneud y mwyaf o effaith atebion ar sail natur i fynd i'r afael â newid yn yr hinsawdd a'r rôl y gallai ei chwarae.
15. Tynnwyd sylw at bwysigrwydd cael trosolwg strategol cyffredinol. Awgrymwyd bod angen i CNC fod yn fwy ystwyth ac addasol, er mwyn deall risgiau gweithredu a pheidio gweithredu. Gellid defnyddio ac addasu rolau CNC fel yr awgrymwyd yn y cyflwyniad.
16. Holodd y bwrdd ynghylch rôl gynghori CNC gyda Llywodraeth Cymru i sicrhau bod camau'n cael eu cymryd i wella effeithiau newid hinsawdd yn ddigonol. Codwyd pryderon y gallai fod bwlch o ran rôl arweinydd amgylcheddol ar lefel gymunedol wrth gael gwared ar staff o'r Byrddau Gwasanaethau Cyhoeddus yn dilyn yr Achos dros Newid. Gallai aelodau unigol o'r cyhoedd a pherchnogion tir gael effaith gadarnhaol, ac awgrymwyd gweithio gyda Llywodraeth Cymru, awdurdodau lleol ac eraill i leihau rheoleiddio. Nodwyd bod angen i CNC newid ei feddylfryd a mabwysiadu ffyrdd gwahanol o weithio.
17. Trafodwyd yr elfen cyfiawnder cymdeithasol, ac awgrymwyd meddwl ble fyddai'r effaith fwyaf ar bobl Cymru. Nodwyd mai'r cymunedau mwyaf difreintiedig oedd y rhai yr effeithiwyd arnynt fwyaf gan newid yn yr hinsawdd. Felly, roedd dadl dros atebion ar sail natur yn cyflawni er manteision cymdeithasol ac roedd cyfleoedd, megis gorfodi cwmnïau dŵr i dalu am atebion ar sail natur. Roedd cyfle hefyd i weithio gyda datblygiadau mawr, a gellid cynnwys atebion ar sail natur mewn cytundebau cyn iddynt ddechrau.
18. Cytunodd y bwrdd fod angen ymgysylltu â'r sector preifat, a rhoddwyd enghraifft o'r Tîm Datgarboneiddio Diwydiannol yn meithrin ymddiriedaeth gyda rhanddeiliaid. Roedd angen bod yn rhagweithiol a rhannu arfer gorau yn fewnol ac yn allanol. Gallai CNC fod yn fwy beiddgar a gweithio mewn ffordd wahanol pe bai'r risgiau'n

cael eu nodi a phe bai pawb, gan gynnwys Llywodraeth Cymru, yn cael gwybod. Nodwyd y gallai'r rownd nesaf o ddatganiadau ardal helpu CNC i flaenoriaethu.

Eitem 5. Trafodaeth strategol 2: Ein rôl o ran y tir yn ein gofal

Noddwr: Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol
Cyflwynwyr: Rachel Chamberlain, Pennaeth Dros Dro Stiwardiaeth Tir, Andrew Wright, Uwch-gynghorydd Arbenigol Iechyd Planhigion a Trosglwyddo Gwybodaeth Ymchwil

19. Cyflwynwyd y trafodaeth gan Bennaeth Dros Dro Stiwardiaeth Tir. Rhoddwyd cyflwyniad gan Uwch-gynghorydd Arbenigol Iechyd Planhigion a Throsglwyddo Gwybodaeth Ymchwil. Disgrifiwyd atebion ar sail natur ar y tir sydd yng ngofal CNC. Eglurwyd sut i greu coetiroedd newydd, a rhoddwyd enghraifft. Eglurwyd egwyddorion rheoli safleoedd coetiroedd hynafol.
20. Cynhaliwyd trafodaeth, a chytunwyd y gellid darparu rhesymau dros wneud penderfyniadau ar y tir sydd yng ngofal CNC i'r bwrdd. Roedd angen tystiolaeth i ddangos bod y camau a gymerwyd o ran yr atebion ar sail natur yn dod â manteision, a gofynnwyd sut y byddai'r dystiolaeth hon yn cael ei hadolygu i sicrhau ei bod yn mynd i'r cyfeiriad cywir. Roedd angen dull rheoli addasadol.
21. Roedd angen amynedd o ran rhai o'r atebion ar sail natur gan y gallai gymryd blynyddoedd i'r manteision gael eu gwireddu; fodd bynnag, roedd angen i CNC feddwl am sut y gallent adrodd hanes yr hyn a oedd yn digwydd ar y pryd i sicrhau ei fod yn mynd i'r cyfeiriad cywir.

Eitem 6. Trafodaeth strategol 3: Rhwystrau a chyfleoedd ar gyfer cyflawni yn erbyn y blaenoriaethau ar gyfer cyflawni'r atebion ar sail natur

Noddwr: Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol
Cyflwynwyr: Clive Walmsley, Uwch-gynghorydd Arbenigol, Newid Hinsawdd a Datgarboneiddio

22. Rhoddwyd cyflwyniad gan yr Uwch-gynghorydd Arbenigol, Newid Hinsawdd a Datgarboneiddio. Amlygwyd y rhwystrau allweddol i brif ffrydio darpariaeth atebion ar sail natur i fynd i'r afael â newid hinsawdd ac roeddent yn cynnwys disgwyliadau afrealistig a dull silo o ddarpariaeth. Dangoswyd y ffyrdd allweddol o brif ffrydio darpariaeth atebion ar sail natur ac roeddent yn cynnwys naratif clir ar yr achos dros atebion ar sail natur ac ymgysylltu â rhanddeiliaid a chymunedau o ran eu gwerth.
23. Bu'r bwrdd yn trafod y rhwystrau o ran prif ffrydio darpariaeth atebion ar sail natur. Mewn ymateb i ymholiad ynghylch Comisiwn Seilwaith, nodwyd bod cydnabyddiaeth o atebion ar sail natur, ond nad oedd wrth wraidd ei waith. Nodwyd bod angen i CNC annog cydlynu a chydweithio, a rhoddwyd enghraifft o sut roedd hyn wedi gweithio ar ateb ar sail natur yn ymwneud â llifogydd.

24. Byddai'n fuddiol ymgysylltu â chymunedau a'u cael i gymryd rhan fel y gallent deimlo budd yr atebion ar sail natur, yn ogystal â dangos pa waith a oedd eisoes yn mynd rhagddo.
25. Gofynnwyd sut yr oedd manteision o brosiectau yn cael eu cofnodi a'u categorio, ac a ddylai'r sector preifat ysgwyddo mwy o gyfrifoldeb. Awgrym arall oedd a ellid gweithredu rhagor o raglenni cenedlaethol i blethu atebion ar sail natur i mewn.
26. Nodwyd ei bod yn bwysig cofio bod yr egwyddorion eisoes ar waith, a bod angen rhoi rhyddid i staff a'u sicrhau bod y bwrdd, y Tîm Gweithredol, a'r Tîm Arwain yn gefnogol. Awgrymwyd bod angen model busnes gwahanol lle byddai CNC yn rhagweithiol drwy ddarparu atebion i randdeiliaid. Nodwyd bod angen i CNC fod yn radical a dechrau gweithio o amgylch y cwsmer a'r cymunedau, a bod angen newid diwylliant.

Eitem 7. Crynodeb ac adborth

Noddwr: Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol
Cyflwynwyr: Mary Lewis, Pennaeth Rheoli a Pholisi Adnoddau Naturiol, Clive Walmsley, Uwch-gynghorydd Arbenigol, Newid Hinsawdd a Datgarboneiddio

27. Rhoddodd Pennaeth Rheoli a Pholisi Adnoddau Naturiol grynodeb o'r sesiwn strategol. Roedd y bwrdd wedi trafod y gwaith parhaus mewn perthynas ag Amcan Llesiant 2 a beth arall y gellid ei wneud. Cytunwyd bod angen meddwl y gallai fod nifer o fanteision, mewn perthynas ag atebion ar sail natur, hinsawdd, a llygredd. Nodwyd gwerth ymgysylltu ar raddfa fach, gan gynnwys yr angen i gyfleu'r manteision yn ehangach.
28. Roedd ymweliad safle'r bwrdd yn enghraifft o sut mae nifer o dimau CNC eisoes yn cydweithio mewn gwahanol rannau o'r sefydliad. Nodwyd bod CNC hefyd yn cydweithio ag eraill y tu allan i'r sefydliad.
29. Amlinellwyd y camau nesaf. Roedd CNC wedi bod yn rhan o gyfarfod â Rhwydwaith Ewropeaidd Penaethiaid Asiantaethau Cadwraeth Natur, lle trafodwyd atebion ar sail natur.

Eitem 8. Dull eirioli ar gyfer Amcan Llesiant 2

Noddwr: Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol
Cyflwynwyr: Meinir Wigley, Pennaeth Cyfathrebu a Thrawsnewid Digidol; Lynette Bowley, Arweinydd Tîm, Ymgyrchoedd a Phrosiectau

30. Cyflwynodd Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid, a Masnachol yr eitem. Byddai'r dull eirioli yn cael ei gyflwyno i'r Pwyllgor Pobl a Chwsmeriaid ym mis Mehefin i'w drafod ymhellach. Rhoddodd Arweinydd y Tîm Ymgyrchoedd a Phrosiectau drosolwg o'r dull eiriol. Roedd y tîm wedi manteisio ar y cyfle i fireinio'r dull, a fyddai'n cael ei gyflwyno'n raddol, yn unol â'r amcanion Llesiant a'r cynllun corfforaethol. Rhannwyd enghraifft o'r math o eiriolaeth y gallai CNC edrych i'w harchwilio, a fyddai hefyd yn cyd-fynd â'r amcanion Llesiant.

31. Bu'r bwrdd yn trafod y dull eiriolaeth ac roeddent yn croesawu'r ffocws ar atebion ar sail natur. Holwyd ai hon oedd yr ymgyrch eiriolaeth gywir i ganolbwyntio arni i gefnogi Amcan Llesiant 2. Byddai'r enghraifft a ddarparwyd o'r dull sy'n ymwneud â rheoli'r perygl o lifogydd yn lle da i ddechrau'r gwaith eiriolaeth. Byddai'r negeseuon a ddefnyddir o fewn y dull yn amrywio yn dibynnu ar y gynulleidfa, ac roedd y papur wedi'i ddatblygu i ddiwallu gwahanol rannau'r dull.
32. Awgrymwyd y gellid cynnwys yr Adroddiad ar Gyflwr Adnoddau Naturiol yn y dull hefyd, a gellid defnyddio canfyddiadau CNC fel dangosyddion procsi.
33. Dywedodd Elen Shepherd, Llywodraeth Cymru, fod y timau o fewn CNC a Llywodraeth Cymru yn cydweithio, a bod angen eglurder ynghylch llais pwy fyddai'n cael ei gyfleu i gael yr effaith fwyaf.
34. Cytunodd y bwrdd ar y dull eiriolaeth ar gyfer Amcan Llesiant 2.

PENDERFYNIAD: Cytunodd y bwrdd ar y dull eiriolaeth ar gyfer Amcan Llesiant 2.

Eitem 9. Sut wnaethon ni berfformio yn y cyfarfod hwn?

Noddwr: Syr David Henshaw, Cadeirydd

35. Cyflwynwyd yr eitem gan y cadeirydd. Bu'r bwrdd yn trafod effeithiolrwydd y cyfarfod, a diolchwyd i'r rhai a fu'n rhan o'r sesiwn strategol. Roedd yr ymweliad â'r safle yn ffordd gadarnhaol o ddangos y gwaith a oedd yn mynd rhagddo o fewn CNC a'r timau yn ne-orllewin Cymru.

Eitem 10. Unrhyw fater arall

36. Nid oedd unrhyw faterion eraill i'w trafod.

Daeth y cyfarfod i ben

Cofnodion heb eu cadarnhau

Teitl y cyfarfod:	Cyfarfod Bwrdd Cyfoeth Naturiol Cymru
Lleoliad:	Caerfyrddin a thrwy gyfrwng Microsoft Teams
Dyddiad y cyfarfod:	22 Mai 2025
Aelodau yn bresennol:	Yr Athro Steve Ormerod, Dirprwy Gadeirydd Ceri Davies, Prif Weithredwr Dros Dro Dr Hushneara Begum Dr Rebecca Colley-Jones Lesley Jones Yr Athro Rhys Jones Mark McKenna Helen Pittaway
Aelodau'r Tîm Gweithredol yn bresennol:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau Dominic Driver, Cyfarwyddwr Gweithredol Dros Dro Tystiolaeth, Polisi a Thrwyddedu
Hefyd yn bresennol:	Phil Williams, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd (pob eitem) Meinir Wigley, Pennaeth Cyfathrebu a Thrawsnewid Digidol (pob eitem) Rob Bell, Pennaeth Cyllid – Eitem 6 Huwel Manley, Pennaeth Gweithrediadau De-orllewin Cymru – Eitem 7 Phil Morgan, Arweinydd y Tîm Rheoli Tir – Eitem 7 Ellen Humphrey, Uwch-swyddog, Gweithrediadau Coedwigoedd – Eitem 7 Jen Day, Swyddog 2, Tîm yr Amgylchedd – Eitem 7 Rhodri Morgan, Uwch-swyddog, Rheoleiddio Diwydiant a Gwastraff – Eitem 7 Caroline Drayton, Rheolwr Gweithrediadau – Eitem 7

Sylwedyddion Cyfoeth Naturiol Cymru (CNC) yn bresennol:	Neb
Sylwedyddion o'r cyhoedd yn bresennol:	Aelodau ychwanegol o'r cyhoedd
Ymddiheuriadau:	Syr David Henshaw, Cadeirydd Dr Pete Fox Dr Calvin Jones Kath Palmer Helen Pittaway
Ysgrifenyddiaeth:	Natalie Williams, Dirprwy Ysgrifennydd y Bwrdd ac Arweinydd Tîm Ysgrifenyddiaeth y Bwrdd Rhiannon Spencer, Tîm Ysgrifenyddiaeth y Bwrdd

Eitem 1. Dechrau'r cyfarfod

Noddwr a chyflwynydd: Yr Athro Steve Ormerod, Dirprwy Gadeirydd

1. Agorwyd y cyfarfod gan y Cadeirydd, ac eglurodd batrwm y cyfarfod. Nodwyd datganiadau o fuddiant ac ymddiheuriadau fel uchod.

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

Noddwr a chyflwynydd: Yr Athro Steve Ormerod, Dirprwy Gadeirydd

Eitem 2A. Adolygu cofnodion y cyfarfod a gynhaliwyd ar 20 Mawrth

2. Adolygwyd cofnodion cyfarfod cyhoeddus y Bwrdd a gynhaliwyd ar 20 Mawrth, a chytunwyd arnynt.

Eitem 2B. Adolygu'r cofnod o gamau gweithredu cyhoeddus

3. Adolygwyd y cofnod o gamau gweithredu a chytunwyd ar y camau gweithredu a gwblhawyd.

Eitem 3. Yr wybodaeth ddiweddaraf gan y Cadeirydd

Noddwr a chyflwynydd: Yr Athro Steve Ormerod, Dirprwy Gadeirydd

4. Nid oedd unrhyw wybodaeth ddiweddaraf gan y Dirprwy Gadeirydd.

Eitem 4. Adroddiad gan y Prif Weithredwr

Noddwr a chyflwynydd: Ceri Davies, Prif Weithredwr Dros Dro

5. Rhannodd y Prif Weithredwr Dros Dro yr wybodaeth ddiweddaraf ar eitemau yn ogystal â'r adroddiad ysgrifenedig. Nodwyd cyhoeddiad Adroddiad Seilwaith Amgylcheddol y Pwyllgor Newid Hinsawdd ar y gwaith craffu ar CNC. Amlinellwyd yr 11 argymhelliad ar gyfer CNC a nodir yn yr adroddiad, gydag un argymhelliad yn cael ei rannu'n rhannol â Llywodraeth Cymru. Nodwyd bod CNC wedi cynhyrchu datganiad mewn ymateb i'r adroddiad a roddwyd ar wefan CNC.
6. O ran y sancsiynau a'r digwyddiadau amgylcheddol, clywyd y byddai CNC yn adolygu'r camau i'w cymryd gyda'r unigolion perthnasol ynghylch y dirwyon dan sylw. Nodwyd y byddai gorchmynion adfer a chosbau mewn perthynas â'r sancsiynau sifil.
7. Cydnabuwyd y gwaith a wnaed gan y timau a oedd yn rhan o'r achos ar y cyd â Dŵr Cymru, a thynnwyd sylw at bwysigrwydd rôl reoleiddio CNC wrth ystyried natur cymhleth yr achos a'r taliadau cysylltiedig.
8. Mewn ymateb i ymholiad a godwyd ynghylch y tanau gwyllt diweddar, amlygwyd bod cyfuniad o ffactorau cyfrannol yn gysylltiedig, a oedd yn ffactorau amgylcheddol a chymdeithasol. Roedd nifer y tanau gwyllt wedi lleihau yn ystod y deng mlynedd diwethaf a chadarnhawyd bod gan CNC ddyletswydd i ymateb i'r tanau a chefnogi'r timau tân ac achub. Roedd CNC yn gweithio i addasu'r coedwigoedd i'w gwneud yn fwy gwydn, a byddai contract fframwaith newydd yn cael ei roi ar waith.
9. Holodd y bwrdd a oedd CNC wedi ystyried defnyddio deallusrwydd artifisial. Roedd nifer o dimau wedi ymchwilio i ddefnyddio deallusrwydd artifisial, ond byddai angen creu polisiau a'u rhoi ar waith i sicrhau ei fod yn cael ei ddefnyddio'n briodol. Roedd y timau hefyd yn y broses o adolygu'r cyfleoedd a oedd yn gysylltiedig â defnyddio Microsoft Copilot. Roedd Cyfarwyddwr Gweithredol Dros Dro Tystiolaeth, Polisi a Thrwyddedu wedi bod i gyfarfod yr asiantaethau sy'n diogelu'r rhwydwaith lle trafodwyd deallusrwydd artifisial ymhellach, a byddai arfer gorau yn cael ei rannu. Roedd cyllideb fach yn cael ei dyrannu i archwilio potensial deallusrwydd artifisial, gyda'r timau tystiolaeth yn awyddus i ddefnyddio'r offeryn i gasglu tystiolaeth yn grynodebau. Roedd hyn wedi cael ei drafod yn y Pwyllgor Cyngori ar Dystiolaeth.
10. Trafodwyd ehangu chwarel Trefil ym Mlaenau Gwent. Roedd y gwrthdaro rhwng y gwahanol flaenoriaethau amgylcheddol yn cael ei drafod o fewn CNC a'r awdurdodau lleol, ac roedd galw am fwy o fframweithiau yng Nghymru yn ymwneud â defnydd tir. Byddai'r ardal hon yn rhan o'r archwiliad dwfn bioamrywiaeth, gan fod y dynodiad arfaethedig ar gyfer y parc cenedlaethol wedi'i leoli ar nifer sylweddol o dirweddau lle'r oedd hyn yn berthnasol.

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

Noddwyd a chyflwynwyd: Cadeiryddion y pwyllgorau

11. Rhoddodd Cyfarwyddwr Gweithredol y Gwasanaethau Cyllid a Chorfforaethol ddiweddariad o gyfarfod y Pwyllgor Cyllid a gynhaliwyd ar 1 Mai. Roedd y Pwyllgor Cyllid wedi ystyried yr adroddiad ar y perfformiad ariannol ac wedi nodi'r rheswm dros y tanwariant yr adroddwyd amdano. Roedd yr eitemau eraill a drafodwyd yn

cynnwys gor-raglennu, a byddai ymarfer i nodi'r gwersi a ddysgwyd yn cael ei gwblhau ynghylch rheoli cyllideb trwy gydol y flwyddyn ariannol, a byddai'n cael ei adolygu gan y Pwyllgor Cyllid. Trafodwyd Cyllideb a Chynllun Busnes 2025–2026, a gwnaed newidiadau bach ers cyfarfod y bwrdd ym mis Mawrth. Nodwyd bod y costau o fewn y prosiect gosod telemetreg newydd wedi'u cymeradwyo.

12. Rhoddodd yr Athro Steve Ormerod o'r Pwyllgor Rheoli Risg Llifogydd yr wybodaeth ddiweddaraf am gyfarfod y pwyllgor hwnnw a gynhaliwyd ar 17 Ebrill. Roedd y pwyllgor wedi trafod y set sgiliau yn ymwneud â llifogydd o fewn y sector cyhoeddus a'r angen i sicrhau bod strwythur dilyniant gyrfa ar waith. Trafodwyd hefyd y diweddariad cyfalaf a'r achos busnes amlinellol yn Ninbych-y-pysgod, a fyddai hefyd yn cael ei gyflwyno i'r Pwyllgor Cyllid. Roedd pwyslais ar atebion ar sail natur, a fyddai'n cael eu prif ffrydio trwy waith y Pwyllgor Rheoli Risg Llifogydd.
13. Rhannodd Lesley Jones, a fu'n cadeirio cyfarfod diweddar y Pwyllgor Archwilio a Rheoli Risg, a gynhaliwyd ar 16 Mai, yr wybodaeth ddiweddaraf o'r cyfarfod hwnnw. Roedd aelodau newydd y bwrdd wedi'u croesawu i'r Pwyllgor Archwilio a Rheoli Risg. Bu'r pwyllgor yn trafod y cyflwyniad gan Archwilio Cymru a'r diweddariad ar y cyllid, gan gynnwys archwiliad manwl cynnar o'r cyfrifon gyda'r Tîm Cyllid. Trafodwyd hefyd rai o'r heriau yn ymwneud â'r angen i fynd i'r afael ag argyfyngau hinsawdd a natur yn gynnar, ac adroddiadau'r archwiliad mewnol. Roedd y Pwyllgor Archwilio a Rheoli Risg wedi cymeradwyo'r fformat a'r cyd-destun o fewn yr adroddiad blynyddol a'r cyfrifon, a chadarnhawyd y byddai'r adroddiad yn debygol o gael ei gyhoeddi ym mis Medi neu fis Hydref 2025.
14. Rhannodd yr Athro Steve Ormerod yr wybodaeth ddiweddaraf â'r bwrdd am gyfarfod y Pwyllgor Cynghori ar Dystiolaeth a gynhaliwyd ar 7 Mai. Roedd CNC bellach yn recriwtio i swydd Pennaeth Gwybodaeth a Thystiolaeth. Trafodwyd y cysylltiad rhwng yr Adroddiad ar Sefyllfa Adnoddau Naturiol, datganiadau ardal, a'r Polisi Adnoddau Naturiol. Roedd y timau bellach yn archwilio sut y gellid defnyddio deallusrwydd artiffisial wrth lunio nifer o adroddiadau.
15. Rhoddodd y Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol drosolwg o gyfarfod y Pwyllgor Ystad Tir a gynhaliwyd ar 15 Mai. Cafodd y Gofrestr Risg Strategol ei thrafod, gan gynnwys y risgiau a oedd yn gysylltiedig â'r tir yng ngofal CNC. Trafodwyd hefyd y dull o ymdrin â'r Strategaeth Fasnachol nesaf. Roedd ymarfer i nodi'r gwersi a ddysgwyd wedi'i gwblhau ynghylch y stormydd diweddar, gan gynnwys yr hyn yr oedd CNC wedi'i ddysgu o blannu coed, a beth fyddai polisi CNC ynghylch rheoli coetiroedd i liniaru effeithiau newid yn yr hinsawdd.
16. Rhoddodd Adam Taylor yr wybodaeth ddiweddaraf am ymweliad diweddar y Pwyllgor Ardaloedd Gwarchodedig â safle yn Aberdaugleddau, lle trafodwyd cynefinoedd a rhywogaethau, gwaith yr ardaloedd gwarchodedig, cronfeydd rhwydweithiau natur, a chadwraeth forol. Roedd yr ymweliad â'r safle yn cynnwys y gwaith i adfer afonydd arfordir Penfro, a'r ymyriadau sydd ar waith ar gyfer adfer cynefinoedd yn sgil llifogydd a sychder.

17. Roedd cyfarfod nesaf y Fforwm Pysgodfeydd wedi'i drefnu ar gyfer 10 Gorffennaf. Roedd y fforwm wedi trafod yr adroddiad ar olrhain pysgod a dynodiadau arwyddocaol yn flaenorol, pan gadarnhawyd bod rhai rhywogaethau pysgod mewn perygl.
18. Rhoddodd Lesley Jones yr wybodaeth ddiweddaraf am Fforwm Mynediad Cenedlaethol Cymru, a nodwyd ganddi werth cadarnhaol cynnwys rhanddeiliaid yn y fforwm.

Eitem 6. Adroddiad perfformiad cyllid

Cyflwynydd: Rob Bell, Pennaeth Cyllid

19. Cyflwynwyd yr eitem gan y Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol. Cyflwynodd y Pennaeth Cyllid drosolwg o'r sefyllfa ariannol ddiweddaraf. Cadarnhawyd bod y manylion yn yr adroddiad cyllid wedi'u trafod gyda'r Pwyllgor Cyllid. Tynnwyd sylw at y tanwariant net, ac roedd yn gysylltiedig â'r adnoddau ariannu a glustnodwyd. Tynnwyd sylw at y negeseuon allweddol, y risgiau, a'r cyfleoedd. Roedd y rhagdybiaethau gor-raglennu wedi'u gosod yn unol â hynny, a chadarnhawyd bod y tanwariant wedi digwydd mewn nifer o gyfarwyddiaethau. Tynnwyd sylw hefyd at y rhagolwg incwm a gwariant, a oedd yn cynnwys y prosiectau refeniw a chyfalaf, ac roedd ymarfer i nodi'r gwersi a ddysgwyd wedi'i gynnal.
20. Croesawodd y bwrdd yr adroddiad, a nodwyd yr heriau diweddar yn ystod y flwyddyn ddiwethaf. Cytunwyd bod yr adroddiad yn adlewyrchu'n gadarnhaol, a bod y bwrdd yn awyddus i glywed pa wersi a ddysgwyd ar gyfer y rhaglenni dan sylw.
21. Cymeradwyodd y bwrdd y newid yn y rhagolwg diweddaraf o £294.6 miliwn i swm a ragwelwyd o £290.7 miliwn.

PENDERFYNIAD: Cymeradwyodd y bwrdd y newid yn y rhagolwg diweddaraf o £294.6 miliwn i swm a ragwelwyd o £290.7 miliwn.

Eitem 7. Cyflwyniad Lle

Cyflwynydd: Huwel Manley, Pennaeth Gweithrediadau De-orllewin Cymru; Phil Morgan, Arweinydd y Tîm Rheoli Tir; Ellen Humphrey, Uwch-swyddog Gweithrediadau Coedwigoedd; Jen Day, Swyddog 2, Tîm yr Amgylchedd; Rhodri Morgan, Uwch-swyddog Rheoleiddio Diwydiant a Gwastraff; Caroline Drayton, Rheolwr Gweithrediadau

22. Cyflwynwyd yr eitem gan Gyfarwyddwr Gweithredol Gweithrediadau.
23. Rhoddodd Swyddog 2, Tîm yr Amgylchedd, gyflwyniad ar y safleoedd dynodedig yn Sir Gaerfyrddin, a oedd yn cynnwys nodweddion safleoedd dynodedig safleoedd o ddiddordeb gwyddonol arbennig; tîrfeddianwyr safleoedd dynodedig; a Safle o Ddiddordeb Gwyddonol Arbennig Gwernydd Pen-bre a'i heriau.
24. Bu'r bwrdd yn trafod y safleoedd o ddiddordeb gwyddonol arbennig a gyflwynwyd, a'r gwaith sy'n gysylltiedig â'u cynnal a'u cadw, megis y ceisiadau cynllunio, gwaith

gwirfoddol, ac archwilio'r safleoedd, gan ddefnyddio'r capasiti sydd ar gael o fewn y tîm.

25. Cyflwynodd Arweinydd y Tîm Rheoli Tir effaith Storm Darragh ar Ystad Goetir Llywodraeth Cymru yn Ne-orllewin Cymru. Amlinellwyd yr ymateb cychwynnol a'i heriau. Tynnwyd sylw at y camau nesaf, y crynodeb, a'r rhagolwg.
26. Bu'r bwrdd yn trafod gallu CNC i adfer y coetir, yn dilyn effaith Storm Darragh. Awgrymwyd y gallai'r tîm adolygu a newid trefniadau'r contract i wrthbwysu'r colledion. Trafodwyd hefyd pa wersi a ddysgwyd yn dilyn amllder y stormydd a sut roeddent yn cael eu rhoi ar waith. Byddai adfer Ystad Goetir Llywodraeth Cymru yn Ne-orllewin Cymru yn cymryd tua phum mlynedd i'w gwblhau.
27. Rhoddodd Uwch-swyddog Rheoleiddio Diwydiant a Gwastraff gyflwyniad ar dîm Rheoleiddio Diwydiant De-orllewin Cymru. Roedd y diweddariad yn cynnwys: y Rheoliadau Trwyddedu Amgylcheddol a Rheoliadau Rheoli Peryglon Damweiniau Mawr (COMAH) 2015; gwaith dur Port Talbot; Bae Abertawe; dyfrffordd Aberdaugleddau; heriau, llwyddiannau a chwynion ynghylch arogleuon Safle Tirlenwi Withy hedge.
28. Croesawyd y cyflwyniad gan y bwrdd. Cadarnhawyd nad oedd unrhyw ddamweiniau, digwyddiadau, na digwyddiadau trwch blewyn wedi'u cofnodi'n ddiweddar ar Safle Tirlenwi Withy hedge. Bu'r bwrdd yn trafod sut y byddai'r tîm yn rhannu eu profiadau â'r meysydd eraill o fewn Cyfoeth Naturiol Cymru.
29. Mewn ymateb i ymholiad, cadarnhawyd bod y Tîm Cyfathrebu yn olrhain yr ymgysylltiad ar wefannau cyfryngau cymdeithasol CNC, ac nad oedd mor negyddol ag y gallai rhai dybio. Nodwyd bod mwy o waith y gellid ei wneud mewn nifer o feysydd, ond bod cyfle i rannu'r gwaith cadarnhaol a wnaed gan CNC. Awgrymwyd y gallai Cyfoeth Naturiol Cymru ddefnyddio unigolion nad ydynt yn rhan o'r cwmni, sydd hefyd wedi cael profiad cadarnhaol gyda'r sefydliad, i rannu eu storïau yn gyhoeddus.
30. Diolchodd y bwrdd i'r tîm am eu gwaith.

Eitem 8. Unrhyw fusnes arall

31. Ni thrafodwyd unrhyw fusnes arall.

Eitem 9. Sut wnaethon ni berfformio yn y cyfarfod hwn?

Noddwr a chyflwynydd: Syr David Henshaw, Cadeirydd

32. Croesawodd y bwrdd batrwm y cyfarfod a chytunodd ei fod wedi bod yn gyfarfod effeithiol. Diolchodd y bwrdd i'r timau a fu'n ymwneud â'r eitemau a gyflwynwyd. Awgrymwyd y byddai cyflwyniadau Lle yn dod yn rhan o bob cyfarfod bwrdd wyneb yn wyneb.

Daeth y cyfarfod i ben

Sesiwn holi ac ateb gyhoeddus

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

34. Nid oedd unrhyw gwestiynau wedi dod i law gan y cyhoedd.

Daeth y cyfarfod cyhoeddus i ben

Papur Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	16 Gorffennaf 2025
Teitl y papur:	Adroddiad y Prif Weithredwr (Sesiwn Gyhoeddus)
Cyfeirnod y papur:	25-07-B08
Cyflwynwyd y papur gan:	Ceri Davies, Prif Weithredwr Dros Dro
Diben	Gwybodaeth a thrafodaeth
Crynodeb	Mae'r papur yn rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am faterion cyfredol.

Cyflwyniad

- Wrth inni ymgartrefu yn y flwyddyn ariannol 2025/26, mae cyflymder y gwaith a wneir ar bob lefel o'r sefydliad yn parhau i fod yn gyson. Er gwaethaf heriau'r Achos dros Newid dros y 12 mis diwethaf, a'r swyddi gwag sy'n parhau heb eu llenwi mewn timau allweddol, mae'n cydweithwyr yn parhau i ddangos ymrwymiad ac egni rhagorol, ac yn gweithio'n rhagorol fel tîm, wrth ddarparu ein gwasanaethau rheng flaen a holl swyddogaethau hanfodol ein sefydliad. Mae'r Tîm Gweithredol a'r Tîm Arwain bellach yn canolbwyntio ar ymgorffori'r Achos dros Newid a sicrhau, fel sefydliad, ein bod yn addas ar gyfer y dyfodol, yn hyblyg yn y ffordd rydym yn gweithio, ac yn meddu ar yr adnoddau priodol i gyflawni amcanion ein cynllun corfforaethol. Rwy'n ddiolchgar i bawb am ganolbwyntio'n barhaus ar eu gwaith ac am eu hymroddiad parhaus.
- Mae'r hinon wedi arwain at gyfnod hir o dywydd sych ar draws pob dalgyllch yng Nghymru ers diwedd mis Mai. Roedd y glawiad dros y tri mis blaenorol yn llai na dwy ran o dair o'r lefel arferol ac arweiniodd y diffyg glawiad parhaus ym mis Mai at lefelau afonydd isel ledled Cymru. Mae lefelau dŵr daear hefyd yn eithriadol o isel, ac mae lefel y dŵr mewn cronfeydd yn gostwng. Mae ein timau digwyddiadau wedi bod yn barod i weithredu yn ystod y cyfnod hwn oherwydd y tebygolrwydd cynyddol o danau gwyllt a llifogydd sydyn. Ganol mis Mehefin, ystyriwyd bod rhai ardaloedd yn y De yn gwella, yn dilyn rhagor o law yn ystod y mis.
- Ddiwedd mis Mai, cefais gyfarfod ag Asesydd Interim Diogelu'r Amgylchedd Cymru, Lynda Warren. Roedd hyn yn cwmpasu amrywiaeth o bynciau, gan gynnwys ail

adroddiad gwrychoedd yr asesydd a'i hymchwiliadau, sy'n mynd rhagddynt, i safleoedd gwarchodedig ac Ardaloedd Gwarchodaeth Arbennig.

4. Cyfarfum hefyd â Syr Jon Cunliffe, sy'n arwain yr Adolygiad Annibynnol o'r Sector Dŵr, ynghylch adroddiad interim y comisiwn, a gyhoeddwyd ddechrau mis Mehefin. Mae'r adroddiad yn nodi casgliadau rhagarweiniol mewn pum maes allweddol, gan gwmpasu'r angen am drywydd strategol cyson ar gyfer y sector dŵr, fframwaith deddfwriaethol symlach sydd â mwy o ffocws, a dull cryfach, ond mwy goruchwyliol, o reoleiddio cwmnïau dŵr. Mae'n grynodeb trylwyr iawn o'r ymgynghoriad, yr ydym wedi cyfrannu ato, ac rydym yn falch o nodi'r gydnabyddiaeth glir o'r gwahaniaethau rhwng Cymru a Lloegr. Mae adroddiad terfynol y comisiwn i fod i gael ei gyhoeddi yn yr haf, ac rydym yn parhau i gyfarfod ag uwch-dîm adolygu Syr John Cunliffe i ddylanwadu ar y canlyniadau i Gymru yn y ddogfen derfynol.
5. Ddechrau mis Mehefin, euthum i dderbyniad croesawu Sefydliad Cadwraeth yr Eog (NASCO), ac ymunais â chynrychiolwyr ar drip maes a gynhaliwyd gan CNC i Fae Caerdydd ac afon Taf. Daeth y digwyddiad â chynrychiolwyr rhyngwladol i'r Deddwyrain, gan ganiatáu inni arddangos y gwaith yr ydym yn ei wneud i wella amodau afonydd a chefnogi cadwraeth yr eog. Diolchaf i'm cydweithwyr a chwaraeodd ran mewn dod â'r 42ain gyfarfod blynyddol i Gymru, cynnal y teithiau maes, a chynrychioli Cyfoeth Naturiol Cymru gydag angerdd a phroffesiynoldeb. Mae rhagor o wybodaeth am y digwyddiad wedi'i chynnwys yn yr adroddiad isod.
6. Treuliodd y Tîm Gweithredol a minnau brynhawn addysgiadol a chynhyrchiol gyda thîm gweithredol yr Ymddiriedolaeth Genedlaethol yn eu heiddo hardd, Tŷ Tredegar, yng Nghasnewydd. Roedd y sesiwn hon yn gyfle inni gryfhau ein perthynas, sicrhau bod ein cynlluniau strategol yn cyd-fynd â'i gilydd, a nodi ffyrdd o gydweithio'n agosach, ac yn fwy effeithiol, er mwyn cyflawni mwy i Gymru. Cefais sgwrs ar wahân â Lhosa Daly, Cyfarwyddwr Ymddiriedolaeth Genedlaethol Cymru, yn ddiweddarach yn y mis. Pan fuom yn yr Alban ym mis Mehefin, achubais i a Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau, ar y cyfle i gyfarfod â Philip Long, Prif Swyddog Gweithredol National Trust Scotland, a bydd cyfarfodydd dilynol rhyngom ynghylch canlyniadau cyffredin o ran rheoli a chadwraeth tir.
7. Mynychais ein cyfarfod Cyngor Partneriaeth â chynrychiolwyr yr undebau llafur ym mis Mehefin. Roedd yr agenda'n cynnwys yr wybodaeth ddiweddaraf am ein cyllideb, y Bil Hawliau Cyflogaeth, gwaith i ymgorffori'r Achos dros Newid, a chynigion i wella cynrychiolaeth yr undebau llafur ar lefel y Bwrdd. Cadeiriais ein Pwyllgor Llesiant, Iechyd a Diogelwch misol hefyd. Rwy'n falch o allu adrodd bod gan y Tîm Gweithredol berthynas waith gadarnhaol iawn gyda'n partneriaid yn yr undebau llafur. Fe wnaethom alluogi'r cyntaf o'r hyn a fydd yn drafodaethau rheolaidd rhwng ein harweinwyr undeb llafur a'n bwrdd trwy'r Pwyllgor Pobl a Chwsmeriaid. Bydd y sesiwn hon yn caniatáu i gadeirydd y Pwyllgor Pobl a Chwsmeriaid gael sicrwydd ynghylch materion ynghylch cysylltu â'r undebau.
8. Cefais fy sgwrs chwarterol â Matthew Edwards o Archwilio Cymru yn ystod mis Mehefin. Fel swyddog cyfrifyddu cymharol newydd, rwy'n parhau i fod yn ddiolchgar

am gymorth a chyfarwyddyd Archwilio Cymru wrth inni gwblhau ein hadroddiad blynyddol a'n cyfrifon ar gyfer 2024/25.

Ddiwedd mis Mehefin, aeth Gareth O'Shea a minnau i gyfarfod rhwng pum asiantaeth gyda chydweithwyr uwch o Asiantaeth yr Amgylchedd, Asiantaeth Diogelu Amgylcheddol yr Alban (SEPA), Asiantaeth yr Amgylchedd Gogledd Iwerddon ac Asiantaeth Diogelu'r Amgylchedd Iwerddon. Cynhaliwyd y cyfarfod gan SEPA yng Nghaeredin, ac roedd yn cynnwys yr wybodaeth ddiweddaraf gan y pedwar sefydliad, ac yna sesiynau trafod ar bynciau fel cyfleoedd deallusrwydd artifisial, adnoddau a datblygu sgiliau, a thueddiadau mewn cyfraith achosion, apeliadau ac adolygiadau barnwrol. Arweiniodd CNC sesiwn ar ynni adnewyddadwy a datgarboneiddio, ac arweiniodd drafodaeth ar y cyd ar safleoedd tirlenwi a darpariaeth ariannol. Fel bob amser, roedd y cyfarfod yn fforwm gwerthfawr ar gyfer rhannu syniadau a chydweithio ar heriau a chyfleoedd cyffredin.

Rydym wedi parhau i weithio'n agos gyda'n cydweithwyr yn Llywodraeth Cymru ar amrywiaeth o faterion. Mae ein cyfarfodydd nawdd rheolaidd yn canolbwyntio ar berfformiad, cynllunio a chyflawni busnes, a materion amserol fel yr Adolygiad Annibynnol o'r Sector Dŵr a Chynllun Gweithredu Cymru Wrth-hiliol. Mae'r eitem olaf hon yn faes sy'n cael ei ddatblygu, gan adeiladu ar gynllun wedi'i ddiweddarau gan Lywodraeth Cymru a ryddhawyd y llynedd sy'n canolbwyntio mwy pendant ar gyflawni, ac ymrwymiad newydd i wneud Cymru yn genedl wrth-hiliol erbyn 2030. Mae nodau a chanlyniadau penodol ar gyfer sefydliadau gwasanaeth cyhoeddus yng Nghymru, gan gynnwys cyflwyno amcanion gwrth-hiliol clir, wedi'u cefnogi gan hyfforddiant, ar gyfer uwch-arweinwyr y sector cyhoeddus. Rydym yn cefnogi'n llwyr amcanion Cynllun Gweithredu Cymru Wrth-hiliol, ac wedi ymrwymo i gyflawni'r safonau uchel a osodwyd gan Lywodraeth Cymru yn hyn o beth. Rydym wrthi'n sefydlu rhwydwaith cydweithwyr ar wrth-hiliaeth i'n helpu i sicrhau amrywiaeth yn CNC, a bydd Dominic Driver, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu, yn gweithredu fel hyrwyddwr y Tîm Gweithredol. Rwyf wedi cyfarfod â Chyfarwyddwr Cymunedau a Chyfiawnder Cymdeithasol Llywodraeth Cymru ac wedi sicrhau cymorth parhaus oddi wrtho.

9. Roedd y cynllun hwn hefyd ar agenda Cyfarfod Prif Weithredwyr Cyrff Cyhoeddus ym mis Mehefin. Mae'r cyfarfod hwn yn cael ei arwain gan Lywodraeth Cymru ac mae'n caniatáu i uwch-arweinwyr gysylltu'n rheolaidd a gweithio gyda'i gilydd ar flaenoriaethau'r llywodraeth – fel yr ymarfer Dyfodol, sy'n edrych ar rôl a datblygu Un Gwasanaeth Cyhoeddus Cymru yn yr hirdymor (hyd at 2100).
10. Rydym wedi ymateb yn ffurfiol i adroddiad Pwyllgor Newid Hinsawdd, Amgylchedd a Seilwaith y Senedd, yn dilyn ein sesiwn graffu flynyddol ym mis Mawrth. Gwnaeth yr adroddiad nifer o argymhellion cynhyrchol ar draws ein cylch gwaith, yr ydym wedi mynd i'r afael â nhw'n unigol ac yn parhau i ganolbwyntio arnynt. Rydym wedi diolch i'r pwyllgor am eu diddordeb parhaus yn ein gwaith a'u cymorth iddo ac yn gwerthfawrogi eu rôl yn fawr wrth ddwyn CNC i gyfrif.

11. Mae'r broses recriwtio yn parhau, gyda swyddi gwag yn cael eu hysbysebu'n fewnol ac yn allanol ar gyfer y mwyafrif o'r rolau. Mae ein tîm recriwtio wedi bod yn gweithio'n galed i hysbysebu swyddi gwag a chefnogi rheolwyr llinell yn ystod y broses recriwtio. Ar lefel y Tîm Arwain, bu nifer o staff yn symud rhwng rolau i gyflenwi yn sgil staff sydd wedi ymadael, ac mae hynny wedi cynnig cyfleoedd i gydweithwyr ddatblygu. Mae Sarah Stacey, Pennaeth Datblygu Pobl a Llesiant, wedi ein gadael, a bydd y rôl yn cael ei llenwi dros dro gan Nadia De Longhi, sydd ar hyn o bryd yn Bennaeth Rheoleiddio a Thrwyddedu. Yn yr un modd, bydd Lyndsey Rawlinson, Pennaeth Gweithrediadau'r Gogledd-ddwyrain, yn ymgymryd â rôl Pennaeth Stiwardiaeth Tir, tra bydd Jon Goldsworthy – sy'n arwain prosiect Dalgylch Arddangos Teifi ar hyn o bryd – yn dod yn Bennaeth Prosiectau Strategol pan fydd Christian Wilcox yn ein gadael ym mis Gorffennaf. Diolchaf yn fawr iawn i Sarah a Christian am eu hegri, eu cyfraniadau a'u harweinyddiaeth yn ystod eu hamser gydag CNC.
12. Rydym hefyd wedi llenwi rôl Pennaeth Gwybodaeth a Thystiolaeth gyda phenodiad allanol, a fydd yn ymuno â ni yn ystod mis Gorffennaf. Diolch i Steve King, sydd wedi bod yn cyflenwi'r rôl hon dros dro.
13. Roeddwn i wrth fy modd yn cydnabod tri chyn-gydweithiwr ar restr Anrhydeddau Pen-blwydd y Brenin yn ystod mis Mehefin. Dyfarnwyd MBE (Aelod o Urdd yr Ymerodraeth Brydeinig) i Peter Stanley am wasanaethau rhagorol i'r gwyddorau daearyddol a mwyngloddiau metel. Cafodd Peter wybod am yr anrhydedd cyn ei farwolaeth ym mis Mehefin, ac roedd wedi'i gyffwrdd i'r byw i gael ei gydnabod fel hyn. Bydd ei wobwr yn cael ei chyflwyno i'w wraig ar ei ran. Dyfarnwyd MBE i Simon Bareham am wasanaethau i ddiogelu ansawdd aer a bioamrywiaeth yng Nghymru, tra bod Alan Hubbuck wedi cael Medal yr Ymerodraeth Brydeinig (BEM) am wasanaethau i goedwigaeth broffesiynol. Mae'r anrhydeddau hyn yn haeddiannol iawn.

Materion strategol

Bil yr Amgylchedd (Egwyddorion, Llywodraethiant a Thargedau Bioamrywiaeth) (Cymru)

14. Gwnaed y Bil ar gael i'r cyhoedd ddechrau mis Mehefin. Mae'r Bil drafft newydd yn ymdrin ag egwyddorion amgylcheddol a llywodraethiant yng Nghymru, ac yn gosod targedau bioamrywiaeth statudol fel rhan o gyflawni ymrwymadau cenedlaethol Cymru ac ymrwymadau'r wlad o dan y Fframwaith Bioamrywiaeth Fyd-eang. Ei nod yw cryfhau fframwaith llywodraethu amgylcheddol Cymru yn sgil Brexit a sicrhau bod ymdrechion i ddiogelu'r amgylchedd yn cael eu hymgorffori ar draws maes polisi.
15. Nod pellach y Bil yw adfer hyder y cyhoedd mewn atebolrwydd amgylcheddol a sicrhau bod mecanweithiau gorfodi yn gadarn, yn dryloyw ac wedi'u datganoli. Mae tair cydran graidd, y cyntaf ohonynt yn gosod dyletswydd statudol ar Weinidogion Cymru a Chyfoeth Naturiol Cymru i roi sylw arbennig i egwyddorion amgylcheddol

cydnabyddedig (yr egwyddor ragofalus, yr egwyddor ataliol, yr egwyddor cywiro yn y ffynhonnell, a'r egwyddor mai'r llygrwr sy'n talu) wrth lunio polisi. Rhaid ymgorffori'r egwyddorion i'r broses o lunio polisiâu, gan ganolbwyntio ar gyflawni lefelau uchel o ddiogelwch amgylcheddol.

16. Yr ail gydran graidd yw sefydlu corff llywodraethu annibynnol i oruchwyllo cydymffurfedd amgylcheddol. Bydd y corff goruchwyllo newydd hwn yn cael ei sefydlu i fynd i'r afael â'r bwlch llywodraethu ar ôl gadael yr UE a darparu goruchwyliaeth strategol ac annibynnol o effeithiolrwydd cyfraith amgylcheddol, a'r ffordd y mae'n cael ei chymhwyso a'i gweithredu, gan gynnwys unrhyw fethiannau gan awdurdodau cyhoeddus i gydymffurfio â'r cyfreithiau hynny. Rydym yn croesawu cyflwyniad y corff newydd, a byddwn yn gweithio gydag ef er mwyn sicrhau nad oes unrhyw orgyffwrdd o ran ei rôl.
17. Y drydedd gydran yw creu fframwaith bioamrywiaeth statudol a thargedau bioamrywiaeth. Mae'r Bil drafft yn diwygio Rhan 1 o Ddeddf yr Amgylchedd (Cymru) 2016 i gyflwyno'r fframwaith newydd hwn, a bydd gan Weinidogion ddyletswydd i osod o leiaf un targed ar gyfer pob un o'r blaenoriaethau canlynol:
 - Lleihau'r risg o ddifodiant rhywogaethau brodorol
 - Rheoli ecosystemau yn effeithiol
 - Lleihau llygredd
 - Tystiolaeth i lywio penderfyniadau sy'n ymwneud â bioamrywiaeth, mynediad at y dystiolaeth honno, a'r defnydd a'r cymhwysiad ohoni

Bydd angen cyflwyno'r targedau statudol drafft o fewn tair blynedd o gael Cydsyniad Brenhinol.

18. Bydd gan Weinidogion Cymru ddyletswyddau ychwanegol i wella cynllunio ac adrodd o dan Ddeddf yr Amgylchedd (Cymru) 2016 ynghylch gweithredu o ran bioamrywiaeth, monitro bioamrywiaeth ac adrodd ar gynnydd (gan gynnwys gosod dangosyddion), ac asesu effaith polisi neu weithredu. Bydd ganddynt y pŵer i ddynodi awdurdodau cyhoeddus a'u gorfodi i gyfrannu at gyflawni'r targedau y maent wedi'u dynodi ar eu cyfer. Mae'r Bil hefyd yn ei gwneud yn ofynnol i Weinidogion Cymru gymryd camau i hyrwyddo ymwybyddiaeth yng Nghymru o bwysigrwydd bioamrywiaeth a'r bygythiadau y mae'n eu hwynebu.
19. Mae CNC yn cefnogi Llywodraeth Cymru yn weithredol gyda'i gwaith o ddatblygu targedau, yn uniongyrchol, a chyda phobl eraill drwy Banel Cyngori Annibynnol ar Dargedau Bioamrywiaeth Llywodraeth Cymru. Hyd yn hyn, rydym wedi ailgyfeirio adnoddau presennol i weithio ar hyn. Fodd bynnag, byddwn yn cadw hyn dan adolygiad gyda Llywodraeth Cymru oherwydd, wrth i oblygiadau gweithredol y Bil ddod yn fwyfwy clir, efallai y byddwn yn nodi anghenion newydd o ran adnoddau sy'n barhaol neu'n gyfyngedig o ran amser.

Adroddiad ar Sefyllfa Adnoddau Natur

20. Mae'r trydydd asesiad o reoli adnoddau naturiol mewn modd cynaliadwy yng Nghymru (Adroddiad ar Sefyllfa Adnoddau Natur 2025) i fod i gael ei gyhoeddi erbyn 31 Rhagfyr 2025. Mae'r asesiad yn cwmpasu pedwar nod:
 - Mae stociau o adnoddau naturiol yn cael eu diogelu a'u gwella
 - Mae'r ecosystemau yn gallu gwrthsefyll newid disgwylidig ac anrhagweledig
 - Mae gan Gymru leoedd iach ar gyfer pobl sydd wedi'u diogelu rhag peryglon amgylcheddol
 - Cyfrannu at economi adfywiol, a chyflawni lefelau cynhyrchu a defnydd cynaliadwy
21. Rydym wedi casglu ac wedi adolygu'r rhan fwyaf o'r dystiolaeth ar gyfer yr adroddiad. Rydym yn drafftio'r asesiadau yn erbyn y pedwar nod ar gyfer ecosystemau ac adnoddau naturiol, ac yn nodi'r negeseuon allweddol ar lefel ecosystemau ac adnoddau naturiol, a fydd yn cael eu defnyddio yn ein dogfennau cyfathrebu, a'n negeseuon a blaenoriaethau allweddol Cymru gyfan.
22. Bydd mynediad at yr asesiadau, drwy wefan Cyfoeth Naturiol Cymru, mewn un ddogfen. Bydd y dystiolaeth sylfaenol hefyd ar gael trwy adroddiad rhyngweithiol ar ein gwefan, a gobeithio y bydd yn mynd i'r afael ag adborth ar ddefnyddioldeb yn dilyn cyhoeddi Adroddiad ar Sefyllfa Adnoddau Natur 2020. Rydym wedi profi'r fformat dystiolaeth newydd gyda defnyddwyr, gan gynnwys Llywodraeth Cymru.
23. Rydym yn bwriadu rhannu ein penawdau sy'n dod i'r amlwg, a sut olwg fydd arnynt, â'r Bwrdd yn ystod mis Medi, trwy weminar. Yn dilyn hyn, byddwn hefyd yn rhannu papur â'r Bwrdd ym mis Hydref, yn nodi ein canfyddiadau allweddol a'n cynllun cyfathrebu. Byddwn yn gofyn i'r Bwrdd gymeradwyo Adroddiad ar Sefyllfa Adnoddau Natur 2025 ddiwedd mis Tachwedd.

Materion gweithredol

Cyllid i fynd i'r afael â heriau ecolegol yng Ngwent

24. Mae Cronfa Rhwydweithiau Natur wedi dyfarnu grant o £250,000 i Gyngor Blaenau Gwent, gan weithio mewn partneriaeth â Chyfoeth Naturiol Cymru a Grid Gwyrdd Gwent, i fagu ein dealltwriaeth o ble mae angen inni adeiladu ecosystemau cadarn ledled Gwent a chynyddu gwerth ecosystemau a'r gwasanaethau maen nhw'n eu darparu i bobl a natur. Dros y ddwy flynedd nesaf, bydd y prosiect yn gweithio ledled Gwent i gydlunio rhwydweithiau o gynefinoedd mewn cyflwr ecolegol da, gan gysylltu safleoedd a ddiogelir a llecynnau cyfoethog o ran bioamrywiaeth eraill ar draws ein tirweddau ar raddfa ranbarthol.
25. Mae'r prosiect hwn yn adeiladu ar ddull rhwydweithiau ecolegol cadarn Gwastadeddau Gwent ac yn dilyn canllawiau ymarferwyr CNC ar rwydweithiau ecolegol cadarn. Mae'n cyfrannu at ein hymdrechion ar y cyd i gymryd camau brys i

atal a gwrthdroi'r dirywiad mewn bioamrywiaeth, gan ddefnyddio dull atebion ar sail natur mewn perthynas â newid hinsawdd a llygredd, a darparu buddion iechyd a llesiant mewn ffordd deg a chynhwysol yng Ngwent.

Prosiect Adfer Afonydd De-ddwyrain Cymru

26. Mae Prosiect Adfer Afonydd De-ddwyrain Cymru, a ariannwyd dros bum mlynedd gan Lywodraeth Cymru, bellach yn ei ail flwyddyn ac yn gweithredu strategaeth rheoli dalgylch integredig i adfer ecosystemau afonydd a gorlifdiroedd afon Ebwy, afon Rhymni ac afon Sirhywi, mewn cydweithrediad â rhanddeiliaid. Mae'r prosiect yn cyflwyno sawl ymyriad ar sail natur, gan gynnwys creu gwlyptiroedd yn Llanrhymni, gwella ansawdd cynefinoedd torlannol yn afon Ebwy ac afon Rhymni, a mapio a rheoli rhywogaethau estron goresgynnol.
27. Rydym hefyd yn datblygu fframwaith monitro a gwerthuso er mwyn sicrhau bod tystiolaeth o'r pwysau sy'n effeithio ar ein dalgylchoedd yn cael ei defnyddio i flaenoriaethu a thargedu atebion ar sail natur. Mae'r prosiect hwn yn cyfrannu at feithrin gwydnwch yn erbyn bygythiadau fel newid yn yr hinsawdd a llygredd, yn ogystal â magu'n dealltwriaeth o werth ein hecosystemau a'r buddion maen nhw'n eu darparu o ran llesiant.

Taclo Tipio Cymru

28. Mae Taclo Tipio Cymru wedi sicrhau cyllid i barhau â'r rhaglen, a fydd bellach yn cael ei gynnwys yn ein setliad cymorth grant. Mae'r Dirprwy Brif Weinidog wedi cytuno ar y cyllid yn seiliedig ar ein cynllun gwaith newydd ar gyfer 2025/26, a'r adroddiad rhaglen annibynnol, a gynhyrchwyd yn ddiweddar, a ddangosodd waith rhagorol y rhaglen dros y blynyddoedd diwethaf.
29. Mae mesurau cyflawni allweddol yn cael eu hychwanegu at y cynllun gwasanaeth rheoleiddio a'r cynllun busnes, a fydd ill dau yn cael eu defnyddio i fonitro'r hyn sydd wedi'i gyflawni o dan y trefniant ariannu newydd hwn. Mae cynllun gwaith newydd Taclo Tipio Cymru yn canolbwyntio ar weithgorau rhanddeiliaid rhanbarthol, gwaith ymgyrchu cenedlaethol, rhoi rhagor o gymorth i'n rhanddeiliaid wrth orfodi, a datblygu ymhellach ein gallu i gymryd camau gorfodi yn erbyn tipio anghyfreithlon ar Ystad Goetir Llywodraeth Cymru.

Tŷ Llwyd

30. Mae Tŷ Llwyd yn hen chwarel a ddefnyddir i waredu gwastraff diwydiannol yng Nghaerffili. Cyngor Bwrdeistref Sirol Caerffili sy'n gyfrifol am y safle ac, yn ddiweddar, maent wedi cydymffurfio â hysbysiad gwaith gwrth-lygredd a gyhoeddwyd gan Cyfoeth Naturiol Cymru, gan ddefnyddio cyllid gan Lywodraeth Cymru ar gyfer gwaith gwella a wnaed i leihau'r perygl o ryddhau trwytholch.
31. Mewn cyfarfod diweddar rhwng Asesydd Interim Diogelu'r Amgylchedd Cymru, Cyngor Caerffili a ninnau, ystyriwyd y potensial ar gyfer defnyddio'r problemau yn

Nhŷ Llwyd fel astudiaeth achos, gan edrych ar effeithiolrwydd y fframwaith rheoleiddio presennol, nodi gwelliannau posibl ac effeithiolrwydd cydweithio rhwng partneriaid, a nodi unrhyw ddiffygion yn y ddeddfwriaeth bresennol. Ar y cyfan, cydnabu'r asesydd fod partneriaid wedi bod yn cydweithio'n dda ar y safle hwn. Rydym nawr yn aros am y fersiwn derfynol o'r asesiad o dir halogedig gan Gyngor Caerffili, a fydd yn llywio'r camau nesaf ymhellach.

Gyrfa Goedwig Cwm-carn

32. Rydym yn gweithio mewn partneriaeth gydag Chyngor Bwrdeistref Sirol Caerffili i archwilio diddordeb trydydd partiön mewn gweithredu Gyrfa Goedwig Cwm-carn a'r ganolfan ymwelwyr. Cymeradwywyd y cais am gynnig ar 10 Mehefin, a byddwn yn mynd i'r farchnad yn ystod mis Mehefin ar Gwerthwchi Gymru, ac yn gweithio gyda'n hasiant er mwyn sicrhau datblygwr ar gyfer y safle.
33. Mae gan y cais am gynnig brydles ddrafft gan CNC a Chyngor Caerffili. Mae'r broses yn gwahodd datblygwyr posibl i gyflwyno cynllun busnes, sy'n eithaf rhagnodol o ran yr hyn yr hoffem ei weld. Yr adran sy'n sgorio uchaf yn y cynllun hwn yw eu dyhead hirdymor ar gyfer y safle, a sut maen nhw'n bwriadu gweithio mewn partneriaeth gyda ni, Cyngor Caerffili, y gymuned a grwpiau fel Risca Riders i wella'r hyn y mae Gyrfa Goedwig Cwm-carn yn ei gynnig ymhellach.
34. Y dyddiad cau i gynigwyr yw 29 Awst. Wedi hynny, gwahoddir y pum cynnig sy'n sgorio orau i roi cyflwyniad ar eu cynllun busnes, ac unrhyw welliannau posibl i'r prydles drafft, a chael cyfweiliad ynghylch hyn hefyd. Bydd y broses hon yn cael ei harwain gan y tîm uwch-arweinwyr yng Nghyngor Caerffili a phenaethiaid gwasanaeth o fewn Cyfoeth Naturiol Cymru. Yna bydd gan ddatblygwyr gyfnod pellach i fireinio eu cynnig terfynol. Disgwylir i'r broses ddod i ben yn wythnos gyntaf mis Tachwedd.

Yr wybodaeth ddiweddaraf am Deras Clydach

35. Mae Teras Clydach, Ynys-y-bwl, ar y gorlifdir naturiol mewn rhan gyfyngedig o Gwm Clydach. Yn hanesyddol, mae wedi dioddef o lifogydd difrifol, a'r fwyaf nodedig o'r rhain oedd yn ystod Storm Dennis ym mis Chwefror 2020, pan orlifodd llifddwr o Nant Clydach dros wal y briffordd sy'n mynd ar hyd y teras, gan achosi dŵr i lifo i mewn i un ar bymtheg o dai. Roedd y llifogydd yn hynod beryglus, ac roedd dyfnder y dŵr y tu mewn i'r tai isaf dros chwe throedfedd. Roedd adroddiadau gan drigolion yn dilyn Storm Dennis hefyd yn dangos bod y stryd wedi'i heffeithio gan y llifogydd yn gyflym iawn (llifoedd a chyfradd codi) ac, oherwydd hyn, nid oedd digon o amser iddynt ymateb.
36. Oherwydd y dalgylch bach iawn, a'r ffaith ei fod yn rhan uchaf y dalgylch, nid oes gan Ynys-y-bwl wasanaeth rhybuddio am lifogydd pwrpasol. Am resymau technegol, byddai'n anodd iawn darparu unrhyw wasanaeth rhybuddio am lifogydd dibynadwy i'r ardal. Ers 2023, rydym wedi bod yn gweithio ar achos busnes amlinellol i benderfynu a yw datrysiad peirianyddol i'r perygl o lifogydd yn hyfyw.

Mae'r achos busnes amlinell bron wedi'i gwblhau, ac anfonwyd drafft at swyddogion Llywodraeth Cymru, a chafwyd trafodaeth amdano â nhw, ddechrau mis Ebrill. Dim ond dau opsiwn y gellir eu datblygu i'r cam nesaf: mur llifogydd neu orchymyn prynu gorfodol. Byddai angen i'r mur fod dros bedwar metr o uchder, a byddai'n heriol o safbwynt peiriannu. Mae'r ddau opsiwn yn ddrud.

37. Anfonwyd yr achos busnes amlinellol terfynol at Lywodraeth Cymru yn ffurfiol yn ystod mis Mehefin, a chafodd ei rannu â'r trigolion yn fuan wedyn. Fe wnaethon ni gyfarfod â thrigolion ym mis Mai, i roi'r wybodaeth ddiweddaraf iddynt ar ganlyniadau tebygol yr achos busnes amlinellol. Bydd cyfarfod amlasiantaeth yn cael ei gynnal ar 10 Gorffennaf a fydd yn canolbwyntio ar Deras Clydach. Yn ystod y cyfarfod hwn, byddwn yn trafod y cynllun ymateb brys i lifogydd diweddaraf yr ydym wedi bod yn gweithio arno gyda Chyngor Rhondda Cynon Taf, Heddlu De Cymru, a Gwasanaeth Tân ac Achub De Cymru.

Parc Dŵr Llynnoedd Cosmeston

38. Mae'r parc dŵr sydd fel arfer ym Mae Caerdydd bob haf wedi symud i Llynnoedd Cosmeston yr haf hwn, mewn ymateb i ansawdd dŵr gwael sy'n effeithio ar weithrediadau yn y Bae. Cyflwynodd Cyngor Bro Morgannwg hysbysiad o fwriad i CNC ar gyfer gosod parc dŵr yn Safle o Ddiddordeb Gwyddonol Arbennig (SoDdGA) Llynnoedd Cosmeston, ac rydym wedi rhoi caniatâd ar ei gyfer. Rydym yn parhau i gael gohebiaeth ac ymholiadau ynglŷn â symud y parc i Llynnoedd Cosmeston, gyda phryderon yn ymwneud ag ansawdd dŵr, diogelwch, a'r effaith ar fywyd gwyllt / nodweddion y SoDdGA.

Gwaith digwyddiadau llygredd

39. O fis Gorffennaf eleni, rydym yn gwneud newid pwysig i'r ffordd rydym yn ymateb i ddigwyddiadau llygredd bach eu heffaith. Mae'r newid hwn wedi'i gynllunio i'n helpu i flaenoriaethu ein hadnoddau lle mae eu hangen fwyaf drwy ymateb i ddigwyddiadau sy'n achosi'r niwed mwyaf a buddsoddi mwy o amser mewn gwaith rhagweithiol, ataliol a rheoleiddiol sy'n darparu manteision amgylcheddol hirdymor.
40. Mae tystiolaeth yn dangos bod tua 95% o'r digwyddiadau yr ydym yn ymateb iddynt yn arwain at ychydig iawn o effaith, neu ddim effaith o gwbl, ar yr amgylchedd. Fodd bynnag, maent yn dal i dreulio cyfran sylweddol o'n hamser a'n hadnoddau, sy'n cyfyngu ar ein gallu i wneud gwaith cydymffurfedd ac atal llygredd a allai atal llygredd cyn iddo ddigwydd.
41. Byddwn yn parhau i flaenoriaethu digwyddiadau sy'n effeithio'n sylweddol ar yr amgylchedd. Fodd bynnag, rydym bellach yn gofyn i swyddogion fabwysiadu dull mwy cymesur, sy'n seiliedig ar risg, gan ganolbwyntio ein hymdrech lle bydd ein cyfranogiad yn darparu'r budd mwyaf. Ar gyfer rhai digwyddiadau lefel isel, bach eu heffaith, gall hyn olygu nad ydynt yn cael ymateb ar unwaith nac ymyrraeth uniongyrchol. Yn yr achosion hyn, efallai y byddwn yn dewis mynd i'r afael â'r problemau sylfaenol drwy weithgarwch rheoleiddio arferol, gorfodi, neu waith atal

llygredd drwy geisio mynd i'r afael ag achosion sylfaenol llygredd yn hytrach na symptomau.

Yr wybodaeth ddiweddaraf am Kronospan

42. Mae tîm Rheoleiddio Diwydiant y Gogledd yn parhau i gael adroddiadau am ddigwyddiadau, a gohebiaeth gysylltiedig, yn ymwneud ag arogleuon a llwch o safle Kronospan yn y Waun. Adroddwyd am brosesu pren ac arogleuon cemegol, sydd wedi'u cysylltu ag allyriadau o'r simnai yn disgyn i lefel y ddaear. Mae allyriadau o brosesau Kronospan yn cael eu monitro, ac mae'n rhaid iddynt fodloni'r gwerthoedd terfyn ar gyfer allyriadau a nodir yn eu trwydded. Mae rhai allyriadau yn aroglus, ac mae Kronospan wedi cwblhau gwaith i fesur yr arogleuon o'r prosesau amrywiol, a'u deall. Maent yn treialu dull i leihau arogleuon a allai, os yw'n llwyddiannus, gael ei ddefnyddio'n ehangach.
43. Yn dilyn llond trol o adroddiadau am ddigwyddiadau llwch, cwblhaodd swyddogion Cyfoeth Naturiol Cymru archwiliad dirybudd, gan nodi methiant i gydymffurfio â thrwyddedau ynghylch rheoli llwch ar yr iard goed, gan arwain at gyhoeddi rhybudd. Ar hyn o bryd, mae Kronospan yn treialu gwahanol unedau atal dŵr y gellir eu defnyddio wrth ddadlwytho pren sydd wedi'i ailgylchu, ac yn ymchwilio i opsiynau pellach ar gyfer atal unrhyw lwch rhag cael ei ryddhau yn ystod y broses ddadlwytho.
44. Rydym wedi sefydlu gwefan bwrpasol lle gall CNC a Kronospan gyhoeddi'r wybodaeth ddiweddaraf ac atebion i gwestiynau cyffredin.

Safle Tirlenwi'r Hafod

45. Rydym yn parhau i fonitro cynnydd yn Safle Tirlenwi'r Hafod yn agos, gan gynnwys cynnal archwiliadau dirybudd. Diolch i waith gwella gan weithredwr y safle, bu gostyngiad cyson yn nifer y cwynion y ceir am arogleuon, er ein bod yn cydnabod bod rhai pobl yn parhau i gael eu heffeithio.
46. Yn ystod y misoedd diwethaf, rydym wedi rhoi'r wybodaeth ddiweddaraf i'r Dirprwy Brif Weinidog a Chyngor Bwrdeistref Sirol Wrecsam am ein gwaith rheoleiddio. Rydym hefyd wedi cymryd rhan yng nghyfarfod cyntaf grŵp rhanddeiliaid Safle Tirlenwi'r Hafod, ac wedi mynd i Bwyllgor Craffu ar Gartrefi a'r Amgylchedd Cyngor Bwrdeistref Sirol Wrecsam ym mis Ebrill.
47. Rydym yn parhau i fod yn ymrwymedig i ddwyn gweithredwr y safle i gyfrif, a sicrhau bod camau'n cael eu cymryd pan fo angen. Mae gwelliannau pellach yn yr arfaeth, gan gynnwys gwella'r prosesau echdynnu nwy a rheoli trwytholchion. Mae data ansawdd aer rhagarweiniol o unedau monitro a sefydlwyd gan Gyngor Wrecsam a gweithredwr y safle yn cael eu hadolygu ar hyn o bryd. Dengys y canfyddiadau cynnar yr aethpwyd dros drothwyon annifyrrwch arogleuon cydnabyddedig ar adegau, ond mae angen gwneud rhagor o waith i ddeall yr achosion.

Camlas Sir Fynwy a Brycheiniog

48. Newidiodd Deddf Dŵr 2003, a gafodd ei deddfu ym mis Ionawr 2018, y ffordd y gall camlesi dynnu dŵr o afonydd, er na wnaeth atal tynnu dŵr. Rhoddwyd dwy flynedd i awdurdodau mordwyo a oedd wedi'u hesemptio rhag gorfod cael trwyddedau tynnu dŵr gyflwyno ceisiadau. Cyflwynodd Glandŵr Cymru geisiadau ar gyfer Camlas Sir Fynwy a Brycheiniog, a rhoddodd CNC y trwyddedau tynnu dŵr gydag amodau a gynlluniwyd i amddiffyn cyfanrwydd ecolegol Ardaloedd Cadwraeth Arbennig (ACA) Afon Wysg ac Aber Afon Hafren. Mae'r trwyddedau'n cynnwys tabl sy'n nodi'r gwahanol gyfeintiau o ddŵr y gellir eu tynnu yn ôl llif afon Wysg.
49. Ym mis Ionawr 2023, apeliodd Glandŵr Cymru i Penderfyniadau Cynllunio ac Amgylchedd Cymru yn erbyn dau amod penodol mewn dau o'r trwyddedau, gan eu hatal nes cyrraedd penderfyniad. Yn dilyn gwrandawriad, gwrthodwyd yr apelïadau gan Penderfyniadau Cynllunio ac Amgylchedd Cymru ym mis Tachwedd y llynedd, gan gadarnhau bod yr amodau'n angenrheidiol i amddiffyn cyfanrwydd Ardaloedd Cadwraeth Arbennig (ACA) Afon Wysg ac Aber Afon Hafren, a'u rhoi ar waith.
50. Er mwyn cynnal lefelau dŵr yn y gamlas yn ystod cyfnodau sych, yn absenoldeb unrhyw ddewis ymarferol arall ar hyn o bryd, mae Glandŵr Cymru yn defnyddio dŵr a dynnir o dan drwydded gan Dŵr Cymru, pan fydd y llifoedd yn caniatáu hyn. Bydd adegau (ar lif isel) pan na fydd Dŵr Cymru yn gallu caniatáu hyn, ond pan fyddant yn gwneud hynny, bydd angen codi tâl ar Glandŵr Cymru ar y gyfradd fasnachol. Mae Glandŵr Cymru wedi nodi ei bod hi'n debygol na fydd hyn yn fforddiadwy iddyn nhw, ac wedi ysgrifennu at y Dirprwy Brif Weinidog ynglŷn â'r sefyllfa, gan gynghori bod dyfodol y gamlas mewn amheuaeth ddifrifol.
51. Yng ngoleuni diddordeb sylweddol gan gynrychiolwyr gwleidyddol, cynghorwyr lleol, y cyfryngau a rhanddeiliaid eraill, rydym wedi ceisio sicrhau dealltwriaeth o gyddestun y newidiadau hyn a'n rôl a'n cylch gwaith yn y mater. Nid ydym yn rhan o unrhyw drefniadau masnachol posibl ar gyfer darparu cyflenwadau dŵr amgen ar gyfer y gamlas nac wrth bennu'r gost gysylltiedig, gan mai materion i Glandŵr Cymru a Dŵr Cymru yw'r rhain. Fodd bynnag, rydym wedi gweithio'n galed gyda Glandŵr Cymru, a rhanddeiliaid allweddol eraill, gan gynnwys Dŵr Cymru, i hwyluso datrysiad amgylcheddol drwy gydol y cyfnod ers i oblygiadau'r newidiadau deddfwriaethol gael eu nodi dros ddegawd yn ôl. Mae rheoleiddio tynnu dŵr yn gymhleth a rhaid iddo fod yn seiliedig ar dystiolaeth gadarn. Ein blaenoriaeth erioed fu amddiffyn cyfanrwydd ecolegol ACA Afon Wysg ac ACA Aber Afon Hafren, a sicrhau bod unrhyw gweithgarwch tynnu dŵr yn gynaliadwy yn amgylcheddol.
52. Er ein bod yn cydnabod ein rôl reoleiddio, rydym yn parhau i fod wedi ymrwymo i gydweithio â Glandŵr Cymru, gan ymgysylltu ar lefel uwch a chyda'r grŵp technegol a gynullwyd ganddynt er mwyn helpu i lywio unrhyw atebion posibl i reoli echdynnu dŵr mewn ffordd sy'n cefnogi iechyd a chydnerthedd hirdymor yr afon.

Cilfach Tywyn

53. Ar 15 Mehefin, daeth Gorchymyn Rheoleiddio Cocos Cilfach Tywyn i ben. Roedd y gorchymyn hwn wedi gweithredu am gyfnod o chwe deg mlynedd. Mae wedi bod yn heriol ar adegau oherwydd lefelau marwolaethau cocos – canfuwyd yn y pen draw mai llwytho parasitiaid oedd y rheswm at ei gilydd – rheoli gofynion profi'r trwyddedeion, a gorfodi yn erbyn potswyr. Hyd yn oed yn y dyddiau olaf, cynhaliodd ein tîm gorfodi wyladwriaeth reolaidd, gan ddal pedwar potsiwr mewn ymgyrch gorfodi amlasiantaeth lwyddiannus dan arweiniad ein tîm yn y De-orllewin.
54. Y llynedd, dyfarnwyd gwobr stiwardiaeth y Cyngor Stiwardiaeth Forol i'r bysgodfa, ac mae wedi cael ei hachredu'n gyson fel pysgodfa gynaliadwy. Mae'r stociau cocos yn dychwelyd i lefelau poblogaeth a dosbarth oedran arferol, ac mae'r bysgodfa mewn cyflwr llawer gwell. Mae Cilfach Tywyn bellach yn bysgodfa gyhoeddus, wedi'i rheoli gan Lywodraeth Cymru, ac rydym wedi bod yn gweithio'n agos gyda nhw wrth inni drosglwyddo'r awenau iddynt.

Atebion ar sail natur a rheoleiddio

55. Gall atebion ar sail natur fynd i'r afael â materion amgylcheddol fel newid yn yr hinsawdd, llifogydd, ansawdd dŵr a rheoli arfordiroedd. Mae gweithio gyda natur yn creu bioamrywiaeth, yn gallu storio carbon, ac yn dod â llawer o fuddion i amwynderau cyhoeddus. Er mwyn gwneud y gorau o'r cyfleoedd hyn, rydym yn annog cynllunio a rheoli dalgylchoedd integredig, gan ddod o hyd i atebion i adfer natur, llifogydd ac ansawdd dŵr trwy weithio gyda natur. Rydym hefyd yn annog cynllunio a datblygu cyfleoedd i fod yn rhan o ddull dalgylch.
56. Er mwyn magu hyder mewn atebion ar sail natur, mae angen sicrwydd arnom fod yr atebion hyn yn darparu buddion. Er enghraifft, pan ddefnyddir gwlyptiroedd wedi'u hadeiladu er mwyn sicrhau cydymffurfedd â safonau amgylcheddol rheoleiddiedig, efallai y bydd angen trwydded er mwyn sicrhau'r gwelliannau i ansawdd dŵr neu ymdrechion gwrthbwysu ar gyfer niwtraliaeth maethynnau sy'n ofynnol. Mae hyn yn galluogi penderfyniadau ehangach yn y dalgylch, fel datblygu, i fynd rhagddynt gyda sicrwydd.
57. Rydym wedi datblygu dulliau ac offer pragmatig ar gyfer rheoleiddio atebion ar sail natur. Ar hyn o bryd, rydym yn cynnal dau dreial gyda Dŵr Cymru yn Nhremeirchion a Phontyfelin ac yn disgwyl y bydd tua phedwar ar ddeg o geisiadau yn dod i law ar gyfer gweithgareddau trin ar sail natur fel rhan o gyflawni'r rhaglen rheoli asedau gyfredol a niwtraliaeth maethynnau. Rydym yn gweithio gyda Chyngor Sir Ceredigion a Dŵr Cymru i fwrw ymlaen â dau o'r ceisiadau hyn (yng ngweithfeydd trin dŵr gwastraff Cenarth a Chilgerran) fel rhan o raglen Dalgylch Arddangos Teifi, gan gynnwys dod o hyd i ddatrysiadau i berchnogaeth trydydd parti ar gyfer y cynigion gwlyptir adeiledig.

Rhwydweithiau Natur – Prosiect Polderau Morol

58. Fe wnaethon ni adeiladu polderau gwaddodion yng Nglanfa Fawr Tredelerch yn yr haf y llynedd. Y cysyniad yw adeiladu ffensys athraidd ar wastadeddau rhynglanwol sy'n llenwi ar lanw uchel ac yn arafu llif dŵr sy'n llawn gwaddod ar y llanw sy'n treio. Dros amser, mae mwy o waddod yn gwaddodi o'r golofn ddŵr, gan arwain at gronni pellach, gan greu morfeydd heli. Nododd astudiaeth ddichonoldeb y byddai'r morfa heli, heb ymyrraeth, yn cael ei cholli ar hyd glannau Tredelerch erbyn 2070, ond bod cyfleoedd i amddiffyn y cynefin, ac mai adfer ac ymestyn y polderau oedd yr opsiwn a ffefrid.
59. Roedd y prosiect yn cynnwys ailosod y ffensys presennol nad oeddent wedi'u cynnal a'u cadw, a chreu polderau newydd i'r gorllewin hefyd. Y nod yw amddiffyn ac adfer morfa heli a gwastadeddau llaid trwy hwyluso dyddodiad mwd a chytrefu llystyfiant wedi hynny, a thrwy hynny wrthdroi'r duedd erydiadol a geir yn y rhanbarth. Mae'r prosiect yn cael ei ystyried yn astudiaeth beilot ar gyfer addasrwydd polderau fel ateb ar sail natur mewn amgylcheddau ynni uwch sy'n debyg i aber afon Hafren. Felly, nod eilaidd yw magu dealltwriaeth o ddatblygiad y safle i lywio prosiectau yn y dyfodol.
60. Digwyddodd y gwaith adeiladu dros gyfnod o dri mis, ac er gwaethaf heriau yn ymwneud â thir meddal a ffenestri llanw byrion, cwblhawyd y prosiect yn llwyddiannus. Mae archwiliadau cynnal a chadw misol wedi dangos bod y cynllun wedi goroesi stormydd y gaeaf, gyda dim ond mân atgyweiriadau wedi'u cynllunio ar gyfer yr haf hwn.

Prosiect Gwella Cyngor Cadwraeth Forol

61. Mae prosiect Gwella Cyngor Cadwraeth Forol, a ariennir gan y Gronfa Rhwydweithiau Natur, wedi datblygu amcanion cadwraeth newydd ar gyfer chwe Ardal Cadwraeth Arbennig forol a chwe Ardal Gwarchodaeth Arbennig forol yng Nghymru. Cyhoeddwyd yr amcanion yn ystod mis Mehefin fel pecynnau cyngor cadwraeth o dan Reoliad 37 o Reoliadau Cadwraeth Cynefinoedd a Rhywogaethau 2017.
62. Cafodd y pecynnau cyngor cadwraeth eu hategu gan gynnal asesiadau o gyflwr ar holl nodweddion ein Ardaloedd Cadwraeth Arbennig ac Ardaloedd Gwarchodaeth Arbennig sydd yng Nghymru yn unig (nid y rheini sy'n croesi'r ffin). Mae'r asesiadau'n dweud wrthym a yw'r cynefinoedd a'r rhywogaethau sy'n nodweddion o'r safle mewn cyflwr ffafriol neu anffafriol. Mae angen yr asesiadau a'r amcanion cadwraeth ar gyfer amrywiaeth eang o'n gwaith, gan gynnwys yr holl gyngor ar waith achos morol, yr Adroddiad ar Sefyllfa Adnoddau Naturiol (a dyletswyddau adrodd statudol eraill), yr holl brosiectau'n ymwneud â rheoli Ardaloedd Morol Gwarchodedig, a'r cyngor arnynt, a chyngor ar adfer natur a rheoli maethynnau mewn dalgylchoedd sy'n gollwng i'r Ardaloedd Cadwraeth Arbennig hyn.

63. O'r 85 o asesiadau cyflwr lefel nodwedd, roedd 32 yn ffafriol (38%), roedd 47 yn anffafriol (55%), ac aseswyd bod gan chwech gyflwr anhysbys (7%). Canfuwyd bod cyfran uwch o nodweddion adar mewn Ardaloedd Gwarchodaeth Arbennig mewn cyflwr anffafriol (63%), sydd i'w briodoli'n bennaf i'r fflw adar pathogenig iawn.
64. Mae'r asesiadau hefyd wedi nodi nodweddion morol sydd mewn cyflwr anffafriol oherwydd gorfaethu gan nitrogen anorganig tawdd sy'n tarddu o'r dalgylchoedd i fyny'r afon. Byddwn yn defnyddio cynllun fesul cam i benderfynu pryd y byddwn yn darparu cyngor pellach ar yr angen am niwtraliaeth maethynnau mewn rhai ardaloedd ynghyd â'r offer a chanllawiau perthnasol.

Cefnogi dal a storio carbon

65. Ym mis Mai eleni, cyhoeddodd ein gwasanaeth trwyddedu drwydded forol i Liverpool Bay CCS Limited ar gyfer piblinell carbon deuocsid (CO₂) HyNet. Bydd y biblinell drwyddedig yn cludo hyd at 4.5 miliwn tonnall o garbon deuocsid y flwyddyn o'i glanfa yn Sir y Fflint i'w storio'n barhaol mewn meysydd nwy sydd wedi'u disbyddu ym Môr Iwerddon. Mae'n seilwaith hanfodol sy'n datgloi'r gallu i ddal carbon deuocsid o sawl datblygiad diwydiannol yng ngogledd Cymru a gogledd-orllewin Lloegr.
66. Rydym hefyd yn penderfynu ar gais am waith dal carbon yng Gwaith Sment Castle yn Padeswood, ac rydym bellach yn disgwyl dau gais pellach ar gyfer dal carbon ar Lannau Dyfrdwy. Mae'r rhain yn rhan o Glwstwr Diwydiannol Gogledd-ddwyrain Cymru, sy'n cael grantiau buddsoddi gan y llywodraeth, ac yn rhan o gynllun peilot â'r nod o gyflawni targedau sero net.
67. Mae penderfynu ar y trwyddedau yn gymhleth iawn er mwyn sicrhau diogelwch ecolegol ac iechyd dynol, yn ogystal â lleihau effeithiau mordwyo o seilwaith sylweddol sydd wedi'i osod ar wely'r môr. Mae hyn yn dangos proffesiynoldeb ac ymroddiad y staff yn ein timau gwasanaeth trwyddedu a chynghori, a bod Cymru'n gallu arwain y ffordd o ran datgarboneiddio diwydiannol ac arloesedd.

Rheoleiddio dŵr

68. Yn ddiweddar, fe wnaethom gwblhau achos gorfodi yn erbyn Dŵr Cymru am dorri cydymffurfedd â thrwyddedau mewn nifer o asedau, a arweiniodd at ddirwy o £1.35 miliwn i'r cwmni (mae Dŵr Cymru yn apelio yn erbyn hyn). Rydym yn siomedig ein bod yn gorfod cymryd camau o'r fath gan fod hyn yn tynnu sylw at fethiant y diwydiant dŵr i gydymffurfio â'u rhwymedigaethau trwyddedig. Rydym hefyd yn aros am ddedfrydu Dŵr Cymru mewn perthynas â thorri trwyddedau ac effaith methiannau asedau yng Ngwastadeddau Gwent ar yr amgylchedd. Mae'r ddau achos yn dangos ein hymrwymiad a'n gweithgarwch cynyddol o ran rheoleiddio cwmnïau dŵr.
69. O fis Gorffennaf ymlaen, bydd ein huned cydymffurfedd dŵr newydd yn weithredol. Bydd hyn yn gwella ein gallu i reoleiddio ar draws y sector dŵr ymhellach. Bydd y

tîm yn canolbwyntio ar gynyddu ein gweithgareddau rheoleiddio, gan gynnwys archwilio cwmnïau dŵr, cydymffurfedd â ffurflenni rheoleiddio cwmnïau dŵr, a rhaglennu arolygiadau ledled Cymru. Bydd y tîm yn gweithio'n agos gyda thimau gweithredol lleol i ddarparu cyngor a chyfarwyddyd arbenigol ar gydymffurfedd a gorfodi.

Archwiliad blynyddol Gwasanaeth Achredu'r Deyrnas Unedig (UKAS)

70. Cynhaliwyd ymweliad gwyliadwriaeth blynyddol UKAS â'n labordy yn Abertawe yn ystod mis Mehefin a'u hargymhellid yw adnewyddu ein statws achrediad ISO 17025:2017 ar ôl i'w canfyddiadau gael eu cwblhau. Mae'r ISO hwn yn safon ryngwladol sy'n nodi'r gofynion cyffredinol ar gyfer cymhwysedd, didueddrwydd a gweithrediad cyson labordai. Dyma'r meicnod byd-eang ar gyfer profi a graddnodi labordai, gan sicrhau y gallant gynhyrchu canlyniadau dilys a dibynadwy yn gyson.
71. Gwnaeth yr aseswyr nifer o sylwadau canmoliaethus a chadarnhaol yn ystod y cyfarfod cloi, gan nodi "profiad cadarnhaol iawn, staff croesawgar iawn sy'n dangos lefel uchel o gymhwysedd", "staff gwych sy'n amlwg yn mwynhau'r hyn maen nhw'n ei wneud ac yn dod ymlaen yn dda â'i gilydd", "offer da sy'n cael eu cynnal a'u cadw'n dda", a "pherfformiad rhagorol mewn cynlluniau hyfedredd, wedi'i gefnogi gan berfformiad rheoli ansawdd da iawn". Ystyriwyd bod ein cyfundrefn hyfforddi "o safon uchel iawn".
72. Mae deunaw o ganfyddiadau i gyd, ac mae'r tîm yn gweithio arnyn nhw i'w cwblhau. Mae'r llwyddiant hwn yn dyst i ymrwymiad staff ein labordy i wella'r gwasanaeth maen nhw'n ei ddarparu'n barhaus.

Cyfarfod Sefydliad Cadwraeth yr Eog yng Nghaerdydd

73. Cynhaliwyd 42^{ain} cyfarfod blynyddol Sefydliad Cadwraeth yr Eog (NASCO) ar y cyd gan CNC, Llywodraeth Cymru ac Adran yr Amgylchedd, Bwyd a Materion Gwledig (DEFRA) yng Nghaerdydd yn ystod mis Mehefin. Roedd y cyfarfod yn llwyddiant sylweddol, o ran cydweithio rhyngwladol ac o ran arddangos ymrwymiad Cymru i ddyfodol yr eog.
74. Daeth y digwyddiad â chynrychiolwyr rhyngwladol o bob cwr o ranbarth Gogledd yr Iwerydd ynghyd i drafod cadwraeth a rheoli'r eog. Prif genhadaeth NASCO yw gwarchod, adfer, gwella a rheoli stociau'r eog yn rhesymol trwy gydweithrediad rhyngwladol. Ochr yn ochr ag aelod-wladwriaethau, roedd cyrff anllywodraethol sy'n cefnogi cadwraeth yr eog hefyd yn bresennol ac, am y tro cyntaf, cynrychiolwyr a sefydliadau pobloedd brodorol, sy'n caniatáu i bobloedd brodorol gymryd rhan fel deiliaid hawliau.
75. I ategu sesiynau ffurfiol y gynhadledd, fe wnaethom drefnu dwy daith maes i ddangos y pwysau y mae'r eog yn eu profi ac ymdrechion cadwraeth ymarferol. Cefnogwyd taith cwch i Forglawdd Bae Caerdydd gan Awdurdod Harbwr Caerdydd, gan ganiatáu i gynrychiolwyr ddeall hanes dociau Caerdydd, adeiladu a

gweithredu'r morglawdd, yr ysgol bysgod a gwaith monitro yn y morglawdd, a photensial aber afon Hafren ar gyfer ynni cynaliadwy. Rhoddodd taith un diwrnod o hyd i safleoedd allweddol ar afon Wysg gyfle i weld gwelliannau i'r ysgol bysgod a gwaith adfer cynefinoedd torlannol, tra dangosodd Sefydliad Gwy ac Wysg arferion rheoli fferm buddiol ar afon Crai.

76. Cafodd ein cyfraniadau – drwy arweinyddiaeth dechnegol, cynnal, ac ymgysylltu yn y maes – eu cydnabod a'u gwerthfawrogi'n eang gan ein cydweithwyr yn Llywodraeth Cymru, DEFRA, ysgrifenyddiaeth NASCO a chynrychiolwyr.

Materion masnachol

Strategaeth fasnachol

77. Mae'r blwch offer ymgynghori newydd bron wedi'i gwblhau, ac mae gennym dri eiriolwr o wahanol feysydd o'r busnes yn ymgysylltu â chydweithwyr ar y fersiwn nesaf o'r ddogfen, a fydd yn canolbwyntio ar werth y tir yn ein gofal. Bydd ymgynghoriad allanol yn dechrau yn Sioe Frenhinol Cymru ac yn parhau drwy gydol yr haf a dechrau'r hydref. Bydd yn canolbwyntio llawer mwy ar werth a gwrthbwysu'r risgiau i'r sefydliad, a bydd yn anelu at ymgorffori rhywfaint o'n gwaith ar y model economi gymysg.

WoodBUILD 2025

78. Aeth Dominic Driver, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu, i gynhadledd WoodBUILD, a drefnwyd gan Woodknowledge Wales, gyda nifer o gydweithwyr CNC. Cynhaliwyd y digwyddiad yn Llandudno, ac roeddem yn gallu cynnal ymweliad cyn y gynhadledd â Choedwig Gwydir. Calvin Jones, aelod o'r Bwrdd, oedd 'tyst crwydrol' y gynhadledd.
79. Mae digwyddiadau WoodBUILD blynyddol yn dod â rhanddeiliaid y sector pren ac adeiladu ynghyd i gydweithio ac arloesi ar gyfer defnyddio pren cartref wrth adeiladu. Un o'n prif gamau gweithredu oedd rhoi hwb i 'contractau cyflenwi dynodedig', rhan o'n cynllun gwerthu a marchnata pren, pan ydym yn datblygu ffyrdd o gyfeirio'r pren yr ydym yn ei dyfu ar y tir yn ein gofal i'w ddefnyddio mewn adeiladu er mwyn optimeiddio faint o garbon sy'n cael ei storio. Nid ydym wedi cyflawni trefniant o'r fath eto, ond cafwyd diddordeb cadarnhaol sylweddol gan sawl cwmni adeiladu pren, ac rydym yn benderfynol o fanteisio ar hyn.
80. Yn ystod y gynhadledd, fe wnaethom gyhoeddi, ar yr un pryd, yr ymarfer datganiadau o ddiddordeb cyntaf ar gyfer 'contract gwerthu blaengar', pan ydym yn ymrwymo i drefniant aml-flwyddyn â chwmni cynaeafu a ddylai ei alluogi i fuddsoddi yn y math o allu a chapasiti y mae eu hangen arnom i reoli ein coedwigoedd mewn ffordd gynaliadwy. Fe wnaeth hyn ysgogi diddordeb cadarnhaol hefyd.

Materion mewnol

Dull syml o ymdrin â cheisiadau am fynediad

81. Mae'r Ganolfan Cwsmeriaid wedi bod yn ymwneud yn agos â llunio a pharatoi ar gyfer y broses cais mynediad newydd (a elwid gynt yn broses ganiatâd), sydd bellach yn fyw ac yn galluogi pobl i wneud cais i gynnal rhai digwyddiadau a gweithgareddau ar dir a reolir gan CNC. Gweithiodd y tîm mewn partneriaeth â chydweithwyr ar draws y sefydliad drwy gydol y cyfnod datblygu, gan gyfrannu at grwpiau gorchwyl a gorffen, helpu i fireinio'r broses, a sicrhau y byddai'r dull yn ymarferol ac yn gyson ac yn canolbwyntio ar y cwsmer.
82. Gyda'r broses bellach ar waith, rydym yn brysur yn asesu'r ôl-groniad presennol a cheisiadau newydd, ac wedi ymrwymo i ddarparu gwasanaeth o ansawdd uchel. Dim ond y dechrau yw hyn. Rydym yn mabwysiadu dull ailadroddus, yn parhau i gasglu adborth, yn mireinio sut rydym yn gweithio, ac yn datblygu mesurau perfformiad i fonitro a gwella'r gwasanaeth. Rydym hefyd wedi cyflwyno cais i flaenoriaethu'r broses hon ar gyfer prosiect dylunio sy'n canolbwyntio ar y defnyddiwr drwy CNC2030, er mwyn sicrhau ein bod yn parhau i wella profiad y cwsmer a'r staff yn yr hirdymor.

Yr wybodaeth ddiweddaraf am brosiect recriwtio ac e-recriwtio

83. Mae gweithgarwch recriwtio wedi cynyddu'n sylweddol yn dilyn yr Achos dros Newid, ac mae dros 430 o swyddi gwag wedi'u hysbysebu ers 9 Mawrth. Mae hwn yn gynnydd sydyn o'i gymharu â blynyddoedd blaenorol, ac mae'n cynnwys rolau sy'n cyd-fynd â blaenoriaethau allweddol fel seilwaith cam un a diwygio gwastraff. Mae'r tîm recriwtio ac adnoddau wedi ymateb yn gyflym, gan gydbwysu'r nifer uchel o geisiadau â'r angen am ansawdd a chydymffurfedd. Mae cydweithio wythnosol ag arweinwyr cynllunio gweithlu'r gyfarwyddiaeth yn helpu i sicrhau bod ymdrechion yn canolbwyntio ar y rolau pwysicaf.
84. Mae recriwtio'n cael ei gyflawni'n gyfan gwbl drwy brosesau â llaw ar hyn o bryd. Mae hyn yn rhoi straen sylweddol ar dimau mewnol a rheolwyr cyflogi, yn enwedig wrth i'r galw barhau i gynyddu. Er mwyn helpu i reoli hyn, rydym wedi gweithio'n agos gyda chydweithwyr ym maes cyllid i dynhau llywodraethu, ac mae gweithgarwch recriwtio bellach wedi'i alinio'n uniongyrchol â thargedau ariannol. Mae paneli gweithlu'r gyfarwyddiaeth hefyd wedi helpu i wella blaenoriaethu a'r broses o wneud penderfyniadau.
85. Er mwyn meithrin gwydnwch a chynyddu capasiti, mae pedair swydd dros dro wedi'u sicrhau. Mae'r adnoddau ychwanegol yn sicrhau bod y tîm mewn gwell sefyllfa i reoli'r galw a chefnogi'r newid i brosesau digidol.
86. Er mwyn ehangu ein cyrhaeddiad a denu talent amrywiol o safon uchel, rydym wedi cyflwyno ffrydiau swyddi awtomataidd. Mae hyn yn golygu bod pob swydd wag fyw yn cael ei symud yn uniongyrchol i blatfformau allweddol, gan gynnwys LinkedIn,

Canolfan Byd Gwaith, Diversity Jobs ac eraill, ochr yn ochr â hysbysfyrddau swyddi proffesiynol, gan ein helpu i gysylltu â chynulleidfia ehangach. Ochwr yn ochr â hyn, rydym yn gweithio gyda thri phartner allanol – Yolk Recruitment, Pertemps ac Odgers Berndtson – i gefnogi recriwtio costeffeithiol o ran swyddi uwch a swyddi anodd eu llenwi.

87. Carreg filltir allweddol wrth foderneiddio ein swyddogaeth adnoddau yw'r contract diweddar y'i dyfarnwyd i Kallidus i ddarparu system e-recriwtio newydd. Bydd y datrysiad digidol hwn yn cymryd lle prosesau â llaw, gan symleiddio'r profiad i ymgeiswyr a rheolwyr llogi. Mae'r prosiect bellach yn y camau datblygu a phrofi, gyda'r bwriad o'i roi ar waith ym mis Medi eleni. Fel gydag unrhyw newid sylweddol i system arall, mae risgiau o ran mabwysiadu defnyddwyr a pharhad yn cael eu rheoli'n weithredol trwy ymgysylltu'n gynnar a hyfforddiant a thrwy gynnig cymorth wrth newid i'r system newydd. Mae'r buddsoddiad yn gosod y sylfaen ar gyfer swyddogaeth recriwtio fwy effeithlon y gellir ei hehangu, sy'n addas ar gyfer y dyfodol, ac sy'n diwallu anghenion hirdymor y sefydliad yn well.

Cyfathrebu

Cyfathrebu corfforaethol

88. Mae rhannu newyddion am benodiad aelodau newydd y Bwrdd, a chmau allweddol wrth benodi cadeirydd newydd, wedi bod yn un o'r pethau y mae'n negeseuon cyfathrebu mewnol wedi bod yn canolbwyntio arno dros y cyfnod hwn. Rydym hefyd wedi ymateb yn gadarn i ymholiadau gan y cyfryngau yn sgil cyhoeddi adroddiad Pwyllgor Newid Hinsawdd, Amgylchedd a Seilwaith y Senedd ar ein sesiwn graffu flynyddol, gan nodi'r ffeithiau mewn perthynas â'r newidiadau i'r ymateb i ddigwyddiadau, y broses IR35 a chanolfannau ymwelwyr.
89. Fe wnaethon ni ymateb yn rhagweithiol ac yn gadarnhaol i gyflwyniad Bil yr Amgylchedd, gan nodi sut y byddwn yn cefnogi ei weithrediad drwy gyfrannu ein tystiolaeth, ein harbenigedd a'n mewnwelediad gweithredol.
90. Rydym wedi gweithio'n agos gyda thimau gweithredol i reoli cydberthnasau a lleddfu pryderon cymunedol ynghylch effaith ymwelwyr yn Niwbwrch. Ynghyd â chysylltiadau cyfryngau traddodiadol, mae ein defnydd tactegol o sianeli cyfryngau cymdeithasol i rannu cynnwys fideo person cyntaf, wedi'i ffilmio gennym ni ein hunain, wedi ein galluogi i rannu gwybodaeth mewn ffordd greadigol am sut rydym yn gweithio ochr yn ochr â'r gymuned i reoli'r problemau ar y safle.
91. Wrth i'r broses Achos dros Newid ddod i ben, rydym wedi parhau i ddarparu cymorth i dimau i rhannu gwybodaeth am effeithiau ar wasanaethau yn fewnol ac yn allanol, yn enwedig oedi ac ailgychwyn y broses ganiatâd.
92. Wrth inni edrych ymlaen at gyhoeddi'r Adroddiad ar Sefyllfa Adnoddau Naturiol ar ddiwedd y flwyddyn, fe wnaethom hefyd gefnogi'r broses o gyhoeddi Adroddiad Cenedlaethau'r Dyfodol 2025.

Mae cymunedau'n gallu gwrthsefyll y newid yn yr hinsawdd

93. Mae'r effaith y mae cyfnod parhaus o dywydd cynnes a sych yn ei chael ar yr amgylchedd yn parhau i ddenu sylw'r cyfryngau. Rydym wedi hyrwyddo ein gwaith gyda phartneriaid yn rhagweithiol i reoli tanau gwyllt ac wedi manteisio ar y cyfle i rannu gwybodaeth am y ddifrod y mae'r digwyddiadau hyn yn ei achosi, yr hyn y gellir ei wneud i leihau'r risg, a'r costau a'r amser y mae eu hangen i adfer.
94. Gan weithio gyda'r tîm Adnoddau Dŵr, Llywodraeth Cymru a'r cwmnïau dŵr, fe wnaethom chwarae rhan flaenllaw yn y gwaith o gyflwyno sesiwn frifio dechnegol i gynrychiolwyr y cyfryngau ar effeithiau tywydd sych. Roedd hyn yn caniatáu inni amlinellu rolau a chyfrifoldebau, a rhannu negeseuon ynghylch sut y diffinnir sychder ac am ddefnyddio dŵr yn effeithlon a fydd yn helpu i lywio'r broses adrodd yn y dyfodol ar unrhyw newidiadau mewn statws.
95. Cynigiodd Diwrnod Toeau Gwyrdd y Byd gyfle i dynnu sylw at ein hymdrechion arloesol i wneud mannau trefol yn wyrdd. Fel aelodau o'r Sefydliad Toeau Gwyrdd, fe wnaethom gynnal ar y cyd a hyrwyddo ein digwyddiad ar do gwyrdd mwyaf Cymru yn Abertawe, gan ddangos sut y gall gweithio ar y cyd greu mannau iachach a helpu i liniaru'r effeithiau y mae newid yn yr hinsawdd yn eu cael ar ein dinasoedd.

Llygredd yn cael ei atal hyd yr eithaf

96. Roedd rhannu'n rhagweithiol ein gwaith ar wella ansawdd ein dyfroedd yn un o'r pethau allweddol yr oeddem yn canolbwyntio arno dros y cyfnod hwn. Daeth ymrwymiad hirhoedlog ein timau rheoleiddio i sicrhau cydymffurfedd â thrwyddedau yn Dŵr Cymru i'r amlwg wrth inni erlyn y cwmni am dros 800 o achosion o dorri amodau ei drwyddedau rhyddhau carthion. Arweiniodd yr achos at ddirwy o £1.35 miliwn, gan ddenu sylw eang yn y cyfryngau.
97. Cawsom gyfle pellach yn y cyfweiliadau a wnaethom ar BBC Cymru a *Newyddion* mewn ymateb i Adolygiad Cunliffe ar reoleiddio'r diwydiant dŵr i bwysleisio'n hymrwymiad i reoleiddio cryf. Rydym wedi hyrwyddo tri cham gorfodi llwyddiannus yn rhagweithiol – erlyniad am dipio anghyfreithlon yng Nghoed Moel Famau a dau achos yn ymwneud â physgota anghyfreithlon yn Llangennech ac Ystrad Mynach.
98. Roedd dechrau'r tymor dŵr ymdrochi yn cynnig cyfle i rannu gwaith ein swyddogion amgylcheddol a'r gwaith maen nhw'n ei wneud i brofi dyfroedd mewn safleoedd ymdrochi dynodedig i benderfynu a ydyn nhw'n bodloni safonau amgylcheddol llym ai peidio. Fe wnaethon ni gyflwyno cynnwys ar ddechrau'r tymor i hysbysu'r cyhoedd am y gwahaniaeth rhwng gordyfiant algâu a llygredd.
99. Fe wnaethom gyflwyno'r negeseuon cyfathrebu a baratowyd i amlinellu'r newidiadau i sut rydym yn ymateb i ddigwyddiadau llygredd lefel isel yn gynharach mewn ymateb i gyhoeddiad adroddiad y Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith. Bwriad ein gwaith ymgysylltu â chydweithwyr, swyddogion etholedig a

rhanddeiliaid yw ein helpu i nodi'r cyd-destun ar gyfer y newidiadau a phwysleisio pa mor bwysig yw hi bod y cyhoedd yn parhau i roi gwybod am ddigwyddiadau.

100. Roedd Diwrnod Amgylchedd y Byd yn gyfle defnyddiol i dynnu sylw at y ffordd yr ydym yn helpu i leihau llygredd. O'n cynlluniau gwyrddu TGCh i'n gwaith i gael gwared ar gychod moelion o'n hamgylchedd morol, fe wnaethon ni arddangos yr ymdrechion a wneir ar draws y sefydliad i helpu i atal llygredd plastig.

Mae natur yn gwella

101. Mae buddion gweithio mewn partneriaeth wedi cael eu hamlygu mewn amrywiaeth o straeon am ein hymdrechion i adfer natur. Mae'n partneriaeth â'r Ymddiriedolaeth Genedlaethol, sy'n canolbwyntio ar gadwraeth y fritheg berlog, yn tynnu sylw at y ffordd mae ein gwybodaeth a'n harbenigedd arbenigol o ran rheoli tir yn cefnogi dyfodol y rhywogaeth hon. Mae lansiad gwefan newydd Natur am Byth wedi darparu lle pwrpasol i dynnu sylw at gynnydd y prosiect, a lle i bob partner hyrwyddo'u llwyddiannau. Mae parhau i gyflwyno prosiectau a chynlluniau adfer afonydd a ariennir gan y Gronfa Rhwydweithiau Natur hefyd yn helpu i ddatblygu banc o astudiaethau achos i lywio ein hymgyrchoedd yn y dyfodol.

Crynodeb o gwynion, canmoliaeth a gohebiaeth

102. Hyd at ganol mis Mehefin, mae naw cwyn a phedwar cais Rheoliadau Gwybodaeth Amgylcheddol wedi dod i law mewn perthynas â phenderfyniad Cyngor Bro Morgannwg i gymeradwyo cynnig i osod parc dŵr ym Mharc Gwledig Llynnoedd Cosmeston. Mae ymatebwyr wedi codi pryderon ynghylch yr effaith bosibl y gellir ei chael ar fioamrywiaeth a rhywogaethau gwarchodedig oherwydd dynodiad y safle fel SoDdGA, a'r diffyg ymgynghori cyhoeddus canfyddedig. Mae gwrthwynebiad cryf yn yr ardal leol, ac mae dros 5,000 o drigolion wedi llofnodi deiseb. Ymhlith y materion eraill a godwyd yw pryderon ynghylch aflonyddwch sŵn, ansawdd a diogelwch dŵr, ac effeithiau hirdymor y datblygiad ar yr amgylchedd. Mae rhai wedi awgrymu dulliau amgen o gynhyrchu incwm i'r parc sy'n fwy cydnaws â'i werth ecolegol.
103. Yn dilyn y newid diweddar i'n polisi adborth ar ddigwyddiadau – pan nad yw timau gweithredol bellach yn darparu diweddariadau uniongyrchol i'r bobl sy'n adrodd am ddigwyddiadau – rydym wedi gweld cynnydd yn nifer yr ymholiadau ac wyth cwyn gan aelodau'r cyhoedd sydd am ddeall pa gamau sydd wedi'u cymryd. Mae cwsmeriaid wedi dechrau defnyddio ceisiadau Rheoliadau Gwybodaeth Amgylcheddol i geisio'r un wybodaeth ag yr oeddent yn ei chael yn fwy anffurfiol o'r blaen. Mewn gwirionedd, mae hyn yn golygu bod adborth yn dal i gael ei roi, ond nawr drwy sianeli ffurfiol o gyrchu wybodaeth. Mae llythyr gan Aelod o'r Senedd hefyd wedi dod i law ar ran etholwr yn codi pryderon ynghylch y diffyg adborth a gafwyd yn dilyn adroddiad am ddigwyddiad.
104. Yn unol â sefydliadau tebyg eraill ledled y DU, nid ydym yn rhoi adborth unigol ar ein hymateb i adroddiadau am ddigwyddiadau posibl, torri rheoliadau neu

weithgarwch troseddol, nac ar ganlyniad y rhain. Mae hyn er mwyn inni allu canolbwyntio ein hadnoddau ar ddarparu gwasanaeth digwyddiadau a rheoleiddio effeithlon a chosteffeithiol. Byddwn yn parhau i fonitro gweithrediad y dull polisi newydd hwn. O ran adroddiadau niferus am ddigwyddiadau, er na fyddwn yn rhoi adborth i bob galwad, byddwn yn ystyried cyhoeddi cylchlythyrau a rhoi'r newyddion diweddaraf drwy Citizen Space.

105. Yn dilyn ein herlyniad llwyddiannus diweddar yn erbyn Dŵr Cymru, a arweiniodd at ddirwy o £1.35 miliwn, rydym wedi cael sawl cais Rheoliadau Gwybodaeth Amgylcheddol yn gofyn am wybodaeth fanwl am yr achos. Mae'r ceisiadau hyn yn dynodi lefel uchel o ddiddordeb cyhoeddus yn yr achos a phryderon ehangach ynghylch atebolrwydd cyrff cyhoeddus, tryloywder o ran costau a gorfodi amgylcheddol. Rydym yn prosesu'r ceisiadau hyn yn unol â'n prosesau mewnol ac yn unol â'r ddeddfwriaeth berthnasol.

Rhagolwg

- Dydd Llun, 21 Gorffennaf, hyd ddydd Iau, 24 Gorffennaf – Sioe Amaethyddol Frenhinol Cymru
- Dydd Mercher, 13 Awst – Galwad am yr wybodaeth ddiweddaraf gan y Bwrdd
- Dydd Mercher, 10 Medi – Pwyllgor Cyllid
- Dydd Mawrth, 16 Medi – Pwyllgor Archwilio a Sicrwydd Risg
- Dydd Mercher, 17 Medi – Galwad am yr wybodaeth ddiweddaraf gan y Bwrdd
- Dydd Mercher, 24 Medi – Pwyllgor Rheoli'r Perygl o Lifogydd
- Dydd Iau, 25 Medi – Pwyllgor Pobl a Chwsmeriaid
- Dydd Mercher, 1 Hydref – Pwyllgor Ardaloedd Gwarchodedig
- Dydd Iau, 2 Hydref – Pwyllgor Ystadau Tir / Pwyllgor Rheoli'r Perygl o Lifogydd ar y cyd
- Dydd Mercher, 8 Hydref, a dydd Iau, 9 Hydref – Cyfarfod y Bwrdd ym mis Hydref

Papur Bwrdd CNC

Dyddiad y cyfarfod:	16 Gorffennaf 2025
Teitl y papur:	Diweddariad i'r bwrdd gan y Pwyllgor Cyllid
Cyfeirnod y papur:	25-07-B09
Noddwyd y papur gan:	Helen Pittaway, Aelod o'r Bwrdd
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Helen Pittaway, Aelod o'r Bwrdd
Diben y papur:	Er gwybodaeth
Crynodeb	Darparu cymorth i'r cadeirydd i roi'r wybodaeth ddiweddaraf i'r bwrdd ar y Pwyllgor Cyllid – 19 Mehefin 2025

Cefndir

Mae'r papur hwn yn gymorth i'r cadeirydd wrth roi diweddariad llafar i'r bwrdd yn dilyn cyfarfod y Pwyllgor Cyllid ar 19 Mehefin 2025. Gall cofnodion y cyfarfodydd hyn fod ar gael i unrhyw aelod o'r bwrdd sydd â diddordeb.

Diweddariad ar y gyllideb a chynllunio busnes ar gyfer 2025-26

1. Darparwyd yr wybodaeth ddiweddaraf am osod cyllideb 2025-26, gan gynnwys mân newidiadau ers cyfarfod diwethaf y bwrdd, ynghyd â'r camau nesaf ar gyfer cynllunio'r gweithlu a newidiadau pellach nad ydynt wedi'u hadlewyrchu yn ail fersiwn y pecynnau cyllideb. Crynhowyd y risgiau a'r cyfleoedd ariannol allweddol ar gyfer 2025-26.
2. Holodd y Pwyllgor Cyllid a oedd rhagdybiaethau ynghylch prisiau olew wedi cael eu hadolygu o ystyried y dirwedd wleidyddol ryngwladol. Croesawodd y Pwyllgor Cyllid y camau nesaf ar gynllunio'r gweithlu, ond heriodd a oedd y sefydliad wedi cael digon o wybodaeth am nifer y staff a chyllidebau staff cyn eu rhyddhau. Bu'r pwyllgor yn trafod yr amserlen ar gyfer cwblhau a dosbarthu cyllidebau yn ogystal â'r dull recriwtio.

Cymeradwyaethau ariannol

3. Ceisiwyd cymeradwyaeth ar gyfer yr achos busnes amlinellol ar gyfer afon Ritec yn Ninbych-y-pysgod, y tri fframwaith ar gyfer caffael mawndir, coedol a llifiau cadwyn, a data, digidol a thechnoleg, ac ar gyfer dau amrywiad contract.
4. Bu'r pwyllgor yn trafod y posibilrwydd o ffynonellau ariannu allanol ar gyfer Dinbych-y-pysgod, yn unol â her y Dirprwy Brif Weinidog, a gofynnodd i'r Pwyllgor Rheoli Perygl Llifogydd drafod sut y gallai helpu i ddylanwadu ar adolygiad Llywodraeth Cymru o'r canllawiau ar gyfer achosion busnes. Gofynnwyd am sicrwydd y byddai gwariant ar yr holl fframweithiau yn cael ei fonitro a'i ddefnyddio'n briodol. Eglurwyd y cynnydd mewn hyblygrwydd a gwerth am arian ar gyfer y fframwaith data, digidol a thechnoleg, yn ogystal â sut y byddai hyn yn gweithio o ran y cyfyngiadau cyllideb blynyddol. Nodwyd i'r pwyllgor hefyd sut roedd y maes caffael a'r Gwasanaeth Cymorth Rheoli Contractau yn gweithio gyda'r sefydliad ehangach i reoli'r fframwaith. Eglurwyd yr angen gweithredol am y fframwaith coedol a llifiau cadwyn.
5. Cymeradwyodd y Pwyllgor Cyllid bob un o'r chwe chymeradwyaeth ariannol. Bu'r pwyllgor yn trafod rhoi cyhoeddusrwydd i'r fframweithiau a'r ffordd y gallai CNC gynyddu cyfleoedd yn y sector cyhoeddus i gwmnïau llai a chynorthwyo staff yn hyn o beth.

Adroddiad a Chyfrifon Blynyddol 2024-25

6. Eglurwyd rolau'r gwahanol bwyllgorau wrth graffu ar Adroddiad a Chyfrifon Blynyddol 2024-25, yn ogystal â'r gwahaniaethau rhwng y cyfrifon blynyddol a'r Adroddiad Perfformiad Ariannol Diwedd Blwyddyn. Gofynnwyd i'r pwyllgor am eu sylwadau ar adran perfformiad Adroddiad Blynyddol 2024-25.
7. Teimlai'r Pwyllgor Cyllid yn sicr eu bod wedi cael adlewyrchiad cywir o'r cyfrifon drwy gydol y flwyddyn a diolchodd i'r tîm am eu gwaith caled. Croesawyd iaith gadarnhaol yr adran perfformiad, a theimlai'r Pwyllgor Cyllid fod hynny'n gytbwys o ystyried y flwyddyn anodd i adrodd arni oherwydd yr achos dros newid.

Yr wybodaeth ddiweddaraf ynghylch CNC2030

8. Cyflwynwyd yr wybodaeth ddiweddaraf, gan gynnwys trosolwg o'r pedair rhaglen, yr adroddiad ar y prif bwyntiau, a cherrig milltir portffolio lefel uchel 2025-26 ynghyd â chrynodeb o'r gwaith ar y platfform cwsmeriaid ac ymroddiad y staff sy'n gweithio arno.
9. Holodd y Pwyllgor Cyllid faint o sylw a gafodd CNC2030 ar draws y sefydliad cyfan a chroesawodd y cynnydd ar y gwaith.

Papur Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	16 Gorffennaf 2025
Teitl y papur:	Adroddiad y Bwrdd Rheoli Perygl Llifogydd
Cyfeirnod y papur:	25-07-B10
Noddwyd y papur gan:	Peter Fox, Cadeirydd y Pwyllgor Rheoli Perygl Llifogydd
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Peter Fox, Cadeirydd y Pwyllgor Rheoli Perygl Llifogydd
Diben y papur:	Er gwybodaeth
Crynodeb	I roi'r wybodaeth ddiweddaraf am gyfarfod y Pwyllgor Rheoli Perygl Llifogydd a gynhaliwyd ar 25 Mehefin 2025

Cefndir

1. Mae'r crynodeb hwn yn rhoi'r wybodaeth ddiweddaraf am faterion y dylid, ym marn cadeirydd y Pwyllgor Rheoli Perygl Llifogydd, eu dwyn i sylw'r bwrdd cyfan yn dilyn cyfarfod diwethaf y Pwyllgor Rheoli Perygl Llifogydd a gynhaliwyd ar 25 Mehefin 2025.
2. I gael rhagor o fanylion, gall holl aelodau'r bwrdd weld agendâu, papurau a chofnodion cyfarfodydd y pwyllgor drwy'r porth Diligent.

Diweddariad

Adroddiad diweddarau ar reoli perygl llifogydd

3. Darparwyd yr wybodaeth ddiweddaraf am adroddiad Comisiwn Seilwaith Cenedlaethol Cymru, 'Meithrin y Gallu i Wrthsefyll Llifogydd yng Nghymru erbyn 2050', a'r prinder sgiliau a diffyg capasiti yn y sector llifogydd, a darparwyd gwybodaeth am adolygiad barnwrol posibl. Amlinellwyd hefyd y gwaith a oedd yn dechrau ar gynlluniau buddsoddi strategol ar gyfer pedwar prif faes: dulliau dalgylch, addasu, meithrin gallu cymunedau i wrthsefyll llifogydd yn well, a datrysiadau ar sail natur.
4. Holodd y Pwyllgor Rheoli Perygl Llifogydd a fyddai adolygiad y Pwyllgor Llifogydd ac Erydu Arfordirol o brinder sgiliau yn cynnwys llwybrau academiaidd ac ymarferol a

secondiadau. Trafodwyd ymateb i lythyr diweddar Comisiwn Seilwaith Cenedlaethol Cymru ynghylch ei adroddiad, ac awgrymodd y pwyllgor y gallai Hwb Dyfodol Llywodraeth Cymru gefnogi'r gwaith o gynllunio buddsoddiad strategol. Byddai'r gwaith hwn yn cael ei gyflwyno i'r Pwyllgor Rheoli Perygl Llifogydd eto yn ddiweddarach.

Diweddariad ar Raglen Gyfalaf Rheoli Perygl Llifogydd

5. Cyflwynwyd Rhaglen Gyfalaf Rheoli Perygl Llifogydd 2025-26, gan gynnwys trosolwg o'r hyn sydd wedi'i gynnwys yn y rhaglen, y rhagolwg diweddaraf o £23.8 miliwn, gan gynnwys gor-raglennu, cyd-destun lefel y gor-raglennu, a rheoli risg, yn enwedig yn rhaglen adnewyddu'r fflyd ac o ran gorwariant neu danwariant. Darparwyd yr wybodaeth ddiweddaraf am brosiectau unigol yn Llanandras ac ar Stryd Stephenson yng Nghasnewydd, ynghyd â chrynodeb o gam prosesu'r prosiectau mwy a'r eiddo y disgwylir eu diogelu.
6. Gofynnodd y pwyllgor am adrodd iddo am bynciau a allai fod yn ddadleuol. Cafwyd cwestiynau ynghylch a allai Cyfoeth Naturiol Cymru gyfrannu at brosiectau nad oeddent yn fuddiol o ran costau o safbwynt llifogydd pe baent yn cael eu harwain gan bartneriaid eraill a thrwy gyllid allanol a sut y byddai risg i fywyd yn cael ei hystyried wrth wneud cyfrifiadau. Nodwyd bod y parodrwydd i dderbyn risg yn cyd-fynd â thrafodaethau a gafwyd yng nghyfarfod diwethaf y bwrdd, a darparwyd eglurhad ar y statws 'coch', 'melyn' a 'gwyrdd' yn nhab amrywiannau prosiectau.

Uwchgynllun Afon Taf

7. Cyflwynwyd Uwchgynllun Afon Taf, gan gynnwys y cefndir, uchelgais Cyfoeth Naturiol Cymru, y dull gweithredu, trosolwg o Gam 2, a datblygiad theori newid a oedd yn amlinellu'r effeithiau a ddymunir.
8. Holodd y Pwyllgor Rheoli Perygl Llifogydd a oedd y tîm yn ymgynghori â Phartneriaeth Dalgylch Hafren Uchaf. Yn ystod trafodaethau, dylai fod eglurder ynghylch sut olwg oedd ar lwyddiant o ystyried newid yn yr hinsawdd. Awgrymwyd y dylid adolygu Cynlluniau Adnoddau Coedwigoedd ar gyfer yr ardal o ran y gallu i wrthsefyll llifogydd. Holwyd sut oedd CNC yn ymdrin â heriau partneriaid, a gofynnodd y pwyllgor hefyd sut oedd y gwaith wedi datblygu o'r partneriaethau dull seiliedig ar ddalgylch. Holodd y pwyllgor hefyd sut y byddai Cyfoeth Naturiol Cymru yn annog partneriaid cyflenwi lleol i gynnig am gontractau a sicrhau bod y broses yn hygyrch ac yn hawdd i bartneriaid allweddol ymgysylltu â hi.

Rhagolwg

9. Byddai cyfarfod ar y cyd rhwng y Pwyllgor Rheoli Perygl Llifogydd a'r Pwyllgor Ystadau Tir ym mis Hydref.

Papur Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	18 Mehefin 2025
Teitl y papur:	Yr wybodaeth ddiweddaraf gan y Pwyllgor Pobl a Chwsmeriaid
Cyfeirnod y papur:	25-07-B11
Noddwyd y papur gan:	Mark McKenna, Cadeirydd y Pwyllgor Pobl a Chwsmeriaid
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Mark McKenna, Cadeirydd y Pwyllgor Pobl a Chwsmeriaid
Diben y papur	Er gwybodaeth
Crynodeb	I roi'r wybodaeth ddiweddaraf i'r bwrdd ynghylch cyfarfod y Pwyllgor Pobl a Chwsmeriaid a gynhaliwyd ar 18 Mehefin 2025.

Cefndir

1. Mae'r diweddariad hwn i'r bwrdd yn ymwneud â chyfarfod rhithiol y Pwyllgor Pobl a Chwsmeriaid a gynhaliwyd ar 18 Mehefin. Gall aelodau'r bwrdd gyrchu holl bapurau a chofnodion y pwyllgor drwy'r porth Diligent.

Diweddariad llafar ar y risgiau a phroblemau presennol

2. Rhoddwyd diweddariadau llafar i'r Pwyllgor Pobl a Chwsmeriaid ar y risgiau a materion presennol, gan gynnwys uno timau y Ganolfan Cwsmeriaid a'r Ganolfan Cyfathrebu Digwyddiadau; etholiadau'r Senedd ym mis Mai 2026; y strwythur o fewn y swyddogaeth Pobl a'r trefniadau dros dro sydd ar waith; a recriwtio a'r cyfleoedd gyrfa cynnar.

Ymgysylltu rhwng bwrdd Cyfoeth Naturiol Cymru a'r undebau llafur

3. Trafododd y pwyllgor y cytundebau partneriaeth gymdeithasol a sut y gellid gwella ymgysylltu rhwng y bwrdd a'r undebau llafur. Awgrymwyd y gellid cynnwys eitem sefydlog ar agenda'r Pwyllgor Pobl a Chwsmeriaid yn nodi y dylid parhau i gydweithio a chynnal gwaith ymgysylltu.

Trosolwg o Amcan Llesiant 4

4. Cyflwynwyd trosolwg o Amcan Llesiant 4 ar ei ffurf newydd i'r Pwyllgor Pobl a Chwsmeriaid a thynnwyd sylw at y pedwar maes i'w canolbwyntio arnynt a'r camau drafft i'w cymryd. Bu'r pwyllgor yn trafod yr angen i sicrhau canlyniadau, gan herio'r ffaith nad oedd yr effeithiau yn gyraeddadwy, amserol, mesuradwy, penodol, uchelgeisiol na synhwyrol (CAMPUS). Trafodwyd hefyd yr adnoddau a'r capasiti y mae eu hangen i gyflawni'r amcan llesiant.
5. Roedd y tîm gweithredol wedi trafod y camau i'w cymryd yn flaenorol ac wedi cymryd camau i'w cwblhau ar gyfer yr amcan llesiant ychwanegol. Roedd yn ofynnol i'r bwrdd graffu ar y dangosyddion ar gyfer y cynllun busnes a byddai angen adnoddau i ddarparu cymorth i'r Pennaeth Strategaeth Gorfforaethol a Rheoli Rhaglenni (Swyddfa Rheoli Prosiectau) i barhau â'r gwaith yn ddi-oed.

Pa olwg fydd ar y prosesau ar gyfer cwsmeriaid yn y dyfodol?

6. Rhoddwyd cyflwyniad ar y nod o symleiddio prosesau ar gyfer cwsmeriaid, gan ddefnyddio un tîm i ddosbarthu a monitro ymholiadau cwsmeriaid. Eglurwyd y gwaith sy'n mynd rhagddo a thrafododd y pwyllgor pryd y byddai'r gwaith yn cael ei roi ar waith. Roedd y Pwyllgor Pobl a Chwsmeriaid wedi gofyn am fapio o'r gwaith cyflawni er mwyn monitro ei gynnydd.

Cynllun Strategol Cyfathrebu

7. Rhoddwyd yr wybodaeth ddiweddaraf i'r Pwyllgor Pobl a Chwsmeriaid am y Cynllun Strategol Cyfathrebu a chawsant sicrwydd y byddai cynllun cynhwysfawr yn cael ei gwblhau i gynnwys yr hyn a fyddai'n cael ei gyflawni a sut, gan ganiatáu i'r tîm ystyried unrhyw rwystrau o ran cyflawni'r cynllun. Roedd y tîm yn adolygu canllawiau'r sector cyhoeddus ar ddefnyddio ddeallusrwydd artifisial cyn mynd ati i'w ddefnyddio i helpu i lunio ymgyrchoedd.

Pa olwg fydd ar gyfathrebu yn y dyfodol?

8. Rhoddwyd cyflwyniad a oedd yn amlinellu sut y byddai'r dull newydd o gyfathrebu yn gweithio'n fewnol ac yn allanol. Roedd y tîm materion allanol bellach yn rhan o'r adran cyfathrebu a disgrifiwyd sut y byddai hyn yn cryfhau'r ymgysylltiad strategol.
9. Trafododd y pwyllgor y dull newydd a chytunodd y dylid canolbwyntio ar ymgyrchoedd a fyddai â'r effaith fwyaf. Byddai is-grwpiau cyfathrebu yn cael eu ffurfio i sicrhau bod ymgyrchoedd yn cael eu llywio gan wybodaeth ddibynadwy. Byddai'r tîm materion gwleidyddol yn parhau i fod yn rhan o'r gyfarwyddiaeth Strategaeth a Datblygu Corfforaethol, a byddai'r Rheolwr Materion Cyhoeddus yn dechrau cyn bo hir.

Adroddiad Blynyddol ar y Gymraeg

10. Trafododd y Pwyllgor Pobl a Chwsmeriaid yr Adroddiad Blynyddol ar y Gymraeg, gan groesawu'r system rheoli dysgu ddwyieithog. Roedd CNC yn cynorthwyo contractwyr drwy ddarparu offer i'w gwneud yn haws iddynt ddefnyddio'r Gymraeg wrth gyflawni ar ran CNC.
11. Byddai'r mater o fonitro pa iaith oedd yn cael ei defnyddio gan ddefnyddwyr ar y system rheoli dysgu yn cael ei godi gyda'r darparwr Kallidus. Awgrymwyd y gellid trefnu sesiynau hyfforddi i helpu i gynnal cyfarfodydd dwyieithog i'r rheini nad ydynt yn siarad Cymraeg ar gyfer y bwrdd a'r tîm gweithredol.

Adroddiad Blynyddol Llesiant, Iechyd a Diogelwch

12. Darparwyd pwyntiau allweddol o'r adroddiad, a nodwyd bod y tîm Digidol, Data a Thechnoleg wedi cymeradwyo'r defnydd o'r ap sydd wedi'i uwchraddio yn ddiweddar ar gyfer adrodd am ddigwyddiadau trwch blewyn ar AssessNET. Eglurwyd y naratif cydymffurfedd cyfreithiol a byddai hyn yn cael ei wella drwy ymgymryd â gwaith, megis adolygu asesiadau risg gyda thimau er mwyn sicrhau eu bod yn parhau i fod yn addas.

Adroddiad Cyflogau

13. Amlinellwyd yr Adroddiad Cyflogau, a oedd yn rhan o'r Adroddiad Blynyddol a Chyfrifon. Trafododd y Pwyllgor Pobl a Chwsmeriaid yr adroddiad a chanran yr ymatebwyr a oedd wedi nodi anabledd. Tynnwyd sylw at y ffigurau dileu swydd gwirfoddol.

Datganiad blynyddol ar y polisi tâl

14. Trafododd y Pwyllgor Pobl a Chwsmeriaid y datganiad ar y polisi tâl. Gwnaed llawer o gynnydd yn y sefydliad, ac roedd y papur yn adlewyrchu hyn yn dda o ran tegwch a defnyddio arian cyhoeddus mewn ffordd gyfrifol. Cynhaliwyd cyfarfodydd cynhyrchiol ag undebau llafur ar sut i wella dulliau CNC o drafod partneriaethau cymdeithasol.

Datganiad Blynyddol ar Gaethwasiaeth Fodern

15. Gwnaed rhai gwelliannau i'r datganiad oherwydd Deddf Partneriaeth Gymdeithasol a Chaffael Cyhoeddus (Cymru) a byddai adolygiad yn cael ei gwblhau arnynt. Roedd CNC hefyd yn gweithio gyda sefydliadau eraill mewn perthynas â'r gadwyn gyflenwi.

Adnoddau a recriwtio

16. Rhoddwyd yr wybodaeth ddiweddaraf i'r Pwyllgor Pobl a Chwsmeriaid am y gwaith sy'n mynd rhagddo i hysbysebu'r swyddi gwag heb eu llenwi yn y sefydliad. Byddai'r tîm yn symud o system â llaw i broses e-recriwtio, a byddai hyn yn newid sut y byddai recriwtio'n cael ei reoli, yn ogystal â chyflymu'r broses.

17. Roedd gwaith wedi dechrau ar adolygu cynnig y gweithwyr a diwygio'r wybodaeth ar y wefan er mwyn rhannu straeon cynhwysol ag ymgeiswyr posibl. Awgrymwyd y byddai'r Pwyllgor Pobl a Chwsmeriaid yn cael diweddariadau rheolaidd gan ei fod yn risg sefydliadol allweddol.

Papur Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	16 Gorffennaf 2025	
Teitl y papur:	Diweddariad ar Fforwm Rheoli Tir Cymru	
Cyfeirnod y papur:	25-07-B12	
Noddwyd y papur gan:	Yr Athro Rhys Jones, Cadeirydd Fforwm Rheoli Tir Cymru	
Paratowyd y papur gan:	Bronwen Martin, Cynghorydd Arbenigol: Amaethyddiaeth	
Cyflwynwyd y papur gan:	Yr Athro Rhys Jones, Cadeirydd Fforwm Rheoli Tir Cymru	
Diben y papur:	Er gwybodaeth	
Y broses gymeradwyo / ymgynghori:	Cyfrifoldeb: Pwy sydd wedi datblygu'r papur / proses, a phwy sydd wedi rhoi mewnbwn?	
	Atebolrwydd: Pwy sy'n atebol am y gymeradwyaeth derfynol? Pwy fydd yn cymeradwyo, neu pwy y gofynnir iddo gymeradwyo?	
	Ymgynghori: Â phwy yr ymgynghorwyd hyd yma? Pan fydd angen cymeradwyaeth, a ydyw ar waith? A fydd angen ymgynghori pellach?	
	Hysbysu: Pwy sydd wedi cael gwybod, neu pwy sydd angen gwybodaeth bellach am y gwaith?	
Crynodeb	Rhowch grynodeb o ba ystyriaethau, penderfyniadau a chymau gweithredu yr ydych yn eu ceisio gan y pwyllgor.	

Fforwm Rheoli Tir Cymru

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

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

Diweddariad

Cyfarfod 17 Mawrth 2025

2. Cynhaliwyd cyfarfod diweddaraf Fforwm Rheoli Tir Cymru ddydd Llun 17 Mawrth 2025. Roedd y cyfarfod yn cynnwys y cyflwyniadau / trafodaethau canlynol:

- Adroddiad Interim ar Sefyllfa Adnoddau Naturiol 2025 – ymunodd Julie Boswell, CNC â'r cyfarfod i roi'r wybodaeth ddiweddaraf yn dilyn cyhoeddi'r Adroddiad Interim ar Sefyllfa Adnoddau Naturiol 2025. Mae hyn yn dilyn cyflwyniad cychwynnol i Fforwm Rheoli Tir Cymru ym mis Mawrth 2024.
- Tipio anghyfreithlon yng Nghymru – ymunodd Neil Harrison, CNC â'r cyfarfod i roi cyflwyniad ar dipio anghyfreithlon yng Nghymru, gan gynnwys rhai dulliau o fynd i'r afael â'r mater.
- Ymweliad Rhannu Gwybodaeth – rhannodd Chris R. Thomas, CNC yr wybodaeth ddiweddaraf a throsolwg o ymweliad diweddar ag Iwerddon i rannu gwybodaeth. Ffocws yr ymweliad oedd gweld sut y gall ffermio cynaliadwy warchod a gwella'r amgylchedd naturiol, wrth wella cynhyrchiant a phroffidioldeb ffermydd.
- Yr wybodaeth ddiweddaraf i aelodau – trafodaeth ford gron i bob aelod o'r fforwm roi'r wybodaeth ddiweddaraf am bynciau allweddol o'u sefydliad eu hunain.

3. Cynhelir cyfarfod nesaf Fforwm Rheoli Tir Cymru ar 30 Mehefin 2025.

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

Is-grŵp Fforwm Rheoli Tir Cymru ar Lygredd Amaethyddol

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

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

Ar 3 Mawrth 2025, anfonodd CNC lythyr at aelodau is-grŵp y Fforwm Rheoli Tir Cymru yn cyfleu'r penderfyniad i integreiddio'r aelodaeth i brif Fforwm Rheoli Tir Cymru. Bydd y newid hwn yn cael ei weithredu ar ôl cyfarfod olaf y grŵp ym mis Ebrill 2025.

Diweddariad

7 Ebrill 2025

6. Cafodd y grŵp gyfle i drafod y penderfyniad i integreiddio aelodaeth is-grŵp Fforwm Rheoli Tir Cymru i mewn i Fforwm Rheoli Tir Cymru. Rhoddwyd gwybod i'r aelodau y byddent yn derbyn gwahoddiadau'n awtomatig i gyfarfodydd Fforwm Rheoli Tir Cymru yn y dyfodol (oni bai eu bod am 'optio allan'). Bydd cylch gorchwyl Fforwm Rheoli Tir Cymru yn cael ei adolygu a'i ddiweddarau i adlewyrchu'r newidiadau. Cynhelir cyfarfod nesaf Fforwm Rheoli Tir Cymru ar 30 Mehefin 2025.
7. Roedd yr eitem sylweddol yn canolbwyntio ar Reoliadau Adnoddau Dŵr (Rheoli Llygredd Amaethyddol) (Cymru) 2021: Adolygiad pedair blynedd. Cyhoeddwyd yr adolygiad statudol o Reoliadau Rheoli Llygredd Amaethyddol ar 31 Mawrth 2025. Roedd hwn yn gyfle i Lywodraeth Cymru dynnu sylw at rai o'r pwyntiau a'r argymhellion allweddol.
8. Unwaith y bydd cofnodion y cyfarfodydd hyn wedi cael eu hadolygu a'u cytuno'n ffurfiol gan aelodau, byddant yn cael eu cyhoeddi ar dudalen is-grŵp Fforwm Rheoli Tir Cymru ar wefan CNC.

Papur Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	16 Gorffennaf 2025
Teitl y papur:	Adroddiad Perfformiad Cyllid
Cyfeirnod y papur:	25-07-B13
Noddwyd y papur gan:	Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol
Paratowyd y papur gan:	Rob Bell, Pennaeth Cyllid; Mark Collins, Rheolwr Cyllid Busnes
Cyflwynwyd y papur gan:	Rob Bell, Pennaeth Cyllid
Diben y papur:	Cymeradwyaeth (newid yn y rhagolygon ariannol) / Trafodaeth (perfformiad ariannol)
Crynodeb	Cymeradwyo: Newid yn y rhagolygon diweddaraf o £297.6 miliwn i'r £299.5 miliwn a ragwelir. Craffu ar: Y perfformiad ariannol hyd at ddiwedd mis Mai 2025.

Cefndir

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

Risgiau a chyfleoedd

- Mae gennym risg wedi'i rhestru yng nghofrestr risg Cyllid a Gwasanaethau Corfforaethol ar gyfer 'gwariant yn ystod y flwyddyn'. Mae'r risg hon hefyd yn cysylltu â'r risg strategol, "methu â chyflawni sefydlogrwydd ariannol". Ar gyfer y flwyddyn ariannol hon, mae'r risgiau o orwario wedi'u lliniaru gan y camau

gweithredu a gymerwyd gan y tîm gweithredol, a'r cyllid ychwanegol gan Lywodraeth Cymru.

3. Mae'r goblygiadau ehangach fel a ganlyn:
 - (a) **Cyllid:** Mae'r adroddiad hwn yn ymwneud â pherfformiad ariannol Cyfoeth Naturiol Cymru. Mae gennym risg wedi'i rhestru yng nghofrestr risg y Gyfarwyddiaeth Cyllid a Gwasanaethau Corfforaethol.
 - (b) **Deddf Llesiant Cenedlaethau'r Dyfodol:** Mae pob elfen o'r gyllideb yn cyfrannu at un neu lawer o'n hamcanion llesiant.

Y camau nesaf

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

Argymhelliad

6. Bod y bwrdd yn cymeradwyo newidiadau i'r rhagolwg diweddaraf, o £297.6 miliwn i £299.5 miliwn.
7. Bod y bwrdd yn craffu ar y perfformiad ariannol hyd at ddiwedd mis Mai 2025.

Rhestr atodiadau

Atodiad A – adroddiad ar y perfformiad ariannol



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



NRW Board – July 25

Financial Performance Report – May 2025

Content and Key Messages

Update will cover:

1. Update on the latest forecast changes as at May 2025 compared to the opening budget from £297.6m to £299.5m.

2. Financial Performance as at May 2025.

3. Update on contingencies and under/over programming.

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

5. Update on potential additional funding to be provided by Welsh Government

Messages:

1. The overall income forecast has increased by £1.9m, primary due to additional Grant in Aid funding for Water Enforcement work (£2.7m), which is offset by a reduction within the externally funded LiFE programme in this financial year (£1.2m).

2. Expenditure at the end of May equates to £32.1m against a planned spend of £34.7m, an underspend of £2.6m (7%). This is mainly due to an underspend on staff (£0.8m) and non staff costs (£1.7m) with capital and revenue projects broadly in line with profile. The staff under spend is primarily due to vacant posts, with the current vacancy rate at 12%. Following the completion of the Case for Change process and the additional funding received from Welsh Government, we are working to recruit to the revised structure. The non staff element is predominantly linked to Land Stewardship activities within the Operations Directorate (£1.7m). The overall income position is slightly ahead of profile (£1.0m), with £54.8m received against a forecast of £53.8m. The variance reflects IDD and WG grant income being received ahead of forecast, however we anticipate the full year position to remain unchanged.

3. There is further detail on contingencies and over-programming in the report. We have a central provision for additional staff costs, such as pay award, market forces and any potential corrections to the opening staff budgets, along with a general contingency to address any unexpected pressures. These combined total £8.2m. We also hold a central general over programming of £1m. In respect to our main programmes (Flood, NaCE and NRW2030), over/under programming within the main programmes is minimal apart from NaCE where it stands at £1.8m. Similar to previous years, this will be managed down as we move through the year to be in line with the overall allocation. Within the NRW2030 programme, there is £6m awaiting project setup and profile distribution.

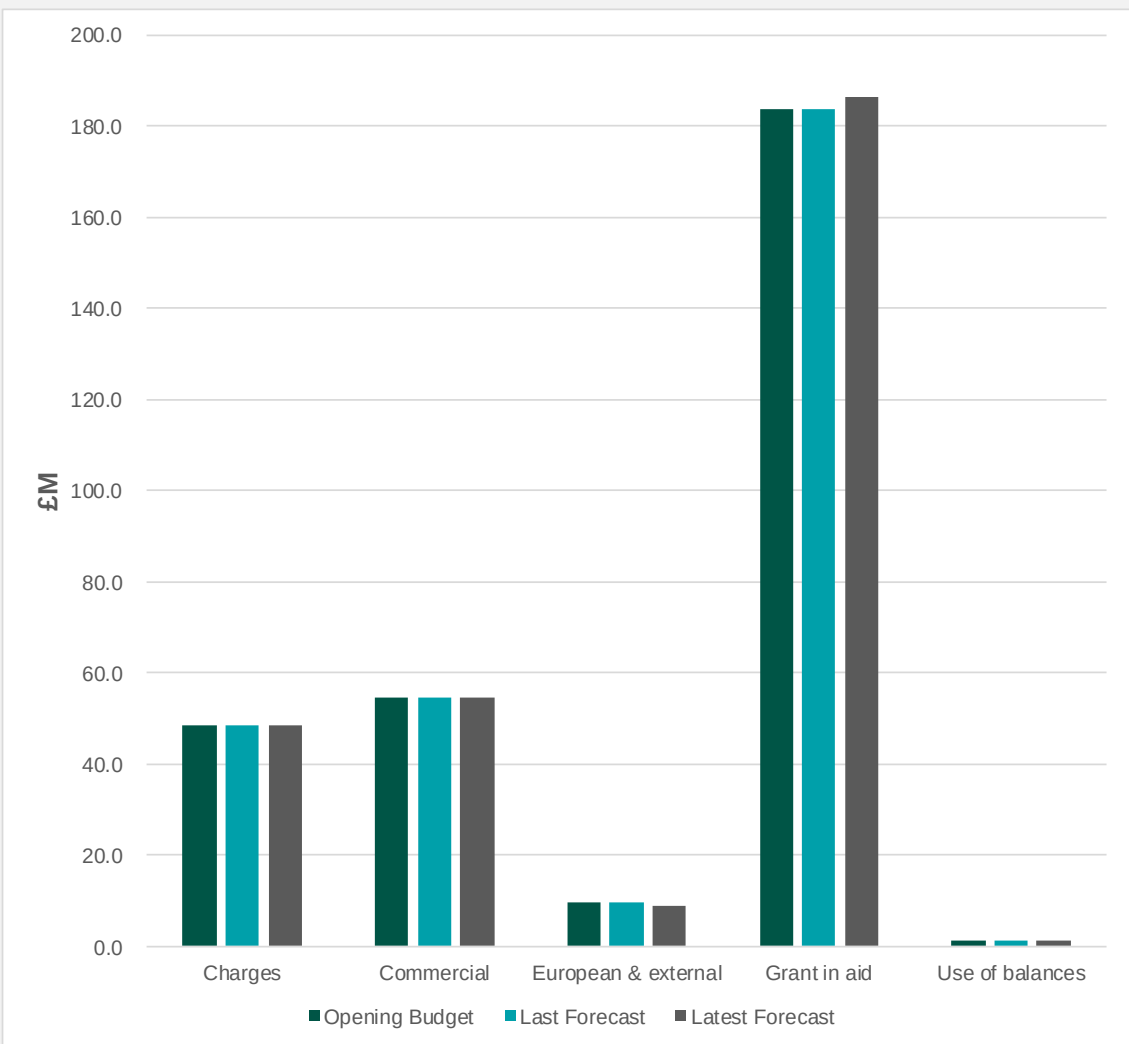
4. We updated the Finance Committee on the main risks and opportunities this financial year. The main concern (shown as an opportunity) will be our ability to fully utilise the additional funding provided by WG for 2025-26. Salary budgets have been issued, progress is being made with recruitment and headcount limits devolved to directorates with the ability to re-allocate subject to funding stream constraints. This together with other risks are disclosed on a separate page.

5. We are in discussion with WG about potential additional capital funding in 2025-26 to expediate the decarbonisation of our fleet and reduce our commitment to out of lease fleet for which we are incurring avoidable additional costs.

Risks & Opportunities

Type	Description	Expenditure Category	Value/£m
Risks			
US tariffs, geopolitical issues and exchange rate fluctuation	Potential increased costs, particularly within ICT hardware, licenses and oil/fuel.	Revenue & capital	TBD
Ongoing legal cases	No claim costs from case recently mediated although extra operational inspection costs will need to be factored into the programme. Other claims are being monitored for impact.	Revenue	TBD
Recruitment advertising	Due to the number of vacancies within the organisation the draw on the advertising budget will exceed the current level of funding.	Revenue	£0.25m
National Insurance increase	Following the increase to employers National Insurance contributions, WG provisionally agreed to provide budget cover, however, their allocation from central government is likely to be less than the amount required (15% less). We await further direction from WG.	Revenue	£0.3m
Waste site bond shortfall	We are likely to draw down the bond at one of the waste sites we monitor, however we cannot be sure at this stage that it will be sufficient to cover the costs of remediating the site.	Revenue	TBD
Retainable & surrenderable energy income	Additional measures put in place this year to highlight fluctuations in a more timely manner, however the volatility of the wholesale market and weather conditions will still be outside of our control, leading to fluctuations through the year. The retainable element will have a direct impact on NRW, with any shortfall needing to be met within our current budget allocation. Surrenderable will have a greater impact on WG. The latest income forecasts are showing a significant reduction in both forecasts. We are currently reviewing the expenditure plans to see if we can mitigate against the loss of income.	Revenue	TBD
Opportunities			
Salary under spend	Once the salary budgets have been issued, we will undertake a high level assessment of a range of possible outcomes.	Revenue & capital	Likely to be circa £5m
Variables			
Timber income	Susceptible to economic pressures but too early in the financial year to make an assessment.	Revenue	TBD

Financial Performance – Income Forecast



Charges

No change to income .

Commercial

Minor increase of £0.1m linked to ringfenced developer income.

European & Other External

Overall European & external income has reduced by £1m. The LiFE project programme reduced by £1.2m, which is offset by an increase in Natur Am Byth projects. The LiFE programme funding reduction will be utilised in future years.

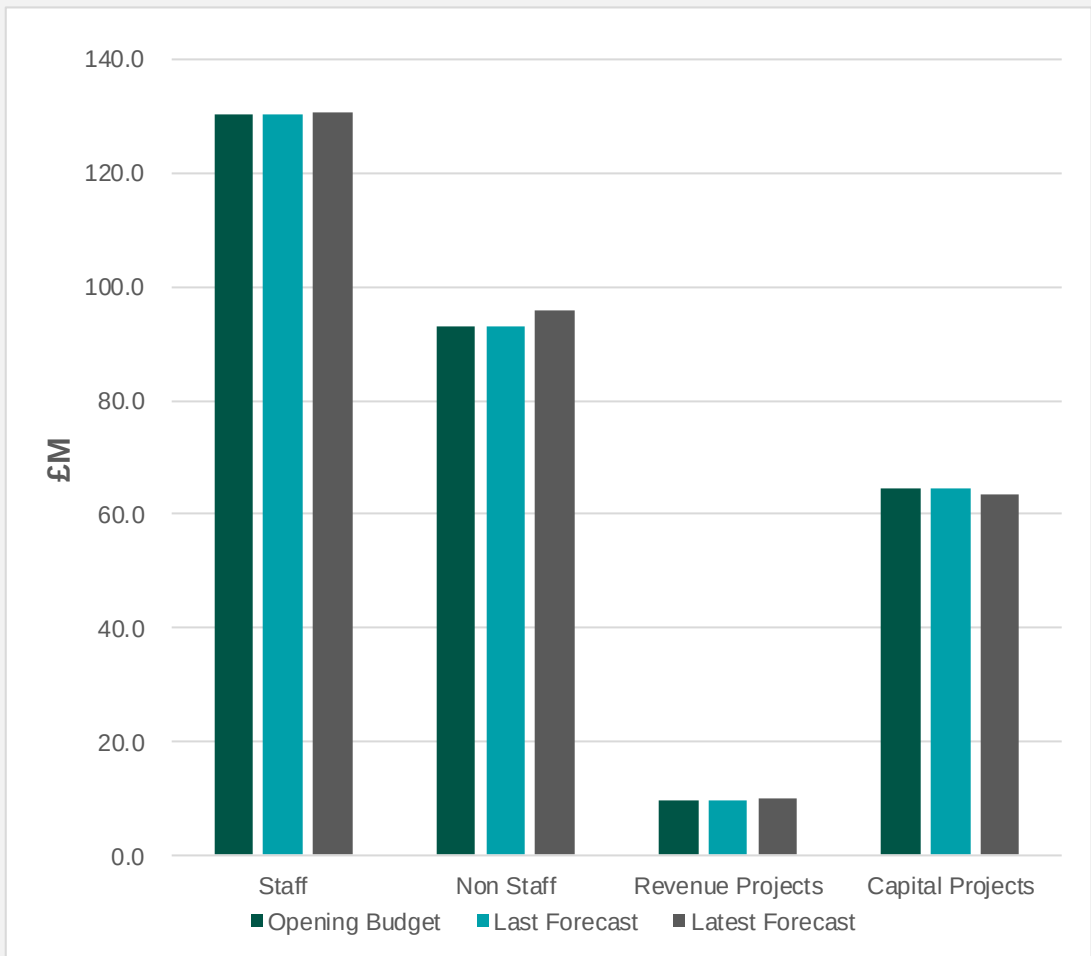
Grant in Aid

Grant in Aid has increased by £2.8m following additional baseline funding for water enforcement (£2.7m) and an additional WG grant for Improving Bird Data (£0.1m).

Use of balances

No change to income .

Financial Performance – Expenditure Forecast



Staff

Staff costs have increased by £0.3m reflecting minor movements within Infrastructure and Water Enforcement (additional GiA) staff budgets and Land Stewardship training budget transfer from non staff, all at £0.1m.

Non Staff

Non staff costs have increased by £2.5m, with the key change linked to the additional Water Enforcement GiA funding of £2.7m, along with a number of minor movements between expenditure categories.

Revenue Projects

Revenue Projects have increased by £0.4m following additional budget allocated to the Natur Am Byth programme (£0.1m) along with a number of movements between budget categories; Teifi demonstrator from non staff (£0.2m), NaCE grants from capital projects (£0.2m) and a NRM grant project moving to non staff (£0.1m).

Capital Projects

Capital Projects have reduced by £1.3m mainly due to the reduced LiFE project programme (£1.2m) along with minor movements between expenditure categories (£0.1m).

Financial Performance - Income

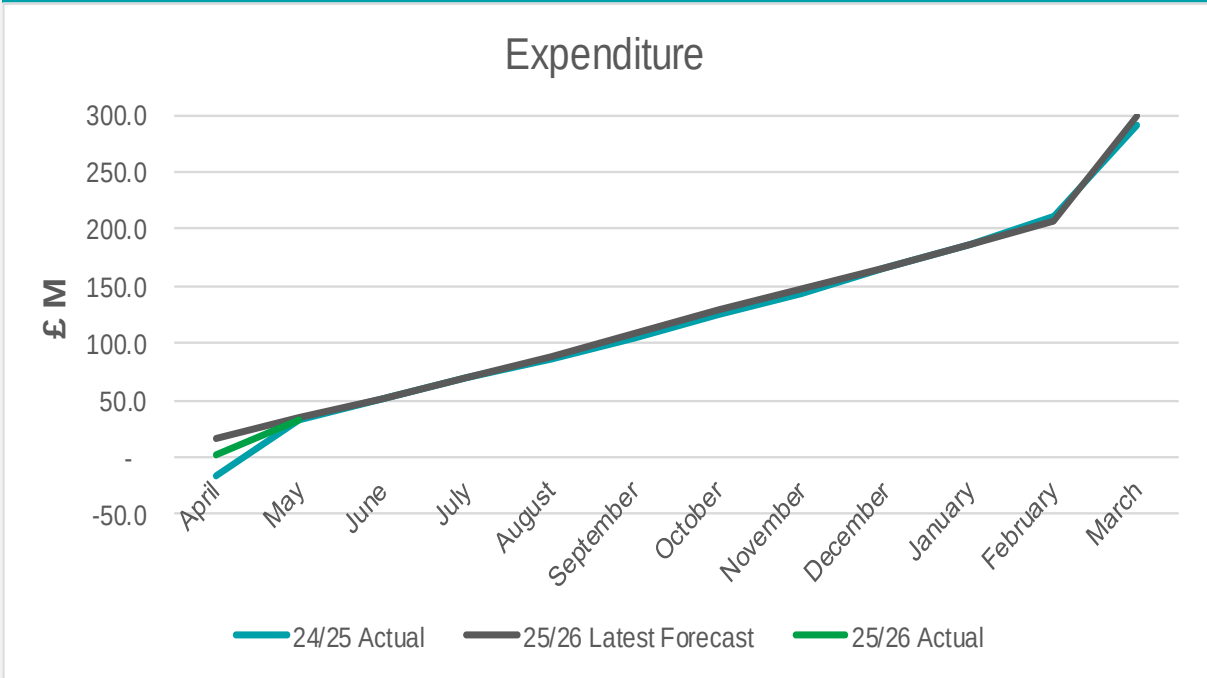
INCOME by Account Type	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Approved Forecast FY £m	Remaining Budget FY %	Commentary
Charges	23.3	22.7	0.6	48.4	52%	The current variance reflects IDD income received ahead of schedule, however we anticipate the full year position to remain unchanged. All other charge schemes are in line with budget. The latest position for the year, indicates a slight increase to charge income, which will be reflected in the June reports.
Commercial	9.4	9.3	0.1	54.6	83%	Whilst the current position is in line with forecast, the latest review indicates a significant drop in wind energy income across both surrenderable and retainable income streams. These changes are still under review and are not reflected within the current full year figures. A decrease in surrenderable income will have a direct impact on Welsh Government, with the retainable effecting NRW's overall funding position. Timber income is currently in line with profile and will be monitored closely through the year.
European & external	0.6	0.3	0.3	8.8	93%	The current variance reflects WG grant income received ahead of schedule.
Grant in Aid	21.5	21.5	0.0	186.6	88%	In line with profile
Use of balances	0.0	0.0	-0.0	1.1	100%	In line with profile
TOTAL: NRW	54.8	53.8	1.0	299.5	82%	

Financial Performance - Expenditure

EXPENDITURE	Actual	Approved Forecast	Variance	Approved Forecast	Remaining Budget	Commentary
by Account Type	YTD £m	YTD £m	YTD £m	FY £m	FY %	
Staff	18.9	19.8	0.8	130.6	86%	The May position shows an underspend of £0.8m on staff costs, primarily due to vacant posts (vacancy rate of 12%). Following the completion of the Case for Change process and the additional funding received from Welsh Government, the organisation is working to recruit to its' new structure. This is ongoing and as a result there are currently 370 budgeted vacancies (75 of which are going through interview/offer stage), resulting in the underspend seen at the end of May.
Non Staff	9.7	11.4	1.7	95.7	90%	The current underspend of £1.7m is almost solely linked to Land Stewardship activities with Operations Directorate. Land Stewardship costs incurred at this stage last financial were £0.3m higher with a similar full year budget. Finance are working with the business leads to input revised budget profiles where required, which will be in place for the next reporting period.
Revenue Projects	0.7	0.8	0.1	9.9	93%	Overall revenue projects are in line with the year to date profile.
Capital Projects	2.8	2.7	-0.1	63.3	96%	Overall capital projects are in line with the year to date profile. Over/under programming within the main programmes is minimal apart from NaCE where is stands at £1.8m. Similar to previous years, this will be managed down as we move through the year to be in line with the overall allocation.
TOTAL: NRW	32.1	34.7	2.6	299.5	89%	

Financial Performance – Expenditure Trends

EXPENDITURE TRENDS



Commentary:

Expenditure at the end of May was £32.1m, £1.0m less than at the same point last financial year, where we incurred £33.1m.

The forecast for this year stands at £299.5m, £9.1m more than the costs incurred last financial year.

Financial Performance – Revenue Projects

Revenue Projects by Programme	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Approved Forecast FY £m	Remaining Budget FY %	Commentary
External Funded	0.3	0.4	0.1	3.1	90%	The current variance reflect a small under spend within Natur Am Byth. The key projects this year are Natur Am Byth (£1.3m) and Dee LiFE (£0.5m).
Internal Funded	0.2	0.2	0.0	1.8	89%	Current cost are in line to profile. The key projects this year are Teifi Demonstrator (£0.2m), embedding the Case for Change (£0.9m) and Water Resources funded projects.
NaCE	0.1	0.1	0.0	1.9	95%	Current cost are in line with profile. The NaCE programme budget stands at £21.4m, comprising £19.5m capital and £1.9m revenue, with various sub-programmes such as Water Quality, Peatlands and National Forest.
NRW 2030	0.1	0.1	0.0	2.3	97%	Current costs are in line with profile.
Grants	0.0	0.0	0.0	0.8	100%	Current costs are in line with profile. The budget comprising of two annually recurring projects, Areas Of Natural Beauty (AONB) (£0.4m) and National Trails (£0.4m) - with expenditure late in the financial year with no risk of significant underspend.
TOTAL: NRW	0.7	0.8	0.1	9.9	93%	

Financial Performance – Capital Projects

Capital Projects by Programme	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Approved Forecast FY £m	Remaining Budget FY %	Commentary
NRW 2030	0.2	0.2	0.0	6.0	96%	Current costs are in line with profile.
External Funded	0.8	0.8	0.0	13.9	94%	Current costs are in line with profile. The key projects this year with significant capital investment in excess of £1m are Natur Am Byth (£1.3m), LiFE programme (£5.1m), Wales Coast Path (£1.4m) and Reservoir Compliance (£2.6m).
Flood Risk	0.8	0.8	0.0	18.6	96%	Current costs are in line with profile. The programme current comprises almost 100 individual projects, with just £0.1m unallocated.
Internal Funded	0.2	0.1	-0.1	2.4	93%	The position at the end of May shows a slight over spend, with minor variances across a number of projects. The budget is predominantly made up of Land Stewardship and Water Resources funded projects.
NaCE	0.8	0.8	0.0	19.5	96%	Current costs are in line with profile. The NaCE programme comprises various sub-programmes such as Water Quality, Nature Networks, Peatlands and National Forest. Overprogramming currently stands at £1.8m (8%) and will be managed down in line with the overall allocation as we move through the year.
IFRS 16 Capital Leases Only (non-cash)	0.0	0.0	0.0	2.8	100%	The funding reflects the change in accounting treatment of leases and predominantly relates to fleet vehicles and building leases. Similar to last financial year, we will undertake a cost benefit analysis to determine whether to lease or purchase new fleet assets. Costs will run in line with the allocated budget to year end. We are in discussions with WG to increase the capital investment in fleet to reduce the number of "out of life" lease cars we have.
TOTAL: NRW	2.8	2.7	-0.1	63.3	96%	

Contingency and over-programming budgets

Rag status



Balances (contingencies and programme under/overs)	£m Opening budget	£m May-25	£m Movement	Confidence Level (RAG Status)	Comments
Contingencies and provisions					
Pay Award Provisions	4.2	4.2	0.0		Budget held centrally at 3%. Welsh Government pay remit is 3.75%, however they will fund the difference should our pay award be greater than 3%.
Other staff contingency	1.1	2.1	1.0		Budget to be distributed for market forces and increments in June. Also contingency held for flexible resource pool and any corrections required to the opening budget.
Central Contingencies	1.5	1.9	0.4		Central contingencies held to fund unexpected pressures has increased by £0.4m predominantly due to the corporate charge associated with the additional funding for Water Enforcement.
Infrastructure (additional WG GiA funding)	0.8	0.6	-0.2		Unallocated funding from the initial £5m award. Possible this will be returned to WG, still being determined.
Staff Budget Undistributed (Directorates)	9.4	10.5	1.1		Budgets to be distributed to posts associated with new funding in June/July/when posts are setup. This has increased from the opening position by £1.1m, mainly due to additional funding linked to Water Enforcement posts.
Over-programming					
Central over programming	-1.0	-1.0	0.0		As per the opening budget. This will most likely be retained until Quarter 4.
Overprogramming (Directorates)	-0.3	-0.3	0.0		No change from the opening position. The balance is almost solely linked to the Land Stewardship programme.
NaCE (Directorates)	0.0	-1.8	-1.8		Overprogramming reflects almost 8% of the allocated budget and will be managed down as we move through the year, similar to previous years.
Water Resources Capital (Directorates)	0.2	-0.1	-0.3		The balance will be managed down as we move through the year.
Under-programming					
Flood Risk Capital (Directorates)	1.1	0.1	-1.0		Under programming reduced significantly from the opening position and now stands in line with the overall allocation, however, with no over programming this does increase the risk of a possible under spend.
Awaiting distribution					
NRW 2030 (Directorates)	6.0	6.0	0.0		Awaiting project setup and profile distribution.
Note	All contingencies/over programming are held centrally unless indicated otherwise.				



Papur y Bwrdd

Dyddiad y cyfarfod:	17 Gorffennaf 2025
Teitl y papur:	Adroddiad Perfformiad y Cynllun Busnes Blynnyddol: Adroddiad Perfformiad Chwarter 4 a Mewnol: Chwarter 4
Cyfeirnod y papur:	25-07-B14
Noddwyd y papur gan:	Prys Davies (Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol)
Paratowyd y papur gan:	Sarah Williams (Pennaeth Strategaeth Gorfforaethol a'r Swyddfa Rheoli Portffolios) a'r Tîm Cynllunio Corfforaethol
Cyflwynwyd y papur gan:	Prif Swyddog Gweithredol ac Arweinwyr Amcan Llesiant y Tîm Gweithredol
Diben y papur	Cymeradwyaeth
Crynodeb	Cyflwynir adroddiadau Chwarter 4 i bennu cynnydd yn erbyn Cynllun Busnes Blynnyddol 2024/25 a'r Adroddiad Perfformiad Mewnol. Cymeradwyo: Safleoedd perfformiad diwedd blwyddyn terfynol ar gyfer holl ymrwymadau'r cynllun busnes a mesurau mewnol.

Cefndir

Cynllun busnes a pherfformiad

- Bob blwyddyn ariannol, mae'r gweinidog yn anfon datganiad ffurfiol at CNC o'i ddarpariaeth gyllidebol. Mewn ymateb i hyn, bob blwyddyn mae'n rhaid inni baratoi cynllun busnes sy'n nodi lefel y gwasanaeth i'w chyflawni mewn meysydd allweddol a'r wybodaeth am berfformiad ac allbwn i'w chasglu er mwyn monitro cynnydd.
- Mae dogfen fframwaith Llywodraeth Cymru yn nodi bod yn rhaid i CNC weithredu systemau sy'n galluogi adolygiad o berfformiad yn erbyn amcanion mewn modd amserol ac effeithiol. Rhaid rhannu'r wybodaeth fonitro y cytunwyd arni â Thîm Partneriaeth Llywodraeth Cymru ar adegau y cytunir arnynt er mwyn dangos cynnydd a sicrhau bod targedau'n cael eu cyflawni a bod y metrigau o fewn lefelau derbyniol.
- Wrth gyhoeddi'r cynllun corfforaethol, nodwyd cyfarwyddwyr gweithredol fel arweinwyr ar gyfer pob amcan llesiant gyda chyfrifoldeb am berfformiad, sicrwydd a risg eu hamcan llesiant priodol ac am graffu integredig ar draws y tri amcan llesiant i sicrhau golwg gyfannol ar gynnydd. Mae'r prif weithredwr yn gyfrifol am gynghori'r bwrdd ar

berfformiad y sefydliad. Ceir tystiolaeth o graffu ar berfformiad yn adroddiad blynyddol a chyfrifon CNC.

Cynllun Busnes 2024/25

4. Mae cynllun busnes 2024/25 yn nodi'r hyn y byddwn yn ei wneud yn benodol yn 2024/25 i gyflawni yn erbyn y tri amcan llesiant i gyflawni ein gweledigaeth. Mae cynllun eleni yn arwydd o wahaniaeth mewn naws a dull, gydag aliniad clir â gweledigaeth, cenhadaeth ac amcanion llesiant y cynllun corfforaethol.
5. Gwyddom na fyddwn yn gallu gwireddu canlyniadau pob amcan llesiant neu gam i'w cymryd ar unwaith. Yn y blynyddoedd cynnar hyn, mae angen inni osod y sylfeini drwy wneud y gwaith paratoi, megis cwestiynu'r sylfaen dystiolaeth neu ddatblygu a phrofi gwahanol offer a dulliau gweithredu a fydd yn ein galluogi i gyflymu'r gwaith cyflenwi yn y blynyddoedd i ddod.
6. Ar draws y tri amcan llesiant, mae'r cynllun busnes yn nodi'r camau i'w cymryd (saith ar gyfer Amcan Llesiant 1: Natur, naw ar gyfer Amcan Llesiant 2: Hinsawdd, naw ar gyfer Amcan Llesiant 3: Llygredd, ac un trawsbynciol) lle byddwn wedi nodi 26 o ymrwymadau penodol i'w datblygu ymhellach eleni. Mae hyn yn cynrychioli bron i 30% o gyfanswm y camau gweithredu i'w cymryd yn y cynllun corfforaethol. Mae llawer o'r ymrwymadau blynyddol hyn yn cyd-fynd â blaenoriaethau yn llythyr cylch gwaith y tymor llywodraeth ac allbynnau penodol a ddiffinnir yn llythyrau dyfarnu grant Llywodraeth Cymru a chyrrff cyllido eraill. Er mwyn dangos ein cynnydd yn erbyn y blaenoriaethau yn llythyr cylch gwaith tymor y llywodraeth, rydym wedi cwblhau mapio ar wahân sy'n dangos bod y mwyafrif o'r blaenoriaethau naill ai'n cael eu cynnwys yng Nghynllun Busnes 2024-25 neu'n cael eu cynnwys mewn cynlluniau gwasanaeth grŵp busnes penodol.
7. Mae hyd at dri chyflawniad allweddol ynghlwm wrth bob un o'r 26 ymrwymiad ar gyfer y flwyddyn hon i ddangos sut y gwneir cynnydd yn ystod y flwyddyn hon.

Adroddiad Perfformiad Chwarter 4 Diwedd y Flwyddyn Cynllun Busnes 2024/25

8. Gellir gweld Adroddiad Perfformiad Chwarter 4 Cynllun Busnes 2024/25 yn Atodiad 1. Darperir synthesis o gynnydd yn erbyn yr amcanion llesiant yn yr adroddiad ochr yn ochr â statws coch/melyn/gwyrdd pob ymrwymiad i ddangos cynnydd ar gyfer y chwarter hwn a'r sefyllfa diwedd blwyddyn a ragwelir.
9. **Cynnydd gwirioneddol** Yn Chwarter 4 ar draws y 26 ymrwymiad, mae tair ar ddeg wedi'u hadrodd yn wyrdd, sy'n gynnydd o un ar ddeg yn Chwarter 3; deuddeg wedi'u hadrodd yn felyn, sef gostyngiad o dri ar ddeg yn Chwarter 3; ac un wedi'i adrodd yn goch, fel yn Chwarter 3: bu symudiad o un ymrwymiad o goch i oren (C15).
10. Roedd y rhagfynegiadau ar gyfer diwedd y flwyddyn a wnaed yn Chwarter 3 yn gywir ar y cyfan, ac eithrio dau. C13 (Datblygu dealltwriaeth, gan ddefnyddio mewnwelediad i wella prosesau cyn ymgeisio sy'n ymwneud â chynllunio statudol a cheisiadau trwyddedu i hwyluso datgarboneiddio diwydiannol a lleihau allyriadau nwyon tŷ gwydr

safleoedd tirlenwi) – rhagfynegir y byddai'n felyn ar ddiwedd y flwyddyn, ond mae'n wyrdd yn Chwarter 4; C15 (Blaenoriaethu camau gweithredu gyda'r cost a budd mwyaf ar garbon deuocsid a'i gyfatebol (CO₂e) / nwyon tŷ gwydr i gyflawni ein blaenoriaethu blynyddol o fewn y cynllun sero net) – rhagfynegir y byddai'n goch, ond mae wedi symud i felyn.

Adroddiad perfformiad mewnol

11. Ochr yn ochr ag adrodd chwarterol y cynllun busnes, rydym hefyd yn adolygu gwybodaeth reoli sy'n gysylltiedig â pherfformiad mewnol.
12. Mae'r adroddiad perfformiad mewnol i'w weld yn Atodiad 2 ac mae'n ymdrin â naw mesur â ffocws mewnol, gyda'u statws coch/melyn/gwyrdd presennol (Chwarter 4). Is-set yw hon o wybodaeth reoli fanylach, sy'n cael ei chasglu'n fisol a'i rhannu â'r holl gyfarwyddwyr gweithredol i'w harchwilio gyda'u huwch-dimau arwain.
13. Ar gyfer y mesurau hyn, y sefyllfa yw fel a ganlyn: chwe gwyrdd, dau felyn, dim rhai coch, ac un i'w gadarnhau.

Risgiau, y parodrwydd i dderbyn risg a chyfleoedd

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

Goblygiadau ehangach

15. **Cyllid:** Nid oes unrhyw oblygiadau ariannol sylweddol wrth ddarparu'r adroddiad perfformiad ei hun, ond mae rhan o'n hadolygiad chwarterol yn ystyried dyraniad ein hadnoddau, ac felly mae papurau cyllid a pherfformiad wedi'u cysylltu'n agos.
16. **Cydraddoldeb:** Mae'r asesiad o'r effaith ar gydraddoldeb perthnasol yn cwmpasu ein Cynllun Corfforaethol 2030, ein datganiad llesiant a chynllun busnes 2024/25.

Y camau nesaf

17. Yn dilyn cymeradwyaeth Bwrdd CNC, bydd y ddau adroddiad perfformiad yn cael eu trafod gyda Llywodraeth Cymru a'u cyflwyno i'r Gweinidog dros Newid Hinsawdd a Materion Gwledig. Byddant yn cael eu cyhoeddi ar wefan Cyfoeth Naturiol Cymru.
18. Bydd adborth yn cael ei roi i ohebwy'r a'r tîm arwain a'i rannu â'r staff drwy'r fewnwyd.

Argymhelliad

19. Mae'r tîm gweithredol yn cymeradwyo Adroddiad Perfformiad Chwarter 4 Cynllun Busnes 2024/25 a'r Adroddiad Perfformiad Mewnol yn barod i'w cyflwyno i gyfarfod y bwrdd ym mis Gorffennaf.

Rhestr atodiadau

Atodiad 1 – [Adroddiad Perfformiad Chwarter 4 Cynllun Busnes 2024/25 – synthesis o gynnydd yn erbyn yr amcanion llesiant](#)

Atodiad 2 – [Adroddiad Perfformiad Mewnol: Chwarter 4](#)

Y broses gymeradwyo / ymgynghori

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

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

Background

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

Overarching assessment of performance – emerging themes and risks

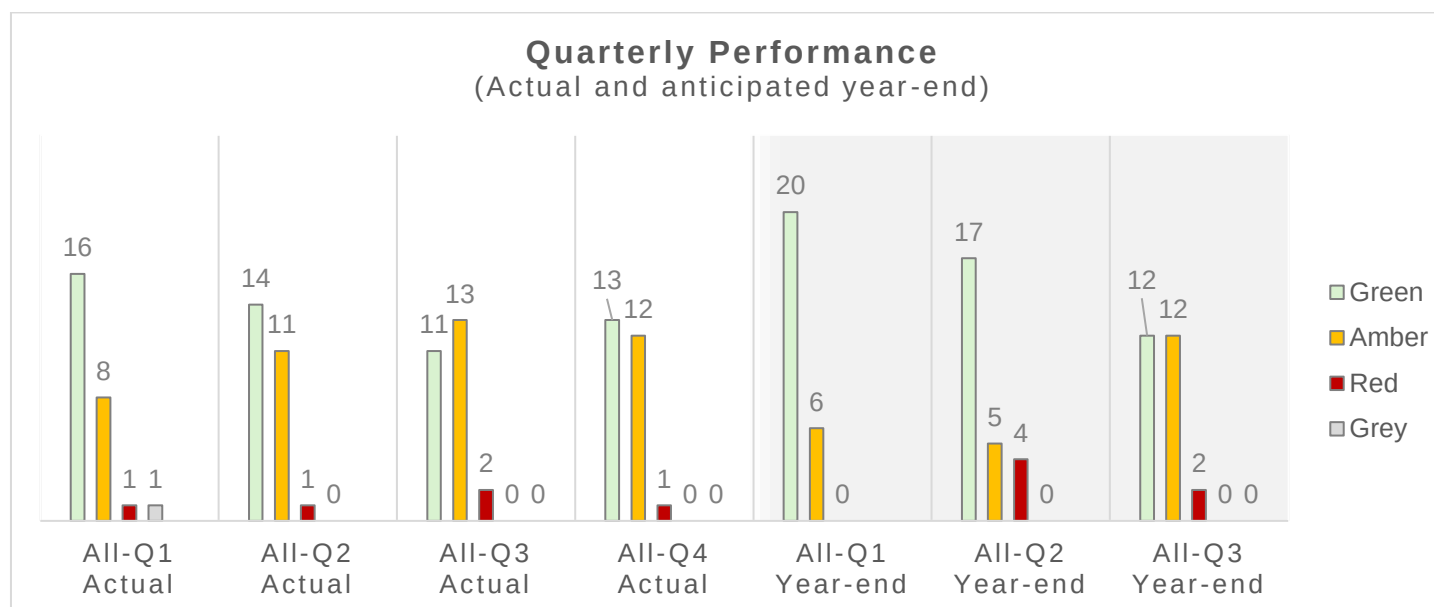
5. Across the three well-being objectives we have made good progress on all the annual commitments and key deliverables. Notable achievements include: raising awareness of the Interim Report for SoNaRR 2025 published in Quarter 3, which has become a popular download from our website; providing protection to 836 properties through our Flood Risk Management Capital programme with completion of the flood defence scheme at Stephenson Street in Newport, which was visited by the Deputy First Minister and Cabinet Secretary for Climate Change and Rural Affairs; completion of the analysis of a public

consultation concerning the proposed new National Park in North East Wales, as well as progressing a range of further assessments; increasing awareness with over 1,500 organisations of new workplace recycling regulations during this quarter; and further work on the Sustainable Farming Scheme where all our site visits have been completed in the quarter, and mock management plans are now being sent to our Environment officers to help evaluate the process.

6. The recruitment freeze has impacted delivery with progress on many commitments and key deliverables slower than anticipated at the start of the year. Through the year, team leaders, managers and leadership team have prioritised, pausing some work to create capacity for other higher priority work, scaling back ambition, and managing expectations with our customers and partners. These pressures have impacted on delivery and are reflected in the performance metrics. Of the 26 commitments, thirteen reported green – an increase of two from Q3; twelve reported amber – a decrease of one from Q3 and one has reported red. This represents an overall improvement on both the actual and predicted end of Year results reported in Q3.
7. The pathway to green for these commitments is dependent on the release of the recruitment controls. It is likely that the earliest most of the currently red and amber commitments will return to green is Q3 in 2025/26. For this reason, these commitments and deliverables will be retained within the 2025/26 Annual Business Plan.
8. The Case for Change is now complete, with staff placed into posts and outstanding vacancies advertised externally on our website. However, it will take time in 25/26 for staff to settle into their new roles and for all teams to be at full capacity and capability.
9. For the first time this year we have prepared an overview of our progress against the priorities identified in the Term of Government Remit letter. This shows the close alignment between the priorities in the Term of Government Remit Letter, our Corporate Plan and the Annual Business Plan. We will produce this supplementary report each year to demonstrate progress and our commitment to transparency.

Performance Analysis

10. The graph below illustrates 'RAG' quarterly progress and year-end predicted positions across all 26 annual commitments; Table 1 reflects quarterly progress through the year for each annual commitment. While undoubtedly the case for change has impacted our performance during 2024/25, our end of year performance is better than predicted for year end at Q3. Once new roles have been embedded and teams have the capacity and capability they need, we expect to see improved performance in our key areas of work, with virtually all current commitments having reached Green status by Q3 2025/26. Detail for each Commitment can be found in 'Appendix 1 of Annex 1'.

Fig 1: Quarterly Performance and Anticipated Year End

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

11. Against actual progress in quarter four, of the 26 commitments, thirteen reported green – an increase of two from Q3; twelve reported amber – a decrease of one from Q3 and one has reported red – an overall improvement on both the actual and predicted end of Year results from Q3. This has involved various shifts in RAG status – from Amber to Green (C13) and Red to Amber (C15).

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

	2024/25 Business Plan commitment:	2024/25			
		Q1	Q2	Q3	Year end
WBO1: Nature is recovering	C1: Evaluate the NRW Nature Networks Programme to inform future investment for protected sites	Amber	Amber	Amber	Amber
	C2: Synthesise evidence to identify priorities for notification and renofication of sites contributing to the 30:30 target	Amber	Amber	Red	Red
	C3: Develop an understanding of the intervention impact of 11 of the place-based Natur am Byth partnership programme projects to refine conservation delivery	Green	Green	Green	Green
	C4: Consolidate understanding of the condition of features of Welsh only marine SACs and SPAs to inform prioritisation	Green	Green	Green	Green
	C5: Integrate nature recovery evidence into the proposed new National Park process and management of existing AONBs and National Parks to improve decision making for nature	Green	Green	Green	Green
	C6: Delivering multiple benefits and opportunities for nature, people and the rural economy through supporting Welsh Government in the development and implementation of the Sustainable Farming Scheme, providing evidence and expertise	N/A	Amber	Green	Green
	C7: Implementing No Mow May, piloting new approaches to working with nature on the land and assets that we manage, identifying prioritised recommendations	Green	Green	Green	Green
CC	C26: Develop an understanding of user needs, experience, and opportunities for common messaging and mainstreaming evidence into decision-making to inform the Interim Report for SoNaRR 2025	Green	Green	Green	Green
WBO2: Communities are resilient to climate change	C8: Invest in capacity building to enable delivery in 2024-25 and future expansion of the National Peatland Action Programme	Amber	Amber	Amber	Amber
	C9: Strengthen capacity and evidence informing spatial prioritisation to enable effective future restoration within marine and coastal habitats	Amber	Green	Amber	Amber
	C10: Deliver capital projects and sustain levels of protection for properties to reduce flood risk	Green	Green	Green	Green
	C11: Improve the Flood Warning Service and Telemetry System to deliver efficiencies and maintain continuity of service to customers	Red	Red	Amber	Amber
	C12: Review the prioritisation approach for flood asset maintenance and management to ensure our investment is risk based	Green	Amber	Amber	Amber
	C13: Develop understanding, using insight to enhance pre-application processes related to statutory planning and permitting applications to facilitate industrial decarbonisation and reduction of landfill greenhouse gas emissions	Green	Green	Amber	Green
	C14: Enhance evidence, guidance and pre-application advice to improve the quality of submissions for planning permissions and permit/licence applications (Re; low carbon and carbon capture technologies)	Amber	Amber	Amber	Amber
	C15: Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO ₂ e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan	Green	Amber	Red	Amber
WBO3: Pollution is minimised	C16: Embed the use of carbon reduction tools and plans into high value contracts and frameworks to improve the quality of submissions.	Green	Amber	Amber	Green
	C17: Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution.	Green	Green	Amber	Amber
	C18: Undertake compliance visits at prioritised regulated sites to reduce pollution	Green	Green	Green	Green
	C19: Provide support and advice on the new Workplace Recycling Regulations, targeting key workplace sectors and waste service providers to increase stakeholder awareness and understanding.	Green	Green	Green	Green
	C20: Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment.	Amber	Amber	Amber	Amber
	C21: Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action	Amber	Amber	Amber	Amber
	C22: Respond to prioritised pollution incidents to minimise environmental harm.	Green	Green	Green	Green
	C23: Enhance our understanding of the drivers of pollution incidents across Wales to inform the integration of preventative actions into incident response.	Green	Green	Amber	Amber
	C24: Undertake investigation and enforcement action to minimise environmental harm	Green	Green	Green	Green
	C25: Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping	Amber	Amber	Amber	Amber

Synthesis of progress against each well-being objective

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

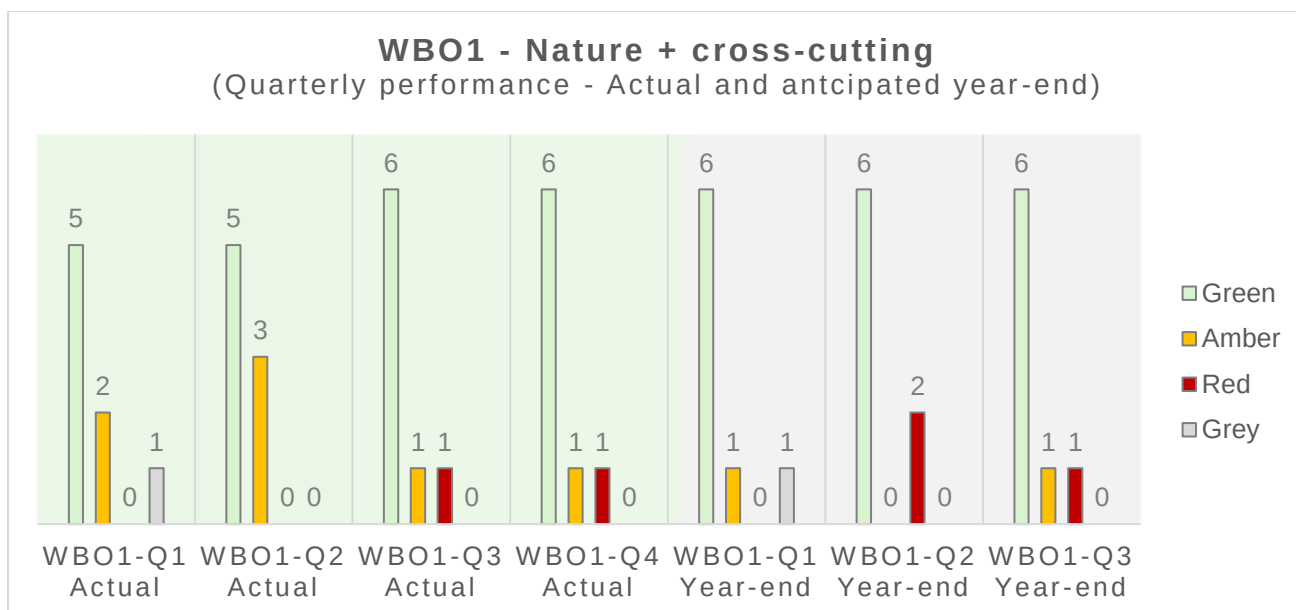
N.B. For reporting purposes only, we have now moved the cross cutting commitment (C26 - Develop an understanding of user needs, experience, and opportunities for common messaging and mainstreaming evidence into decision-making to inform the Interim Report for SoNaRR 2025) under WBO 1.

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

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

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

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



1. Progress has continued to the end of the year. Five commitments have remained Green throughout the year, and a further commitment (C6 - Delivering multiple benefits and opportunities for nature, people and the rural economy through supporting Welsh Government in the development and implementation of the Sustainable Farming Scheme, providing evidence and expertise) became Green in Q3 and has remained so to year end.
2. Of the two remaining commitments under this WBO, one has remained Amber at Q4 (C1 - Evaluate the NRW Nature Networks Programme to inform future investment for protected sites), while the other has remained Red (C2 Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target): all are as previously predicted for year end at Q3.
3. Some of the commitments benefit from external funding – either through the Welsh Government Nature Networks Programme or the National Lottery Heritage Fund and are not subject to the same pressures as Grant in Aid.
4. C1- Evaluation of the NRW Nature Networks Programme has remained Amber in this last Quarter. Although evaluation work has continued it has not yet concluded. We have paused evaluation on parts of the programme to align with Welsh Government's evaluation of the wider Nature Networks Programme (NRW & NLHF (National Lottery Heritage Fund)) which is scheduled for 2025/26. Our NRW programme has delivered conservation activities on at least 207 separate SSSIs in 2024/25. The pathway to green is to scope NRW's own evaluation process by Q2 in 2025/26, with a schedule to Q4, and to address delivery capacity gaps by Q3: the deliverables will continue into the 2025/26 business plan.
5. C2 - Synthesis of evidence to identify priorities for notification and re-notification of sites contributing to the 30:30 target, moved to Red in Q3 and has remained so to the end of Q4. We have now completed the first draft of the SSSI Review Report, shared for internal review and following refinement will be shared with Biodiversity Deep Dive Core Group partners. Publication of our SSSI notification handbook and development of a costed programme for notifications has been paused.

However, these deliverables will continue into the 2025/26 business plan, including completing an initial review to inform a prioritised roadmap for SSSI notifications by Q2 2025/26.

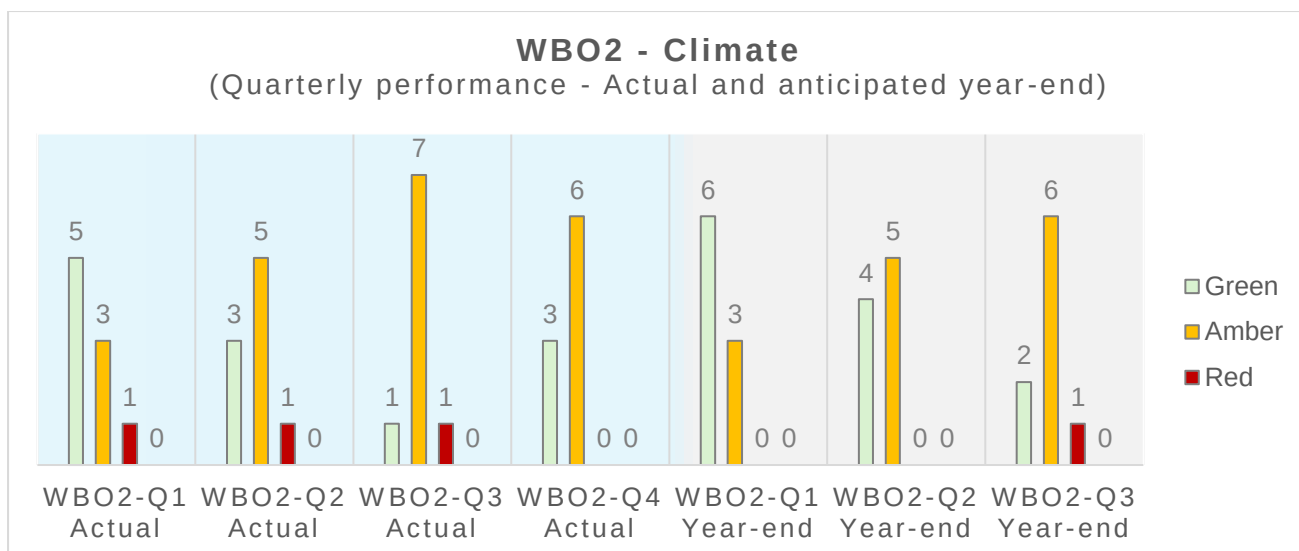
6. Six commitments reported green in Q4, with no change in actual or predicted year end from Q3. C5 - providing advice on the proposed designation of a new National Park is progressing well with analysis of the public consultation held in Q3 now complete. C6 - Providing evidence to inform the development of the Welsh Government Sustainable Farming Scheme and identify with Welsh Government what support services may be required is now progressing well following positive engagement with Welsh Government officials and agreement to revised key deliverables. This work will continue into 2025/26. C26 - the [\(Interim\) State of Natural Resources Report 2025 was published in December 2024](#), is now being widely publicised with good numbers of downloads of the document itself as well as views of our SoNaRR web pages.

WBO 2: Communities are resilient to climate change

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

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

Key: Green = achieved; Amber = partially achieved; Red = missed.



7. Progress has been made during Q4, with slightly better overall performance than t predicted in Q3. Three commitments have reported as Green at year end (Cs 10,13 and 16), six as Amber (Cs 8,9,11,12 14 and 15), and no Reds. C13 (Develop understanding, using insight to enhance pre-application processes related to statutory planning and permitting applications to facilitate industrial decarbonisation and reduction of landfill greenhouse gas emissions) and C16 (Embed the use of carbon reduction tools and plans into high value contracts and frameworks to improve the quality of submissions) have moved from Amber to Green, while C15 (Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO₂e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan) has shifted from Red to Amber.
8. While C10 (Capital flood works) has remained Green throughout the year, two other commitments have shifted from Amber to Green in Q4.
9. For C13 (Develop understanding, using insight to enhance pre-application processes related to statutory planning and permitting applications to facilitate industrial decarbonisation and reduction of landfill greenhouse gas emissions) we've made strong progress this year, using pre-application insight and collaborative working to proactively support complex industrial decarbonisation proposals. A programme of data improvement with operators has led to a significant improvement in data used in the calculation of the National Air Emissions Inventory, with an increase in over 11 million m³ of landfill gas reported as being flared, which was previously assumed to be vented directly to atmosphere. Although we have reached Green, the wider permitting and policy landscape is shifting quickly, and ongoing effort will be needed to maintain this position in 2025/26.
10. For C16 (Embed the use of carbon reduction tools and plans into high value contracts and frameworks to improve the quality of submissions), we have achieved the deliverables we identified for 2024/25. We have successfully piloted our Well-being Impact approach in a procurement exercise, with the awarded supplier committed to a carbon measure as a contractual commitment. During the year we have also set a requirement for successful suppliers to use carbon

calculators for our MEICA (Mechanical, Electrical, instrumentation, Control and Automation) and Criminal Litigation Framework Agreements; issued guidance on establishing a Carbon Reduction Plan; and included the requirement for a carbon reduction plan to be completed by suppliers on our MEICA and Water Management consultancy framework agreements.

11. One commitment has shifted from Red to Amber – C15 (Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO₂e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan). The supply chain and project delivery elements of this commitment have met their targets while the climate literacy training element has achieved 43% rather than the 50% target for the percentage of staff trained: the case for change and completion rate of post course work to gain accreditation are both factors in this. In 2025-26, the Climate Literacy course will be promoted, with managers actively encouraging staff to attend, including all new starters.
12. Other commitments under this WBO were reported as Amber at Q3 and have remained so for Q4. These are C8 (Invest in capacity building to enable delivery in 2024-25 and future expansion of the National Peatland Action Programme), C9 (Strengthen capacity and evidence informing spatial prioritisation to enable effective future restoration within marine and coastal habitats), C11 (Improve the Flood Warning Service and Telemetry System to deliver efficiencies and maintain continuity of service to customers), C12 (Review the prioritisation approach for flood asset maintenance and management to ensure our investment is risk based) and C14 (Enhance evidence, guidance and pre-application advice to improve the quality of submissions for planning permissions and permit/licence applications (Re; low carbon and carbon capture technologies).

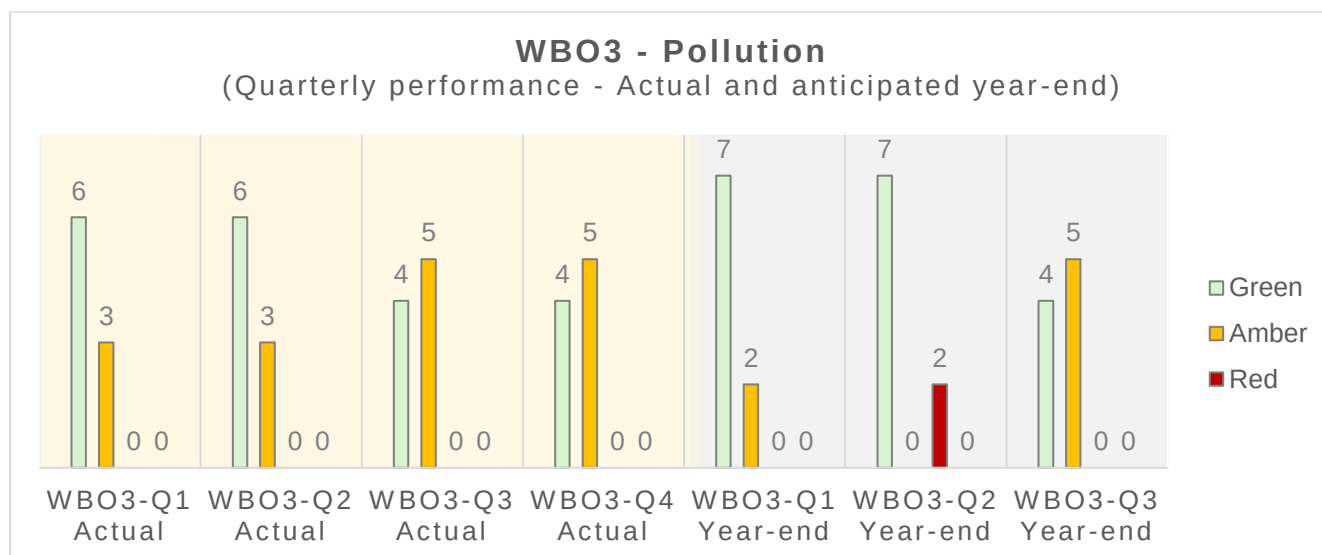
WBO 3: Pollution is minimised:

Table 4: WBO3 dashboard - Pollution is minimised.

	2024/25 Business Plan commitment	2024/25			
		Q1	Q2	Q3	Year end
WBO3: Pollution is minimised	C17: Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution.	Green	Green	Amber	Amber
	C18: Undertake compliance visits at prioritised regulated sites to reduce pollution	Green	Green	Green	Green
	C19: Provide support and advice on the new Workplace Recycling Regulations, targeting key workplace sectors and waste service providers to increase stakeholder awareness and understanding.	Green	Green	Green	Green
	C20: Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment.	Amber	Amber	Amber	Amber
	C21: Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action	Amber	Amber	Amber	Amber
	C22: Respond to prioritised pollution incidents to minimise environmental harm.	Green	Green	Green	Green

C23: Enhance our understanding of the drivers of pollution incidents across Wales to inform the integration of preventative actions into incident response.	Green	Green	Amber	Amber
C24: Undertake investigation and enforcement action to minimise environmental harm	Green	Green	Green	Green
C25: Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping	Amber	Amber	Amber	Amber

Key: Green = achieved; Amber = partially achieved; Red = missed.



13. For this WBO, the RAG status for each of the commitments at year end is exactly the same as those reported in Q3– with four reported as Green (and have been consistently so throughout the year – Cs 18,19, 22 and 24) and five reported as Amber (Cs 17, 20, 21, 23, 25).

14. C17 Farm inspections under the Agriculture Pollution Regulations – despite excellent work by officers in-post, we have failed to achieve the required inspection numbers to meet the full year 80% target. This is largely as a result of vacancies within the team. While the inspection compliance rate has seen some marginal improvements over the past few months, overall farm non-compliance stands at 51%: the industry remains reluctant to accept the new requirements in many cases. Following recruitment to vacant posts, we are confident we can achieve the 100% target (821 visits) for 2025-26.

15. C20 - Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment remains Amber at year end. We had to reprioritise during the year, and a reduced resource availability meant that we made the decision not to carry out the Operator Monitoring Audit (OMA). This work will be continue into the 2025/26 business plan alongside the newly established water compliance team. We anticipate completing OMAs by the end of Q4 2025/26. However, the impact we have had during the year has been significant - achieving record investment for Wales through AMP8 (Asset Management Period 8 - Periodic Review 24), completion of drought planning work and significantly increasing our front line regulatory compliance effort when compared to previous years.

16. C21 – Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action remains Amber at the end of Q4. As of July 2024, all relevant (water company) permits had been varied to include phosphorus limits. Work is ongoing to assess the level of improvements created through this review. We have achieved our 30% target of outstanding investigations looking at causes of water body failure in Special Areas of Conservation (SAC). There are issues in the delivery of the Upper Wye Restoration Project caused by ongoing impacts from recruitment and case for change. We have not delivered as many farm visits/actions on the Upper Wye as planned and some work will now take place in 2025-26.
17. Other commitments reporting Amber are C23 (Enhance our understanding of the drivers of pollution incidents across Wales to inform the integration of preventative actions into incident response) where lack of capacity has hindered our ability to move as quickly as originally planned, and C25 (Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping) where, for example, our work on a draft revised protocol had slowed, but work has now resumed and is scheduled for completion in Q1 in 2025/26.
18. Four commitments under this WBO have remained Green throughout the year. These are C18 (compliance on regulated sites) C19 (advice on workplace recycling) C22 (incident response) and C25 (investigations and enforcement action).
19. For C18 (Undertake compliance visits at prioritised regulated sites to reduce pollution) our main area of progress has been continuing to focus on permitted facilities where serious non-compliances have been identified, and Category 1 and 2 breaches have been issued. During July to September 2024, there were 32 Compliance Assessment Reports that identified either single or multiple Category 1 or 2 non-compliances. In line with the measure these require further compliance effort within 6 months. 48 out of 48 Category 1 and 2 breaches received further compliance effort within the required 6 months.
20. For C22 (Respond to prioritised pollution incidents to minimise environmental harm) we have maintained the level of service with the final figure for 2024-25 being 97%. A high-level report on incident performance was completed and shared with our Leadership Team in March. The report evaluated 2024 performance and identified areas for continuous improvement to refine incident management approaches post-April 2025. While we will continue to maintain the existing 4-hour response standard for high-priority incidents, our focus for 2025-26 will broaden to assess the overall effectiveness of our incident response. In particular, we aim to reduce the number of attended incidents that are ultimately unsubstantiated, ensuring resources are deployed in a more targeted and risk-based way.

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

Table 1: Wellbeing Objective 1 - Nature is Recovering

ET Owner: Dominic Driver

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

Area of Focus: Nature being protected

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

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

Key deliverables:

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

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

C1: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber at the end of March. For KD1: The evaluation has continued but it has not been possible to complete it. Our analysis has shown that the NRW Nature Networks programme has delivered conservation activities on at least 223 SSSI across Wales. In 2024-25, we delivered conservation activities on at least 207 separate SSSI. We have paused evaluation on the programme other than for work delivered on SSSIs through Land Management Agreements (and Marine NN projects - reported elsewhere). WG intend to complete their evaluation of the wider Nature Networks Programme (NRW & NLHF) in 2025-26; the scope and timeline for that is to be confirmed and we will therefore define our own internal process whilst continuing to work with WG on the wider programme evaluation. For KD2: We have discussed priorities with WG prior to scoping the full programme evaluation and shared the evaluation work NRW has undertaken to date and its methodology. Having paused the NRW evaluation in 2024-25 to align with the WG wider programmes evaluation (now planned for 2025-26), we were not able to reach the prioritisation step in this deliverable. The pathway to green is to scope NRW’s own evaluation process by Q2 with a schedule to Q4, and to address delivery capacity gaps by Q3 through investment for delivering evaluation activity including Nature Networks data / GIS capability.	Amber	Amber

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

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

Key deliverables:

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

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

C2: Position at end of year:	Anticipated Year end	Year end Q4
This commitment is Red at the end of March. For KD1: We have now completed the first draft of the SSSI Review Report, shared for comment and review by the Task and Finish Group, whom we met with to discuss adaptations and additions that need to be made. Our next step is to refine the report before sharing with Biodiversity Deep Dive Core Group partners. Alongside, wider sharing a contextual communications piece will be drafted. The ongoing impact of the case for change with limited additional staff capacity available in Q4 meant we were not able to progress to the report being complete at year end, although good progress towards completion has been achieved. For KD2 and KD3: These key deliverables were paused owing to the impact on staff vacancies and availability as described in the Q3 report. We intend to restart these deliverables and complete in the next plan year. The pathway to green is to conclude KD1 by Q2 2025-26 to inform prioritisation of SSSI notifications to ensure a range of habitats and species are adequately represented for spatially targeting nature recovery action contributing to a resilient ecological network.	Red	Red

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

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

Key deliverables:

1. Increased understanding of the effectiveness of the 11 Natur am Byth place-based projects through testing the impact measurement framework and refining the product.
2. Increased the skills of all relevant programme staff through the delivery of Species Recovery Assessment training (to prepare for full scale review of species recovery targets in 2025-26) (completed by Q2).
3. Increased understanding of the 67 Natur am Byth target species through the completion of the review of all ecological monitoring plans.

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

C3: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March. For KD1: Our main area of progress has been an increase in the return of monitoring and evaluation data from each NGO partner within the partnership. This demonstrates the investment of training and support from the NRW hosted programme team and our specialist evaluation consultants. For KD2: This key deliverable was completed on target in Quarter 2. To maximise this work, NRW hosted a UK wide workshop in Q4 to explore use of the Species Recovery Curve methods across GB and Northern Ireland and address country and organisational divergence in approach. The event was well received, and a positive opportunity to platform work in Wales to partner nature conservation agencies, devolved governments, JNCC and NGOs. It highlighted the need for project level officers to receive more training to increase efficiency in undertaking project level species recovery assessment and increase confidence. For KD3: Completed in previous quarters. We will continue to implement programme management principles to manage risks and issues within the Natur am Byth programme. The programme board and partnership steering group will continue to execute their responsibility of supporting project staff and contractors to deliver conservation action. The impact measurement framework will continue to be used to monitor activity and ensure that place-based project outcomes are realised, contributing to the Wales wide outcomes upon which our external funding relies.	Green	Green

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Area of Focus: Nature being restored

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

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

Key deliverables:

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

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

C4: Position at year end:	Anticipated Year end Green	Year end Q4 Green
This commitment is Green at the end of March. For KD1: All 12 conservation advice packages have been completed and endorsed by the project task and finish group they have been sent for final sign off. There will be some editing and proof reading of the advice packages to be carried out as well as accessibility checks, we are confident that all 12 new conservation advice packages will be published on our website in June. Underpinning these, we have completed all the condition assessments and they are with the project task and finish group for sign off. These will also need editing and accessibility checks, we are confident we will publish all reports on our website in June. For KD2: All contractor spend paid on time. Report writing phase longer than expected. Should be complete by late spring 2025. Resources for this three year project has reduced over time requiring an increase in timescale to complete. Investigation reports to be completed by end of spring 2025. Improving Marine Conservation Advice (IMCA) reports to be published in June 2025 as agreed.		

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

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

Key deliverables:

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

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

C5: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March. For KD1: Our main area of progress has been completion of an analysis report for the public consultation held in Q3, commencement and progression of multiple work streams including Health impact assessment, Welsh Language impact assessment, Equalities impact assessment and a Benefits for Nature Report. In addition, we have continued key stakeholder management activity, including meeting all 5 Local authorities affected. We have also commissioned Arup for two reports, the first to review planning in the context of a National Park, the second to assess economic impacts of designation. For KD2: Our main area of progress has been discussion with, and support for, Eryri and Pembrokeshire Coast National Parks and the Llyn and Gower National Landscapes on applying our Designated Landscapes Management Plan Guidance to their management plan guidance. To help inform discussion, a short summary note has been prepared and is being revised to reflect on the conversation with staff from each of the Designated Landscapes. For KD3: Our main area of progress has been to work to clarify the relationship between Designated Landscapes, as Category V Protected Areas under the IUCN (International Union for Conservation of Nature) classification system, and OECMS’s (Other Effective area-based Conservation Measures), defined by the CBD (Convention on Biological Diversity) as a geographically defined area other than a Protected Area. On this basis National Parks and National Landscapes cannot be considered as OECMS. This will inform the emerging WG 30by30 framework. Through Tirweddau Cymru and the new Nature Recovery 30by30 Programme Manager, the focus will now be collaborative working between designated landscapes, NRW and WG to develop a mechanism to identify and map which areas in Designated	Green	Green

Landscapes can contribute and deliver on 30by30 linked to the Management Planning process and updated NRW Management Plan Guidance.



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

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

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

Key deliverables:

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

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

C6: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March. For KD1: NRW has kept pace with the various refinements happening across the universal actions and has helped shaped these so as to minimise regulatory risks. We have completed work to minimise the impact on licencing and consenting through changes in universal actions and helped provide a steer towards optional actions and longer term evolution of the scheme. We have provided advice on the development of the SFS Universal code, and supported Welsh Government in engagement with Stakeholders and Officials Groups For KD2: All site visits have been completed in the quarter, and we have collected enough baseline information to inform the WG SFS business case. Mock management plans are now being sent to Environment officers to help evaluate the process. A final report is in preparation and expected to be finished in April, which will inform next steps. For KD3: We have scoped out support service requirements as far as we can, given the position of the scheme. Transitional funding arrangements for Operational Readiness are being negotiated. Cost assumptions on service delivery have now been submitted to Welsh Government to inform their SFS Business Case. There are still many moving parts but we have a good understanding of the expectations on service delivery.	Green	Green

Area of Focus: NRW as an exemplar nature positive organisation

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

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

Key deliverable:

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

Next step for 2025-26: Implementing revised programme.

C7: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March. For KD1: Our mowing regime during May was reduced by more than 70% and guidance is now in place to risk assess future mowing in May so as mowing only takes place by exception, for example where required to maintain statutory compliance at our reservoir sites. A project to look at pilot sites to transition to mowing regimes which support species rich habitats has been accepted into the FRM Improvements Programme.	Green	Green

Cross Cutting

Step(s) to take:
 ...Identifying opportunities to optimise the collective action and impact of the public sector through using SoNaRR and Area Statements to work with the Public Services Boards, public health and local authorities.
 ... Involving different communities and sectors in our work, through applying behavioural insights to inform our approaches.
 ... Ensuring a diverse range of people are taking action for nature through sharing the vision and outcomes from Nature and Us to expand our networks and increase involvement.

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

- Key deliverables:**
1. Increased the knowledge amongst sector bodies and wider stakeholders of how to optimise collective action on nature, climate and pollution by publishing the Interim Report for SoNaRR 2025 (by end of Q4).
 2. Increased our knowledge of user interaction with the Interim Report for SoNaRR 2025 by establishing an online monitoring tool and undertaking analysis.
 3. Increased our understanding of user needs and support requirements for SoNaRR 2025 by undertaking interviews with 10 public sector bodies and wider stakeholders.

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

C26: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March.	Green	Green
For KD1: No further progress in Q4. Deliverable completed in Q3 by publishing the SoNaRR Interim Report For KD2: Our main area of progress has been publicising the Interim Report with the Chair's blog and press release on 13th January. There were a total of 747 views of the Interim Report web page between 19th December and 31st March. 455 of these were in January following the press release. The Interim report was downloaded 95 times between publication and 31st March 2025, the 7th most popular download from our website during Q4. In total, from April 2024 to March 2025 there were 3522 views of SoNaRR main web pages, including previous reports. There was increased interest following the publication of the 2024 Interim Report. National and Regional Organisations and news sites published articles about the Interim report, including Water magazine, Pembrokeshire Coastal Forum, Office for Future Generations Commissioner for Wales, South Wales Argus and NationCymru For KD3: Our main area of progress over the year, we have engaged with stakeholders in key public bodies to understand how SoNaRR can support OneHealth Agenda (PHW, Food Standards Agency, NHS Wales); National Statistics (ONS); Support well-being and reporting cycles of the Future Generations Commissioners Office; and mainstream nature into economic planning with the Welsh Treasury. We had conversations with the business community via the UK Business and Biodiversity Forum and strengthened the relevance of SoNaRR for Green Finance with Welsh Government colleagues. We initiated the CASRI (Collaborative Action coordinating and enhancing systemic, actionable and transversal Sustainability Research and Innovation)		

project with grant support from the EU to better shape evidence needs with respect to sustainable management of natural resources and SoNaRR.

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Table 2: Wellbeing Objective 2: Communities are resilient to climate change ET Owner: Sarah Jennings

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

Area of Focus: Nature based solutions being widely adopted

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

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

Key deliverables:

1. Increase the area of damaged peatland undergoing restoration activity across Wales by 15%, rising from a previous annual target of 600 hectares to roughly 700 hectares in 2024/25.
2. Increased the effectiveness of our input into the land use planning system, to reduce the negative effect of development on peatland through the production of an NRW policy position on Planning Policy Wales Edition 12 (to effect change in 2025-26).
3. Increased the development of shovel ready peatland restoration projects by increasing the funding available through our competitive development grant by 100%.

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

C8: Position at year end:

For KD1: Restoration efforts have been underway across Wales on land managed by NRW, as well as land managed by our trusted partners and private landowners. We have made good progress on our top priority sites for the land in our care particularly at Cefn Croes and Hafod Elwy. Additionally, we have supported direct delivery projects with land owners and managers across Wales through various funding mechanisms, including Section 16 Land Management Agreements, Strategic Allocated Funding, and Competitive Development and Direct Delivery Grants. The deadline for spending on these projects was the end of the financial year.

During 2024–25, working with our partners we successfully delivered over 700 hectares of peatland restoration activity. This included essential preparatory activity such as scrub removal, rewetting to restore water levels and addressing erosion issues. Notably, 240 hectares of this restoration activity took place on the land in our care.

For KD2: NRW policy position agreed and reactive advice provided to Development Planning Advisory Service (DPAS) including representation at Planning and Environment Decisions Wales (PEDW inquiries) when resources allowed. Application and

Anticipated Year end	Year end Q4
Amber	Amber

interpretation of policy in planning requires clarification before NRW Guidance Note and Operational Guidance Notes can be produced.

For KD3: In December 2024, NPAP launched its new annual Competitive Grant for the next three years, making up to £700,000 available per year, more than doubling the amount previously available. We led a webinar for potential applicants in February with a deadline of 18th March to receive applications. We have received fifteen applications to the value of £620,000. It's positive to see more private landowners engaging in the process. The applications are now being assessed and the successful applicants will be informed in the coming weeks.

All successful projects will be shared on NRW's website. Offering this open competitive Peatland Restoration Grant is one way NPAP is supporting partners across Wales to achieve increasingly ambitious peatland restoration goals for the benefit of future generations.

The pathway to green includes: (1) now that we have peatland planning casework officers appointed, complete guidance in 2025-26 and scale up planning casework advice (2) continue to roll out direct and grant aided peatland recovery projects.

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

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

Key deliverables:

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

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

C9: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber at the end of March. For KD1: The guidance is now fully drafted and we are ready to proceed with a wider consultation with external partners which will be ongoing in Q1. A meeting is being arranged with Seagrass Network Cymru to begin this process. We will update the guidance based on feedback received with an aim to publish by end of Q2. We have not been able to finalise and publish the guidance within this financial year due to reduced staff capacity, however substantial progress has been made and guidance will be finalised/ published later in 2025. For KD2: We have made some progress with updating and refining the opportunity maps for seagrass and native oyster. The maps are currently being reviewed and will be published later this year. We have not yet been able to progress the more detailed opportunity mapping that we have agreed to take forward with, and resourced by, The Crown Estate. The intention is that this work will refine the current opportunity maps by identifying those areas that are less suitable for restoration (for example where there are practical or physical constraints). However, a specification for the work has been developed and will be released for tender via The Crown Estate contract framework in April 2025. We anticipate this work will be complete by end Q4 of next year. The pathway to green for this commitment is to continue progressing this work during 2025-26 until complete, recognising that a substantial amount of work has already taken place to achieve the deliverables. Work has been redistributed from lost resources so this task will require more time for completion.	Amber	Amber

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

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

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

Key deliverables:

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

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

C10: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March. For KD1: Works to reduce the flood risk in this community have been substantially completed and the deliverable has been met. The construction of new embankments, flood walls and associated infrastructure are now reducing the risk of flooding in this area. The Deputy First Minister visited the site in March whilst making an announcement about flood risk funding for 2025-26. Completion works including landscaping will continue into 2025-26. For KD2: Maintenance works delivered through our FRM Capital Programme have ensured that flood assets continue to sustain levels of protection in locations including: Porth, Llandovery, Peterstone, Llangennech, West Pill, Windmill, Machen, Worthenbury, Fynnon y Ddol, Ferryside, Bretton Drain, Ponthir, Wepre Brook, Pendine, and Newport. These works have benefitted 836 properties in total. This commitment has been achieved.	Green	Green

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

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

Key deliverables:

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

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

C11: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber at the end of March. For KD1: The new Flood Warning Information Services for Wales (FWISfW) was implemented to schedule in July 2024 (Q2) and is in successful operational use. There are issues on some aspects relating to firmly establishing resilient ongoing support for its maintenance, and on some planned improvements that were scheduled post initial launch. We are working on these issues and have pathways to implementation, but it requires some concerted shifts and actions to happen for these issues to be fully addressed to manage the status to Green. Hence the status is Amber. For KD2: The overall progress on the Telemetry replacement project is good on 3 of the 4 workstreams. There is however an ongoing fundamental issue with the workstream on the main system build: the new system has not yet passed User Acceptance Testing as it has a number of bugs in it. We are in discussions with the supplier as to them fixing these bugs, and it is taking longer than anticipated. There is confidence that the underlying system is good, but there bugs need fixing. It has been escalated with the supplier to drive to a solution. Delays mean the project duration is being extended. The impacts of this are manageable from a service perspective, but it does mean extra cost. As the issues are not yet resolved, the status is Amber.	Amber	Amber

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

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

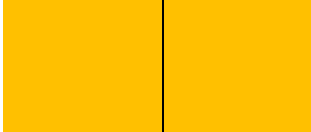
Key deliverables:

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

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

C12: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber at the end of March. For KD1: The new RBRAM model continues to be embedded with good success. 51,764 hours of maintenance effort have been recorded against 20,587 completed actions. Data collected is improving the accuracy of plans for future years. 7,103 properties have benefitted from 100% of the maintenance needs being undertaken on assets they benefit from, 79,633 properties have benefitted from at least 60% of the maintenance work being delivered. 2,803 properties sit behind flood defences where none of the maintenance needs have been delivered. For KD2: Resource challenges (staff sickness absence; need for prioritisation on response/recovery on Flood Events and Flood Review work; focussing on KD1 as a higher priority) have delayed this project's initiation, therefore delivery of this work has been unable to progress this year. We have not commenced the analysis work as previously planned for due to resource challenges and unexpected staff absence. We have made great progress in embedding the new RBRAM process into our maintenance programme. This this is the bigger of the two deliverables under this Commitment and substantially delivers against the overall commitment to improve the prioritisation of our asset maintenance work. We have unfortunately been unable to progress the Assets Facing Change work	Amber	Amber

however due to resource issues. We will now plan to start this strategic piece of work, whose development will span several financial years, during the next Financial Year. Overall, Amber rating is justified because of the good progress with RBRAM.



Area of Focus: Carbon emissions being reduced

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

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

Key deliverables:

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

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

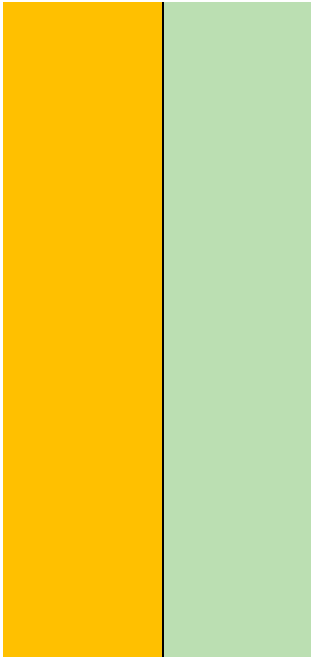
C13: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March. For KD1: We’ve made strong progress this year, using pre-application insight and collaborative working to proactively support complex industrial decarbonisation proposals. Notably, we are ahead of schedule in our determination of Wales’s first carbon capture permit for Padeswood Cement, reflecting early and effective engagement. The team has also supported pre-application discussions across multiple projects including HyNet, Pembroke Power Station, and hydrogen production developments. While the regulatory and policy landscape continues to evolve rapidly, we’ve positioned ourselves well by staying closely connected with emerging technologies, strengthening internal expertise, and refining our advice to developers early in the process. For KD2: We’ve delivered specialist pre-application advice to 10 industrial decarbonisation and carbon capture projects this year, helping to shape high-quality submissions and reduce the risk of rejection. The input into the following projects: Padeswood	Amber	Green

Cement, Parc Adfer, Connahs Quay, Protium Magor project, RWE Green Hydrogen, Dragon LNG, Protium Baglan 2, ENI CO2 pipe, Hyline H pipe, Impala H production.

For KD3: The LERP project has improved the annual reporting of Landfill Gas destruction through a programme of data improvement with the operators. This has led to a significant improvement in the quality of data used in the calculation of the National Air Emissions Inventory, with an increase in over 11 Million M3 of landfill gas reported as being flared which was previously assumed to be vented directly to atmosphere.

The programme of detailed site audits at landfill sites has resulted in significant improvements in operations on site, leading to a reduction in the amount of LF gas which is vented directly to atmosphere, which both reduces the climate impact, and has resulted in a significant reduction in odour complaints. One site has reported an increase in capture of LF gas of over 3 million M3, a 46% improvement on the previous year. Work will continue with these sites to improve operations as much as possible. The project is also looking at assessing the future risks associated with infrastructure on sites, with particular emphasis on flares and engines to ensure the sites are able to minimise emissions over the coming years.

Although we have reached Green, the wider permitting and policy landscape is shifting quickly, and ongoing effort will be needed to maintain this position. The pathway to green has relied heavily on prioritisation, targeted engagement, and strong collaboration across teams —elements we will need to sustain as demand increases and projects move from concept to submission. Filling the longstanding vacancies in Installations Permitting is crucial - although it will take a while for officers to be fully competent also.



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

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

Key deliverables:

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

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

C14: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber at the end of March. For KD1: Evidence work has been progressed in the area of tidal stream monitoring through work with developers and the Crown Estate. We are supporting work with Plymouth and Bangor Universities (PhD on habitat restoration as compensation and diadromous fish tracking studies). Other priorities have been addressed by other organisations, e.g. JNCC and Defra. Good progress has been made with 42% of our priorities and more limited progress on 25% of the current evidence priorities. We have made limited progress with the production of guidance materials. Approximately 10% of guidance needs identified have been delivered in the year, by prioritising specialist staff time to deliver guidance on highest risk areas. Approximately 33% of priority evidence needs have not been progressed this year, including collision risk parameters and studies of potential impacts of tidal lagoons. This is mainly due to a lack of staff resource.	Amber	Amber

For KD2: Our main area of progress has been working alongside a partner, concluded the 12 Week Customer Platform (Marine alpha) project. This is a crucial early stage in technology development focused on testing key assumptions into the feasibility of using Microsoft Power Platform technology to develop digital Marine Licensing capabilities. We are at 45% completion of the End to End review deliverables with work having commenced on other areas in line with progress milestones for the 3 year programme. We have delivered numerous digital enhancements to our Webpages including, Band 1 Application reforms and enhanced the Marine Licensing website landing page. We have refreshed, consolidated and rationalised numerous operational guidance documents into a newly structured Marine Licensing Handbook. This is expected to be launched in the coming months, and we have worked to ensure that it is user-needs focussed and contains the required content to provide a robust and consistent licensing service.

We have incorporated Marine Regulation into NRW's Marine Services Technical Competency Framework. In April 2025, this will be hosted on NRW's new Learning Management System, for use by staff. This will allow staff, and their managers, to assess skills and competencies, and identify training needs, and develop career paths. We are contributing and influencing numerous reform areas, including: Marine Licensing Exemptions, Infrastructure Wales Act, Offshore Wind Environmental Improvement Package and Marine Recovery Fund and Welsh National Marine Plan – Strategic Resource Areas. We have been working extensively with Welsh Government officials to provide comprehensive financial and time-recording evidence to aid understanding of the overall deficit NRW are experiencing in delivering the Marine Licensing Service to help inform a new fees model.

We have not: Concluded the Band 1 Process Review (we are now working to implement process changes in Autumn to coincide with WG's exemption reform). Formally commenced the Band 2 and Band 3 process review. Commenced the Consultation Review to identify how Marine Licence team consult, and whether improvements can be made to streamline the process. Concluded "future resource needs" / horizon scanning work.

For KD3: >95% of applications are determined within service levels, although the permit queue stands at 8 weeks. Discharge of Condition applications to facilitate offshore renewable development post licence are progressing. We continue to determine Mona offshore wind farm transmission asset application and input into Mona deemed marine licence generations asset, being determined by the Secretary of State. Marine Licensing Team (MLT) have accepted Llyr Floating Offshore Windfarm and progressing through determination in a timely manner also.

The pathway to green for this commitment is via recruitment to vacant posts and continuation of delivery of End to End review products to improve effectiveness.

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

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

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

Key deliverables:

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

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

C15: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber at the end of March. For KD1: The Projects and Programme Delivery Team have included the delivery of a carbon impact assessment in 100% of design scopes which have been issued this quarter. The assessment is consistently delivered by all of our framework designers via the EA's Carbon Modelling Tool. It is applied to the shortlisted options at Outline design stage and to the preferred design at detailed design stage to inform the option selection process and ensure that carbon impact is a priority factor in decision making.	Red	Amber

For KD2: No capital projects >£1m have reached Construction phase in the last quarter.

For KD3: 300 climate literacy training places were offered in 2024-25, 107 staff completed the training, and so far 65 have gained certification. Overall, 43% staff have completed the training from January 23 to March 2024. We have not been able to achieve the 50% target due to a focus on the Case for Change and consequently low demand and update of courses. As a result, an in-year financial decision was taken to reduce the number of courses offered, which meant the start-of-year target was always going to be unattainable.

The overall commitment is amber. The supply chain and project delivery elements have met their targets while the climate literacy training element has achieved 43% rather than the 50% target for staff trained. This is reflected in the overall commitment being amber. In 2025-26, as agreed by the Climate Emergency Group, the Climate Literacy course will be promoted, with managers actively encouraged for staff to attend, with it promoted to all new starters too. Despite an anticipated increase in staff numbers, we should be able to reach over 50% trained by year end.

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

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

Key deliverables:

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

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

C16: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March.	Green	Green
For KD1: We successfully delivered on our ambition of piloting our Well-being Impact approach into a procurement exercise, and the awarded supplier committed to a carbon measure as a contractual commitment. The framework being the Community Woodland Framework Agreement.		
For KD2: As previously reported in Q2, we have set a requirement for successful suppliers to use carbon calculators on the following framework agreements: Mechanical, Electrical, Instrumentation, Control and Automation (MEICA) and Criminal		

Litigation Framework; we issued the guidance document on the establishment of a Carbon Reduction Plan, using a carbon calculator to baseline the starting position - agreed prior to award of contract.

For KD3: As reported during Q1, we managed to include the requirement for a Carbon Reduction Plan to be completed by suppliers on the MEICA framework and the Water Management Consultancy Framework.

We have delivered against the three deliverables we identified during the start of 2024-25 Financial Year as such there is no requirement for a pathway to green. This was achieved even though we did not have dedicated resource to support sustainable procurement. However, we have now appointed to the role of Procurement Strategy & Development Advisor, which will help progress our carbon reduction ambitions going forward.

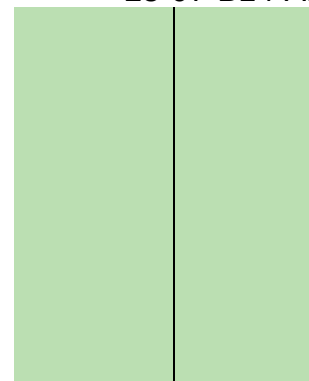


Table 3: Wellbeing Objective 3: Pollution is minimised

ET Owner: Gareth O'Shea

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

Area of Focus: Effective use of regulatory tools and approaches

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

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

Key deliverables:

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

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

C17: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber at the end of March. For KD1: While we have continued to maintain a steady quarterly inspection rate, we failed to achieve the required inspection numbers to meet the full year 80% target. 635 visits have been delivered, 22 short of the 80% annual target of 657 (77%). 127 inspections were delivered in Q4. The main cause for not meeting the target is the four officer vacancies across the two teams and no ability to backfill due to the recruitment freeze. The officers in post have delivered excellent work and we remain confident once we have a full team that we can work towards delivering the full 100% target, 821 farms, during 2025/26. For KD2: Implementing these new regulatory requirements across an industry which continues to challenge the basic need for such regulatory controls continues to be a challenge. This year’s four yearly review has provided a further opportunity for farming Unions to challenge further. While the inspection compliance rate has seen some marginal improvements over the past few months, overall farm non-compliance stands at 51%. The level of resource required to progress and move those farms into compliance is more than expected and hence having an impact on the quantity of inspections which can be delivered. There are many factors which have impacted delivery, vacant posts and recruitment freeze is the main issue, whilst the implementation of these new regulatory requirements are still embedding, Some requirements only came into force in August 2024 while others come in from early May 2025. The industry remains reluctant to accept these requirements, hence the level of non-compliance we see. That is absorbing resource and our approach to securing compliance will combine with using our regulatory tools along with influencing the agricultural community through other regulators and accreditation bodies, with enforcement responses used when necessary. We currently have four vacant officer posts across the two teams, recruitment has now started to progress and while we would not expect those new officers to be fully competent in their roles until late summer/ early autumn, we remain confident we can achieve the 100% target (821 visit) for 2025-26.	Amber	Amber

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

Key deliverables:

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

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

C18: Position at year end:	Anticipated Year end Green	Year end Q4 Green
This commitment is Green at the end of March. For KD1: This deliverable is Green at the end of March. Our main area of progress has been continuing to focus on permitted facilities where serious non-compliances have been identified and Category 1 and 2 breaches have been issued. During July to September 2024, there were 32 Compliance Assessment Reports that identified either single or multiple Category 1 or 2 non-compliances. In line with the measure these require further compliance effort within 6 months. 48 out of 48 Category 1 and 2 breaches received further compliance effort within the required 6 months. For KD2: We are confident of our position as teams have focussed their efforts on poor performing activities where Category 1 and 2 non-compliances are identified. There is a requirement to ensure a protective, restorative and an enforcement response is in place for these and all non-compliances identified. Annual compliance reports were produced for Industry and Waste and these are being progressed for 2024 with an earlier timescale. The annual regulatory report for 2024 is also being progressed on a shorter timescale. Regulatory teams are continually assessing priorities and where required prioritising resources to critical activities and to mitigating impacts.		

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

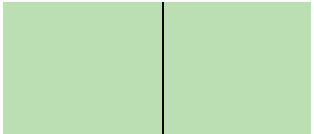
C19: Commitment for 2024-25: Provide support and advice on the new Workplace Recycling Regulations, targeting key workplace sectors and waste service providers to increase stakeholder awareness and understanding. (Lead: Nadia De Longhi)

Key deliverables:

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

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

C19: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March. For KD1: Our main area of progress has been managing enquiries and reported incidents. We received only 1 enquiry during Q4 which continue to decrease as the Regulations become embedded. Of the 118 enquiries received in total this year, 92% were responded to within 10 working days. During Q4 we investigated a further 10 reported incidents concerning non-compliance with the Regulations, with a total of 24 investigated and responded to during the year. For KD2: Our main area of progress has been increasing awareness with a further 1,528 organisations during Q4. This included presenting to a series of Ministerial Programme Boards as requested by WG, speaking at a CIWM conference, and sharing our resource pack with 1,000 schools via the Eco-Schools newsletter. This brings the total number of businesses contacted this year to 30,375. For KD3: Our main area of progress has been completing 136 assessments during Q4, with 63 (46%) compliant and 73 (54%) non-compliant. This targeted the education sector by assessing the largest secondary schools per county and retail sector including supermarkets, large retail chains and wholesalers. In total, we have undertaken 522 assessments this year, with an overall percentage of 60% compliant and 40% non-compliant.	Green	Green



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

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

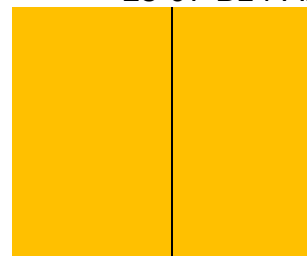
Key deliverables:

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

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

C20: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber at the end of March. For KD1: Our main area of progress has been Ofwat's Final Determination accepting the entire National Environment Programme as justifying funding and delivery, working with Ofwat and Environment Agency (EA) to improve our monitoring framework for delivery in AMP8. For KD2: We submitted our representations to the Welsh Government on the draft drought plan consultations for Dwr Cymru, Hafren Dyfrdwy and Albion Eco in March. We set out our proposed recommendations and improvements for the final drought plans and the accompanying environmental assessments, including the Habitats Regulations Assessment, to protect the environment and maintain secure water supplies during a drought. For KD3: We have focused on high priority new work, such as preparations for the new Water Special Measures Bill; influencing water company action through the Price Review; progressing actions within the Combined Sewer Overflow Roadmap. On 2nd October 2024, NRW and EA jointly released a 2 month targeted consultation on the Water Industry Environmental Performance Assessment (EPA) for 2026 – 2030 data. We have not undertaken the OMA due to lack of resource: we focused on Pr24 and WG priorities. The programme for OMA audits and operator self-monitoring inspections will fall under the remit of the operational Compliance Unit. Delays due to case for change on populating the team mean that audits will be carried out in 2025-26. Timescales of when these can be programmed are dependent on filling posts and the migration of key staff into the team.	Amber	Amber

This measure is Amber at year end, therefore pathway to green by end of year is not possible. We had to reprioritise during the year to meet higher priorities and a reduced resource availability and made the decision not to carry out OMA reviews this year. This work will recommence in 2025-26 when we have the water compliance team in place. Recruitment will take place during Q1, and we anticipate completing OMAs by the end of Q4 2025-26. The impact we have had during the year has been significant, however, in achieving record investment for Wales through AMP8 (PR24), completion of drought planning work and significantly increasing our front line regulatory compliance effort when compared to previous years.



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

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

Key deliverables:

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

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

C21: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber at the end of March. For KD1: As of July 2024, all relevant permits had been varied to include phosphorus limits. Work is ongoing to assess the level of improvements created through the review. The action is complete. For KD2: Our main area of progress has been to achieve the 30% target achieved by reprioritising SAC river investigation against other WFD investigation. Going forward, we will review how we prioritise our limited resources for investigating failure across all rivers to the right standard in the most efficient way. For KD3: Our main area of progress has been that the overall WQ capital programme is Green status. The NaCE programme is carrying out work to improve WQ in highly protected and designated waterbodies. One key project relevant to KD3 is on Amber progress status and one project has moved to Red. There are issues in the delivery of the Upper Wye Restoration Project caused by ongoing impacts from recruitment and case for change. We have not delivered as many farm visits/actions on the Upper Wye as hoped and some work will now take place in 2025-26. The project is significantly underspent in 2024-25 and it may be months until the project team is fully recruited. In 2025-26, we aim to fill all posts within the project team as early as possible to bring this project back into Green status. The pathway to green for this commitment is continuing with business as usual work relating to work areas such as River Basin Management Plans, Teifi Demonstrator Project, SAC rivers project etc. We need to better join up delivery of planned actions and have a post approved for this financial year to help with the coordination. Welsh Government have confirmed £16 million to further the delivery of action to address the Nature and climate emergencies. The Teifi Demonstrator Project will enable testing of approaches.	Amber	Amber

Area of Focus: Incident response being risk-based

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

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

Key deliverables:

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

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

C22: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March. For KD1: We have maintained level of service with the final figure for 2024-25 being 97%. We will continue to monitor and work with teams to ensure progress is maintained in 2025-26. For KD2: A high-level report on incident performance was completed and shared with the Leadership Team in March. The report evaluated 2024 performance and identified areas for continuous improvement to refine incident management approaches post-April 2025. This will help us to measure success in the future. Also, following the recent internal audit there are a number of actions to address to further improve the service. While we will continue to maintain the existing 4-hour response standard for high-priority incidents, our focus for 2025-26 will broaden to assess the overall effectiveness of our incident response. In particular, we aim to reduce the number of attended incidents that are ultimately unsubstantiated, ensuring resources are deployed in a more targeted and risk-based way. We also propose measuring: the closure of incident reports within WIRS in 30 days, which will help drive more efficient system use and timely resolution. These performance measures will be used to support the ongoing development of our Incident Management Strategy and Service Plan, and to address actions identified in the recent audit. Insights from these measures will help us continuously adapt and refine our operational approach in support of WBO3 delivery and wider incident response.	Green	Green

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

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

Key deliverables:

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

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

C23: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber to the end of March. For KD1: We have delivered a range of communications to internal and external audiences, including a web blog to explain our incident management service work, assessing what further external communications are needed. We have finalised an Operational Incident Decision tool and refined our Standard Operating Procedures to guide a more effective prioritisation of responding to incidents in air, land, and water. We held internal awareness and training sessions for staff during March. Workshops originally planned in early April will be delivered in May 2025 to help refine our decision tool and procedures. We will continue to brief our Executive Team and the Board on this new approach. For KD2: Our main area of progress has been insight into data needs from key service areas to inform analytical outputs. At the end of Q3, we identified the need to secure key technical capability to enhance (or change) the existing tool in order to extract and present data in an effective manner. In Q4, we secured staff to undertake the required tool build. This work is currently underway. For KD3: Capacity has hindered our ability to move as far as anticipated in differentiating more clearly between WIRS reports that need an incident management response and those that require solely a regulatory or enforcement response. This dovetails with wider incident management policy and procedure work. We have been working closely with our colleagues in Regulation for example and this illustrates where cross functional working can streamline and simplify our approaches. To ensure this commitment turns Green in 2025-26, we are prioritising completion of two key elements: the development of the Power BI-based analytical tool (KD2) and the finalisation of options for embedding preventative action (KD3). Technical capability	Amber	Amber

has now been secured to progress the analytical work, with development underway and user needs identified across our Regulation, Water, and Incident Management teams. In parallel, we are working closely to co-develop the governance framework needed to embed the shift in how WIRS reports are triaged and responded to. This pathway will not only complete the outstanding actions by Q2 but also support the longer-term delivery of an integrated, intelligence-led Incident Management Strategy.

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

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

Key deliverables:

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

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

C24: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Green at the end of March. For KD1: RAG status has remained Green again and is at 100% for Q4. For KD2: Our main area of progress has been completing the Tackling Waste Crime Q3 report and circulating this as planned in Q4. The Q4 report is scheduled for Q1 2025-26. (The Annual Regulatory Report was already published in Q3).	Green	Green

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

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

Key deliverables:

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

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

C25: Position at year end:	Anticipated Year end	Year end Q4
This commitment is Amber at the end of March. For KD1: Our main area of progress has been resuming work on the draft version of the revised protocol. We have adjusted the project plan for this piece of work to deliver the draft document by end Q1 2025 and it has been factored into the FtAW teams new work plan for funding secured for 2025-26. Recruitment is now underway to recruit a Senior Officer to the team, freeing up staff to work on protocol again. For KD2: Our main area of progress has been securing Mallard Support Services for the financial year 2025-26 for all LA's in Wales. Another feedback survey has been run with LA's to assess use of the system during 2024-25. We have delivered 2 face to face enforcement training courses. Purchased 10 new covert surveillance cameras for use by LA's. The pathway to green for this commitment is underway as our G6 role is out for recruitment and expected to be filled by end April - enabling work to resume on the draft protocol in Q1 2025.	Amber	Amber

Annex 2 – Internal Performance Report

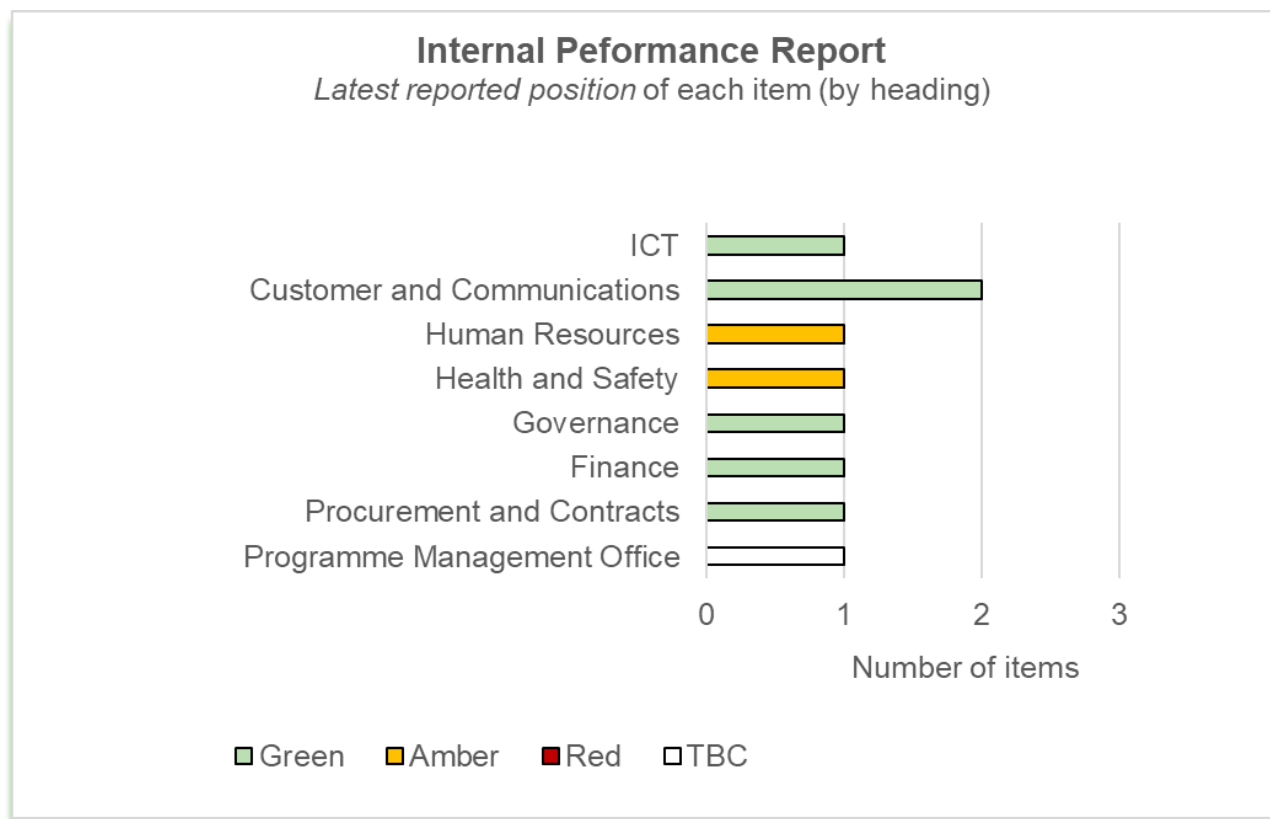
The following pages reflect a quarter end performance snapshot in relation to a number of key measures relating to the ‘health’ of our organisation.

Summary

The performance position*
(at the end of quarter four, March 2025)
for the measures covered by this report
is:

- Six green
- Two amber
- No red
- One TBC

(see next page for detail)



* Key: Green - achieved; Amber – partially achieved; Red – missed

Measures to note

Updates below reflect all measures red or amber at the end of the year

Human Resources:

- **Sgwrs in place** (staff priorities and development agreement) remains Amber at the end of the year, at 83% (at least 90% would be considered Green). A new on-line system called “Perform” has been brought in for the start of the new financial year, with an extensive package of support and briefings to colleagues to understand how to use the system. Positive feedback being received on the ease of use of the system.

Health and Safety:

- **Health & Safety Near Miss reporting** is Amber with 25 near miss reports for March, which is down on the level of last March. Overall, for the year, the number of near miss reports has increased

Programme Management Office:

- **Programmes and Projects Management** is TBC.

* Key: Green - achieved; Amber – partially achieved; Red – missed

Remaining measures

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

Customer and Communications:

- **Access to Information requests** responded to within 20 days is Green at the end of the year at 97%.
- **Complaints** responded to within service level is Green at the end of the year at 100%.

Procurement and Contracts:

- **Retrospective orders** Green at the end of the year with 8% of purchase orders being retrospective.

ICT:

- **Information Commissioner's Office (ICO) reported incidents** is Green at the end of the year with no investigations ongoing, and one incident reported to the ICO in Q2 where following our investigation we found no loss of data. No further action from the ICO.

Governance:

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

Finance:

- **Payments performance** to our suppliers remains Green at the end of the year at 98%.

* Key: Green - achieved; Amber – partially achieved; Red – missed

Papur y Bwrdd

Dyddiad y cyfarfod:	16 Gorffennaf 2025
Teitl y papur:	Adroddiad blynyddol ar lesiant, iechyd a diogelwch a dysgu a datblygu 2024–2025.
Cyfeirnod y papur:	25-07-B15
Noddwyd y papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Paratowyd y papur gan:	Charlotte Morgan, Rheolwr Llesiant, Iechyd a Diogelwch a Dysgu a Datblygu
Cyflwynwyd y papur gan:	Charlotte Morgan, Rheolwr Llesiant, Iechyd a Diogelwch a Dysgu a Datblygu
Diben y papur:	Cymeradwyaeth
Crynodeb	Gofynnir i'r Tîm Gweithredol gymeradwyo'r adroddiad blynyddol ar lesiant, iechyd a diogelwch a dysgu a datblygu ar gyfer 2024–2025.

Cefndir

1. Dyma grynodeb blynyddol o'n perfformiad llesiant, iechyd a diogelwch a dysgu a datblygu ar gyfer Cyfoeth Naturiol Cymru (CNC). Mae'r adroddiad yn rhoi trosolwg o sut mae CNC wedi rheoli llesiant, iechyd a diogelwch gydol y flwyddyn 2024–2025.
2. Yn 2024–2025, cymerwyd camau arwyddocaol pellach i weithredu ein strategaeth. Mae'r penawdau o 2024–2025 yn cynnwys:
 - a. Adolygiadau o ddigwyddiadau difrifol. Adolygwyd wyth achos o ddigwyddiad difrifol a digwyddiad trwch blewyn gan ddefnyddio'r weithdrefn adolygu digwyddiadau difrifol. Roedd y digwyddiadau hyn yn ymwneud â gweithgareddau coedwigaeth gan gontractwyr a'r defnydd o offer gwaith gan staff Cyfoeth Naturiol Cymru a arweiniodd at anaf. Rheoliadau Adrodd ar Anafiadau, Clefydau neu Ddigwyddiadau Peryglus (RIDDOR), digwyddiadau adroddadwy lle collwyd amser ac anafiadau. Cofnodwyd dau ddigwyddiad RIDDOR a phump digwyddiad lle collwyd amser yn 2024–2025.
 - b. Bu gostyngiad yn nifer y digwyddiadau RIDDOR o gymharu ag y llynedd. Mae adrodd am ddamweiniau trwch blewyn wedi cynyddu o gymharu â'r flwyddyn

ariannol ddiwethaf. Mae rheolwyr ac arweinwyr tîm wedi cael hyfforddiant a chanllawiau ategol ar gyfer adrodd am ddigwyddiadau ac ymchwilio iddynt. Mae pwysigrwydd rheoli risgiau iechyd a diogelwch a chefnogi staff wedi bod yn cael ei gyfleu drwy ymgyrchoedd ymgysylltu.

- c. Ym mis Ionawr 2025, sicrhodd CNC gofrestrriad ar gyfer ISO 45001: 2018.
 - d. Holiaduron cyn-gymhwyso. Aseswyd cyfanswm o 25 o holiaduron cyn-gymhwyso, ar gyfer nifer o dimau gwahanol. Diben yr asesiad hwn yw sicrhau bod y contractwyr a'r cwsmeriaid rydym yn gweithio gyda nhw wedi cael eu hasesu'n addas.
 - e. Partneriaeth gydweithredol barhaus â'r Awdurdod Gweithredol Iechyd a Diogelwch, CNC a Chytgord Diogelwch Diwydiant Coedwigaeth.
3. Gwnaethom gyflawni gwelliannau a datblygiadau pellach megis:
- a. Sawl menter lles benodol gydol y flwyddyn, e.e. caffis menopos, Mis Ymwybyddiaeth Straen, diwrnodau asesu llesiant ac ati.
4. Adolygwyd a diwygiwyd nifer o bolisiâu a gweithdrefnau llesiant, iechyd a diogelwch yn unol â newidiadau deddfwriaethol. Cyflwynwyd cyfanswm o 249 o gyrsiau hyfforddi a oedd yn gysylltiedig â llesiant, iechyd a diogelwch i staff Cyfoeth Naturiol Cymru.

Goblygiadau ehangach

- (a) **Cyllid:** Cydnabyddir bod goblygiadau ariannol sylweddol yn gallu dod yn sgil camreoli materion yn ymwneud â llesiant, iechyd a diogelwch. Rydym yn cydweithio â'r busnes ac yn parhau i roi systemau newydd ar waith er mwyn rheoli ein risgiau llesiant, iechyd a diogelwch, ac felly lleihau unrhyw gostau. Yn ogystal â diogelu ein staff a'r bobl hynny sy'n gweithio ar yr ystad y mae CNC yn ei rheoli ac yn ei defnyddio, gallai fod goblygiadau ariannol sylweddol yn sgil methiannau i roi system llesiant, iechyd a diogelwch gadarn ar waith.

Y camau nesaf

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

Argymhelliad

8. Gofynnir i'r bwrdd gymeradwyo'r adroddiad blynyddol ar lesiant, iechyd a diogelwch a dysgu a datblygu ar gyfer 2024–2025.

Rhestr atodiadau

Darparwch unrhyw wybodaeth ategol:

[Atodiad 1 – Adroddiad Blynyddol ar Lesiant, Iechyd a Diogelwch 2024–2025](#)

Y broses gymeradwyo / ymgynghori

Y broses gymeradwyo / ymgynghori Cyfrifoldeb: Pwy sydd wedi datblygu'r papur / proses, a phwy sydd wedi rhoi mewnbwn?	Datblygwyd y papur gan Charlotte Morgan
Atebolrwydd: Pwy sy'n atebol am y gymeradwyaeth derfynol? Pwy fydd yn cymeradwyo, neu pwy y gofynnir iddo gymeradwyo?	Gofynnir i'r Tîm Gweithredol gymeradwyo
Ymgynghori: Â phwy yr ymgynghorwyd hyd yma? Pan fydd angen cymeradwyaeth, a ydyw hon ar waith? A fydd angen ymgynghori pellach?	Amherthnasol
Hysbysu: Pwy sydd wedi cael gwybod, neu pwy sydd angen gwybodaeth bellach am y gwaith?	Amherthnasol

Annex 1 – WH&S and L&D Annual Report 2024-2025

Summary

This is the annual report to inform of NRW's Wellbeing, Health and Safety (WH&S) and Learning and Development developments in 2024/2025 including:

- Improvements to our safety management systems
- Performance
- Actions/initiatives that have been put in place.

Overview

The NRW Wellbeing, Health and Safety Strategy and Improvement Plan for 2021 – 2024 were approved in September 2021. In order to align the WH&S strategy with the People strategy there was an agreement for a 12-month extension.

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 but there are also financial and reputational benefits to the organisation.

The WH&S Strategy clearly demonstrate that NRW values its staff and customers and wants them to be safe and thrive because of the positive culture and benefits of working to support the natural resources of Wales.

The key priorities that were identified to be taken forward in 2024/2025 were:

- We operate a robust, assured, operationally excellent occupational health and safety management system certified to the internationally recognised standard ISO 45001:2018.
- All staff support a positive, proactive, sustainable safety culture.
- Health and safety training needs analysis for all NRW staff are clearly defined.
- All leaders and managers commit more fully to, and are accountable for, the management of wellbeing health and safety.

Headlines from 2024/2025 include:

- RIDDOR Reportable LTI's and Injuries. Two RIDDOR reported incidents and five lost time incidents (LTIs) for 2024/2025, this is a decrease on last year.
- Serious Incident Reviews (SIR) – We reviewed eight serious incidents and near misses using the serious incident procedure. These incidents involved forestry work activities undertaken by contractors and the use of work equipment by NRW staff which led to an injury.
- We have continued to deliver training for managers and team leaders on reporting and investigating incidents. The importance of managing health and safety risks and supporting staff have been delivered through campaigns, with the WH&S forums and managers playing an important role in raising awareness of the need to report incidents.
- NRW retained registration to ISO 45001:2018 in December 2023.
- A total of 25 pre-qualification questionnaires were assessed, for a number of different teams. This assessment is required as part of health and safety legislation and ensures that our contractors and customers have been assessed prior to undertaking any work on NRW estate.
- 249 WH&S related training courses were undertaken by NRW staff.
- More detail on the headlines is provided below.

National Wellbeing, Health & Safety Committee

The National Wellbeing, Health & Safety committee met four times in 2024/2025 to discuss issues raised, update on progress and provide guidance and recommendations, addressing wellbeing, health and safety matters at a strategic level. Topics have included:

- Review of the Strategic Risk Register, particularly the WHS risks
- Incident reporting and analysis of data
- Discussion and review of current Serious Incident Reviews, with monitoring of actions
- Consideration of Internal and external audit findings and recommendations
- Feedback from Regional Forums and Trade Union representatives

In 2024/2025, all the WH&S forums continued with the action focussed approach developed previously, raising awareness of their existence and playing a role in delivery of the strategy and improvement plan items. They also focussed their attention on local initiatives and development of action plans on priority issues. The WH&S forums have seen an increase in engagement with employees to address WH&S issues that affect day-to-day working alongside discussions on best practice seen in the organisation.

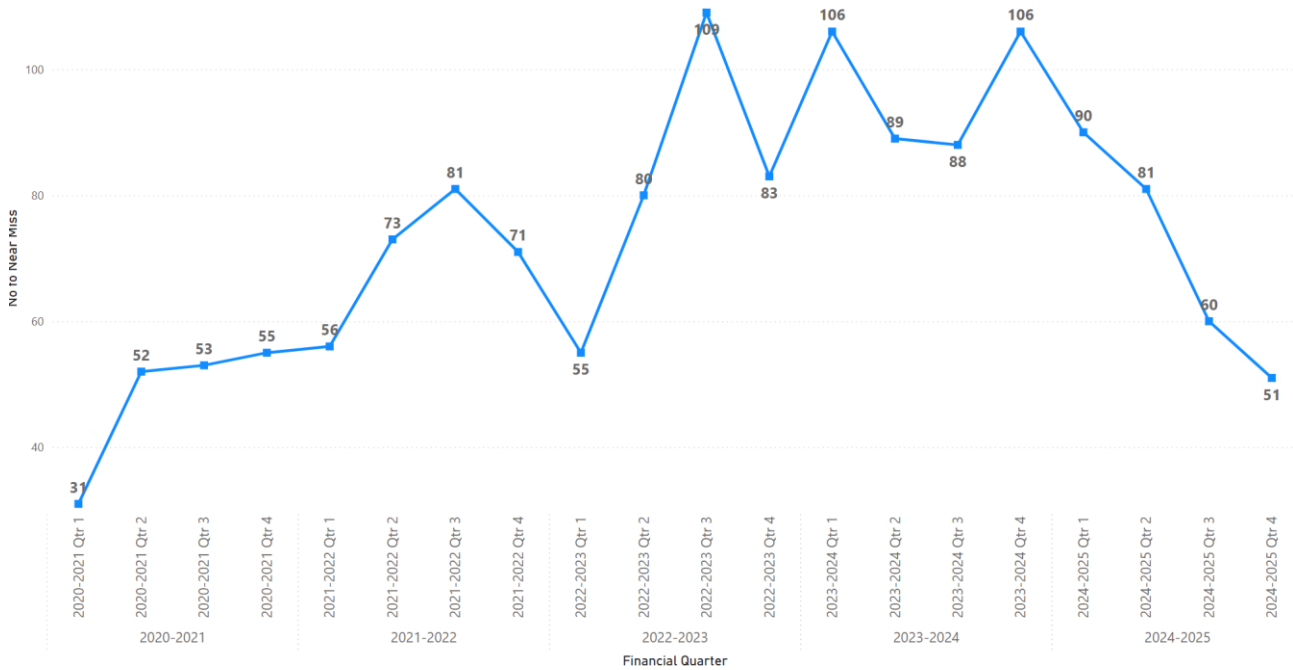
Performance – health and safety

Headline accident and near miss statistics

- RIDDOR reportable Lost Time Injuries (LTI)'s and Injuries with no lost time to staff have decreased this year.
- Near Miss reporting by staff has decreased in comparison to the last financial year. This could be attributed to the case for change and the vacancies that the teams have

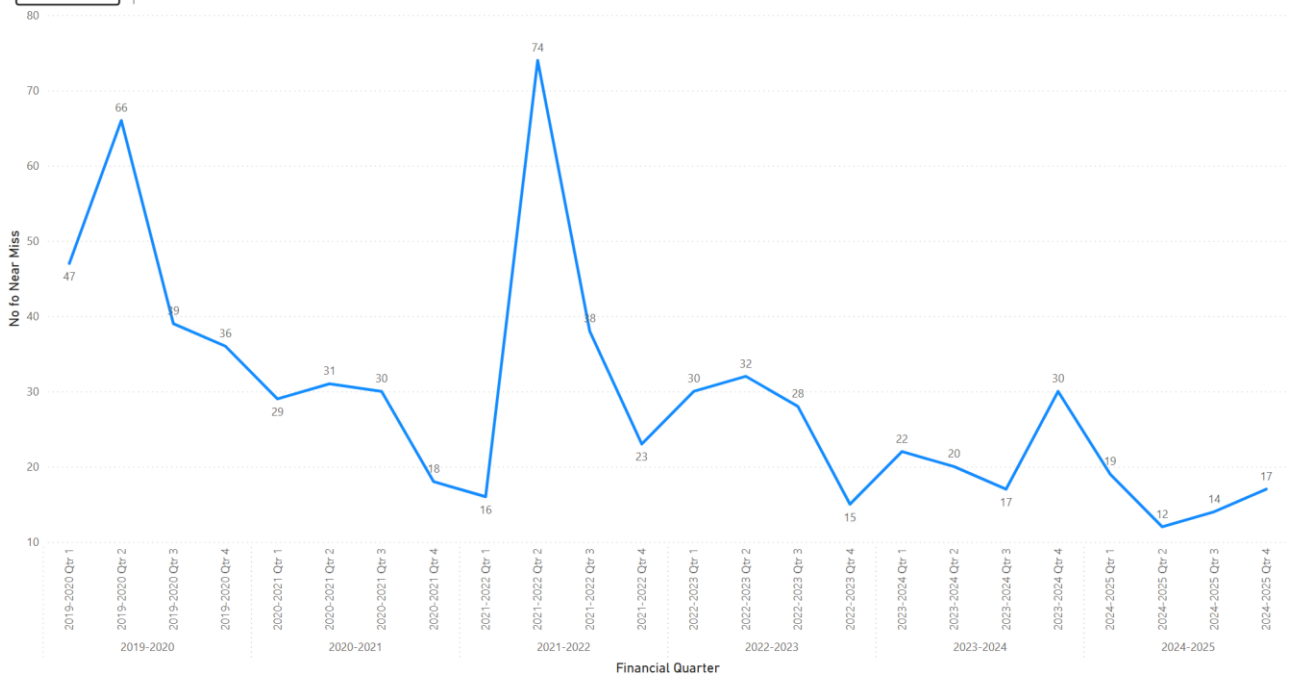
been carrying. This data allows for targeted communication to help prevent accidents taking place.

[Back to report](#) | NEAR MISS BY QUARTER



- Hazard reporting has also decreased this financial year.

[Back to report](#) | HAZARDS BY QUARTER



- Near misses to contractors have remained fairly static, and injuries to contractors have decreased.
- Members of the public injuries have decreased and near miss reports have remained static.
- NRW has delivered WH&S training on near miss reporting for managers and team leaders.

- Team leaders and managers are actively encouraging staff to report near misses in their WH&S forum meetings through active monitoring and their line management duties.

It is also pleasing to note that there has been continued efforts by the local WH&S forums to improve the quantity and quality of incident reports and to ensure incidents are investigated and closed off by line managers.

	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017
RIDDOR – staff	2	5	3	7	3	6	2	8	9
Lost time injuries – staff	5	6	3	3	1	4	5	8	4
Injuries, no lost time - staff	52	65	43	51	19	121	53	59	68
Near miss – staff	178	186	175	156	109	183	163	201	232
Serious incident reviews	8	5	8	4	4	5	2	3	9
Injuries - contractors	5	9	8*	3*	5*	5	9	9	8
Injuries – public	26	46	38	38	18	53	53	95	70
Near miss – contractors	67	70	68	62	46	50	40	44	62
Near miss – public	37	31	33	30	23	33	20	39	27
Property Damage	47	48	53	36	35	32	43	48	63
Hazards Reported	66	89	199	166	65	83	103	78	6

* Includes 1 RIDDOR Reportable injury to a contractor. This will have been reported to HSE by the contractor but has been included in our statistics to ensure a suitable investigation/review takes place.

- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) incident is a particular type of incident that is required to be reported to the Health and Safety Executive (HSE)
- A lost time injury (LTI) is where a member of staff is injured during the course of their work, and they have subsequently had time off or been on light duties as a result of their injuries (reportable under RIDDOR if over 7 days). Lost Time starts the first day after the person was injured. The LTI figure does not include LTI's that became RIDDOR reportable.
- An injury with no lost time (Non-LTI) is where a member of staff is injured during the course of their work but only needed minor 1st aid treatment and subsequently have not had any time off work.
- A Near Miss is an unplanned or uncontrolled event that does not cause injury, ill health or damage, but could do so.
- Member of public injuries relate predominantly to mountain bike accidents on our purpose-built trails, and slips, trips and falls on walking trails. Trails are risk assessed and routinely inspected periodically and are also inspected following an accident.
- Public near misses are predominately public incursions on to live harvesting sites or illegal off-road motorcyclists abusing contractors/members of the public.

Fatalities reported to NRW are below. The reported fatalities could have taken place on NRW estate or were reported to NRW as we were seen at the time of report to have a vested interest. These are included in the above numbers.

	2024-2025	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017
NRW Staff	0	0	0	0	0	0	0	0	0
Contractors	0	0	0	1	0	0	0	1	0
MOP	5	2	5	8	0	0	1	2	4

RIDDOR Reports – NRW

We have had two RIDDOR reportable incidents in this reporting period that relate to employees:

- 30th September 2024 – a member of staff has reported confirmed diagnosed Carpal Tunnel Syndrome.

- 18th August 2024 – a member of staff fell onto stones and rocks suffering injuries. This was a lost time injury.

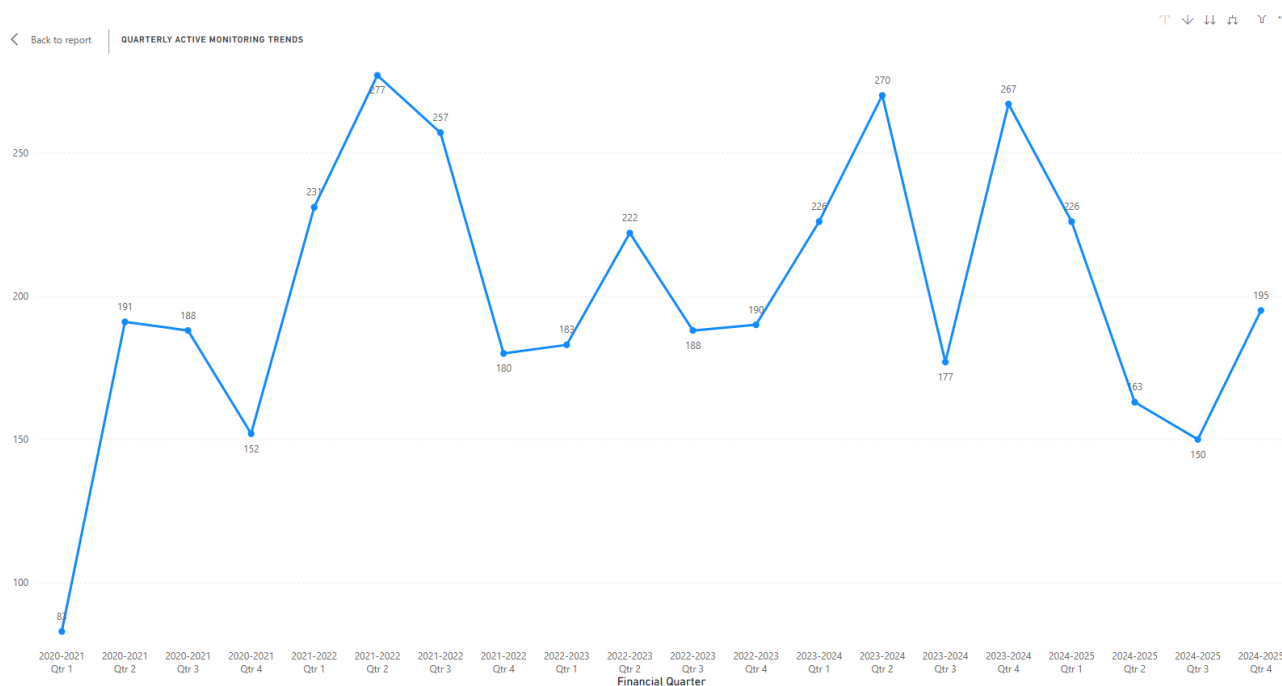
RIDDOR Reports - Contractors

There have been no RIDDOR Reportable incidents to a contractor.

Lost Time Incidents that are not RIDDOR reportable

- 24th November 2024 – Staff member suffered a musculoskeletal disorder when carrying out clearance work.
- 8th October 2024 – Staff member was stung on the lip by a wasp.
- 31st May 2024 – Staff member was involved in a road traffic collision and suffered an injury.
- 18th April 2024 – Staff member slipped whilst working at home and injured their ankle.

Active monitoring



It is pleasing to note that the active monitoring process is well established in NRW which can be seen by the increase since 2020.

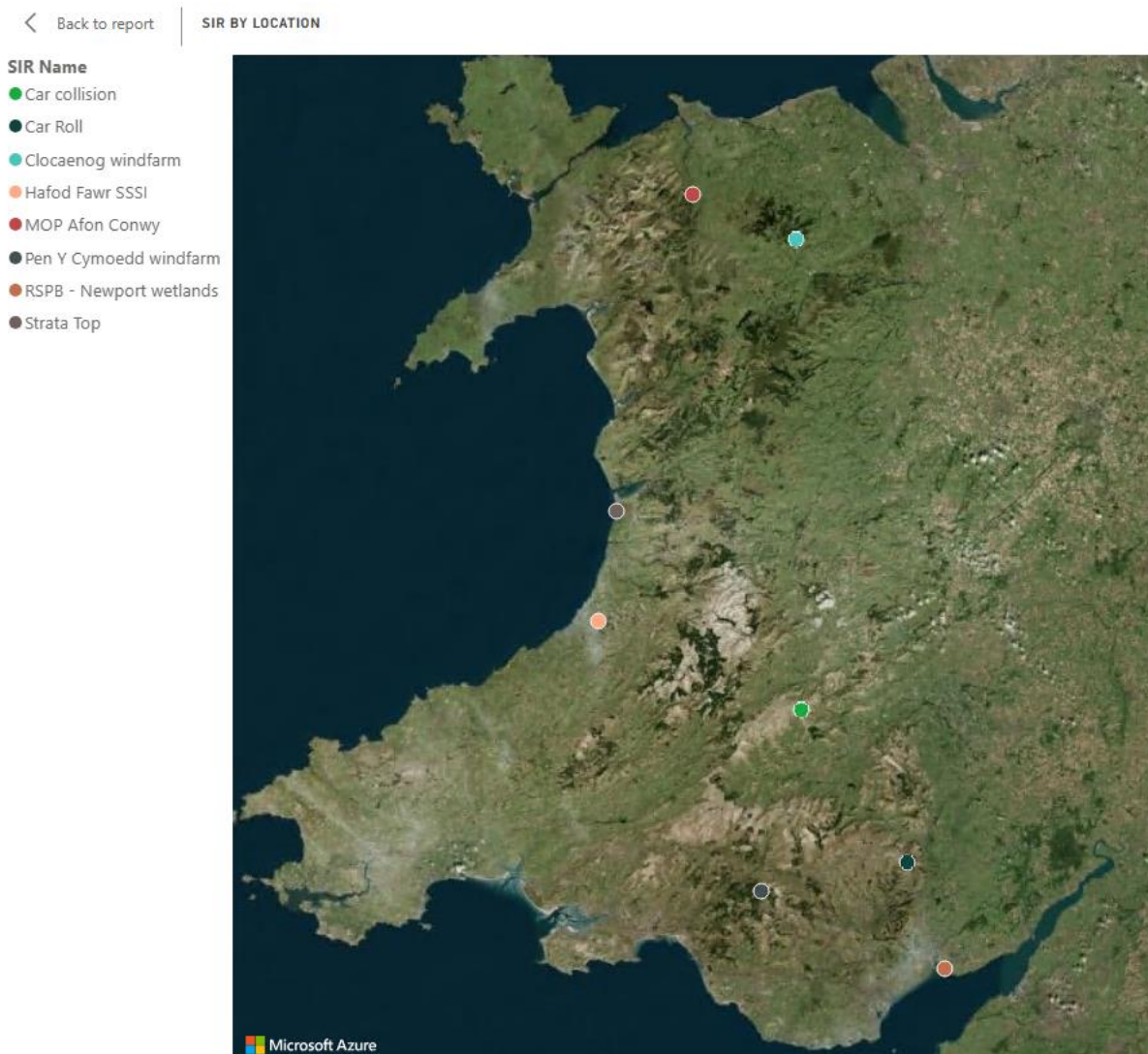
This data is provided at directorate and team level to allow targeted engagement pieces to be implemented by management.

Each Directorate has set an active monitoring target to achieve per month and it is pleasing to note that this is having an impact on the number of active monitoring reports being undertaken.

To further support the reporting of active monitoring, a QR code and portal access to recording active monitoring has been rolled out. This will allow staff members at every level to record active monitoring.

Serious Incident Reviews

Eight serious incident reviews were opened in 2024/2025 using our serious incident review process, with the WH&S Lead Specialist Advisors, with involvement from the team leaders, Heads of Place and the Trade Unions.



Details on the eight serious incident reviews are set out below:

Injury – Member of Staff – Car Collision

Third party vehicle collision with a NRW vehicle containing a member of staff.

Injury – Member of Staff – Car Roll

NRW vehicle containing a member of staff rolled when avoiding an oncoming vehicle.

Incident – Contractor – Clocaenog

A third-party contractor drove forwarder into 6m underground electricity exclusion zone before stacking timber in unauthorised area directly above cable array. This SIR is still ongoing.

Near Miss – MOP – Hafod Fawr SSSI

Glysophate herbicide was sprayed in field without notification by a direct contractor. The SIR is still ongoing.

Fatality – MOP – Afon Conwy

A MOP fatality whilst walking their dog during flooding.

Incident – Contractor – Pen-Y-Cymoedd

A Contractor crossed underground cables on a windfarm. The SIR is still ongoing.

Injury – MOP – RSPB

A MOP sustained an injury whilst using a NRW asset.

Injury – Member of Staff – Strata Top

A member of staff fell onto stones and rocks suffering injuries. The SIR is still ongoing.

Performance – Wellbeing and health

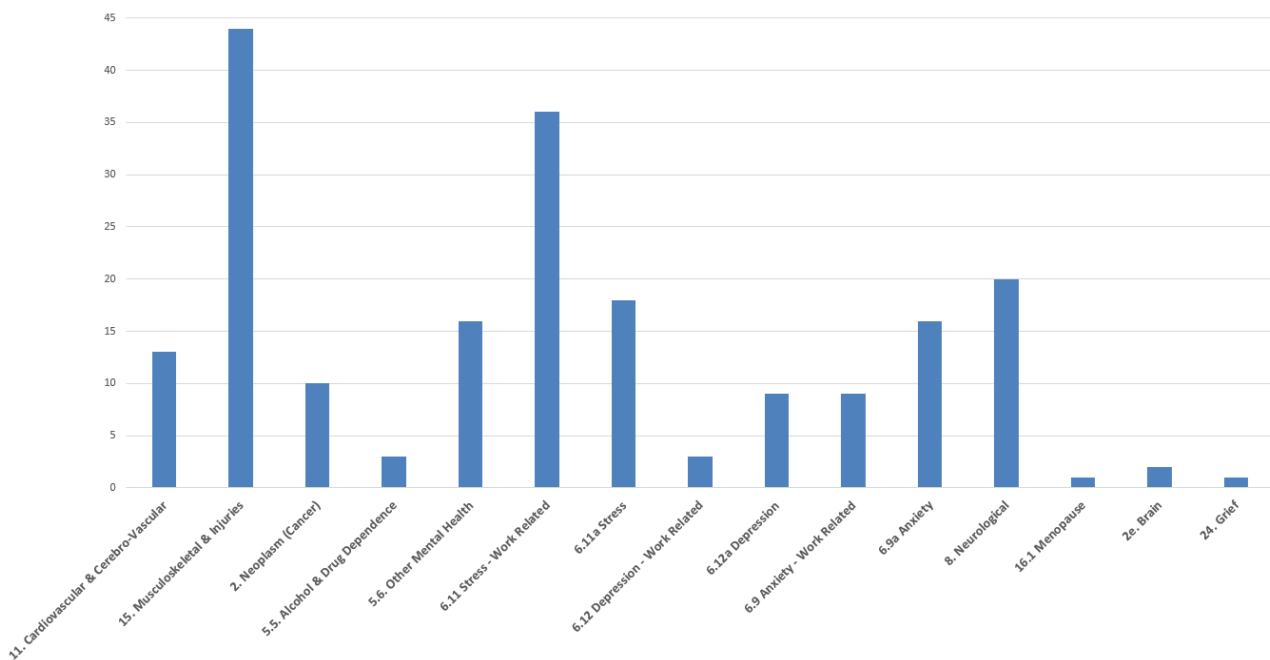
Occupational health statistics

Summary of annual activity

Our occupational health data for the reported year indicates that approximately 70% of our mental health referrals were work related (164% increase on last year)

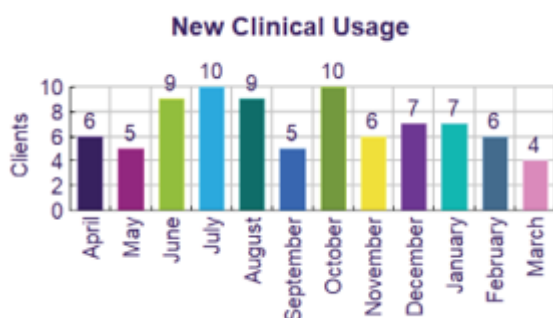
Summary 2024/2025	Summary 2023/2024
270 referrals	209 Referrals

Further detail on the reasons for referrals for the reporting year are provided in the table below. The highest reason for referrals is related to musculoskeletal and injuries, with the second highest being work related stress.



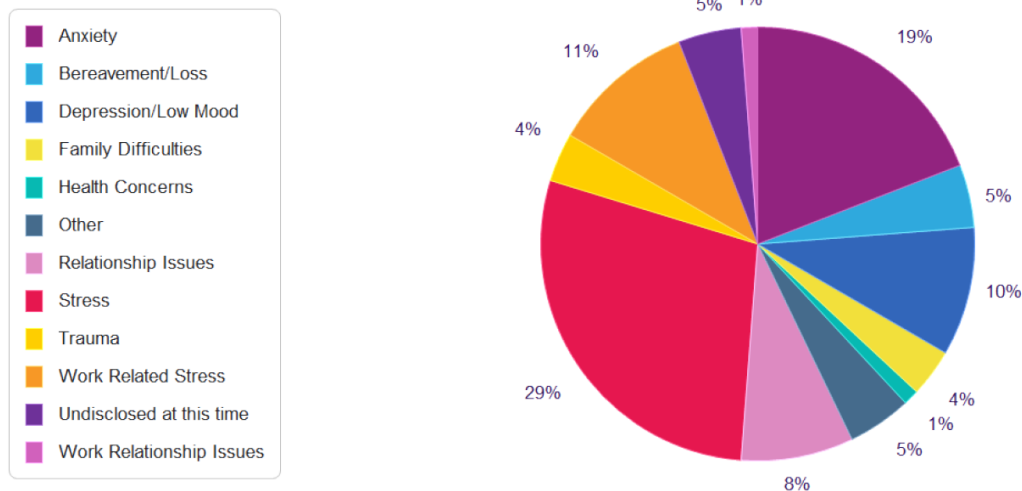
Employee Assistance Programme (EAP)

Vivup EAP provides an initial telephone assessment and triage process. All clients undertake an initial risk assessment and are provided with access to in the moment telephone support where required. Clients requiring access to telephone or face to face counselling are booked in for a telephone assessment with a counsellor. This includes assessment of risk, medication and presenting issues. Clients who presented with risk were triaged appropriately within the service and signposted/managed to ensure they received appropriate case management in this reporting period. During this reporting period 84 clients entered the counselling service via the 24/7 helpline:



The graph below shows the presenting issues that employees contacted the EAP service:

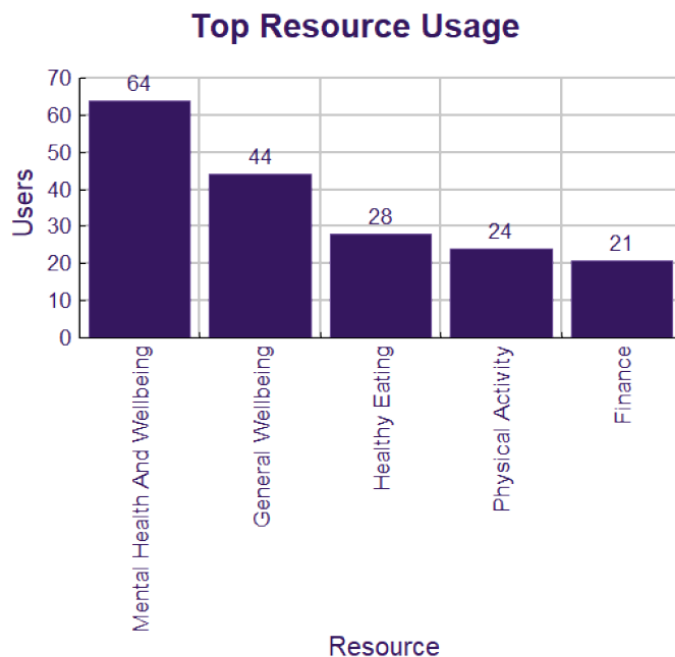
Natural Resources Wales (Cyfoeth Naturiol Cymru) Presenting Issue



YourCare

Your Care is an area where your employees can monitor their own wellbeing and take steps to ensure they stay well. This is currently used by **351** of our employees.

The graph below shows the resource categories that employees were accessing for support with mental health and wellbeing being the highest resource downloaded.



Further developments in 2024/2025

Corporate Health Standard

Healthy Working Wales (HWW) informed NRW in June 2023 that due to a realignment of priorities agreed with Welsh Government that there would no longer be a Corporate Health Standard awards programme.

In 2024/2025, NRW with the support of Public Health Wales and likeminded public sector organisations e.g. Welsh Water, Betsi Cadwalladr Health Board established a peer group framework. The aim of the framework is to informally audit each other in the noted corporate health standard areas. This collaboration project is at the planning stage with key stakeholders involved.

Wellbeing initiatives

We organised participation in many specific wellbeing initiatives throughout the year. These included:

- Menopause café – monthly appointments arranged for all staff.
- Financial wellbeing webinar by Moneyworks Wales was delivered during May to talk about good vs bad credit.
- Mental health awareness week May 2024
- National Walking month – May 2024
- Stroke awareness month – May 2024
- Live Fear Free – celebrating Welsh Women's Aid (WWA) 20th anniversary which included a webinar commemorating the WWA helpline – June 2024.
- Samaritans awareness day – July 2024.
- Cycle to work day – August 2024.
- World Suicide prevention day. Arranged an anti-stigma talk with Time to Change Wales – September 2024
- World menopause day – October 2024.
- 16 days of activism – awareness session arranged with Welsh Women's Aid around the topic of domestic abuse.
- Time to talk day – some of our mental health first aiders arranged virtual coffee break sessions.

All these initiatives reminded and encouraged staff of how to look after themselves and their colleagues at work and outside of work. These initiatives have been communicated to staff through our Intranet, Manager's Monthly updates, Yammer pages and through engagement at local WH&S Forums and team meetings.

Stress awareness sessions

Drop-in sessions for team leaders and line managers were developed to focus on stress awareness. These sessions covered how and why team leaders and line managers need to proactively manage stress in the workplace and the support systems that are available for them. The sessions also cover personal stress and what managers can do to ensure the wellbeing of their staff.

A separate stress awareness for employees was also developed and delivered to help support and signpost staff to deal with stress.

Learning and Development (L&D)

Learning Management System (LMS)

As part of the transformation portfolio and following detailed exploration of the solutions available to NRW, the LMS was successfully procured and launched to the business in July 2024. The system was launched with a focus on mandatory eLearning compliance, with courses available in the medium of Welsh, improved reporting including manager dashboards a pre-test option for repeat courses. Initial feedback from business has been extremely positive and encouraging. The next phase is working with the Training Needs Analysis (TNA) data and cross referencing our historic WH&S training records to upload the information for face-to-face courses to the LMS. The project is looking at the TNAs for Operations as a pilot, to identify the resource and time required to transfer the records into the LMS.

Course Delivery

The L&D Team organised a total of 344 courses in 2024/2025 of which 249 courses were categorised as WH&S. These courses are predominantly delivered face to face, with 93 courses delivered virtually this year. WH&S categories covers a range of courses including: Water Safety, First Aid, Hostile Situations, IOSH Managing/Working Safely, 4x4 Driver, Working at Height, Chainsaw courses (Operator and Supervisor), Forest Works Manger, Forklift Trucks, Electricity for Foresters, Safe use of Powered Pole Pruner, Woodchippers and Pesticides.

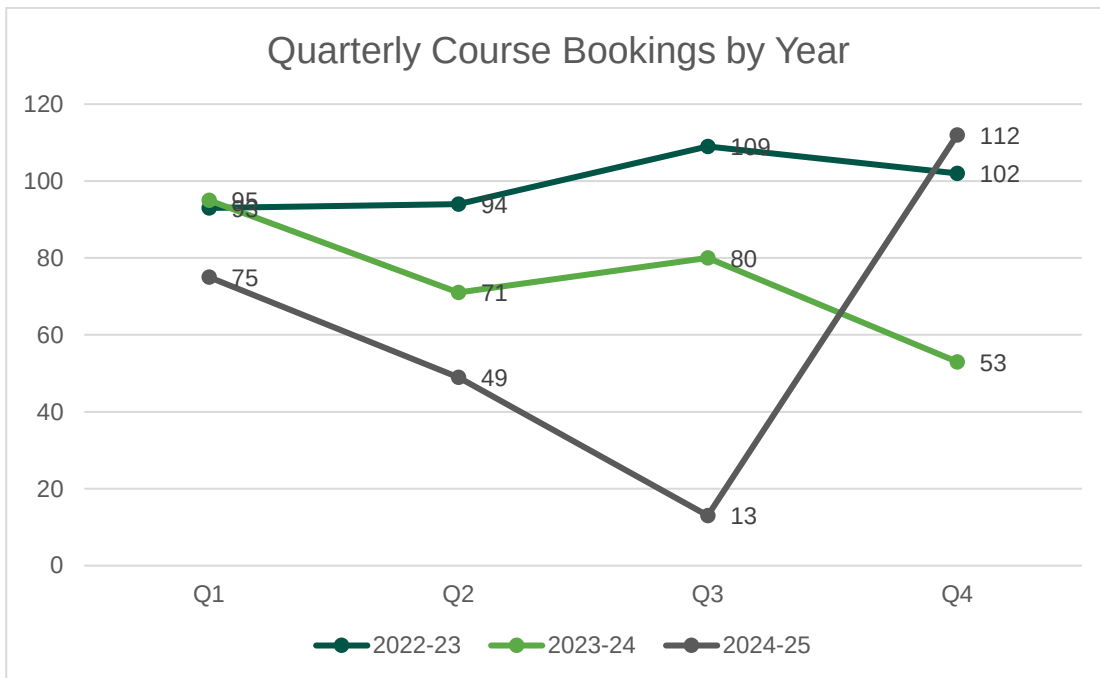
Course delivery was impacted in Q3 with two of our main WH&S suppliers ceasing trade. Procurement has been undertaken by the L&D Team in collaboration with Subject Matter Experts (SMEs) from across the business. Framework contracts have been put in place maximising the four-year term wherever possible.

The table below shows the number of courses organised by the L&D team each month with the percentage of courses booked classed as WH&S. Overall 72% of the courses delivered for NRW employees in 2024-2025 were for WH&S courses, this is a 2% increase from last year.

	2024-25	Total No of Courses	Total No of H&S Courses	H&S as % of Total Courses	Virtual Delivery
Q1	Apr-24	30	21	68%	2

	May-24	39	26		11
	Jun-24	41	28		15
Q2	Jul-24	38	32	78%	8
	Aug-24	7	6		1
	Sep-24	18	11		4
Q3	Oct-24	15	8	50%	3
	Nov-24	7	3		1
	Dec-24	4	2		2
Q4	Jan-25	38	28	77%	14
	Feb-25	50	33		18
	Mar-25	57	51		13
Total		344	249		93

The graph below shows the comparison of the WH&S course bookings by quarter for the last 3 years.



Training Needs Analysis

In order to maintain certification to ISO 45001:2018, but more importantly be legally compliant to WH&S legislation, the development of Training Frameworks were further progressed in 2024/2025.

The process of the Training Framework involves collaborating with teams across NRW to ensure each and every role is identified, their training needs captured and agreed with Team Leaders, Managers, checked by WH&S and finally the relevant Business Sub Board/Group and/or Executive Team to ensure a governance process has been followed.

The progress throughout 2024/2025 has been significant, with the training needs analysis activity for all NRW teams being completed.

Engagement with stakeholders

The Health & Safety Executive (HSE) and Forest Industry Safety Accord (FISA)

NRW have continued to engage with the HSE through attendance at bi-annual Arboriculture and Forestry Advisory Group (AFAG) meetings. The WH&S team together with colleagues from Estates Standards and Operations, supported the HSE with arranging planned inspections of chemical stores across Wales, however these inspections were later cancelled by HSE and have not been rearranged to date. Staff across NRW continue to support FISA by attending and inputting to its various working groups. The Lead Specialist Advisor Forest Operations on behalf of the Head of Land Stewardship, attends and represents NRW at FISA steering group.

Timber Customer Liaison Day

Members of the WH&S team provided a presentation for NRW's annual timber customer liaison day, which was delivered by the Timber Sales & Marketing Manager. This covered health and safety statistics and performance, pre-commencement meetings, site inductions, a planned review of the timber sales and health and safety pre-qualification process and an emerging trend relating to violence and aggression.

Forestry & Land Scotland and Forestry England

Members of the WH&S team meet periodically with members of the WH&S teams in Forestry & Land Scotland and Forestry England, to discuss common WH&S related issues.

Progress against wellbeing, health and safety actions / initiatives

Lone & remote working system

Peoplesafe is NRW's lone and remote working system, which was launched in July 2018. The system brings together mobile phones and GPS Spot trackers on one platform, offering a solution that can be used by lone and remote workers in areas of poor or no phone signal.

At the end of the financial year, March 2025, there were 978 users with an average use of 88%.

Policy/procedure update

The following policies and procedures were developed and/or revised in 2024/2025:

- Pregnancy loss procedure (new)
- Confined spaces (revised)
- Incident reporting (revised)
- Water safety matrix (revised)
- New and expectant mothers procedure (revised)

Contractor Management

A number of teams have worked together 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 –

6 – Arb and Chainsaw contract. 1 approved at initial assessment. 5 failed the initial assessment, which required further clarification and then approved.

1 – Standing Sales. All failed the initial assessment, which required further clarification and then approved.

2 – Standing and Roadside Sales (combined assessment). All failed the initial assessment, which required further clarification and then approved.

1 Roadside Sales. All failed the initial assessment, which required further clarification and then approved.

1 – Direct Production Harvesting Framework. All failed the initial assessment, which required further clarification and then approved.

6 – Bat Advice contract. 3 approved at initial assessment. 3 failed the initial assessment, which required further clarification and then approved.

1 – Wales Coastal Path and National Trails Visitor Survey framework. All failed the initial assessment, which required further clarification and then approved.

1 - Compact tractor and remote flailing deer infrastructure maintenance contract. All failed the initial assessment, which required further clarification and then approved.

1 - South Wales Goalposts (Electricity) Contract. All failed the initial assessment, which required further clarification and then approved.

2 – Mobile pump hire framework. All failed the initial assessment, which required further clarification and then approved.

1 – Roadside flailing contract. All failed the initial assessment, which required further clarification and then approved.

1 – Mechanical Weeding contract. All failed the initial assessment, which required further clarification and then approved.

1 – Spot Weeding contract. All failed the initial assessment, which required further clarification and then approved.

Where potential contractors/customers/suppliers fail the initial assessment, further guidance is provided in that area to allow them to re-submit further supporting evidence. The guidance is reviewed and updated to improve the process for NRW's contractors and customers.

Undertaking this action ensures that NRW is fulfilling its legal obligations and also provides NRW with assurance that our customers and contractors have robust systems and procedures in place to manage Health and Safety when working for NRW.

Risk assessment management

Employers in each workplace have a legal duty to ensure the health and safety of workers in every aspect related to their work. The purpose of carrying out a risk assessment is to enable the employer to take the measures necessary for the health and safety protection of workers. As part of being compliant with ISO 45001:2018, all NRW teams will need to have work activity specific risk assessments. In 2024/2025 further work has been progressed to ensure that teams across NRW have suitable and sufficient risk assessments in place. The WH&S team have worked with the business to assist and support and development of the risk assessments in AssessNET.

Risk register

The strategic risk register was revised, reviewed and amended in 2024/2025. There is one strategic risk register with a particular focus on WH&S, that of health and safety of staff/contractors/visitors. Work has been undertaken by the WH&S Manager and Executive Director of Operations to ensure that the risk register is effective and fit for purpose. The risk also has a risk appetite statement included. There is a monthly review of the risk register to update and record any completed actions. This is an ongoing project with mitigating actions being updated as and when necessary.

Public Safety Work

Visitor Safety Group (VSG)

NRW continue to sit as a board member of the group promoting public safety best practice in the UK and Ireland and continue to play an active role in the group.

National Nature Reserves (NNR) Audits

There is a rolling combined audit plan of the National Nature Reserves (NNR) which is set by Internal audit which carried out with our colleagues from Conservation Management and Environmental Management and WH&S. This provides our NNR staff reassurance on

how they are managing their reserves with respect to public safety, conservation management and environmental management (ISO 14001). Audits have been limited this year due to illness of colleagues involved and the case for change.

Audits took place for:

- Maes Y Facrell
- Ceunant Cynfal
- Ceunant Llenyrch

With further site inspections and visits to discuss particular public safety issues taking place at:

- Cwmcairn Forest Visitor Centre
- Bontuchel Fish Pass
- Chester Weir and Fish Pass
- Ynyslas Visitor Centre

And reservoir public safety visits to:

- Gwydir Uchaf
- Cyfty
- Goddion
- Tynymynydd

Public Safety across NRW

We continue to protect our landscapes, encourage public access where appropriate and achieve levels of risk that are acceptable to society. We do this by having a Public Safety Policy and associated Operational Guidance Note (OGN168) in place, ensuring we have staff who are competent in carrying out Public Safety Risk Assessment (PSRA) and inspection, and review reported member of the public incidents according to our incident management policy. We follow current best practice, as published by the Visitor Safety Group (VSG) guiding principles which are endorsed by the HSE. There is a work programme in place to ensure all our assets that the public can interact with are risk assessed and inspected according to OGN168. We continue to ensure staff are competent in PSRA and inspection and train relevant staff in this process.

In total 7 Visitor Safety Principles and Risk assessment courses have been attended by 68 members of staff. This is now in the annual training calendar and is scheduled to run again in September 2024. Training is delivered by an external provider which covers the VSG principles, zoning, control measures and recommendations.

In order for NRW to manage the flood risk aspect in relation to public safety, 4 courses were run in 2023-2024 with 51 staff attending. More courses are planned for this forthcoming year.

The public safety risk assessments for flood management assets are stored on the AMX system which was purchased to replace the legacy flood asset application.

The majority of our sites are unstaffed outside of working hours and this will be reflected in the quantity and quality of the data we receive. Our colleagues work closely with our partners, emergency services and reviewing social media to ascertain information about incidents that happen on our land that NRW may not be aware of, to enable NRW to assess the risks to the public appropriately. However, there are occasions where we are unaware of near miss and injuries on our land.

Internal advice and guidance

NRW teams gained Health and safety advice and guidance on estate standards, public safety, forestry, facilities, marine teams, and enforcement teams.

Internal Audit

During 2024/2025 an internal audit was undertaken on our Serious Incident Review. The audit report was published in Q4 with a substantial assurance rating given. The report noted two medium recommendations with a substantial assurance over three of the four key risk areas.

ISO 45001:2018 Management Standard

On the 23rd of December 2021, NRW received formal confirmation of registration to ISO 45001:2018.

The re-certification process began in August 2024 and finished early January 2025 with 12 audit days involving various teams across Wales. NRW were successfully awarded re-certification to ISO 45001:2018 standard. There were no minor non-conformities noted.

The ISO 45001:2018 standard is designed to prevent work-related injury and ill-health and to provide safe and healthy workplaces by providing a framework where we can manage and continuously improve our approach to health and safety.

Achieving this standard will help NRW ensure the long-term wellbeing, health, and safety of everyone – staff, visitors, contractors and customers.

NRW should be proud of the achievement, many organisations fail to attain the standard, as it is a difficult standard to achieve and maintain.

Next Steps and Future Work for NRW in 2025/2026

There has been significant progress in 2024/2025 with delivery of key wellbeing, health and safety improvements. However, further progress needs to be made, and we will do this by focussing on priority work areas in 2025/2026: -

Leadership

Continuing to improve visible leadership from the Board, Executive Team, Leadership Team, Management Team and Team Leaders, especially about the ownership and management of risk.

Health and Wellbeing

Continue to implement the actions in the current WH&S strategy and monitor and evaluate the measurement of performance.

External Engagement

Continue the engagement with both internal and external stakeholders and work together to improve our WH&S performance.

Learning & Development

Continue to assist with key training requirements, the further development of the learning management system with the training needs analysis being transferred, with further gap analysis work to ensure legal compliance and promote the importance of undertaking WH&S training. Determine and develop competency frameworks for the higher risk activities. Implementation and roll out of additional training as identified by the training needs analysis and gap analysis using the funding secured.

System development

Monitor and review the WH&S systems to ensure they are suitable and sufficient.

Performance monitoring & audit

Fully participate in relevant WH&S topics within internal audit programme for 2025/2026.

Enable use of strategic risk register through clear ownership of risk areas and routine assessment of risks.

Legal compliance

Launch a new wellbeing, health and safety strategy in 2025/2026 to strive for legal compliance.

Staff engagement

WH&S National Committee and Forums continue to actively engage with staff in developing and promoting a safe working environment and culture.