

Adroddiad Blynyddol drafft Panel Annibynnol Cymru ar Gydabyddiaeth Ariannol, Chwefror 2024

Independent Remuneration Panel for Wales draft Annual Report, February 2024

Ymgynghoriad ar Adroddiad Drafft 2024 i 2025

Rydym yn croesawu adborth ar yr Adroddiad drafft hwn ac rydym wedi cynnwys rhai cwestiynau ychwanegol lle y byddem yn gwerthfawrogi clywed eich barn. Daw'r cyfnod ymgynghori i ben ar **8 Rhagfyr 2023** a gallwch naill ai anfon eich sylwadau dros e-bost neu gwblhau'r ffurflen ar ein [gwefan](#).

Mae croeso hefyd ichi gyflwyno sylwadau ysgrifenedig i'r cyfeiriad isod.

I ofyn am fersiynau printiedig o'r Adroddiad, anfonwch e-bost atom neu ysgrifennwch at:

Mae croeso hefyd ichi anfon sylwadau ysgrifenedig i'r cyfeiriad isod.

I ofyn am fersiynau printiedig o'r Adroddiad, gallwch anfon [e-bost](#) atom neu ysgrifennu at:

Panel Annibynnol Cymru ar Gydabyddiaeth Ariannol
Trydydd Llawr - Dwyrain
Adeiladau'r Goron
Parc Cathays
Caerdydd
CF10 3NQ

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Cwestiwn 1 - Cynyddu cydnabyddiaeth ariannol drwy ddefnyddio'r Arolwg Blynyddol o Oriau ac Enillion (ASHE)

Mae'r Panel yn gwbl ymwybodol o'r cyfyngiadau presennol ar gyllid cyhoeddus ac effaith ei benderfyniadau ar gyllidebau Prif Awdurdodau. Mae'r Panel hefyd yn ystyriol o'n Nodau a'n Hamcanion i gynnig pecyn cydnabyddiaeth ariannol teg a rhesymol i gefnogi aelodau etholedig ac annog amrywiaeth mewn cynrychioliaeth. Felly, rydym yn cynnig y dylid cynyddu eu cydnabyddiaeth ariannol yn seiliedig ar enillion cyfartalog eu hetholwyr.

A ydych chi'n credu bod y Panel wedi taro'r cydbwysedd cywir rhwng fforddiadwyedd a chydabyddiaeth ariannol ddigonol i gynrychiolwyr? Os nad ydych yn cytuno, a oes gennych unrhyw awgrymiadau eraill?

Ydw

Nac ydw

Dim barn

Unrhyw sylwadau ychwanegol

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Cwestiwn 2 – Hyblygrwydd lleol ar gyfer taliadau i unigolion cyfetholedig

Mae'r Panel wedi cael tystiolaeth y byddai'n fwy costeffeithiol ac yn decach i roi hyblygrwydd o ran talu'r rhai sy'n aelodau cyfetholedig o bwyllgorau Prif Gyngorau, Awdurdodau Parciau Cenedlaethol ac Awdurdodau Tân ac Achub.

Felly, mae'r Panel yn cynnig y dylai fod hyblygrwydd lleol i'r swyddog perthnasol benderfynu pryd y bydd yn briodol cymhwyso cyfradd diwrnod neu hanner diwrnod neu ddefnyddio cyfradd yr awr lle mae'n gwneud synnwyr cyfuno nifer o gyfarfodydd byr.

A ydych yn cytuno â'r cynnig hwn? Os nad ydych yn cytuno, a oes gennych unrhyw awgrymiadau eraill?

Ydw

Nac ydw

Dim barn

Unrhyw sylwadau ychwanegol

--

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Cwestiwn 3 – Annog teithio cynaliadwy

Hoffai'r Panel sicrhau ein bod yn cefnogi cynaliadwyedd amgylcheddol yn ein penderfyniadau ynglŷn â chydabyddiaeth ariannol. Rydym yn ymwybodol bod cynlluniau mewn llawer o gyrff yng Nghymru sy'n annog teithio cynaliadwy ac rydym wedi cyngori y dylai aelodau etholedig, os oes modd, gael eu hannog i gymryd rhan yn y cynlluniau hyn.

A oes gennych unrhyw enghreifftiau da o arferion da neu syniadau eraill ynglŷn â sut y gallem ddefnyddio ein pwerau i annog mwy o deithio cynaliadwy ymhlith aelodau?

Oes

Nac oes

Dim barn

Unrhyw sylwadau ychwanegol

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Cwestiwn 4 – Ymwybyddiaeth o hawliau cynrychiolwyr

Mae'r Panel wedi gweld tystiolaeth o ddiffyg ymwybyddiaeth ymhlith aelodau etholedig lleol o'r taliadau y maent yn gallu eu hawlio. Hoffem glywed a yw hyn yn broblem sylweddol, ac os felly, byddwn yn anelu at godi ymwybyddiaeth ymhellach, drwy dargedu meysydd lle y gall hyn fod yn broblem.

Nodwch pa fath o gorff rydych yn ei wasanaethu (dewiswch bob un sy'n gymwys):

Prif Gyngor	<input type="checkbox"/>
Cyngor Cymuned neu Gymuned Tref	<input type="checkbox"/>
Awdurdod Tân ac Achub	<input type="checkbox"/>
Awdurdod Parc Cenedlaethol	<input type="checkbox"/>

Beth yw eich statws?

Aelod	<input type="checkbox"/>
Aelod Cyfetholedig	<input type="checkbox"/>
Arall	<input type="checkbox"/>

A ydych chi'n gwybod bod gennych hawl i rai neu bob un o'r canlynol?

- Cydnabyddiaeth ariannol am eich rôl

Ydw	<input type="checkbox"/>
Nac ydw	<input type="checkbox"/>

- Pensiwn (prif gynghorau yn unig)

Ydw	<input type="checkbox"/>
Nac ydw	<input type="checkbox"/>

- Ad-daliad am dreuliau

Ydw	<input type="checkbox"/>
Nac ydw	<input type="checkbox"/>

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- Ad-daliad am gyfrifoldebau gofalu

Ydw

Nac ydw

- Taliadau absenoldeb teuluol (Prif Gyngorau yn unig)

Ydw

Nac ydw

Pa gamau y mae eich cyngor neu'ch awdurdod yn eu cymryd i sicrhau bod ei aelodau etholedig a'i aelodau cyfetholedig yn ymwybodol o'r symiau y mae ganddynt hawl iddynt?

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Cwestiwn 5 – Cyhoeddi symiau wedi'u cyfuno ar gyfer Cyngorau Cymuned a Thref

Mae'n ofynnol i Gyngorau Cymuned a Thref gyflwyno datganiad blynyddol o daliadau i'r Panel erbyn 30 Medi bob blwyddyn, a chyhoeddi hyn ar eu gwefan hefyd. Mae'r Panel wedi darparu templed o ffurflen i glercod ei defnyddio. Mae'r Panel wedi trafod ac ystyried newid y gofynion ar gyfer Cyngorau Cymuned a Thref wrth gyflwyno eu ffurflen datgan taliadau. Nod y Panel yw symleiddio gweinyddiaeth ac annog Cyngorau i sicrhau bod yr holl daliadau gorfodol yn cael eu gwneud i aelodau unigol.

Mae'r Panel yn cynnig, o fis Medi 2024, bod angen i'r ffurflenni ddangos cyfanswm y symiau a dalwyd mewn perthynas â'r taliadau gorfodol a grybwyllwyd uchod. Dyna'r cyfraniad o £156 at gostau gweithio gartref, y lwfans traul cyfradd sefydlog o £52 a'r costau teithio a chynhaliaeth a dalwyd.

Mae hyn yn dod â'r rhain yn unol ag adrodd costau gofal a lwfansau cymorth personol.

A ydych chi'n cytuno y gall y ffigurau hyn gael eu cyhoeddi fel cyfanswm i'r holl aelodau yn hytrach nag yn unigol?

Ydw

Nac ydw

Dim barn

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

Beth yw'r rhesymau dros eich barn?

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Cwestiwn 6 – Cyhoeddi symiau wedi'u cyfuno ar gyfer cyrff eraill

Mewn adroddiadau yn y dyfodol, rydym yn ystyried caniatáu cyfuno costau teithio a chynhaliaeth aelodau prif gynghorau, Awdurdodau Parciau Cenedlaethol ac Awdurdodau Tân ac Achub, a byddai gennym ddiddordeb yn eich barn.

A ydych chi'n cytuno y gall y ffigurau hyn gael eu cyhoeddi fel cyfanswm i'r holl aelodau yn hytrach nag yn unigol?

Ydw

Nac ydw

Dim barn

Beth yw'r rhesymau dros eich barn?

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Consultation on Draft Report 2024 to 2025

We welcome feedback on this draft Report and have included some additional questions where we would appreciate your views. The consultation period will end on the **8 December 2023**, and you can either [email us](#) your comments or complete the form on our [website](#).

You are also welcome to submit comments in writing to the address below.

To request a printed versions of the Report please [email us](#) or write to:

Independent Remuneration Panel for Wales
Third Floor East
Crown Buildings
Cathays Park
Cardiff
CF10 3NQ

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Question 1 - Uplift of remuneration using the Annual Survey of Hours and Earnings (ASHE)

The Panel is fully aware of the current constraints on public funding and the impact its decisions will have on the budgets of Principal Authorities. The Panel is also mindful of our Aims and Objectives to provide a fair and reasonable remuneration package to support elected members and to encourage diversity of representation. We therefore propose to uplift their remuneration based on the average earnings of their constituents.

Do you think that the Panel has struck the right balance between affordability and adequate remuneration for representatives? If not, do you have other suggestions?

Yes

No

No Opinion

Any additional comments

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Question 2 - Local flexibility for payments to co-opted individuals

The Panel has received evidence that it would be more cost effective and fairer to provide for flexibility in paying those who are co-opted to serve on committees of Principal Councils, National Park Authorities and Fire and Rescue Authorities.

The Panel has therefore proposed there should be local flexibility for the relevant officer to decide when it will be appropriate to apply a day or half day rate or to use an hourly rate where it is sensible to aggregate a few short meetings.

Do you agree with this proposal? If not, do you have any suggested alternatives?

Yes

No

No Opinion

Any additional comments

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Question 3 - Encouraging sustainable travel

The Panel would like to ensure that we support environmental sustainability in our decisions about remuneration. We are aware that there are schemes in many bodies in Wales which encourage sustainable travel and we have advised that, if possible, elected members should be encouraged to participate in these schemes.

Do you have any examples of good practice or other ideas of ways in which we might use our powers to encourage more sustainable travel among members?

Yes

No

No Opinion

Any additional comments

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Question 4 - Awareness of the entitlements of representatives

The Panel has seen evidence of a lack of awareness amongst local elected members of the payments to which they are entitled. We would like to find out if this is a significant issue, and if so, we will aim to raise awareness further, targeted at areas where this may be a problem.

Please identify which type of body you serve (select all that apply):

- | | |
|---------------------------|--------------------------|
| Principal Council | <input type="checkbox"/> |
| Community or Town Council | <input type="checkbox"/> |
| Fire and Rescue Authority | <input type="checkbox"/> |
| National Park Authority | <input type="checkbox"/> |

What is your status?

- | | |
|-----------------|--------------------------|
| Member | <input type="checkbox"/> |
| Co-opted Member | <input type="checkbox"/> |
| Other | <input type="checkbox"/> |

Did you know that you may be entitled to some of or all the following?

- Remuneration for your role

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

- Pension (Principal Councils only)

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

- Reimbursement of expenses

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

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- Reimbursement for caring responsibilities

Yes

No

- Family absence payments (Principal Councils only)

Yes

No

What steps does your council or authority take to make its elected members and co-opted members aware of their entitlements?

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Question 5 - Publication of consolidated sums for Community and Town Councils

Community and Town Councils are required to submit an annual statement of payments to the Panel by 30 September each year, and also publish this on their website. The Panel have provided a template return for clerks to use. The Panel have discussed and considered changing the requirements for Community and Town Councils when submitting their statement of payment returns. The Panel's aim is to simplify administration and encourage Councils to ensure all mandatory payments are made to individual members.

The Panel proposes that from September 2024, the returns need only show the total amounts paid in respect of the mandatory payments mentioned above. That is the £156 contribution to the costs of working from home, the £52 set rate consumables allowance and the travel and subsistence expenses paid.

This brings these in line with the reporting of the costs of care and personal assistance allowances.

Do you agree that these figures may be published as a global total rather than individually?

Yes

No

No View

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

What are the reasons for your view?

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Question 6 - Publication of consolidated sums for other bodies

In future reports, we are thinking of allowing consolidation of the travel and subsistence expenses of members of principal councils, National Park Authorities and Fire and Rescue Authorities and would be interested in your views.

Do you agree that these figures may be published as a global total rather than individually?

Yes

No

No View

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

What are the reasons for your view?