

# Pecyn Dogfennau



Mark James LLM, DPA, DCA  
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Chief Executive,  
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County Hall, Carmarthen. SA31 1JP

**DYDD GWENER, 25 MEDI 2015**

**AT: HOLL AELODAU'R PWYLLGOR CRAFFU POLISI AC ADNODDAU**

**YR WYF DRWY HYN YN EICH GALW I FYNYCHU CYFARFOD O'R  
PWYLLGOR CRAFFU POLISI AC ADNODDAU A GYNHELIR YN SIAMBR,  
NEUADD Y SIR, CAERFYRDDIN AM 10.00 AMDYDD LLUN, 5ED HYDREF  
2015 ER MWYN CYFLAWNI'R MATERION A AMLINELLIR AR YR AGENDA  
SYDD YNGHLWM**

*Mark James*

**PRIF WEITHREDWR**



**AILGYLCHWCH OS GWELWCH YN DDA**

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# PWYLLGOR CRAFFU POLISI AC ADNODDAU 13 AELOD

## GRŴP PLAID CYMRU – 5 AELOD

- |    |              |                          |
|----|--------------|--------------------------|
| 1. | Y Cynghorydd | A. Davies                |
| 2. | Y Cynghorydd | G. Davies (Is-Gadeirydd) |
| 3. | Y Cynghorydd | A.Lenny                  |
| 4. | Y Cynghorydd | D. Price                 |
| 5. | Y Cynghorydd | D. E. Williams           |

## GRŴP ANNIBYNNOL – 4 AELOD

- |    |              |                             |
|----|--------------|-----------------------------|
| 1. | Y Cynghorydd | T. Bowen                    |
| 2. | Y Cynghorydd | W.J.W. Evans                |
| 3. | Y Cynghorydd | A.G. Morgan                 |
| 4. | Y Cynghorydd | D.W.H. Richards (Cadeirydd) |

## GRŴP LLAFUR – 4 AELOD

- |    |              |              |
|----|--------------|--------------|
| 1. | Y Cynghorydd | D.M. Cundy   |
| 2. | Y Cynghorydd | J.S. Edmunds |
| 3. | Y Cynghorydd | A.W. Jones   |
| 4. | Y Cynghorydd | J. Williams  |

# AGENDA

1. YMDDIHEURIADAU AM ABSENOLDEB
2. DATGELU BUDDIANNAU PERSONOL.
3. DATGAN CHWIPIAID PLAID SYDD WEDI EU GWAHARDD.
4. CWESTIYNAU GAN Y CYHOEDD (NID OEDD DIM WEDI DOD I LAW).
5. EITEMAU AR GYFER Y DYFODOL. 5 - 8
6. ASESIAID SWYDDFA ARCHWILIO CYMRU O RHAGLEN TRAWSNEWID, ARLOESI A NEWID CYNGOR SIR CAERFYRDDIN 9 - 22
7. ADRODDIAD MONITRO CYLLIDEB CYFALAF A REFENIW 2015/16 23 - 42
8. HENEIDDIO’N DDA YNG NGHYMURU – CYNLLUN LLEOL HENEIDDIO’N DDA 43 - 74
9. EGLURHAD AM BEIDIO Â CHYFLWYNO ADRODDIADAU CRAFFU. 75 - 76
10. LLOFNODI FEL COFNOD CYWIR COFNODION Y CYFARFOD A GYNHALIWYD AR Y 24AIN GORFFENNAF, 2015. 77 - 84

Mae'r dudalen hon yn wag yn fwriadol

# POLICY & RESOURCES SCRUTINY COMMITTEE 5<sup>th</sup> OCTOBER 2015

## Forthcoming items for next meeting – Wednesday 25th November 2015

Discussion Topic	Background
Future Generations Bill – LSB Review	This Bill introduced in 2014 (previously the Sustainable Development Bill), is seen by Welsh Government as an opportunity to help tackle the generational challenges Wales faces in a more joined up and integrated way – ensuring Welsh public services make key decisions with the long term well being of Wales in mind. This item will also provide the Committee with an opportunity to have sight of the review of the current Local Service Board and provide feedback prior to any final decisions on the way forward being taken.
ICT Strategy Update	The Committee was consulted during 2014/15 on the development of this strategy and has a key role to play in monitoring the progress being made in terms of rolling it out. This update will include details of the E-mail Usage and Monitoring policy.
Welsh Language Scheme Annual Report 2014/15	The Committee has responsibility for monitoring Authority's Welsh Language Scheme and receives an annual update. From 2015/16 this will be superseded by the Welsh Language Standards Compliance Strategy, the development of which will be consulted upon.
Combined Spend on Private Sector and Third Sector Services – TIC review	The Committee has previously requested that an update be provided on both reviews. This item will combine both TIC reviews in one.

<b>Discussion Topic</b>	<b>Background</b>
Draft Strategic Equality Plan 2016-20	<p>The Council is required to publish this Plan by April 2016 to outline how it will meet the requirements of the Equality Act 2010 and the Specific Duties for Wales in its role as an employer, a provider of services and as a community leader. Public bodies are required to have due regard to the need to:</p> <ul style="list-style-type: none"> <li>• Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act</li> <li>• Advance equality of opportunity between people who share a relevant protected characteristic and those who do not</li> <li>• Foster good relations between people who share a protected characteristic and those who do not.</li> </ul> <p>This will be an opportunity for the Committee to input into the development of the Plan before it is agreed by the Council.</p>
Half-Yearly Performance Monitoring Report 2015/16	<p>This is a standard 6-monthly report which allows members to undertake their monitoring role in relation to the relevant services within the Committee's remit. This item will also include details of the compliments and complaints received by the relevant services.</p>
Budget Monitoring 2015/16	<p>This is a standard item which allows members to undertake their monitoring role of the departmental and corporate budgets.</p>
Quarterly Treasury Management & Prudential Indicator Report 2015/16	<p>This is a standard quarterly update in relation to Treasury Management / Prudential Indicator.</p>
Actions & Referrals Update	<p>This quarterly report provides an update on progress made in relation to actions and requests from previous meetings.</p>

## Policy & Resources Scrutiny Committee – Forward Work Programme 2015/16 (as at 24th September 2015)

11 June 2015	24 July 2015	5 October 2015	25 November 2015	6 January 2016	3 February 2016	16 March 2016	22 April 2016
Revised Corporate Strategy	EOY Performance / Monitoring 2014/15	Spend on external expertise – to include legal expertise (Annual Report)	Combined Spend on Private Sector and Third Sector Services – TIC Review	3-year Revenue Budget Consultation 2016/17 to 2018/19	Budget Monitoring 2015/16	Tackling Poverty Action Plan	Asset Transfer Annual Report
Draft CCC Improvement Plan 14/15 and Annual Report 13/14	Treasury Management Annual Report 2014/15	TIC Review (Wales Audit Office report)	ICT Strategy (including e-mail usage and monitoring)	5-year Capital Programme Consultation 2016/17 to 2020/21	Compliance Strategy for Welsh Language Standards	LSB Annual Report 2015	Council's Engagement Mechanisms (T&F Monitoring)
P&R Scrutiny Committee Annual Report 2014/15	EOY Budget Monitoring 2014/15	Budget Monitoring 2015/16	Welsh Language Scheme Annual Report		Treasury Management Policy & Strategy 2016/17	Revised Procurement Strategy	TIC Annual Review 2015
P&R Scrutiny Committee FWP 2015/16	Treasury Management 2015/16 (Q1)	Carmarthenshire Ageing Well Plan	Draft Strategic Equality Plan 2016-20		Treasury Management 2015/16 (Q3)	Budget Monitoring 2015/16	People Strategy – monitoring report
	Strategic Equality Plan Annual Report 2014/15		Treasury Management 2015/16 (Q2)		Asset Management Plan	Actions & Referrals Update	
	Actions & Referrals Update		Budget Monitoring 2015/16				
			Performance / Monitoring 2015/16 Quarter 2				
			Future Generations Bill – LSB Review				

**Policy & Resources Scrutiny Committee – Forward Work Programme 2015/16**  
*(as at 24th September 2015)*

11 June 2015	24 July 2015	5 October 2015	25 November 2015	6 January 2016	3 February 2016	16 March 2016	22 April 2016
			Actions & Referrals Update				

*Procurement Annual Report 2014/15 – To be confirmed*

# PWYLLGOR CRAFFU POLISI AC ADNODDAU 5<sup>ed</sup> O HYDREF 2015

## ASESIAD SWYDDFA ARCHWILIO CYMRU O RHAGLEN TRAWSNEWID, ARLOESI A NEWID CYNGOR SIR CAERFYRDDIN

### Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- Bod y Pwyllgor yn ystyried Aseiad Swyddfa Archwilio Cymru o'r Rhaglen Trawsnewid, Arloesi a Newid Cyngor Sir Caerfyrddin, ac yn cyflwyno sylwadau arno.

### Rhesymau:

- Sicrhau bod meysydd sy'n peri pryder yn cael eu nodi a bod camau perthnasol yn cael eu cymryd.
- Er mwyn i'r aelodau allu gweithredu eu swyddogaeth craffu.

**Angen cyfeirio'r mater at y Bwrdd Gweithredol er mwyn gwneud penderfyniad: NAC OES**

### Aelod y Bwrdd Gweithredol sy'n gyfrifol am y Portffolio:

Cyng. Mair Stephens (Adnoddau Dynol, Effeithlonrwydd a Chydweithio)

<p><b>Y Gyfarwyddiaeth:</b> Cymunedau</p> <p><b>Enw Pennaeth y Gwasanaeth:</b> Robin Staines</p> <p><b>Awdur yr adroddiad:</b> Jeremy Evans</p>	<p><b>Swyddi:</b></p> <p>Pennaeth Tai a Diogelu'r Cyhoedd (Pennaeth Gwasanaeth Arweiniol TIC)</p> <p>Archwilydd Perfformiad Arweiniol</p>	<p><b>Rhifau Ffôn / Cyfeiriadau E-bost:</b></p> <p>01267 222960 <a href="mailto:rstaines@sirgar.gov.uk">rstaines@sirgar.gov.uk</a></p> <p><a href="mailto:jeremy.evans@archwilio.cymru">jeremy.evans@archwilio.cymru</a></p>
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## EXECUTIVE SUMMARY

# POLICY & RESOURCES SCRUTINY COMMITTEE 5<sup>th</sup> OCTOBER 2015

### Wales Audit Office's assessment of Carmarthenshire County Council's Transform, Innovate and Change Programme

The Wales Audit Office undertook a review of the Council's TIC Programme during 2014/15 and published its findings in May 2015.

The Wales Audit Office has requested that its report be presented to the Policy & Resources Scrutiny Committee for its consideration.

DETAILED REPORT ATTACHED?

YES

## IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

**Signed:**        **Robin Staines**        **Head of Housing & Public Protection (TIC Head of Service Lead)**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>

## CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

**Signed:**        **Robin Staines**        **Head of Housing & Public Protection (TIC Head of Service Lead)**

- 1. Local Member(s) – N/A**
- 2. Community / Town Council – N/A**
- 3. Relevant Partners – N/A**
- 4. Staff Side Representatives and other Organisations – N/A**

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

**THERE ARE NONE**

Title of Document	File Ref No. / Locations that the papers are available for public inspection

Mae'r dudalen hon yn wag yn fwriadol



# Aseiad o'r Rhaglen Trawsnewid, Arloesi a Newid

## Cyngor Sir Caerfyrddin

**Blwyddyn archwilio:** 2014-15

**Cyhoeddwyd:** Mai 2015

**Cyfeirnod y ddogfen:** 257A2015

# Statws yr adroddiad

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Paratowyd y ddogfen hon at ddefnydd mewnol Cyngor Sir Caerfyrddin fel rhan o'r gwaith a gyflawnir yn unol â'r swyddogaethau statudol.

Nid oes unrhyw gyfrifoldeb ar yr Archwilydd Cyffredinol, staff Swyddfa Archwilio Cymru na, phryd bynnag y bo hynny'n berthnasol, yr archwilydd penodedig mewn perthynas ag unrhyw aelod, cyfarwyddwr, swyddog na chyflogai arall yn unigol nac unrhyw drydydd parti.

Os gwneir cais am wybodaeth y gallai'r ddogfen hon fod yn berthnasol iddi, tynnir sylw at y Cod Ymarfer a gyhoeddwyd o dan adran 45 o Ddeddf Rhyddid Gwybodaeth 2000. Mae Cod adran 45 yn nodi'r arfer a ddisgwylir gan awdurdodau cyhoeddus wrth ymdrin â cheisiadau, yn cynnwys ymgynghori â thrydydd parti'n berthnasol. Mewn perthynas â'r ddogfen hon, mae Archwilydd Cyffredinol Cymru, Swyddfa Archwilio Cymru a, phryd bynnag y bo hynny'n berthnasol, yr archwilydd penodedig yn drydydd parti'n berthnasol. Dylid anfon unrhyw ymholiadau ynglŷn â datgelu neu aildefnyddio'r ddogfen hon i Swyddfa Archwilio Cymru yn [infoofficer@wao.gov.uk](mailto:infoofficer@wao.gov.uk).

Roedd y tîm a wnaeth y gwaith yn cynnwys Alison Lewis, Gareth W Lewis a Jeremy Evans.

# Cynnwys

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## Adroddiad cryno

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Mae gan y Rhaglen Trawsnewid, Arloesi a Newid (TIC) fodel llywodraethu cadarn, amcanion clir ac mae'n cyfrannu at well canlyniadau ac arbedion ariannol; er hynny, mae lle i atgyfnerthu'r achosion busnes, y trefniadau rheoli risg, y ffordd y defnyddir gwybodaeth am berfformiad a dadansoddiadau ariannol	4
Mae'r Cyngor, yn gyffredinol, yn glir ynglŷn â'r hyn y mae eisiau ei gyflawni drwy TIC ond nid yw achosion busnes y prosiectau unigol yn ddigon manwl	5
Mae gan y rhaglen TIC fodel llywodraethu cadarn gyda chyfraniadau priodol gan swyddogion ac aelodau. Mae trefniadau rheoli'r rhaglen a'r prosiectau'n dda ar y cyfan ond nid yw'r trefniadau i ystyried risg yn ddigon cadarn	6
Mae gan y Cyngor fframwaith rheoli perfformiad sefydledig a estynnwyd i gefnogi TIC. Mae'r fframwaith yn darparu gwybodaeth fusnes sylweddol ond ni chaiff bob amser ei defnyddio'n effeithiol i reoli gwelliant	7
Mae'r rhaglen TIC yn helpu i sicrhau gwell canlyniadau i ddinasyddion, gwasanaethau mwy effeithlon ac arbedion ariannol, ond nid yw'r dadansoddiad o'r manteision ariannol wedi cael ei wneud yn ddigon trylwyr	8
Cynigion ar gyfer gwella	9

# Adroddiad cryno

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Mae gan y Rhaglen Trawsnewid, Arloesi a Newid (TIC) fodel llywodraethu cadarn, amcanion clir ac mae'n cyfrannu at well canlyniadau ac arbedion ariannol; er hynny, mae lle i atgyfnerthu'r achosion busnes, y trefniadau rheoli risg, y ffordd y defnyddir gwybodaeth am berfformiad a dadansoddiadau ariannol

1. Sefydlodd Cyngor Sir Caerfyrddin (y Cyngor) y tîm Trawsnewid, Arloesi a Newid (TIC) fel rhan o'i ymateb i'r heriau ariannol sylweddol a wyneba'r Cyngor. Mae pedwar o swyddogion penodedig yn rhan o'r tîm TIC. I gynorthwyo'r tîm ceir swyddogion yn y meysydd lle mae prosiectau newid yn mynd rhagddynt a'u gwaith yw cefnogi a datblygu rhaglen newid trefniadol y Cyngor.
2. Mae staff y tîm TIC oll yn brofiadol ym maes dadansoddi busnes, ac yn benodol, ddull 'Meddwl drwy Systemau Vanguard'<sup>1</sup>. Disgwylir i'r tîm TIC helpu i ganfod cyfleoedd er mwyn galluogi'r Cyngor i gael gwared ar wastraff ac aneffeithlonrwydd ac, felly, gyflenwi gwasanaethau mwy cost-effeithiol a phwrpasol. Mae'r rhaglen TIC, fel y nodir yn *Adroddiad Blynyddol 13/14 a Chynllun Gwella 14/15*, yn canolbwyntio ar gyflenwi wyth thema:
  - rhoi cwsmeriaid yn gyntaf;
  - gwella ac ail-ddylunio gwasanaethau;
  - herio'r ffyrdd presennol o weithio;
  - lleihau gwastraff;
  - gwneud arbedion effeithlonrwydd;
  - hwyluso ac ysgogi newid trefniadol;
  - rhannu gwersi a ddysgir a gwybodaeth; a
  - cheisio cyfleoedd i gydweithio a manteisio i'r eithaf ar y rhain.

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<sup>1</sup> [www.systemsthinking.co.uk/1.asp](http://www.systemsthinking.co.uk/1.asp). Mae Vanguard wedi arloesi'r broses o drosi syniadau Taiichi Ohno y tu ôl i System Gynhyrchu Toyota ar gyfer sefydliadau gwasanaeth. Mae Dull Vanguard yn trosglwyddo arbenigedd i bobl (rheolwyr a staff) yn y sefydliad. Mae Vanguard yn defnyddio *sensei* i weithredu'r dull, pobl sy'n arbenigwyr mewn damcaniaeth ymyrryd (sut ydych yn gwneud newid) a damcaniaeth systemau (sut i ddadansoddi a dylunio gwaith).

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3. I fonitro cynnydd ac asesu llwyddiant, rhaid i'r Cyngor ddangos a chyflwyno tystiolaeth o sut cyflawnwyd y manteision disgwylidig a'r gwelliant i'r gwasanaeth. Mae angen i'r broses hon fod yn wrthrychol a'r manteision yn fanwl gywir ac yn 'real'; felly, mae ar y Cyngor angen:
    - model llywodraethu cadarn;
    - system gadarn i ddyodi manteision tebygol prosiect TIC;
    - proses ddibynadwy i asesu hyfywedd prosiect TIC cyn iddo ddechrau; a
    - dull cadarn o asesu'r manteision a geir drwy brosiectau TIC.
  4. I roi sicrhad bod gan y Cyngor y trefniadau a'r prosesau hyn ar waith ac i asesu a yw perfformiad cyhoeddedig y Cyngor yn deg a chytbwys, rydym wedi gofyn y cwestiwn: **a yw'r prosiectau TIC yn cyflawni'n effeithiol yr arbedion ariannol/y manteision/y canlyniadau gwell dynodedig yr adrodda'r Cyngor arnynt?**
  5. Deuthum i'r casgliad: **Mae gan y Rhaglen Trawsnewid, Arloesi a Newid (TIC) fodel llywodraethu cadarn, amcanion clir ac mae'n cyfrannu at well canlyniadau ac arbedion ariannol; er hynny, mae lle i atgyfnerthu'r achosion busnes, y trefniadau rheoli risg, y ffordd y defnyddir gwybodaeth am berfformiad a dadansoddiadau ariannol.**
  6. Mae ein canfyddiadau manwl i'w gweld isod.

### **Mae'r Cyngor, yn gyffredinol, yn glir ynglŷn â'r hyn y mae eisiau ei gyflawni drwy TIC ond nid yw achosion busnes y prosiectau unigol yn ddigon manwl**

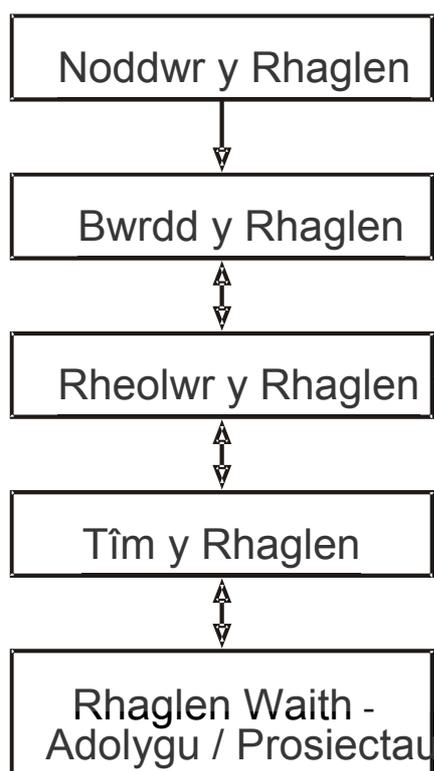
7. Mae'r Cyngor yn glir, yn gyffredinol, ynglŷn â'r hyn y mae eisiau ei gyflawni o'i raglen TIC; mae hyn wedi'i ddatgan yn y ddogfen *Trawsnewid, Arloesi a Newid yn ein Ffordd ein Hunain* ac mae hon yn cynnwys yr wyth thema allweddol a nodir uchod. Fel rhan o'r dull lefel uchel hwn, mae'r Cyngor yn llunio achos busnes ac adroddiad cwmpasu ar gyfer pob prosiect unigol.
8. Mae'r achosion busnes hyn ar gyfer prosiectau unigol yn amrywio o ran lefel y manylder sydd ynddynt. Mae'r achosion busnes yn cynnwys disgwyliadau cyffredinol, sef arbedion ariannol ond nid ydynt yn glir ynglŷn â sut caiff yr arbedion eu cyfrifo. Mae felly'n anodd asesu a gafodd pob un o'r ffactorau ariannol eu cynnwys. Hefyd, nid yw'r achosion busnes yn ddigon manwl i ddatgan yr ystod lawn o fanteision ac anfanteision posibl; mae'n ymddangos bod hyn yn amlycach mewn prosiectau sy'n cael eu hysgogi gan arbedion/cyllid.
9. Nid yw'n glir sut caiff y cysylltiadau rhwng prosiectau a'u heffaith bosibl ar feysydd eraill yn y Cyngor eu hystyried; er enghraifft, i sicrhau nad yw arbedion mewn un maes yn cael effaith andwyol ar eraill.

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Mae gan y rhaglen TIC fodel llywodraethu cadarn gyda chyfraniadau priodol gan swyddogion ac aelodau. Mae trefniadau rheoli'r rhaglen a'r prosiectau'n dda ar y cyfan ond nid yw'r trefniadau i ystyried risg yn ddigon cadarn

10. Mae'r rhaglen TIC yn defnyddio strwythur prosiect/rhaglen safonol sy'n cael ei ddiffinio'n glir yn y ddogfen *Trawsnewid, Arloesi a Newid yn ein Ffordd ein Hunain*. Mae'r Cyngor yn datgan mai nod y model llywodraethu yw:
- annog a hybu creadigrwydd;
  - datblygu hyblygrwydd a dysgu ar draws y sefydliad;
  - sicrhau newid a thrawsnewid cynaliadwy; a
  - rheoli perfformiad a rheoli prosiectau mewn ffordd gynhwysfawr.

#### Arddangosyn 1: Strwythur Llywodraethu TIC



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11. Mae Bwrdd y Rhaglen TIC yn cael ei gadeirio gan y Prif Weithredwr ac mae ei amlygrwydd a'i gefnogaeth i'r rhaglen TIC yn gryn ysgogiad. Mae aelod y Bwrdd Gweithredol sydd â chyfrifoldeb am adnoddau dynol, arbedion effeithlonrwydd a chydweithredu yn mynychu cyfarfodydd misol y TIC a chyfarfodydd Bwrdd y Rhaglen TIC a gynhelir bob deufis. Mae cyfraniad a goruchwyliaeth gan yr aelod o'r Bwrdd Gweithredol yn darparu her a pheirianwaith ar gyfer sianelu gwybodaeth i'r Bwrdd Gweithredol ac ennyn diddordeb ymysg deiliaid portffolio mewn prosiectau TIC yn eu meysydd pwnc. Er mwyn gwella ymgysylltiad aelodau, mae'r tîm TIC yn bwriadu cynnal seminar i aelodau yn 2015 i roi cyfle i'r holl aelodau etholedig ddod yn fwy ymwybodol o'r rhaglen TIC mewn manylder.
  12. Mae gan bob prosiect o fewn y rhaglen gyffredinol ei dîm ei hun o swyddogion o'r maes gwasanaeth sy'n cael ei adolygu; caiff pob tîm ei gefnogi gan un o'r swyddogion TIC penodedig. Drwyddo draw, mae'r trefniadau rheoli prosiectau o fewn y rhaglen TIC yn gadarn yn gyffredinol.
  13. Mae pob prosiect newid/trawsnewid yn dwyn gydag ef elfen o risg gynhenid. Er hynny, nid yw'r Cyngor yn cofnodi nac yn ystyried yn llawn y risgiau posibl sy'n gysylltiedig â phrosiectau unigol, yn benodol, yr effaith y gallant ei chael ar ddefnyddwyr gwasanaethau. Hefyd, mae'n bosibl i'r prosiectau hyn effeithio ar wasanaethau neu swyddogaethau eraill cysylltiedig y Cyngor, gydag effaith ddilynol ar ddefnyddwyr gwasanaethau.
  14. Ar y dechrau, roedd prosiectau TIC wedi'u cwmpasu'n gadarn ac wedi'u cyfyngu'n dda i feysydd penodol. Er hynny, wrth i fwy o brosiectau ddechrau, mae'r posibilrwydd bod prosiectau TIC unigol yn effeithio ar ei gilydd yn cynyddu. Nid yw'n glir a oes gan y Cyngor beirianweithiau ar waith i reoli'r rhyng-ddibyniaethau hyn a'r risgiau cysylltiedig a allai godi gan nad oes ganddo flaenraglen waith strategol ar gyfer cynlluniau TIC i'r dyfodol. Ceir felly gyfleoedd i reoli risg yn llymch o safbwynt y rhaglen a'r prosiectau gan gynnal yr awydd am newid ar yr un pryd.

**Mae gan y Cyngor fframwaith rheoli perfformiad sefydledig a estynnwyd i gefnogi TIC. Mae'r fframwaith yn darparu gwybodaeth fusnes sylweddol ond ni chaiff bob amser ei defnyddio'n effeithiol i reoli gwelliant**

15. Mae gan y Cyngor fframwaith rheoli perfformiad sefydledig a estynnwyd i gefnogi TIC. Ceir nifer o esiamplau da o fesurau newydd, un esiampl nodedig yw'r mesurau hynny sy'n gysylltiedig â gwaith cynnal a chadw nad yw'n cynnwys tai sydd, ymysg eraill, yn rhoi manylion y galw a chostau gwaith cynnal a chadw fesul eiddo dros amser.

- 
16. Mae'r fframwaith yn darparu gwybodaeth fusnes sylweddol. Mae'r trefniadau monitro perfformiad a ddefnyddir i gefnogi'r dull systemau darbodus yn dda; fodd bynnag, er bod hyn yn rhoi cyfoeth o ddata i aelodau a swyddogion, ni chânt eu defnyddio'n effeithiol bob amser i reoli gwelliant. Nid yw'r Cyngor yn gwneud dadansoddiad digon manwl o'r data a gofnodir, ac mae hyn yn cyfyngu ar ei allu i ddefnyddio'r data hwn i helpu i sicrhau newid mewn gwasanaethau ac ysgogi gwelliant pellach mewn gwasanaethau. Er enghraifft, o safbwynt gwaith cynnal a chadw ar eiddo, gallai'r Cyngor ddefnyddio'r data sy'n ymwneud ag eiddo sydd eisoes yn cael eu cynnal a'u cadw dan y cynllun newydd er mwyn rhagweld y galw tebygol yn sgil dwyn i mewn ragor o eiddo. Gallai hyn alluogi'r Cyngor i asesu ei gapasiti i ddwyn i mewn ragor o eiddo a hefyd galluogi iddo wneud modelau ariannol gwell.

**Mae'r rhaglen TIC yn helpu i sicrhau gwell canlyniadau i ddinasyddion, gwasanaethau mwy effeithlon ac arbedion ariannol, ond nid yw'r dadansoddiad o'r manteision ariannol wedi cael ei wneud yn ddigon trylwyr**

17. Mae'r Rhaglen TIC yn helpu i sicrhau gwell canlyniadau i ddinasyddion, gwasanaethau mwy effeithlon ac arbedion ariannol. Er enghraifft, mae'r Cyngor wedi lleihau'r amser a gymerir i ail-osod tai cymdeithasol, yr amser a gymerir i ddarparu addasiadau drwy'r grant i bobl anabl, yr amser rhwng y cyswllt cychwynnol a gwasanaethau'n cael eu darparu i fodloni anghenion pobl hŷn sy'n agored i niwed, cost ei fflyd gerbydau ac mae wedi gwneud gwaith cynnal a chadw ar fwy o eiddo am gost is.
18. Yn ei *Adroddiad Blynyddol 13/14 a Chynllun Gwella 14/15*, dywedodd y Cyngor fod y TIC wedi helpu i sicrhau oddeutu £2m o arbedion effeithlonrwydd. Fel pob Cyngor yng Nghymru, mae Sir Caerfyrddin yn wynebu cyfyngiadau ariannol nas gwelwyd mo'u tebyg o'r blaen ac mae'n gwneud dewisiadau anodd o safbwynt pa wasanaethau y mae'n eu cyflenwi i'w ddinasyddion a sut mae'n eu cyflenwi.
19. Er nad arbedion ariannol oedd prif ysgogydd y rhan fwyaf o brosiectau, mae gan y Cyngor ddiddordeb mewn faint o arbedion ariannol maent yn eu sicrhau. Mae'r Cyngor yn edrych ar ystod o fanteision ariannol, megis arbedion y gellir eu troi'n arian, costau a osgowyd, gwelliannau mewn cynhyrchiant, ac incwm newydd a gynhyrchwyd. Er ein bod yn cydnabod ei bod yn anodd dynodi arbedion mewn dull 'meddwl drwy systemau', ceir diffyg manylder yng nghyfrifiadau'r Cyngor ac mae hynny'n ei gwneud yn anodd asesu pa mor gywir yw'r arbedion yr adrodda'r Cyngor arnynt.

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## Cynigion ar gyfer gwella

- P1 Dylai'r Cyngor lunio blaengynllun gwaith strategol ar gyfer y rhaglen TIC gan gydnabod maint cynyddol y gwaith sy'n mynd rhagddo a'r rhyng-ddibyniaethau cynyddol rhwng prosiectau TIC unigol; dylai'r cynllun adlewyrchu risgiau, manteision ac anfanteision y prosiectau yn y rhaglen drwyddi draw.
- P2 Dylai'r Cyngor adolygu'r peirianweithiau yn y rhaglen TIC i sicrhau bod disgrifiadau o brosiectau ac achosion busnes a gyflwynir ar gyfer dethol prosiectau TIC yn ddigon manwl er mwyn i Fwrdd y Rhaglen allu gwneud penderfyniadau deallus. Yn benodol, dylent gynnwys:
- nodau ac amcanion clir;
  - targedau ariannol;
  - canlyniadau o ran perfformiad; ac
  - yn ogystal, ystyried effaith prosiectau ar swyddogaethau ehangach y Cyngor.
- P3 Dylai'r Cyngor sicrhau y ceir prosesau clir ar gyfer cyfrifo a chydgasglu'r arbedion gwirioneddol (neu'r manteision eraill) a gafwyd a bod y rhain yn cael eu dilysu cyn adrodd arnynt wrth Fwrdd y Rhaglen TIC.

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# PWYLLGOR CRAFFU POLISI AC ADNODDAU 5<sup>ed</sup> O HYDREF 2015

## Adroddiad Monitro Cyllideb Cyfalaf a Refeniw 2015/16

### Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- Bod y pwyllgor craffu yn derbyn Adroddiad Monitro Cyllideb Corfforaethol yr Awdurdod ac adroddiadau adrannol y Prif Weithredwr a Gwasanaethau Corfforaethol, ac yn ystyried y sefyllfa cyllidebol.

### Rhesymau:

- I ddatgan sefyllfa bresennol y gyllideb i'r Pwyllgor ar y 30ain o Fehefin 2015, ynghylch blwyddyn ariannol 2015/16.

**Angen cyfeirio'r mater at y Bwrdd Gweithredol er mwyn gwneud penderfyniad: NAC OES**

### Aelodau'r Bwrdd Gweithredol sy'n gyfrifol am y Portffolio:

- Cyng. David Jenkins (Adnoddau)
- Cyng. Mair Stephens (Adnoddau Dynol, Effeithlonrwydd a Chydweithio)
- Cyng. Pam Palmer (Cymunedau)

<p><b>Y Gyfarwyddiaeth:</b> Gwasanaethau Corfforaethol</p> <p><b>Enw'r Gyfarwyddwr:</b> Chris Moore</p> <p><b>Awdur yr adroddiad:</b> Owen Bowen</p>	<p><b>Swyddi:</b></p> <p>Cyfarwyddwr Gwasanaethau Corfforaethol</p> <p>Pennaeth Gwasanaethau Cyllidol Dros-Dro</p>	<p><b>Rhifau Ffôn / Cyfeiriadau E-bost:</b></p> <p>01267 224160 <a href="mailto:cmoore@sirgar.gov.uk">cmoore@sirgar.gov.uk</a></p> <p>01267 224886 <a href="mailto:obowen@sirgar.gov.uk">obowen@sirgar.gov.uk</a></p>
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## EXECUTIVE SUMMARY

# POLICY & RESOURCES SCRUTINY COMMITTEE 5<sup>th</sup> OCTOBER 2015

## Revenue & Capital Budget Monitoring Report 2015/16

The monitoring exercise for the period to the 30th June 2015 is attached and indicates that:

### **Revenue Budgets**

#### Corporate Revenue Budget (Appendix A)

Overall, the monitoring report forecasts an end of year overspend of £690k on the Authority's net revenue budget with an overspend at departmental level of £2,200k.

**Department for Education & Children** – The Department is forecasting an overspend of £602k for the year.

The main adverse budget variations relate to school based EVR and redundancy costs (+£631k); Residential and Respite Units (+£348k); EOTAS (Education other than at School) (+£252k); Adult & community learning (+£176k); Youth Service (+£75k); Out of Hours Service (+£64k); Educational Psychology (£43k); Legal fees in respect of care proceedings (£33k) and FACT & Family Aide Services (£24k).

These are partially offset by underspends across the department in: Staff vacancies, secondments and maximising use of grant funding (-£713k); Out of County Care Placements (-£132k); Payments to private early years providers (-£98k); Fostering services & support (-£62k); Children's Services management & support (-£37k).

**Department for Communities** – The Department is forecasting an overspend of £ 679k for the year.

The Older People / Physical Disabilities Division has an overspend on Direct Payments £58k for additional placements/packages due to increased demand and £458k non achievement of efficiency savings re Older People Day Centres offset by an underspend of -£200k in Residential Homes due to early closure of Glanmarlais, -£30k Physical Disability Group Homes / Supported Living and -£28k Physical Disability Community Support.

The Learning Disability / Mental Health Division has an overspend on residential and supported living placements of £148k due to a slower than anticipated reduction required to meet efficiency savings which is currently being addressed. There is an overspend on additional packages for Direct Payments £232k and a Community Support overspend of £201k.

The departmental overspend is reduced by savings of -£161k due to staff vacancies.

The Housing Services & Public Protection Division is forecasting a nil budget variance overall.

The Leisure Services Division is forecasting a nil budget variance overall.

**Environment Department** – The department is showing an anticipated overspend of £352k at year end.

The Transport & Engineering Division is showing a net overspend of £105k for the year. Civil design is showing an overspend of £50k due to under recovery of income as a result of a vacant post, Car Parks an overspend of £117k due to a delay in implementing the increased charges that were included in the efficiency proposals and Park and Ride is overspent by £42k. These are partly offset by a £70k underspend in School Crossing Patrols as a result of a number of vacant posts and various sections are showing smaller underspends due to service efficiencies.

The Property Services Division has an overall anticipated overspend of £222k. Building Maintenance is expecting to be £393k overspent due to not achieving their income target due to a reduction in the Carmarthenshire Housing Standard related work. This is offset by a £187k underspend in the Grounds Maintenance section due to ongoing efficiency savings.

The Street-Scene Division is expecting to break even at year end.

The Policy & Development Division is anticipating a £52k overspend mainly due a £36k severance efficiency not being delivered as well as a £9k overspend on out of hours allowances.

The Planning Division anticipates an underspend of £27k despite a projected overspend of £153k on Development Management due to non achievement of planning fee income. This overspend is offset by a £121k saving on vacant posts within the division as well as 2 members of staff being charged out to an externally funded scheme (£47k).

### Chief Executive's and Corporate Services Revenue Budget (Appendix B)

The Chief Executive's Department is showing a projected overspend at year end of £619k. Corporate Savings proposals of £400k on Standby Costs and £100k on Health & Safety provision have not yet been implemented and there has been slippage of £37k on the printer rationalisation programme.

The Translation Unit is projecting an overspend of £40k due to an increase in demand for the service and Fitness for Work a projected overspend of £53k due to an inability to meet their budgeted income target.

The Regeneration Business Unit is also anticipating an overspend of £34k due to a previous year efficiency to sell the property at Nant-y-Ci which remains unsold. These overspends are offset by vacant posts within Economic Development of £52k and an overachievement of income within Land Charges of £17k.

The Corporate Services Department is anticipating an underspend at year end of £52k due mainly to a reduction in the cost of annual subscriptions.

### Capital Budgets

#### Corporate Capital Programme Monitoring 2015/16 (Appendix C)

Approved Budget for 2015/16 is £52.563m compared to a projected total expenditure of £48.326m, which gives a variance on the approved budget of -£4.237m (underspend).

#### Chief Executive and Corporate Services Capital Programme Monitoring (Appendix D)

There are no variances to report.

*A list of the main variances is attached to this report.*

<b>DETAILED REPORT ATTACHED?</b>	<b>YES</b>
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## IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

**Signed: Chris Moore Director of Corporate Services**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	YES	NONE	NONE	NONE	NONE

**3. Finance**

Revenue – Overall, the Authority is forecasting an overspend of £690k.

Capital – The reported under spend of £4.237m will be incorporated into future years of the Capital Programme.

## CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

**Signed: Chris Moore Director of Corporate Services**

- 1. Local Member(s) – N/A
- 2. Community / Town Council – N/A
- 3. Relevant Partners – N/A
- 4. Staff Side Representatives and other Organisations – N/A

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

**THESE ARE DETAILED BELOW:**

Title of Document	File Ref No. / Locations that the papers are available for public inspection
2015/16 Budget	Resources Department, County Hall, Carmarthen

Mae'r dudalen hon yn wag yn fwriadol

**POLICY AND RESOURCES SCRUTINY - 5<sup>TH</sup> OCTOBER 2015**  
**COUNCIL'S BUDGET MONITORING REPORT - 2015/16**

Director <b>C Moore</b> Director of Corporate Services	Telephone No <b>01267 224160</b>	Author & Designation <b>O Bowen</b> Interim Head of Financial Services	Directorate <b>Corporate Services</b>	Telephone No <b>01267 224886</b>
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Table 1

Forecasted for year to 31 March 2016

Service	Working Budget				Actual				Variance For Year £'000
	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000	
Chief Executive	18,110	-6,190	-1,320	10,600	19,319	-6,780	-1,320	11,219	619
Education & Childrens Services	176,930	-38,514	21,011	159,427	178,509	-39,491	21,011	160,029	602
Corporate Services	88,120	-55,724	-9,482	22,914	87,668	-55,324	-9,482	22,862	-52
Communities	125,130	-46,147	11,873	90,856	125,393	-45,731	11,873	91,535	679
Environment Services	110,778	-73,541	8,361	45,598	98,825	-61,236	8,361	45,950	352
<b>Departmental Expenditure</b>	<b>519,068</b>	<b>-220,116</b>	<b>30,443</b>	<b>329,395</b>	<b>509,714</b>	<b>-208,562</b>	<b>30,443</b>	<b>331,595</b>	<b>2,200</b>
Capital Charges/Asset Man. Acc.				-3,535				-4,035	-500
Pension Reserve Adjustment				-5,085				-5,085	0
Accumulated Leave									0
<b>Levies and Contributions:</b>									
Brecon Beacon National Parks				147				147	0
Fire Authority				9,067				9,067	0
<b>Net Expenditure</b>				<b>329,989</b>				<b>331,689</b>	<b>1,700</b>
Outcome Agreement Grant				-570				-570	0
Contribution from Balances				-138				-138	0
Transfer from Balances/Earmarked Reserves				-1,060				-1,060	0
Transfers to/from Departmental Reserves									
- Chief Executive				0				-82	-82
- Education & Children's Services				0				-602	-602
- Corporate Services				0				26	26
- Communities				0				0	0
- Environment				0				-352	-352
<b>Net Budget</b>				<b>328,221</b>				<b>328,911</b>	<b>690</b>

## Main Variance Summary

The following are items contributing to the variances identified for each department in the summary above:

	Variance £000
<b>Chief Executives Department</b>	
Corporate Savings Target - Standby £400k, Health & Safety £100k and Printing Rationalisation £37k (efficiencies not yet delivered)	537
People Management & Performance - Corporate Serv - Translation - Staff levels over and above the budgeted structure to meet demand for the service	40
People Management & Performance - Fitness For Work - Income target will not be achieved	53
Economic Development - Business Support Unit - Efficiency saving was identified for 14/15 in relation to premises costs at Nant Y Ci, with the intention of selling the property. This sale is currently on hold so savings have not been released at this point.	34
Economic Development Management - Vacant post	-32
Economic Development - Business Services Salaries - Member of staff on maternity leave, with no planned maternity cover	-20
Other	7
<b>Chief Executive - Net Variance</b>	<b>619</b>
<b>Education &amp; Childrens Services</b>	
Director & Management Team - Utilisation of grant income which ends March 2016	-65
Education Services - School Expenditure not currently delegated - WJEC reviewed and reduced fees for 2015-16	-31
Education Services - School Redundancy & EVR - Additional cost of School related EVR and redundancies	631
Education Services - Governor Support & Admissions - Expenditure relating to the updating of school plans less than estimated	-19
Education Services - Early Years Non-Maintained Provision - Reduction in demand for 10 hours free education for 3 year olds in non maintained settings	-98
Education Services - Special Educational Needs - Vacant posts and utilisation of grant. The underspend is being managed in conjunction with the current pressures within Home Tuition below	-290
Education Services - EOTAS (Education Other Than At School) & Behaviour Services - Projected overspend in the cost of the EOTAS, specifically the home tuition service	252
Education Services - Rhydygors Day Centre - Vacant posts within the day centre are being considered within the review of provision	-35
Education Services - Educational Psychology - Additional staffing costs due to increased service demand - recharges are being reviewed to reduce this pressure	43
Learner Programmes - Youth Service - Additional staffing costs £37k, URDD £15k, Evolve Licence £5k, transport & travel £14k, and contribution towards communications team £4k	75
Learner Programmes - Adult & Community Learning - Forecast overspend due to maintaining & subsidising four Community Centres which are only used in part for the ACL classes £10k and the cost of course tuition exceeding the franchise income by £166k	176
Children's Services - Commissioning and Social Work - In year vacancies across the Social Care Teams	-266
Children's Services - Fostering Services & Support - Savings anticipated on Boarded out payments -£95k, partially offset by salary overspend on fostering services £20k and transport of children by taxis to maintain stability whenever possible £13k	-62
Children's Services - Out of County Placements (CS) - Savings anticipated on Out of County placements based on current levels, with a contingency for a further case that is being progressed	-132
Children's Services - Residential & Respite Units - Forecast overspend in staffing at Garreglwyd £66k, Blaenau £22k & Llys Caradog £10k. In addition, the planned additional contribution from the LHB is unlikely to be achieved in 2015-16 £250k	348
Children's Services - Direct Payments - Increasing number of direct payments processed. This should result in savings across other service areas	19
Children's Services - Preventative incl Section 17 Payments - Underspend based on current level of payments	-17
Children's Services - FACT and Family Aide Services - Additional staffing costs for court duties	24
Children's Services - Out of Hours Service - Increasing number of referrals being handled by the out of hours service for Children Services & Communities Department	64
Children's Services - Children's Services Management and Support Service (incl Care First) - Part year vacant posts in Policy -£41k, staff travelling & other minor efficiencies in management team -£18k partially offset by an increase in SLA costs for Carefirst £22k however there is a potential for additional contribution from Adult Services	-37
Children's Services - Legal Fees - Overspend on legal fees based on current level of cases	33
Other	-11
<b>Education and Children's Services - Net Variance</b>	<b>602</b>

<b>Corporate Services</b>	
Livestock Markets - Non Achievement of income target for Llandeilo Mart	16
Miscellaneous Services - Reduction in subscriptions	-49
Other	-19
<b>Corporate Services - Net Variance</b>	<b>-52</b>
<b>Social Care, Health, Housing &amp; Leisure</b>	
Older People - LA Homes - Early closure of Glanmarlais -£200k (probable efficiency savings slippage of £230k will be met from contract renegotiation savings)	-200
Older People - Private/Vol Homes - Additional packages £91k (potential additional cost due to annual contract negotiation with private providers)	91
Older People - Direct Payments - Additional packages	94
Older People - Day Services - Efficiency saving slippage from 2014. Proposal paper to CMT to reduce spend with significant reshape of service	458
Physical Disabilities - Private/Vol Homes - Reduction in Packages	-91
Physical Disabilities - Group Homes/Supported Living - Additional packages, partly offset by additional income	-30
Physical Disabilities - Community Support - Reduction in Packages	-28
Physical Disabilities - Direct Payments - Reduction in Packages	-36
Learning Disabilities - Private/Vol Homes - Slower than anticipated reduction in placements required to meet efficiency savings, work underway to address	204
Learning Disabilities - Direct Payments - Additional packages	216
Learning Disabilities - Group Homes/Supported Living - Additional funding from Health (joint funding) and ILF grant	-249
Learning Disabilities - Adult Respite Care - Staff Vacancies	-35
Learning Disabilities - Transition Service - Staff Vacancies	-36
Learning Disabilities - Community Support - Additional Packages	162
Learning Disabilities/Mental Health - Ssmss - Staff vacancies	-79
Mental Health - Commissioning - Additional staffing costs regarding out of hours service	20
Mental Health - Private/Vol Homes - Additional packages resulting in an over commitment on a very volatile budget	193
Mental Health - Direct Payments - Additional Placements	16
Mental Health - Community Support - Additional care contracts	38
Mental Health - Substance Misuse Team - Underspend on salaries	-33
Public Protection - Civil Law - Savings due to Graduate trainee salary costs being covered Corporately	-17
Public Protection - Safety - Underachievement of fee income anticipated for 15/16	17
Home Improvement (Non HRA) - Vacant posts offset by small overspends in other Home Improvement services	-22
Leisure - Millenium Coastal Park - Part year vacancies in Service	-22
Leisure - Carmarthen Leisure Centre - Part year vacancies in Service	-22
Leisure - Bro Myrddin Indoor Bowling Club - Delay in asset transfer	16
Leisure - Amman Valley Leisure Centre - Projected shortfall in income to budget	17
Country Parks General - Part year vacancies in Service	-60
Pembrey Country Park - Projected shortfall in income to budget	51
Entertainment Centres General - Part year vacancies in Service	-26
Leisure - Llanelli Leisure Centre - Mainly due to income shortfall as a result of cafe refurbishment	38
Other	34
<b>Social Care, Health, Housing and Leisure - Net Variance</b>	<b>679</b>
<b>Environment Services</b>	
Policy & Development - Emergency Planning - Severance efficiency savings not delivered £36k and overspend on out of hours service £11k	47
Street Scene - Public Conveniences - PC's - Full savings will not be realised until after phased 3 year programme	44
Street Scene - Waste Services - On going review of waste strategy has produced savings	-35
Transport - Civil Design - Under recovery of income due to vacant Technician post, a review of income is underway	50
Bus Stations/Community Transport/Concessionary Fares Grant - Service adjustments undertaken to manage budget pressures	-32
Car Parks - No commitment for efficiency target of £109k in respect of a 20p increase in parking charges and the introduction of evening parking charges which is yet to be implemented pending political endorsement.	117
Nant y Ci Park & Ride - Major development funding ceased in 12/13 - the modified service is currently being trialled with the LHB to generate additional revenue to cover the shortfall	42

School Crossing Patrols - posts are being advertised but unable to fill the vacancies	-70
Property Services - Building Maintenance - Unachievable income target not met due to reduction in Carmarthenshire Homes Standard works	393
Property Services - Grounds Maintenance Service - Effect of ongoing efficiency savings within the grounds maintenance service	-187
Planning Admin Account - Underspend anticipated through maintaining vacant posts and planned general reduced spending on administration to offset the reduction in fees generated by the division	-63
Planning - Minerals - Underspend mainly due to proposed charging out of 2 members of staff to externally funded projects as a 'direct cost'	-47
Planning - Policy - Development Planning - Underspend mainly due to maintaining vacant posts to partly meet the reduction in planning application fee income	-58
Planning - Development Management - Overspend mainly due to projected non-achievement of planning fee income	153
Other	-2
<b>Environment Services - Net Variance</b>	<b>352</b>
<b>Capital Charges</b>	
Reduced borrowing (interest savings)	<b>-500</b>

**Policy & Resources Scrutiny Report**

**Appendix B**

**Revenue Budget Monitoring 2015/16**

Forecasted for year to 31 March 2016

Service	Working Budget				Forecasted				Variance For Year £'000	Note
	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000		
<b>Chief Executive's Department</b>										
<b>Chief Executive</b>										
Chief Executive-Chief Officer	341	0	-464	-122	341	0	-464	-122	0	
Corporate Savings Target	-802	0	0	-802	-265	0	0	-265	537	1
<b>Chief Executive Total</b>	<b>-461</b>	<b>0</b>	<b>-464</b>	<b>-924</b>	<b>76</b>	<b>0</b>	<b>-464</b>	<b>-387</b>	<b>537</b>	
<b>People Management &amp; Performance</b>										
TIC Team	90	-90	0	0	90	-90	0	0	0	
Corporate Serv-Translation	290	-15	-275	-0	350	-35	-275	40	40	2
SCWDP	639	-408	0	231	639	-408	0	231	0	
Practise Placements	64	-67	0	-3	112	-107	0	5	8	
Business Support	186	-1	-184	0	185	-1	-184	-0	-1	
Personnel Management	711	-251	-363	97	711	-251	-363	97	0	
Consultancy & Development	286	-13	-271	2	286	-13	-271	1	-0	
Job Evaluation	88	-4	-83	1	88	-4	-83	1	-0	
Fitness For Work	575	-328	-247	-0	621	-321	-247	53	53	3
Corporate Learning & Development	516	-12	-403	101	631	-126	-403	102	1	
Admin HR	348	0	-319	29	348	0	-319	29	0	
DBS Checks	154	0	0	154	154	0	0	154	0	
<b>People Management &amp; Performance Total</b>	<b>3,948</b>	<b>-1,190</b>	<b>-2,147</b>	<b>611</b>	<b>4,215</b>	<b>-1,356</b>	<b>-2,147</b>	<b>712</b>	<b>101</b>	
<b>Customer Focus and Policy</b>										
Corp. Mgmt ( Chief Exec)	22	0	570	593	22	0	570	593	0	
Democratic	1,832	0	2,635	4,467	1,832	0	2,635	4,467	-0	
Executive Board Support	6	0	0	6	6	0	0	6	-0	
Civic Ceremonial	47	0	67	114	47	-0	67	114	0	
Registrars	373	-232	133	275	391	-250	133	275	-0	
Welsh Language	174	0	-174	0	174	0	-174	0	-0	
Communications	16	0	-16	0	16	0	-16	0	0	
Press	115	-7	-109	-0	230	-121	-109	-0	-0	
Direct Communications	556	-296	-264	-5	512	-256	-264	-8	-3	
Customer Services	68	-6	-66	-4	68	-6	-66	-4	-0	
Carbon Reduction Programme	405	0	0	405	405	0	0	405	0	

Policy & Resources Scrutiny Report

Appendix B

Revenue Budget Monitoring 2015/16

Forecasted for year to 31 March 2016

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Service	Working Budget				Forecasted				Variance For Year £'000	Note
	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000		
Performance Management	476	-19	-460	-2	476	-19	-460	-2	0	
Chief Executive-Policy	559	-55	-448	56	559	-55	-448	56	0	
Complaints and Compliments Team	94	0	27	121	94	0	27	121	-0	
Police and Crime Commissioner	0	0	0	0	14	-14	0	0	0	
Older People's Partnership Fund	0	0	24	24	0	0	24	24	0	
Community Safety Fund	48	-48	74	74	48	-48	74	74	0	
CCTV Operators	2	0	23	25	2	0	23	25	-0	
Local Service Board Activity	9	0	10	19	9	0	10	19	-0	
Equalities	5	0	33	38	5	0	33	38	0	
Community Safety-Revenue	29	0	0	29	29	0	0	29	0	
LSB Co-ordinator	0	0	0	0	37	-36	0	0	0	
Local Support Service Framework	0	0	0	0	37	-37	0	-0	-0	
Corporate Serv-Democratic	328	0	-290	38	328	0	-290	38	-0	
Corporate Serv-Administration	188	-0	-175	13	188	-0	-175	13	-0	
Local Duplicating Centre	25	-63	20	-18	25	-63	20	-18	0	
Central Mailing	28	0	22	49	28	0	22	49	0	
Customer Services Centres	548	-287	-306	-46	548	-287	-306	-46	0	
Contact Centre	594	-79	-473	42	594	-79	-473	42	0	
Careline Chief Exec	1,033	-1,069	192	156	1,033	-1,069	192	156	0	
Sustainable Development	1	0	0	1	1	0	0	1	0	
<b>Customer Focus and Policy Total</b>	<b>7,581</b>	<b>-2,161</b>	<b>1,049</b>	<b>6,469</b>	<b>7,758</b>	<b>-2,341</b>	<b>1,049</b>	<b>6,466</b>	<b>-3</b>	
<b>Admin and Law</b>										
Land Charges Administration	74	-273	84	-116	74	-290	84	-132	-17	
Corporate Serv-Legal	1,362	-303	-1,030	29	1,362	-303	-1,030	29	-0	
Corporate Serv-Land Charges	62	0	-62	-0	62	0	-62	-0	0	
RCF Shared Legal Services	0	0	0	0	106	-106	0	0	0	
<b>Admin and Law Total</b>	<b>1,498</b>	<b>-576</b>	<b>-1,009</b>	<b>-87</b>	<b>1,604</b>	<b>-699</b>	<b>-1,009</b>	<b>-104</b>	<b>-17</b>	

Forecasted for year to 31 March 2016

Service	Working Budget				Forecasted				Variance For Year	Note
	Controllable Expenditure	Controllable Income	Net Non Controllable	Total Net	Controllable Expenditure	Controllable Income	Net Non Controllable	Total Net		

**Policy & Resources Scrutiny Report**

**Appendix B**

**Revenue Budget Monitoring 2015/16**

	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Statutory Services</b>										
Elections-County Council	0	0	139	139	2	0	139	141	2	
Registration Of Electors	120	-2	254	373	119	-1	254	373	-0	
Coroners	284	0	18	302	284	0	18	302	-0	
Electoral Services - Staff	253	0	-253	0	252	0	-253	-2	-2	
Individual Electoral Registration	0	0	0	0	5	-5	0	-0	-0	
<b>Statutory Services Total</b>	<b>657</b>	<b>-2</b>	<b>159</b>	<b>814</b>	<b>662</b>	<b>-7</b>	<b>159</b>	<b>814</b>	<b>-0</b>	
<b>Special Projects (Corporate)</b>										
Sustainability	0	0	49	49	0	0	49	49	0	
<b>Special Projects (Corporate) Total</b>	<b>0</b>	<b>0</b>	<b>49</b>	<b>49</b>	<b>0</b>	<b>0</b>	<b>49</b>	<b>49</b>	<b>0</b>	
<b>Economic Development</b>										
Europe Direct (E)	32	-32	4	4	1	-1	4	4	0	
WVEC Matchfunding for Future Schemes	1	0	14	15	1	0	14	15	0	
SETs Technical Assistance (E)	46	-46	3	3	24	-24	3	3	-0	
RDP Axis 3 Local Partnership (E)	116	-116	3	3	77	-77	3	3	0	
West Wales European Centre	446	-306	97	237	236	-96	97	237	-0	
Marketing Tourism Development	490	-20	59	528	476	-7	59	528	0	
Visitor Information	66	-9	14	71	61	-5	14	71	0	
Llanelli Community	40	0	25	65	40	0	25	65	-0	
Communities First - CCC Cluster (E)	616	-616	33	33	676	-676	33	33	0	
Communities First Match - Pupil Deprivation Grant (E)	49	-49	0	0	49	-49	0	-0	-0	
Communities First Lift	92	-92	0	0	92	-92	0	0	0	
Amman Gwendraeth Community	94	0	12	106	94	0	12	106	0	
3 T's Community Dev Core Budget	287	0	31	318	294	-7	31	318	-0	
Betws wind farm community fund (E)	117	-117	2	2	117	-117	2	2	-0	
Community Grants	173	0	5	177	173	0	5	177	-0	
Rural Carmarthenshire	29	0	5	34	29	0	5	34	0	
Physical Regeneration	374	0	49	423	376	-2	49	423	-0	
Amman Gwendraeth Regeneration	27	0	2	29	27	0	2	29	-0	
Llanelli Regeneration	27	0	3	30	27	0	3	30	0	
Llanelli Coast Joint Venture	134	-134	5	5	134	-134	5	5	-0	

**Forecasted for year to 31 March 2016**

Service	Working Budget				Forecasted				Variance For Year £'000	Note
	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000		

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**Policy & Resources Scrutiny Report**

**Appendix B**

**Revenue Budget Monitoring 2015/16**

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RDP Axis 4 LAG (E)	27	-27	1	1	27	-27	1	1	0	
The Beacon	123	-123	8	9	123	-123	8	9	0	
Local Investment Fund (LIF) (E)	25	-24	11	11	63	-62	11	11	0	
Support for Carmarthenshire Businesses	0	0	1	1	0	0	1	1	0	
SWW Property Development Fund (E)	70	-70	2	2	88	-88	2	2	-0	
Regional Learning Partnership RCF (E)	0	0	0	0	307	-307	0	-0	-0	
ADREF (E)	70	-70	2	2	110	-110	2	2	0	
Crosshands East SES (E)	63	-63	4	4	38	-38	4	4	-0	
Carmarthen town centre partnership (E)	54	-54	0	0	54	-54	0	0	0	
Ammanford town centre partnership (E)	36	-36	0	0	37	-37	0	0	0	
Regen Core & Policy Performance	150	0	39	189	150	0	39	189	0	
Regen & Leisure Business Support Unit	308	-107	307	508	331	-95	307	543	34	4
Match Funding Earmarked for Future Schemes	7	0	249	255	7	0	249	255	0	
Economic Development Management	173	0	-1	172	141	0	-1	140	-32	5
Business Support Projects	71	0	27	98	86	-7	27	107	9	
UN Sir Gar	154	-117	0	37	163	-120	0	44	6	
Business Services Salaries	168	0	20	188	148	0	20	168	-20	6
Sector Development	61	0	6	67	66	0	6	72	5	
Events	71	-32	3	42	61	-24	3	40	-2	
<b>Economic Development Total</b>	<b>4,887</b>	<b>-2,261</b>	<b>1,043</b>	<b>3,669</b>	<b>5,003</b>	<b>-2,377</b>	<b>1,043</b>	<b>3,669</b>	<b>0</b>	
<b>Chief Executive's Department Total</b>	<b>18,110</b>	<b>-6,190</b>	<b>-1,320</b>	<b>10,600</b>	<b>19,319</b>	<b>-6,780</b>	<b>-1,320</b>	<b>11,219</b>	<b>619</b>	

<b>Transfer to/from Departmental Reserves</b>	<b>-82</b>
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<b>Net Forecasted End of Year Variance</b>	<b>537</b>
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<b>Main Variance Summary</b>		<b>£'000</b>
1	Corporate Savings Target - Standby £400k, Health & Safety £100k and Printing Rationalisation £37k (efficiencies not yet delivered)	537
2	People Management & Performance - Corporate Serv - Translation - Staff levels over and above the budgeted structure to meet demand for the service	40
3	People Management & Performance - Fitness For Work - Income target will not be achieved	53
4	Economic Development - Business Support Unit - Efficiency saving was identified for 14/15 in relation to premises costs at Nant Y Ci, with the intention of selling the property. This sale is currently on hold so savings have not been released at this point.	34
5	Economic Development Management - Vacant post	-32
6	Economic Development - Business Services Salaries -Member of staff on maternity leave, with no planned maternity cover	-20
	Other	7
<b>Forecasted end of year variance:</b>		<b>619</b>
	Contribution to/from Departmental Reserves	-82
<b>Chief Executive's Net Variance</b>		<b>537</b>

Policy & Resources Scrutiny Report

Appendix B

Revenue Budget Monitoring 2015/16

Forecasted for year to 31 March 2016

Service	Working Budget				Forecasted				Variance For Year £'000	Note
	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000		
<b>Corporate Services Department</b>										
<b>Financial Services</b>										
Chief Officer	325	-42	-286	-3	325	-42	-286	-3	0	
Accountancy	2,101	-385	-1,716	-0	2,101	-385	-1,716	-0	0	
Treasury and Pension Investment Section	211	-109	-97	4	211	-109	-97	4	-0	
Local Taxation	879	-711	585	754	879	-711	585	754	-0	
Housing Benefits Admin	1,411	-1,147	-518	-254	1,411	-1,147	-518	-254	0	
Housing Advances Admin	0	0	3	3	0	0	3	3	0	
Revenues	866	-124	-716	25	866	-124	-716	25	0	
Benefits Fraud	148	0	-160	-11	148	0	-160	-11	0	
Payroll	536	-338	-198	0	536	-338	-198	0	-0	
Payments	387	-71	-304	12	387	-71	-304	12	0	
Pensions	842	-796	-35	12	842	-796	-35	12	-0	
<b>Financial Services Total</b>	<b>7,708</b>	<b>-3,723</b>	<b>-3,443</b>	<b>542</b>	<b>7,708</b>	<b>-3,723</b>	<b>-3,443</b>	<b>542</b>	<b>-0</b>	
<b>Audit Risk &amp; Procurement</b>										
Procurement	330	-5	-325	0	324	-5	-325	-6	-6	
Audit	542	-20	-521	0	542	-20	-521	1	0	
Risk Management	126	-2	-113	12	127	-2	-113	12	1	
<b>Audit Risk &amp; Procurement Total</b>	<b>998</b>	<b>-27</b>	<b>-959</b>	<b>12</b>	<b>993</b>	<b>-27</b>	<b>-959</b>	<b>7</b>	<b>-5</b>	
<b>ICT</b>										
Information Technology	3,656	-428	-3,099	128	3,621	-394	-3,099	128	0	
Central Telephone Network	1,167	-351	-806	9	1,156	-340	-806	9	0	
<b>ICT Total</b>	<b>4,823</b>	<b>-780</b>	<b>-3,906</b>	<b>137</b>	<b>4,777</b>	<b>-734</b>	<b>-3,906</b>	<b>137</b>	<b>0</b>	
<b>Performance &amp; Development</b>										
Business Support Unit	140	0	-151	-12	140	0	-151	-11	1	
Resources Training	101	0	-101	-0	101	0	-101	-0	0	
<b>Performance &amp; Development Total</b>	<b>240</b>	<b>0</b>	<b>-252</b>	<b>-12</b>	<b>241</b>	<b>0</b>	<b>-252</b>	<b>-11</b>	<b>1</b>	

Forecasted for year to 31 March 2016

**Policy & Resources Scrutiny Report**

**Appendix B**

**Revenue Budget Monitoring 2015/16**

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Service	Working Budget				Forecasted				Variance For Year £'000	Note
	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000	Controllable Expenditure £'000	Controllable Income £'000	Net Non Controllable £'000	Total Net £'000		
<b>Corporate Property</b>										
Corporate Property Division	1,081	-183	-914	-16	1,084	-184	-914	-14	2	
Operational Depots	328	0	-328	-0	329	0	-328	0	0	
Administrative Buildings	3,263	-624	-2,642	-4	3,131	-499	-2,642	-11	-7	
Commercial Property	100	-633	1,471	938	43	-576	1,471	939	0	
Industrial Premises	344	-1,281	705	-232	342	-1,283	705	-237	-4	
Rural Estate	75	-309	423	189	70	-305	423	189	0	
Provision Markets	569	-714	432	286	410	-555	432	287	0	
Livestock Markets	42	-169	23	-105	46	-158	23	-89	16	1
<b>Corporate Property Total</b>	<b>5,802</b>	<b>-3,914</b>	<b>-832</b>	<b>1,056</b>	<b>5,455</b>	<b>-3,560</b>	<b>-832</b>	<b>1,064</b>	<b>7</b>	
<b>Other Services</b>										
Audit Fees	362	-84	4	282	362	-84	4	282	0	
Bank Charges	61	0	1	62	56	0	1	57	-5	
Council Tax Benefits	15,317	0	61	15,378	15,317	0	61	15,378	0	
Rent Allowances	47,077	-47,090	1,318	1,304	47,077	-47,090	1,318	1,304	-0	
Miscellaneous Services	5,733	-107	-1,475	4,151	5,684	-107	-1,475	4,102	-49	2
<b>Other Services Total</b>	<b>68,549</b>	<b>-47,280</b>	<b>-91</b>	<b>21,178</b>	<b>68,495</b>	<b>-47,280</b>	<b>-91</b>	<b>21,124</b>	<b>-54</b>	
<b>Corporate Services Department Total</b>	<b>88,120</b>	<b>-55,724</b>	<b>-9,482</b>	<b>22,914</b>	<b>87,668</b>	<b>-55,324</b>	<b>-9,482</b>	<b>22,862</b>	<b>-52</b>	

<b>Transfer to/from Departmental Reserves</b>	<b>26</b>
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<b>Net Forecasted End of Year Variance</b>	<b>-26</b>
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<b>Main Variance Summary</b>		<b>£'000</b>
1	Livestock Markets - Non Achievement of income target for Llandeilo Mart	16
2	Miscellaneous Services - Reduction in subscriptions	-49
	Other	-19
<b>Forecasted end of year variance:</b>		<b>-52</b>
	Contribution to/from Departmental Reserves	26
<b>Corporate Services Department Net Variance</b>		<b>-26</b>

# Capital Programme 2015/16

## Appendix C

### Capital Budget Monitoring - Report for June 2015

		Working Budget			Forecasted			Variance for Year £'000	Comment
Net Exp to Jun 2015 £'000	Department	Expenditure £'000	Income £'000	Net £'000	Expenditure £'000	Income £'000	Net £'000		
533	Private Housing	3,890	-775	3,115	3,906	-791	3,115	0 No Main Variances	
5,942	Regeneration	11,085	-3,200	7,885	13,660	-5,527	8,133	248 <b>Main Variances:</b> Opportunity Street <b>-£446k</b> utilising external funding initially with Internal funding carrying forward to 16/17, "Use it or Lose it" - Llanelli Area <b>-£406k</b> Project at early stages and awaiting Welsh Government approval, Cross Hands East Strategic Employment site <b>+£1,100k</b> Due to increased scheme costs	
61	Leisure	798	-300	498	776	-278	498	0 No Main Variances	
386	Environment	7,214	-4,077	3,137	7,199	-4,062	3,137	0 No Main Variances	
1,708	Social Care	3,367	0	3,367	3,139	0	3,139	-228 <b>Main Variances :</b> - Learning Disabilities Centres <b>-£228k</b> due to options being considered on council buildings	
5,909	Education & Children Services	40,932	-12,816	28,116	37,732	-13,873	23,859	-4,257 <b>Main Variances :</b> - Ysgol Maes Y Gwendraeth <b>+£456k</b> Reprofile required due to delays in 14/15 works carried forward to 15/16, Seaside School <b>-£3,000k</b> delay in approving outline business case by Welsh Government, Ysgol Trimsaran <b>-£664k</b> Delay due to site selection issues, MEP External Funding <b>-£1,057k</b> Additional External funding secured	
1,225	Corporate Services	6,445	0	6,445	7,399	-954	6,445	0 No Main Variances	
65,764	<b>TOTAL</b>	<b>73,731</b>	<b>-21,168</b>	<b>52,563</b>	<b>73,811</b>	<b>-25,485</b>	<b>48,326</b>	<b>-4,237</b>	

Mae'r dudalen hon yn wag yn fwriadol

# Corporate Services and Chief Executives

Appendix D

## Capital Budget Monitoring - Scrutiny Report for June 2015

			Working Budget			Forecasted		
Net Exp to June 2015 £'000	Scheme	Target Date for Completion	Expenditure £'000	Income £'000	Net £'000	Expenditure £'000	Income £'000	Net £'000
0	Redevelopment - Old Mart Carmarthen	Mar-16	37	0	37	37	0	37
0	St Davids Park	Mar-17	450	0	450	450	0	450
752	IT Strategy Developments	Ongoing	1,513	0	1,513	1,513	0	1,513
0	Rural Estates Capital Schemes	Mar-16	300	0	300	300	0	300
741	Capital maintenance	Ongoing	3,550	0	3,550	3,550	0	3,550
118	Cross Hands West	Ongoing	979	-861	118	979	-861	118
0	Refurbishment Works Ty Elwyn	Ongoing	333	0	333	333	0	333
0	East Gate Development	Sep-15	263	0	263	263	0	263
1,611	<b>NET BUDGET</b>		7,425	-861	6,564	7,425	-861	6,564

Variance for Year £'000	Comment
0	
0	
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0	

Mae'r dudalen hon yn wag yn fwriadol

# PWYLLGOR CRAFFU POLISI AC ADNODDAU 5<sup>ed</sup> O HYDREF 2015

## Heneiddio'n Dda yng Nghymru – Cynllun Lleol Heneiddio'n Dda

### Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- Bod y Pwyllgor yn ystyried drafft Cynllun Heneiddio'n Dda Cyngor Sir Gaerfyrddin, ac yn cyflwyno sylwadau arno.

### Rhesymau:

- I gyflawni ymrwymadau sy'n deillio o arwyddo Datganiad Dulyn ar Ddinasoedd a Chymunedau sy'n gyfeillgar i oed.
- I amlinellu ymateb lleol i Gynllun Heneiddio'n Dda yng Nghymru a'r Strategaeth ar gyfer Pobl Hŷn Llywodraeth Cymru.
- Llunio safbwyntiau i'w cyflwyno i'r Bwrdd Gweithredol eu hystyried.

### Angen cyfeirio'r mater at y Bwrdd Gweithredol er mwyn gwneud penderfyniad: OES

### Aelodau'r Bwrdd Gweithredol sy'n gyfrifol am y Portffolio:

- Cyng. Linda Evans (Tai a Materion Pobl Hŷn)
- Cyng. Jane Tremlett (Gofal Cymdeithasol ac Iechyd ac Hyrwyddwr 50+)

<p><b>Y Gyfarwyddiaeth:</b> Prif Weithredwr</p> <p><b>Enw Pennaeth y Gwasanaeth:</b> Wendy Walters</p> <p><b>Awdur yr adroddiad:</b> Kevin Pett</p>	<p><b>Swyddi:</b></p> <p>Prif Weithredwr Cynorthwyol (Adfywio a Pholisi)</p> <p>Swyddog Polisi, Ymgynghori ac Ymgysylltu</p>	<p><b>Rhifau Ffôn / Cyfeiriadau E-bost:</b></p> <p>01267 224112 <a href="mailto:wswalters@sirgar.gov.uk">wswalters@sirgar.gov.uk</a></p> <p>01267 224676 <a href="mailto:kpett@sirgar.gov.uk">kpett@sirgar.gov.uk</a></p>
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## EXECUTIVE SUMMARY

# POLICY & RESOURCES SCRUTINY COMMITTEE 5<sup>th</sup> OCTOBER 2015

## Ageing Well in Wales – Local Ageing Well Plans

A local ageing well plan meets two key strategic drivers – the Ageing Well in Wales programme and The Strategy for Older People in Wales. It is complementary to, and supportive of, the 'Vision for Sustainable Services for Older People', under development within Social Care. It supports the 2015 Wellbeing of Future Generations Act, through contributing towards sustainable communities that enable people to age 'in-place'.

### Ageing Well in Wales

Officially launched in October 2014, this programme has five key outcomes:

- Age Friendly Communities;
- Falls Prevention;
- Dementia Supportive Communities;
- Opportunities for Learning and Employment; and
- Loneliness and Isolation.

The focus locally is on Council functions that support the independence of older people who are not users of social services.

Carmarthenshire-specific research has been undertaken on Ageing Well, through the 50+ Forum. At the request of the Older People's Commissioner, this information has been shared with the Ageing Well in Wales Programme Board.

### Strategy for Older People in Wales

Originally launched in 2003, the Strategy was updated in 2013 to cover the period until 2023. The Strategy is fundamentally concerned with promoting 'wellbeing' in a broadly conceived sense and is organised through consideration of the social, environmental and financial resources necessary to the achievement of wellbeing.

## A Local Plan for Carmarthenshire County Council

The Plan considers each of the five Ageing Well themes in turn, detailing:

- Its relevance to the ageing society
- Available evidence
- What older people have told us
- The action the Council will take

A number of case studies are included to reflect current good practice.

This Plan will also be considered by the Social Care & Health Scrutiny Committee at its next meeting, scheduled for the 19th November 2015.

**DETAILED REPORT ATTACHED?**

**YES**

# IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

**Signed: Wendy Walters Assistant Chief Executive (Regeneration & Policy)**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	NONE	YES	NONE	YES	YES	NONE

## 1. Policy, Crime & Disorder and Equalities

The ageing society is a reality and from a policy perspective it is imperative that the discharge of Council functions is considered 'in the round' in relation to the objective of supporting older people to lead fulfilling and independent lives.

In future years the Ageing Well Plan should be combined with the Sustainable Services for Older People.

## 3. Finance

The Plan is cost neutral. Maximising the contribution other services make to supporting the independence of older people will lead to cost savings for older people's services.

## 5. Risk Management Issues

None in short term. Services must plan on the basis of population projections to achieve best allocation of resources.

## 6. Staffing Implications

Maintaining an age-diverse workforce; encouraging retirees to contribute through volunteering.

## CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: Wendy Walters Assistant Chief Executive (Regeneration & Policy)

1. **Local Member(s)** – Via the scrutiny committees.
2. **Community / Town Council** – N/A
3. **Relevant Partners** – Carmarthenshire 50+ Forum (476 responses).
4. **Staff Side Representatives and other Organisations** – N/A

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

**THESE ARE DETAILED BELOW:**

Title of Document	File Ref No. / Locations that the papers are available for public inspection
Ageing Well in Wales Programme	<p><b>Cymraeg:</b>  <a href="http://www.ageingwellinwales.com/Libraries/Documents/AWF inalWelsh.pdf">http://www.ageingwellinwales.com/Libraries/Documents/AWF inalWelsh.pdf</a></p> <p><b>English:</b>  <a href="http://www.ageingwellinwales.com/Libraries/Documents/AWF inalEnglish.pdf">http://www.ageingwellinwales.com/Libraries/Documents/AWF inalEnglish.pdf</a></p>
The Strategy for Older People in Wales 2013-23	<p><b>Cymraeg:</b>  <a href="http://gov.wales/docs/dhss/publications/130521olderpeoplestrategycy.pdf">http://gov.wales/docs/dhss/publications/130521olderpeoplestrategycy.pdf</a></p> <p><b>English:</b>  <a href="http://gov.wales/docs/dhss/publications/130521olderpeoplestrategyen.pdf">http://gov.wales/docs/dhss/publications/130521olderpeoplestrategyen.pdf</a></p>

Mae'r dudalen hon yn wag yn fwriadol

# Ageing Well Plan

(Incorporating Strategy for Older People)

2015-2018



**EICH CYNGOR arleinamdani**  
[www.sirgar.llyw.cymru](http://www.sirgar.llyw.cymru)

**YOUR COUNCIL doitonline**  
[www.carmarthenshire.gov.wales](http://www.carmarthenshire.gov.wales)

Tudalen 49

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Employment and new skills	
Loneliness and isolation	

# Foreword

It gives us great pleasure to introduce Carmarthenshire County Council's first ever Ageing Well plan. This plan is complementary to 'Carmarthenshire's Vision for Sustainable Services for Older People for the Next Decade', but focuses instead on the wider functions of the Council in supporting independent living.

At least two dramatic influences are shaping public services in Carmarthenshire. The first of these is budget restraint – a result of UK Government decisions aimed at tackling the budget deficit - which is having a significant impact upon what the Council is able to deliver. As a result of year on year reductions, the Council is reducing expenditure and constantly seeking new cheaper and more imaginative ways of helping meet the needs of people in Carmarthenshire – including older residents.

The second is a shift in the County's demographic makeup. In common with Wales, the UK and the wider developed world, older people now make up a greater proportion of the population. Media attention has tended to focus on the negative – the 'demographic time bomb', and the 'grey tsunami' – the focus firmly on the dependency of older people. This is something of a partial presentation of the issue. For example, while some older people will require support, 61% of unpaid carers are aged 50 or over.

These influences give us an opportunity to reconsider our approach to the issue of demographic change. A different emphasis is needed. We need to help communities harness the assets that help older people live in their communities. We need to work with older people as partners, to help and support them in maintaining their independence and quality of life - reducing their need for expensive health and social care interventions. This empowerment is at the heart of Welsh Government intentions behind the Social Services and Well-being Act (2014).

This Ageing Well Plan explains how the activities of the Council – including those beyond mainstream 'social care' – can make important contributions to the overarching aim of making Carmarthenshire a good place to age.

Councillor Linda Davies: 50+ Champion, Executive Board Member for Housing

Councillor Jane Tremlett: 50+ Champion, Executive Board Member for Communities

# Introducing the Plan

People, Living Longer, Ageing Well: namely, to ensure that all older people in Wales have the financial, environmental and social resources to Age Well.

It is structured according to the five priority areas of the Ageing Well in Wales programme:

**Age Friendly Communities:** taking action to make sure communities meet the needs of all sections of the community. Making sure facilities – such as transport, and opportunities for interaction, recreation and leisure - are open to older people, generally makes them more accessible to all.

**Dementia Supportive Communities:** considering the ways in which people with dementia can continue to be independent within communities. Dementia comes with a stigma of 'decline', 'burden' and 'deficit'; but communities can do much to help independence and self-esteem. Communities can value the contribution of people with dementia.

**Falls prevention:** recognising the negative, and in some cases, irreversible effect fall events can have on older people, and doing what is possible to prevent fall events.

**Opportunities for employment and new skills:** maximising the benefits of work, volunteering and learning for older people, and the wider economy. Older people should be able to develop their employability, skills and interests; and free to continue contributing to communities.

Loneliness and isolation: doing what can be done to help people who are lonely develop beneficial relationships that support their self-worth, and addressing isolation. Some older people, especially those living in rural areas, are isolated from access to services. Isolation can contribute to loneliness, or can deprive people of access to essential basic services.

**The plan considers each theme in turn. For each theme, the plan explains:**

- The importance of the theme to the 'ageing society'
- The key evidence we have available
- What older people have told us
- The things the Council will do about the theme

Taken as a whole, this plan demonstrates the contribution the Council can make to Ageing Well in Carmarthenshire – through its activities as an employer, service provider and community leader.

### About Ageing Well in Wales (AWW):

Led by the Commissioner for Older People, the initiative aims to make Wales a good place for everyone to grow older. The initiative acknowledges that achieving this depends on people, communities and organisations taking action to improve the experience of older age, by focusing on the importance of ‘wellbeing’.

Most Welsh councils have signed the ‘Dublin Declaration’, which commits signatories to the development of local ageing well plans. Carmarthenshire County Council has taken this opportunity to also reflect the requirements of the Welsh Government Strategy for Older People.

Before considering the five themes in turn, evidence relating to the general theme of the ageing society will be described, followed by what the Carmarthenshire 50+ Forum has said about the Ageing Well programme. This is to provide an overall context for understanding the Plan.

### Evidence:

People 50 and over now make up a larger proportion of the population. This proportion is likely to continue growing, as standards of living and health interventions continue to improve. This fact is reflected across the western world. Using 2013 data from Stats Wales, the table below shows that Wales has a higher percentage of people 50 and over than the UK. In turn, Carmarthenshire has a higher percentage than Wales. The table shows that the same trend is in evidence for the 75 and over age group:

	Total Population	Population Aged 50+	% Population Aged 50+	Population Aged 75+	% Population Aged 75+
UK	64,105,654	22,292,821	34.8	5,101,203	8
Wales	3,082,412	1,191,741	38.6	271,137	8.8
Carms	184,681	78,513	42.5	18,272	9.9

Based on actual figures for 2011, population projections for Carmarthenshire suggest substantial future growth in the numbers of people in both the 50 and over, and 75 and over categories. The 50+ population is expected to grow from 76,552 (2011) to 93,469 by 2036 – a rise of nearly 17,000, or 22%. An even greater proportionate increase is expected for those 75+: from 17,899 (2011) to 32,191 by 2036 – a rise of just over 14,000 people, or more starkly, 80%.



<sup>1</sup> 2013 mid-year estimates, Stats Wales

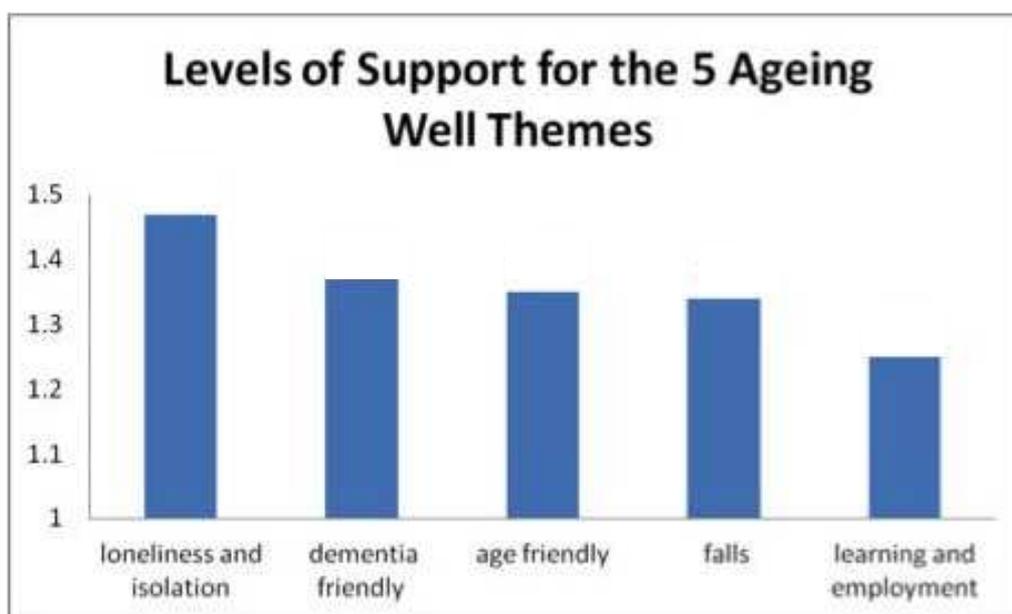
<sup>2</sup> Stats Wales

The changing demography means the needs of people must be delivered in new ways and with a much greater emphasis on prevention of ill health. The Council's older people's services default aim is to support the independence of older people in their communities, rather than to 'institutionalise' people in homes. The implementation of this Ageing Well Plan will help people keep healthy and at a lower level of need, maximising the assets a community has to support older people.

## What older people have told us:

The views of older people are essential to the development of this plan.

A consultation exercise on the Ageing Well programme took place with the Carmarthenshire 50+ Forum in September 2014. The exercise resulted in 476 responses. More recently, the Council received 478 responses to its consultation on older people's services, which sought to identify the support people need as they age. The views of over 950 people are taken into consideration in the formulation of this plan, with key findings detailed throughout.



The Ageing Well consultation asked for people to indicate how far they agreed with each of the five themes. A technique known as the Average Index Score was used to generate values between 2 (strongly support) and -2 (strongly against). Though there was strong support for all, the chart shows 'loneliness and isolation' has the greatest overall support.

The research shows that this ranking is consistent for women and men, as well as across age groups. It is striking that addressing loneliness and isolation had the highest support, with recent research suggesting that loneliness can have a health impact equivalent to smoking 15 cigarettes a day.

The consultation results relating to each theme will be described later in the relevant section of the Plan. In closing this section of the Plan, it is important to report the suggestions and comments made by 50+ Forum members about the Ageing Well in general.

<sup>3</sup> Holt-Lunstad J, Smith TB, Layton JB (2010) Social Relationships and Mortality Risk: A Meta-analytic Review.

<sup>4</sup> See: <http://www.campaigntoendloneliness.org/about-loneliness/>

<sup>5</sup> Carmarthenshire 50+ Forum, survey 14, March 2015

The following suggestions and comments were made by 50+ Forum members about the Ageing Well in general.

- Raise the public profile of the Ageing Well programme to capitalise on the ideas and enthusiasm of people and communities
- A need to improve the availability of community and public transport, particularly in rural areas
- The essential role of public toilets in helping people get 'out and about'
- The availability of purposeful things to do (e.g., clubs and activities), together with adequate publicity / information
- Around six in ten felt they would in future need support. 'maintaining one's home' and 'getting out and about'



#### **About Carmarthenshire 50+ Forum:**

With support from Carmarthenshire County Council, the 2400-member Forum is one of the largest of its kind in Wales. Members benefit from regular opportunities to have their say on important issues and receive an informative magazine twice a year. Functioning as the voice of older people

in the County, the Forum is led by a steering group and chairman, elected from the wider Forum membership.

The Forum was a partner in the development of the Carmarthenshire Healthy Ageing Action Plan and takes an active role in responding to consultations from Carmarthenshire County Council and other public sector organisations. It also contributes to all-Wales discussions concerning older people and has an identified research lead officer who ensures input into the work of universities.

The Forum involves itself as part of the solution to issues it identifies through consulting with members. Recent successes include sponsorship of 'get on-line' initiatives, information events and joint work with the Council's Road Safety section to promote driver awareness amongst older people. The Forum also hosts the successful Walking Well Carmarthenshire project.

## Age Friendly Communities:

“To make Carmarthenshire a county of age-friendly communities”

The concept of ‘age friendly’ places (initially applying to cities) began in 2007 and had its origins as an initiative of the World Health Organisation (WHO). Eight domains are defined as relevant to the wellbeing of older people:

- Outdoor space and buildings
- Transport
- Housing
- Social participation
- Respect and social inclusion
- Civic participation and employment
- Communication and information
- Community support and health services

## Importance to the Ageing Society:

- Communities need to be ready to meet the needs and opportunities of having more older people
- The Council needs to consider how its activities can support the capacity of communities to be ‘age friendly’
- The Council needs to ensure its own policy and practices support the needs of all age groups

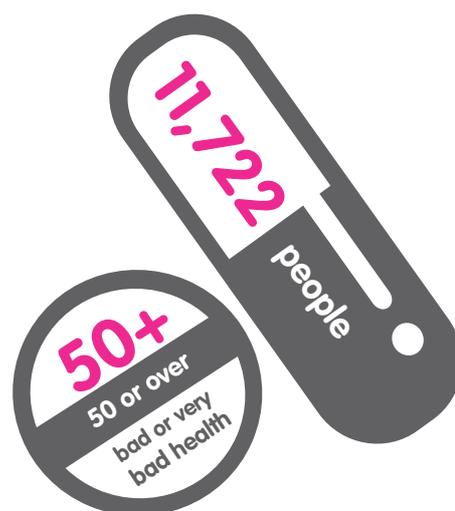
### Evidence:

It is recognised that health will have an impact on all five themes of the Ageing Well Programme, though health status greatly affects the ability of people to successfully age where they live.

Carmarthenshire has 11,722 people 50 or over reporting ‘bad’ or ‘very bad’ health (2011 Census). This represents 16% of those in this age group.

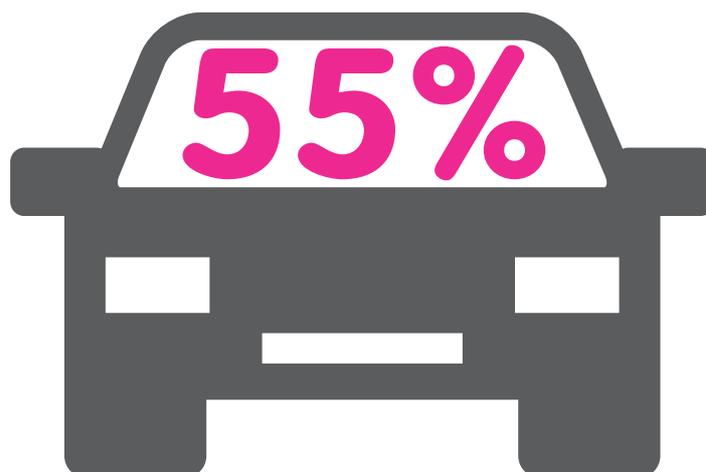
Personal mobility is an important consideration for Age Friendly Communities. Data from Daffodil is used to measure people aged 65 and over who are unable to manage at least one mobility activity on their own. 7375 Carmarthenshire residents fit this category and the County is ranked 4th in Wales. This is set to rise to 10,865 by 2030, an increase of 47%.

As expected, amongst those 65 and over, the numbers with poor mobility increase with age. Those 65-69 make up the smallest proportion at 15%, whereas in contrast the 85 and over group make up 33% of the total. A very similar picture emerges when data for the population 65 and over unable to manage at least one self care activity is considered, with 27% being 85 or over.



In a rural county like Carmarthenshire, the ability to live a fulfilled life depends on accessing services and activities, many of which will be unavailable in close proximity. This is evidenced by data from the 2014 Welsh Index of Multiple Deprivation (WIMD), which shows that over half - 58 - of Carmarthenshire's 112 Lower Super Output Areas (LSOAs) are within the 30% most deprived in Wales for 'Access to Services'.

Private **transport** fulfils an often essential function, particularly in rural areas. It is notable that of 23,274 Carmarthenshire residents who do not have access to a car or van 11,632, or 50%, are 50 or over (2011 Census). Only 55% of those 80 or over have access to a car or van, showing increased association into older age.



of those **80** or over  
have access to a  
**car or van**



#### **About Driver Awareness courses:**

As a result of ageing, older drivers may lose confidence in their driving ability; need to get back behind the wheel following the loss of a partner who was the main driver and/or wish to seek reassurance that they are a safe and competent driver.

In partnership with the 50+ Forum, the Road Safety Unit offered free driver refresher courses to 110 older drivers during 2014/15. The course consisted of a theory and practical session with a qualified driving instructor, and was found to improve confidence in negotiating roundabouts, executing a parking manoeuvre, identifying hazards and suchlike. 99% of participants said they felt more confident in their ability following the course. These courses can therefore help reduce the demands on public transport, and, more critically, maintain personal mobility and independence in old age.

<sup>6</sup> Daffodil is a web-based system developed by the Institute of Public Care (IPC) for the Welsh Assembly Government. See: <http://www.daffodilcymru.org.uk/>

<sup>7</sup> 2013 data from Daffodil

<sup>8</sup> The Access to Services domain considers the average public and private travel times to a number of key destinations such as food shops, GP Surgeries, schools etc.

**Community based services** are important supports for people to continue to age well within their communities. Such services can mean the difference between a person staying independent at home or alternatively, entering residential care. In Carmarthenshire, 2,589 people 65 and over are supported in this way (ranked 5th in Wales).

1424 people 50 or over live in **Communal establishments** (including care homes and hospitals), the 5th highest local authority in Wales. While this type of provision is most appropriate for some, the further development of age friendly communities will help support as many people in their own homes for as long as possible.

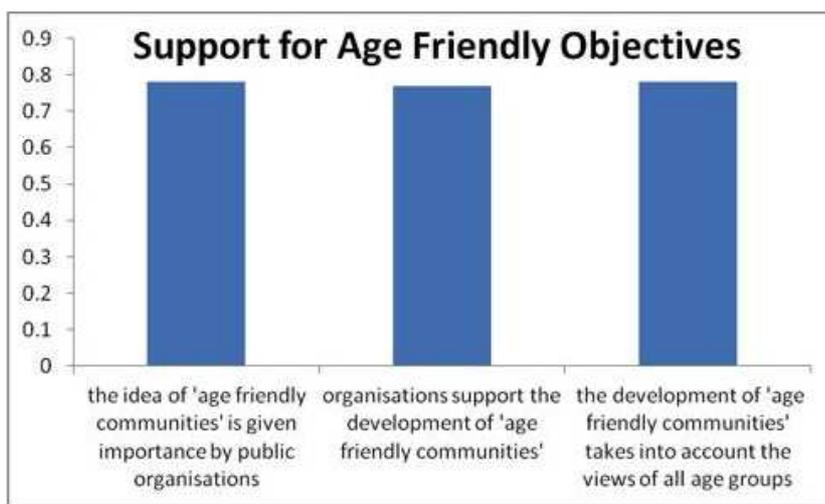
## What older people have told us:

Consultation with the Carmarthenshire 50+ Forum undertaken in September 2014 revealed strong support for each of the three objectives.

In addition, 190 comments were made about 'age friendly communities'

**Access to services emerged as a key theme. Services need to be made available 'in-place', or where this is not possible, transport provision (public, private or community-based) is needed. Some suggestions included:**

- Mobile provision, including shops and libraries
- Fitting appointments (hospital, GP, etc.) with bus timetables



**A wide range of suggestions were made about things under the Council's control, including:**

- Covered bus shelters and adequate public seating
- Public toilets are important to encouraging older people to go out and about
- Good street lighting and even pavements can reduce hazard
- Providing truly accessible information

**A number of comments were made about things the Council could influence:**

- Encourage local business to be 'age friendly' (e.g., seats in shops)
- The publicising of existing clubs and activities taking place in localities
- The development of local 'good neighbour' schemes

A key message was the need to publicise the 'age friendly communities' theme, so that people can take the initiative forward in their communities.

<sup>9</sup> Ranked 1st is Caerphilly, with 4,524 receiving community based services

<sup>10</sup> Values range from 2 (strongly positive) to -2 (strongly negative)

Independent living was a common thread in the Council's recent consultation on older people's services. Over three quarters of respondents said that maintaining independence was important to them. To allow this to take place, it was felt that support at home, support to recover (i.e., upon discharge) and the provision of advice and information would be required.

### **Action – we will:**

- Develop and implement a publicity campaign to promote public awareness of the Ageing Well programme
- Continue to deliver the Bwcabus service in the rural area around Newcastle Emlyn (subject to securing funding)
- Continue to support and fund the Country Cars project for providing essential journeys
- Continue to support and promote the County's public transport network
- Deliver and promote concessionary travel in line with Welsh Government requirements
- Implement the Carmarthenshire Home Standard across the Council's housing stock
- Provide inclusive leisure and learning opportunities, including the National Exercise Referral Scheme
- Take steps to help alleviate poverty and promote inclusion through raising awareness of available benefits and voluntary services
- Deliver age-friendly awareness training to staff directly serving customers
- Deliver pre-retirement sessions, outlining options for participation in learning, activities and volunteering
- Engage a wide range of people, including older people, in customer feedback on the Council's website
- Help older people contribute to recycling through: 'assisted lift' for people unable to take waste to the kerbside; a glass collection service (with Age Cymru Sir Gar); special arrangements to help people in sheltered housing; and provide advice and guidance to older people and their groups
- Continue to integrate community-based health and social services so that customers can move smoothly between the systems.



#### **About Bwcabus:**

Bwcabus is a bus service operating alongside normal scheduled services in an area of northern Carmarthenshire. Users ring the day before to book a journey.

Users include Mary Jennings of Rhyd Lewis, who said "healthcare is an issue to me right now and access to appointments is very important...If Bwcabus didn't exist, I would have to move. Now, I have the freedom to go where I want, when I want. Without the service, my independence would be severely cut".

As the Commissioner for Older People, Sarah Rochira, comments, "Bwcabus is so clearly more than transport: it's a place where people meet, catch up with each other and the local news...Bwcabus keeps so many older people healthy, safe and well because that's what this service does".

# Dementia Friendly Communities:

“To make Carmarthenshire a county where communities are dementia-friendly”

Making sure communities support people with dementia is essential for preserving independent living. While specific services for older people are critical, people with dementia can face everyday difficulties due to attitudes and discrimination, as well as difficulties in accessing services and maintaining hobbies, interests and relationships. Dementia friendly communities and organisations have high levels of awareness and understanding of dementia.

## Importance to the Ageing Society:

- People can continue to live well with dementia, particularly with early diagnosis
- People with dementia should be able to continue living in their communities. This can be helped by ‘low level’ support
- Changing attitudes towards the condition can help communities and organisations offer greater support to people with dementia
- Dementia can have an impact on loneliness and isolation

## Evidence:

Dementia is set to increase in line with the growing numbers of the oldest old. In 2013, the number of Carmarthenshire residents 65 and over diagnosed with dementia was 2783. By 2030, it is predicted that this number will reach 4371, a rise of 1588, or 57% (in line with the figure for Wales overall).

In 2013, the number of Carmarthenshire residents 65 and over diagnosed with dementia was

2785

By 2030, it is predicted that this number will reach

4371

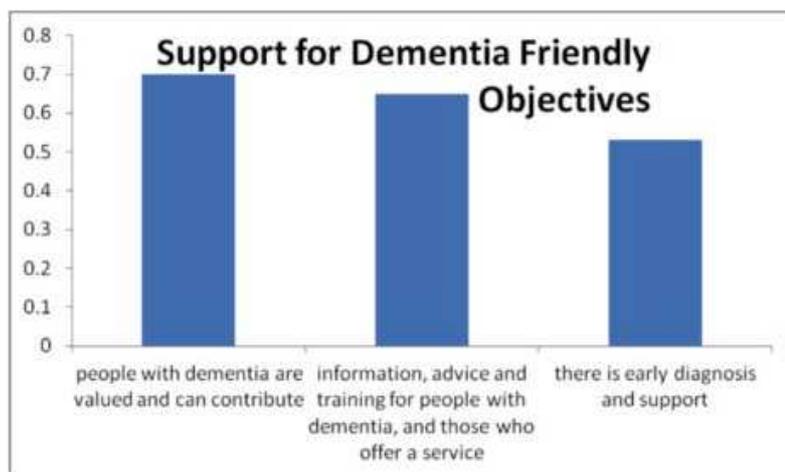


It is estimated that the number of people who actually have dementia is far higher than the number diagnosed. For Wales, the formal diagnosis is 17661, compared against an estimated total 45529, meaning only 39% have been diagnosed.

## What older people have told us:

Consultation with the Carmarthenshire 50+ Forum undertaken in September 2014 revealed strong support for each of the three objectives. The importance of people with dementia being able to contribute and feel valued is reflected by this being the most strongly supported objective.

In addition, 166 comments were made about 'dementia friendly communities'.



A key issue was information and awareness of the condition and the need for a public awareness campaign. This should tackle the stigma of the condition, improve the readiness of services and stress the value and contribution of those with dementia.

Further issues included the importance of early diagnosis, the development of 'good neighbour' schemes and the provision of stimulating activities for people with dementia.

When asked about the future role of the Council, a common view expressed in its older people's services consultation was a need to foster closer links with the Health Service, provide better advice and information and offer greater support to carers.

### Action – we will:

- Develop and implement a publicity campaign to promote public awareness of dementia friendly communities, as a component of the Ageing Well programme
- Roll out 'dementia friends' awareness training to county councillors, in partnership with the Alzheimer's Society
- Deliver dementia awareness training to 'front line' staff, giving priority to staff with customer service responsibilities
- Provide dementia friendly information, including information packs for people diagnosed with dementia
- Ensuring Welsh language care provision is available to first language Welsh speakers with dementia
- Encourage the implementation of the lessons learnt from the Pontyberem Dementia Supportive Community initiative in communities across Carmarthenshire
- Support the work of the Alzheimer's Society's Dementia Friendly Communities Co-ordinator

<sup>11</sup> According to the Welsh Government, this is particularly so where there is early diagnosis and appropriate support is given. See: <http://gov.wales/docs/dhss/publications/110302dementiaen.pdf>

<sup>12</sup> Data produced on 22/05/15 11:35 from [www.daffodilcymru.org.uk](http://www.daffodilcymru.org.uk) version 5.0

<sup>13</sup> see: [www.Alzheimers.org.uk](http://www.Alzheimers.org.uk)

<sup>14</sup> Values range from 2 (strongly positive) to -2 (strongly negative)

### **About dementia-friendly Pontyberem**

In 2012, Carmarthenshire was selected by the Social Services Improvement Agency as a site to take forward service transformation for older people. Led by the multi-agency Carmarthenshire Dementia Action Board, a pilot project was set up to develop a dementia friendly and supportive community in Pontyberem.

Working closely with the Alzheimer's Society, the project involved developing a high level of public awareness and understanding of dementia, so that the community can help and support people with the condition. Because of this community awareness and support, people with dementia are better able to remain independent and to exercise choice and control over their lives. In recognition of the benefits of early diagnosis, the project has been successful in improving the diagnosis rate. It has also delivered awareness training to local businesses. An environmental audit has been undertaken and improvements made to help improve access to the various amenities.

## **Falls Prevention:**

“To make Carmarthenshire a county where the risk of falling is reduced”

Falls can lead to a downward spiral for people: from a position of relative independence towards higher dependency and an increased risk of becoming institutionalised. Falls can result in a loss of confidence, fracture, head injury, and the costs to individuals and care organisations are high. Evidence does suggest that as many as 15-30% of falls can be prevented through use of well organised services.<sup>15</sup>



### **Importance to the Ageing Society:**

- Falls can trigger loss of independence together with significant personal and social costs
- Many different things can make someone more likely to fall, some of which are preventable
- Falls are not an inevitable part of ageing

<sup>15</sup> See [www.1000livesplus.wales.nhs.uk/falls](http://www.1000livesplus.wales.nhs.uk/falls)

## Evidence:

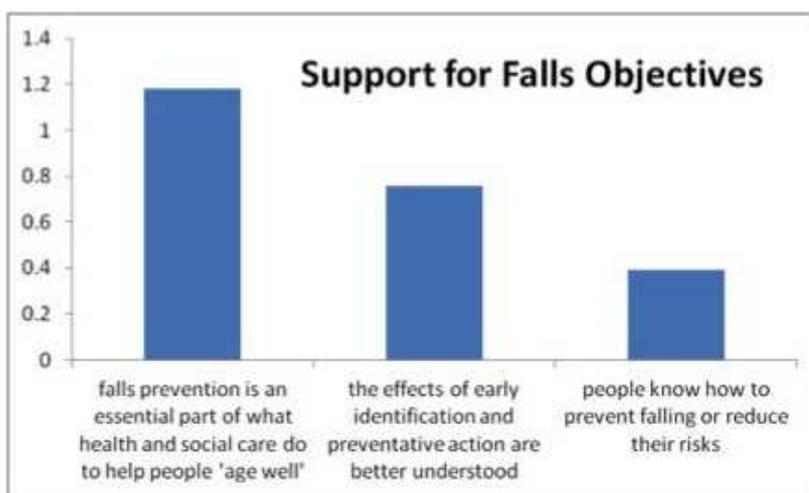
Though falling isn't inevitable, there is an association between increasing age and likelihood of serious falls. In 2013, 1,065 people 65 or over were admitted to hospital because of a fall, (of whom 44% were aged 85 or over). The number is set to rise to 1,645 by 2030; an increase of 54%.

Binge drinking affects fall likelihood and general health. Of the 38,329 Carmarthenshire residents aged 16 or over predicted to binge drink in 2013, 10,355 or 27% were 55 or over. By 2030 the total for those 75 or over is expected to rise from 758 in 2013 to 1238 in 2030 – an increase of 63%.

## What older people have told us:

Consultation with the Carmarthenshire 50+ Forum undertaken in September 2014 revealed support for each of the three objectives.

It is significant to note the very strong support for the first objective: ensuring falls prevention is an essential part of what health and social care do to help people 'age well'. This shows a clear expectation of the role of care services in preventing falls.



In addition, 218 comments were made (the most made about any of the five themes). Uneven pavements, roads, loose paving slabs, poor lighting and the role of street furniture were all noted as hazards. Improving public awareness may help ensure shops and other premises remove potential hazards. The role of strengthening exercise was noted as a way of making people less prone to falling.

Consultation on alcohol and substance misuse was undertaken with the 50+ Forum in March 2015. A key result involved the most preferred sources of information or advice, should people develop a substance misuse problem. 'GPs' were most preferred, followed by 'specialist drug and alcohol services' and 'a friend'. The least preferred was 'carer', followed by 'pharmacist' then 'older people's organisation'. Women were more likely to seek support from friends, while men were more likely to approach family members.

The consultation also asked how important a number of considerations were in encouraging older people to drink excessively. 'Stress' was the highest ranked consideration, followed by 'loneliness and loss of a partner or loved one'. This suggests that harm due to substance misuse can be linked to the loneliness and isolation theme of the Ageing Well plan.

<sup>16</sup> Source: [www.daffodilcymru.org.uk](http://www.daffodilcymru.org.uk)

<sup>17</sup> Source: [www.daffodilcymru.org.uk](http://www.daffodilcymru.org.uk)

<sup>18</sup> Values range from 2 (strongly positive) to -2 (strongly negative)

<sup>19</sup> Other factors were illness or ill health, caring responsibilities, boredom and retirement. All were considered important in encouraging people to drink excessively.

## Action – we will:

- (Refer to sessions led by Bex Townley – PSI & OTAGO; see NERS: Simon Davies)
- Support the all-Wales 'Steady on' falls prevention campaign by distributing leaflets and posters to the 50+ Forum and other networks.
- Continue to implement our protocol for dealing with falls in care homes
- Give information about how falls can be prevented to members of the 50+ Forum and other networks of older people
- Take action on alcohol misuse by working with Public Health Wales to deliver Make Every Contact Count (MECC) and Alcohol Brief Intervention (ABI) training to domiciliary staff across the sector
- [kelvin Barlow business plan – substance misuse services – further actions]

### About the National Exercise referral Scheme (NERS)

NERS is Funded by Public Health Wales and run in partnership with the Council. It aims to reduce those at risk of developing heart problems, increase physical activity, and improve mental health & wellbeing.

NERS also focuses on increasing the health and physical activity levels for referrals with a wide range of medical conditions, including: asthma, muscular skeletal, diabetes, obesity, cancer, and those at risk of falling. In 2012 Carmarthenshire was voted best scheme in Wales

NERS Scheme exit survey data (2014) shows:

- 70% of referrals reported they had improved their health & wellbeing and felt happier
- 60% of referrals reported they had more energy/walking better/enjoy meeting new people
- 80% of referrals reported they had achieved one or more of their goals

Between 65 and 75 sessions a week are run (depending on the time of year). The sessions give the opportunity to exercise in a structured, safe, appropriate and enjoyable environment. The sessions take place in both leisure centres and community venues, which allows all residents, (provided that are medically safe to exercise), to access the scheme. Up to 15 sessions each week are delivered in community venues, such as church and village halls.

Sessions are delivered by highly qualified exercise professionals. NERS is initially a 16 week programme but referrals are encouraged to remain active long term and a 12 month follow up appointment is carried out.

### **Action – we will:**

- Continue to offer between 65 and 75 NERS sessions per week (depending on the time of year)
- Inspect Highways, footways and lighting infrastructure on a regular basis to identify any defects posing a danger or hazard to the public. Safety defects are rectified as soon as practicable and less serious defects are programmed for maintenance work within the scope of available budgets.
- Support the all-Wales 'Steady on' falls prevention campaign by distributing leaflets and posters to the 50+ Forum and other networks.
- Continue to implement our protocol for dealing with falls in care homes
- Give information about how falls can be prevented to members of the 50+ Forum and other networks of older people
- Take action on alcohol misuse by working with Public Health Wales to deliver Make Every Contact Count (MECC) and Alcohol Brief Intervention (ABI) training to domiciliary staff across the sector
- Provide specialist training to identified Community Resource Team (CRT) staff, with other CRT staff receiving general awareness training and briefings

#### **About South Carmarthenshire Rapid Access Multi-disciplinary Service (SCRAMS):**

It is widely recognised that hospitals are not always the best setting for people with long term or multiple conditions. Based at Prince Phillip Hospital, the SCRAMS service takes a co-ordinated approach, involving a single assessment, to meeting the needs of frail older people. The Comprehensive Geriatric Assessment is used, which leads to a plan for treatment and long term follow up on a multi-disciplinary basis. Medicines management, which can be a cause for some falls, is an important part of the service.

Concentrating on people with high frailty, the service has been successful in supporting independent living in the community, thus avoiding distressing hospital stays. It also makes an important contribution to the quality of life for users.

# Opportunities for Employment and New Skills:

“To make Carmarthenshire a county where older people can contribute fully”

Older people have much to contribute, yet are often cast in the media as a burden. In an employment sense, older people need new opportunities to learn new skills, whereas learning can have wider benefits for wellbeing and sense of worth. Learning can help overcome loneliness and isolation as well as helping with challenges such as the move to ‘digital by default’.

## Importance to the Ageing Society:

- Older workers have a wealth of skills and experience to contribute to the workplace
- An age diverse workplace is a productive workplace
- Older people need opportunities to learn new things
- The contribution of older people as volunteers and carers should be supported and celebrated

## Evidence:

A total of 2,150 people claimed Job Seekers Allowance, of whom 505 people were aged 50-64 (July 2015). Of long term claimants (over a year), 165 or 29% were 50 or over.



1,430 people in Carmarthenshire receive Incapacity Benefit or Severe Disablement Allowance, of whom 870 or 61% are aged between 50 and State Pension age (November 2014 data).<sup>21</sup>

15,320 people in Carmarthenshire receive Disability Living Allowance, of whom 10,670 or 70% are 50 or over (November 2014 data).

40,334 people in Carmarthenshire have no qualifications, 30,645, or 76% are 50 or over (2011 Census).

<sup>21</sup> Source: Nomis

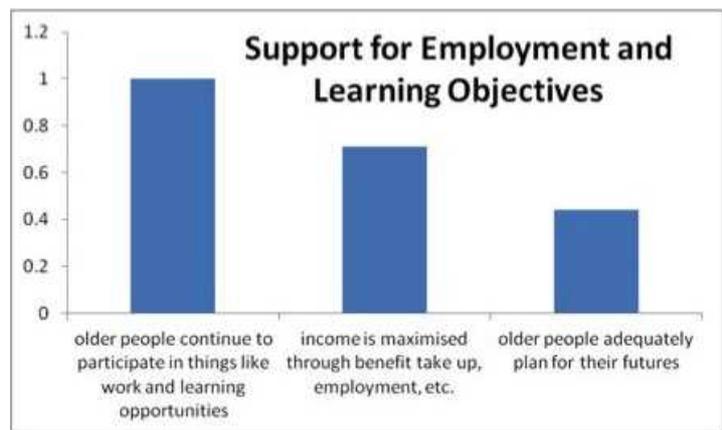
# What older people have told us:

Consultation with the Carmarthenshire 50+ Forum undertaken in September 2014 revealed support for each of the three objectives.

Strongest support was given to the objective: 'older people continue to participate in things like work and learning opportunities'. The second most supported objective involves income maximisation whereby older people can maintain their standard of living. Third, though still having support, is the need for older people to plan for their futures.

Themes in relation to employment included: perceived employer discrimination; the need for skills and knowledge transfer; older employee requirements in terms of health and caring responsibilities; and the need for specific support for older job seekers.

The availability of learning opportunities was stressed, with a greater range beyond computing and Welsh. Many supported the value of volunteering and the need to promote the benefits to a greater extent.



## Action – we will:

- Pre-retirement planning sessions – highlight the benefits of continued employment, volunteering and learning
- Recognising that the majority of learners are 50 or over, continue to deliver the Adult Continuing Learning programme for 2015-16
- Deliver computer classes at libraries throughout the County
- Develop comprehensive information about providers in order to 'signpost' older people to suitable digital inclusion training sessions
- Support volunteer-led digital inclusion sessions in sheltered housing schemes
- Consider the feasibility of using mobile libraries to run digital inclusion sessions
- Consider the feasibility of installing superfast broadband in community venues throughout the County
- Encourage commissioned services to recruit and value volunteers
- Develop a county-wide time banking scheme to support voluntary participation in beneficial activities



**About Time banking:**

The Council’s Housing Section works with an organisation called Spice, which delivers a time credit project. This gives people a credit for contributing time to their community or service. They then ‘spend’ Time Credits to access events, training and leisure services. The system is sustainable as spending opportunities often make use of spare capacity of facilities such as theatres and swimming pools.

Lis Duffy, a resident of Yr Aelwyd Sheltered Scheme, is part of the Taf/Myrddin Tenant network. She has earned Time Credits by putting on a monthly film night for other residents in the sheltered scheme, and sharing her views and experiences in meetings with the Tenant Network and Council Housing department. Last year, with the help of the Carmarthenshire Time Credits Facilitator, she also hosted a Big Lunch.

“Holding a Big Lunch seemed the ideal vehicle to engage the community, break the ice and for people to volunteer and earn credits in the process. It was great to meet so many new people and encourage the tenants to get involved in more events.”

Time Credits can work to encourage volunteering, but can also encourage people to become more involved – potentially making them less likely to become lonely or isolated.

# Loneliness and Isolation:

“To reduce levels of loneliness and isolation in Carmarthenshire”

Loneliness and isolation seriously impact upon personal health and wellbeing. While the issue can be complex, attention needs to be given to identifying and tackling root causes. Loneliness is associated with mortality, morbidity, depression, suicide and health service use.

## Importance to the Ageing Society:

- Loneliness is a public health issue - as well as being a personal tragedy
- Poor health can be a trigger that is associated with further loneliness and isolation
- Isolation (and loneliness) can be made worse by rurality
- The lack of community facilities, including shops, public toilets and benches can encourage people to ‘cut themselves off’
- Changes in family organisation (location and generational relationships) may make the issue more common in future

## Evidence:



2580 Carmarthenshire residents receive Carers Allowance, of whom 1150 or 46% are 50 or over (November 2014 data).

23989 people provide unpaid care in Carmarthenshire, of whom 14,573, or 61%, are 50 or over (2011 Census). Of those Carers who are 50 or over, 35% provide at least 50 hours of care a week.

36,064 Carmarthenshire residents 50 or over have a limiting long term illness (2011 Census). Of those, 67% are 65 and over.

Overall, 10,928 people 50 and over are widowed, while 24,578 are married (2011 Census). For the 75-84 and 85+ age categories, there are more people widowed than married.

17,534 people 50 and over live in single occupancy households.

<sup>23</sup> See: [www.campaigntoendloneliness.org/threat-to-health/](http://www.campaigntoendloneliness.org/threat-to-health/)

### **About support for community assets:**

Community assets are essential for helping older people continue to live well where they live, giving opportunities to socialise and undertake beneficial activity. Where the Council can no longer afford to run facilities, it successfully works with community organisations to help ensure the asset can continue to meet the needs of older people.

Ysdradowen Day Centre is a good example of where the Council has worked collaboratively to ensure the continuation of the service. Through the opportunities this has opened, the community group have expanded their services to include keep fit classes. Members have developed new skills, have produced a business plan and are contributing directly to the development of their local community.

Men's Sheds – an organisation giving purposeful opportunities for men to work together on projects of interest – has been accommodated in Ferryside at the site of former community education facilities.

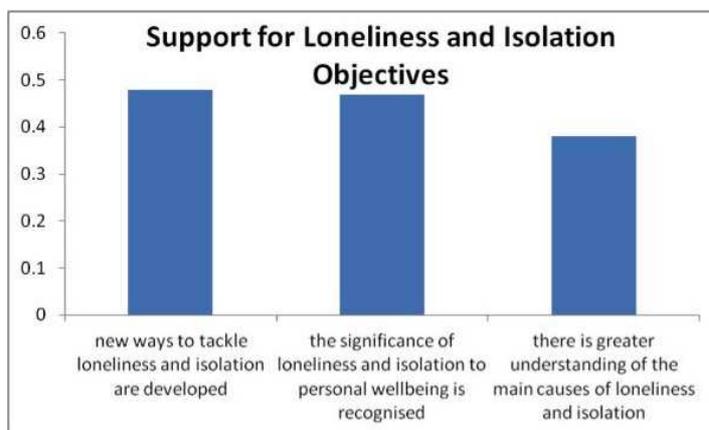
Further work has included an agreement with the Bowling Association to continue the provision of bowling green's in the County.



## What older people have told us:

Consultation with the Carmarthenshire 50+ Forum undertaken in September 2014 revealed strong support for each of the three objectives.

The response shows that people think new ways must be found to tackle loneliness and isolation (objective 1) and that the significance of loneliness and isolation to personal wellbeing should be recognised (objective 2). There is also support for the third objective to develop greater understanding of the main causes of loneliness and isolation.



194 comments were made on the topic. Local opportunities for socialising, together with available transport were important themes, as was the need for befriending opportunities. Suggestions included good neighbour schemes, encouraging pet ownership, using the Internet, and supporting churches to expand their role in the community.

The need to provide social activities for older age cohorts was strongly emphasised in the Council's recent older people's services consultation, with respondents noting 'opportunities to socialise', 'trips and outings' and 'clubs' would be of value in old age. All have in common spending some time away from the everyday surroundings of the home and interacting with others, and can be taken as preventative measures to combat loneliness and isolation.

### About Carmarthenshire Therapy Dogs:

With support from the Carmarthenshire Third Sector Broker project, the Therapy Dogs initiative involves volunteer dog owners undertaking visits to older people's care homes. The visits involve suitable dogs interacting with residents and can act as a catalyst for people to re-engage. As Sue Smith, third sector broker, comments:

"There was evidence to show the therapeutic value of cuddling and petting a receptive dog had amazing benefits for those unable to own a dog themselves. There are opportunities to visit residential homes or even people in their own homes for those prepared to share the love of their pet dogs. Dogs big and small have this calming and nurturing affect and build up a wonderful rapport"

## Action – we will:

- Continue to offer theatre concessions to people 60 or over and further develop our loyalty and concessionary offers
- Further develop activity of interest to older people at Council theatres, including: matinee performances; tea dance sessions; and a programme of classic and vintage films
- Based at leisure centres, develop the Actif Sir Gar programme to support healthy lifestyles and provide opportunities to make friends and socialise.
- Continue to support community transport, Bwcabus and Country Cars
- Support inclusion by ensuring all sheltered housing residents continue to benefit from wifeless internet provision and IT training
- Continue to provide extra care accommodation, including 61 self-contained flats in Carmarthen and 50 in Ammanford
- Further develop the Third Sector Broker project to support the social and activity needs of people who do not require formal social or health services
- Continue to raise awareness of adult safeguarding and take action when rights are violated



### About the Financial Exploitation Safeguarding scheme (FESS):

Though there are many other factors, scammers may focus financial abuse upon those people who are lonely or isolated. FESS is a partnership between the Council's Trading Standards section and Dyfed Powys Police and has a key role in supporting independent community living.

FESS works with susceptible people to protect them from financial abuse, which may take the form of telephone filtering, intelligence-led home visits, and no cold calling zones. The issue of 'rogue traders' is tackled through the Registered Handyperson and Gardeners Scheme, where the details of vetted companies are made available.

Further initiatives include the Don't Get Caught scams awareness campaign and Vulnerable Consumer Advice Interventions, where specialist consumer advice and advocacy is made available to vulnerable people.

FESS and other Trading Standards services help maintain personal resilience and the ability of older people to remain independent – a 'helping hand', where personal support networks may be lacking. In protecting people from financial abuse, the Scheme plays an important safeguarding role.

# Monitoring and review

Monitoring will be achieved through annual progress reports to the 50+ Forum and relevant Council scrutiny committees.

This Ageing Well plan will be reviewed in 2018, in line with the revision of the overarching Ageing Well in Wales programme.

**POLICY & RESOURCES  
SCRUTINY COMMITTEE  
5<sup>th</sup> OCTOBER 2015**

**Explanation for non-submission  
of scrutiny reports**

<b>ITEM</b>	<b>RESPONSIBLE OFFICER(S)</b>	<b>EXPLANATION</b>	<b>REVISED SUBMISSION DATE</b>
Procurement Annual Report 2014/15	Phil Sexton / Alan Aitken	Work on this report is on-going due to a delay in receiving key information from the National Procurement Service.	To be confirmed
Spend on Private Sector Services – TIC review	Jon Owen	Work on this review is on-going and a combined Private and Third Sector spend report will be presented at the Committee's next meeting.	25th November 2015
Spend on Third Sector Services – TIC Update	Jon Owen	Work on this review is on-going and a combined Private and Third Sector spend report will be presented at the Committee's next meeting.	25th November 2015
Spend on External Expertise including legal services	Owen Bowen Phil Sexton Linda Rees Jones	The report was not ready in time for the agenda despatch due to delays in obtaining the relevant information from all departments.	To be confirmed



Eitem Rhif 10

**Y PWYLLGOR CRAFFU – POLISI AC ADNODDAU**  
**24<sup>ain</sup> GORFFENNAF, 2015**

*(NODER: MAE'R COFNODION HYN YN AMODOL AR GAEL EU CADARNHAU GAN Y PWYLLGOR YN EI GYFARFOD NESAF)*

**Yn bresennol:** Y Cynghorydd D.W.H. Richards (Cadeirydd)

**Y Cynghorwyr:** D.M. Cundy, A. Davies, G. Davies (Is-gadeirydd), J.S. Edmunds, A.W. Jones, A. Lenny, D. Price, D.E. Williams, J. Williams.

**Y Cynghorydd S. Allen - Yn dirprwyo ar ran y Cynghorydd T. Bowen**  
**Y Cynghorydd E.G. Thomas - Yn dirprwyo ar ran y Cynghorydd W.J.W. Evans**

**Hefyd yn bresennol:**

**Y Cynghorydd P.A. Palmer - Aelod o'r Bwrdd Gweithredol (Hyrwyddwr Cymunedol, Cwsmeriaid a Pholisi, Hyrwyddwr Gwrth-dlodi)**

**Y Cynghorydd L.M. Stephens - Aelod o'r Bwrdd Gweithredol (Adnoddau Dynol, Effeithlonrwydd a Chydweithio, Hyrwyddwr yr Iaith Gymraeg)**

**Roedd y swyddogion canlynol yn gwasanaethu yn y cyfarfod:**

Mrs. L. Rees Jones - Pennaeth Gweinyddiaeth a'r Gyfraith

Mr. P. Sexton - Pennaeth Archwilio, Rheoli Risg a Chaffael

Mr. P.R. Thomas - Prif Weithredwr Cynorthwyol (PWC) (Rheoli Pobl a Pherfformiad)]

Mrs. G. Ayres – Rheolwr Polisi Corfforaethol a Phartneriaeth

Mrs. S. Bennett - Rheolwr TG ar y Cyd

M. N. Daniel - Rheolwr Perfformiad a Gwybodaeth

Mrs. H. Font - Rheolwr Iechyd a Gwaith (ar gyfer Eitem 5)

Mr. A. Parnell – Rheolwr y Trysorlys a Buddsoddiadau Pensiwn

Mrs. L. Evans - Swyddog Partneriaeth a Pholisi (ar gyfer Eitem 4)

Ms. B. Dolan – Uwch-ymgyngorydd

**Lleoliad: Y Siambr, Neuadd y Sir, Caerfyrddin (10:00am – 12:45pm)**

**1. YMDDIHEURIADAU AM ABSENOLDEB**

Derbyniwyd ymddiheuriadau am absenoldeb gan y Cynghorwyr T. Bowen, W.J.W. Evans ac A.G. Morgan.

Hefyd derbyniwyd ymddiheuriadau am absenoldeb gan y Cynghorydd L.D. Evans, Aelod o'r Bwrdd Gweithredol (Cydraddoldebau) a Mrs. W. Walters - Prif Weithredwr Cynorthwyol (Polisi a Chwsmeriaid).

Cyhoeddodd y Cadeirydd y byddai ef yn gadael y cyfarfod am 12:00pm ac y byddai'r Is-gadeirydd yn cadeirio o hynny ymlaen.

**2. DATGAN BUDDIANNAU PERSONOL**

Ni chafwyd dim datganiadau o fuddiant personol.

**3. DATGAN CHWIP WAHARDDDEDIG**

Ni chafwyd dim datganiadau ynghylch chwip waharddedig.

# Y PWYLLGOR CRAFFU – POLISI AC ADNODDAU

## 24<sup>ain</sup> GORFFENNAF, 2015

### 4. ADRODDIAD BLYNYDDOL Y CYNLLUN CYDRADDOLDEB STRATEGOL AM 2014-15

Bu'r Pwyllgor yn ystyried adroddiad blynyddol 2014-15 ar gyfer y Cynllun Cydraddoldeb Strategol a gymeradwywyd ym Mawrth 2012. Dywedwyd bod Grŵp Llywio'r Strategaeth Pobl bellach yn arwain ynghylch cydraddoldeb a gwella amrywiaeth. Hefyd dywedwyd wrth y Pwyllgor y byddai angen i'r Cyngor baratoi ei ail Gynllun Cydraddoldeb Strategol erbyn Ebrill 2016.

Trafodwyd y materion canlynol wrth ystyried yr adroddiad:

Mynegwyd pryderon na fu ymgynghori â'r aelodau lleol ynghylch cynyddu nifer y lleoedd parcio i bobl anabl a oedd wedi lleihau nifer y lleoedd parcio ar gyfer y cyhoedd yn gyffredinol. Cytunodd y Swyddog Polisi a Phartneriaeth i ofyn i'r Pennaeth Gwasanaeth am y dystiolaeth y seiliwyd y cynnydd arni.

Canmolwyd y wefan gorfforaethol newydd am fod yn fwy hygyrch, yn enwedig yn sgil cyflwyno Browse Aloud i'r rhai oedd â nam ar eu golwg. Nodwyd mor bwysig ydoedd i beidio â chael gwybodaeth ddwyieithog ar y wefan Gymraeg na'r wefan Saesneg er mwyn i'r meddalwedd weithredu'n iawn. Cytunodd y Swyddog Polisi a Phartneriaeth fod hyn yn her a hefyd cylchredeg y rhifau'n defnyddio Browse Aloud a lawrlwytho ffeiliau sain.

Nodwyd y byddai modd defnyddio tocynnau teithio pobl hŷn/pobl anabl hefyd ar gyfer y gwasanaeth Ceir Cefn Gwlad. Gofynnwyd lle'r oedd hyn yn cael ei hysbysebu. Cytunodd y Swyddog Polisi a Phartneriaeth i gael y wybodaeth.

Gofynnwyd pa sawl gofalwr ifanc oedd yn y sir. Cytunodd y Swyddog Polisi a Phartneriaeth i ddosbarthu'r wybodaeth.

Gofynnwyd pa risgiau oedd yn gysylltiedig â chwblhau asesiadau effaith cydraddoldeb. Dywedodd y Swyddog Polisi a Phartneriaeth fod angen y rhain wrth i bolisiau a phrosiectau newydd gael eu llunio a bod angen rhoi sylw haeddiannol i nodweddion gwarchoddedig a'r iaith Gymraeg. Roedd gweithdai hyfforddi wedi cael eu cynnal â rheolwyr i sicrhau bod pawb yn gwybod eu cyfrifoldebau statudol.

#### PENDERFYNWYD YN UNFRYDOL:

#### 4.1 Cymeradwyo Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol am 2014-15.

### 5. ADRODDIAD DIWEDD BLWYDDYN YNGHYLCH RHEOLI'R PERFFORMIAD CORFFORAETHOL - 1AF EBRILL 2014 HYD AT 31AIN MAWRTH 2015

Bu'r Pwyllgor yn ystyried yr Adroddiad a roddai olwg gyffredinol ar berfformiad yr Awdurdod. Roedd yr adroddiad yn cynnwys gwybodaeth ynghylch: Monitro'r Cynllun Gwella – Camau Gweithredu a Mesurau (Adroddiad A); Monitro'r Grant Cytundeb Canlyniadau (Adroddiad B); Absenoldeb Salwch (Adroddiad C); a Chanmoliaeth / Cwynion (Adroddiad D). Dywedwyd wrth y Pwyllgor bod cyfarfod yn

# Y PWYLLGOR CRAFFU – POLISI AC ADNODDAU

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cael ei drefnu â Llywodraeth Cymru i drafod y Grant Cytundeb Canlyniadau a bod y tîm yn hyderus y byddai'r grant am 2014/15 yn cael ei roi yn ei gyfanrwydd. Roedd targedau wedi'u cytuno ar gyfer 2015/16 a fyddai'n flwyddyn olaf y Grant hwn, gan y byddai'r cyllid yn mynd yn rhan o'r Grant Cynnal Refeniw yn y dyfodol.

Trafodwyd y materion canlynol wrth ystyried yr adroddiad:

Gofynnwyd beth oedd costau ariannol absenoldeb salwch. Dywedodd y PWC (Rheoli Pobl a Pherfformiad) fod yr arbedion amcanol a oedd yn gysylltiedig â'r gwelliant yn y sefyllfa o ran yr alldro o 9.6 diwrnod CALL a gollwyd o berfformiad llynedd, oddeutu £500k. Roedd ei dîm wedi gweithio'n agos â'r gwasanaethau lle roedd cyfraddau uchel o absenoldeb a gwelwyd gwelliannau sylweddol. Roedd absenoldebau mewn ysgolion yn parhau'n broblem ac roedd cyfarfodydd wedi cael eu cynnal â phenaethiaid a Chyrff Llywodraethu. Roedd cynnydd yn cael ei wneud ond roedd tua 30 o ysgolion o hyd oedd heb fabwysiadu polisi absenoldeb salwch da eto. Hefyd roedd potensial i arbed swm sylweddol o yswiriant athrawon cyflenwi. Ychwanegodd y Rheolwr Iechyd a Gwaith ei bod hi'n bwysig fod yr adrannau'n cynnal eu perfformiad tra byddai'r tîm yn gweithio'n agos ag ysgolion.

Gofynnwyd beth oedd y targed ar gyfer absenoldeb salwch eleni. Y targed oedd 9.3 o ddiwrnodau CALL a gollwyd yn ôl y Rheolwr Iechyd a Gwaith. Pennwyd hynny gan gofio y bydd newidiadau sylweddol o'n blaenau a'u heffaith bosibl ar straen ac iechyd meddwl y staff.

Gofynnwyd cwestiwn ynghylch y gostyngiad mewn absenoldeb oherwydd straen, iechyd meddwl a blinder. Dywedodd y Rheolwr Iechyd a Gwaith fod hwn yn 21% ers llynedd a bod y polisi rheoli straen newydd, hyfforddiant i reolwyr a'r cymorth oedd ar gael i gyd wedi cyfrannu i hyn.

Gofynnwyd pam nad oedd pob ysgol wedi derbyn y Cytundeb Lefel Gwasanaeth â Rheoli Pobl a Pherfformiad. Dywedodd y PWC (Rheoli Pobl a Pherfformiad) fod hwn wedi cael ei ddiwygio er mwyn iddo adlewyrchu'r cymorth a roddir i'r ysgolion. Er bod y gost wedi cynyddu, roedd goblygiadau gwneud camgymeriadau o ran rheoli pobl yn llawer mwy o ran cost ymchwiliadau a thribiwnlysoedd.

Nodwyd bod rhai rhesymau o hyd am absenoldebau a gofnodwyd fel rhai nad oedd rheswm iddynt. Cytunodd y Rheolwr Iechyd a Gwaith fod hyn yn rhwystredig gan fod yn rhaid i'r tîm Rheoli Pobl a Pherfformiad ddadansoddi achosion unigol. Roedd angen rhagor o waith i atal y math hwn o gofnodi.

Nodwyd y posibilrwydd o ofyn i reolwyr fynychu lle roedd lefelau uchel o absenoldeb salwch. Cytunodd y PWC (Rheoli Pobl a Pherfformiad) y byddai hyn yn ddefnyddiol ond byddai hefyd yn fuddiol gwahodd rheolwyr lle roedd lefelau absenoldeb salwch wedi gwella.

**PENDERFYNWYD YN UNFRYDOL dderbyn yr adroddiad monitro.**

# Y PWYLLGOR CRAFFU – POLISI AC ADNODDAU

## 24<sup>ain</sup> GORFFENNAF, 2015

### 6. ADRODDIAD ADRANNOL DIWEDD BLWYDDYN YNGHYLCH RHEOLI PERFFORMIAD - 1AF EBRILL 2014 HYD AT 31AIN MAWRTH 2015

Bu'r Pwyllgor yn ystyried yr adroddiad rheoli perfformiad a roddai olwg gyffredinol ar berfformiad Adran y Prif Weithredwr a'r Adran Adnoddau llynedd. Roedd yr adroddiad yn cynnwys gwybodaeth mewn perthynas â:

- Golwg Gyffredinol ar Berfformiad gan Benaethiaid y Gwasanaethau (Adroddiad A)
- Monitro'r Cynllun Gwella – Adroddiad Cyfun am y Camau Gweithredu a'r Mesurau (Adroddiad B)

Trafodwyd y materion canlynol wrth ystyried yr adroddiad:

Gofynnwyd pam roedd canran y cwynion yr ymatebwyd iddynt o fewn 10 diwrnod wedi gostwng. Dywedodd y Rheolwr Perfformiad a Gwybodaeth y cafwyd gostyngiad yn nifer y staff oedd yn ymdrin â chwynion a'u bod yn gynyddol gymhleth. Hefyd roedd y tîm yn ailgyfeirio'r materion a godwyd, lle'n briodol, gan nad oedd llawer o'r rhai a gysylltodd yn dymuno gwneud cwyn ffurfiol.

Gofynnwyd a gafodd argymhellion adroddiad Adran 16 yr Ombwdsmon eu gweithredu. Dywedodd y Pennaeth Gweinyddiaeth a'r Gyfraith eu bod wedi cael eu gweithredu ac yr ysgrifennwyd at yr Ombwdsmon yn unol â hynny.

Gofynnwyd cwestiwn am effaith bosibl y safonau newydd mewn perthynas â'r iaith Gymraeg ar yr Uned Gyfieithu. Dywedodd y PWC (Rheoli Pobl a Pherfformiad) y byddai'r rheidrwydd i gynhyrchu pob adroddiad yn ddwyieithog yn cael effaith sylweddol ar lwyth gwaith yr Uned a oedd newydd golli un aelod o staff. Yr arfer safonol yn y diwydiant oedd cyfieithu 2,000 o eiriau y diwrnod a gallai agenda arferol gynnwys mwy na 300,000 o eiriau. Un opsiwn fyddai cyfyngu ar nifer yr adroddiadau a'r geiriau a gynhyrchir; fodd bynnag, roedd yn debygol y byddai angen cyfieithwyr ychwanegol a byddai cost sylweddol i hynny. Hefyd byddai'r safonau'n mynnu bod mecanweithiau datblygu ar waith ar gyfer staff a ddymunai ddysgu Cymraeg neu wella eu sgiliau Cymraeg yn ystod y diwrnod gwaith.

Awgrymwyd y gellid gwneud mwy i godi ymwybyddiaeth pobl o'r gwe-ddarllodiadau o gyfarfodydd y Cyngor, o ystyried y gostyngiad yn nifer y gwylwyr. Cytunodd y Pennaeth Gweinyddiaeth a'r Gyfraith y gellid gwneud mwy gan eu bod ond yn cael eu hyrwyddo drwy'r wefan gorfforaethol ar hyn o bryd.

Gofynnwyd pam y cafwyd cynnydd mawr yn nifer yr apeliadau addysg. Dywedodd y Pennaeth Gweinyddiaeth a'r Gyfraith y byddai hi'n gofyn i'r Adran Addysg a Phlant ymateb ond dywedodd hefyd fod baich gweinyddol mawr ar dîm y gwasanaethau democrataidd fel canlyniad.

Gofynnwyd ynghylch perfformiad Cronfa Bensiwn Dyfed o ystyried bod diffyg. Dywedodd Rheolwr y Trysorlys a Buddsoddiadau Pensiwn fod 89% ohoni wedi'i

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hariannu ar hyn o bryd oedd yn rhoi'r gronfa ymhlith y deg uchaf yn y DU. Yr effaith fawr oedd hirhoedledd cynyddol yn hytrach na chyfraniadau.

Nodwyd bod nifer y staff TG wedi gostwng yn sylweddol dros y blynyddoedd diwethaf. Gofynnwyd a fyddai unrhyw arbedion yn deillio o'r trefniant newydd ar y cyd â Sir Benfro. Dywedodd y Pennaeth Archwilio, Risg a Chaffael y byddai'r Rheolwr TG ar y Cyd newydd yn gweithio gyda'r Pennaeth Gwasanaeth ar y Cyd newydd i nodi systemau y gellid eu huno yn ystod y 12 mis nesaf. Ychwanegodd y Rheolwr TG ar y Cyd y byddai swyddogaethau cefn swyddfa, cyfathrebu a rhwydweithiau TG o dan ystyriaeth. Rhagwelid y gellid gwneud £2m o arbedion dros y 5 mlynedd nesaf.

Cafodd y sylwadau am y Gwasanaeth Caffael Cenedlaethol eu nodi a'r honiad a wnaeth sef ei fod wedi arbed £6m dros Gymru gyfan. Dywedodd y Pennaeth Archwilio, Risg a Chaffael nad oedd dim o gontractau'r Awdurdod wedi'u cysylltu â'r Gwasanaeth Caffael Cenedlaethol eto. Roeddynt yn ceisio gweithio â'r Gwasanaeth Caffael Cenedlaethol i ddeall eu rhaglen waith a'r goblygiadau i'n trefniadau caffael ni a'r goblygiadau ehangach i fusnesau lleol. Cytunodd i anfon rhaglen waith gyhoeddedig y Gwasanaeth Caffael Cenedlaethol at y Pwyllgor. Roedd yn bwysig ceisio dylanwadu ar y Gwasanaeth Caffael Cenedlaethol o ran cyfrannau rhanbarthol er mwyn sicrhau bod cyflenwyr lleol yn cael cyfle i gyflwyno ceisiadau. Er bod y Gwasanaeth Caffael Cenedlaethol yn honni bod arbedion, byddent yn codi tâl o 0.5% ar drosiant p'un a oedd awdurdod yn gwneud arbedion neu beidio. Roedd pryderon y byddai fframweithiau rhanbarthol presennol oedd yn gweithio'n dda, megis un y gyfraith, yn cael eu llyncu ac yn costio mwy yn y pen draw. Roedd yswiriant yn faes arall lle roedd y gost yn debygol o fod yn uwch.

Gofynnwyd am fanylion ychwanegol mewn perthynas ag unedau diwydiannol oedd yn anodd eu gosod. Dywedodd y Rheolwr Perfformiad a Gwybodaeth y byddai ef yn gofyn i'r Pennaeth Eiddo Corfforaethol ymateb i'r ymholiad.

Gofynnwyd faint o arian a arbedwyd drwy osod technolegau ynni adnewyddadwy yn adeiladau annomestig yr Awdurdod. Dywedodd y Pennaeth Archwilio, Risg a Chaffael y byddai'n gofyn i'r Pennaeth Dros Dro Cynnal a Chadw Eiddo ac Adeiladu i ymateb i'r ymholiad.

Gofynnwyd cwestiwn ynghylch y niferoedd oedd yn defnyddio banciau bwyd yn y sir. Dywedodd yr Aelod o'r Bwrdd Gweithredol (Hyrwyddwr Cymunedol, Cwsmeriaid a Pholisi, Hyrwyddwr Gwrth-dlodi), er nad oedd gan yr Awdurdod ddim cyfrifoldeb dros y banciau bwyd, roedd yn cadw mewn cysylltiad â nhw'n rheolaidd. Roedd cynnydd o 44% wedi bod yn y defnydd ohonynt ar draws Cymru, gyda chyfran uchel o'r rhain yn bobl oedd mewn gwaith. Cytunodd i geisio cael ffigyrau am y sir. Nododd y cafwyd cynnydd o 50% yn y defnydd o un banc bwyd Rhagfyr diwethaf. Atgoffodd y Pwyllgor am yr apêl teganau flynyddol ac anogodd yr aelodau i helpu i wneud y dosbarthu eleni.

Mynegwyd pryderon ynghylch fformat a hyd Adroddiad B. Y farn hefyd oedd bod y wybodaeth wedi dyddio erbyn i'r Pwyllgor ei hystyried. Dywedodd y Rheolwr Perfformiad a Gwybodaeth fod yr aelodau wedi gofyn am gael symud o adroddiadau ar sail eithriadau at fformat cytbwys a chynhwysfawr sawl blwyddyn yn

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ôl. Byddai'n derbyn newid y fformat yn ôl i adroddiadau ar sail eithriadau er byddai angen i Gadeiryddion ac Is-gadeiryddion y Fforwm Craffu gytuno ar hyn ar ôl ymgynghori â phwyllgorau eraill. Atgoffodd ef yr aelodau bod ganddynt fynediad llawn i'r system PIMS ar unrhyw adeg ac y gallent gynhyrchu adroddiadau o fewn y system honno. Hefyd byddai dosbarthu llechi i'r aelodau yn gwella'r sefyllfa a gallai ef adolygu PIMS gyda'r gwasanaethau TG i weld sut y gellid gwella fformat yr adroddiad yn y tymor hir.

## PENDERFYNWYD YN UNFRYDOL:

- 6.1 **Bod yr adroddiad yn cael ei dderbyn.**
- 6.2 **Bod Pwyllgorau Craffu eraill yn cael cyfle i dderbyn Adroddiad B Rheoli Perfformiad ar sail eithriadau.**
- 6.3 **Bod Cadeiryddion ac Is-gadeiryddion y Fforwm Craffu yn adolygu fformat Adroddiad B.**

*Gadawodd y Cyngorydd D.W.H. Richards (Cadeirydd) y cyfarfod yn ystod y ddadl uchod a chymerodd y Cyngorydd G. Davies (Is-gadeirydd) yr awenau fel Cadeirydd.*

## 7. ADRODDIAD MONITRO YNGHYLCH CYLLIDEB REFENIW A CHYLLIDEB GYFALAF 2014/15

Bu'r Pwyllgor yn ystyried yr adroddiad monitro a amlinellai'r sefyllfa gyllidebol ar gyfer blwyddyn ariannol 2014/15. Roedd yr adroddiad yn cynnwys:

- Y Gyllideb Refeniw Gorfforaethol (Atodiad A);
- Cyllideb Refeniw Adran y Prif Weithredwr a'r Adran Adnoddau (Atodiad B);
- Rhaglen Gyfalaf Gorfforaethol 2014/15 (Atodiad C) a
- Rhaglen Gyfalaf Adran y Prif Weithredwr a'r Adran Adnoddau 2014/15 (Atodiad D);

Atgoffodd y Cadeirydd y Pwyllgor fod pob Pwyllgor Craffu yn monitro cyllidebau'r gwasanaethau a oedd o fewn eu maes gorchwyl nhw a bod y trosolwg corfforaethol yn cael ei gyflwyno i'r Pwyllgor hwn yn sgil ei rôl rychwantol.

Gofynnwyd a oedd y gorwariant yn yr Is-adran Rheoli Pobl a Pherfformiad yn debygol o ddigwydd eto yn y flwyddyn gyfredol. Dywedodd y PWC (Rheoli Pobl a Pherfformiad) fod y Cytundeb Lefel Gwasanaeth diwygiedig â'r ysgolion wedi datrys y ffaith fod costau annigonol wedi cael eu hadennill yn y blynyddoedd blaenorol. Roedd y Tîm Rheoli Adrannol wedi datrys y gorwariant o fewn lechyd a Gwaith.

Gofynnwyd beth oedd sail y cronfeydd wrth gefn adrannol. Dywedodd Rheolwr y Trysorlys a Buddsoddiadau Pensiwn fod 50% o unrhyw danwariant adrannol yn cael ei gadw gan yr adran a'r gweddill yn cael ei ddychwelyd i'r gronfa gorfforaethol.

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Nodwyd yr arian oedd heb ei wario sef £1.411m yn y rhaglen gyfalaf. Gofynnwyd sut y caiff hwn ei ddefnyddio. Dywedodd Rheolwr y Trysorlys a Buddsoddiadau Pensiwn bod arian dros ben yn cael ei fuddsoddi ac y byddai ar gael i'r rhaglen gyfalaf.

Gofynnwyd beth oedd y rheswm am y gostyngiad yng nghost cynllun y peiriant cyfrif nifer yr ymwelwyr ym marchnad Caerfyrddin. Nid oedd gan Rheolwr y Trysorlys a Buddsoddiadau Pensiwn yr ateb wrth law a chytunodd i ymchwilio ymhellach i'r mater ar ôl y cyfarfod.

## **PENDERFYNWYD derbyn yr adroddiad**

### **8. ADRODDIAD BLYNYDDOL YNGHYLCH DANGOSYDDION DARBODAETH A RHEOLI'R TRYSORLYS 2014 -2015**

Bu'r Pwyllgor yn ystyried yr Adroddiad Blynyddol a restrai weithgareddau rheoli'r trysorlys a ddigwyddodd yn ystod 2014-2015 yn unol â Pholisi a Strategaeth Rheoli'r Trysorlys 2014-2015 a fabwysiadwyd gan y Cyngor ar 19 Chwefror 2014.

Trafodwyd y materion canlynol wrth ystyried yr adroddiad:

Gofynnwyd cwestiwn ynghylch y newidiadau yn statws credyd y banciau a sut roedd hwn yn cael ei liniaru. Dywedodd Rheolwr y Trysorlys a Buddsoddiadau Pensiwn fod uchafswm o £10m yn cael ei fenthg a bod y rhan fwyaf o'r arian ar gael ar alw. Hefyd roedd y rhan fwyaf o'r benthyciadau a oedd am gyfnodau sefydlog wedi'u trefnu gyda banciau neu gymdeithasau adeiladu mawr yn y DU ac awdurdodau lleol eraill. Yn ateb i gwestiwn ychwanegol ynghylch cymheiriaid, dywedodd ei bod hi'n llai costus benthg gan awdurdodau eraill yn hytrach na mynd at y Bwrdd Benthyciadau Gwaith Cyhoeddus.

Canmolodd y Pwyllgor waith y tîm yn y cyfnod hwn oedd yn gyfnod mor heriol.

## **PENDERFYNWYD YN UNFRYDOL:**

### **8.1 Cymeradwyo'r adroddiad blynyddol**

### **8.2 Anfon diolchiadau'r Pwyllgor at staff y Trysorlys a Buddsoddiadau Pensiwn.**

### **9. ADRODDIAD CHWARTEROL YNGHYLCH RHEOLI'R TRYSORLYS A'R DANGOSYDDION DARBODAETH - 1AF EBRILL HYD AT 30AIN MEHEFIN 2015**

Bu'r Pwyllgor yn ystyried yr adroddiad a amlinellai weithgareddau Swyddogaeth Rheoli'r Trysorlys am y cyfnod o'r 1af Ebrill 2015 hyd at 30ain Mehefin 2015, yn unol â gofynion Polisi a Strategaeth Rheoli'r Trysorlys a gymeradwywyd gan y Cyngor Llawn ar 24ain Chwefror 2015.

## **PENDERFYNWYD YN UNFRYDOL dderbyn yr adroddiad.**

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## 10. EGLURHAD YNGHYLCH PEIDIO Â CHYFLWYNO ADRODDIAD CRAFFU

Eglurwyd i'r Pwyllgor pam nad oedd adroddiad wedi'i gyflwyno ynghylch Cynllun Heneiddio'n Dda Sir Gaerfyrddin.

**PENDERFYNWYD YN UNFRYDOL nodi'r rheswm.**

## 11. Y PWYLLGOR CRAFFU – POLISI AC ADNODDAU: Y DIWEDDARAF YNGHYLCH CAMAU GWEITHREDU AC ATGYFEIRIADAU

**PENDERFYNWYD YN UNFRYDOL nodi'r adroddiad a fanylai ar y cynnydd o ran y camau gweithredu, y ceisiadau, neu'r atgyfeiriadau oedd wedi deillio o gyfarfodydd blaenorol y Pwyllgor Craffu.**

## 12. EITEMAU AR GYFER Y DYFODOL

Rhodddwyd rhestr i'r Pwyllgor o'r eitemau a fyddai'n cael eu hystyried yn ei gyfarfod nesaf i'w gynnal ddydd Llun, 5ed Hydref 2015. Nododd hyd yr agenda. Mynegwyd anfonlonrwydd ynghylch nifer y swyddogion oedd yn absennol heddiw a nifer yr ymholiadau na chawsant eu hateb.

**PENDERFYNWYD YN UNFRYDOL:**

**12.1 Cymeradwyo'r eitemau ar gyfer agenda'r cyfarfod nesaf.**

**12.2 Gohirio eitemau agenda os nad yw'r swyddogion perthnasol yn bresennol yn y cyfarfod.**

## 13. LLOFNODI COFNODION CYFARFOD Y PWYLLGOR A GYNHALIWYD AR 11<sup>EG</sup> MEHEFIN 2015 YN GOFNOD CYWIR

**PENDERFYNWYD YN UNFRYDOL lofnodi cofnodion y cyfarfod a gynhaliwyd ddydd Iau, 11eg Mehefin 2015, yn gofnod cywir.**

**LLOFNODWYD:** \_\_\_\_\_ (Cadeirydd)

**DYDDIAD:** \_\_\_\_\_