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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont, CF31 4WB / Civic Offices, Angel Street, Bridgend, CF31 4WB

*Rydym yn croesawu gohebiaeth yn Gymraeg.
Rhowch wybod i ni os mai Cymraeg yw eich
dewis iaith.*

*We welcome correspondence in Welsh. Please
let us know if your language choice is Welsh.*



Annwyl Cyngorydd,

PWYLLGOR TROSOLWG A CHRAFFU CORFFORAETHOL

Cynhelir Cyfarfod Pwyllgor Trosolwg a Chraffu Corfforaethol fel cyfarfod Hybrid yn y Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr ar **Dydd Iau, 2 Mawrth 2023 am 10:00**.

AGENDA

1. Ymddiheuriadau am absenoldeb
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant
Derbyn datganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau / Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2008.
3. Cymeradwyaeth Cofnodion 5 - 24
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 21/07/2022
4. Gweithlu, Recriwtio a Chadw 25 - 32

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Rydym yn croesawu gohebiaeth yn y Gymraeg. Rhowch wybod i ni os yw eich dewis iaith yw'r Gymraeg

We welcome correspondence in Welsh. Please let us know if your language choice is Welsh

Gwahoddwyr:

Cynghorydd Huw David - Arweinydd y Cyngor
Cynghorydd Jane Gebbie – Dirprwy Arweinydd y Cyngor ac Aelod Cabinet - Gwasanaethau
Cymdeithasol a Chymorth Cynnar
Cynghorydd Hywel Williams – Aelod Cabinet – Adnoddau

Mark Shephard - Prif Weithredwr
Kelly Watson - Prif Swyddog, Gwasanaethau Cyfreithiol a Rheoleiddio, AD a Pholisi
Corfforaethol

Debra Beeke - Rheolwr Grŵp – Adnoddau Dynol a Datblygu Trefniadaethol
Paul Miles - Rheolwr Canolfan Gwasanaeth AD

John Hughes – Cynrychiolydd Undeb Llafur - UNISON
Neil Birkin - Cynrychiolydd Undeb Llafur - GMB
Stephen Maclaren - Cynrychiolydd Undeb Llafur - Unite

5. Cynllun Cyflawni'r Cynllun Corfforaethol 2023-24 33 - 36
Gwahoddwyr:

Cynghorydd Huw David - Arweinydd y Cyngor
Cynghorydd Hywel Williams – Aelod Cabinet – Adnoddau
Cynghorydd Rhys Goode – Aelod Cabinet Llesiant a Chendlaethau'r Dyfodol

Mark Shephard - Prif Weithredwr
Carys Lord - Pennaeth Cyllid, Perfformiad a Newid

Alex Rawlin - Rheolwr Polisi Corfforaethol a Materion Cyhoeddus

6. Grant Cyfleusterau i'r Anabl - Adroddiad Cynnydd a Datganiad Sefyllfa 37 - 44
Gwahoddwyr:

Cynghorydd Rhys Goode – Aelod Cabinet Llesiant a Chendlaethau'r Dyfodol

Carys Lord - Pennaeth Cyllid, Perfformiad a Newid

Martin Morgans – Pennaeth Gwasanaeth - Perfformiad a Gwasanaethau Partneriaeth
Lynne Berry - Rheolwr Grŵp Adfywio Tai a Chymuned

7. Casgliadau/ Argymhellion

8. Diweddariad Rhaglen Gwaith 45 - 108

9. Materion Brys

I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

Nodyn: Bydd hwn yn gyfarfod Hybrid a bydd Aelodau a Swyddogion mynychu trwy Siambr y Cyngor, Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr / o bell Trwy Timau Microsoft. Bydd y cyfarfod cael ei recordio i'w drosglwyddo drwy wefan y Cyngor. Os oes gennych unrhyw gwestiwn am hyn, cysylltwch â cabinet_committee@bridgend.gov.uk neu ffoniwch 01656 643147 / 643148.

Yn ddiffuant

K Watson

Prif Swyddog, Gwasanaethau Cyfreithiol a Rheoleiddio, AD a Pholisi Corfforaethol

Dosbarthiad:

Cynghorwyr

H T Bennett

F D Bletsoe

P Davies

RM Granville

Cynghorwyr

S J Griffiths

M L Hughes

M Jones

RL Penhale-Thomas

Cynghorwyr

T Thomas

G Walter

A Williams

AJ Williams

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Presennol

Y Cynghorydd A Williams – Cadeirydd

H T Bennett
S J Griffiths
T Thomas

F D Bletsoe
M L Hughes
G Walter

P Davies
M Jones
AJ Williams

RM Granville
RL Penhale-Thomas

Ymddiheuriadau am Absenoldeb

Mark Shephard

Swyddogion:

Lucy Beard	Swyddog Craffu
Deborah Exton	Dirprwy Bennaeth Cyllid dros dro
Lindsay Harvey	Cyfarwyddwr Corfforaethol – Addysg a Chymorth i Deuluoedd
Rachel Keepins	Rheolwr Gwasanaethau Democrataidd
Meryl Lawrence	Uwch Swyddog Gwasanaethau Democrataidd - Craffu
Carys Lord	Prif Swyddog - Cyllid, Perfformiad a Newid
Claire Marchant	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Jessica Mclellan	Swyddog Craffu
Martin Morgans	Pennaeth Gwasanaeth - Perfformiad a Gwasanaethau Partneriaeth
Janine Nightingale	Cyfarwyddwr Corfforaethol - Cymunedau
Kelly Watson	Prif Swyddog – Gwasanaethau Cyfreithiol, Adnoddau Dynol a Rheoleiddio

11. DATGAN BUDDIANNAU

Datganodd y Cyng. Heidi Bennett fuddiant personol yn yr adroddiad ar Fonitro'r Gyllideb 2022-23 - Rhagolwg Refeniw Chwarter 1 gan fod y sefydliad y mae'n gweithio iddo wedi'i nodi yn un â hawl trosglwyddo arian ym mharagraff 4.1.10 o'r adroddiad hwnnw.

Datganodd y Cynghorwyr Alex Williams, Heidi Bennett, Paul Davies a Martyn Jones fuddiannau personol yn yr adroddiad ar Berfformiad y Cyngor yn Erbyn ei Ymrwymadau ar gyfer y flwyddyn 2021-22, gan eu bod yn landlordiaid preifat yn y Fwrdeistref Sirol.

Datganodd y Cynghorydd Tîm Thomas fuddiant rhagfarnus yn yr adroddiad ar Berfformiad y Cyngor yn Erbyn ei Ymrwymadau ar gyfer y flwyddyn 2021-22, gan ei fod yn swyddog ymgyrchoedd a materion cyhoeddus y Gymdeithas Landlordiaid Preswyl Cenedlaethol.

Datganodd y Cynghorydd Freya Bletsoe fuddiant personol yn yr adroddiad ar Berfformiad y Cyngor yn Erbyn ei Ymrwymadau ar gyfer y flwyddyn 2021-22, gan fod aelod o'i theulu yn gweithio i'r Gymdeithas Landlordiaid Preswyl Cenedlaethol.

12. MONITRO'R GYLLIDEB 2022-23 - RHAGOLWG O REFENIW CHWARTER 1

Cyflwynodd y Prif Swyddog Cyllid, Perfformiad a Newid yr adroddiad. Diben yr adroddiad oedd rhoi diweddariad i'r Pwyllgor ar sefyllfa ariannol a refeniw'r Cyngor ar 30 Mehefin 2022.

Holodd Aelod am danwariant o £459,000 yn y Gyfarwyddiaeth Cymunedau, gan ei bod hi'n pryderu mai yn y Gyfarwyddiaeth honno mae'r rhan fwyaf o gwynion gan etholwyr. Yn ogystal, roedd ymatebion i Atgyfeiriadau gan Aelodau'n aml yn nodi nad oedd digon o gyllideb i gyflawni'r gwaith angenrheidiol. Holodd hefyd pam fod diffyg o £95,000 ar ostyngiadau'r gyllideb yn y Gyfarwyddiaeth Cymunedau, pan y rhagwelir tanwariant o £459,000?

Nododd yr Aelod Cabinet Cymunedau mai rhagolwg oedd y tanwariant, a'i fod heb ei gadarnhau.

Eglurodd y Cyfarwyddwr Corfforaethol Cymunedau bod oedi o ran arbedion y gyllideb o £160,000 ar gyfer 2021-22, gan gynnwys arbediad o £100,000 ar gyfer y Cynllun Caniatáu, a oedd â'r bwriad o godi tâl ar gwmnïau cyfleustodau sy'n cloddio ffyrdd. Fodd bynnag, nid oedd Llywodraeth Cymru wedi cymeradwyo'r Cynllun nac ymateb i'w cynnig.

O ran y Ganolfan Ailgylchu Cymunedol (CRC) ym Mhîl, cadarnhaodd y Cyfarwyddwr nad oedd trwyddedu wedi'i derbyn gan Gyfoeth Naturiol Cymru (NRC) a'i fod wedi'i godi'n wleidyddol yn sgîl y materion gweithredol yn deillio o hyn.

Mewn perthynas â'r gostyngiadau i'r gyllideb gwerth £150,000 yn ystod y flwyddyn, roedd £55,000 wedi'i gyflawni. Doedd dim modd cyflawni £95,000 oherwydd dau faes.

Nododd mai'r mater cyntaf oedd disodliad aflwyddiannus bagiau gwastraff bwyd bioddiraddadwy gyda bagiau plastig. Eglurodd bod bwyd yn torri i lawr yn llawer cynt na'r bagiau bioddiraddadwy, ac oherwydd hyn, roedd y cwmni'n tynnu'r bwyd allan o'r bag, yn rhoi'r bwyd mewn treuliwr, ac yna'n gwaredu'r bag. Cadarnhaodd bod y bagiau presennol yn costio £35,000 yn fwy na'r bag untro, a hefyd ei bod hi'n bosibl bod dadl genedlaethol am y microronynnau a allai fod yn bresennol wedi atal y newid a'r arbediad.

Nododd mai'r ail faes lle roedd arbediad o £60,000 wedi bod yn aflwyddiannus oedd gosod yn fasnachol adain yn Llys Ravens, oherwydd meddiant parhaus y ganolfan frechu a bod y Cyngor hefyd yn meddiannu rhannau o'r adeilad. Nododd bod model gwasanaethau'r dyfodol ar waith, fodd bynnag, doedd dim modd gosod yr adain nes cael cadarnhad na fyddai angen y llety ar y Cyngor.

Cadarnhaodd y Cyfarwyddwr Corfforaethol Cymunedol mai rhagolwg Chwarter 1 oedd tanwariant o £459,000. Cyfeiriodd yr Aelod at dudalen 17 yn y pecyn Adroddiadau, a oedd yn cynnwys y manylion o ble gallai tanwariant a gorwariant posibl ddigwydd yn y Gyfarwyddiaeth a fyddai'n arwain at danwariant o £459,000. Nododd hefyd y byddai'r ffigur yn newid yn ystod bob Chwarter.

Cadarnhaodd bod tanwariant presennol ar wastraff, gyda gostyngiad o 3.9% yn yr arian a delir am y ganolfan ailgylchu deunyddiau. Fodd bynnag, gan fod tunelledd y gwastraff a gesglir yn cynyddu, roedd yn rhagweld y gallai'r tanwariant gael ei falansu yn ystod y flwyddyn.

Amlygodd hefyd bod arbedion wedi dod i'r amlwg yn y gyllideb goleuadau stryd drwy gyflwyno goleuadau LED, gyda rhagolwg o danwariant posibl o £271,000. Fodd bynnag, roedd prisiau ynni'n cynyddu'n sylweddol, yn ogystal â chwyddiant pris costau ar y ffordd, felly roedd angen monitro hyn.

Roedd rhagolwg o orwariant o ran Landlord Corfforaethol oherwydd diffygion ym meddiant marchnad Pen-y-bont ar Ogwr, y Parc Gwyddoniaeth a'r Ganolfan Arloesedd a oedd yn cynrychioli colled incwm o £230,000.

Fodd bynnag, roedd modd gwneud yn iawn am y diffygion yn yr Adran Landlord Corfforaethol oherwydd y tanwariant o £157,000, oherwydd swyddi gwag yn dilyn proses recriwtio aflwyddiannus.

Cadarnhaodd hefyd bod y Gyfarwyddiaeth Cymunedau fel arfer yn adennill costau yn y rhan fwyaf o flynyddoedd gyda swm bach iawn naill ai o orwariant neu danwariant. Fodd bynnag, nid oedd yn rhagweld y byddai'r sefyllfa danwariant yn parhau erbyn diwedd y flwyddyn, o ystyried y Strategaeth Ariannol Tymor Canolig (MTFS), heb grantiau a chymorth referniw sylweddol.

Holodd Aelod beth oedd yr effeithlonrwydd untro amgen a oedd yn cael eu hystyried er mwyn darparu sefyllfa gyllidebol wedi'i balansu, mewn perthynas ag adleoli'r Ganolfan Ailgyrchu'r Cartref o Tythegston i Bîl? Yn ogystal, nododd gyhoeddiad Llywodraeth Cymru y byddai pawb dros 50 oed yn gymwys ar gyfer brechiad atgyfnerthu, a holodd a oedd unrhyw un yn rhagweld y byddai incwm yn cael ei gynhyrchu o Lys Ravens oherwydd hynny? Yn olaf, gofynnodd a oedd y diffyg a ragwelwyd, sef £273,000, neu 42.5% o'r targed gostwng cyffredinol yn sefyllfa gywir ac, o ystyried yr ansicrwydd ariannol a ragwelwyd, a oedd yn sefyllfa gynaliadwy?

Cadarnhaodd y Cyfarwyddwr Corfforaethol Cymunedau mai'r prif nod oedd cyflawni'r arbediad o £60,000, a gweithio gyda CNC a Kier. O ran cyd-destun, dywedodd ei bod wedi'i siomi bod cais i CNC am drwydded weithredu i'r CRC, yn unol â manylebau CNC, wedi cymryd 9 mis i gael ei ystyried oherwydd problemau adnoddau, yn hytrach na'r 12 wythnos arferol. Cadarnhaodd nad oedd y £60,000 oherwydd y CRC ym Mhîl, ond yn hytrach oherwydd y taliad prydles yn Tythegston. Doedd dim modd gwaredu'r safle nes cyflawni'r symudiad i Bîl.

Cadarnhaodd bod CNC wedi gwrthod y cais gan fod angen cais â chymeradwyaeth i ddefnyddio hydrant y gwasanaeth tan ar y ffordd y tu allan. Nododd fod hyn yn hawdd ei ddatrys, felly roeddent wedi apelio ac ail-gyflwyno i CNC i ofyn iddynt osod amodau ar y drwydded yn hytrach na'i gwrthod. Roedd yn gobeithio cyflawni ychydig o arbedion yn ystod y flwyddyn pan fyddai'r drwydded yn dod i law, a phan y gellid agor y CRC ym Mhîl, ond roeddent wedi ymestyn y drwydded yn Tythegston hyd mis Medi, gyda'r gallu i ymestyn tan fis Ebrill pe byddai angen.

O ran y ganolfan frechu yn Llys Ravens, cadarnhaodd eu bod wedi gofyn i barhau i feddiannu'r adeiniau hynny. Nododd fod incwm rhent ar raddfa fasnachol yn deillio o hynny a fyddai'n parhau.

O ran y diffyg o £273,000 a ragwelwyd, eglurodd y Cyfarwyddwr Corfforaethol Cymunedau fod hyn yn berthnasol i'r Cyngor yn ei gyfanrwydd, gyda'r diffyg yn y Gyfarwyddiaeth Cymunedau yn £95,000 ar sail y materion bagiau gwastraff bwyd a Llys Ravens yr oedd hi eisoes wedi'u hegluro.

Nododd Aelod fod yr eglurhad a ddarparwyd gan y Cyfarwyddwr Corfforaethol Cymunedau ynghylch y tanwariant o £459,000 a ragwelwyd yn ddefnyddiol, ond holodd a oedd y dryswch oherwydd problemau terminoleg yn y Saesneg, hynny yw, nodi '*projected outturn*' yn hytrach na '*run rate*'.

Yng nghyd-destun cyfrifeg, cadarnhaodd y Cyfarwyddwr Corfforaethol Cymunedau bod rhagolygon yn bodoli, ond nododd fod y sefyllfa yn newidiol yn enwedig yn Chwarter 1. Er hyn, roedd ar sail tystiolaeth a'r sefyllfa bresennol.

Nododd y Prif Swyddog Cyllid, Perfformiad a Newid fod angen tybio llawer o bethau ar sail gwybodaeth gyfredol ar ddiwedd Chwarter 1. Roedd hyn yn cael ei adolygu'n

rheolaidd wrth i ragor o dystiolaeth ddod i'r amlwg, ac wrth i'r sefyllfa gyllidebol ddod yn fwy clir.

Roedd yr Aelod yn awyddus i'r Pwyllgor ddeall yn llwyr y gwahaniaeth rhwng graddfa gyfredol (*run rate*) a'r alldro a ragwelwyd (*projected outturn*), a chadarnhaodd y Prif Swyddog Cyllid, Perfformiad a Newid y byddai'r defnydd o derminoleg benodol yn cael ei ystyried wrth adrodd yn y dyfodol.

Cadarnhaodd yr Arweinydd mai dim ond yr wythnos honno yr oedd y Bwrdd Iechyd wedi cadarnhau mewn cyfarfod â'r Prif Weithredwr eu bod yn awyddus i barhau i ddefnyddio Llys Ravens, ac amlygodd ei fod yn enghraifft dda o ragolygu yn yr adroddiad. Hefyd, pwysleisiodd y byddai'r sefyllfa ariannol yn edrych yn wahanol mewn Chwarteri eraill o gymharu â Chwarter 1, ac yn enwedig oherwydd y pandemig a chwyddiant, roedd creu rhagolygon yn anodd o ystyried yr ansicrwydd a ffactorau y tu hwnt i reolaeth y Cyngor.

Gan gyfeirio at baragraff 4.1.6 o'r adroddiad, gofynnodd Aelod a oedd unrhyw ffigurau ar gael o ran faint o'r £1 miliwn a gafodd ei gario drosodd i 2022-23 (a gymeradwywyd gan y Bwrdd Rheoli Corfforaethol (CCMB)) i gefnogi meysydd parcio am ddim oedd wedi'i ddefnyddio. Hefyd, talodd sylw at y pwysau cyllidebol sylweddol yn deillio o swyddi gwag, a gofynnodd am ddatganiad ynghylch canran y swyddi gwag a'r camau oedd ar waith i leddfu'r pwysau hynny.

Cadarnhaodd yr Arweinydd fod y gyfradd swyddi gwag wedi cynyddu'n sylweddol, gyda Gofal Cymdeithasol ymhlith y meysydd gyda'r nifer fwyaf o swyddi gwag. Yn ystod y mis diwethaf, bu cyfres o ffeiriau recriwtio yn Sarn, Pîl a Phen-y-bont ar Ogwr, ac ymgyrch parhaus yn hyrwyddo swyddi gwag. Yn enwedig ym maes gofal cymdeithasol, roedd ychwanegiadau'r farchnad wedi'u hystyried a'u cyflwyno os oedd achos busnes, er mwyn ceisio datrys y broblem o swyddi gwag yn cael eu hysbysebu'n parhaus. Amlygodd bod hynny'n adlewyrchu sefyllfa gyffredinol y farchnad lafur, a oedd yn fwy cystadleuol, ac yn golygu bod angen i gyflogwyr gystadlu am staff mewn ffordd nas welwyd ers tro.

Amlygodd y Dirprwy Arweinydd bod prosesau recriwtio wedi bod ar waith ers tro ledled y fwrdeistref sirol, a chydabuwyd hefyd y sefyllfa anodd ym maes gofal cymdeithasol. Pwysleisiodd yr angen am weithwyr cymdeithasol, bod rhai timau'n gweithio ar lefel gyda dros 50% o swyddi'n wag, a bod mwy o staff asiantaeth yn gweithio ar hyn o bryd na'r hyn y byddai'n hoffi ei weld. Amlygodd hefyd yr angen cynyddol i adolygu cyfraddau teithio CThEM, sef 45 ceiniog y filltir ar hyn o bryd, a bod Pen-y-bont yn talu cyfradd uwch o 47 ceiniog y filltir. Nododd y dylai'r safbwynt gyfleu bod pobl yn mynd i'r gwaith i ennill cyflog i dalu biliau a chyfrannu at gymdeithas.

Aeth y Dirprwy Arweinydd ymlaen i nodi bod pob Cyfarwyddiaeth yn colli aelodau staff i sefydliadau a oedd yn talu mwy. Roedd Cymdeithas Llywodraeth Leol Cymru (WLGA) yn gwneud gwaith ar y mater hwn.

Cadarnhaodd y Prif Swyddog - Gwasanaethau Cyfreithiol a Rheoliadol, AD a Pholisïau Corfforaethol bod gwaith ar ben ffordd ar brosesau AD a chyfraddau swyddi gwag, ond pwysleisiodd fod yr anawsterau'n bresennol ym mhob rhan o'r Cyngor. Amlygodd bod y Cyngor yn ymchwilio i ddulliau a mentrau gwahanol i chwilio am staff a'u recriwtio. Nododd y gallai rannu gwybodaeth ag Aelodau am faterion recriwtio presennol, cyfraddau swyddi gwag a data ynghylch hysbysebion parhaus am swyddi gwag.

O ran y cyfleusterau parcio am ddim, cadarnhaodd y Cyfarwyddwr Corfforaethol Cymunedau fod y cynnig o 3 awr am ddim yn y Rhiw ym Mhen-y-bont ar Ogwr a Stryd John ym Mhorthcawl wedi'u hystyried, a bod yr incwm a gollwyd yn deillio o hyn rhwng £36,000 a £40,000 y mis. Roedd hyn yn dymhorol ac yn dibynnu ar adeg y flwyddyn,

felly, roedd y swm oddeutu £400,000 yn flynyddol. Fodd bynnag, roedd yr incwm yn deillio o bob maes parcio yn y fwrdeistref rhwng £1.3 a £1.4 miliwn. Roedd hyn yn sylweddol, yn enwedig gyda'r MTFS anodd a ragwelwyd. Bu iddi gloi drwy ddweud bod y gronfa caledi'n galluogi'r cynnig o gyfleuster parcio am ddim, gan wneud yn iawn am yr incwm a gollwyd oddeutu £400,000.

Trafododd Aelod baragraff 4.1.9 o'r adroddiad; bod yr MTFS yn cynnwys dyraniad pwysau cyllidebol gwerth £500,000 gyda £60,000 ar gyfer yr Hwb Diogelu Aml-asiantaethol (MASH)/Gwybodaeth, Cyngor a Chymorth (IAA) a diogelu. Amlygodd bod nifer y problemau diogelu wedi cynyddu'n sylweddol, a bod y tîm yn gweithio y tu hwnt i'w capasiti. Gofynnodd am eglurder ar ddigonolrwydd y dyraniad.

Rhoddodd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles bod y dyraniad gwerth £60,000 yn ymwneud ag adnoddau rheoli penodol ac adnoddau goruchwyllo yn y gwasanaeth. Yn flaenorol, roedd un rheolwr tîm yn y gwasanaeth, ond bellach roedd dau reolwr. Eglurodd bod y pwysau yn ychwanegol i'r pwysau a oedd eisoes wedi'i gymeradwyo yn rhan o'r MTFS, ac wedi'i gymeradwyo yn rhan o bwysau cyllidebol mwy ar gyfer gofal cymdeithasol plant a oedd wedi cynnwys pedwar o weithwyr cymdeithasol ychwanegol.

Amlygodd bod MASH ac IAA wedi cael eu dylunio a'u sefydlu oddeutu 5 mlynedd nôl ar sail 200 o gysylltiadau â'r gwasanaeth mewn mis, ond bellach, roedd 600 o gysylltiadau. Roedd y gwasanaeth yn cael ei reoli drwy gronfeydd wrth gefn wedi'u clustnodi, i sicrhau capasiti digonol i ateb y galw mewn modd cynaliadwy, a chadw'r llwythi achos ar lefel resymol i'r gweithlu. Roedd rhaid ymgysylltu ag arbenigwyr cymorth allanol dros gyfnod yr haf ar achos busnes, ac roedd pwysau cyllidebol dangosol wedi'i gyflwyno ar gyfer y flwyddyn nesaf; byddai manylion ynghylch maint y pwysau cyllidebol hynny yn dod i'r amlwg drwy weithio ar yr achos busnes.

Awgrymodd Aelod y dylai pawb ddefnyddio'r rhifau tudalen ar y pecyn Agenda cyhoeddus, fel bod modd i'r cyhoedd ddilyn hefyd.

Gofynnodd Aelod a oedd y gyllideb wedi'i sefydlu ar sail y gweithlu presennol gyda nifer fawr o swyddi gwag, neu beth ddylai'r lefel gweithlu llawn fod?

Cadarnhaodd y Prif Swyddog Cyllid, Perfformiad a Newid y byddai'r gyllideb wedi cael ei gosod ar sail y Sefydliad, h.y., nifer y swyddi yn yr awdurdod. Roedd yr adroddiad yn amlygu tanwariant yn y gyllideb mewn rhai meysydd o ganlyniad i swyddi gwag, gan fod yr holl swyddi wedi'u costio'n llawn yn y gyllideb gwaelodlinol.

Dywedodd Aelod mai un o'r ffactorau pwysau mwyaf oedd chwyddiant, a oedd i fod i gyrraedd tua 10% erbyn diwedd y flwyddyn. Holodd am y disgwyliad y byddai'r Cyngor yn derbyn rhagor o geisiadau yn ystod y flwyddyn gan contractwyr allanol, yn enwedig yn y Gyfarwyddiaeth Cymunedau, a beth oedd y cynlluniau i leddfu hynny. Cyfeiriodd at achos lle roedd contractwr allanol wedi gwneud cais am gynnydd o ran ailwynebu'r briffordd, a holodd a fyddai'r Cyngor yn gallu cyflawni'r hyn yr oedd yn disgwyl ei gyflawni pe byddai rhagor o geisiadau ynghylch cynnydd mewn chwyddiant.

Cadarnhaodd y Prif Swyddog Cyllid, Perfformiad a Newid eu bod nhw'n clywed gan gyflenwyr a darparwyr yn enwedig mewn perthynas â'r broblem chwyddiant, ac yn bennaf ynghylch costau tanwydd. Fodd bynnag, cadarnhaodd fod hyn hefyd yn cael effaith ar y Rhaglen Gyfalaf. Nododd bod y ceisiadau'n cael eu datrys mor dda â phosibl ac wrth iddynt ddod i mewn. Er bod angen cadw mewn cof y pwysau ar gyflenwyr, byddai angen taro cydbwysedd rhwng naill ai gostyngiad yn y gwasanaeth oherwydd y costau ychwanegol, neu bwysau cyllidebol ychwanegol. Awgrymodd bod angen ystyried

pob achos yn unigol i sicrhau'r manteision gorau posibl o ran contractau, wrth gadw mewn cof y cyllid ac effeithlonrwydd.

Cadarnhaodd yr Arweinydd bod y maes pryder yn cael ei drafod gyda Llywodraeth Cymru, gan ei bod yn her yr oedd pob awdurdod lleol yn ei hwynebu ledled Cymru a'r DU. Nododd bod angen i Lywodraeth y DU adlewyrchu hynny mewn cyllid ychwanegol, yn ystod y flwyddyn, i Lywodraeth Cymru a ellid ei rannu ag awdurdodau lleol. Bu iddo gydnabod bod Llywodraeth Cymru yn helpu ble bo'n bosibl, ac amlygodd eu bod wedi cynyddu'r cyllid grant ar gyfer Rhaglen Moderneiddio Ysgolion y 21ain Ganrif gan £12 miliwn. Roedd y cynnydd, yn rhannol, er mwyn adlewyrchu targedau uwch o ran yr agenda carbon sero net, ond hefyd yn adlewyrchiad o gostau adeiladu llawer uwch.

O ystyried y ffiniau tynn o fewn Cyfarwyddiaethau i gyflwyno rhai cynigion i leihau'r gyllideb, gofynnodd Aelod pa ystyriaeth yr oedd y Cabinet wedi'i rhoi i dynnu nôl rhai o'r gwasanaethau ar ddisgresiwn a ddarperir gan y Cyngor i gynnig gwasanaethau statudol yn unig, pe na fyddai unrhyw gyllid ychwanegol ar ei ffordd gan Lywodraeth y DU yn ystod y flwyddyn. Fel arall, a fyddai unrhyw gwmpas o fewn y gronfa wrth gefn gostwng y gyllideb MTFS i ysgwyddo ychydig o'r baich a fyddai'n deillio o bwysau chwyddiant, pwysau Brexit, etifeddiaeth Covid-19 a chostau eraill y cyfeiriwyd atynt i barhau â darpariaeth y gwasanaeth presennol.

Nododd yr Arweinydd bod yr holl wasanaethau disgresiynol yn bwysig iawn i'r gymuned ac yn lleihau pwysau ar wasanaethau statudol, gan arbed arian yn y tymor hir a'r tymor byr. Dywedodd mai'r enghraifft fwyaf a mwyaf amlwg oedd y gwasanaethau hamdden, gyda Phen-y-bont yn meddu ar y cynllun cyfeirio meddygon teulu mwyaf yng Nghymru, a oedd yn galluogi pobl i aros yn iachach ac yn fwy annibynnol am gyfnod hirach, gan arbed o ran anghenion gofal pobl. Felly, nid oedd eisiau gwneud y camgymeriad o leihau rhai gwasanaethau disgresiynol allweddol er mwyn cyflawni arbedion cyllidebol byrdymor, a fyddai'n costio i gymunedau. Byddai'n betrusgar o ran lleihau gwasanaethau nad oeddent yn cael eu hystyried yn statudol, ond roedd yn cydnabod nad oedd labelu gwasanaethau yn statudol yn syml yn dilyn cyflwyno Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) a deddfwriaeth arall lle roedd gwasanaethau a fyddai yn y gorffennol wedi'u nodi yn rhai disgresiynol o bosibl yn helpu i gyflawni deddfwriaeth allweddol.

Cadarnhaodd y Prif Swyddog Cyllid, Perfformiad a Newid bod ychydig o arian yn y gronfa wrth gefn a all gael ei ddefnyddio i ysgwyddo rhai o'r pwysau. Fodd bynnag, dim ond unwaith y gellid defnyddio cronfeydd wrth gefn. Felly, os oedd y pwysau'n un untro a fyddai'n gwella dros amser, gellid defnyddio'r cronfeydd wrth gefn pe byddai'r pwysau'n cael ei ymgorffori i'r gyllideb sylfaenol fel cost barhaus. Wedi hynny, byddai angen gwneud penderfyniadau o ran y lefel wasanaeth.

Nododd Aelod y byddai unrhyw beth yn llai na chynnydd cyflog o 10% i staff i bob pwrpas yn cynrychioli toriad cyflog o ystyried bod disgwyl i chwyddiant gynyddu gan 10% erbyn diwedd y flwyddyn. Roedd yn awyddus i gael syniad o gynnydd o ran trafodaethau lleol gyda chydweithwyr undebau llafur a Llywodraeth Cymru.

Roedd y Dirprwy Arweinydd yn argymhell na ddylid mynd yn erbyn y fframwaith bargeinio NJC, y sefyllfa negodi genedlaethol. Cytunodd fod angen codiad cyflog priodol ar staff, ond awgrymodd bod angen i hynny gael ei ariannu'n llwyr gan San Steffan, gyda chyllideb bwrsol yn angenrheidiol i gael synergedd ledled gwasanaethau cyhoeddus yng Nghymru. Nododd mai staff oedd yr adnodd mwyaf a'r peth mwyaf gwerthfawr, ac felly roedd angen eu gwerthfawrogi mewn modd priodol.

Ategodd yr Arweinydd ei gefnogaeth dros godiad cyflog i staff a oedd yn unol â chwyddiant. Fodd bynnag, gan fod cyflogau'n cael eu negodi ar lefel genedlaethol,

roedd angen i gynnydd mewn cyflog gael ei ariannu'n llawn gan y llywodraeth ganolog. Bu iddo gydnabod bod gweithwyr yn profi'r argyfwng costau byw, gan amlygu sut y byddai cynnydd cyflog cyffredinol yn helpu o ystyried yr anawsterau ynghylch recriwtio a chadw staff.

Gan gyfeirio at baragraff 4.2.5 a 4.2.7 o'r adroddiad, gofynnodd Aelod pa gynigion lleihau amgen oedd yn cael eu hystyried.

Cadarnhaodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd bod dysgu i oedolion yn y gymuned yn agwedd ar ddarpariaeth gwasanaeth a oedd yn cael ei gwerthfawrogi'n sylweddol. Yn ddiweddar, roedd telerau ac amodau Llywodraeth Cymru ar ddefnyddio cyllid grant at ddibenion gweinyddol a rheoli wedi newid, ac wedi'i gapio ar 3%, a oedd yn golygu bod angen newid. Felly, roedd angen dull rhanbarthol. Cadarnhaodd eu bod nhw'n gweithio'n agos â Choleg Pen-y-bont ar Ogwr, partner allweddol ym Mhen-y-bont a hefyd ledled ardal Consortiwm Canol y De, gan weithio'n agos â Rhondda Cynon Taf. Un peth a oedd yn cael ei ystyried oedd beth allai darparwyr eraill ei gynnig i wasanaethau oedolion ym Mhen-y-bont ar Ogwr, gan gynnwys yr un safon uchel a chynnal ymrwymadau MTFS.

Nododd Aelod y gorwariant a ragwelir o £220,000 ynghylch cymorth i ddysgwyr ym mharagraff 4.3.1 o'r adroddiad, a cheisiodd eglurder ar y safbwynt bod hyn oherwydd dysgwyr yn aros am leoliadau yn Heronsbridge neu Ysgol Bryn Castell (YBC). Holodd a oedd hyn o ganlyniad i faterion capasiti, ac a fyddai hyn yn cael ei ddatrys ar ôl symud Heronsbridge.

Cadarnhaodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd bod rhai grwpiau blwyddyn yn YBC yn llawn. Yn y ddwy flynedd olaf, nododd y newidiadau sylweddol i'r heriau emosiynol, cymdeithasol ac ymddygiadol a oedd rhai dysgwyr mewn ysgolion yn eu profi, a nododd pan fod angen darpariaeth bwrpasol neu wedi'i theilwra i'r dysgwyr hynny, doedd dim capasiti i gyflawni hynny mewn rhai meysydd yn YBC. Felly, roedd angen ymateb graddedig i gefnogi anghenion y dysgwyr hynny a darparu staff ychwanegol gyda'r sgiliau a'r profiad i gefnogi'r anghenion hynny. Yn y tymor byr, cadarnhaodd eu bod nhw'n gweithio gyda chorff llywodraethu YBC a'r Prif Seicolegydd Addysg i ystyried sut i ehangu capasiti yn YBC, ac y byddant hefyd yn edrych ar adolygiad annibynnol yn y flwyddyn ysgol newydd ar gapasiti, i sicrhau bod anghenion pob plentyn ledled yr awdurdod lleol yn cael eu bodloni mewn modd mor ddiogel ac effeithiol ag sy'n bosibl.

Cadarnhaodd mai un maes allweddol oedd i ysgol Heronsbridge ehangu'r ddarpariaeth, ac a fyddai'n bodloni rhai o'r anghenion i'r dyfodol. Nododd fod Pen-y-bont ar Ogwr yn lwcus o gael dwy ysgol arbennig ardderchog, ac roedd eisiau sicrhau bod y ddarpariaeth yn cael ei chynnal i bob dysgwr ar yr un lefel o effeithlonrwydd â nawr.

Nododd Aelod bod cyfarfod Cabinet diweddar wedi cymeradwyo Cerbydau Hacni'n cynyddu eu costau a, chan gyfeirio at gostau cynyddol tanwydd, holodd a oedd y gorwariant a ragwelir ar gyfer cludiant o'r cartref i ysgolion yn realistig, ac a allai'r cynnydd i gostau Cerbydau Hacni osod cynsail i gwmnïau tacsis yn galw am brisiau uwch ar gyfer contractau.

Cytunodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd ei fod yn faes yn llawn heriau digynsail, a oedd wedi bod yn bwnc llosg mewn awdurdodau lleol yng Nghymru. Pwysleisiodd y cynnydd o 33% fesul litr o danwydd dros y chwe mis diwethaf, a oedd wedi bod yn heriol iawn i rai darparwyr cludiant. Bu iddo gydnabod y ddyletswydd statudol i ddarparu cludiant o gartrefi i ysgolion i ddysgwyr cymwys, gan gydnabod hefyd y darparwyr cludiant da ym Mhen-y-bont a oedd yn gweithio'n agos gyda nhw i gynnwys y gwasanaeth, er gwaetha'r ffaith ei fod yn heriol iddyn nhw.

Rhoddodd wybod bod yr ymarfer tendr diweddar wedi nodi bod costau yn y maes wedi cynyddu, a'r angen am bwysau yn y maes, ac oherwydd anweddolrwydd, roedd creu rhagolygon yn heriol. Fodd bynnag, o ran y contractau, roeddent wedi ceisio ymgorffori'r costau dros y tymor hirach i sicrhau bod yr anweddolrwydd wedi'i leihau cyn belled ag sy'n bosibl i'r Cyngor.

Gan gyfeirio at baragraff 4.3.1 o'r adroddiad ar gyllidebau dirprwyedig ysgolion, gofynnodd Aelod beth oedd cyfanswm diffyg y pum ysgol gynradd a'r ysgol uwchradd, a pha gymorth canolog yn yr awdurdod lleol oedd ar gael i sicrhau sefyllfa wedi'i balansu iddynt. Yn ogystal, holodd a oedd cyllid grant oedd wedi'i ddarparu gan y llywodraeth ganolog, gan arwain at nifer o ysgolion yn bod ag arian yn weddill, yn cuddio'r heriau yr oedd rhai ysgolion yn eu hwynebu. Gofynnodd hefyd a fyddai'r awdurdod lleol yn awyddus i adennill peth o'r cyllid hwnnw, neu ganiatáu i'r ysgolion ei gadw a pharhau mewn sefyllfa ag arian yn weddill.

Cadarnhaodd yr Aelod Cabinet Addysg na fyddai'r cyllid yn cael ei adennill, cyn belled â bod gan yr ysgol gynllun ariannol ar gyfer yr arian gweddilliol, y byddai'r Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd yn mynd trwyddo gyda'r ysgolion.

Pwysleisiodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd nad oedd unrhyw fwiad i adennill cyllid sy'n weddill gan ysgolion. Cadarnhaodd bod cynllun ariannol, ac y byddai angen dilyn dogfen statudol. Cadarnhaodd bod ei dîm yn mynd trwy'r broses ffurfiol o ddadansoddi sefyllfaoedd cyllidebol pob ysgol, ac amlygodd pa mor bwysig oedd gwneud hynny i fanteisio i'r eithaf ar gyllidebau ysgolion o ran anghenion dysgwyr.

Canodd glod Cadeiryddion Llywodraethwyr, Cyrff Llywodraethu a phenaethiaid am eu hymdrechion rhagorol dros y ddwy flynedd heriol ddiwethaf. Er ei fod yn ddiolchgar am y grantiau ychwanegol a oedd wedi dod i law, roedd y rhain wedi arwain at broblemau hefyd. Er bod safle cyllidebol iach, roeddent yn gweithio ag ysgolion i sicrhau bod yr arian gweddilliol yn cael ei wario er budd pob dysgwr.

Cytunodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd bod pum ysgol yn cynrychioli cyllideb ddiffygiol, ac er nad oedd ganddo gyfanswm y gyllideb ddiffygiol a ragwelir ar gyfer ysgolion ar hyn o bryd, cytunodd i rannu hyn ar ôl y cyfarfod.

Fodd bynnag, roedd hi'n bwysig gweithio'n agos â Swyddogion Cyllid Ysgolion ar reoli swyddi gwag, a sicrhau lle bo'n bosibl, bod cyllidebau ysgolion yn cael eu rheoli, a grantiau'n cael eu huchafu i gefnogi ysgolion yn effeithiol ar y cyd â'r Fforwm Cyllidebau Ysgolion.

Gan gyfeirio at baragraff 4.3.2 o'r adroddiad ar ddarpariaeth gofal preswyl y tu allan i'r sir, nododd Aelod y gyllideb uchel a bod nifer y lleoliadau wedi cynyddu o 13 i 16. Gofynnodd beth oedd ar waith i ddod â nifer y lleoliadau y tu allan i'r sir i lawr i ddim mwy nag 13. Gofynnodd hefyd a oedd y cynnydd o ganlyniad i broblemau staffio.

Nododd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles bod y gyllideb breswyl y tu allan i'r sir yn newidiol iawn ac yn dibynnu ar alw. Roedd pob plentyn yn cael ei asesu, a'i gynllun gofal yn cael ei bennu ar sail ei anghenion unigol. Byddai rhai cynlluniau gofal yn nodi bod angen lleoliad y tu allan i'r sir gan fod hynny orau i'r plentyn, gyda rhai lleoliadau y tu allan i'r sir yn cynnwys y plentyn yn byw gyda theulu, pobl berthnasol neu ofalwyr maeth, neu mewn darpariaeth breswyl arbenigol nad yw ar gael yn y fwrdeistref sirol.

Felly, er bod newid o dri i weld yn bryderus, roedd y gyllideb o fewn yr hyn ellid ei ddisgwyl mewn cyllideb ar sail anghenion plant a phobl ifanc, a chadarnhaodd bod gwaith yn cael ei wneud yn lleol, yn rhanbarthol ac yn genedlaethol yng Nghymru i ddatblygu addasrwydd y ddarpariaeth. Amlygodd bod llawer o blant a oedd yn byw y tu allan i'r ardal yn byw mewn awdurdodau cyfagos neu yn ne Cymru, a bod yr awdurdod yn gwneud pob ymdrech i geisio cadw'r plant mor gysylltiedig â phosibl â'r ardal leol drwy ysgolion a'r cysylltiad â theuluoedd, a hefyd yn ceisio eu dychwelyd yn ddiogel i'r ardal pan fo angen.

Cadarnhaodd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles er y byddai gwaith yn parhau i geisio lleihau nifer y plant wedi'u lleoli y tu allan i'r sir, byddai'r lleoliadau hynny ar gael bob tro pe byddai er budd y plentyn i drefnu lleoliad o'r fath.

Ychwanegodd y Dirprwy Arweinydd y byddai rhai lleoliadau dan orchmynion Llys gyda'r awdurdod lleol yn methu â chael dylanwad ar ble fyddai plentyn yn cael ei leoli. Hefyd, roedd yn awyddus i nodi bod yr unig uned ddiogel yng Nghymru, Hillside, mewn awdurdod cyfagos a'i fod yn lleoliad hynod o ddrud.

Nododd a chroesawodd Aelod y gorwariant a ragwelir o £185,000 ar offer ac addasiadau, gan ei fod o'r farn y byddai hyn yn arwain at ychydig o lwyddiant pan fyddai pobl yn cael eu rhyddhau o ysbytai i'w cartrefi, a oedd yn addas at y galw, a ble gallent fyw'n fwy annibynnol. Er iddo nodi ei fod yn fodel 'buddsoddi i arbed', holodd pa gyfraniad oedd y Bwrdd Iechyd yn ei wneud at y gwasanaeth, ac os nad oeddent, a ddylent gyfrannu?

Cadarnhaodd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles bod yr arian Pwysau'r Gaeaf gan Lywodraeth Cymru a ddaeth drwy'r Bwrdd Iechyd yn berthnasol i'r pwysau cyllidebol hwn. Fodd bynnag, amlygodd weithio partneriaeth gyda'r Bwrdd Iechyd i fuddsoddi i feysydd fel hyn sy'n cefnogi rhyddhau o'r ysbyty. Roedd hi'n hyderus y byddant y gweld buddsoddiad drwy'r llwybr hwn yn nes ymlaen yn y flwyddyn. O ran buddsoddiad cynaliadwy a pharhaus, nododd nad oedd buddsoddiad gan y Bwrdd Iechyd i'r maes yn cael ei ystyried yn rhan o'r gyllideb ailadroddus, ond roedd y gobeithio am symudiad at gyllidebau mwy integredig i fodloni anghenion pobl ag anghenion iechyd a gofal ar adeg cyflwyno.

O ran yr arbedion ynghylch goleuadau stryd, gofynnodd Aelod a oedd pob golau stryd ym mherchnogaeth y Cyngor wedi newid i ddefnyddio bwlb golau ynni-effeithlon ac os na, holodd a ellid defnyddio ychydig o'r arbedion i newid yr holl oleuadau, gan uchafu'r arbedion. Hefyd, o ran y goleuadau oedd heb eu mabwysiadu, gofynnodd a fyddai unrhyw bwysau'n deillio o wella safonau yn barod ar gyfer mabwysiadu, neu a fyddai angen disodli'r goleuadau hynny ar ôl mabwysiadu?

Eglurodd yr Aelod Cabinet Cymunedau bod y tanwariant a ragwelir ar oleuadau stryd yn rhan o'r darlun cyfan a gwneud yn iawn am orwariant. O ran datblygiadau newydd, roedd yn deall eu bod yn gosod goleuadau LED newydd yn unol â'r fanyleb a ddarparwyd iddynt gan yr awdurdod.

Cadarnhaodd y Cyfarwyddwr Corfforaethol Cymunedau bod yr holl oleuadau stryd newydd yn rhai addas i LED. Cadarnhaodd hefyd bylbiau newydd wedi'u gosod yn oddeutu 90% o 16,000 o oleuadau stryd y fwrdeistref. Fodd bynnag, nododd ei bod hi'n poeni gan fod y cynllun i newid y bylbiau wedi'i roi ar waith gan ddefnyddio benthyciad, a fyddai angen ei ad-dalu o'r arbedion. Er bod buddsoddi i arbed wedi bod yn ddefnyddiol, roedd y chwyddiant o ran pris ynni yn golygu mai prin iawn fyddai'r arbedion i'r dyfodol.

Roedd yr Aelod yn deall bod rhai datblygiadau'n eithaf hen, ac efallai nad oeddent wedi derbyn y manylebau presennol. Er enghraifft, roedd Persimmon Homes wedi rhoi gwybod iddi eu bod nhw'n defnyddio bylbiau gwahanol i'r awdurdod lleol.

Eglurodd y Cyfarwyddwr Corfforaethol Cymunedau bod yr holl oleuadau stryd a fabwysiadwyd ym mherchnogaeth y Cyngor wedi'u cynnwys yn y rhaglen.

O ran y tanwariant a ragwelir o £175,000 yn y Gwasanaethau Prifffyrdd, nododd a dealodd Aelod ei fod yn bennaf oherwydd bod staff yn gweithio ar gynlluniau cyfalaf, ond holodd am statws y cynlluniau hyn, ac os oedd am fod yn flaenoriaeth barhaus, a oedd pryder am swyddi beunyddiol o fewn y gwasanaeth?

Cadarnhaodd y Cyfarwyddwr Corfforaethol Cymunedau bod y tanwariant yn deillio o gynhyrchu incwm drwy godi tâl ar Lywodraeth Cymru am amser yn gweithio ar gynlluniau grant megis y Cynllun Teithio Llesol, dylunio Pont Penprysg a'r Cynllun 20mya.

Gyda phryder, nododd Aelod y gorwariant a ragwelir o £265,000 yn y Gwasanaethau Fflyd oherwydd lefelau cynhyrchiant is, a holodd sut roedd hyn yn cael ei leddfu.

Cytunodd y Cyfarwyddwr Corfforaethol Cymunedau ei fod yn ddarlun sy'n peri pryder, ond bod model gwasanaethau fflyd ar y cyd rhwng y Cyngor a Heddlu De Cymru yn Nhŷ Thomas. Rhoddodd wybod am ychydig o broblemau gyda'r drefn godi tâl, gan fod cryn dipyn o salwch yn y maes gwasanaeth a oedd wedi arwain at ostyngiad yn y gwaith y gellir codi tâl ar ei gyfer; dyna'r rheswm dros y gorwariant a ragwelir. Fodd bynnag, nododd bod problem fwy sylfaenol, hynny yw bod yr Heddlu a staff y Cyngor yn cael eu hyfforddi i weithio ar gerbydau ei gilydd, ond bod yr Heddlu'n bwriadu ail-raddio eu swyddogion a'u rhoi ar raddfa llawer uwch. Er y byddai bob aelod staff yn cael hyfforddiant i weithio ar lawer o gerbydau gwahanol, gan gynnwys trydan a hydrogen, byddai anghysondeb o ran graddio. Cadarnhaodd mai dyma'r ail flwyddyn gyda gorwariant a ragwelir o ganlyniad i beidio â sicrhau digon o incwm i dalu costau'r gwasanaeth. Byddai adolygiad yn cael ei gynnal ar sut roedd y gwasanaeth yn gweithio, ac roedd y gwasanaeth yn cael ei ariannu gyda Heddlu De Cymru. Cadarnhaodd ei bod hi'n fodlon dod â'r mater yn ôl i'r Pwyllgor Craffu at ddibenion monitro.

Nododd Aelod bod digartrefedd yn flaenoriaeth gorfforaethol allweddol ac yn risg gorfforaethol i'r Cyngor. Gofynnodd a oedd y tanwariant yn cuddio'r pwysau yn y gwasanaeth.

Cadarnhaodd y Prif Swyddog Cyllid, Perfformiad a Newid bod peth arian wedi dod i law drwy'r gronfa galedi i helpu gyda chostau parhaus yn y flwyddyn. Cytunodd er bod tanwariant wedi'i gofnodi, roedd pwysau yn y gyllideb, megis costau llety dros dro. Cytunodd fod pwysau cyllidebol a phwysau gwasanaeth sylweddol wedi'u rhagweld yn y gyllideb honno.

Gan gyfeirio at Atodiad 2, gofynnodd Aelod a oedd yr ieithwedd a ddefnyddiwyd yn gyson ar draws pob Cyfarwyddiaeth. Nododd bod cyfeiriad ym maes Cymunedau at 'dylid ei gyflawni' a oedd wedi'i nodi'n wyrdd mewn rhai meysydd a 'cyflawnwyd'. Holodd a oedd statws a ragwelwyd.

Cadarnhaodd y Prif Swyddog Cyllid, Perfformiad a Newid ei fod yn ymwneud â'r statws a ragwelwyd ar gyfer y flwyddyn, ond cytunodd y gall y naratif fod yn fwy eglur er mwyn bod yn glir o ran beth oedd wedi'i gyflawni, a beth oedd i'w gyflawni yn ystod gweddill y flwyddyn.

O ran Atodiad 3, gofynnodd Aelod beth oedd wedi'i gynnwys yn y tanwariant gwerth £1.634 miliwn yn y Cyllidebau Ar Draws y Cyngor.

Nododd y Prif Swyddog Cyllid, Perfformiad a Newid ei fod yn cynnwys llawer o bethau, ond amlygodd y Cynllun Gostyngiadau yn y Dreth Gyngor, ac y gellid gwneud llawer o waith i sicrhau bod pobl yn ymwybodol o'r gefnogaeth sydd ar gael.

Amlygodd Aelod effaith sefyllfa newidiol prisiau tanwydd ar wasanaethau, darparwyr a chyllideb y Cyngor, ac argymhellodd y dylid cadw hyn mewn cof wrth graffu ar adroddiadau cysylltiedig.

Yn dilyn ystyriaeth fanwl a thrafodaethau gyda Swyddogion ac Aelodau Cabinet, Argymhellodd y Pwyllgor y canlynol:

1. Amlygodd y Pwyllgor effaith sefyllfa newidiol prisiau tanwydd ar wasanaethau, darparwyr a chyllideb y Cyngor, ac argymhellodd bod angen cadw hyn mewn cof i'r dyfodol wrth graffu adroddiadau perthnasol.

a gofynnodd y Pwyllgor am:

2. Wybodaeth ynghylch materion recriwtio presennol, cyfraddau swyddi gwag a data ynghylch hysbysebu swyddi dro ar ôl tro.
3. Cyfanswm cyllideb ddiffygiol ysgolion a ragwelir ar gyfer 2022-2023.

13. **PERFFORMIAD Y CYNGOR YN ERBYN EI YMRWYMIADAU AR GYFER Y FLWYDDYN 2021-22**

Cyflwynodd y Prif Swyddog Cyllid, Perfformiad a Newid yr adroddiad. Diben yr adroddiad oedd rhoi trosolwg i'r Pwyllgor o berfformiad y Cyngor ar gyfer y flwyddyn 2021-22, a chymharodd y perfformiad yn erbyn yr ymrwymadau a roddwyd ar waith i gyflawni'r amcanion lles yn y Cynllun Corfforaethol 2018-23, a adolygwyd ar gyfer 2021-22.

Roedd Aelod yn pryderu am y pethau nad oedd y fframwaith yn eu mesur, ac amlygodd mai prin iawn oedd y mesurau a nodwyd ynghylch ymateb y Cyngor i'r argyfwng hinsawdd. Roedd hefyd yn pryderu nad oedd yr adroddiad yn darparu digon o fanylion ynghylch swyddi gwag, nac ymatebion staff i'r arolwg ymgysylltiad. Roedd hefyd yn poeni nad oedd yr adroddiad yn mesur boddhad ymysg preswylwyr o ran gwasanaethau a ddarparwyd gan y Cyngor. Yn ei farn ef, roedd 39 o feysydd a oedd angen eu trafod, ond oherwydd prinder amser, cynigiodd eu cyflwyno'n ysgrifenedig. Fodd bynnag, gofynnodd beth all gael ei wneud i adlewyrchu barn preswylwyr yn y dangosyddion perfformiad.

Cadarnhaodd y Prif Swyddog Cyllid, Perfformiad a Monitro bod yr adroddiad yn mesur perfformiad yn erbyn Cynllun Corfforaethol y flwyddyn flaenorol, a bod rhai materion a godwyd wedi dod yn fwy pwysig i breswylwyr ers hynny, a fyddai'n cael mwy o flaenoriaeth yn y Cynllun Corfforaethol a oedd yn cael ei ddrafftio. Cadarnhaodd sut roedd perfformiad yn cael ei fesur, a bod hynny'n cael ei adolygu i ystyried materion ehangach. Roedd hunan-asesu ar y gweill a fyddai'n amodol ar ymgysylltiad gan Aelodau a phobl ym Mhen-y-bont ar Ogwr. Amlygodd hefyd bod problemau ariannol a'r gweithlu yn effeithio ar berfformiad y Cyngor, a'i bod yn gobeithio dod â'r holl ffrydiau at ei gilydd i roi trosolwg i Aelodau o bopeth oedd yn effeithio ar berfformiad.

Anogodd yr Aelod Swyddogion i ystyried argymhellion Comisiynydd Cenedlaethau'r Dyfodol ar gyfer awdurdodau lleol ar gyfer ymrwymadau a dangosyddion perfformiad i'r dyfodol.

Nododd y Cadeirydd bod deddfwriaeth newydd a oedd yn rhoi pwysau ychwanegol ar alw am y gwasanaeth, a'i bod hi'n hanfodol cael cyllid gan y llywodraeth ganolog i'r perwyl hwnnw. Gofynnodd i'r Weithrediaeth beth oedd y blaenoriaethau mwyaf ar hyn o bryd, a pha feysydd y dylid paratoi ar gyfer dioddef pe na fyddai unrhyw gyllid ar y gweill.

Cadarnhaodd y Dirprwy Arweinydd nad oedd ganddi unrhyw fwriad i unrhyw ddarpariaeth gwasanaeth ddiodeff, ac y byddai'n parhau i lobio dros gyllid teg. Pwysleisiodd bod darpariaeth anstatudol yn arbed arian yn y tymor hir, ac er nad oedd y sefyllfa gyllid yn hysbys, nododd bod toriadau pellach yn annerbyniol i breswylwyr a'r gweithlu.

O ran canran (19.2%) y bobl sy'n cyflwyno'n ddigartref neu o bosibl yn ddigartref, y mae gan yr Awdurdod Lleol ddyletswydd gyfreithiol derfynol i sicrhau llety addas ar eu cyfer, gofynnodd Aelod beth oedd y canran yn ei gynrychioli o ran nifer y bobl. Hefyd, nododd ganran yr aelwydydd a gafodd eu hatal yn llwyddiannus rhag dod yn ddigartref, a bod hwnnw'n 30.5%. Gofynnodd beth oedd y rheswm dros hyn, gan fod y targed yn 60%.

Cadarnhaodd y Pennaeth Partneriaethau, yn ystod y pandemig, roedd canllawiau LIC ar ddigartrefedd wedi newid. Cyn Covid-19, disgwyliwyd i'r dangosydd DOPS39 fod mor isel â phosibl, oherwydd y gobaith oedd y byddai'n atal pobl rhag bod angen ymyrraeth statudol. O ran y dangosydd PAN012 a oedd yn 67% ar gyfer 2020-21, cadarnhaodd bod hynny wedi'i leddfu drwy ddulliau amgen, megis cymorth gyda bondiau a throsoliad yn y sector rhentu preifat.

Pan newidiodd y canllawiau i nodi unrhyw un a oedd yn cyflwyno'n ddigartref, roedd dyletswydd statudol i roi gofal, a oedd yn golygu bod y gyllideb llety dros dro wedi symud o £78,000 i £2.7 miliwn. Bu iddo gydnabod na fyddant yn gallu cefnogi'r rhai sy'n cysgu ar y stryd a dinasyddion sydd angen y gwasanaeth heb gefnogaeth sefydliadau megis The Wallich a Pobl.

Cadarnhaodd bod 218 o aelwydydd yn byw mewn llety dros dro, sef 386 o bobl, ac roedd 137 o'r rheiny yn blant. Bu iddo gydnabod nad oedd y dangosyddion cenedlaethol, PAM012 a DOPS39, yn cyfleu'r darlun cyfan, ond yn amlinellu'r pwysau ym maes tai. Cadarnhaodd ei fod wedi cyrraedd ei uchafswm capasiti ac mai'r her fwyaf oedd unedau preswyl i gefnogi pobl i symud oddi wrth lety dros dro. Dywedodd y byddai'n well ganddo i PAM012 ddangos yn wyrdd a'r DOPS39 i fod yn is na'r targed i leddfu'r angen am ymyrraeth statudol, a darpariaeth llety.

Gofynnodd yr Aelod pa waith oedd yn mynd rhagddo i gefnogi plant yn gadael gofal yn 18 oed i symud yn rhwydd i lety arall, yn hytrach na gorfod cyflwyno'n ddigartref, a nododd hefyd nad oedd yr oedolion hynny wedi'u cynnwys yn y ffigurau.

Rhododd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles wybod bod gwaith pellach i'w wneud rhwng Tai a'r Gwasanaethau Cymdeithasol, ac roedd yn cydnabod fod methiannau yn y system o ran pobl ifanc yn gorfod cyflwyno'n ddigartref. Roedd darn cychwynnol o waith, gyda chefnogaeth ymgynghoriaeth, wedi rhoi syniad o'r hyn yr oedd angen ei wneud a bod angen camau gweithredu mwy ar gyfrifoldebau rhianta corfforaethol, ac a ellid rhoi blaenoriaeth i'r rhai sy'n gadael gofal mewn systemau dyrannu.

Gyda phryder, nododd Aelod yr amseroedd aros uchel am Grantiau Cyfleusterau i'r Anabl (DFG). Ceisiodd eglurder ar a oedd y naratif ar gyfer dangosydd PAM/015

(PSR002), gan holi a oedd yn cynnwys pawb, ac a fyddai modd cynnwys diffiniad o'r categori er mwyn cynorthwyo o ran ystyriaeth ffigurau i'r dyfodol. Gofynnodd hefyd am y cynnydd o ran symud i wasanaeth mewnol. Gofynnodd hefyd a ddylai'r gwasanaeth barhau i fod yn rhan o Gyfarwyddiaeth y Prif Weithredwr, neu a oedd rheswm dros ei symud i'r Gyfarwyddiaeth Gwasanaethau Cymdeithasol a Lles.

Cadarnhaodd y Pennaeth Partneriaethau bod PAM/015 yn ddangosydd Cymraeg a oedd yn cynnwys pawb, a derbyniodd nad oedd y ffigurau yn ddigon da. Roedd yn hapus i ddarparu rhagor o eglurder am y dangosydd.

O ran y symudiad at wasanaeth mewnol, cadarnhaodd fod y model asiantau wedi dod i ben 1 Ebrill 2021, a oedd yn golygu nad oedd asiantaethau allanol yn cael cyfle i ymgymryd â DFGau, gan eu bod wedi'u mewnnoli. Fodd bynnag, roedd hyn yn achosi cronriad o ran gwaith. Rhagwelwyd y byddai'n cymryd 2 flynedd i leihau'r cronriad hwn yn y broses newydd. Roedd mewnnoli'n golygu cael rheolaeth lwyr o'r atgyfeiriad gan y gwasanaethau cymdeithasol i asesiadau syrfewyr a gweithredu contractwyr. Roeddent wedi cynnal ymgysylltiad â'r contractwyr cyn mynd i'r farchnad, a gweithio gyda chydweithwyr caffael a chyfreithiol. Drwy hyn, roeddent wedi pennu fframwaith a oedd yn aros am gymeradwyaeth gyfreithiol. Roedd yn rhagweld y byddai'n mynd i dendr i gontractwyr ar ddechrau mis Medi, a chadarnhaodd ei fod yn fframwaith oddeutu £8 miliwn dros 4 blynedd.

Cadarnhaodd bod cydweithio da gyda'r gwasanaethau cymdeithasol, gan nad oeddent yn gallu gwneud unrhyw waith gyda'r DFG ei hun heb atgyfeiriad swyddogol gan y gwasanaethau cymdeithasol, wedi iddynt bennu'r anghenion.

Rhoddodd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles sicrwydd i Aelodau, er bod anawsterau o ran amseroedd aros am OT yn flaenorol, roedd y gwasanaeth wedi llwyddo i gyflawni'n agos at amser go iawn o ran ymdrin ag atgyfeiriadau. Roedd yr amser aros hirach ar hyn o bryd o 12 Mehefin 2022, a oedd yn waeth nag y byddai fel arfer oherwydd rhai achosion salwch, ond roedd yn rhagweld y byddai'n gwella eto pan fydd pob aelod staff yn gweithio.

O ran eiddo gwag a dod ag eiddo gwag yn ôl i ddefnydd, nododd Aelod ei fod wedi bod yn ymrwymiad allweddol ers tro, ond bod dim data perfformiad ar gael ar gyfer 2021-22. Holodd beth oedd y camau nesaf, pryd y byddai'r data perfformiad ar gael, a beth arall oedd yn digwydd i ganiatáu targedau mwy uchelgeisiol a chyflawnadwy yn y dyfodol.

Cadarnhaodd y Pennaeth Partneriaethau eu bod wedi gweithio ar y cyd â'r Gwasanaethau Rheoliadol a Rennir ar y Strategaeth Eiddo Tai Gwag gyda Swyddog yn canolbwyntio ar yr eiddo gwag. Yn y Strategaeth, y ffocws allweddol yw'r 20 o eiddo gwag sy'n achosi'r anawsterau mwyaf sylweddol yn y gymuned. Cadarnhaodd bod oddeutu 150 o achosion parhaus, ac mai nod y Strategaeth oedd gweithio gyda pherchnogion eiddo gwag mewn proses pum cam positif. Pe na fyddai unrhyw symudiad positif, gellid cymryd camau gweithredu statudol er bod hynny'n broses hir a fyddai'n golygu amser a buddsoddiad.

Cadarnhaodd bod y naratif yn archwilio'r hyn a olygir o ran dod ag eiddo gwag yn ôl i ddefnydd, a thrafododd y broses o aneddiadau sengl yn cael eu trosi i greu annedd ychwanegol. Cadarnhaodd mai'r uchelgais oedd cefnogi perchnogion eiddo gwag o ran dod â'u heiddo nôl i ddefnydd, gobeithio ar gyfer tai cymdeithasol neu'r sector rhentu preifat lle byddai modd cyfeirio pobl atynt a'u symud.

Gofynnodd yr Aelod pa mor hir yr oedd perchnogion eiddo gwag yn cael i geisio dod â'r eiddo nôl i ddefnydd.

Cadarnhaodd y Pennaeth Partneriaethau y gallai ymgysylltu â Swyddog o'r Gwasanaethau Rheoliadol a Rennir i ddarparu ymateb ysgrifenedig o ran y broses hirfaith o ysgogi perchnogion eiddo i ddod ag eiddo gwag nôl i ddefnydd, gan gynnwys enghreifftiau achos go iawn ac amserlenni. Fodd bynnag, cadarnhaodd mai prin iawn oedd y Gorchmynion Gorfodol, ac mai'r dewis dymunol oedd gweithio gyda pherchnogion eiddo.

O ran eiddo gwag, gofynnodd Aelod a fyddai'n bosibl ystyried nid yn unig tai ond eiddo mawr gwag, ac a fyddai modd gweithio ar eiddo mawr gwag yn y dref, neu a oedd angen iddynt barhau'n eiddo masnachol.

Cadarnhaodd y Pennaeth Partneriaethau bod y Strategaeth Eiddo Gwag yn canolbwyntio ar eiddo preswyl, ond eu bod nhw'n gweithio gyda Chymunedau i ddefnyddio'r gofod uwchben eiddo masnachol at ddibenion preswyl, yn hytrach na throsi unedau masnachol yn uniongyrchol.

Rhoddodd yr Arweinydd ddwy enghraifft o eiddo masnachol yn dod nôl i ddefnydd; y siop Family Value yng nghanol tref Maesteg, lle defnyddiwyd cyllid LIC er mwyn dod ag ef yn ôl i ddefnydd ac adeilad ar Stryd Nolton, ym meddiant La Cocina, a oedd wedi'i ymestyn ar y llawr daear, a'r ail a'r trydydd llawr wedi'u hailddatblygu at ddibenion preswyl. Roedd hyn yn golygu bod modd cynnal hyfywdra a nifer y bobl oedd yn ymweld â'r uned fasnachol ar y llawr daear, a defnyddio'r uchod at ddibenion preswyl. Roedd Cyfarwyddiaeth y Prif Weithredwr yn dal i geisio cyfleoedd pellach, a'r tîm Tai ac adfywio ym maes Cymunedau.

Nododd yr Aelod bod yr Awdurdod yn rhoi preswylwyr mewn llety gwesty dros dro, a holodd pa bwysau oedd yn cael ei roi ar sefydliadau megis Valleys to Coast a oedd, yn ôl yr hyn yr oedd hi'n ei ddeall, yn berchen ar dros 100 o eiddo oedd angen gwaith a all gael ei ddefnyddio fel tai, pe byddai'n cyrraedd y safon ofynnol.

Cadarnhaodd y Pennaeth Partneriaethau mai'r ffocws yn yr adroddiad oedd y sector landlordiaid preifat, a bod fforwm ble gallent gwrrd â'r awdurdod i drafod ystod eang o faterion a phroblemau. Cadarnhaodd bod gan Valleys to Coast broblem yn ymwneud â diffyg, ond bod yr Awdurdod wedi bod yn ymgysylltu â nhw i ddod â 35 eiddo nôl i ddefnydd. Cadarnhaodd bod 218 o aneddiadau mewn llety dros dro, a oedd yn costio oddeutu £2.7 miliwn y flwyddyn i'r Awdurdod.

O ran yr amser yr oedd yn ei gymryd i gyflwyno Grantiau Cyfleusterau i'r Anabl (DFG) i Oedolion a Phlant a Phobl Ifanc, gofynnodd yr Aelod am eglurhad o ran pam roedd y targedau mor uchel, a pham ei bod hi'n cymryd cyhyd i gyflwyno grantiau.

Cytunodd y Pennaeth Partneriaethau bod y targedau'n uchel, a'i fod yn gobeithio cyflawni mewn 200-210 diwrnod. Cadarnhaodd fod addasiadau wedi'u hatal oherwydd Covid-19, a bod llawer o'r gwaith mewn ciw a'r cloc yn tician, gyda nifer o waith cymhleth yn dod nôl i gyfrifoldeb yr Awdurdod wedi dirwyn y model asiantaethau i ben. Roedd Covid-19 a Brexit wedi cael effaith ar yr ystadegau, ac er bod DFGau bellach yn cael eu cymeradwyo, roedd hi'n rhy gynnar i adrodd y ffigurau hynny. O ran ffigurau plant, rhoddodd wybod bod gwaith yn mynd rhagddo gydag Ysbyty Tywysoges Cymru a Therapyddion Galwedigaethol o ran gosod disgwyliadau ac ymgysylltu'n fuan.

Gyda phryder, nododd Aelod bod y Dangosydd Perfformiad CED28 wedi'i nodi'n goch ar gyfer nifer y rhai wnaeth lenwi'r arolwg. Holodd a oedd unrhyw syniad pa mor hapus oedd y gweithle, a pham nad oeddent yn cymryd rhan yn yr arolwg?

Nododd y Prif Swyddog - Gwasanaethau Cyfreithiol a Rheoliadol, AD a Pholisi Corfforaethol bod llawer o'r staff wedi diflasu ar lenwi arolygon. Trafododd hefyd yr anawsterau ac ymarferoldeb o ran rhannu'r arolwg â staff a hwythau'n gweithio gartref, ac er ei fod ar gael yn electronig, roedd hi'n golygu rhagor o ymdrech i ddychwelyd fersiynau ar bapur a oedd yn arwain at leihad yn y niferoedd. Cadarnhaodd bod ymchwil ar ffyrdd amgen o ymgysylltu â staff mewn ffyrdd mwy ystyrion yn mynd rhagddo.

Nododd Aelod fod costau'n cynyddu, ac roedd yn gobeithio bod digon o gyfalaf yn y gyllideb ac ystyriaeth o hynny wrth gyfrifo costau DFGau, fel na fyddai oedi o ran y gwaith a ddarperir, a phobl yn aros am gyfnod hirach am eu grantiau.

Cadarnhaodd y Pennaeth Partneriaethau bod y gyllideb DFG ychydig o dan £2 filiwn, ond bod rhai wedi cael eu defnyddio wrth ail-alluogi o'r ysbyty i gartref. Bu iddo gydnabod bod costau deunyddiau crai yn codi, a chadarnhaodd er bod cap £36,000, roedd y DFG cyfartalog rhwng £7,500 a £12,500, ac felly nid oedd yn poeni am y sefyllfa ariannol. Fodd bynnag, gwnaeth hefyd gydnabod yr angen i fireinio'r broses o ran gweithio gyda Gwasanaethau Cymdeithasol ar anghenion preswylwyr, er mwyn cyflawni'r DFGau.

Nododd yr Aelod bod yr Awdurdod yn gweithio mewn partneriaeth ag Awdurdodau Lleol eraill a DFGau, a gofynnodd a fyddai modd sicrhau bod unrhyw adborth ar y gwaith ar gael.

Cadarnhaodd y Pennaeth Partneriaethau fod Castell-nedd Port Talbot wedi rhoi cefnogaeth i alluogi parhad gwasanaethau drwy gyflenwi adnoddau arolygu a chymorth ar fewnoli'r gwasanaeth. Byddai hyn yn dod i ben ddiwedd y flwyddyn. Roedd ymgyrch recriwtio mewnol ar waith, yn ogystal â gwaith gyda landlord corfforaethol i benodi prentis a chymorth gan y sector preifat.

Nododd Aelod y lefel uchel o salwch ac absenoldeb oherwydd MSD a straen, gorbryder ac iselder, nad oedd yn ymwneud â'r gwaith, ar draws yr Awdurdod, a holodd pa gefnogaeth ac atgyfeirio oedd ar gael i sicrhau dychweliad i'r gwaith cyn gynted â phosibl.

Dywedodd y Prif Swyddog - Gwasanaethau Cyfreithiol a Rheoliadol, AD a Pholisi Corfforaethol bod Care First, y gwasanaeth cwnsela a gomisiynodd, ar gael i staff gael mynediad iddo heb gynnwys eu rheolwr llinell, a bod gwasanaeth cwnsela mwy pwrpasol gan gwnselwyr profiadol ar gael ar gyfer materion penodol. Pe byddai staff ar absenoldeb salwch, gellid atgyfeirio i iechyd galwedigaethol. Hefyd, roedd Swyddog Lles wedi'i benodi a fyddai'n cynnal mentrau lles ar gyfer staff a rheolwyr.

Nododd Aelod bod nifer o dargedau perfformiad y Gwasanaethau Cymdeithasol yn isel oherwydd problemau recriwtio, a holodd beth oedd ar waith i wella prosesau recriwtio.

Bu i'r Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles gydnabod bod heriau sylweddol parhaus mewn rhai manau allweddol yn y gweithlu. O ran gweithwyr gofal a chymorth ym maes gofal yn y cartref, cadarnhaodd bod llawer o ddigwyddiadau recriwtio a marchnata ar waith, a oedd wedi arwain at rai gwelliannau graddedig. Er hyn, nid oedd y targed o 22 o swyddi ychwanegol wedi'i bodloni. Roeddent wedi adolygu'r disgrifiad swydd i adlewyrchu gweithwyr dyletswydd gofal, sef y cam cyntaf yn y Polisi Ychwanegiadau'r Farchnad, pe na fyddai unrhyw welliant. Bu iddi gydnabod y pwysau o ran nifer yr oriau o ofal a oedd yn cael eu darparu, ac roedd hyn yn golygu bod angen i staff weithio shifftiau dwbl. Nid oedd hyn yn ddeniadol ac felly byddai'r rotas yn cael eu hadolygu. Roedd hefyd gwaith corfforaethol ar ben ffordd o ran costau tanwydd ac ystyriaeth i gerbydau trydan a fflyd.

Y maes arall gyda heriau sylweddol oedd gweithwyr cymdeithasol plant, gyda'r tîm IAA a diogelu ardaloedd lleol yn profi heriau penodol. Ar ôl ymgymryd ag adolygiad o ddisgrifiad swyddi a arweiniodd at raddfa uwch ar gyfer y gweithwyr cymdeithasol mwyaf profiadol ym maes oedolion a gofal cymdeithasol, cyflwynwyd cais ychwanegiadau'r farchnad llwyddiannus. Roeddent hefyd yn gwneud gwaith ar siarter y gweithlu, gan fynd i'r afael â chyfleoedd i weithwyr, cyfleoedd i ddatblygu gyrfaoedd a lleihau llwythi achosion. Fodd bynnag, roedd dal llawer o swyddi gwag ac felly, gwnaethpwyd penderfyniad strategol i ddefnyddio gweithlu asiantaeth i sicrhau parhad ac ansawdd gwasanaeth, a chynnydd o ran recriwtio'n rhyngwladol. Yn y tymor hirach, byddai nifer fwy o bobl ar secondiad ar y cwrs gwaith cymdeithasol ac o fis Medi ymlaen, byddai hyfforddeion gwaith cymdeithasol a phobl ar secondiad ar y cwrs. Gan gydnabod fod hyn yn her ar draws y DU, amlygodd bod arolwg diweddar gan Arolygiaeth Gofal Cymru wedi dod i'r casgliad bod 93% o weithwyr ym maes gofal cymdeithasol plant yn teimlo fel eu bod yn cael cefnogaeth wrth eu gwaith, a gofynnodd i Aelodau hyrwyddo hynny.

Nododd yr Aelod y lefel uchel o absenoldebau salwch yn y ddau chwarter diwethaf, a gofynnodd a fu unrhyw welliant yn lefel yr absenoldebau salwch.

Gwnaeth y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles gydnabod y broblem sylweddol o ran salwch, yn enwedig ar gyfer y gwasanaethau gofal a chymorth yn y cartref. Rhoddodd wybod bod y gweithlu wedi blino'n lân, ac amlygodd y pwysau yr oeddent yn eu hwynebu yn darparu gwasanaethau wyneb yn wyneb drwy gydol y pandemig, ac yn ystod y gwres eithafol diweddar. Y meysydd mwyaf o salwch oedd MSD, gyda phroblemau o ran amseroedd aros y GIG am driniaeth yn effeithio ar eu gwaith codi a thrin a'u gallu i weithio, a straen yn ymwneud â'r gwaith a straen nad oedd yn ymwneud â'r gwaith. Fodd bynnag, roeddent yn gweithio gydag adnoddau dynol ar gymorth lles pwrpasol ac eang yn gorfforaethol.

Gofynnodd Aelod a fyddai modd rhannu llenyddiaeth wedi'i diweddarau ar hyrwyddo prosesau recriwtio gofalwyr maeth gydag Aelodau. Nododd hefyd statws coch canran yr asesiadau a gwblhawyd ar gyfer plant o fewn amserlenni statudol, a holodd a fyddai hyn yn gwella bellach, a sut y byddai'n cael ei gyflawni.

Cadarnhaodd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles y byddai llenyddiaeth ynghylch recriwtio gofalwyr maeth yn cael ei rhannu gyda phob Aelod. Bu iddi gydnabod y dirywiad sylweddol mewn perfformiad ym maes gofal cymdeithasol plant ar ddechrau chwarter 4 y llynedd, a oedd wedi cael ei reoli drwy ddigwyddiad critigol o ran IAA er mwyn sicrhau bod lefel uchel iawn o gymorth â ffocws, a hynny'n amserol, i oruchwylio'r gwelliannau a oedd yn amlwg ac a fyddai'n dod i'r amlwg mewn mesurau perfformiad mewn chwarteri dilynol.

Nododd Aelod y canran gweddol isel o staff a oedd wedi cyflawni'r modiwl e-ddysgu Diogelu, sef 72% yn y Gyfarwyddiaeth Addysg a 77% yn y Gyfarwyddiaeth Gwasanaethau Cymdeithasol. Holodd beth oedd ar waith o ran y staff nad oeddent wedi cyflawni'r modiwlau.

Gwnaeth y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles gydnabod y gall fod yn anodd sicrhau bod gweithwyr cymdeithasol yn cyflawni e-ddysgu Corfforaethol, gan eu bod eisoes wedi cael hyfforddiant diogelu. Fodd bynnag, er mwyn gwella nifer y bobl yn mynd ar yr hyfforddiant, nododd bod hyn yn debygol o ddigwydd drwy fonitro'r ffigur a chan gynnwys y dangosydd perfformiad ar fyrddau gwaith y Gyfarwyddiaeth. Dylid hefyd ei drafod mewn sesiynau goruchwylio unigol ac arfarniadau, yn ogystal â chynnwys yr hyfforddiant mewn cyfnodau ymsefydlu i'r rhai sy'n newydd i'r Cyngor.

Nododd Aelod bod y rhan fwyaf o'r ymrwymadau ar y bwrdd gwaith Addysg a Chymorth i Deuluoedd â statws glas heb unrhyw ddata ar ddangosyddion perfformiad allweddol (KPI). Gofynnodd pryd y byddai'r data hwnnw ar gael i sicrhau bod yr ymrwymadau ar y trywydd iawn.

Rhoddodd y Cyfarwyddwr Corfforaethol Addysg a Chymorth i Deuluoedd wybod bod LIC wedi cyhoeddi model newydd ar gyfer atebolrwydd ar 27 Mehefin 2022, yn unol â diwygio'r cwricwlwm ac ADY, y Fframwaith Gwerthuso, Gwella ac Atebolrwydd a oedd yn cynnwys y fframwaith ar gyfer KPlau a mesurau asesu cyhoeddus. Roedd y fframwaith yn ei gwneud hi'n ofynnol i ysgolion darparu llawer o bethau a fyddai'n galluogi i setiau data llawer cliriach gael eu cyhoeddi. Byddai crynodeb o Gynlluniau Gwella Ysgolion a Chynlluniau Datblygu Ysgolion yn cael ei gyhoeddi ar ddechrau ac ar ddiwedd y flwyddyn, a'i rannu â chyrrff llywodraethu. Yna, byddai'r wybodaeth yn cael ei defnyddio i feincnodi perfformiad, ar lefel unigol ac awdurdod lleol, ac KPlau yn cael eu darparu ar sail y feincnod hwnnw a'r targedau wedi'u haddasu.

Amlygodd y Cyfarwyddwr Corfforaethol Cymunedau ein bod wedi cyrraedd blwyddyn 3 mewn Cynllun Corfforaethol 3 blynedd, ac felly byddai nifer o fentrau a phrosiectau pwysig yn cael eu cynnwys yn y Cynllun Corfforaethol newydd.

Nododd Aelod bod lefel y salwch yn cynyddu, a gofynnodd sut roedd timau bach yn ymdopi pan fo aelodau'n sâl.

Cadarnhaodd y Cyfarwyddwr Corfforaethol Cymunedau bod y timau'n ymdopi hyd eithaf eu gallu, a bu iddo gydnabod y lefel uchel o salwch oherwydd MSD yn ymwneud â gwaith codi a chario. Nododd y problemau'n ymwneud â straen a lles staff, a chadarnhaodd bod y tîm presennol yn cyflenwi yn ystod cyfnodau byr o salwch, neu bod y gwaith yn aros am yr aelod staff pan fydd yn dychwelyd. Nododd hefyd y nifer ddigynsail o atgyfeiriadau, ac mai prin iawn oedd y staff a oedd wedi'u dirprwyo ar gyfer rhain. Nododd hefyd bod pwysau eithafol yn dod yn norm.

Amlygodd yr Aelod Cabinet Cymunedau ymhellach y lefel honno, a thôn amhriodol yr Atgyfeiriadau gan Aelodau, a'r effaith roedd hynny'n ei gael ar les Swyddogion.

Nododd Aelod yr angen i reoli disgwyliadau Aelodau a oedd yn cael gwybod y byddant yn derbyn ymateb i Atgyfeiriadau gan Aelodau o fewn 10 diwrnod gwaith. Nododd Aelod arall bod y Gyfarwyddiaeth Cymunedau yn debygol o dderbyn mwy o Atgyfeiriadau gan Aelodau nag eraill gan mai dyma'r maes gwasanaeth y mae'r cyhoedd yn ei weld, a gofynnodd a oedd digon o gefnogaeth ar gyfer lles.

Cadarnhaodd y Cyfarwyddwr Corfforaethol Cymunedau ei bod wedi datblygu cynllun gweithredu pedwar cam ar gyfer Atgyfeiriadau gan Aelodau a oedd wedi'i rannu â Rheolwr Grŵp, ac a fyddai o bosibl yn cael ei gyflwyno fel Sesiwn Ddatblygu Aelodau. Amlygodd bod Atgyfeiriadau gan Aelodau wedi cynyddu o 3045 yn 2021-22 a oedd 1000 yn uwch na'r flwyddyn gynt. Yn y 10 wythnos ers yr etholiad, roedd 783 o Atgyfeiriadau gan Aelodau wedi dod i law, a 1093 o ddigwyddiadau wedi'u hadrodd; roedd hyn yn ddigynsail.

Nododd Aelod yn rhan o'i Gyngor Cymuned, roedd wedi gofyn i gael gweld amserlenni torri gwaith yr ardal, a bod y cais wedi'i wrthod gan y gallai amgylchiadau newid, ac o ran MR, awgrymodd y dylid cyflwyno llythyr i Aelodau os roedd yn ymwneud â mater cymhleth, yn nodi bod angen rhagor o amser i ymchwilio.

Cadarnhaodd y Cyfarwyddwr Corfforaethol Cymunedau ei bod yn gweithio ar ddarparu cydnabyddiaeth i MR, a darparu unrhyw wybodaeth a oedd yn bosibl. Hefyd, byddai'n

awyddus i ddarparu amserlenni torri gwaith ac amserlenni cymunedol eraill ar wefan y Cyngor.

Yn dilyn ystyriaeth fanwl a thrafodaethau gyda Swyddogion ac Aelodau Cabinet, argymhellodd y Pwyllgor y canlynol:

1. Dylid ymestyn y naratif ar gyfer PAM/015 (PSR002) Llywodraeth Cymru yn Atodiad A ynghylch Grantiau Cyfleusterau i'r Anabl, i egluro ei fod yn cynnwys pob person/grŵp.

A gofynnodd y Pwyllgor am:

2. Ymateb ysgrifenedig ynghylch y broses hirfaith o ddarbwylo perchnogion eiddo i ddod â'u heiddo gwag yn ôl i ddefnydd, gan gynnwys enghreifftiau a therfynau amser go iawn.
3. Llenyddiaeth wedi'i diweddarau ynghylch prosesau Pen-y-bont o hyrwyddo gwaith recriwtio gofalwyr maeth.

14. ENWEBIADAU I BANEL CRAFFU'R BWRDD GWASANAETHAU CYHOEDDUS

Cyflwynodd y Swyddog Craffu'r adroddiad, a oedd yn gofyn i'r Pwyllgor enwebu un Aelod arall i fod yn rhan o Banel Craffu'r Bwrdd Gwasanaethau Cyhoeddus, yn ychwanegol i'r Cynghorydd Freya Bletsoe a'r Cynghorydd Simon Griffiths a gafodd eu henwebu yng nghyfarfod blaenorol y Pwyllgor ar 30 Mehefin 2022.

Gofynnodd y Cadeirydd am enwebiadau, a oedd fel a ganlyn:

PENDERFYNWYD: Bod y Pwyllgor Trosolwg Corfforaethol a Chraffu yn enwebu'r Cynghorydd Graham Walter i fod yn rhan o Banel Craffu'r Bwrdd Gwasanaeth Cyhoeddus.

15. DIWEDDARIAD AR Y BLAENRAGLEN WAITH

Cyflwynodd yr Uwch Swyddog Gwasanaethau Democraidd - Craffu y Blaenraglen Waith amlinellol drafft arfaethedig i'r Pwyllgor yn Atodiad A er mwyn ei drafod a'i ystyried, gan ofyn am unrhyw wybodaeth benodol yr hoffai'r Pwyllgor ei chael i gael ei rhoi fel eitem ar gyfer y ddau gyfarfod nesaf, gan gynnwys unrhyw rai yr hoffai eu gwahodd, gofynnodd i'r Pwyllgor nodi unrhyw eitemau pellach i'w hystyried ar y Blaenraglen Waith gan ystyried y meini prawf dethol ym mharagraff 4.6, a gofynnodd i'r Pwyllgor nodi y byddai'r Blaenraglen Waith ar gyfer y Pwyllgor Trosolwg Corfforaethol a Chraffu yn cael eu hadrodd mewn cyfarfod o'r COSC, yn dilyn ystyriaeth yn y cylch presennol o gyfarfodydd COSC.

Gofynnodd y Pwyllgor i'r adroddiadau canlynol gael eu hychwanegu at Flaenraglen Waith y Pwyllgor:

1. Digartrefedd, Tai ac Eiddo Gwag gan gynnwys Opsiynau Tai ar gyfer y rhai sy'n Gadael Gofal
2. Cynnydd ar Berfformiad y Grantiau Cyfleusterau i'r Anabl, gan gynnwys trefniadau cymorth a ddarperir gan Gastell-nedd Port Talbot a oedd yn dod i ben ar ddiwedd 2022.

3. Cynllun Taliadau Costau Byw - unwaith y bydd wedi dod i ben, adroddiad ar gyflawniad gweithredol y cynllun / gwersi a ddysgwyd.
4. Recriwtio a Chadw'r Gweithlu

16. **EITEMAU BRYS**

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO THE CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

2 MARCH 2023

REPORT OF THE CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR, AND CORPORATE POLICY

WORKFORCE RECRUITMENT AND RETENTION

1. Purpose of report

- 1.1 The purpose of this report is to provide Committee with information relating to the recruitment and retention of the council's workforce.

2. Connection to corporate well-being objectives/other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:
- **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study, and visit, and to ensure that our schools are focussed on raising the skills, qualifications, and ambitions for all people in the county borough.
 - **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human, and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 It is critical for the council to be able to recruit and retain a sufficient number of employees with the right skills to deliver council services and priorities. This is increasingly important at a time of growing pressures on services.
- 3.2 Councils are continuing to report recruitment difficulties and like many employers across the UK, are operating in a challenging recruitment market, with high vacancy rates and skills gaps in some key areas of services. Retention of employees is also a challenge and particularly where there is competition from other employers.
- 3.3 There are significant challenges recruiting to certain vacant posts in a variety of services and professional areas across the Directorates. As indicated, this situation is not unique to local government, other public services are facing similar challenges and problems exist in the private sector also. Many labour market reports reference the fact that recruitment is incredibly difficult at this time.
- 3.4 Vacancy rates and recruitment outcomes fluctuate across the council. The situation is fluid and variable across services and different job roles and professions. The

issues differ and therefore the solutions and actions must be fit for purpose as one size does not fit all.

- 3.5 It must also be noted, however, that despite such difficulties, the council is attracting and recruiting talented and skilled individuals. There are some signs of improving candidate numbers from those wishing to work for the council. This has resulted in competitive selection processes and recruitment successes.
- 3.6 Nevertheless, recruitment and retention are recognised risks for the council and reflected in its Corporate Risk Register. This report will outline some of the challenges and strategies established to date. It is recognised that these will need to be further progressed as part of the council's workforce planning arrangements. A new workforce strategy is being developed with recruitment and retention being a priority area.

4. Current situation/proposal

Workforce Information

- 4.1 Workforce reports are prepared for Corporate Management Board (CMB) in addition to quarterly reports to Directorate Management Team meetings (including: workforce analysis on headcount trends and turnover; absence; and performance management).
- 4.2 To provide some context, **Appendix 1** provides data on the council's workforce: headcount trend from 2019/2020 to 31 December 2022; percentage of employees by Directorate and Schools; working hours, and age profile characteristics.
- 4.3 Staff turnover (calculated by the numbers leaving the organisation as a percentage of the average headcount) for 2021/2022 was 13.09% (402 individuals), and whilst this is not considered particularly high, the impact will depend upon the nature of these posts and ability and time taken to recruit the relevant skills, given competition in the market.
- 4.4 During the period 1 April 2022 to 31 December 2022 over 20% of adverts did not attract any applicants, i.e., 204 from 982. Internal candidates account for 50% of all appointments made (300 of 603), which is a good indicator of skills development, retention, and commitment to growing people.

Recruitment Advertising

- 4.5 Recruiting managers have a range of guidance, training and support available to assist them in the recruitment process. All vacancies are advertised on the council's jobs pages. Posts that are also being advertised externally can be placed on a range of websites including the Guardian Jobs Webpage which is a commissioned package.
- 4.6 Adverts can also be placed on a variety of social media platforms. HR can provide guidance based on the post being advertised. The aim is to reach an appropriate audience for each vacancy. Through social media, a wide range of active and passive candidates can be accessed.

- 4.7 Bespoke recruitment websites exist for certain sectors, for example, education and social care and links are made to national recruitment campaigns, such as “We Care Wales.” The Welsh Government Apprenticeship Vacancy Service (AVS) is also used when appropriate.
- 4.8 Whilst the number of adverts does not reflect numbers of posts being advertised (in some cases, these relate to multiple vacancies), the level of recruitment advertisements has increased significantly. Compared with 2018/19, there were 125% more adverts placed in 2021/2022, i.e., from 529 to 1193, with a further increasing trend this year.
- 4.9 There is of course a limit to which jobs should be readvertised without considering alternative options, albeit it may be appropriate to continue to assess the market periodically, given changing circumstances of jobseekers and applicant availability in the market.

Attraction

- 4.10 In a challenging competitive recruitment market, it is important that the council promotes what it has to offer its employees. For many candidates, salary is not the only factor considered when accepting a job offer. Availability of career and development prospects are relevant, as are opportunities for a flexible work life balance.
- 4.11 The council’s jobs site has recently been updated and new pages developed to promote the council as an employer and the county borough - “Living and Working in Bridgend County Borough”. It sets out the range of benefits the council can offer.
- 4.12 Dedicated recruitment campaigns have been created for social work and social care, as part of the recruitment and retention programmes led by the service and in collaboration with colleagues in Communications, Marketing and HR. These have included the promotion of key roles through articles, interviews and videos involving employees.
- 4.13 Job fairs and careers events can also be a good opportunity to highlight what employment opportunities the council has to offer. In September 2022, the annual jobs fair, hosted by the council and Department for Work and Pensions, also focused on careers, with officers from all council Directorates and secondary school pupils in attendance.

Managing hard to fill posts

- 4.14 Traditionally there have been posts in certain professional groups in local government which have been hard to fill, e.g., lawyers, social workers, engineers, ICT. This position is now more widespread and includes areas where this has not previously been the case, including business support, accountancy, and catering. There are options that can be explored but these will need to be considered in the context of the specific role.
- 4.15 Temporary cover options include the use of agency workers, offering internal interim arrangements via honoraria, or acting up, and commissioning pieces of work. These

are not permanent solutions but may help whilst more creative solutions are explored.

- 4.16 Skills mix in teams can be reviewed. It is important that person specifications accurately reflect the job responsibilities. For some roles, qualifications and registration with a professional body is an essential requirement, whereas on other roles alternative experience may be sufficient.
- 4.17 A market supplement policy was approved by Council in October 2021 as a means of tackling recruitment and/or retention issues by temporarily increasing the pay awarded to a post, without altering the determined job evaluation grade. Market supplements are considered based on a robust business case and must be the absolute exception rather than the rule.
- 4.18 There are dedicated recruitment and retention projects in the Social Services and Wellbeing Directorate, where the two highest priorities for the social care workforce are the retention and recruitment of domiciliary care workers and children's social workers. The project boards chaired by the Corporate Director of Social Services and Wellbeing, are supported by a workforce officer hosted in HR. Current priorities include the recruitment of international social workers and a refreshed approach to recruitment of support at home care workers.

Retention

- 4.19 It is vitally important that there is also a focus on retention, to ensure that employees have a positive experience of the council as an employer and feel their skills are valued, have career and development opportunities, and are treated fairly. Management arrangements, employee support, and working conditions will influence employees' decisions on whether to remain working for the council.
- 4.20 Staff surveys and employee feedback are good means of understanding the views and opinions of the workforce. The findings of the most recent survey are imminent and will help to shape organisational development.
- 4.21 Exit interviews are a means of gathering the views and opinions of those who are leaving the council. The destination of the leaver and contributing factors can be explored. Best practice suggests that such interviews are undertaken by individuals who are not in the direct line management. Such interviews are being undertaken for children's social workers and whilst this arrangement is effective, a council wide approach is required.
- 4.22 This can be achieved by introducing exit questionnaires as an online survey for all leavers. A protocol is being developed for consultation with trade union representatives and managers. Meanwhile options for sending the questionnaires and collecting responses are being explored. The aim is for implementation from 1 April 2023.

Workforce planning – grow your own schemes

- 4.23 Investing in growing your own schemes offers medium term recruitment options. There are many benefits of this approach which include developing qualified,

skilled, and experienced candidates for permanent roles. The council offers apprenticeships and graduates schemes, in addition to a programme to grow our own social workers, via secondments and traineeships. These offer a positive approach to workforce planning.

4.24 The council has appointed over 144 apprentices, 81 of whom have subsequently secured permanent employment with the council, and 26 are still undertaking their apprenticeship. This programme has been particularly successful in ICT, Procurement, Social Care and Building Control, where there were skills gaps and recruitment challenges. For example:

- 14 ICT apprentices have secured permanent roles within the last 8 years, with some securing senior positions or undertaken further development such as degree programmes.
- The Procurement Team have appointed 3 procurement apprentices; one has been successful in gaining a permanent role, while the other 2 are currently training.
- Of the 3 social care apprentices, 2 have secured permanent employment with the other 1 still on programme.
- Development and Building Control have taken on 2 apprentices in recent years both subsequently securing permanent employment.

4.25 Schools are encouraged to raise awareness of apprenticeships as a positive career choice. Officers have engaged with pupils through attending options days/evenings; schools careers fairs; skills sessions with pupils on application and interviewing skills.

4.26 Several graduates are now in post across the council, whilst options for the 2023 social work training intake are being considered.

5. Effect upon policy framework and procedure rules

5.1 As this is an information report, there is no effect upon the policy framework and procedure rules.

6. Equality Act 2010 implications

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty, and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services, and functions. This is an information report; therefore, it is not necessary to carry out an EIA in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 It is considered that there will be no significant or unacceptable impacts upon the achievement of the well-being goals/objectives under the Act as a result of this report.

8. Financial implications

8.1 There are no financial implications arising from this report as it is an information/update report.

9. Recommendation

9.1 That the Committee considers this report and provides comments on the recruitment and retention challenges faced and the action being taken to improve the situation.

Kelly Watson

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23 February 2023

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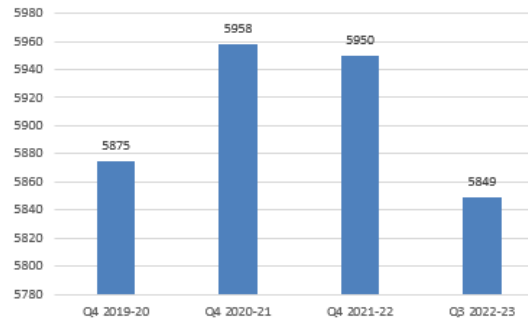
Postal address: Civic Offices,
Angel Street
Bridgend
CF31 4WB

Background documents: None

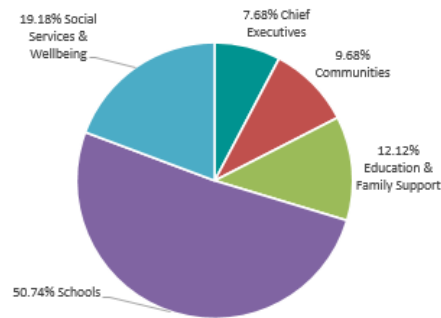
Appendix 1

Q3 Workforce Information - 2022/2023

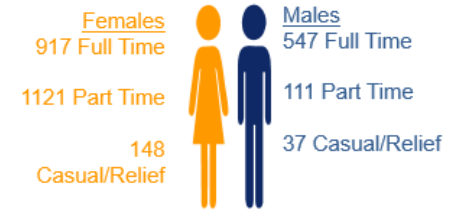
Headcount



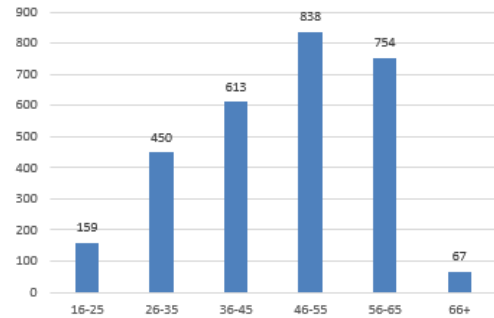
Percentage of Employees per Directorate (Headcount)



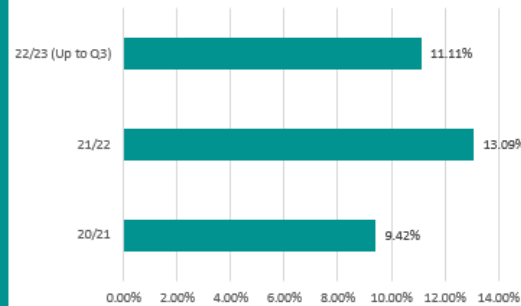
Gender & Working patterns (excluding schools, based on headcount)



Age Profile (excluding schools)



Staff Turnover (excluding schools)



Advertising Information (excluding schools)

- There were 982 adverts between 01.04.2022 – 31.12.2022
- 204 adverts had no applicants.
- There were 3,060 applications from 2,166 applicants.
- 603 appointments, of which 300 are internal.

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

2 MARCH 2023

REPORT OF THE CHIEF EXECUTIVE

CORPORATE PLAN DELIVERY PLAN 2023 - 24

1. Purpose of report

- 1.1 The purpose of this report is to present the Corporate Overview and Scrutiny Committee (COSC) with early thinking on the Corporate Plan Delivery Plan 2023-24, evaluate options and consider timescales for development and publication.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report proposes arrangements to support the new wellbeing objective proposed in the Corporate Plan to replace the following corporate well-being objectives under the Well-being of Future Generations (Wales) Act 2015:-
- **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
 - **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
 - **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The Corporate Plan 2023-28 will be considered by full Council at its meeting on 1 March 2023.
- 3.2 The Corporate Plan research showed that around half of Welsh local authorities do not include Performance Indicators (PIs) in their corporate plans at all, instead developing annual delivery plans to cover PIs and targets. This has many benefits, as detailed below, and it was proposed to COSC that this be the approach taken for Bridgend County Borough Council (BCBC):
- Providing less rushed timescales for producing the Corporate Plan
 - Enabling the Council to produce a shorter, more accessible Corporate Plan with less technical detail

- Allowing flexibility to change the course of action when needed
- Allowing for additional engagement and involvement of staff, trade unions and members (particularly scrutiny members) in the development of performance indicators in March and April 2023.

3.3 This report provides ideas, options and timescales on the first annual delivery plan 2023-24.

4. Current situation/proposal

4.1 There are many areas to consider in the development of the first annual delivery plan 2023-24. Some of the key issues include:

- What is the audience for the report
- Size and style of the report
- How to drive forward the new ways of working
- How to drive forward the new wellbeing objectives and commitments and how best to measure progress
- Existing problems the Council is seeking to address in the report
- Timescales for the report

4.2 **Audience** – It is proposed that the Corporate Plan Delivery Plan should be resident focused but not resident facing. The key focus will be on providing accountability and assurance, so the main audiences for the plan will be officers, particularly heads of service and Corporate Management Board (CMB) and members, particularly Cabinet and Scrutiny members but also the full Council. It is proposed that a secondary audience will be regulators, Welsh Government, Welsh Local Government Association (WLGA) and the Future Generations Commissioner.

4.3 **Size and style** - the Council needs to balance comprehensive coverage of the new ways of working and wellbeing objectives with a manageable, accessible report. Plans from other local authorities in Wales range from around 2 to 100 pages and vary from simple reports using plain English to highly complex and technical reports.

4.4 **How best to drive forward the new ways of working** – the Council needs a clear way of driving forward the new ways of working and measuring progress against them. Most of the ways of working do not lend themselves to developing performance indicators (although where they do – for example on customer service – we will highlight these opportunities). Other ways of driving forward the new ways of working could include having lead officers for each one, undertaking scrutiny deep dives and recommendations on each, or developing a programme of linked projects to support them.

4.5 **How best to measure progress on the wellbeing objectives** - there are various approaches across Corporate Plans and Delivery Plans in Wales. Measurement styles include –

- Objectives with a range of unconnected commitments and PIs
- Objectives with a long list of PIs
- Objectives with linked and complementary aims, commitments and PIs
- Objectives with commitments, PIs, results and status

It is proposed that the Policy and Performance team look more widely for helpful approaches in coming weeks.

4.6 Problems with the current approach – a number of issues have been identified with the Council’s existing approach, both by members, regulators and self-assessment that could be addressed or solved by the new performance framework. Some of the key issues are:

- Binary commitments (completed or not completed) without clear and agreed milestones
- A system of trend arrows and R, A, Y, G ratings that not everyone fully understands
- PIs that don’t fully represent or measure the wellbeing objectives
- Too many annual PIs and lots with long time lags
- PIs without clear and agreed guidance / rationale for calculation and inconsistent verification processes
- PIs without targets / baseline data
- A lack of outcome focused PIs
- A lack of performance information we can benchmark

4.7 To address the identified issues, it is proposed that –

- The council should choose commitments / PIs carefully to ensure they fully measure each wellbeing objective
- Commitments must be long term, with clear milestones over the year
- Each PI must have clear and agreed data and measurement systems, verification processes and responsible officers
- PIs with long data time lags are avoided
- PIs that can be compared with others and over time, with baseline data and clear annual targets are preferable
- R, A, Y, G ratings must be agreed and awareness raising provided for officers working on performance data
- Having multiple tiers of performance data is avoided
- A better balance of input, output and outcome measures is developed

4.8 Timescales – many local authorities are at a similar point in the development of their Corporate Plan delivery plans. Some have delayed the development this year due to late budget settlements. In line with previous years, the Council’s performance system will be updated in July (following Q4 2022/23 reporting) so it is proposed that following Corporate Overview and Scrutiny Committee, a further development session is planned with COSC members in late April / early May to discuss an early working draft document, and a final draft be brought to the Committee’s meeting on 26 June 2023 in preparation for Cabinet and Council in July.

5. Effect upon policy framework and procedure rules

- 5.1 Performance against the Corporate Plan forms part of the Council's Performance Management Framework. The Corporate Plan Delivery Plan 2023-24 will propose updates to the Performance Management Framework.

6. Equality Act 2010 implications

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an EIA in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Wellbeing Future Generations (Wales) Act 2015 implications

- 7.1 The wellbeing goals identified in the Act were considered when writing this report. It is considered there will be no significant or unacceptable impacts upon the achievement of the existing well-being goals as a result of this report.
- 7.2 The report proposes performance management arrangements for the wellbeing goals / objectives in line with the requirements of the Act.

8. Financial implications

- 8.1 There are no financial implications arising from this report.

9. Recommendation

- 9.1 The Corporate Overview and Scrutiny Committee is recommended to consider the key issues, comment upon the report and agree timescales for further engagement on the Corporate Plan Delivery Plan 2023-24.

Mark Shephard
CHIEF EXECUTIVE
21 February 2023

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Background documents: None

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO THE CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

2 MARCH 2023

REPORT OF THE CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE

DISABLED FACILITIES GRANT – PROGRESS REPORT AND POSITION STATEMENT

1. Purpose of report

- 1.1 The purpose of this report is to update the Corporate Overview and Scrutiny Committee on actions taken to progress improvements to the Disabled Facilities Grant (DFG) service and provide information on the position to date.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015:-**
- 1. Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
 - 2. Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council’s well-being objectives.

3. Background

- 3.1 Past reports to the Governance and Audit Committee, Cabinet and Cabinet / Corporate Management Board (CCMB) have outlined the critical need to re-shape and improve the delivery of the DFG service within Bridgend. Members of the Governance and Audit Committee received a report on 22nd April 2021 outlining the new model of service.
- 3.2 A further report to Governance and Audit Committee on 11th November 2021 provided an update on progress made in relation to the implementation of the new model, together with the actions taken to meet the recommendations of the Audit Wales report in 2017/18 on the Service Users Perspective. Of particular note within that report was a key recommendation regarding Council controls: *‘Council needs to be assured that it has appropriate controls in place to provide effective oversight of the adaptations process, given it is ultimately responsible for the delivery of the adaptation’*. The report also outlined information on the actions taken to respond to the Regional Internal Audit Service report in 2019/20 which had concluded that there was Limited Assurance in relation to the service.

- 3.3 On 1st April 2021, the Council ceased the provision of the agent delivery model and the functions for end-to-end delivery of DFGs and ceased providing contact details for local agents (external businesses that oversee works). However, the applicant still has the choice to go externally for DFG works to be delivered. As at this point, there were works already under the remit of various agents and a number of legacy jobs which were required to be fulfilled by agents as this work continued to be under their remit. Since then a number of cases have been returned to the Council as the agent was unable to fulfil the jobs due to their complexity. This meant that the DFG service dealt with additional numbers of unexpected and complex cases.
- 3.4 The report to Cabinet on 19th January 2021 outlined the potential risks with regards to the internalisation of the service and move to a new operating model which could mean that the Council is unable to achieve the aspirational targets which have been outlined in numerous reports. Risks identified at that time included the inability to recruit staff that would affect the timeline; delays in the new Framework Agreement or the ability to enter into the Collaboration Agreement with Neath Port Talbot County Borough Council (NPTCBC); and in general the availability of contractors and material costs.
- 3.5 A number of key actions were identified to develop the new operational model and this report provides an update on the progress made on these key components of change below and responds to the risks identified above.

4. Current situation/proposal

- 4.1 Although a number of actions have been progressed, some of the risks identified in paragraph 3.4 above have affected the speed of change and have required a number of mitigating actions to manage them. Below is an update on progress and risks.
- 4.2 Collaboration Agreement. As planned, the collaboration agreement with Neath Port Talbot County Borough Council ceased on the 31st October 2022. This was an interim arrangement only to allow the service to increase the staff numbers and experience within the team, and allow time to embed processes, whilst continuing delivery of the service. A range of circumstances has had an impact on achieving this position which are outlined below.
- 4.3 Staff Recruitment. Staff movement and an inability to recruit had been identified as a risk factor and this remains a high level risk to delivery. Staff movement and the lack of interest in posts when advertised has meant that the staff team has not been enlarged as planned. The service currently has 1 long term permanent member of staff and 1 newly appointed assistant who are being supplemented by agency workers. Although the recruitment processes will continue, it remains a concern that it is difficult to attract staff to some of the roles. To mitigate this as far as possible the following has been actioned:
- A re-evaluation of salary levels of the surveyors has been undertaken by the HR Job Evaluation team to make Bridgend competitive in this field and there has been upgrading of a number of posts;
 - Agency workers have been engaged;
 - External surveyors have been commissioned to support the service and operational delivery. This arrangement is through the South East Wales

Technical and Professional Procurement Framework (SEWTAPs) which started on 1st October 2022 and is in place until 31st March 2023 with an option to extend for a period of a further 12 months. The focus will be on the more complex large scale adaptations

4.4 Development and Implementation of a Contractors Framework. Market engagement with local contractors has been undertaken including 1:1 meetings and workshops and the information gathered from these meetings has been used to inform the Framework. External legal support for this work has been secured to review the Specification, and Framework Agreement prior to tendering. The Framework Agreement has now been finalised and a review of the Specification is currently being undertaken. The Delegated Authority is in place for the Chief Officer, Finance, Performance and Change to undertake the procurement process on completion of legal advice. As this work is nearing completion the target date for the procurement of the Framework is the end of March 2023 with Framework implementation as soon as possible.

4.5 Policy and Procedures. The removal of means testing for small and medium schemes has been adopted since April 2022. Small jobs are those that can be installed quickly such as rails/small ramps etc. Medium jobs are those that require home modification but not planning approval or building regulation approval such as shower, stairlifts etc. Large jobs are those that require major modification and require planning approval and building regulations such as extensions. Additional funding had been made available from Welsh Government to cover additional costs via the Enable Grant. An uplift of £89,973 on the core grant of £180,000 has been provided in 2022-23 for the additional purpose of compensating local authorities for loss of income by not requiring a contribution from service users for the provision of small and medium sized adaptations. The financial and operational impact of this change will be reviewed to understand more fully the implications of this policy. Other changes include -

- Sell to Wales is being used to tender jobs for the allocation of works to contractors
- New Schedule of Rates has been developed, which will be regularly reviewed to respond to increasing costs
- New procedure guidelines have been drafted and will be finalised on the implementation of the Framework
- Liaison is taking place with Welsh Government officers in relation to the Welsh Government Housing With Care grant funding which allows for the top up of funding for large schemes over and above the maximum grant level of £36,000. A grant of £43,490 has been secured for the remainder of the 2022-23 financial year with expenditure required by end of year. Steps are being taken to identify schemes to benefit from this funding for the 2023-24 financial year with a view to submitting a further funding application to Welsh Government by the 31st March 2023.
- Since April 2022 Valleys to Coast (V2C) has had access to the Property Adaptation Grant from Welsh Government. This will allow V2C to undertake adaptations on their own properties. Unlike other local Registered Social Landlords (RSL's), adaptations for V2C properties were previously processed via DFGs. The service will however continue to work with V2C.

- 4.6 Monitoring and Recording. Until all of the required tender documentation is established, works have been procured through the Sell to Wales system with contractors tendering for jobs. All contractors are required to be registered and verified on Constructionline (accreditation for the construction industry throughout the UK) to comply with rule 6.6 of the Council's Contract Procedure Rules (CPRs). The volume of cases dealt with under this process is dictated by the process and the capacity of the team to oversee each case. This process will continue until such time that the Framework is operational and to date 46 jobs have been commissioned through this route, with a further 5 pending, taking approximately 6 – 7 weeks between the issuing of tender documentation and the awarding of the contract. This has an impact on the number of average days taken to deliver a DFG and this will be significantly shortened once the Framework Agreement is in place.
- 4.7 Software System. A new software system has been commissioned which will support case and performance management alongside the key performance indicators required for Welsh Government and will inform the new performance indicators proposed below in paragraph 4.10. It is expected that the new software will be in place by April 2023.
- 4.8 Performance Indicators. The report on 22nd April 2021 to the Governance and Audit Committee reported the current measurement for the DFG service is PAM/015 – the average number of calendar days taken to deliver a new Disabled Facilities Grant. The report further outlined the aspirational targets set at that time of 240 days for 2021-22 and 210 for 2022-23 to reflect the foundational nature of the new service model. These were set on a number of presumptions that the pilot year of 2021-2022 would achieve the actions that had been outlined previously ie that the framework would be in place; that the staffing structure would be expanded; and that the challenges and impact of Covid would be significantly reduced.
- 4.9 These presumptions have not been met and the continued risk to service delivery is outlined in paragraph 4.13 below as performance has been affected by the issues raised in this report, not least staffing difficulties. In addition, the challenges presented during Covid such as the lack of available contractors and the rise in material costs has had an operational impact as the service, already under capacity, was required to catch up on delays and many jobs had to be re-priced and re-evaluated due to rising costs.
- 4.10 The average number of days taken to deliver a new DFG reported for 2021-2022 was 320 days. This has not met the improvement expected when the target performance indicators referenced in paragraph 4.8 above were identified. Efforts will continue to make significant improvements to the average number of days, however, it is considered that the PAM/015 is not an indicator of effort or milestones reached for each application. Further, larger complex cases and legacy cases being dealt with is having a disproportionate effect on the average days reported. In order to have further clarity and understanding of performance, additional informal performance indicators will be recorded. The new software, when operational, will support the collation and reporting of the following:
- Categorisation of jobs into small, medium, large, and average times for each category
 - Number of cases processed within a 6 month period of being received by the DFG team

- Number of cases cancelled and for what reason

4.11 Communication and integration. In order to involve applicants and provide greater information to applicants the service has adopted a joint approach on many levels. The housing dedicated Occupational Health Therapist (OT) continues to liaise and communicate with hospital OT's on childrens cases; the OT advises and assesses adaptation needs on homelessness and rehousing cases for the housing service; joint meetings are held with the applicant, DFG surveyor and contractor before work starts on the property to ensure that everyone is informed and kept up to date.

4.12 Further changes to the way the Council communicates and informs applicants will go hand in hand with the development of the software with the intention of simplifying processes, providing on-line information, and automating where possible letters and forms for ease of access.

4.13 In conclusion, the service has faced a number of challenges and has been prevented from making the changes as planned. There is progress being made on a number of levels which will have a positive effect in the near future. However, risks remain for the service:

- recruitment continues to be a pressure point which may cause an over reliance on agency or external support;
- material costs may increase to a level that will require constant review and re-pricing of works;
- The Framework Agreement may not attract contractors due to the economic benefits of working in the private sector; or the current economic climate and uncertainty may impact on the number of contractors available to do this work. If this proves to be the case further consideration will need to be given in relation to the best service model to ensure delivery.

5. Effect upon policy framework and procedure rules

5.1 There is no effect on policy framework and procedure rules.

6. Equality Act 2010 implications

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The report contributes to the following goals within the Well-being of Future Generations (Wales) Act 2015:

- A prosperous Wales
- A resilient Wales
- A Wales of cohesive communities
- A globally responsive Wales

7.2 The following is a summary to show how the 5 ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:-

Long term	Ensuring best use of available accommodation allowing individuals to live safely in their own homes
Preventative	Through a person centred approach preventing an individual escalating into hospital services
Involvement	Providing individuals the choice to remain in their home ensuring they are part of the process from start to finish managed through a single point of engagement
Integration	Ensure individuals can remain within their communities providing an array of benefits including stability through the maintaining of local support networks
Collaboration	Developing a Framework Agreement to support the DFG service. Working in partnership with Social Services to deliver the required adaptations necessary and appropriate to meet the needs of the individual.

8. Financial implications

8.1 There are no financial implications arising from this report.

9. Recommendation

9.1 It is recommended that the Committee:-

- Consider the report and make any comments on the progress to date to improve the DFG service and the current position.

Carys Lord
CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE
February 2023

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Background documents: None

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CORPORATE OVERVIEW AND SCRUTINY COMMITTEE

2 MARCH 2023

REPORT OF THE CHIEF OFFICER – LEGAL & REGULATORY SERVICES, HR & CORPORATE POLICY

FORWARD WORK PROGRAMME UPDATE

1. Purpose of report

1.1 The purpose of this report is to:

- a) Present the Committee with the Forward Work Programme attached as **Appendix A** for this Committee for consideration and approval;
- b) Request any specific information the Committee identifies to be included in the reports for the next two meetings, including invitees they wish to attend;
- c) Request the Committee to identify any further items for consideration on the Forward Work Programme having regard to the selection criteria in paragraph 4.3;
- d) Present the Recommendations Monitoring Action Sheet for this Committee attached as **Appendix B** to track responses to the Committee's recommendations made at the previous meetings;
- e) Present the Forward Work Programmes for the Subject Overview and Scrutiny Committees attached as **Appendices C, D and E** following consideration in their respective Committee meetings;
- f) Present the Recommendations Monitoring Action Sheets for the Subject Overview and Scrutiny Committees attached as **Appendices F, G and H** to track responses to recommendations made at their respective previous Committee meetings.

2. Connection to corporate well-being objectives/other corporate priorities

2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:

- **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
- **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and

communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.

- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The Council's Constitution requires Overview and Scrutiny Committees to each propose items for the Forward Work Programme having regard to the Council's Corporate Priorities and Risk Management framework.
- 3.2 The Corporate Overview and Scrutiny Committee has the additional role of having oversight and coordination of the Forward Work Programmes for the Subject Overview and Scrutiny Committees to develop and implement an effective overall Forward Work Programme for Scrutiny.

Best Practice / Guidance

- 3.3 The Centre for Governance and Scrutiny's (CfGS) Good Scrutiny Guide recognises the importance of the forward work programme. In order to 'lead and own the process', it states that Councillors should have ownership of their Committee's work programme, and be involved in developing, monitoring and evaluating it. The Good Scrutiny Guide also states that, in order to make an impact, the scrutiny workload should be coordinated to ensure that it contributes to the delivery of corporate objectives, and that work can be undertaken in a timely and well-planned manner.
- 3.4 Forward Work Programmes need to be manageable to maximize the effective use of the limited time and resources of Scrutiny Committees. It is not possible to include every topic proposed. Successful Scrutiny is about looking at the right topic in the right way and Members need to be selective, while also being able to demonstrate clear arguments for including or excluding topics.
- 3.5 The CfGS's guide to work effective work programming 'A Cunning Plan?' makes the following reference to the importance of good work programming:

'Effective work programming is the bedrock of an effective scrutiny function. Done well it can help lay the foundations for targeted, incisive and timely work on issues of local importance, where scrutiny can add value. Done badly, scrutiny can end up wasting time and resources on issues where the impact of any work done is likely to be minimal.'

Corporate Overview and Scrutiny Committee Draft Forward Work Programme

- 3.6 Following the approval of the schedule of Scrutiny Committee meeting dates at the Annual Meeting of Council on 18 May 2022, the standing statutory reports to this Scrutiny Committees upon: the Corporate Plan the Medium Term Financial Strategy, Performance, the Corporate Plan, the Medium Term Financial Strategy

(MTFS) and Budget, Performance and Budget Monitoring, etc. were mapped to the appropriate timely meeting dates into a draft Forward Work Programme.

- 3.7 The draft Forward work programme for this Committee was prepared using a number of difference sources, including:
- Corporate Risk Assessment;
 - Directorate Business Plans;
 - Previous Scrutiny Committee Forward Work Programme report topics / Minutes;
 - Committee / Member proposed topics;
 - Policy Framework;
 - Cabinet Work Programme;
 - Discussions with Corporate Directors;
 - Performance Team regarding the timing of performance information.
- 3.8 There are items where there is a statutory duty for Policy Framework documents to be considered by Scrutiny, e.g. the MTFS including draft budget proposals scheduled for consideration in January 2023, following which the Committee will coordinate the conclusions and recommendations from each of the Subject Overview and Scrutiny Committees in a report on the overall strategic overview of Cabinet's draft Budget proposals to the meeting of Cabinet in February 2023.
- 3.9 An effective FWP identifies the issues that the Committee wishes to focus on during the year and provide a clear plan. However, at each meeting the Committee will have an opportunity to review this as the Forward Work Programme Update will be a standing item on the Agenda, detailing which items are scheduled for future meetings and be requested to clarify any information to be included in reports and the list of invitees. The FWP will remain flexible and will be revisited at each COSC meeting with updates from each SOSC FWP and any updated information gathered from FWP meetings with Corporate Directors.

4. Current situation/proposal

- 4.1 The Committee approved its Forward Work Programme at its meeting on 30th June 2022 and has reviewed and added to it at subsequent meetings.
- 4.2 The Subject Overview and Scrutiny Committee Forward Work Programmes and Recommendations Monitoring Action Sheets are also being reported to the Committee for coordination and oversight of the overall FWP, following consideration by their respective Subject Overview and Scrutiny Committees. The SOSC FWP's and Recommendations Monitoring Action Sheets will be included in the standing FWP Update report as updated by each SOSC meeting.

Identification of Further Items

- 4.3 The Committee are reminded of the Criteria Form which Members can use to propose further items for the FWP which the Committee can then consider for prioritisation at a future meeting. The Criteria Form emphasises the need to consider issues such as impact, risk, performance, budget and community perception when identifying topics for investigation and to ensure a strategic responsibility for Scrutiny and that its work benefits the Authority. There are a

number of questions and processes that can help the Committee come to a decision on whether to include a referred topic, some of which are set out below:

Recommended Criteria for Selecting Scrutiny Topics:

PUBLIC INTEREST:	The concerns of local people should influence the issues chosen for scrutiny;
ABILITY TO CHANGE:	Priority should be given to issues that the Committee can realistically influence, and add value to;
PERFORMANCE:	Priority should be given to the areas in which the Council is not performing well;
EXTENT:	Priority should be given to issues that are relevant to all or large parts of the County Borough; or a large number of the Authority's service users or its population;
REPLICATION:	Work programmes must take account of what else is happening in the areas being considered to avoid duplication or wasted effort.

Reasons to Reject Scrutiny Topics:

- The issue is already being addressed / being examined elsewhere and change is imminent.
- The topic would be better addressed elsewhere (and can be referred there).
- Scrutiny involvement would have limited / no impact upon outcomes.
- The topic may be sub-judice or prejudicial.
- The topic is too broad to make a review realistic and needs refining / scoping.
- New legislation or guidance relating to the topic is expected within the next year.
- The topic area is currently subject to inspection or has recently undergone substantial change / reconfiguration.

Corporate Parenting

- 4.4 Corporate Parenting is the term used to describe the responsibility of a Local Authority towards looked after children and young people. This is a legal responsibility given to local authorities by the Children Act 1989 and the Children Act 2004. The role of the Corporate Parent is to seek, for children in public care, the outcomes every good parent would want for their own children. The Council as a whole is the 'corporate parent', therefore all Members have a level of responsibility for the children and young people looked after by Bridgend.
- 4.5 In this role, it is suggested that Members consider how each item they consider affects children in care and care leavers, and in what way can the Committee assist in these areas.
- 4.6 Scrutiny Champions can greatly support the Committee in this by advising them of the ongoing work of the Cabinet-Committee and particularly any decisions or changes which they should be aware of as Corporate Parents.

- 4.7 The Forward Work Programme for COSC is attached as **Appendix A** for the Committee's consideration.
- 4.8 The Recommendations Monitoring Action Sheet for the previous meetings is attached as **Appendix B**, to track responses to the Committee's recommendations at the previous meetings.
- 4.9 The Forward Work Programmes for the Subject Overview and Scrutiny Committees are attached as **Appendices C, D and E** for coordination and oversight of the overall Forward Work Programme.
- 4.10 The Monitoring Action Sheets for the Subject Overview and Scrutiny Committees are attached as **Appendices F, G and H** to track responses to recommendations made at their respective previous Committee meetings.

5. Effect upon policy framework and procedure rules

- 5.1 The work of the Overview & Scrutiny Committees relates to the review and development of plans, policy or strategy that form part of the Council's Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental wellbeing in the County Borough of Bridgend.

6. Equality Act 2010 implications

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The Act provides the basis for driving a different kind of public service in Wales, with 5 ways of working to guide how public services should work to deliver for people. The following is a summary to show how the 5 ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

- Long-term - The approval of this report will assist in the planning of Scrutiny business in both the short-term and in the long-term on its policies, budget and service delivery.
- Prevention - The early preparation of the Forward Work Programme allows for the advance planning of Scrutiny business where Members are provided an opportunity to influence and improve decisions before they are made by Cabinet.
- Integration - The report supports all the wellbeing objectives.

- Collaboration - Consultation on the content of the Forward Work Programme has taken place with the Corporate Management Board, Heads of Service and Elected Members.
- Involvement - Advanced publication of the Forward Work Programme ensures that stakeholders can view topics that will be discussed in Committee meetings and are provided with the opportunity to engage.

8. Financial implications

8.1 There are no financial implications directly associated with this report.

9. Recommendations

9.1 The Committee is recommended to:

- Consider and approve the Forward Work Programme for this Committee attached as **Appendix A**;
- Identify any specific information the Committee wishes to be included in the reports for the next two meetings, including invitees they wish to attend;
- Identify any further items for consideration on the Forward Work Programme having regard to the selection criteria in paragraph 4.3;
- Note the Recommendations Monitoring Action Sheet for this Committee attached as **Appendix B** to track responses to the Committee's recommendations made at the previous meetings;
- Note the Forward Work Programmes for the Subject Overview and Scrutiny Committees attached as **Appendices C, D and E** following consideration in their respective Committee meetings;
- Note the Recommendations Monitoring Action Sheets for the Subject Overview and Scrutiny Committees attached as **Appendices F, G and H** to track responses to recommendations made at their respective previous Committee meetings.

Kelly Watson
Legal & Regulatory Services, HR & Corporate Policy
 24 February 2023

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Background documents: None.

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**Forward Work Programme 2022-23
Corporate Overview and Scrutiny Committee:**

APPENDIX A

Date of Meeting:	Report Topics:
Thursday 30 June 9.30am	<ul style="list-style-type: none"> - Election of Chairperson report; - Call In of Cabinet Decision: Recycling and Waste Service Post 2024 - Revenue Budget Outturn 2021-22 - Corporate Parenting Champion Nomination report; - Nomination to the Public Service Board Scrutiny Panel report; - Draft Forward Work Programme
Thursday 21 July 9.30am	<ul style="list-style-type: none"> - Budget Monitoring 2022-23 – Quarter 1 Revenue Forecast - Council's Performance against its Wellbeing Objectives for 2021 - 22 (Year End Performance) - Nomination to the Public Service Board Scrutiny Panel report
Monday 5 September 10am	<ul style="list-style-type: none"> - Director of Social Services Annual Report 2021/22
Thursday 27 October 10am	<ul style="list-style-type: none"> - Budget Monitoring 2022-23 – Quarter 2 Revenue Forecast - Temporary Accommodation
Monday 14 November 4pm	<ul style="list-style-type: none"> - Housing / Homelessness Report to include RSL and third sector invitees <p>Combined meeting of COSC and SOSOC 3</p>
Thursday 15 December 10am	<ul style="list-style-type: none"> - Q2 Performance Report 2022-23 - Cost of Living Payment Scheme Rollout - Re-Development of Maesteg Town Hall - Interim Budget Research and Evaluation Panel Report
Wednesday 18 January 10am TBC	<ul style="list-style-type: none"> - Draft Medium Term Financial Strategy 2023-24 to 2026-27 and Budget Proposals
Tuesday 31 January 10am	<ul style="list-style-type: none"> - Budget Monitoring 2022-23 - Quarter 3 Revenue Forecast - New Corporate Plan 2023 – 2028 - Capital Strategy 2023 – 24 onwards - Scrutiny Recommendations on Medium Term Financial Strategy 2023-24 to 2026-27 and Draft Budget Consultation Process
Thursday 2 March 10am	<ul style="list-style-type: none"> - Workforce, Recruitment and Retention - Progress on the Performance of Disabled Facilities Grants - Delivery Plan for Corporate Plan
To be scheduled as part of 2023/24 AFWP	<ul style="list-style-type: none"> - Cessation of Ukrainian Refugee Host Sponsorship - Lessons Learned from Re-Development of Maesteg Town Hall - Digital Strategy Review

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CORPORATE OVERVIEW AND SCRUTINY COMMITTEE - RECOMMENDATIONS MONITORING ACTION SHEET

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
30 June 2022	Call-in of Cabinet Decision: Recycling and Waste Service Post 2024	<p>The Committee concluded that the Decision would not be referred back to Cabinet but made a number of recommendations:</p> <p>a) That any future consideration of the Waste contract be presented to the Corporate Overview and Scrutiny Committee at a suitable time so as to enable pre-decision scrutiny and effective input into any forthcoming decision. The Committee requested that this incorporate any specialist advice that is commissioned for the future waste service model, before referring on to Cabinet, as mentioned at paragraph 9.5 of the Cabinet report;</p> <p>b) That going forward, contingency measures as well as a deeper look at other possible options for waste</p>	Scrutiny / Cabinet	Recommendations formally reported to Cabinet 18 October 2022 for consideration and response to be provided to COSC.

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		<p>service provision is fully and openly considered and deliberated;</p> <p>c) That the other options that were considered in order for Cabinet to arrive at the current decision for a short-term waste contract from 2024 to 2026, be published in the public domain to ensure full openness and transparency.</p>		
30 June 2022	Revenue Budget Outturn 2021-22	The Committee requested information be provided on the nature and source of insurance claims in 2021-22.	Scrutiny / Chief Officer Finance, Performance and Change	ACTIONED – response and information circulated 2 September 2022.
30 June 2022	Revenue Budget Outturn 2021-22	The Committee requested information be provided demonstrating the Revenue Reserves held by Directorate.	Scrutiny / Chief Officer Finance, Performance and Change	ACTIONED – response and information circulated 2 September 2022.

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome
21 July 2022	Budget Monitoring 2022-23 - Quarter 1 Revenue Forecast	The Committee highlighted the impact of the volatility of the price of fuel on services, providers and the Council budget and recommended the need to be mindful of this going forward when scrutinising related reports.	Scrutiny / Committee Members	ONGOING - Recommendation to be actioned by the Scrutiny Team and the Committee.
21 July 2022	Budget Monitoring 2022-23 - Quarter 1 Revenue Forecast	The Committee requested information regarding current recruitment issues, vacancy rates and data regarding repeat advertisements for job vacancies.	Scrutiny / Chief Officer Legal, Regulatory and Human Resources	ACTIONED – response and information circulated 21 October 2022.
21 July 2022	Budget Monitoring 2022-23 - Quarter 1 Revenue Forecast	The Committee requested the total amount of projected schools' deficit budget for 2022-2023.	Scrutiny / Corporate Director – Education and Family Support	ACTIONED – response and information circulated 21 July 2022.
21 July 2022	Council Performance Against its Commitments for the Year 2021-22	The Committee recommended that the narrative for Welsh Government PAM/015 (PSR002) in Appendix A regarding Disabled Facilities Grants be expanded to	Scrutiny / Chief Officer Finance, Performance and Change	ACTIONED – response and information circulated 21 October 2022.

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		clarify that it included all persons/groups.		
21 July 2022	Council Performance Against its Commitments for the Year 2021-22	The Committee requested a written response regarding the lengthy process of compelling property owners to bring their empty properties into reuse to include real case examples and timescales.	Scrutiny / Chief Officer Finance, Performance and Change / Head of Performance & Partnerships	ACTIONED – response and information circulated 21 October 2022.
21 July 2022	Council Performance Against its Commitments for the Year 2021-22	The Committee requested updated literature regarding Bridgend’s promotion of foster care recruitment.	Scrutiny / Corporate Director -Social Services and Wellbeing	ACTIONED – response and information circulated 9 December 2022.
5 September 2022	Director of Social Services Annual Report 2021-22	<p>The Committee recommended that the Report:</p> <ul style="list-style-type: none"> (a) should include data and graphics to demonstrate the impact of staffing pressures on the Directorate. (b) make reference to the Corporate Risk Register 	Scrutiny / Corporate Director -Social Services and Wellbeing	ACTIONED - Recommendations circulated. Corporate Director for Social Services and Wellbeing acknowledged and reflected recommendations (b) and (c) in an amended Report formally reported to Council on 19 October 2022 and confirmed that recommendation (a) would be

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		<p>when referring to the Critical Incident instigated in 2022.</p> <p>(c) should reflect not only the increase in demand on Social Care but also the complexity and nature of referrals being made (particularly in Children's Social Care).</p>		<p>incorporated, as far as possible, into Director of Social Services Annual Report 2022-23.</p>
<p>5 September 2022</p>	<p>Director of Social Services Annual Report 2021-22</p>	<p>The Committee recommended that they write a letter, in support of the Deputy Leader, to the Welsh Government Minister for Social Services regarding budgetary pressures.</p>	<p>Scrutiny / Chair of COSC</p>	<p>ACTIONED – Letter sent to Welsh Government Minister for Social Services.</p>
<p>5 September 2022</p>	<p>Director of Social Services Annual Report 2021-22</p>	<p>The Committee requested a written response regarding the Adult, Children and Wellbeing Quality Standards detailing the up to date/current position on each of the 'Next Steps' outlined in the Report.</p>	<p>Scrutiny / Corporate Director -Social Services and Wellbeing</p>	<p>Recommendations circulated requesting response - to be provided. Chased.</p>
<p>5 September 2022</p>		<p>The Committee requested a copy of the letter sent by the Deputy</p>	<p>Scrutiny / Deputy Leader and</p>	<p>ACTIONED – response and</p>

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
	Director of Social Services Annual Report 2021-22	Leader to the Welsh Government Deputy Minister for Social Services regarding workforce concerns.	Cabinet Member for Social Services and Early Help	information circulated 21 October 2022.
5 September 2022	Director of Social Services Annual Report 2021-22	The Committee requested Information regarding the Discharge Hub at the Princess of Wales Hospital and information on how Care and Repair support the service.	Scrutiny / Corporate Director -Social Services and Wellbeing / Head of Adult Social Care	ACTIONED – response and information circulated 22 February 2023.
5 September 2022	Director of Social Services Annual Report 2021-22	The Committee requested information on the innovative ways in which the Council is recruiting staff.	Scrutiny / Corporate Director -Social Services and Wellbeing	ACTIONED – response and information circulated 9 December 2022.
5 September 2022	Director of Social Services Annual Report 2021-22	The Committee requested confirmation of whether Social Services plan to engage primary school children in survey work to set wellbeing baselines for the Council’s review of play sufficiency, as they had done with the secondary school children.	Scrutiny / Corporate Director -Social Services and Wellbeing / Group Manager Sports and Physical Activity	Recommendations circulated requesting response - to be provided. Chased.

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome
27 October 2022	Budget Monitoring 2022-23 Q2 Revenue Forecast	The Committee fully supports the Council's discussions with the UK Government regarding further funding or continuation of the 'Homes for Ukraine' Scheme and noted the impact of the 6-month sponsorship period implemented through the Scheme coming to an end and the risk of refugees becoming homeless. The Committee agreed to monitor this as part of their FWP.	Scrutiny / Chair of COSC / Chief Officer – Finance, Performance and Change	ACTIONED: Item has been added to the FWP for the Committee to be scheduled in the next municipal year. Scrutiny Team liaising with Chair of COSC and Chief Officer – Finance, Performance and Change regarding optimal scheduling.
27 October 2022	Budget Monitoring 2022-23 Q2 Revenue Forecast	The Committee requested that when the Council look to make a press release regarding the upcoming budget consultation that Officers be mindful of improving communication to residents and improving understanding of the budget and purpose of reserves held.	Scrutiny / Corporate Policy & Public Affairs Manager	ACTIONED: Recommendation on the communication of purpose of reserves was included in COSC recommendations on the draft MTFS 2023-2027 formally reported to Cabinet 7 February 2023 for response.
27 October 2022	Budget Monitoring 2022-23 Q2 Revenue Forecast	The Committee proposed that BREP consider how the budget is set for the Social Services and Wellbeing (SSWB) Directorate to reflect the demographics of the County Borough, the level of demand and the statutory duties of the Directorate.	Scrutiny/BREP	ACTIONED – BREP actioned.

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome
27 October 2022	Budget Monitoring 2022-23 Q2 Revenue Forecast	The Committee requested that early indications of each Directorate's proposed draft budgets be presented to BREP with potential options for budget reductions at the next related meeting each Director has been invited to attend.		ACTIONED – BREP actioned.
27 October 2022	Budget Monitoring 2022-23 Q2 Revenue Forecast	The Committee requested that they received greater detail on the reasons for the 56.2% variance and significant overspend in the Planning and Development section of the Communities Directorate which the Committee noted was an understaffed department.	Scrutiny / Chief Officer – Finance, Performance & Change / Corporate Director - Communities	Recommendations circulated requesting response - to be provided. Chased.
27 October 2022	Budget Monitoring 2022-23 Q2 Revenue Forecast	The Committee requested a written response from the Corporate Director -Social Services and Wellbeing on the following: a. The reliability of agency workers and providers; b. The cost difference between an agency worker compared to a full time Social Worker;	Scrutiny / Corporate Director -Social Services and Wellbeing	Recommendations circulated requesting response - to be provided. Chased.

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		c. On average, how many agency workers work in the SSWB Directorate; and d. The average length of stay for agency workers in the SSWB Directorate.		
27 October 2022	Temporary Accommodation	The Committee recommended that a review be conducted on the procurement of temporary accommodation and how to secure its longevity and that this be reported back to the Committee at an appropriate time.	Scrutiny / Head of Partnerships	Recommendations circulated requesting response - to be provided. Chased.
27 October 2022	Temporary Accommodation	The Committee requested information on the package of support that is provided to families and individuals relocated to temporary accommodation with particular consideration of the impact on the welfare of children who are relocated away from family and friends and whether they have to change school.	Scrutiny / Head of Partnerships	Recommendations circulated requesting response - to be provided. Chased.
15 December 2022	Quarter 2 Performance Report 2022-23	The Committee Recommended that to ensure the time of the Corporate Overview and Scrutiny Committee (COSC) is used to maximum benefit, that the Subject Overview and Scrutiny	Scrutiny / Committee Members	ONGOING - Recommendation to be actioned by the Committee.

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		Committees should scrutinise in detail matters in the remit of those respective Committees.		
15 December 2022	Quarter 2 Performance Report 2022-23	The Committee Recommended that the Task and Finish Group considering fixed and permanent exclusions look at and identify best practice in terms of management of pupil behaviour.	Scrutiny / Corporate Director – Education and Family Support	Recommendations circulated requesting response - to be provided.
15 December 2022	Quarter 2 Performance Report 2022-23 - Communities	The Committee requested how many Community Asset Transfers have been completed between April and September 2022.	Scrutiny / Corporate Director – Communities	Recommendations circulated requesting response - to be provided.
15 December 2022	Quarter 2 Performance Report 2022-23 - Communities	The Committee requested with reference to the Performance Indicator DCO16.9 CP WBO3 on page 48 of the agenda reports pack, to what does the £275,000 remaining capital receipts relate.	Scrutiny / Corporate Director – Communities	Recommendations circulated requesting response - to be provided.
15 December 2022	Quarter 2 Performance Report 2022-23 - Communities	The Committee requested the budget breakdown of the remaining £9,000,000 not committed to contracts.	Scrutiny / Corporate Director – Communities	Recommendations circulated requesting response - to be provided.
15 December 2022	Quarter 2 Performance Report 2022-23 – Education and Family Support	The Committee requested an update on the number of and themes surrounding fixed and permanent exclusions.	Scrutiny / Corporate Director – Education and Family Support	Recommendations circulated requesting response - to be provided.

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome
15 December 2022	Quarter 2 Performance Report 2022-23 - Education and Family Support	The Committee requested an update following the Cabinet Member for Education’s meeting with the Welsh Government Minister to discuss the unattractive limited hours offered in school catering contracts and whether a person seeking to fill the position would have their benefits affected or lost.	Scrutiny / Corporate Director – Education and Family Support	Recommendations circulated requesting response - to be provided.
15 December 2022	Cost of Living Payment Scheme Rollout	The Committee requested an update on the likely commencement of the Digital Strategy review and that it be placed on the Forward Work Programme for COSC as a pre-decision item.	Scrutiny / Chair of COSC / Chief Officer – Finance, Performance and Change	ACTIONED: Item has been added to the FWP for the Committee to be scheduled in the next municipal year. Scrutiny Team liaising with Chair of COSC and Chief Officer – Finance, Performance and Change regarding optimal scheduling.
15 December 2022	Cost of Living Payment Scheme Rollout	The Committee requested that when there are difficulties in rolling out schemes such as the Cost of Living Payment Scheme, that Members be briefed so that they may cascade information to the public and help manage their expectations.	Scrutiny / Chief Officer – Finance, Performance and Change	Recommendations circulated requesting response - to be provided.
15 December 2022	Re-Development of Maesteg Town Hall	The Committee requested a written response regarding a	Scrutiny / Corporate	Recommendations circulated requesting response - to be provided.

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		recovery programme to include: <ul style="list-style-type: none"> a. whether the project can be frontloaded with additional workers to complete the project in a shorter timescale; and b. if so, how much it would cost; or c. whether it would be better to keep costs to a minimum; and d. the time of delivery/delays against costs for frontloading. 	Director – Communities	
15 December 2022	Re-Development of Maesteg Town Hall	The Committee requested assurance that there will be no further delays or expenditures incurred for the project.	Scrutiny / Corporate Director – Communities	Recommendations circulated requesting response - to be provided.
15 December 2022	Re-Development of Maesteg Town Hall	The Committee requested following completion of the project, that a lessons learned report be placed on the Forward Work Programme for COSC.	Scrutiny / Chair of COSC / Corporate Director - Communities	ACTIONED: Item has been added to the FWP for the Committee to be scheduled in the next municipal year following completion of the project. Scrutiny Team liaising with Chair of COSC and Corporate Director - Communities regarding optimal scheduling.

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
18 January 2023	Medium Term Financial Strategy 2023-24 to 2026-27	The Committee made recommendations, comments, and requests.	Scrutiny / Chair of COSC	ACTIONED: Recommendations formally reported to COSC and onward to Cabinet 7 February 2023 for consideration and response to be provided to COSC.
31 January 2023	Budget Monitoring 2022-23 – Quarter 3 Revenue Forecast	The Committee Recommended whilst acknowledging that the PSVAR Regulations prevent commercial places on school transport, that the prospect of commercial places be at the forefront of discussions with new providers due to the rising number of frustrated parents prepared to pay for transport.	Scrutiny / Corporate Director – Education and Family Support	Recommendations circulated requesting response - to be provided.
31 January 2023	Budget Monitoring 2022-23 – Quarter 3 Revenue Forecast	The Committee Recommended that all national legislative commitments need to be fully funded.	Scrutiny / Chair of COSC	ACTIONED: Included in the recommendations formally reported to COSC and onward to Cabinet 7 February 2023 for response.
31 January 2023	Budget Monitoring 2022-23 – Quarter 3 Revenue Forecast	The Committee requested detail of what is entailed in the supplies and services budgets, with reference to paragraph 4.2.6 of the report, that there had been ‘a review of the budgets within the Education and Family Support Directorate took place during quarter 3 with replacement	Scrutiny / Corporate Director – Education and Family Support	Recommendations circulated requesting response - to be provided.

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Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		savings identified from supplies and services budgets’.		
31 January 2023	Budget Monitoring 2022-23 – Quarter 3 Revenue Forecast	The Committee requested sight of the risk register relating to the significant shift of £15.352 million due to the Social Services Directorate projecting an overspend of £9.421 million at year end compared to compared to the 2021-22 outturn position of a £5.931 underspend.	Scrutiny / Corporate Director – Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.
31 January 2023	Budget Monitoring 2022-23 – Quarter 3 Revenue Forecast	The Committee requested, with reference to the table showing the projected variances in the three service areas in Children’s Social Care, the budget allocated to each.	Scrutiny / Chief Officer – Finance, Performance & Change / Corporate Director – Education and Family Support	Recommendations circulated requesting response - to be provided.
31 January 2023	Corporate Plan 2023-2028	The Committee Recommended that consideration be given to accessible promotion and communication of the Corporate Plan to the public with consideration given to the digitally challenged, older residents and those with sight difficulties.	Scrutiny / Corporate Policy and Public Affairs Manager	ACTIONED – response and information circulated 21 February 2023.
31 January 2023	Corporate Plan 2023-2028	The Committee Recommended that consideration be given to engaging Town and Community	Scrutiny / Corporate Policy	ACTIONED – response and information circulated 21 February 2023.

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		Councils to promote and distribute the Corporate Plan in local community centres and other hubs.	and Public Affairs Manager	
31 January 2023	Corporate Plan 2023-2028	The Committee Recommended that consideration be given to the infographics of Council Tax and Council spend being sent out with the Council Tax Demand letters.	Scrutiny / Corporate Policy and Public Affairs Manager	ACTIONED – response and information circulated 21 February 2023.
31 January 2023	Corporate Plan 2023-2028	The Committee requested mock-up infographics showing a breakdown of Council spend by per day, per household and per person for the Committee to comment on which would be most helpful to residents.	Scrutiny / Corporate Policy and Public Affairs Manager	ACTIONED – response and information circulated 21 February 2023.
31 January 2023	Corporate Plan 2023-2028	Concerns were expressed over the usefulness of Key Performance Indicators (KPIs) without objectives and key results (OKRs) and the Committee requested the Annual Action Plan which it heard would contain that information and if not available, an indication when it will be.	Scrutiny / Corporate Policy and Public Affairs Manager	ACTIONED – response and information circulated 21 February 2023.
31 January 2023	Capital Strategy 2023-24 Onwards	The Committee Recommended that fleet services consider leasing vehicles and machinery rather than purchasing them outright to determine whether this	Scrutiny / Corporate Director – Communities	Recommendations circulated requesting response - to be provided.

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		could provide savings on maintenance and replacements and that evidence of this be provided in a written response to the Committee.		
31 January 2023	Capital Strategy 2023-24 Onwards	The Committee requested a Member's Briefing to assist Members' understanding of the Capital Strategy.	Scrutiny / Chief Officer - Finance, Performance and Change	Recommendations circulated requesting response - to be provided.
31 January 2023	Scrutiny Recommendations on Medium Term Financial Strategy 2023-24 to 2026-27 and Draft Budget Consultation	The Committee Recommended that all four Scrutiny Committees' recommendations be presented, unamended, to Cabinet as COSC's recommendations.	Scrutiny / Chair of COSC	ACTIONED: Recommendations formally reported to COSC and onward to Cabinet 7 February 2023 for consideration and response to be provided to COSC.
31 January 2023	Scrutiny Recommendations on Medium Term Financial Strategy 2023-24 to 2026-27 and Draft Budget Consultation	The Committee Recommended that there be an additional recommendation from COSC that there be a communication to residents to improve understanding of the purpose of reserves and earmarked reserves held by the Council.	Scrutiny / Chair of COSC	ACTIONED: Recommendations formally reported to COSC and onward to Cabinet 7 February 2023 for consideration and response to be provided to COSC.

**Forward Work Programme
Subject Overview and Scrutiny Committee 1:**

APPENDIX C

<u>Date of Meeting:</u>	<u>Report Topics:</u>
Monday 4 July 9.30am	<ul style="list-style-type: none"> - Corporate Parenting Champion Nomination report; - Nomination to the Public Service Board Scrutiny Panel report; - Draft Outline Forward Work Programme
Monday 12 September 2.30pm	Meeting postponed for national period of mourning
Monday 10 October 11am	Pupil Attendance, Exclusions, Health and Safeguarding
Thursday 1 December 11am	Welsh in Education Strategic Plan (WESP)
Thursday 19 January 11am	Medium Term Financial Strategy 2022-23 to 2025-26 and Inflationary Pressures
Monday 13 March 11am	<ul style="list-style-type: none"> - New Framework for Evaluation, Improvement and Accountability to Support the Curriculum for Wales - Annual Local Authority Scrutiny Report - Central South Consortium 2021-22
To be scheduled as part of 2023/24 AFWP	Upgrading of older school facilities that are not being replaced under School Modernisation.
Information report to be provided	English Language Schools' catchment areas / capacity.
Information report to be provided	Early Help Service Pressures

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**Draft Outline Forward Work Programme
Subject Overview and Scrutiny Committee 2:**

APPENDIX D

<u>Date of Meeting:</u>	<u>Report Topics:</u>
Mon 11 July 9.30am	<ul style="list-style-type: none"> - Corporate Parenting Champion Nomination report; - Nomination to the Public Service Board Scrutiny Panel report; - Draft Outline Forward Work Programme.
Thurs 15 September 10am	Meeting postponed for national period of mourning
Thurs 3 November 10am	<ul style="list-style-type: none"> - Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social Care Services 23 - 27 May 2022 - Call In of Cabinet Decision: Porthcawl Waterfront Regeneration: Appropriation of Land at Griffin Park and Sandy Bay
Thurs 8 December 10am	<ul style="list-style-type: none"> - Annual Report – Safeguarding of Children and Adults - Summary of Adult Services Inspection Reports
Friday 20 January 1.30pm	<ul style="list-style-type: none"> - Draft Medium Term Financial Strategy 2023-24 to 2026-27 and Budget Proposals
Thurs 16 February 10am	<ul style="list-style-type: none"> - Adult Social Care Pressure Areas - The Development of Learning Disability Services
Mon 27 March 10am	<ul style="list-style-type: none"> - Child Practice Review and Progress with Action Plan - CIW – Inspection Outcome Letter
To be scheduled as part of 2023/24 AFWP	<ul style="list-style-type: none"> - Early Intervention to Reduce Care Experienced Children and Key Pressures including Information, Advice and Assistance (IAA), Early Help and Edge of Care - Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and Further Integration with BAVO. - Support for Young Carers and Adult Carers - Adult Mental Health - Transition - Post 18 Housing and Financial Support for Care Experienced Children (Post Basic Income Pilot)

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**Forward Work Programme
Subject Overview and Scrutiny Committee 3:**

APPENDIX E

<u>Date of Meeting:</u>	<u>Report Topics:</u>
Monday 18 July 9.30am	<ul style="list-style-type: none"> - Corporate Parenting Champion Nomination - Nomination to the Public Service Board Scrutiny Panel - Draft Outline Forward Work Programme
Monday 26 September 4pm	<ul style="list-style-type: none"> - Shared Prosperity Fund - Levelling Up Fund
Monday 14 November 4pm	Housing / Homelessness Report to include RSL Invitees (Combined meeting of SOSOC 3 and COSOC)
Monday 12 December 4pm	Play Sufficiency Assessment
Monday 23 January 4pm	Draft Medium Term Financial Strategy 2023-24 to 2026-27 and Budget Proposals
Monday 20 February 4pm	Porthcawl Regeneration
Monday 17 April 4pm	<ul style="list-style-type: none"> - Homelessness Strategy
To be scheduled as part of 2023/24 AFWP	<ul style="list-style-type: none"> - Bridgend 2030 Net Zero Carbon Strategy - Local Biodiversity Action Plan - Future Waste Services Work Streams - Corporate Joint Committees Regional Responsibilities

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Subject Overview & Scrutiny Committee 1

RECOMMENDATIONS MONITORING ACTION SHEET

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
4 July 2022	Corporate Parenting Champion Nomination	Councillor Tim Thomas was nominated to represent Subject Overview and Scrutiny Committee 1 as an invitee to meetings of the Cabinet Committee Corporate Parenting.	Scrutiny / Chief Officer – Legal and Regulatory Services, HR and Corporate Policy	ACTIONED – Membership of Corporate Parenting Cabinet Committee updated and formally reported to Cabinet 19 July 2022.
4 July 2022	Nomination to the Public Service Board Scrutiny Panel	Councillor Richard Collins was nominated to sit on the Public Service Board Scrutiny Panel.	Scrutiny	ACTIONED – Membership of Public Service Board Scrutiny Panel updated and initial Briefing session arrangements underway.
4 July 2022	Forward Work Programme Update	With regard to the Pupil Attendance, Exclusions, Health and Safeguarding report scheduled for the meeting on 12 September, the Committee wished to look at: <ul style="list-style-type: none"> • Pupil wellbeing from an attendance perspective and support in schools from Education Welfare Officers; 	Scrutiny / Corporate Director – Education and Family Support	ACTIONED - Feedback provided to Corporate Director – Education and Family Support to include focussed aspects in the scope of this report.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		<ul style="list-style-type: none"> • How the Free school meal programme is being rolled out in schools across the county borough. • What support schools are getting particularly for care experienced children and are there effective lines of communication between schools and social services support. • In relation to increased referrals to Information Advice and Assistance (IAA) within the Multi-Agency Safeguarding Hub (MASH), the way in which referrals from schools to IAA are dealt with and the support in the team (and requested representatives from IAA / CAMHS in relation to pupil attendance /safeguarding), for the September report. 		
4 July 2022	Forward Work Programme Update	<p>The Committee recommended:</p> <ul style="list-style-type: none"> • Wellbeing be revisited within a suitable time frame to monitor progress and support. • Sight of the Corporate Management Dashboard for the Education Directorate on a quarterly basis at the appropriate time. • The Committee requested that Pupil Wellbeing be included and monitored 	Scrutiny / Corporate Director – Education and Family Support	ACTIONED – response and information reports (EFS Mental Health Support and Performance Monitoring Update) circulated 29 November 2022.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		as part of the Directorate Performance Dashboard in future.		
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee Recommended that the Local Authority considers whether it can make safeguarding training mandatory for School Governors.	Scrutiny / Corporate Director – Education and Family Support / Group Manager Vulnerable Groups Support	ACTIONED – response and information circulated 16 November 2022.
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee Recommended that the Local Authority conduct a review of school pickup times by contracted transport providers and the impact on the safeguarding and well-being of pupils and staff.	Scrutiny / Corporate Director – Education and Family Support / Group Manager, Business Support	ACTIONED – response and information circulated 16 November 2022.
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee Recommended that the consistency of schools’ links visits by Police Liaison Officers be escalated to ensure contact and input with all schools.	Scrutiny / Corporate Director – Education and Family Support / Group Manager Vulnerable Groups Support	ACTIONED – response and information circulated 16 November 2022.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee Recommended that concern is expressed regarding communication delay when headteachers made safeguarding referrals and were waiting to receive information that they needed to receive quickly.	Scrutiny / Corporate Director – Social Services and Wellbeing / Deputy Head of Children’s Social Care	ACTIONED – response and information circulated 23 November 2022.
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee Recommended that the positives of wellbeing support in schools be shared across the county borough as best practice.	Scrutiny / Corporate Director – Education and Family Support	ACTIONED – response and information circulated 16 November 2022.
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee Recommended that the Corporate Director - Education and Family Support be requested to raise at the next Regional Partnership Board meeting the need for consistent community communication from the Health Board and a consistent message to schools for communicating with parents regarding Covid, to clarify the rules for whether pupils should attend.	Scrutiny / Corporate Director – Education and Family Support	ACTIONED – response and information circulated 16 November 2022.
10 Oct 2022	Pupil Attendance, Exclusions,	The Committee Recommended that the human resource challenges are addressed	Scrutiny / Corporate	

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
	Health and Safeguarding	to enable provision of breakfasts in all schools, to meet the national legislative obligations set out by Welsh Government.	Director – Education and Family Support / Group Manager, Business Support	ACTIONED – response and information circulated 16 November 2022.
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee Recommended that concern is expressed regarding grants for school uniforms being monetary rather than voucher where the money is not being spent on uniforms, due to the cost-of-living pressures and children were attending school in old clothing or not in uniform.	Scrutiny / Corporate Director – Education and Family Support	ACTIONED – response and information circulated 16 November 2022.
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee requested a response on what wellbeing support was available for pupils taking examinations. and what support and information pupils could access regarding the War in Ukraine.	Scrutiny / Corporate Director – Education and Family Support / Group Manager Inclusion and School Improvement	ACTIONED – response and information circulated 16 November 2022.
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee requested what support and information pupils could access regarding the War in Ukraine.	Scrutiny / Corporate Director – Education and	ACTIONED – response and information circulated 16 November 2022.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
			Family Support / Group Manager Inclusion and School Improvement	
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee requested the consistent themes / concerns regarding exclusions and pupil non-attendance in secondary schools in more granular detail and the support mechanism in place to support the families.	Scrutiny / Corporate Director – Education and Family Support / Group Manager Vulnerable Groups Support	ACTIONED – response and information circulated 16 November 2022.
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee requested information regarding individual Schools’ waiting lists for counselling.	Scrutiny / Corporate Director – Education and Family Support / Group Manager - Family Support	ACTIONED – response and information circulated 16 November 2022.
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee requested exclusions data represented by percentage of pupil population per school / area.	Scrutiny / Corporate Director – Education and Family Support / Group Manager	ACTIONED – response and information circulated 16 November 2022.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
			Vulnerable Groups Support	
10 Oct 2022	Pupil Attendance, Exclusions, Health and Safeguarding	The Committee requested data regarding the extent of behaviour linked to undiagnosed mental health and ADHD, to include the waiting times for ADHD diagnosis and CAMHS.	Scrutiny / Corporate Director – Education and Family Support / Group Manager Inclusion and School Improvement	ACTIONED – response and information circulated 16 November 2022.
1 Dec 2022	Welsh in Education Strategic Plan (WESP)	That the Cabinet Member for Education raise with the Welsh Government Minister for Education whether there should be a change in legislation to allow for schools not in the Bridgend County Borough to be included in Bridgend catchment areas to ensure parents have availability close to their homes to transition their children from primary to secondary education.	Corporate Director – Education and Family Support / Cabinet Member for Education	Recommendation circulated requesting response - to be provided. Chased.
1 Dec 2022	Welsh in Education Strategic Plan (WESP)	A written response from the Cabinet Member for Education setting out how Members can feed into the Welsh in Education Forum to include detail on attending meetings and providing input.	Corporate Director – Education and Family Support / Cabinet Member for Education	Request circulated requesting response - to be provided. Chased.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
1 Dec 2022	Welsh in Education Strategic Plan (WESP)	A written response regarding the subgroups for the five-year Welsh in Education Strategic Plan (WESP) including an action plan and delivery timetable to enable the Committee to monitor in the future.	Scrutiny / Group Manager Learner Support	Request circulated requesting response - to be provided. Chased.
1 Dec 2022	Welsh in Education Strategic Plan (WESP)	The Governance and Action plan; visibility of projects mapped out to show routes of governance and how various projects will be monitored.	Director – Education and Family Support / Group Manager Learner Support	Request circulated requesting response - to be provided. Chased.
1 Dec 2022	Welsh in Education Strategic Plan (WESP)	An update, when appropriate, on the provision of Welsh Medium education in the South East of the County with input from the Corporate Director for Education and Family Support and written feedback from the Cabinet Member for Education following his meeting with the Welsh Government Minister for Education.	Director – Education and Family Support / Cabinet Member of Education	Request circulated requesting response - to be provided. Chased.
1 Dec 2022	Welsh in Education Strategic Plan (WESP)	Further information on the financial implications of the implementation of the WESP to include detail on what has been done thus far to source additional funding and from where and how future funding would be obtained to maintain the WESP Co-Ordinator position.	Director – Education and Family Support / Group Manager Learner Support	Request circulated requesting response - to be provided. Chased.
1 Dec 2022	Welsh in Education	Data on how many learners travel into County Borough from outside the catchment areas to attend the Welsh	Director – Education and Family Support /	Request circulated requesting response - to be provided. Chased.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
	Strategic Plan (WESP)	Medium Schools and more information on the support available to parents who would like their child(ren) to receive a Welsh Medium education or would like them to have the opportunity to develop the Welsh language in English Medium Schools.	Group Manager Learner Support	
1 Dec 2022	Welsh in Education Strategic Plan (WESP)	An update on the timescale for the refurbishment of Ysgol Gyfun Gymraeg Llangynwyd and its place in priority compared to all schools being considered for maintenance required.	Director – Education and Family Support	Request circulated requesting response - to be provided. Chased.
19 Jan 2023	Medium Term Financial Strategy 2023-24 to 2026-27	The Committee made recommendations, comments and requests.	Scrutiny / Chair of COSC	ACTIONED- Recommendations formally reported to COSC and onward to Cabinet 7 February 2023 for consideration and response to be provided to COSC.

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Subject Overview and Scrutiny Committee 2

RECOMMENDATIONS MONITORING ACTION SHEET

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
11 July 2022	Corporate Parenting Champion Nomination	Councillor Alan Wathan was nominated to represent Subject Overview and Scrutiny Committee 2 as an invitee to meetings of the Cabinet Committee Corporate Parenting.	Scrutiny / Chief Officer – Legal and Regulatory Services, HR and Corporate Policy	ACTIONED – Membership of Corporate Parenting Cabinet Committee updated and formally reported to Cabinet 19 July 2022.
11 July 2022	Nomination to the Public Service Board Scrutiny Panel	Councillor Paula Ford was nominated to sit on the Public Service Board Scrutiny Panel.	Scrutiny	ACTIONED – Membership of Public Service Board Scrutiny Panel updated and initial Briefing session arrangements underway.
11 July 2022	Forward Work Programme Update	The Chairperson proposed that a glossary of acronyms would assist Members.	Scrutiny	ACTIONED - response and information circulated to Members.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
3 November 2022	Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social Care Services 23 - 27 May 2022	<p>The Committee proposed That the Chair of the Subject Overview and Scrutiny Committee 2 liaise with the Deputy Leader and Cabinet Member for Social Services and Early Help to identify:</p> <ul style="list-style-type: none"> a) What Members can do to support the Council's promotion of recruitment into Bridgend Social Services; and b) What support the Committee can provide to the Deputy Leader and Cabinet Member for Social Services and Early Help in her discussions with Welsh Local Government Association regarding employment terms and conditions and pay. 	Scrutiny / Chair of SOSC 2	Awaiting Response from Engagement between Deputy Leader and Chair of SOSC 2.
3 November 2022	Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social	The Committee requested a briefing note setting out the process of calls made to the Information, Advice and Assistance (IAA) Service to	Scrutiny / Corporate Director -Social Services and Wellbeing	ACTIONED - response and information circulated to Members on 8 February 2023.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
	Care Services 23 - 27 May 2022	include detail as to how or if these are being recorded and the responsibility of schools when making safeguarding referrals.		
3 November 2022	Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social Care Services 23 - 27 May 2022	The Committee requested Detail of Social Worker current caseloads including the highest caseload attributed to any one Social Worker.	Scrutiny / Corporate Director -Social Services and Wellbeing	ACTIONED - response and information circulated to Members on 8 February 2023.
3 November 2022	Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social Care Services 23 - 27 May 2022	The Committee requested how many Direct Payments have been applied for in the past 12 months and how many were made	Scrutiny / Corporate Director -Social Services and Wellbeing	Recommendations circulated requesting response - to be provided. Chased.
3 November 2022	Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social Care Services 23 - 27 May 2022	The Committee requested the current waiting list for children awaiting help from the Youth Emotional Mental Health Team.	Scrutiny / Corporate Director -Social Services and Wellbeing	ACTIONED - response and information circulated to Members on 8 February 2023.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
3 November 2022	Call in of Cabinet Decision: Porthcawl Waterfront Regeneration: Appropriation of Land at Griffin Park and Sandy Bay	<p>The Committee concluded that the Decision would not be referred back to Cabinet but made the following Recommendation to Cabinet:</p> <p>a) That having regard to concerns expressed to Members by Porthcawl residents, views shared by public speakers and questions from Members, that Cabinet be requested that going forward for the next stages in the process that they involve Porthcawl Town Council, all stakeholders and the public in further consultation and engagement.</p>	Scrutiny/Chair of Committee	ACTIONED - Recommendation formally reported to Cabinet 17 January 2023 for consideration and response to be provided to SOSC 2.
8 December 2022	Update on the Care Inspectorate Wales Inspections of Bridgend County Borough Council's Regulated Services in Adult Social Care for 2022	The Committee requested that priority be given to rolling out Member Development Training in the New Year and work to pair up Members be expedited to allow Rota visits to children and adult residential provisions to recommence as soon as possible.	Scrutiny / Corporate Director of Social Services and Wellbeing / Head of Adult Social Care	Recommendations circulated requesting response - to be provided. Chased.
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee welcomed the up-to-date information presented in the Annual Report – Safeguarding of Children and	Scrutiny / Corporate Director of Social	Recommendations circulated requesting response - to be provided. Chased.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		Adults and indicated their preference that future presentations of this report similarly cover the period October to September rather than April to March (financial year)	Services and Wellbeing	
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested a list of Warm Hubs where Members can refer those in need.	Scrutiny / Corporate Director of Social Services and Wellbeing	ACTIONED - response and information circulated to Members on 22 December 2022.
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested whether the weather stations positioned around the County could be used to deploy other services, particularly including services to assist the homeless.	Scrutiny / Chief Officer for Finance, Performance and Change	ACTIONED - response and information circulated to Members on 10 February 2023.
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested An update on the rollout of the Welsh Government funding to support Warm Hubs.	Scrutiny / Chief Officer for Finance, Performance and Change	ACTIONED - response and information circulated to Members on 10 February 2023.
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested, In relation to the Deprivation of Liberty Safeguards: a. How many standard referrals were received and how many were authorised;	Scrutiny / Corporate Director of Social Services and Wellbeing	ACTIONED - response and information circulated to Members on 8 February 2023.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		b. How many urgent referrals were received and how many were authorised: c. How many referrals were withdrawn and the reasons why.		
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested a link to the website setting out the purpose of the Regional Safeguarding Board and its policies and procedures.	Scrutiny / Corporate Director of Social Services and Wellbeing	ACTIONED - response and information circulated to Members on 8 February 2023.
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested confirmation that a reminder of how to report safeguarding concerns has been circulated to staff and Members.	Scrutiny / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided. Chased.
20 January 2023	Medium Term Financial Strategy 2023-24 to 2026-27	The Committee recognised the physical and emotional demand on social care workers and recommended that Cabinet review the wages for social care workers, in light of external pressures and consider how to ensure that these staff feel appropriately supported and valued.	Scrutiny / Chair of COSC	ACTIONED - Recommendation formally reported to Cabinet 7 February 2023 for consideration and response to be provided to COSC.
20 January 2023	Medium Term Financial Strategy 2023-24 to 2026-27	The Committee noted that the majority of the budget pressures were within the Social Services and Wellbeing Directorate and,	Scrutiny / Chair of COSC	ACTIONED - Recommendation formally reported to Cabinet 7 February 2023 for consideration

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		following detailed consideration and discussions with Officers and Cabinet Members, the Committee were content that they are sufficient and necessary.		and response to be provided to COSC.
16 February 2023	Adult Services Pressure Areas	Pending	Scrutiny	To be circulated for response.
16 February 2023	The Development of Learning Disability Services	Pending	Scrutiny	To be circulated for response.

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Subject Overview and Scrutiny Committee 3

RECOMMENDATIONS MONITORING ACTION SHEET

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
18 July 2022	Corporate Parenting Champion Nomination	Councillor Jonathan Pratt was nominated to represent Subject Overview and Scrutiny Committee 3 as an invitee to meetings of the Cabinet Committee Corporate Parenting.	Scrutiny / Chief Officer – Legal and Regulatory Services, HR and Corporate Policy	ACTIONED – Membership of Corporate Parenting Cabinet Committee updated and formally reported to Cabinet 19 July 2022.
18 July 2022	Nomination to the Public Service Board Scrutiny Panel	Councillor Colin Davies was nominated to sit on the Public Service Board Scrutiny Panel.	Scrutiny	ACTIONED – Membership of Public Service Board Scrutiny Panel updated and initial Briefing session arrangements underway.
18 July 2022	Forward Work Programme Update	The Committee requested the following representatives be invited for the following reports scheduled for the September meeting: <ul style="list-style-type: none"> - For the Shared Prosperity Fund report, the appropriate lead Officers. - For the Levelling Up Fund report, the appropriate lead Officers and a representative of Awen Cultural Trust, as management of the Grand Pavilion, Porthcawl. 	Scrutiny	ACTIONED – Requested Invitees have been invited to attend the September meeting of the Committee.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
26 Sep 2022	Shared Prosperity Fund	The Committee Recommended that concern is expressed over the risks involved of both insufficient funds to complete the project in addition to achieving the project proposals within the allocated time.	Scrutiny / Corporate Director, Communities / Group Manager – Economy, Natural Resources & Sustainability	Recommendations circulated requesting response - to be provided. Chased.
26 Sep 2022	Shared Prosperity Fund	The Committee Recommended that further concern is expressed regarding the lack of resources and expertise within the Directorate and its ability to cope with the additional work associated with the project. Members did not agree that it was appropriate to transfer staff from other roles and projects as this would be counterproductive. The Committee also noted that the landscape for Local Authorities applying for funding is changing with timescales being very limited and criteria issued at a late stage in the process, meaning the Authority has a narrow timeframe to develop and formalise substantial bids. The Committee therefore recommended that priority needs to be given to resources within the Communities directorate to ensure that not only is it able to successfully take forward this project, but to ensure that the infrastructures are in place to enable the	Scrutiny / Corporate Director, Communities / Group Manager – Economy, Natural Resources & Sustainability	Recommendations circulated requesting response - to be provided. Chased.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		<p>Authority to be best placed to apply and make the most of any future funding opportunities. As well as a strategic plan being developed, Members recommend that potential projects underneath this be drafted so that when the opportunity arises, they already have the basis for the application.</p>		
<p>26 Sep 2022</p>	<p>Shared Prosperity Fund</p>	<p>The Committee Recommended that strong concerns are expressed over the poor return that Bridgend County Borough had received in their allocation from the Shared Prosperity Fund (SPF) and the unfairness around the funding mechanism behind this. The Committee therefore agreed to write directly to those within the UK Government responsible for the SPF to highlight the issues including:</p> <ul style="list-style-type: none"> a) The fact that the allocation does not take into account that Bridgend is one of the fastest growing areas in Wales; b) The limited time the Authority has had to both put together proposals and then to utilise the fund and achieve its aims, is unreasonable and potentially puts the project and public funds at risk. <p>The Committee requested that this letter be copied to both local MPs; Dr Jamie Wallis and Chris Elmore.</p>	<p>Scrutiny / Chair of SOSC 3</p>	<p>Scrutiny requested contact details for the letter and will liaise with Chair of SOSC 3. Chased.</p>

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
26 Sep 2022	Shared Prosperity Fund	The Committee requested a copy of any presentation made to the Town and Community Council Forum on Bridgend's Local Investment Plan proposals.	Scrutiny / Corporate Director, Communities / Group Manager – Economy, Natural Resources & Sustainability	Recommendations circulated requesting response - to be provided. Chased.
26 Sep 2022	Shared Prosperity Fund	The Committee requested further information on how claims will be processed by RCT as the Lead Authority as well as detail on the reporting and accountability process.	Scrutiny / Corporate Director, Communities / Group Manager – Economy, Natural Resources & Sustainability	Recommendations circulated requesting response - to be provided. Chased.
26 Sept 2022	Shared Prosperity Fund	The Committee requested further detail on the project proposals when available including breakdowns of the funding within each proposal.	Scrutiny / Corporate Director, Communities / Group Manager – Economy, Natural Resources & Sustainability	Recommendations circulated requesting response - to be provided. Chased.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
26 Sep 2022	Shared Prosperity Fund	The Committee requested clarification as to whether there would be clawback on the funds should the outputs as set out in the proposals, not be achieved.	Scrutiny / Corporate Director, Communities / Group Manager – Economy, Natural Resources & Sustainability	Recommendations circulated requesting response - to be provided. Chased.
26 Sep 2022	Levelling Up Fund	The Committee Recommended similarly to the discussions around the SPF, concern is again expressed over the tight timescales surrounding the applications for the Levelling Up Fund as well as the timescales to complete the projects, particularly if there was no extension allowed. The Penprysg Railway Bridge was particularly at risk due to the level of work that this would involve to complete.	Scrutiny / Corporate Director, Communities / Group Manager Planning & Development Services	Recommendations circulated requesting response - to be provided. Chased.
26 Sep 2022	Levelling Up Fund	The Committee Recommended that they strongly supported the work around alternative or temporary arrangements and locations during the interim period of the Grand Pavilion in Porthcawl being closed. Particular emphasis, however, was placed on making sure Porthcawl would not lose footfall and revenue. Members	Scrutiny / Corporate Director, Communities / Group Manager Strategic Regeneration	Recommendations circulated requesting response - to be provided. Chased.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		<p>requested feedback on these plans and mitigating measures when available but furthermore recommended that as part of this work, a feasibility study be undertaken on the potential for a temporary facility being put in place in Porthcawl whilst the Pavilion is closed. The proposal was made to explore the option of utilising the Section 106 aspect of the development contract in relation to mitigate the impact of the building closure on the community.</p>		
26 Sep 2022	Levelling Up Fund	<p>The Committee requested the timeframe for the completion of the Maesteg Town Hall project. Concerns were raised about whether the Town Hall would be completed before the Grand Pavilion closed for redevelopment. Members also requested information on what this meant for Awen revenue.</p>	<p>Scrutiny / Corporate Director, Communities / Group Manager Strategic Regeneration</p>	<p>Recommendations circulated requesting response - to be provided. Chased.</p>
26 Sep 2022	Levelling Up Fund	<p>The Committee requested Further information (including a possible feasibility study requested in the above recommendations) on any proposed temporary facility and alternative arrangements whilst the Pavilion is closed.</p>	<p>Scrutiny / Corporate Director, Communities / Group Manager Strategic Regeneration</p>	<p>Recommendations circulated requesting response - to be provided. Chased.</p>

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
26 Sep 2022	Levelling Up Fund	Concerns were expressed regarding the Penprysg Railway Bridge around funding, completion and the potential impact of heavy traffic in the area. The Committee requested a briefing paper once the project had been approved, illustrating the plans that were to be put in place to monitor and mitigate the impact of traffic on both sides of the proposed bridge. On the subject of parking in Porthcawl linked to redevelopment projects such as the Grand Pavilion and the aim to increase footfall in the area, the Committee were advised of a Parking study that was currently taking place in Porthcawl as part of its Regeneration and Placemaking plans. The Committee requested that they be involved in the development of a Strategic Transport Plan for Porthcawl and that this be added to the Committee's FWP.	Scrutiny / Corporate Director, Communities / Group Manager Planning & Development Services	Recommendations circulated requesting response - to be provided. Chased.
26 Sep 2022	Forward Work Programme Update	The Committee: - expressed concern that taxis are only permitted to use the one DVSA accredited MOT station appointed by BCBC and that if the vehicle fails, the fixing work cannot be done there so the vehicle has to be booked in to another garage to get the fixing work	Scrutiny / Licensing Committee	ACTIONED – referred to Chair of Licensing Committee and Bridgend's Licensing Officer. Acknowledgement received that a paper would be brought to the Licensing Committee on this topic.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		<p>completed, then rebooked in to the permitted MOT station for an additional fee and a further test, which can result in taxi's being off the road for longer, higher costs and a significant loss of earnings. The garage is also very busy with testing of South Wales Police and BCBC vehicles.</p> <ul style="list-style-type: none"> - referred to other Local Authorities, e.g. Cardiff allowing the use of any DVSA accredited MOT station which makes things easier for operators and fairer for all DVSA registered MOT stations. - expressed concern about the potential further impact this may be having locally regarding the shortness of availability of taxis in the County Borough generally and particularly later at night. - queried how performance / reliability of taxi's was monitored through licence renewals or otherwise and how the Authority reviews cancellations, late night cancellations, availability after hours and what is being done to enable improvement and a reliable taxi fleet. <p>The Committee referred the topic to the Licensing Committee for consideration and action.</p>		

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
14 Nov 2022	Housing Position Statement Report	That the Committee write to The Group Manager Planning and Development Services and ask how to ensure better consultation between Registered Social Landlords (RSLs) and housing developers regarding the types and corresponding numbers of accommodation being built and the prioritisation for properties for RSLs	Scrutiny / Group Manager – Development	ACTIONED: response and information circulated 23 February 2023.
14 Nov 2022	Housing Position Statement Report	The Committee further requested information on how many veterans/ex-service personnel have presented homeless to the Authority and requiring accommodation.	Housing Solution Manager	ACTIONED: response and information circulated 6 December 2022.
14 Nov 2022	Housing Position Statement Report	The Committee requested information from Development Control regarding previous social housing developments and how many social housing units had been diminished in return for 106 monies.	Scrutiny / Head of Partnerships Services	Information request circulated requesting response - to be provided. Chased.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
14 Nov 2022	Housing Position Statement Report	The Committee requested that the Registered Social Landlords (RSLs) be asked if they could possibly provide information about the availability of the Physical Adaptation Grant (PAG) and the impact it has on housing waiting lists for people with disabilities or awaiting Disabled Facilities Grants.	Scrutiny / Head of Partnerships Services	Information request circulated requesting response - to be provided. Chased.
12 Dec 2022	Play Sufficiency Assessment	The Committee recommended when seeking the views of Town and Community Councils, Officers be mindful of the timing of survey response deadlines, and seek to avoid traditionally busy times for Councils, such as the beginning of May, to ensure maximum engagement.	Scrutiny / Corporate Director Social Services and Wellbeing / Group Manager Sports and Physical Activity	Information request circulated requesting response - to be provided. Chased.
12 Dec 2022	Play Sufficiency Assessment	That consideration be given to whether there should be a mechanism in place to enable clubs/ organisations to use community facilities, such as sports pitches, out of hours, should the weather prevent them from using their usual facilities.	Scrutiny / Corporate Director Social Services and Wellbeing / Group Manager Sports and Physical Activity	Information request circulated requesting response - to be provided. Chased.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
12 Dec 2022	Play Sufficiency Assessment	The Committee recommended that consideration be given to how the partnership between Town and Community Councils and Bridgend County Borough Council could be strengthened to ensure more cohesion and a less transactional relationship.	Scrutiny / Corporate Director Social Services and Wellbeing / Group Manager Sports and Physical Activity	Information request circulated requesting response - to be provided. Chased.
12 Dec 2022	Play Sufficiency Assessment	That Officers reflect on how well known the procedure to arrange temporary road closures is and consider how the procedure can best be promoted.	Scrutiny / Corporate Director Social Services and Wellbeing / Group Manager Sports and Physical Activity	Information request circulated requesting response - to be provided. Chased.
12 Dec 2022	Play Sufficiency Assessment	That consideration be given to revisiting the objective of erecting signs such as Play Priority Signs and exploring with Registered Social Landlords the removal of existing No Ball Games signage where appropriate, to encourage more children to play outside their homes.	Scrutiny / Corporate Director Social Services and Wellbeing / Group Manager Sports and Physical Activity	Information request circulated requesting response - to be provided. Chased.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
12 Dec 2022	Play Sufficiency Assessment	The Committee requested the National Guidance on the 'One Council' approach and an explanation of what the 'One Council' process and aspirations are in relation to the report as well as how the model of strategic leadership within the Guidance functions.	Scrutiny / Corporate Director Social Services and Wellbeing / Group Manager Sports and Physical Activity	Information request circulated requesting response - to be provided. Chased.
12 Dec 2022	Play Sufficiency Assessment	The Committee requested confirmation of how the Local Authority engaged the views of 0-3 year olds or their families in the Family wellbeing survey for 0-3 years age groups conducted with partner schools.	Scrutiny / Corporate Director Social Services and Wellbeing / Group Manager Sports and Physical Activity	Information request circulated requesting response - to be provided. Chased.
23 Jan 2023	Medium Term Financial Strategy 2023-24 to 2026-27	The Committee made recommendations, comments, and requests.	Scrutiny / Chair of COSC	ACTIONED: Recommendations formally reported to COSC and onward to Cabinet 7 February 2023 for consideration and response to be provided to COSC.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
20 Feb 2023	Porthcawl Regeneration	Pending	Scrutiny	To be circulated for response.

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