

NOTICE OF MEETING



Snowdonia National Park Authority

Emyr Williams

Chief Executive

Snowdonia National Park Authority

Penrhyndeudraeth

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Meeting: Snowdonia National Park Authority

Date: Wednesday 9 February 2022

Time: 10.00 a.m.

Members are asked to join the meeting 15 minutes before the designated start time

Members appointed by Gwynedd Council

Councillor: Elwyn Edwards, Alwyn Gruffydd, Annwen Hughes, Judith Mary Humphreys, Edgar Wyn Owen, Elfed Powell Roberts, John Pughe Roberts, Mike Stevens, Gethin Glyn Williams;

Members appointed by Conwy County Borough Council

Councillor: Philip Capper, Wyn Ellis-Jones, Ifor Glyn Lloyd;

Members appointed by The Welsh Government

Mr. Brian Angell, Ms. Tracey Evans, Mrs. Sarah Hattle, Mr. Tim Jones, Mr. Owain Wyn.

****This Agenda is also available in Welsh***

A G E N D A

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|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| 1. Apologies for absence and Chairman's Announcements | |
| 2. Corporate Update
To receive an oral update from the Chief Executive. | |
| 3. Public Question Time
The Authority has allocated up to 20 minutes at the start of its meeting to allow members of the public the opportunity to ask specific questions that relate to the work of the Authority (apart from planning applications) that is relevant to the Park's duties and purposes.

Questions must be submitted in writing (by post or e-mail) to the Head of Legal and Corporate Services at least 7 days prior to the meeting. | |
| 4. Declaration of Interest
To receive any disclosure of interest by members or officers in respect of any item of business. | |
| 5. Minutes
The Chairman shall propose that the minutes of the Authority meetings held on the 24 th November and 8 th December 2021, be signed as true records. (Copies herewith) | 4 -12 |
| 6. Matters for Information arising from the minutes | |
| 7. Notice of Motion
To consider the following motion as submitted by Mr. Owain Wyn. (Copy herewith) | 13 |
| 8. Action Log
To submit the Action Log for information and decision. (Copy herewith) | 14 -18 |
| 9. Annual Audit Summary 2021
To receive the following report by Audit Wales. (Copy herewith) | 19 - 24 |
| 10. Authority Budget and Levy on Constituent Authorities 2022/2023
To submit a report by the Chief Finance Officer. (Copy herewith) | 25- 35 |
| 11. Capital Strategy 2022/2023
To submit a report by the Chief Finance Officer. (Copy herewith) | 36 - 43 |
| 12. Mid-Term Financial Plan (MTFP) 2022/23 – 2025/26
To submit a joint report by the Chief Executive and the Chief Finance Officer. (Copy herewith) | 44 - 51 |
| 13. Authority Resilience: Staff Terms and Conditions
To submit a report by the Chief Executive. (Copy herewith) | 52 -74 |

14. **Working Group Report**

To submit the report of the Members' Working Group meeting held on the 1st December 2021. (Copy herewith)

15. **Meetings of other Organisations**

To receive oral reports from Members on any recent meetings which they have attended as representatives of the Authority.

**SNOWDONIA NATIONAL PARK AUTHORITY
WEDNESDAY 24th NOVEMBER 2021**

Councillor Wyn Ellis Jones (Conwy) (Chairman)

PRESENT:

Members appointed by Gwynedd Council

Councillors Elwyn Edwards, Alwyn Gruffydd, Annwen Hughes, Judith Humphreys, Edgar Wyn Owen, Elfed Powell Roberts, John Pughe Roberts;

Member appointed by Conwy County Borough Council

Councillor Philip Capper;

Members appointed by the Welsh Government

Mr. Brian Angell, Ms. Tracey Evans, Mr. Tim Jones, Mr. Owain Wyn;

Officers

Mr. Emyr Williams, Mr. G. Iwan Jones, Mr. Jonathan Cawley, Mr. Dafydd Edwards, Mr. Emyr Roberts, Ms. Sian Owen, Mrs. Anwen Gaffey;

In attendance

Ms. Sioned Owen, Audit Wales

Mr. Derwyn Owen, Audit Wales

Apologies

Councillors Ifor Glyn Lloyd, Mike Stevens, Gethin Glyn Williams; Mrs. Sarah Hattle.

The Director of Corporate Services advised that the meeting was subject to Covid-19 Regulations on how the Authority conducts its business, and that:

- a Notice of the Meeting had been published and the Agenda and reports were available on the Authority's website.
- the meeting was not open to the public.
- the meeting was being recorded to assist in verifying the minutes and would be available online at a later date.

1. Chairman's Announcements

The Chairman welcomed Ms. Sian Owen, the Authority's newly appointed Head of Finance, to her first Authority meeting.

2. Corporate Update

The Chief Executive provided an oral update on operational issues:-

- (1) a meeting between the Minister for Climate Change and the Chairs and CEOs of the 3 Welsh National Park Authorities was being held this afternoon.
- (2) the recent Welsh Government advertisement had attracted 22 applications for the two Authority vacancies.

3. Declarations of Interest

No declarations of personal interest were made in respect of any item.

4. Statement of Accounts 2020/21

Submitted – A report by the Chief Finance Officer for Members to:-

- i) receive and note the "ISA 260" report presented by Audit Wales
- ii) approve the post-audit Statement of Accounts, and

- iii) authorise the Chairman and the Chief Finance Officer to certify the Final Letter of Representation.

Reported – The Chief Finance Officer presented the report, the Statement of Accounts and the Final Letter of Representation. He advised that the challenges of the Covid-19 pandemic had resulted in the report being presented to a special meeting of the Authority today. He provided details of various minor amendments which had not changed the comprehensive income and expenditure statement, and also outlined one capital adjustment in the Balance Sheet, which arose from an in-year capital commitment of £23k being excluded. The Chief Finance Officer then welcomed Ms. Sioned Owen and Mr. Derwyn Owen from Audit Wales to the meeting to present their report.

Ms. Sioned Owen, Audit Wales, presented the Audit of Accounts report and advised upon key issues. She confirmed that the Auditor General would be presenting the Authority with an unqualified audit report and thanked the Authority's finance team for their assistance and co-operation. Arising thereon, Members were referred to para. 19 of the Audit of Accounts Report which stated that evidence had not been retained to demonstrate that during an upgrade of the servers, migration of financial data had been complete and accurately transferred. Further work was carried out and Audit Wales could now confirm that the matter had been resolved. Members and officers were asked to note the need to keep accurate records during data movement to ensure, in future, that all information is retained.

The Chief Finance Officer thanked the Audit Wales Officers for attending the meeting to present their report and also thanked Mr. Emyr Roberts for his work in preparing the Statement of Accounts for the final time.

Arising thereon, a Member made the following observations:-

- to welcome the progress made by the Authority to address inconsistencies in the financial statements and also to welcome the reduction in Audit fees.
- the Chief Finance Officer, in response to a question regarding the Gwynedd Pension Fund Investment Strategy, agreed to discuss the best way to provide Members with further information on the strategy, its direction, and the growing need to invest responsibly, with the Chief Executive.

The Chairman thanked Audit Wales and the Finance team for their work.

RESOLVED

- 1. to receive and note the "ISA260" report presented by Audit Wales.**
- 2. to approve the Authority's post-audit Statement of Accounts for 2020/21.**
- 3. to authorise the Chairman and the Chief Finance Officer, to certify the Letter of Representation.**
- 4. that the Chief Executive and the Chief Finance Officer further discuss options for providing Members with details of the Gwynedd Pension Fund Investment Strategy and direction.**

The meeting ended at 9.40

SNOWDONIA NATIONAL PARK AUTHORITY
WEDNESDAY 8th DECEMBER 2021

Councillor Wyn Ellis Jones (Conwy) (Chairman)

PRESENT:

Members appointed by Gwynedd Council

Councillors Elwyn Edwards, Alwyn Gruffydd, Annwen Hughes, Judith Humphreys, Edgar Wyn Owen, Eifed Powell Roberts, John Pughe Roberts, Mike Stevens, Gethin Glyn Williams;

Member appointed by Conwy County Borough Council

Councillor Philip Capper;

Members appointed by the Welsh Government

Mr. Brian Angell, Ms. Tracey Evans, Mrs. Sarah Hattle, Mr. Tim Jones, Mr. Owain Wyn;

Officers

Mr. E. Williams, Mr. G.I. Jones, Mr. J. Cawley, Mr. D. Edwards, Ms. Sian Owen, Mrs. A. Gaffey.

In attendance

Mr. Nick Selwyn, Audit Wales

Mr. Euros Lake, Audit Wales

Apologies

Councillor Ifor Glyn Lloyd.

The Director of Corporate Services advised that the meeting was subject to Covid-19 Regulations on how the Authority conducts its business, and that:

- a Notice of the Meeting had been published and the Agenda and reports were available on the Authority's website.
- the meeting was not open to the public.
- the meeting was being recorded to assist in verifying the minutes and would be available online at a later date.

1. Chairman's Announcements

- (1) the Chairman welcomed Mr. Nick Selwyn and Mr. Euros Lake of Audit Wales to the meeting to present their report.
- (2) the Chairman advised that Mr Dewi Jones, Volunteer Warden with the Authority for 50 years, had recently retired and as there had been no opportunity for the Chairman to thank Mr. Jones formally for his outstanding service, a dinner had been arranged at Plas Tan y Bwlch on the 10th December.
- (3) the Chairman reported on a recent meeting between the three Welsh National Park Authorities and Julie James MS, Minister for Climate Change who is familiar with, and supportive of, the work of the National Parks and the Chairman was looking forward to working with the Minister in the future.
- (4) the Chairman reported that between 120 and 130 delegates had attended a recent Tourism Workshop, led by Roland Evans of Gwynedd Council. The Chairman thanked officers for arranging the successful workshops which will aid better understanding of tourism problems and hopefully help to find a balance between tourism, local residents, needs of local business etc.
- (5) the Chairman reported on a future meeting arranged with Llyr Gruffydd, Senedd Regional Member for North Wales.

- (6) the Chairman thanked the residents and staff who had contributed to the television series 'Pobl y Parc' which had recently aired on S4C, and which had shown Eryri in such a favourable light.
- (7) the Chairman also thanked all involved with the events arranged to mark the Authority's 70th Anniversary, which had been a great success, and he welcomed the opportunity to finally meet staff and members in person following easing of restrictions imposed due to covid.
- (8) the Chairman referred with sadness to the recent death of Mr. Peter Weston, former Welsh Government Member of the Snowdonia National Park Authority. He advised that a letter of condolence had been sent to the family on behalf of the Authority.

2. **Corporate Update**

The Chief Executive provided an oral update on operational issues:-

- (1) the Chief Executive advised that interviews for the Welsh Government Member vacancies on the Authority had been postponed until the New Year.
- (2) work to develop the Authority's new website was still ongoing and staff would be proofing the system early in the New Year, prior to the site going live in March 2022.
- (3) a recent meeting with Julie James MS, Minister for Climate Change had been very positive and supportive of the work of the National Parks. The Minister outlined 3 strategic areas where officers of the three Welsh National Park Authorities should work together and these were, nature recovery, decarbonisation, and joint commissioning. Officers were reassured that the Welsh Government would finance any work which was over and above what the National Parks were currently expected to deliver.
- (4) the Chief Executive reported that Mrs. Jo Worrall, Head of Personnel, was retiring from her post at the end of the year. The Chief Executive took the opportunity, on behalf of Members, to convey the Authority's best wishes to Jo for a long and happy retirement. The Chief Executive confirmed that the Authority would commence recruitment for a new Head of Personnel in the New Year.

3. **Public Question Time**

Members were informed that no public questions had been received.

4. **Declarations of Interest**

Mr. Emyr Williams declared an interest in Item 14 on the Agenda but remained in the meeting while the matter was being discussed.

Mrs. Anwen Gaffey and Ms. Catrin Williams declared an interest in Item 12 on the Agenda but remained in the meeting and Ms. Sian Owen declared an interest in Item 12 on the Agenda and left the meeting while the matter was being discussed.

5. **Minutes**

The minutes of the Authority meeting held on 13th October 2021 were accepted and the Chairman signed them as a true record.

6. **Matters for Information arising from the minutes**

Item No. 14 – Dyfi Biosphere Partnership

Mr. Owain Wyn confirmed that a copy of the Ecodyfi Partnership bid was circulated to Members, as agreed.

7. **Action Log**

Submitted – A log of strategic actions arising from decisions taken during meetings of the Authority, for information and action.

Authority Meeting 09.12.20

Action Item 10 – Base Revenue Budget 2021/22

This action was now complete and could be removed from the Action Log.

Authority Meeting 03.02.21

Action Item 2 – Corporate Update

This action was now complete and could be removed from the Action Log.

RESOLVED to note the updates to the Action Log.

8. **Audit of Snowdonia National Park Authority's assessment of 2020-21 performance**

Submitted – The Audit of Snowdonia National Park Authority's assessment of 2020-21 performance, for information.

Reported – Mr. Euros Lake, Audit Wales, presented the Assessment of 2020-21 Performance report. Members were asked to note that the Authority had met the requirement to publish the assessment before 31st October and had met the quality of the assessment from a public perspective. Also, as the Local Government Measure had now been dis-applied, Audit Wales would continue its audit work in accordance with The Well-being of Future Generations (Wales) Act 2015.

RESOLVED to note the report.

9. **Treasury Management – Interim Report 2021/22**

Submitted – An oral report by the Chief Finance Officer, for information.

Reported – The Chief Finance Officer presented an oral report on Treasury Management and confirmed that the Authority's funds and investments continued to be secure and that interest rates continued to be very low. He confirmed that the Treasury Management Strategy for 2022/23 would be presented to the Authority meeting in February 2022.

Arising thereon, the Chairman welcomed Ms. Sian Owen, the new Head of Finance to her first Authority meeting.

RESOLVED to note the report, for information.

10. **Base Revenue Budget 2022/23**

Submitted – The Chief Finance Officer's report for Members to note the Base Budget as estimated for 2022/23 and projected funding position, and to review the level of the Authority's general balances and specific reserves. The Chief Finance Officer apologised for the delay in presenting the report to Members.

Reported – The Chief Finance Officer presented the report and background and advised that the final report will be presented to the Authority meeting in February 2022. Members noted that the Working Group on 20th October had agreed it would be reasonable to reconsider the reserves when the Welsh Government Settlement for 2022/23 was known.

RESOLVED

- 1. to note the report and the planned baseline budget for 2022/23 as outlined.**
- 2. to approve the levels of the Authority's reserves.**

11. 2021/22 Budget Update

Submitted – A report by the Chief Finance Officer to inform members of the revised budgets for 2021/22 and report on significant virements. The report also provides Members with an update on progress against revenue and capital budgets and the projected final position for the financial year.

Reported - The Head of Finance presented the report, summarising the revised revenue and capital budgets for the first seven months of the financial year, and provided further information on the detailed figures. The Head of Finance noted a correction to table 3.1 of the report which had been forwarded to Members prior to today's meeting.

Arising thereon, following a question from a Member, the Chief Executive confirmed that the Welsh Government have agreed to cover up to 10% of the administration costs. He reminded Members that the Welsh Government have also agreed to change the funding of SLSP grant projects to a 3-year capital programme, as was reported to the Members' Working Group on the 1st December 2021.

RESOLVED

- 1. to note the contents of the report.**
- 2. to confirm the transfers to/from reserves as outlined in paragraph 1.2 of the report.**
- 3. to confirm the 'New Transfers (Virements)' column as outlined in the table in paragraph 2.1 of the report.**

12. Authority Resilience: Staff Terms and Conditions

Submitted – A report by the Chief Executive for Members to discuss and agree staff terms and conditions and to authorise the Chief Executive to formally consult on the review of the pay bands/spine and report back to Members.

Reported – The Chief Executive presented the consultation report and background and advised that a further report would be presented to the Authority's meeting in February 2022 for formal decision. The Chief Executive reported that he had discussed the possibility of creating joint posts with the other Welsh National Parks to support the delivery areas as outlined in para. 2.1 of the report, alongside the need to create local employment.

RESOLVED

- 1. to note the delivery areas that are identified for further support and/or development, and to identify resource for this purpose within the budget for 2022/23.**
- 2. to support the option of full-time posts wherever possible in project delivery and for the management team to consider this on a case-by-case basis.**
- 3. to authorise the Chief Executive to formally consult on the review of the pay bands/spine and report back to Members.**

4. **if the pay bands are adjusted and members support the acknowledgement of being bilingual within the pay band, to retain the last pay point in any pay band to meet an agreed standard in Welsh and English for new posts and new recruits.**
5. **to support an additional discretionary day's leave for staff on St. David's day from 2022 onwards. Following consultation with the staff, to ask the Chair of the Authority to write to advise the Westminster Government and the Local Senedd Members of the Authority's decision to adopt St. David's day as a statutory holiday.**

13. **Corporate Joint Committees (CJC)**

Submitted – A report by the Chief Executive for Members to consider and nominate a representative and reserve representative from the Authority to sit on the CJC board.

Reported – The Chief Executive presented his report and the Chief Finance Officer provided Members with detailed background.

Members considered the report and made the following observations:-

- whilst accepting the current situation, Members expressed some concerns.
- Members discussed the need for each CJC to agree its budget requirements and the various mechanisms for this as the levy allocation will need to be met by the Constituent Councils, and by the National Park Authorities in the case of the strategic planning function. The Chief Finance Officer advised that as the Welsh National Parks feature in each of the four regions in Wales, and unlike the Unitary Authorities, National Park Authorities were unable to raise additional income from council tax etc., a possible approach could be to base it on the number of planning applications processed.
- the Chief Executive was opposed to such a formula on the grounds that most applications within the National Parks were small domestic schemes with policies in place to protect the National Parks from major industrial developments. He noted that the CJC's have been established to deal with more strategic/industrial schemes.
- a Member asked whether the National Park Authorities should be represented on the Transport Sub-Committee as there was a danger of being overlooked under the current structure. In response, the Chief Finance Officer stated that current legislation only gives National Park Authorities representatives a vote on Planning matters, and that the Welsh Government's intention was to centralise some elements of the Councils' existing Transport services. He also believed that access to the Transport Sub-Committee without a vote would readily be granted by the CJC if the National Park Authorities showed an interest.
- a Member stated that as Local Government Elections were only 5 months away any decisions taken now could be seen as being untimely.
- in response to a question, the Chief Executive advised that representation on the CJC's will be confirmed annually at the Authority's Annual General Meeting.

RESOLVED

1. **to note the report.**
2. **to nominate the Authority Chairman to represent the Authority on the CJC Board with the Vice Chair in reserve.**

14. **National Parks Partnerships**

Submitted – A report by the Chief Executive for Members to confirm that the Authority continues as a member of National Parks Partnerships (NPP) and the Communications Unit, to be funded from existing baseline commitment and any balance financed from reserves.

Reported – The Chief Executive advised that he had been required to declare an interest in the item on the grounds that he was a member of the NPP board and represents the three National Parks in Wales on the Partnership.

The Chief Executive presented the report and background. He advised upon the current baseline funding commitment and the need to identify a further £10k from Authority reserves, should Members support the recommendation to continue as members of the National Parks Partnerships and Communications Unit for a further period of 3 years.

Arising thereon, Members and officers discussed various commercial relationship concerns and the Chief Executive advised that some investigations were underway.

RESOLVED

1. **to note the report.**
2. **to authorise the Authority to continue as a member of the National Parks Partnerships and the Communications unit for a further period of 3 years, funded from existing baseline commitment and with any balance financed from reserves.**

15. **The Authority's Risk Profile**

Submitted – A report by the Director of Corporate Services to provide an annual summary of the Authority's Risk Profile.

Reported – The Director of Corporate Services presented the report which Members considered in detail.

RESOLVED to note the contents of the report, for information.

16. **Members' Working Group Reports**

Submitted – Reports of the Members' Working Groups held on 8th September and 20th October 2021.

RESOLVED to note the reports.

17. **Meetings of other Organisations**

Submitted – An oral update on recent meetings of organisations which Members have attended as representatives of the Authority.

Mr. Owain Wyn - Dyfi Biosphere Partnership

- had attended a recent meeting of the Dyfi Biosphere Partnership, the only biosphere in Wales. Following a recent review, the partnership was awarded biosphere status for a further 10-year period. Members were advised that some organisations had withdrawn their applications for biosphere status which may affect the viability of the status in future.
- a request has been made to the Welsh Government for long term funding. A recent meeting scheduled with Julie James AS was cancelled due to other commitments and it was hoped to rearrange the meeting soon.

- Members were advised of the biosphere's aim to integrate activities with the 'Summit to Sea' project and the Leader project 'Tyfu Dyfi', which supports farmers in objectives such as carbon-neutral farming, local food marketing and sustainable farming schemes etc.

Councillor Alwyn Gruffydd – WLGA and Ynys Ynni

- Councillor Gruffydd had been unable to attend the two most recent meetings of WLGA and Ynys Ynni due to clashes with other meetings of the Authority and Gwynedd Council and Members will be provided with detailed reports when they next meet.

RESOLVED to thank the Members and note the reports.

18. **Minutes**

The minutes of National Parks Wales Executive Meeting held on 19th March 2021 were submitted for information.

RESOLVED to note the minutes.

19. **Extension to the Insurance Contract**

Schedule 12A Local Government Act 1972: Exemption from disclosure of documents.

Submitted – A report by the Director of Corporate Services requesting Authority approval for the exemption of the subsequent report.

RESOLVED that the 'Extension to the Insurance Contract' report be exempt from disclosure for the reasons outlined in the report.

20. **Extension to the Insurance Contract**

Submitted – A report by the Chief Finance Officer requesting that Members recommend an extension to the Authority's present insurance agreement.

Reported – The Chief Finance Officer presented the report and background which Members considered in detail.

RESOLVED to favour the 2-year option and approve the extension of the existing insurance contracts for a period up to 31st March 2024.

The Chairman thanked both staff and Members for their work and wished everyone a Merry Christmas and a Happy New Year.

The meeting ended at 11.40

Authority Meeting 9 February 2022

21/01/2022

Notice of Motion:

“In noting the following context:

- The Well-being of Future Generations Act 2015 places a duty on public bodies to consider the wellbeing goal of “*achieving a Wales with a vibrant culture where the Welsh language thrives*” whilst adopting the five ways of working to realise this ambition.
- As part of delivering the above Welsh Government has set an ambition and targets for the nation of creating the appropriate economic and social conditions that will realise a million Welsh speakers and doubling the number who use Welsh in everyday life by 2050.
- The 2040 National Plan *Future Wales*¹ and *Planning Policy Wales* (both adopted February 2021) include a national placemaking outcome that seek to create places across Wales that enable people to live in places where the Welsh language thrives.
- A core part of the Government Programme for 2021-26 includes actions to “*protect and maintain Welsh as a community language*”. The draft *Welsh Language Communities Housing Plan*² includes several proposals to support and protect Welsh language communities and recognises:
 - That Welsh speaking communities are under unprecedented pressures, including the effects of the Covid-19 pandemic and leaving the European Union.
 - That protecting and promoting Welsh language communities is of national importance and is a core part of realising the nation’s linguistic revival.
 - The need to improve language planning at a local level.
 - The need to work together better across government both at national and local level.
- The results of the 2021 Census on the condition of the Welsh language across Wales will be published in 2022 and 2023 giving us a new baseline to replace the 58% able to speak Welsh recorded in 2011.
- In delivering the purposes National Parks have a duty to promote the economic and social well-being of their local communities. The Welsh language is one of the nine special qualities of Eryri and in addition to promoting its protection it is appropriate that actions are taken to create conditions for it to thrive.

I propose that we call on the Authority and its partners to respond positively to these challenges by:

1. Developing a clear vision of how Snowdonia National Park can play its part in the national language revival by building upon a better understanding of the local situation to drive policy interventions to create conditions that will increase the number of people able to speak Welsh and its everyday use in Eryri;
2. At the appropriate time ensuring that the next versions of the Authority’s key documents (the Local Development Plan, Cynllun Eryri, our Wellbeing Statement and the Welsh Promotion Strategy) are appropriately aligned with and support that vision.”

Mr. Owain Wyn,
Dolawen,
Penygarth,
Caernarfon,
Gwynedd. LL55 1EY
January 2022

¹ Welsh Government (February 2021) *Future Wales – the National Plan 2040*

² Welsh Government (November 2021) *Welsh Language Communities Housing Plan*



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 10.04.2019

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
12. Europarc Youth Manifesto	RESOLVED to establish a Task and Finish Group to further the work and report to Authority in December 2019.	Officers to convene a meeting of the Youth Manifesto Task and Finish Group.	HP/AD	<p>Initial Task and Finish Group has been convened, further Task and Finish Group to be held in March 2020.</p> <p>Job description for Youth Officer being prepared as joint role between Head of Wardens and Head of Engagement. Officer will lead on developing local Youth Manifesto.</p> <p>Youth Officer Job description finalised and evaluated. The post is currently being advertised, closing date 10.12.21.</p> <p>UPDATE: Appointment made, and officer will be in post shortly.</p> <p style="text-align: right;">COMPLETED</p>	YES



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 25.09.2019

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
8. Budget Update	- a report on the budgetary pressures faced by the Property Section to be presented to a future Working Group.	To present the reports.	EJ	Update - The Assets Sub Group met on 4 March 2020 and considered a report, which outlined budget pressures and recommendations to reinvest income from income generating sites in future maintenance budgets from 2021/22 onwards. A subsequent report to be prepared for Autumn Performance & Resources committee. Covid 19 was identified as a potential risk and has resulted in the report being postponed owing to wider financial pressures arising from the pandemic. The Assets Sub-Group was convened on 15th January 2021. An update report will be presented to Members prior to April 2022 and an appointment has been made to the newly created Property Officer post.	NO
	- a report by Yr Ysgwrn Project Group to be presented to Members in the New Year.		NJ	Update – at the end of the 2021 season a report will be presented to Yr Ysgwrn Board before being presented to the Authority meeting by the Head of Cultural Heritage in late 2021 / early 2022.	
	- to provide Members with a copy of the Aberdyfi judgement once it becomes available.	To email Members with the judgement.	GIJ	Members were provided with a copy of the judgement on 28.11.19 COMPLETED	



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 09.12.2020

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
7 Action Log	Authority Meeting 10.04.19 Action Item 12 – Europarc Youth Manifesto	To progress this action as a matter of urgency.	HP/AD	(See update above Authority 10.04.19 – Item No. 12) UPDATE: Appointment made, and officer will be in post shortly.	NO



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 13.10.2021

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
11. Scrutiny Panel Progress Report – Place Names	<p>RESOLVED</p> <ol style="list-style-type: none"> 1. to await further advice on the options available on how to address place names that have more than 1 name in common use. 2. to await a report by the Panel on the best way for place names in Snowdonia to be used and promoted. 3. that the Scrutiny Panel be replaced by a Steering Group (with the same membership) to address future issues and to invite a representative from Conwy County Borough Council to attend the Steering Group as and when required. 	To present a further report in due course.	JC	The next meeting of the Place Names Scrutiny Panel will take place early February and not in December as previously anticipated due to the heavy workload of Dr Foster-Evans, Cardiff University.	NO



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 08.12.2021

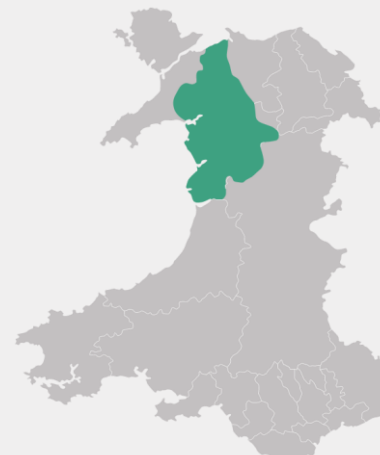
ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
12. Authority Resilience: Staff Terms and Conditions	<p>RESOLVED</p> <ul style="list-style-type: none"> - the Chief Executive to formally consult on the review of the pay bands/spine and report back to Members. - following consultation with the staff, to ask the Chair of the Authority to write to advise the Westminster Government and the Local Senedd Members of the Authority's decision to adopt St. David's day as a statutory holiday. 	<p>To present a further report to the next meeting of the Authority.</p> <p>To write to advise both the Westminster Government and the Local Senedd Members as resolved.</p>	<p>CX</p> <p>Chairman</p>	<p>The report is presented to the Authority on the 9th February 2022.</p> <p>Will follow the Authority's decision at its meeting on the 9th February 2022.</p>	<p>YES</p>

Snowdonia National Park Authority

Annual Audit Summary 2021

This is our audit summary for Snowdonia National Park Authority. It shows the work completed since the last Annual Audit Summary, which was issued in January 2021. Our audit summary forms part of the Auditor General for Wales' duties.

More information about these duties can be found on our [website](#).



About the National Park Authority

Some of the services the Authority provides



Key facts

The Authority is made up of 18 members who represent the following:

- Welsh Government – 6
- Gwynedd Council – 9
- Conwy County Borough Council – 3

The Authority spent £12.2 million on providing services during 2020-21, the highest spending of the three national park authorities in Wales and the fourth highest of the 13 national park authorities in England and Wales¹.

As at 31 March 2021, the Authority had £9.1 million of usable financial reserves. This is equivalent to 75% of the Authority's annual spending on services, an increase from 72% in 2019-20. This is the equal second highest percentage of the national park authorities in England and Wales. Most of the Authority's reserves are earmarked for specific purposes, reflecting its reliance on grant funded projects.

Taking into account service-related income, usable reserves now represent 164% of the Authority's net cost of services, down from 169% in 2019-20 and is the highest in England and Wales.

¹ Source: 2020-21 Statement of Accounts

Key facts

In 2020-21, the Authority generated £6.7 million of service-related income, representing 57% of its total general funding, the highest in Wales. The average for all English and Welsh authorities is 41%. The Authority's proportion of service-related income is equal to the highest level for an English authority.

In 2020-21, 57.4% of all planning applications were decided in time. 83.5% of all planning appeals were dismissed, and no decisions were made by members against officer advice. 94.8% of enforcement cases were investigated within 84 days but the average time taken to undertake positive enforcement work was 245.3 days.

The Auditor General's duties

We completed work during 2020-21 to meet the following duties

- **Audit of Accounts**

Each year the Auditor General audits the Authority's financial statements to make sure that public money is being properly accounted for.

- **Continuous improvement**

The Authority also had to put in place arrangements to make continuous improvements, including related plans and reports, and the Auditor General had to assess whether the Authority met these requirements during 2020-21.

- **Value for money**

The Auditor General examines whether the Authority has put in place arrangements to get value for money for the resources it uses, and he has to be satisfied that it has done this.

- **Sustainable development principle**

Public bodies need to comply with the sustainable development principle when setting and taking steps to meet their well-being objectives. The Auditor General must assess the extent to which they are doing this.



We continue to recognise the huge strain on public services and to work in a way that seeks to reduce the impact on public bodies' response to COVID-19, while still meeting our statutory duties.



To meet the Auditor General's duties we complete specific projects, but we also rely on other audit work, and the work of regulators. We take the findings of our audit work into account when assessing whether the Authority has put in place arrangements to secure value for money. Our findings and conclusions are summarised below.

What we found

Audit of the Authority's 2020-21 Accounts

Each year we audit the Authority's financial statements.

For 2020-21:

- The Auditor General gave an unqualified true and fair opinion on the Authority's financial statements on 29 November 2021, in advance of the statutory deadline.
- The Authority's Annual Governance Statement and Narrative Report were prepared in line with the CIPFA Code and relevant guidance. They were also consistent with the financial statements prepared by the Authority and with our knowledge of the Authority.
- Progress was made in improving the quality of the draft statements presented for audit on 27 July 2021. There remains scope for further improvement as we identified some discrepancies between the financial statements and supporting working papers.
- A number of changes were made to the Authority's financial statements arising from our audit work, which were reported to the Authority in our Audit of Financial Statements Report in November 2021.
- The Auditor General issued the certificate confirming that the audit of accounts for 2020-21 has been completed.

Our work in response to the COVID-19 pandemic

In response to the COVID-19 pandemic, we changed the approach and focus of our performance audit work in local government and other bodies. Below is a summary of some of the work we have undertaken in response to the pandemic across a number of sectors, much of which is of relevance to local government.

We undertook a project to support public sector efforts by sharing learning through the pandemic. The project aimed to help prompt some thinking, and practise exchange. [Further information is available on our website.](#)

In March 2021, we published a [national report](#) setting out an overview of progress to date on Test, Trace, Protect in Wales. In December 2020, we also published some [observations](#) of the Auditor General on the procurement and supply of PPE during the COVID-19 pandemic, followed by a [report](#) in April 2021. In June 2021, we also published our [report](#) on the Rollout of the COVID-19 vaccination programme in Wales.

Continuous improvement

The Auditor General certified that the Authority had met its remaining Local Government (Wales) Measure 2009 duties for the financial year 2020-21, as saved by an order made under the Local Government and Elections (Wales) Act 2021.

Well-being of Future Generations Examination – Resilient and Sustainable Services in Snowdonia National Park Authority

In 2020-21 we reviewed the resilience and sustainability of services at the Authority to provide assurance on how well financial and capacity challenges were being addressed. Overall, our report concluded that the Authority responded well in the pandemic but the challenges it faced have highlighted a need to improve its resilience and sustainability in the longer term.

Local Government Studies

As well as local work at each authority, each year we also carry out studies across the local government sector to make recommendations for improving value for money. Since the last annual improvement report we have published the following reports:

Discretionary Services (April 2021)

Financial pressures have led to councils reducing spending and cutting services, but the pandemic has shown local government services are essential to keeping people safe and healthy. We focussed on how councils define services, the systems and processes they have used to review services and how robust these are. Demand for some essential services is continuing to increase and councils are not confident that they can continue to deliver these services in the face of this rising and complex demand. Councils need to take the opportunity to refresh, reevaluate and reset what they do and to learn from the pandemic to build a better future. Our [report](#) was published in April 2021.

Regenerating town centres in Wales (September 2021)

Between 1950 and 1980, local authorities prioritised regeneration of town centres creating new and greater retail space. However, past policy choices, changing consumer expectations and technological advances are now adversely affecting many Welsh town centres. And the pandemic has created challenges for local government and central government, with one in seven shops on Welsh high streets now empty, despite the Welsh Government investing and levering in £892.6 million in the last seven years. Local authorities do not have the capacity to respond to this situation and are not always using the powers they have to help regenerate towns. To deliver the best local outcomes, policies and joint working need to be aligned and integrated, and resources prioritised on town centres. Our [report](#) was published in September 2021.

Planned work for 2021-22

We also looked at the key challenges and opportunities facing the Authority. These could have an effect on the Authority's ability to meet its legal obligations in relation to the sustainable development principle and the use of its resources.

The most significant risk and issue facing authorities and the wider public sector during 2021-22 continues to be the COVID-19 pandemic. We have shaped our work to provide assurance and challenge in a way which helps to support the Authority through this period. Our work for 2021-22 includes a review of how the Authority is promoting sustainable tourism.

The Auditor General is independent of government, and is appointed by Her Majesty the Queen. The Auditor General undertakes his work using staff and other resources provided by the Wales Audit Office, which is a statutory board established for that purpose and to monitor and advise the Auditor General. The Wales Audit Office is held to account by the Senedd.

The Auditor General audits local government bodies in Wales, including unitary authorities, police, fire and rescue authorities, national parks and community councils. He also conducts local government value for money studies, assesses compliance with the remaining requirements of the Local Government (Wales) Measure 2009 and may undertake special inspections under the Local Government & Elections (Wales) Act 2021.

Beyond local government, the Auditor General is the external auditor of the Welsh Government and its sponsored and related public bodies, the Senedd Commission and National Health Service bodies in Wales.

Audit Wales is the non-statutory collective name for the Auditor General for Wales and the Wales Audit Office, which are separate legal entities with their own legal functions, as described above. Audit Wales is not a legal entity.

We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay. Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

This document is also available in Welsh.

ITEM NO. 10

MEETING	Snowdonia National Park Authority
DATE	9 February 2022
TITLE	THE AUTHORITY'S BUDGET & LEVY ON CONSTITUENT AUTHORITIES 2022/23
REPORT BY	Chief Finance Officer
PURPOSE	To approve the 2022/23 revenue and capital budget and the levies on constituent authorities based on the Welsh Government draft grant allocation figure for the Authority.

1. Summary

- 1.1 This report details the Authority's revenue budget for 2022/23 based on the draft National Park Grant settlement for 2022/23. The final grant settlement will be confirmed in March 2022, so there is potential for change in the meantime.
- 1.2 This report also contains details of the levy apportioned between the two constituent authorities of Gwynedd Council and Conwy County Borough Council on the basis of the indicative grant figure.
- 1.3 The budgets presented in this report are based on a standstill budget. That is, an unavoidable level of expenditure to continue with the current level of services in 2022/23, with no developmental additions.

2. Revenue Budget 2021/22

- 2.1 Information on the draft settlement was received late in December 2021, stating that there will be no increase in the Welsh Government's National Park Grant settlement for 2022/23, despite the increase in inflation.
- 2.2 Information in the report on the "Basic Revenue Budget 2022/23" presented to the Authority's meeting on 9th December 2021 needs to be updated, and an amended version of the budget change details is presented in Appendix 1.

2.3 In the context of increasing inflation, there is now a possibility that the April 2022 pay agreement could be as much as 4%, therefore a salary provision of £206,467 (4% increase) has now been included in the budget, as can be seen in Appendix 1. At the time of writing, there is no clarity about the April 2021 pay agreement (which is likely to be equivalent to 1.75%), let alone the April 2022 agreement.

3. Revenue Budget Analysis 2022/23

3.1 Based on the draft grant figure, Appendices 2 and 3 contain information on the Authority's budget for 2021/22, analysing the net revenue budget at key service area level (Appendix 2) and based on headings standard subjective (Appendix 3).

3.2 Appendix 4 contains a more detailed breakdown of the revenue budget at a level relating to each individual department in each key service area. The analysis and net cost of services also include estimates for estimated capital costs.

4. Capital Budget 2022/23

4.1 Gross capital expenditure is estimated at £398,620 funded from capital grants, together with contributions from the Authority's revenue budget and reserves. (see Appendix 5 for details).

The £398,620 is funded from:

Welsh Government capital grants received in advance	£104,717
The Authority's Baseline and Reserves	<u>£293,903</u>
	<u>£398,620</u>

5. Use of Reserves

5.1 At the time of writing it is anticipated that the 2022/23 budget will comprise a net contribution of £927,219 from the Authority's funds. This figure includes £747,567 of Welsh Government grants received in advance and transferred to a reserve. As outlined below, full details are in Appendices 6 and 7.

The above £927,219 includes:	£	£
Welsh Government grants - revenue	184,079	
SNPA - revenue	407,430	
		<u>701,509</u> (Appendix 6)
Welsh Government Grants – capital	104,717	
APCE – capital	<u>120,993</u>	
		<u>225,710</u> (Appendix 7)
		<u>£927,219</u>

6. Levy on Constituent Authorities

- 6.1 Section 71 of the Environment Act 1995 and the National Park Authorities Levy (Wales) (Amendment) Regulations prescribe the method of levy setting, and the Authority is required to approve the levies before they can be claimed by the relevant constituent authorities.
- 6.2 The levies are awarded based on one third of the National Park Grant received by the Welsh Government. The levy is apportioned between the constituent authorities in accordance with the “relevant proportions” set out in Regulation 5 and the Schedule to the above Act.
- 6.3 The table below shows the distribution of the levy based on the grant figure received from the Welsh Government and the “relevant proportions” of the Schedule to the Act.

2022/23	(£)	Proportions	(£)
Government Grant	4,119,789		
Total Levies	1,373,262		
Funding Total	5,493,051		
Levy Apportionment:	Gwynedd Council	77.1%	1,058,785
	Conwy County Borough Council	22.9%	314,477
	Total	100%	1,373,262

- 6.4 How the budget of £6,393,278 is funded (see appendices 2-4) is summarised as follows:

Government Grant	£4,119,789
Total Levies	£1,373,262
Contribution (net) from Reserves	<u>£ 927,219</u>
Budget 2022/23	<u>£6,393,278</u>

7. RECOMMENDATION

- 7.1 To approve the Snowdonia National Park Authority's revenue and capital budget for 2022/23, as set out in the following Appenices.
- 7.2 To approve the levies on billing authorities, as set out in section 6.3 above.

ITEM NO. 10 - APPENDIX

			Appendix 1
		(£)	(£)
	Final budget 2021/22		7,657,409
	Reversal 2021/22 'one-off' costs		
	Property valuation	-25,000	
	Asbestos survey	-10,000	
	Additional household material (disinfectants etc.)	-5,000	
	Seasonal wardens vehicle leasing costs	-10,000	
	Capital	-1,227,428	
	Snowdon Partnership (Mountain Safe)	-30,000	
	Peatlands	-45,190	
			-1,352,618
1	Base budget 2021/22		6,304,791
2	Change in staff costs		
	Compulsory Changes		
		Inflation	206,467
		National insurance increase	18,500
		Increase in increments	18,998
			243,965
	Discretionary changes		
		Increase 2 scale points	211,572
		Other changes	19,983
	Salaries funded from reserves and grant		
		Salaries funded from grants	31,890
		Salaries funded from reserves	105,448
			368,893
3	Change in expenditure		
	Increase		
	Electricity (Plas Tan y Bwlch)	10,000	
	Income processing fees (Plas Tan y Bwlch)	10,000	
	Cleaning costs	10,000	
	Additional costs re. new arrangements at Pen y Pass	55,630	
	CJC levy	3,140	
	Decrease		
	Corporate car lease	-3,250	
	Bought in services - planning	-20,940	
	Non-domestic rate 50% relief for leisure & hospitality	-23,270	
	Schemes		
	Dolgellau Townscape Heritage	-1,750	
	National Grid agreement (East Maentwrog)	18,840	
	Carneddau	9,240	
	Harlech ac Ardudwy	-11,000	
			56,640
4	Change in income		
	Increase		
	Planning fees	-30,000	
	Plas Tan y Bwlch	-17,150	
	Pen y Pass car park	-100,000	
	Use of income received in advance (Dark Skies)	-47,800	
	LIFE	-5,784	
	Decrease		
	Repayments for the use of fleet vehicles (G52, G50, D10)	5,200	
			-195,534

5	General inflation provision			15,000
6	Provision for additional Covid costs			75,775
7	National Park Grant 2021/22			
	Remainder of the 2021/22 increase in settlement grant			-476,251
8	Base budget 2022/23			6,393,279
9	National Park Grant and levy 2022/23			- 5,493,051
	Remainder of the 2021/22 increase in settlement grant			
10	Net contribution from reserve			
	Carneddau scheme (Match funding reserve)	-	32,200	
	Harlech and Ardudw y scheme (Projects reserve)	-	51,560	
	THI Dolgellau	-	120,993	
	New website (revenue)	-	46,880	
	Digital Communications officer	-	17,558	
	Wellbeing paths (Welsh Gov. revenue grant)	-	40,000	
	Young People's Manifesto (Welsh Gov. revenue grant)	-	21,520	
	Contribution to Life Scheme (Match funding reserve)	-	35,450	
	Contribution to Life Scheme - Revenue grants reserve	-	18,817	
	Contribution towards Ysgwrn (revenue grants reserve Welsh govt grant)	-	28,030	
	Ecologist (revenue grants reserve)	-	36,449	
	Restructuring of wardens services (projects reserve)	-	31,880	
	Finance service temporary employment costs (specific risk reserve)	-	31,743	
	Planning service temporary employment costs (slippage monies 2021/22)	-	40,347	
	Property Officer employment costs - (projects reserve)	-	44,070	
	Snowdon Partnership Officer (revenue projects reserve)	-	39,230	
	National Grid Project	-	110,000	
	Harlech and Ardudw y scheme (Capital reserve)	-	24,014	
	Carneddau - Data Lidar	-	15,630	
	Carneddau - Paths	-	65,073	
	Provision for additional Covid 19 costs (Specific Risks Reserve)	-	75,775	
				-927,219
11	Surplus			-26,991

Atodiad 2 / Appendix 2

**CRYNODEB O'R GYLLIDEB REFENIW 2022/23
REVENUE BUDGET SUMMARY 2022/23**

PRIF FEYSYDD GWASANAETH / KEY SERVICE AREAS

	Cyllideb Net / Net Budget 2022/23	
	£	%
<u>Gwasanaeth / Service :</u>		
Cynllunio a'r Drefadaeth Ddiwylliannol a Rheolaeth Tir/ Planning and Cultural Heritage and Land Management	2,877,061	43.6
Corfforaethol / Corporate	3,457,181	52.4
Balansau, Arian Wrth Gefn a Darpariaethau / Balances, Reserves & Provisions	259,467	3.9
Cyllideb Net Gwasanaethau / Net Services Budget	6,593,709	100.0
LLog ar Arian Dros Ben / Interest Earned on Surplus Funds	-8,000	
Cyllido Gwariant Cyfalaf / Financing of Capital Expenditure	398,620	
Addasiad Taliadau Cyfalaf / Capital Charges Adjustment	-591,050	
Cyfanswm Cyllideb Cyfrif Refeniw / Total Revenue Account Budget	6,393,279	
<u>Daw'r Arian O / Financed by :-</u>		
Cronfeydd wrth gefn / Reserves (prosiectau/projects)	927,219	14.5
Cronfeydd wrth gefn / Reserves (gwarged / surplus)	-26,991	
Grant y Parc Cenedlaethol / National Park Grant	4,119,789	64.4
Dyranriad Lefi Rhwng Cynghorau Lleol / Levy Allocation between Constituent Authorities :-		
Cyngor Gwynedd Council	1,058,785	16.6
Cyngor Conwy Council	314,477	4.9
	6,393,279	100.4

Atodiad 3 / Appendix 3

**CRYNODEB O'R GYLLIDEB REFENIW 2022/23
REVENUE BUDGET SUMMARY 2022/23**

LEFEL ODDRYCHOL / SUBJECTIVE ANALYSIS

	Cyllideb / Budget 2022/23	
	£	%
Gweithwyr / Employees	5,069,105	51.0
Tir ag Adeiladau / Premises & Grounds	1,479,460	14.9
Cludiant / Transport	153,662	1.5
Cyflenwadau a Gwasanaethau / Supplies & Services	2,385,474	24.0
Taliadau Cyfalaf / Capital Charges	591,050	5.9
Arian Wrth Gefn a Darpariaethau / Reserves & Provisions	259,467	2.6
Cyllideb Gros Gwasanaethau / Gross Services Budget	9,938,218	100.0
Incwm / Income	-3,344,509	
Cyllideb Net Gwasanaethau / Net Services Budget	6,593,709	
LLog ar Arian Dros Ben / Interest Earned on Surplus Funds	-8,000	
Cyllido Gwariant Cyfalaf / Financing of Capital Expenditure	398,620	
Addasiad Taliadau Cyfalaf / Capital Charges Adjustment	-591,050	
Cyfanswm Cyllideb Cyfrif Refeniw / Total Revenue Account Budget	6,393,279	

Atodiad 4 / Appendix 4

CYLLIDEB REFENIW 2022/23
REVENUE BUDGET 2022/23

	Costau Gweithwyr a Chostau Rhedeg	Costau Cyfalaf	Cyllideb Gros 2022/23	Gwerthu, Ffioedd ac Incwm Grant	Cyllideb Net 2022/23
	Employee Costs & Running Expenses	Capital Charges	Gross Budget 2022/23	Sales Fees & Grant Income	Net Budget 2022/23
	£	£	£	£	£

Cynllunio a Threftadaeth Diwylliannol a Rheolaeth Tir / Planning and Cultural Heritage and Land Management

Archeoleg / Archaeology	62,710	0	62,710	0	62,710
Treftadaeth Diwylliannol / Cultural Heritage	73,560	0	73,560	0	73,560
Cynllun Treftadaeth Treflun Dolgellau / Dolgellau Townscape Heritage scheme	44,110	0	44,110	-21,180	22,930
Harlech ac Ardudwy	51,560	0	51,560	0	51,560
Ysgwrn	105,220	45,250	150,470	-60,190	90,280
Cynllun Partneriaeth Tirwedd Carnedau - Carneddau Landscape Partnership Scheme	567,344		567,344	-535,144	32,200
Cynllunio/ Planning	854,550	3,320	857,870	-206,500	651,370
Cadwraeth ac Amaethyddiaeth / Conservation and Agriculture	416,320	10,580	426,900	-19,220	407,680
Cynllun Rheoli Cynladwy Mawndiroedd Cymru / Welsh Peatlands Sustainable Management Scheme	0	0	0	0	0
Cynllun Rheoli Cynladwy Dalgylch Afon Eden / Eden River Catchment Sustainable Management Scheme	0	0	0	0	0
Cynllun Rheoli Cynladwy Uwch Gwyrfa / Uwch Gwyrfa Sustainable Management Scheme	0	0	0	0	0
LIFE-Coedwigoedd Celtaidd / LIFE - Celtic Rainforests	1,060,890	0	1,060,890	-967,213	93,677
RhMMAMG / ERAMMP	95,262	0	95,262	-95,262	0
Awyr Dywyll / Dark Skies	0	0	0	0	0
Cynllun Grid Cenedlaethol (Maentwrog-Dwyrain) / National Grid Scheme (Maentwrog - East)	110,000	0	110,000	0	110,000
Cynllun Grid Cenedlaethol (Maentwrog-Gorllewin) / National Grid Scheme (Maentwrog - West)	0	0	0	0	0
Mynediad i'r Cyhoedd / Public Access	157,770	4,640	162,410	-2,000	160,410
Wardeiniaid, Gweithwyr Stad a Gwirfoddolwyr / Wardens, Estate Workers and Volunteers	1,065,964	62,220	1,128,184	-7,500	1,120,684
	4,665,260	126,010	4,791,270	-1,914,209	2,877,061

Corfforaethol / Corporate

Gweinyddol / Administration	207,310	0	207,310	-300	207,010
Cyllid / Finance	208,530	1,250	209,780	0	209,780
Technoleg Gwybodaeth / Information Technology	317,300	24,980	342,280	0	342,280
Cyfreithiol / Legal	54,510	0	54,510	0	54,510
Personel / Personnel	110,200	0	110,200	0	110,200
Cyfieithu / Translation	102,310	1,430	103,740	0	103,740
Pencadlys / Headquarters	108,620	121,690	230,310	-9,000	221,310
Cymorth i Aelodau a'r Awdurdod / Members & Authority Support	200,220	0	200,220	0	200,220

Rheoli Corfforaethol / Corporate Management	625,280	0	625,280	-18,000	607,280
Prosiectau "un tro"	0	0	0	0	0
Plas Tan Y Bwlch	412,460	225,540	638,000	-255,770	382,230
Eiddo / Property	238,731	0	238,731	0	238,731
Cyfleusterau Ymwelwyr / Visitor Facilities	241,600	67,280	308,880	-16,160	292,720
Meysydd Parcio / Car Parks	366,420	3,090	369,510	-830,020	-460,510
Llyn Tegid	25,810	2,030	27,840	-56,120	-28,280
Casglu Ysbwriel / Litter Collection	15,000	4,510	19,510	0	19,510
Ymgysylltu / Engagement	461,720	7,300	469,020	-4,130	464,890
Prosiect Safle Gwe / Website project	46,880	0	46,880	0	46,880
Manffesto Ieuenctid / Young People's Manifesto	21,520	0	21,520	0	21,520
Llwybrau Llesiant / Well Being Routes	40,000	0	40,000	0	40,000
Mynydda Diogel / Mountain Safe	0	0	0	0	0
Cynllun Rheolaeth a Phartneriaethau / Park Management Plan and Partnerships	258,020	0	258,020	0	258,020
Canolfannau Gwybodaeth / Information Centres	307,310	5,940	313,250	-193,110	120,140
Traffic a Thrafnidiaeth / Traffic and Transport	5,000	0	5,000	0	5,000
	4,374,751	465,040	4,839,791	- 1,382,610	3,457,181

Balansau, Arian wrth Gefn a Darpariaethau / Balances, Reserves & Provisions

Darpariaeth Chwyddiant Cyffredinol / General Prices Inflation - Provision	15,000	0	15,000	0	15,000
Darpariaeth Chwyddiant Cyflogau / Payroll Inflation Provision	244,467	0	244,467	0	244,467
	259,467	0	259,467	0	259,467
Cyfanswm Cyllid Gwasanaethau / Total Services Budget	9,299,478	591,050	9,890,528	- 3,296,819	6,593,709
LLog ar Arian Dros Ben / Interest Earned on Surplus Funds	0	0	0	-8,000	- 8,000
Cyllido Gwariant Cyfalaf / Financing of Capital Spend	398,620	0	398,620	0	398,620
Addasiad Taliadau Cyfalaf / Capital Charges Adjustment	0	-591,050	-591,050	0	- 591,050
Cyfanswm Cyllid Cyfrif Refeniw / Total Revenue Account Budget	9,698,098	0	9,698,098	- 3,304,819	6,393,279

Capital Expenditure 2022/23		Appendix 5	
Description	(£)		
Cultural Heritage Schemes	149,490		
Dolgellau Townscape Heritage Scheme	98,073		
Access - projects	10,000		
Wardens - vehicles	14,000		
Information Technology Replacement Programme	22,340		
Carneddau - Data Lidar	15,630		
Carneddau - Paths	65,073		
Harlech and Ardudwy	24,014		
	398,620		

Revenue Reserves Utilised for 2022/23			Appendix 6		
Project	Reserve	(£)	(£)	(£)	
Ysgwrn	Match Funding Reserve	28,030			
Celtic Rainforests (LIFE)	Match Funding Reserve	54,267			
			82,297		
Planning temporary employment costs	Slippage 21/22	40,347			
Engagement Officer (Digital Communications)	Slippage 21/22	17,558			
			57,905		
Harlech and Ardudwy	Projects Reserve	51,560			
Carneddau Landscape Scheme	Projects Reserve	32,200			
Property Officer	Projects Reserve	44,070			
Wardens restructure	Projects Reserve	31,880			
			159,710		
Ecologist	Revenue Grants (Welsh Government)	36,449			
Youth Manifesto	Revenue Grants (Welsh Government)	21,520			
Well-being Routes	Revenue Grants (Welsh Government)	40,000			
Snowdon Partnership	Revenue Grants (Welsh Government)	39,230			
Website	Revenue Grants (Welsh Government)	46,880			
National Grid Scheme (East Maentwrog)	Revenue Grants (National Grid)	110,000			
			294,079		
Temporary Finance Officer	Specific Risks Reserve	31,743			
Provision for Covid costs	Specific Risks Reserve	75,775			
			107,518		
	Total		701,509		

Capital Reserves Utilised for 2022/23			Appendix 7
Project	Reserve	(£)	(£)
Dolgellau Townscape Heritage Scheme	Match Funding Reserve	120,993	120,993
Harlech and Arduwy	Capital Grants (Welsh Government)	24,014	
Carneddau (Data Lidar)	Capital Grants (Welsh Government)	15,630	
Carneddau (Paths)	Capital Grants (Welsh Government)	65,073	
			104,717
	Total		225,710

ITEM NO. 11

MEETING	Snowdonia National Park Authority
DATE	9 February 2022
TITLE	CAPITAL STRATEGY 2022/23
REPORT BY	Chief Finance Officer
PURPOSE	To approve the Capital Strategy for 2022/23 and the Chief Finance Officer's recommendations with reference to the Prudential Code.

1 BACKGROUND

1.1 The Capital Strategy report gives a high-level overview of how capital expenditure; capital financing and treasury management activity contribute to the provision of National Park services along with an overview of how associated risk is managed and the implications for future financial sustainability.

1.2 The Strategy covers: -

- Capital Expenditure and Financing,
- Treasury Management including debt-free status,
- Investments for Service Purposes,
- Commercial Activities,
- Liabilities,
- Revenue Budget Implications, and
- Knowledge and Skills.

2 CAPITAL EXPENDITURE AND FINANCING

2.1 Capital expenditure is where the Authority spends money on assets, such as property or vehicles that will be used for more than one year. For the National Park Authority this includes spending on assets owned by other bodies, and grants to other bodies enabling them to renovate listed buildings. The Authority has some limited discretion on what counts as capital expenditure, for example assets costing below £10,000 are not capitalised and are charged to revenue in year.

2.2 In 2022/23 the Authority is planning capital expenditure of £398k as summarised below:

Table 1: Prudential Indicator: Estimates of Capital Expenditure in £ thousands

	2020/21 actual (£'000)	2021/22 forecast (£'000)	2022/23 budget (£'000)	2023/24 budget (£'000)	2024/25 budget (£'000)
General Fund (Corporate Services)	1,139	1,584	55	337	36
General Fund (External to the Authority)	524	79	343	455	202
Capital Investments	0	0	0	0	0
TOTAL	1,663	1,636	398	792	238

2.3 It is expected that circa £1m of Sustainable Landscapes, Sustainable Places (SLSP) monies will be allocated by Welsh Government to the Authority in 2022/23. The detail on individual projects is not available at the time of writing, so it's excluded from the tables in this report.

From April 2022, there will be a change in the way we account for finance leases which could effect the above figures. This will be a change in accounting policy and will not represent cash expenditure. The figures are not to hand at the time of writing.

2.4 **Governance:** The allocation from the annual revenue budget tends to stand unrevised and is usually supplemented by unspent budgets carried over from the previous financial year.

2.5 All capital expenditure must be financed, either from

- external sources (government grants and other contributions),
- the Authority's own resources (revenue, reserves and capital receipts) or
- debt (borrowing, leasing and Private Finance Initiative).

The planned financing of the above expenditure is as follows:

Table 2: Capital financing in £ thousands

	2020/21 actual (£'000)	2021/22 forecast (£'000)	2022/23 budget (£'000)	2023/24 budget (£'000)	2024/25 budget (£'000)
External sources	1,584	1,301	146	296	43
Own resources	79	335	253	496	196
Debt	0	0	0	0	0
TOTAL	1,663	1,636	398	792	238

The “external sources” noted in the table above represents grants and contributions. The Authority is “debt free” and at present there is no intention of incurring debt. One potential scenario where short-term borrowing might be required is during the last 3 years (2023/24 – 2025/26) of the LIFE – Celtic Rainforest project, where there will be a significant negative cash-flow due to the last grant payment being with-held until the project is completed and audited. The present profile for the scheme shows a negative cash flow of £449,814 in 2023/24

- 2.6 The Authority has a capital receipts reserve which is forecasted to stand at £163,790 on 31/3/2022.
- 2.7 The Authority’s capital financing requirement therefore stands at zero and the Authority is expected to stay debt-free in 2022/23.
- 2.8 **Asset Management:** To ensure that capital assets continue to be of long-term use, the Authority has an asset management plan in place, and it is currently being reviewed to determine the level of financial commitment required over the coming years.
- 2.9 **Asset Disposals:** No disposal of land and buildings is currently foreseen. Otherwise, the proceeds from disposals of vehicles and heavy plant are ring-fenced for financing replacements.

3 TREASURY MANAGEMENT

- 3.1 Treasury management is concerned with keeping sufficient but not excessive cash available to meet the Authority’s spending needs, while managing the risks involved. Surplus cash is invested until required, while a shortage of cash may be met by borrowing, to avoid excessive credit balances or overdrafts in the bank current account.

- 3.2 **Borrowing strategy:** It was agreed on discussing the Authority’s Policy on Borrowing in the Performance and Resources Committee (9/11/2016) that any future borrowing should be for a specific project with a sound business case. No significant changes have occurred since, hence that policy stands. **Therefore, the Authority will, commence the 2022/23 financial year with no outstanding debt and is regarded for treasury management purposes as being debt-free.**
- 3.3 **Affordable Borrowing Limit:** The Authority is legally obliged to set an affordable borrowing limit (also termed the authorised limit for external debt) each year. In line with statutory guidance, a lower “operational boundary” is also set as a warning level should debt approach the limit.

Table 3: Prudential Indicators: Authorised limit and operational boundary in £ thousands

	2021/22 limit	2022/23 limit	2023/24 limit	2024/25 limit
Authorised limit - borrowing	500	500	500	500
Authorised limit - PFI and leases	0	0	0	0
Authorised limit - total external debt	500	500	500	500
Operational boundary - borrowing	100	100	100	100
Operational boundary - PFI and leases	0	0	0	0
Operational boundary - total external debt	100	100	100	100

While the recent improvement in the Authority’s funding position could suggest a reduced need for the ‘authorised borrowing limit’ and the ‘operational boundary’, no reduction is recommended, in order to retain flexibility, in the context of uncertainties relating to Covid 19 and increasing inflation.

- 3.4 **Investment strategy:** Treasury investments arise from receiving cash before it is paid out again. Investments made for service reasons or for pure financial gain are not generally considered to be part of treasury management.
- 3.5 The Authority’s policy on treasury investments is to prioritise security and liquidity over yield; that is to focus on minimising risk, rather than maximising returns. Cash that is likely to be spent in the near term is invested securely, for example with the government, other local authorities, or selected high-quality banks, to minimise the risk of loss. The Authority at present, does not hold investments for longer terms (these would be invested more widely, including in bonds, shares and property, to balance the risk of loss against the risk of receiving returns below inflation).

3.6 Local Barclays bank branches will be closing down in February 2022, however it will still be possible to pay in through the Post Office

3.7 The Authority's day to day cash flow will be monitored carefully throughout the year. Any surplus funds will be deposited with one or more of the following institutions:

- Bank of Scotland
- HSBC
- Santander UK
- Barclays Bank
- Lloyds Bank
- Nationwide Building Society
- UK Debt Management Office ("DMO")

3.8 Amounts invested will be dependent on the prevailing credit status and required minimum balances, whilst also maintaining sufficient balances to satisfy the Authority's cash flow requirements. The main emphasis is on safeguarding the Authority's monies and to this end finance officers arrange as even a spread as practically possible between the approved establishments (other than Barclays).

3.9 At the time of writing the banks noted above have the appropriate credit rating (Fitch short-term credit rating F1 or better for holding short term deposits).

3.10 An exception to the requirement for banks to have the appropriate credit rating may be Barclays Bank in respect of the Authority's current account, where (should credit ratings fall) the Authority may continue to deposit surplus cash overnight.

Credit or debit card payments made for parking and received through the pay and display machines are processed through Allied Irish Bank which has an F2 rating. The risk is mitigated by the fact that these monies transfer over to Barclays within 3 working days.

3.11 Also, the Authority deposits cash with unrated building societies e.g., Nationwide Building Society where independent credit analysis shows them to be suitably creditworthy.

3.12 Should the approved financial institutions' credit ratings fall generally, the Authority will consider depositing cash with the UK Debt Management Office ("DMO"), to ensure security, but minimal interest receivable.

3.13 The Authority's investments are for treasury management purposes only i.e., there is no investment property held and no investment to support services.

Table 4: Treasury management investments in £ thousands

	31.3.2021 actual (£'000)	31.3.2022 forecast (£'000)	31.3.2023 budget (£'000)	31.3.2024 budget (£'000)	31.3.2025 budget (£'000)
Near-term investments	8,269	8,958	8,228	6,351	5,424
Longer-term investments	0	0	0	0	0
TOTAL	8,269	8,958	8,228	6,351	5,424

The table above reflects the fact that significant sums of “one-off” grants have been paid to the Authority in recent years, and are in the process of being spent.

3.14 **Governance:** Decisions on treasury management investment and borrowing are made daily and are therefore delegated to the Head of Finance and Finance staff, as advised by, and in consultation with the Chief Finance Officer where necessary. The Head of Finance and Finance staff must act in line with the Treasury Management Strategy approved by the Authority in February each year. Reports on treasury management activity are presented to the Authority as follows:

- An interim report on the treasury management operation for 2021/22 will be submitted to the Authority before the end of the 2022 calendar year (written or oral as deemed appropriate).
- That the annual report on the treasury management operation for 2022/23 will be submitted at the June 2022 Authority meeting.

4 INVESTMENTS FOR SERVICE PURPOSES

The Authority does not undertake such investments, rather it provides assistance by means of grants through e.g., the Commissioning Fund, small grants fund, listed buildings budget.

5 COMMERCIAL ACTIVITIES

- 5.1 The Authority currently does not have investments in property purely for financial gain.
- 5.2 The Authority does engage in other commercial activity, such as bed & breakfast at the Plas Tan y Bwlch Centre, sales in the three Information Centres and at the Ysgwrn property. The proceeds contribute to the costs of running the individual services. As noted in the 2020/21 Statement of Accounts - £1,400k generated from fees and other service-based income. The main components are as follows:

- *Car Park fee income* £472k
- *Planning Fees* £248k
- *Information Centre sales* £63k
- *Rent* £33k

5.3 The risks involved are managed through the Plas Tan y Bwlch management board, Ysgwrn management board and budget monitoring reports to Authority members. Plas Tan y Bwlch and Ysgwrn are also included on the Corporate Risk Register.

6 LIABILITIES

6.1 Whilst the Authority is debt-free, it is committed to making future payments to cover its pension fund deficit (valued at £7,317k as at 31/3/2021). The Authority has received substantial amounts of “one-off” revenue and capital grants paid in advance over recent years – most of these have been transferred to the revenue and capital grants reserves whilst others (including grants relating to the ERAMMP and LIFE schemes) have been recorded under creditors.

6.2 The Authority reviews its reserves annually.

6.3 **Governance:** The pension fund position is reported annually to members as part of the Annual Statement of Accounts. The position regarding utilisation of grants and progress against profile is reviewed by the Head of Finance as part of the budget monitoring process which feeds into reports to members every September, November and March, and the Authority outturn report in June.

7 Revenue Budget Implications:

7.1 As the Authority is debt free, there are no debt interest charges to the revenue budget.

7.2 **Sustainability:** The Chief Finance Officer is satisfied that the proposed capital programme is prudent, affordable and sustainable because it does not require external debt financing.

8 KNOWLEDGE AND SKILLS

8.1 The Authority employs professionally qualified and experienced staff in senior positions with responsibility for making capital expenditure, borrowing and investment decisions. For example, the Chief Finance Officer is a qualified accountant with 40 years’ relevant experience (17 years’ experience as a statutory finance officer) with daily access to specialist treasury management advice, while the Head of Finance is also a qualified accountant.

- 8.2 Where Authority staff do not have the knowledge and skills required, it is possible to use external advisers and consultants that are specialists in their field. Presently, the Authority's Treasury Management operations are comparatively straight forward, hence external expertise is not required, other than consultation as necessary with the Authority's Chief Finance Officer.

9 RECOMMENDATIONS

- 9.1 **Note that there is no intention to borrow monies for capital purposes, but the limitations below are recommended on a prudent level as a precautionary measure in case of an emergency or need for expenditure at short notice.**
- 9.2 **To approve no change in:**
- (i) **the Authorised Borrowing Limit of £500,000 for 2022/23, and an Operational Boundary of £100,000, and**
 - (ii) **no limit on the proportion of interest payable at a variable rate.**
- 9.3 **To adopt the Capital Borrowing Strategy for 2022/23 as outlined in paragraph 3.3 of the report, and to note the content relating to the Prudential Code (see tables under paragraphs 2.2, 3.3 and 7.1).**
- 9.4 **To adopt the Investment Strategy for 2022/23 as outlined in paragraphs 3.5-3.14 of the report, and note the institutions listed in paragraph 3.7.**

MID TERM FINANCIAL PLAN : 2022/23 – 2025/26 SNOWDONIA NATIONAL PARK AUTHORITY

1. BACKGROUND

- 1.1 This is an overview document outlining the main financial matters that will affect the Authority over the coming years. The document is supported by a number of technical papers prepared by the Authority's Finance service, and with the Authority's Section 151 Officer advising on strategic forecasts.
- 1.2 This document explains the situation in compact form, and specifically to enable Authority Members and staff to gain further understanding in relation to:
 - Modelling scenarios,
 - Principles adopted when allocating resources,
 - Reaching a decision regarding the importance of any financial challenges / opportunities,
 - Principles for tackling funding pressures.

2. MID TERM FINANCIAL PLAN (MTFP) REQUIREMENT

- 2.1 This Mid Term Financial Plan (MTFP) illustrates the Authority's strategic approach towards managing its finances, and outlines a range of financial situations that could face the Authority over the next four years. The task of accomplishing the strategy depends on the resources available through Welsh Government (WG) settlements and how successful the Authority will be in balancing resources with service priorities.
- 2.2 The MTFP notes the general condition of the Authority budget and outlines a model of the financial resources required by the Authority for the service levels it hopes to provide in the mid term. This provides a framework which will enable Members and officers to develop detailed annual budget allocations.
- 2.3 The MTFP will be a key instrument for proactive financial management. It will be used as a basis for the process of setting the annual budget and ensuring that the resource requirements of the Authority for the coming year are sufficiently met and in line with the correct services, but will also allow for setting future financial needs far enough in advance so that plans can be set in motion for the appropriate steps to be taken to deal with the anticipated funding levels.
- 2.4 A new annual budget has to be prepared each year. The MTFP is updated each year as part of the annual budget planning cycle. Members will still be informed about the developments in the MTFP at Authority meetings (prior to the allocation of budgets by Members at the March Working Group this year), and the services will discuss the options regarding cost and savings and / or income generation as part of the annual budget planning cycle.

2.5 The Welsh Government has unofficially suggested that will not be an increase in the National Park Grant allocation for the three years 2022/23 – 2024/25. Despite the fact that the CPI rate has now reached 5.4%, with forecasts suggesting it could continue to rise in 2022, before decreasing in 2023, as a result of Welsh Government priorities there is no provision within the grant (and therefore no provision in the Authority's budget) for the effect of inflation on costs.

3. MID TERM PRIORITIES AND AIMS OF THE AUTHORITY:

3.1 The MTFP will need to accomplish mid to long term priorities, together with the statutory aims and purposes of the Authority. The Authority's statutory purposes are defined in the Environment Act of 1995 as follows:

- Protect and enhance the natural beauty, wild life and cultural heritage of the area,
- Promote opportunities for the public to understand and enjoy the special characteristics of the area;

And in pursuing these purposes, the Authority should try and enhance the economic and social wellbeing of the local communities.

3.2 The following documents are key to guiding the Authority during this period:

- The National Park Management Plan,
 - The Local Development Plan,
 - Our Vision,
 - Wellbeing statement,
 - Service Priorities,
 - Corporate Work Programme,
 - Welsh Government (WG) priorities in the document "Valued and Resilient".
- (This document will be replaced once the Welsh Government term letter is received).

3.3. The Covid-19 pandemic has meant coping with the situation in terms of protecting the public and the Authority's officers; accordingly grant funding from the 'hardship fund' has been claimed from Welsh Government during 2021/22 when available. The measures taken mean a very significant income loss for the Authority which must be considered in this MTFP, considering there will be no similar grant funding available from Welsh Government for 2022/23 and further. It is possible that the Authority will need to establish it's own 'hardship fund' for 2022/23 in order to deal with the challenges.

4. THE FINANCIAL CHALLENGE

4.1 Since the national park authorities were established in 1996, the Authority has been empowered to manage its own budget, but has endured a prolonged period of financial restrictions. The Covid-19 pandemic has added to this despite the financial support received to allieviate the financial effects.

However, 2021/22 has seen additional grant funding through Welsh Government, namely £900,000 from “Sustainable Landscapes, Sustainable Places” (S.L.S.P.) to be spent in the 2021/22 financial year. It is expected that further grant funding allocation will be available in 2022/23, but the amount is not yet known to us.

4.2 The indicative figures published by the Welsh Government (WG) suggest that there will be no increase for subsequent years 2023/24 – 2025/26, and at present there is no further indication of figures available to alleviate the effects of inflation on the budget.

4.3 Authority Basic Budget:

Here is a summary of the situation regarding the initial budget of the Authority over the last 5 years:

Year	2021/22 £'000	2020/21 £'000	2019/20 £'000	2018/19 £'000	2017/18 £'000
Gross Revenue	9,939	10,385	11,165	7,430	7,160
Expenditure					
Revenue Income	-3,318	-5,201	-6,307	-2,907	-2,299
Net Revenue	6,620	5,184	4,858	4,523	4,861
Expenditure					
Net Capital	1,037	1,795	998	184	222
Expenditure					
Original Budget Total	7,657	6,979	5,856	4,707	5,083
Grant	4,120	3,745	3,745	3,550	3,745
Levy	1,373	1,248	1,248	1,183	1,248
Contingency Funds	2,164	1,986	863	-26	90
Budget Total	7,657	6,979	5,856	4,707	5,083

* The above table does not include cuts made during the year, the additional grants received or amendments made to the budget during the year.

4.4 Annual Budgets:

The Authority is obliged to set its budget in a timely manner. To set a levy on constitutional local authorities, the Authority needs to agree on a balanced budget by 11th February in any year. As Welsh Government will not be confirming the final grant settlement figure for 2022/23 before March, this could change in the meantime. Should the settlement be higher than expected, the Authority will have to forego the additional levy. Should the settlement be lower, the Authority can seek agreement with the constituent Authorities to stay with the levy as approved in the Authority meeting on the 9th of February.

4.5 Annual Financial Pressure on the Authority:

Each year the Authority incurs financial pressure. This pressure is the cumulative impact of:

- Inflation pressure
- Unavoidable commitments
- Planned efficiency measures / Income streams

4.6 Pressures from Inflation:

As a rule a report is presented to the Authority on pressures resulting from inflation; these are the pressures stipulated for the next four years:

Year	2022/23 (£)	2023/24 (£)	2024/25 (£)	2025/26 (£)
Wages Inflation	206,500	101,000	103,000	105,000
General Inflation	15,000	15,000	15,000	15,000

At the time of compiling the report, there is no clarity regarding the April 2021 pay agreement, or the April 2022 pay agreement. In the context of increasing inflation, there is now a possibility that the pay agreement could be as much as 4%. The figures for 2023/24 onwards are provided at a rate of 2%.

The general inflation figure has been increased from £10,000 to £15,000.

4.7 Unavoidable Pressures:

The following have been identified as pressures which the Authority cannot avoid:

2022/23 We understand that the core National Park Grant will remain at the same level in 2022/23, as provided in 2021/22 without any additional provision for inflation.

The income target for car parks has been increased in the budget following a busy year in 2021/22. With the continuing Covid 19 situation, it is expected that 2022/23 will be just as busy. Flexibility has been built into the Plas Tan y Bwlch income budget, but Yr Ysgwrn has been retained at the usual yearly level. The income target for Information Centres been maintained at the same level as the 2020/21 budget. Hafod Eryri will remain closed during 2022/23 whilst repairs are carried out on the railway therefore the loss of rent income (£55,000) will remain.

As previously noted, no additional support will be provided by Welsh Government towards additional Covid 19 costs in 2022/23 (potentially £76k), therefore the Authority will need to use its own provision from the Specific Risks Reserve as needed, in addition to the budget.

2023/24 The Welsh Government indicative budget suggest that the National Parks core grant settlement will remain the same by 2023/24, without any additional provision for inflation.

There will be a new actuarial valuation (3 year cycle) on the pension fund and therefore a revised employer pension contribution rate applicable for this financial year. The pension contribution can either increase or decrease, but this will not be known before the autumn of 2022.

2024/25 There is no indicative grant settlement, however it is expected that it will remain at the current level. The only known pressures are inflation based.

2025/26 There is no indicitive grant settlement. The only known pressures are inflation based. (Inflation projections are less reliable further ahead into the future).

Whilst recognising the Authority's responsibility to maintain the listed building and gardens at Plas Tan y Bwlch, the current "service provision" arrangements are temporary, as running a bed and breakfast business which is likely to involve the use of public funds is not within the scope of the Authority's work objectives. No timetable has been set for the situation.

4.8 Planned Efficiency Measures / Income :

In terms of spending, implications of the Covid-19 pandemic has meant an increase in cleaning costs for at least 2022/23. The costs have been identified as "one-off" until the situation becomes clearer.

4.9 Authority Reserves:

A review of the Authority's reserve funds is presented annually to the December meeting of the Authority. This year's review has been included in the 2022/23 Baseline Budget report, which was on the agenda at the Authority's December meeting.

The Authority has 14 reserves, namely:

Reserves	31/3/2021	Current	31/3/2022 (approx)
	£'000	£'000	£'000
Usable Capital Receipt Reserve	164	143	164
Section 106 Reserve	294	294	315
Revenue Grants Reserve	2,109	579	1,492
Capital Grants Reserve	2,390	2,412	1,205
Asset Management Reserve	445	388	388
Public Inquiry Reserve	225	225	225
Match Funding Reserve	1,065	893	893
Slippage Reserve	555	0	0

Projects Reserve	503	459	459
Snowdon Infrastructure Reserve	56	56	56
Specific Risks Reserve	424	424	424
Staff Resilience Reserve	120	120	120
Commercial Risks Reserve	100	100	100
General Revenue Reserve	662	662	662
Total	9,113	6,778	6,504

We are still awaiting a decision on the Hillside, Aberdyfi case, therefore the above does not include any estimate of the result.

The Authority formally reviews its reserves each year in order to ensure that appropriate resources are available.

4.10 National Park Grant Settlements:

As noted above the National Park Grant settlement figure is expected to remain at the same level for 2022/23, which gives a grant and levy total of £5,493,051, with the caveat that this is a draft figure, and may be subject to change.

In the absence of indicative figures from the Welsh Government, the following are possible figures for the three subsequent years:

Change in funding from National Park Grant and levy	2022/23	2023/24	2024/25
	(£)	(£)	(£)
+10%	549,310	494,370	444,940
+5%	274,650	260,920	247,870
+2.5%	137,330	140,760	144,280
+1%	54,930	55,480	56,030
0%	0	0	0
-1%	-54,930	-55,480	-56,030
-2.5%	-137,330	-140,760	-144,280
-5%	-274,650	-260,920	-247,870
-10%	-549,310	-494,370	-444,940

5. SERVICE PRIORITIES AND OPERATING PRINCIPLES:

5.1 Service Priorities:

The Authority has reviewed and adopted its service priorities and operating principles to help it in a challenging financial climate. The Authority's service priorities are as follows:

- Ensure that the aims in the Park Management Plan are successfully achieved by ourselves, our partners and our stakeholders in order to improve the condition of the Park;

- Ensure that the statutory planning function has sufficient resources and is efficiently managed to meet the demands of national policies, that it meets customer expectations and supports sustainable communities;
- Find new income sources to support the purposes of the Park and the Authority.
- Ensure that we are familiar with the demands of the Wellbeing of Future Generations (Wales) Act 2015 and the Environment Act (Wales) 2016 and deliver them;
- Demonstrate the advantages of the National Park Authority both locally and nationally in terms of managing such a special place as Snowdonia, for now and for future generations.
- Defend our staff, residents, users and the National Health Service from the spread of Covid-19 at a local, regional and national level.
- Ensure that staff and Members have sufficient support in their work arrangements during this situation, and that staff welfare is being supported.
- To address the operational needs and financial pressures arising from the constraints and challenges of operating in a challenging environment and the measures required when dealing with Covid-19.

5.2 Operating Principles:

The Authority has adopted the following operating principles (in accordance with part 3 of the current Corporate Work Programme):

- Enabling role with less emphasis on ownership and management;
- Avoid embarking on projects with long term maintenance commitments;
- Encourage and enable local communities to manage and take responsibility for providing services in their areas;
- Use electronic media as the main means of providing services and information;
- Strategic approach to sustainable tourism, environmental education and wardening;
- Finding new income sources to support the purposes of the Park and the Authority.

The Authority should ensure that each activity it plans is consistent with the above, and that this is the first parameter to use when setting the annual budget.

The way that the Authority carries out its duties during these hard economic times is just as important and in this context the Authority will adopt the following operating method:

- Incorporate even deeper sustainable development as a core principle to follow in pursuing all our duties;
- By working with our partners, adopt an enabling and facilitating role as we achieve our purposes;
- Evaluate all long term financial commitments and other commitments for every possible project;
- Work with our communities to achieve the Authority vision;

5.3 Financial Strategy:

In general, the income targets for 2022/23 have been maintained on the same level as 2021/22. With the possibility that Covid-19 restrictions may be in place to some extent in 2021/22, provision needs to be made against loss of income (net from expenditure savings).

It is expected that the core National Park Grant settlement will remain at the same level over the next 3 years, and although there is no provision for inflation, this at least gives some certainty with regards the Authority's financial situation.

Any additional money received through specific grants (other than core grants) brings with it additional administrative work, therefore consideration needs to be given to the additional work pressure on some of the Authority's services.

5.4 Relevant Steps for the Future:

- Review the MTFP as relevant information becomes available to the Authority;
- Work in co-operation with Welsh Government (WG) Ministers and officials to ensure provision towards the increase in costs as a result of inflation in 2022/23
- Work in co-operation with Welsh Government (WG) Ministers and officials to develop commitment on indicative budgets in the future;
- Ensure that the Authority achieves its statutory implications;
- Ensure that capacity matters to deliver capital allocations are addressed.
- Ensure full use of the additional resources offered by Welsh Government through the S.L.S.P. funding allocation for 2022/23. It is expected that the allocation will be approximately £1m for Snowdonia National Park.
- Try and influence Welsh Government (WG) Ministers and officials to ensure provision for the increase in costs as a result of inflation in the core grant for 2023/24 and 2024/25.

MEETING:	Snowdonia National Park Authority
DATE:	09 th February, 2021
TITLE:	AUTHORITY RESILIENCE: STAFF TERMS AND CONDITIONS.
AUTHOR:	Chief Executive
PURPOSE:	<p>Members to consider responses to Staff and Trade Union Consultation on:</p> <ul style="list-style-type: none"> i. Adjustments to salary bands ii. Acknowledging bilingualism iii. An extra day's leave on Saint David's day <p>Members to formally consider and agree changes to staff terms and conditions for implementation</p>

1. BACKGROUND

- 1.1 Following an Audit Wales report on the resilience of the Authority in the provision of its services, specific workforce matters were highlighted which required addressing. Members first considered these matters in its working group in June 2021. Further reports were considered by members and a review of staff terms and conditions was commissioned by the Authority.
- 1.2 Members considered the various matters during Member Working group meetings in June, October, and December of 2021 and Authority meeting in December 2021.
- The reports allowed members to consider specific elements:
- Delivery areas which need further support,
 - Staff recruitment and retention,
 - Development of staff,
 - Staff working conditions.
- 1.3 A key area that Members considered was the Authority's capacity to meet current and emerging challenges and matters in the retention and recruitment of staff. After considering the commissioned report it was concluded that the Authority's pay structure was not competitive, compared to other public sector employers in Northwest Wales. Following such considerations, the working group resolved to formally recommend certain matters to the Authority.
- 1.4 The Authority in December resolved to formally consult with its workforce and trade unions on aspects of staff terms and conditions. This review and consultation only considers factors relating to the working conditions of the workforce which are

subject to the Green Book Terms and Conditions (excluding the Management Team). There is a separate recommendation by members to subsequently review the capacity/role of the Management Team once this review has been completed and implemented.

Proposals considered:

1.5 Authority Pay spine and pay bands:

- 1.5.1 The advice from the review was to adjust the Authority's pay bands by two pay points, which was supported by Members in their working group and subsequently supported by the Authority in December 2021 for the purpose of consultation with staff and trade unions.
- 1.5.2 The report found that adjusting the pay spine of the Authority by extending the current pay scales by two spinal points would enable the Authority's pay structure to be comparable to other public sector employers within the region across a wide range of disciplines.

1.6 Bilingualism within the pay structure:

- 1.6.1 Members also recommended that acknowledging bilingualism should be included within the review of the Authority's pay structure. Members considered that the ability to be bilingual was essential in enabling the Authority to provide its services, there is a business case to recognise such in its pay structure.
- 1.6.2 Members agreed that a common standard across the workforce would be desirable. It was recommended that the current adopted Welsh language skills framework, could be adjusted for such a purpose. The framework sets out clearly the expectations and attainment of the Welsh language for all posts in four areas.
- 1.6.3 Members approved a framework for consultation, which included the expected linguistic standard for both languages before progression onto the final pay point in any pay band. The linguistic standard for most jobs as identified under Welsh language skills framework, will probably be higher than a common standard across the Authority. The attainment levels for both languages for the pay structure are identified:
 - Listening (3)
 - Reading (2)
 - Talking (3) and
 - Writing (2).

1.7 Saint David's Day:

- 1.7.1 Following the awarding of a discretionary leave on St David's day in 2021 as recognition to staff for working through the pandemic, an Authority resolution from February 2021 requested that consideration should be given for an extra discretionary day leave for staff on Saint David's day.
- 1.7.2 The Authority after considering potential impact of an additional day leave on the business of the Authority recommended that a discretionary day on St David's day should be included in the staff consultation.

1.8 Delivery areas and fixed term appointment:

1.8.1 The Authority in December 2021 resolved to note delivery areas which required further support or need to be developed and resolved to provide the Management Team with the discretion to offer permanent positions even if only medium-term funding was available at the time of recruitment. Members were advised that officers are actively looking at funding opportunities for the main delivery areas which were recognised:

- Planning service,
- Economy – understanding of rural, land based and environmental economies,
- Grant management,
- Sustainable tourism,
- Decarbonisation,
- Nature recovery and climate change,
- Working with young people,
- Heritage.

Most of the above areas are also identified in the programme for Government for the current term.

2. CONSULTATION WITH STAFF AND TRADE UNIONS:

2.1 The Consultation took place between 20th December 2021 and 21st January 2022. (See Appendix 1.)

3. OUTCOME OF CONSULTATION:

	Responses	Supportive	Not Supportive
Adjustment of pay bands across the pay spine	62	59	3
Saint David's day	62	62	-
Bilingualism within the pay structure	62	61	1

4. MANAGEMENT RESPONSE TO RELEVANT COMMENTS PROVIDED ON CONSULTATION:

4.1 All the responses following from the consultation are included in **Appendix 2**.

I summarise the main matters of relevance to the consultation in relation:

4.2 Pay spine:

1. Concerns how the lower end of the pay spine relates to the Living Wage.
Response: The Authority has resolved to pay the living wage for several years. If the living wage is higher than the lowest pay point in our pay structure the Authority pays the living wage and deletes any pay points which falls below this. Confusion exists in relation to the living wage as there are two living wages (in addition to the minimum wage): the National Living wage and the Real Living wage. The Authority has

adopted the National Living Wage as this is set by Government and is considered by employers and Trade Unions when negotiating national pay awards.

2. Comparable jobs are better rewarded in other public bodies.
Response: this is the reasoning for the review of the Authority's pay spine. The jobs cited in the response had previously been considered, to summarise the job titles are similar, but the specific duties differ and therefore there would be differentials in pay to reflect different responsibilities.
3. The job evaluation process is not sufficient.
Response: the adopted job evaluation process was included as part of the review and was found to be easy to understand, consistently applied and fit for purpose.
4. Pay increases are more at the higher end of the pay band.
Response: this is inevitable as the differentials between pay points do not have the same value across the pay spine.
5. Equality Impact assessment needs to be undertaken.
Response: screening for the need for Equality Impact assessment has been made, no case for a full screening assessment identified.

4.3 **Saint David's Day:**

No matters raised required a response.

4.4 **Bilingualism within the pay structure:**

1. The Authority needs to provide training.
Response: The Authority does provide support for Welsh learners and language refresh/improvement for both languages.
2. Welsh speakers need to provide more opportunity for learners to practice.
Response: This happens naturally in most services but is not consistent across the Authority.
3. Standard not challenging enough.
Response: the standard for the pay structure is lower than that it would be for most jobs as set by the Welsh Language standard. The purpose of such a policy is to encourage learners to become fluent and confident in day-to-day tasks in both languages and progress to the identified standard for their particular role thereafter.

5. **RESOURCE IMPLICATION:**

- 5.1 Adjustments in the Authority pay spine have been costed (circa £213,000) and has been factored into the baseline for 2022/23 onwards.

6. CONCLUSION:

- 6.1 Following consideration by Members in their Working groups and Authority, consideration by the Management Team and consultation with staff and Trade Unions and their responses, the Authority should proceed with the proposals considered. In adopting the proposals, I have the following comments:
- In adopting to extend the current pay bands by two pay points across the pay spine (Green Book) that it should be implemented from 1st April 2022.
 - In extending the current pay bands by two pay points the Management Team should review the number of pay points within each pay band.
 - In adopting a discretionary day for Saint David's day, it should be implemented from 1st March 2022.
 - In adopting that the final pay point in any pay band is restricted subject to attainment of an agreed language standard (as identified in paragraph 1.6.3) that the effectiveness of such a policy is reviewed in 5 years.
- 6.2 As a separate matter, members in their working Group of June also requested a report (on the conclusion of this review) on the capacity/role of the Management Team in due course. Chair of the Authority will consider how best to conduct such a review.

7. RECOMMENDATIONS:

- 7.1 **To note content of report and responses to consultation.**
- 7.2 **To approve adjustment in the Authority's pay bands by two pay points (upwards) on the pay spine as identified in paragraph 6.1**
- 7.3 **To approve an additional day, leave on Saint David's Day from 2022 onwards.**
- 7.4 **To approve the retention of the last pay point in any pay band subject to attaining an agreed standard in English and Welsh as identified in paragraph 6.1**

Cyswilt · Contact
Ffôn · Telephone
Ein cyf · Our ref
Eich cyf · Your ref
Dyddiad · Date
e-bost · e-mail

20th December 2021



PARC CENEDLAETHOL ERYRI
lle i enaid gael llonydd
SNOWDONIA NATIONAL PARK
one of Britain's breathing spaces

STAFF CONSULTATION:
20th December, 2021 – 21st January, 2022

AUTHORITY RESILIENCE: STAFF TERMS AND CONDITIONS

Following an Audit Wales Report on the resilience of the Authority in providing its services; several key areas were considered. The Management Team reviewed the Audit report and gained guidance and support of the Authority members to address key areas.

The key areas identified are:

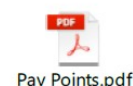
1. Delivery areas and skills to meet current and future challenges for the Authority,
2. Staff recruitment and retention,
3. Development of staff and
4. Staff working conditions.

The Authority only considered staff terms and conditions which are subject to the green book conditions of service which does not include the Management Team. Following the Authority of 8th December, I am authorised to consult with both staff and trade unions on matters that impact staff terms and conditions.

This consultation will be open until the 21st of January 2022. I propose to report on the findings of the consultation to the Authority of 9th February when members can make a final decision on staff terms and conditions to support the resilience of the Authority in the delivery of its services.

There are two areas which impact the working conditions of current staff, I seek your views on the following:

1. To readjust the Authority's pay spine by extending each pay band by two spinal points onto existing pay bands (existing pay spine and pay bands attached.



2. To provide an additional discretionary day's annual leave for St David's day.

**Please indicate if you support or if you do not support the above two proposals on the enclosed Form and provide any comments.
(Link to Form in the e-mail)**

The Authority wishes to develop a fully bilingual workforce, to assist this the Authority is considering how best to recognise a bilingual workforce through its pay structure. This proposal potentially impacts new recruits to the Authority, internal appointees to vacant posts or new posts within the Authority, this proposal will have no impact on existing employees. Access to the final pay point of any pay band could be subject to attaining a level of achievement in both languages. An equal standard for both languages will be required.

Swyddfa'r Parc Cenedlaethol · National Park Office. Penrhyndeudraeth. Gwynedd LL48 6LF
☎ 01766 770274 📠 01766 771211 parc@eryri.llyw.cymru www.eryri.llyw.cymru
Am Faterion Cynllunio / For Planning Matters: cynllunio@eryri.llyw.cymru
Croesawir gohebiaeth yn y Gymraeg a'r Saesneg / Correspondence welcomed in Welsh and English

It is proposed to utilise the existing Welsh Language standard as a framework but adjusted for the purposes of both languages.

The existing Welsh language standard is attached.
The proposed standard for both languages are:

- Listening – level 3
- Reading – level 2
- Speaking – level 3 and
- Writing – level 2.



**Please provide your comments on the enclosed Form.
(Link to Form in the e-mail)**

Once the results of the consultation are considered by the Authority, I will report back to staff on all the matters concerned. By February the Authority would have received its indicative budget for the coming year after which I will be in a better position to advise you on how we can further improve the resilience of our services.

I look forward to your comments on this consultation.

May I take this opportunity to thank you for your work and wish you a restful Christmas break and a happy new year.

Yours sincerely,



**Emyr Williams.
Chief Executive.**

If you are aware of any members of staff which may not be in receipt of emails or do not open their emails, please make sure that they are made aware of this consultation.

EMBEDDED FILES in CONSULTATION LETTER:

SALARY PAY POINTS:

Presennol / Present					
	Blynyddol	Misol	Awr		
	Annual	Monthly	Hour		
1	17,842	1486.83	9.25	Graddfa / Grade 1 Pwynt / Point 1	
2	18,198	1516.50	9.43		Graddfa / Grade 2 Pwynt / Point 2
3	18,562	1546.83	9.62	Graddfa / Grade 3 Pwyntiau / Points 3 - 4	
4	18,933	1577.75	9.81		
5	19,312	1609.33	10.01		Graddfa / Grade 4 Pwyntiau / Points 5 - 6
6	19,698	1641.50	10.21		
7	20,092	1674.33	10.41	Graddfa / Grade 5 Pwyntiau / Points 7 - 11	
8	20,493	1707.75	10.62		
9	20,903	1741.92	10.83		
10	21,322	1776.83	11.05		
11	21,748	1812.33	11.27		
12	22,183	1848.58	11.50		
13	22,627	1885.58	11.73		Graddfa / Grade 6 Pwyntiau / Points 13 - 17
14	23,080	1923.33	11.96		
15	23,541	1961.75	12.20		
16	24,012	2001.00	12.45		
17	24,491	2040.92	12.69		
18	24,982	2081.83	12.95		
19	25,481	2123.42	13.21	Graddfa / Grade 7 Pwyntiau / Points 19 - 23	
20	25,991	2165.92	13.47		
21	26,511	2209.25	13.74		
22	27,041	2253.42	14.02		
23	27,741	2311.75	14.38		
24	28,672	2389.33	14.86		Graddfa / Grade 8 Pwyntiau / Points 23 - 27
25	29,577	2464.75	15.33		
26	30,451	2537.58	15.78		
27	31,346	2612.17	16.25		
28	32,234	2686.17	16.71	Graddfa / Grade 9 Pwyntiau / Points 28 - 30	
29	32,910	2742.50	17.06		
30	33,782	2815.17	17.51		Graddfa / Grade 10 Pwyntiau / Points 30 - 32
31	34,728	2894.00	18.00		
32	35,745	2978.75	18.53	Graddfa / Grade 11 Pwyntiau / Points 32 - 34	
33	36,922	3076.83	19.14		
34	37,890	3157.50	19.64		Graddfa / Grade 12 Pwyntiau / Points 34 - 36
35	38,890	3240.83	20.16		
36	39,880	3323.33	20.67	Graddfa / Grade 13 Pwyntiau / Points 36 - 38	
37	40,876	3406.33	21.19		
38	41,881	3490.08	21.71		Graddfa / Grade 14 Pwyntiau / Points 38 - 40
39	42,821	3568.42	22.20		
40	43,857	3654.75	22.73	Graddfa / Grade 15 Pwyntiau / Points 40 - 42	
41	44,863	3738.58	23.25		
42	45,859	3821.58	23.77		
43	46,845	3903.75	24.28		

LANGUAGE SKILLS FRAMEWORK

Language Skills Framework – Assessment Levels in Snowdonia National Park Authority

	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5	Level 5+
Listening	No skills. Able to identify Welsh when it is being spoken.	Able to understand basic enquiries in Welsh.	Able to understand a basic social conversation in Welsh.	Able to follow routine conversations involving work between fluent Welsh speakers.	Able to follow the majority of conversations involving work including group discussions.	Able to understand all conversations involving work.	Able to understand Welsh in all formal and informal situations in all accents and dialects, including specialist terminology.
Reading	No skills. Able to identify that text is written in Welsh and can identify 1 or 2 words.	Able to read basic words and phrases, e.g. signs or short and simple notes.	Able to read basic material involving work (slowly).	Able to read routine material with a dictionary.	Able to read the majority of material in own area of work.	Able to understand all written material.	Able to read all written text in Welsh with ease, irrespective of complexity, formality or technicality. Able to proof read and edit to a professional standard.
Speaking	No skills. Able to pronounce 1 or 2 greetings.	Able to conduct a general conversation (greetings, names, place names).	Able to answer simple enquiries involving work.	Able to converse with someone else, with some hesitancy, regarding routine work issues.	Able to speak the language in the majority of situations using some English words.	Fluent – able to conduct a conversation and answer questions, for an extended period of time where necessary.	Fluent – able to speak confidently on a range of topics, including complex issues. Able to adapt language style according to the audience, and can facilitate and mediate through the medium of Welsh in all situations.

	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5	Level 5+
Writing	No skills.	Able to write basic messages.	Able to answer simple correspondence with assistance.	Able to draft routine text, with editing assistance.	Able to prepare the majority of written material related to the area of work, with some assistance in terms of revision.	Skilled - able to complete written work without the need for revision.	Skilled – able to write extended texts, reports, articles, policy responses, minutes or any other types of writing in a style appropriate to the reader and the medium, without the need for any editorial support. Able to translate accurately and appropriately for any given situation.

ITEM NO. 13 APPENDIX

GWYTNWCH YR AWDURDOD: TELERAU AC AMODAU STAFF: YMGYNGHORIAD STAFF/UNDEBAU
 AUTHORITY RESILIENCE: STAFF TERMS AND CONDITIONS: STAFF/UNION CONSULTATION

ATODIAD ~ APPENDIX 2

SYLWADAU STAFF: CYFLOGAU	STAFF COMMENTS: SALARIES
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<p>Rwyf wedi ymateb gyda peidiwch â chefnogi gan nad wyf yn ymwybodol o sut mae'r meingefn cyflog yn cael ei chyfrifo, rwy'n teimlo fel Awdurdod Arweiniol y dylai'r Parc 'arwain drwy esiampl' a dod â'r raddfa gyflog i gyfradd well yn y gymuned fel bod cyflogwyr eraill yn gallu dilyn a gwneud yr un fath - Gradd 1 yw £9.25 = dim ond £0.34 dros yr isafswm cyflog cenedlaethol. CYFLOG BYW Y LLYWODRAETH YW £9.90, FELLY MAE RHAI HYD AT RADDFA 5 YN ENNILL O DAN Y CYFLOG BYW. CREDAF Y BYDD HYN YN CYNNYDDU I £11.05 Y FLWYDDYN NESAF .</p>
<p>I have responded with do not support as I am unaware of how the pay spine is calculated, I do feel as a Leading Authority the Park should 'lead by example' and bring the pay scale to a better rate in the community so that other employers may follow suit - Grade 1 is £9.25 = only £0.34 over the national minimum wage. THE GOVERNMENTS LIVING WAGE IS £9.90, THEREFORE THOSE UP TO SCALE 5 ARE EARNING UNDER THE LIVING WAGE. THIS WILL INCREASE TO £11.05 NEXT YEAR I BELIEVE.</p>
<p>Mae codiad cyflog o'r fath yn well na dim, ond nid ydi'r bwriad yn mynd hanner ddigon pell. yn fy marn i Dwi'n dweud hyn yng nghyd-destyn swyddi cyffelyb mewn Awdurdodau Parciau Cenedlaethol ac Awdurdodau Lleol eraill yng Nghymru a Lloegr sy'n gyson yn talu tua £5k y flwyddyn yn fwy nag APCE. Does ryfedd felly fod APCE yn cael cryn drafferth i recriwtio staff mewn rhai achosion. Does ryfedd chwaith fod trosiant staff yn rhwystredig o uchel ar adegau hefyd.</p>
<p>In my opinion such a wage increase is better than nothing but the proposal doesn't go far enough. I say this in the context of similar posts in other National Park Authorities across Wales and England who consistently pay around £5k a year more than SNPA. It is little wonder therefore that SNPA has problems recruiting staff on occasions. It is any wonder also that the turnover of staff is frustratingly high on occasions.</p>
<p>Cefnogi cyn belled â'i fod yn fforddiadwy yn y tymor canolig</p>
<p>Support as long as it's affordable in the medium term.</p>
<p>Mae cadw staff yn broblem, fel y gwyddoch, ond hefyd mae rhai aelodau o staff yn ei chael hi'n anodd cadw i fyny â rhent neu ddod o hyd i leoedd i fyw wrth i eiddo rhent gael eu troi'n Air B&B neu eu gwerthu am brisiau proffidiol (cyfredol). Mae prynwyr arian parod sy'n dod i mewn gyda chynigion uchel yn gwneud pethau hyd yn oed yn fwy anodd oherwydd mae yna lai o dai ar ôl am brisiau rhesymol. Mae gan APCE gyflog eithaf isel mewn gwirionedd o'i gymharu â'i debyg mewn sectorau eraill - byddai swyddi rheoli neu broffesiynau yn mynd am tua £50-70k er enghraifft, a'r cyflog cychwynol ar gyfer swyddi graddedigion ar gyfer 2022 yn y Gwyddorau Biolegol ar gyfartaledd tua £24k (yn ôl i adroddiad Deilliannau Graddedigion gan HESA). Mae'n ddealladwy bod staff yn gorfod ystyried opsiynau eraill, p'un a ydynt am wneud hynny ai peidio.</p>
<p>Staff retention is an issue, as you know, but also some members of staff are struggling to keep up with rent or finding places to live as rental properties are turned into Air B&B or sold at (current) lucrative prices. Cash buyers coming in with high offers are making things even more difficult as there are just fewer houses left at reasonable prices. SNPA has really quite low pay</p>

compared to similar posts in other sectors - management positions or certain professions would be circa £50-70k for example, and the starting salary for graduate jobs for 2022 in the Biological Sciences average out at around £24k (according to the Graduate Outcomes report by HESA). It's understandable that staff are having to consider other options, whether they want to or not.

Hen bryd
Long Overdue

"Er fy mod yn croesawu'r cynnydd cyflog a awgrymir, ni chredaf fod yr hyn a gynigir gan yr Awdurdod yn yr ymgynghoriad yma yn ddigonol. Nid yw'r cynnig a rhoddir yn mynd i'r afael ar y fater craidd sy'n bodoli, sef fod rhai swyddi o fewn yr Awdurdod yn cael eu tan-gwerthfawrogi, ac felly'n sgorio'n is nag y dylent fod, gan arwain at raddau a chyflogau is. Hyd yn oed ar gyfer y swyddi hynny sydd wedi'u graddio'n gywir, mae yna ddigon o enghreifftiau allan yna o swyddi cyfatebol o fewn sefydliadau eraill sy'n gweithredu yn yr un maes gwaith yng Nghymru, ond sy'n talu llawer mwy, gan gynnwys elusennau / sefydliadau trydydd sector a ystyrir yn draddodiadol o dalu llai na'r sector cyhoeddus. Er enghraifft, mae swydd Swyddog C&G ar gyfer prosiect LIFE a redir gan Cyfoeth Naturiol Cymru yn cael ei hysbysebu ar hyn o bryd ar gyflog o £30,873 i £34,218 y flwyddyn. Mae hyn yn cymharu â £20,092 i £21,748 gan APCE (a gwnaed hyn ar ôl ymdrechu i uwchraddio'r rôl i Radd 5 o Radd 4 yng ngwanwyn 2020). Hyd yn oed gyda'r cynnig a gyflwynwyd, mi fyddai hyn ond yn cymryd y swydd C&G dan sylw i £22,627 y flwyddyn ar frig y radd, sydd dal i fod tua £7.5k yn llai na phwynt cynydd isaf y rôl C&G gyda CNC. Yn yr un modd, mae'r rôl Rheolwyr Prosiect gyda Phrosiect LIFE CNC hefyd yn cael ei hysbysebu ar hyn o bryd, ar £38,922 - £43,649 y flwyddyn (o'i gymharu â £33,782 - £35,745 y flwyddyn yn APCE), ac mae hyn er gwaethaf y ffaith bod y person hwnnw o fewn APCE yn rheolwr llinell ar fwy na rhai Penaethiaid Adran a / neu yn rheoli cyllidebau mwy na llawer o adrannau. Hysbysebwyd yn ddiweddar (haf 2021) swyddi C&G eraill gyda Ymddiriedolaeth Bywyd Gwylt Gogledd Cymru ar gyflog o £26k y flwyddyn, a hysbysebir swydd gyfredol ar gyfer Swyddog C&G gyda Menter Môn ar hyn o bryd ar gyflog o £24k y flwyddyn. Bu sawl enghraifft debyg dros yr ychydig fisoedd diwethaf.

Mae'r cynnig a gyflwynwyd yn teimlo fel 'arwydd symbolaidd', ac nid yw'n mynd i'r afael â'r mater craidd yma, bod staff (neu rai swyddi) yn cael eu tanbriso am y gwaith a wnânt. Yn ogystal, mae'r llwythi gwaith a roddir ar y staff hynny bellach yn fwy nag erioed, wrth iddynt barhau i gyflawni gwaith o ansawdd uchel ar ran yr Awdurdod a'i bartneriaid. Os yw'r Awdurdod o ddifri ynglŷn â recriwtio a chadw staff o safon yn y tymor hir, a gofalu am eu hadnodd pwysicaf - y bobl sy'n gweithio iddo - yna mae angen mynd i'r afael â'r mater o raddio swyddi'n gywir a dyfarnu staff yn unol â hynny. Mae'r Awdurdod yn gyfyngedig o ran yr hyn y gall ei gynnig mewn meysydd eraill megis dilyniant gyrfa, ac er y derbynnir yn gyffredinol bod yr Awdurdod yn gyflogwr da ar y cyfan, ni all ddibynnu ar hyn ar ei ben ei hun os yw o ddifri ynghylch mynd i'r afael â chadw staff yn y hir-dymor, a gwobrwyo staff yn unol â hynny. Fel arall, bydd moral staff am barhau i ddirywio o fewn yr Awdurdod yn y hir dymor, a ni fydd y broblem o cadw a recriwtio staff yn cael ei ddatrys.

Er gwybodaeth - mae'r anghysondeb sydd yn bodoli yn eithaf clir o fewn rhai adrannau, ac mae hyn yn gallu arwain at drwg deimlad a lletchwithdod ymysg staff, gan leihau moral. Tra fod materion o'r fath yn cael eu codi o fewn y broses blyneddol o arfanu swyddi, yn llawer rhy aml mae'r mater yn cael ei wrthod / anwybyddu, sydd yn arwain at hyn yn oed fwy o ddrwg deimlad ac yn neud 'joc' o'r holl broses arfanu swyddi.

"While I welcome the suggested salary increase, I do not believe that what the Authority proposes in this consultation is adequate. The proposal put forward does not address the core issue that some jobs within the Authority are undervalued, and therefore score lower than they should be, leading to lower grades and salaries. Even in relation to those graded correctly, there are plenty of examples out there of equivalent positions within other organisations operating in the same field of work in Wales, but paying much more, including traditionally regarded third sector charities / organisations that pay less than the public sector, for example, the post of C&G Officer for the LIFE project run by Natural Resources Wales is currently being advertised at a salary of £30,873 to £34,218 per year. This in comparison with SNPA £20,092 to £21,748 from SNPA (and this was done after attempting to upgrade the role to Grade 5 from Grade 4 in the spring 2020). Even with the proposal put forward, this would only take the C&G post in question to the top of the grade at £22,627 a year, which is still about £7.5k less than the minimum increment point of the C&G role with NRW. Similarly, the Project Managers role with NRW's LIFE Project is also currently advertised at £38,922 - £43,649 per annum (compared to £33,782 - £35,745 per annum in SNPA), and this is despite the fact that within SNPA that person manages more than some Heads of Departments and / or manages larger budgets than many departments. Other C&G posts with the North Wales Wildlife Trust have recently been advertised (summer 2021) at a salary of £26k per annum, and a current post of C&G Officer with Menter Môn is currently advertised at a salary of £24k per annum. There have been many similar examples over the past few months.

The proposal put forward feels like a 'symbolic gesture', and does not address the basic issue, that staff (or some jobs) are undervalued for the work they do. In addition, the workloads placed on those staff are now greater than ever, as they continue to deliver high quality work on behalf of the Authority and its partners. If the Authority is serious about recruiting and retaining high quality staff in the long term, and looking after their most important resource - the people who work for it - then the issue of job grading needs to be addressed correctly and staff awarded accordingly. The Authority is limited in what it can offer in other areas such as career progression, and whilst it is generally accepted that the Authority is a good employer, it cannot rely on this alone if it is serious about tackling long-term staff retention, and rewarding staff accordingly. Otherwise, staff morale will continue to decline within the Authority in the long term, and the problem of retention and recruitment will not be resolved.

For your information - the inconsistency that exists within some departments is quite clear, which can lead to bad feeling and awkwardness among staff, thus reducing morale. While such issues are raised within the annual job evaluation process, far too often the issue is rejected / ignored, which results in even more bad feeling and makes a 'mockery' of the whole job evaluation process.

Yr addasiad i'w gefnogi o ran denu a chadw staff o safon

Adjustment supported for attracting and keeping staff of standard

Credaf fod hwn yn fesur cychwyn da i fynd i'r afael â'n mesurau recriwtio a chadw staff. Fodd bynnag, credaf fod angen adolygu'r holl strwythur staffio. Mae Covid wedi ei gwneud yn glir bod gennym fylchau yn ein personél o ran gallu i wneud gwaith nawr ac yn y dyfodol. Mae'r pwysau ar staff presennol mewn rhai adrannau yn anghynnaladwy a bydd yn effeithio ar allu'r awdurdod i gadw staff ar ôl eu recriwtio. Mae angen i ni hefyd roi cynllun olyniaeth ar waith ar gyfer rolau allweddol, mae gennym nifer o aelodau staff hirsefydlog sydd â blynyddoedd lawer o brofiad yn eu maes a fydd, yn y degawd nesaf, yn ymddeol, mae angen cynllun yn ei le i sicrhau na fydd eu gwybodaeth a'u dealltwriaeth o'u maes yn cael eu colli gan yr awdurdod pan fyddant yn gadael.

I believe that this is a good starting measure to address our staff recruitment and retention measures. However I do believe that there is a need to review the whole staffing structure. Covid has made clear that we have gaps in our personnel in terms of capacity to carry out work now and in the future. The pressure on existing staff in some departments is unsustainable and will affect the authorities ability to retain staff once recruited. We also need to put in place a

succession plan for key roles, we have a number of long standing staff members who have many years of experience in their field who will in the next decade, be retiring, there needs to be a plan in place to ensure that their knowledge and understanding of their field will not be lost to the authority when they leave.

Mae swyddi yng nghyrff eraill y Llywodraeth yn cael eu talu'n well

Jobs in other Government bodies are better paid

Nid yw bandiau cyflog presennol yn adlewyrchu maint ac amrywiaeth y gwaith y mae'n rhaid i ni ei wneud o gymharu â'n cymheiriaid eraill fel CNC a'r Ymddiriedolaeth Genedlaethol.

Current pay bands does not reflect the amount and variety of work we have to do in comparison to our other counterparts such as NRW and National Trust.

Rwy'n cefnogi hyn ond yn bersonol nid wyf yn meddwl ei fod yn ddigon o godiad cyflog. O edrych ar y prosiectau sy'n rhedeg o fewn y Parc, mae llawer o rolau'r 'Swyddog Prosiect' yn cael eu tangyflogi, gyda'r rôl SP ar gyfartaledd yn y DU yn £29,876. Mae mwyafrif y SP yn Reolwyr Prosiect mewn gwirionedd ac nid yw hyn yn cael ei adlewyrchu mewn cyflog na disgrifiadau swydd. Nid wyf yn adnabod un gweithiwr nad yw'n mynd y tu hwnt i'w waith ac mae hyn yn golygu gorfod gweithio ymhell y tu allan i gylch gorchwyl y disgrifiadau swydd. Rydym yn gwneud hyn oherwydd ei fod o bwys gennym, ond mae'n golygu bod staff yn gweithio'n galed iawn, yn jyglo cyfrifoldebau ychwanegol ac nid ydynt yn cael eu gwobrwyo. Pethau eraill i'w hystyried yw pethau yr wyf yn gwerthfawrogi eu bod allan o reolaeth APCE ond rhaid eu hystyried gan eu bod yn effeithio'n fawr ar fywydau a llesiant staff a dyna gost byw yn y gogledd. Mae costau byw yn cynyddu swm anhygoel flwyddyn ar ôl blwyddyn. Y pris rhent cyfartalog ar gyfer tŷ bach 2 lofft yw rhwng £650-750 cyn unrhyw filiau. Rwy'n ddigon ffodus i beidio â byw ar fy mhen fy hun, pe bawn i'n sengl ni allwn fforddio gweithio i'r awdurdod. Mae prisiau tai ar gyfartaledd i'w prynu wedi codi yn ystod y 6 mis diwethaf i dros £300k, sydd wedi'i waethygu gan y pandemig ond hyd yn oed cyn y pandemig roedden nhw'n codi'n aruthrol. I staff sydd eisiau byw a gweithio yn yr ardal, mae'n dod yn anhyfyw. Er mwyn gweithio i'r Awdurdod mae'n rhaid i staff redeg cerbyd ac mae hyn ar ben costau cynyddol eraill, ac mae'n dod yn fwyfwy anodd. Dydw i ddim yn credu bod staff yn gadael yr Awdurdod am nad ydynt yn malio am y gwaith, rwy'n meddwl nad oes gan staff ddewis ond edrych yn rhywle arall sy'n drueni gwirioneddol.

I support this but personally I don't think it is enough of a pay rise. Looking at the projects running within the Park, many of the 'Project Officer' roles are under paid, with the average PO role in the UK being £29,876. The majority of PO's are actually Project Managers and this is not being reflected in their salary or job descriptions. I don't know a single employee who does not go above and beyond in their work and this means having to work way outside of the job descriptions remit. We do this because we care, but it means staff are working extra hard, juggling extra responsibilities and not being rewarded. Other things to consider are things that I appreciate are out of SNPA's control but they must be taken into account as they heavily impact on the lives and well-being of staff and that is the cost of living in north Wales. Living costs are increasing an incredible amount year on year. The average rental price for a small 2 bed house is between £650-750 before any bills. I am fortunate enough to not live alone, if I was single I simply could not afford to work for the authority. Average house purchase prices have risen in the last 6 months to over £300k, which has been made worse by the pandemic but even pre pandemic they were rising dramatically. For staff who want to live and work in the area, it is becoming unviable. To work for the Authority, staff have to run a vehicle and this added to other rising costs, it is becoming more and more of a struggle. I don't believe staff are leaving the Authority because they don't care about the work, I think staff have no choice but to look elsewhere which is an incredible shame.

Syniad ardderchog. Help mawr i ddatblygu, cadw ac ysgogi staff. Hefyd, gwneud yr awdurdod mwy deniadaol i bobol o du allan pan hysbysebir swydd.
Excellent suggestion. Great help to develop, keep and motivate staff. Also, making the authority more attractive to external people when advertising posts.
Baswn yn hoffi cael gwell esboniad am y newid yma.
I would welcome a better explanation for this change.
Balch iawn o weld hyn yn cael ei ystyried. Mae hi'n anodd iawn denu a chadw talent o fewn yr Awdurdod gan fod cyflogau'n is nag o fewn cyrff tebyg eraill o fewn y sector.
Very glad to see this being considered. It is very difficult to attract and keep talent in the Authority as salaries are lower than other similar bodies within the sector.
Rwy'n croesawu codiad cyflog ond teimlaf nad yw hyn yn ddigonol gyda rhai swyddi. Mae cyflogau swyddi cyffelyb o fewn mudiadau/cyrff eraill megis Cyfoeth Naturiol Cymru a Chyngor Gwynedd yn parhau i fod yn uwch hyd yn oed yn dilyn estyn dau bwynt meingefn. Gall hyn greu trafferth yn y dyfodol wrth geisio recriwtio staff newydd ac i gadw staff mewn swyddi presennol. Yn ariannol dyw staff ddim yn mynd i elwa lawer wrth estyn dau bwynt o ganlyniad i gostau byw uwch a chwyddiant.
I support a salary increase but feel that it is not enough regarding some posts. Salaries in comparable posts in other establishments/bodies such as Natural Resources Wales and Gwynedd Council continue to be higher even after extending the salary spine by two points. This could create difficulty in the future when trying to recruit new staff and to retain staff in current posts. Financially staff will not benefit a great deal by extending two points as a result of higher cost of living and inflation.
Er fy mod yn cefnogi'r cynnig i gynyddu cyflog staff drwy ymestyn pob band cyflog, fodd bynnag, mae gennyf bryderon y byddai canlyniad hyn yn dal i fod yn fater o gyflogau'r Awdurdod yn methu â bod yn gystadleuol â sefydliadau tebyg.
Whilst I support the proposal to increase staff salary by extending each pay band, however I do have concerns this would still result of the Authority's pay falling short of being competitive with similar organisations.
Cytuno gyda'r awgrym, mae wedi bod yn amlwg ers sawl blwyddyn nad ydy cyflogau yr Awdurdod yn gystadleuol.
Agree with the suggestion, it has been apparent for some years that the Authority salaries were not competitive.
Cytuno, er mwyn cael cydraddoldeb gyda chyrff cyhoeddus eraill yng Ngogledd Cymru
Agree, for equality with other public bodies in North Wales
Mae yn bwysig o ran cadw a recriwtio staff fod cyflogau yn gymharol i Awdurdodau a chynghorau eraill.
It is important for retention and recruitment of staff that salaries are comparative with other Authorities and Councils.

Tra bod y gobaith o godiad cyflog yn cael ei groesawu mewn egwyddor, mae'r cynnig a gyflwynwyd yn awgrymu y byddai rhywun ar raddfa is hy Graddfa 4 neu 5, yn derbyn codiad cyflog o rhwng £795 a £1,332 (yn ôl graddfeydd cyflog 2020 sydd ar agor ger fy mron). Fodd bynnag, byddai rhywun ar radd uwch h.y. Gradd 9 neu 10, yn disgwyl cynnydd o tua £2,000 neu fwy (£33,782 > £35,745, £35,745 > £37,890), yn sylweddol fwy... sef y cyfoethog yn mynd yn gyfoethocach. Mae hyn yn annheg, yn enwedig gan fod llawer o'r rolau cyflog is yn cael eu llenwi gan fenywod ac yn talu llai na'r hyn y dylent yn barod.

Whilst in principle the prospect of a salary increase is welcomed, the proposal put forward suggests that someone on a lower grade i.e. Grade 4 or 5, would receive a pay increase of between £795 and £1,332 (according to the 2020 pay scales which I have open in front of me). However, someone on a higher grade i.e. Grade 9 or 10, would expect an increase of around £2,000 or more (£33,782 > £35,745, £35,745 > £37,890), significantly more... a case of the richer getting richer. This is unfair, particularly as many of the lower paid roles are filled by females and are paid less than what they should already.

Cefnogi'n llawn strwythur cyflog mwy cystadleuol.
 Fully support a more competitive salary structure.

Hapus i'w dderbyn.
 Happy to accept.

SYLWADAU STAFF: DYDD GŴYL DEWI

STAFF COMMENTS: ST. DAVID'S DAY

Cynnig Ardderchog!
 Excellent Suggestion !

Er nid ar draul yr uchod. Mae'r staff bob amser yn gwerthfawrogi cydnabyddiaeth, ac roedd yn syndod pleserus y llynedd a werthfawrogir yn fawr gan bawb. Fodd bynnag, nid wyf yn gwybod os yw hyn yn beth parhaol neu a yw ddim ond ar gyfer 2022 - os y cyntaf (ac os bydd yn costio cryn dipyn i'r Awdurdod), y pwynt cyntaf sy'n cael blaenoriaeth.

Although not at the expense of the above. Staff always appreciate acknowledgement, and it was a pleasant surprise last year which was much appreciated by everyone. However, I don't know if this is a permanent thing or just for 2022 - if the former (and if it will cost the Authority quite a bit), the first point takes precedence.

Credaf fod yr Awdurod eisoes yn cynnig pecyn gwyliau blynyddol teg iawn, ond yn amlwg nid oes unrhyw un call am wrthod y cynnig o diwrnod ychwanegol o wyliau â thâl, felly rwy'n gefnogol o hyn.

I believe the Authority already offers a very fair annual leave package, but obviously no one in their right mind would refuse the offer of an additional day off with pay, therefore I support this.

<p>Cefnogi, cyn belled â bod y budd yn ymestyn i'n haelodau staff rheng flaen sydd fel arfer yn gweithio Gwyliau Banc – staff Plas Tan y Bwlch, Yr Ysgwrn, Canolfannau Croeso, Meysydd Parcio a gwasanaeth Wardeiniaid ac ati.</p>
<p>Support as long as the benefit extends to our frontline staff members who usually work Bank Holidays - staff at Plas Tan y Bwlch, Yr Ysgwrn, Visitor Centres, Car Parks and Wardens service etc.</p>
<p>Yr wyf yn cefnogi hyn ac yn credu y dylai fod yn wyliau Cenedlaethol. Hoffwn ddiolch i APCE am symud ymlaen i ffurfioli hyn fel diwrnod disgrisiwn ychwanegol o wyliau blynyddol.</p>
<p>I support this and believe it should be a National holiday. I would like to thanks APCE for taking steps to formalise this as an additional discretionary day's annual leave.</p>
<p>Syniad da. Pam ddim, dathlu Dydd Gwyl Dewi. Good idea, why not celebrate St. David's Day</p>
<p>Yn fy marn i mae'r Awdurdod yn gyflogwr da sy'n ystyried lles staff ac mae ychwanegu'r diwrnod hwn yn ategu hynny.</p>
<p>In my opinion, the Authority is a good employer who considers staff welfare this additional day supports this.</p>
<p>Cytuno 100%. Dylai ei fod yn cael ei wneud ar lefel genedlaethol beth bynnag Support 100%. However, It should be done on a national level</p>
<p>Syniad da, mae'r Alban ac Iwerddon yn dathlu eu seintiau nhw. Dylai Cymru ddilyn yr un drefn. Good idea, Scotland and Ireland celebrate their saints. Wales should do the same.</p>
<p>Rwy'n llwyr gefnogi dathlu dydd Gŵyl Dewi a'i nodi fel Gŵyl y Banc, mae cyrff cyhoeddus yn cymryd yr awenau yn caniatáu hwn fel diwrnod o wyliau blynyddol yn ôl disgrisiwn yn ddechreuad da.</p>
<p>I am in full support of celebrating St David's Day and marking it as a Bank Holiday, public bodies taking the lead and allowing this as a discretionary day annual leave is a good start.</p>
<p>Cytuno gyda'r bwriad. Agree with the proposal.</p>
<p>Gan fod y disgrifiad y cynnig yma yn nodi mai diwrnod 'ychwanegol' yw hwn, rwyf yn cymryd yn ganiataol bydd hyn ar ben diwrnodau mantais presennol, ac nid tynnu diwrnod mantais o rhywle arall i alluogi hyn. Os felly, rwyf yn gefnogol.</p>
<p>As the description of this proposal states that this is an 'extra' day, I assume this will be on top of existing advantage days, and not take advantage day from elsewhere to enable this. If so, I am supportive.</p>
<p>Mae Cyngor Môn eisoes yn caniatáu diwrnod ychwanegol o wyliau a deallaf fod Cyngor Gwynedd yn ystyried y mater.</p>
<p>Anglesey Council already permit an additional day of leave and I understand Gwynedd Council is considering the issue.</p>

Yn cefnogi'n llawn diwrnod o wyliau i anrhydeddu ein Nawddsant.
 Fully support a day's leave in honour of our patron Saint.

Hapus i'w dderbyn.
 Happy to support.

SYLWADAU STAFF: DWYIEITHRWYDD

STAFF COMMENTS: BILINGUALISM

Rwy'n meddwl ei bod yn bwysig darparu gwasanaeth yn y ddwy iaith fel bod cwmpas y Parc yn ymestyn ymhellach i ffwrdd, y Gymraeg yw'r brif iaith yn ein cymuned a dylai'r holl randdeiliaid gael y cyfle i dderbyn y gwasanaeth a ddarperir gan y parc yn yr iaith ofynnol.

I think it is important to provide a service in both languages so that the scope of the Park reaches further afield, Welsh in the predominant language in our community and all stakeholders should have the opportunity to receive the service provided by the park in the language required.

"Mae cefnogaeth yr Awdurdod i ddysgwyr/y rhai sy'n gloywi eu Cymraeg yn creu argraff dda a dylid llongyfarch hynny. Fodd bynnag, mae'n siomedig gweld bod cyn lleied o weithwyr presennol yn cefnogi siaradwyr / dysgwyr Cymraeg ail iaith yn y gweithle. Yn rhy aml o lawer mae staff sy'n siarad Cymraeg yn troi i siarad Saesneg fel norm o fewn y gweithle, mae hyn yn arbennig o wir am aelodau iau o staff sy'n siarad Cymraeg, er gwaethaf anogaeth i'r gwrthwyneb. Dwi'n teimlo bod yr arweinwyr a'r cyfarwyddwyr yn gwbl anymwybodol o hyn, yn enwedig yn ystod cyfnodau o weithio o bell.
 Er fy mod yn cefnogi'r cynigion newydd, credaf fod angen i'r Awdurdod fynd i'r afael â'r materion uchod hefyd."

"The support of Welsh learners / improvers by the Authority is impressive and should be congratulated. However, It is disappointing to see that so few current employees support second language Welsh speakers / learners in the workplace. All too often Welsh speaking staff turn to speak English as a norm within the workplace, this is especially true of younger Welsh speaking staff members, regardless of encouragement to the contrary. This is something that the department leads and directors i feel are completely unaware of, especially so during periods of remote working.
 Whilst i support the new proposals, i think the Authority needs to tackle the issues above also."

Onid ydym i fod i gael gweithlu cwbl ddwyieithog ers degawdau...? Os ydi APCE yn awdurdod sydd ag uchelgais i ddarparu gwasanaethau o'r safon uchaf, pam ddim anelu at safon arfaethedig o 5+ yn y ddwy iaith ar draws y gweithlu?

Aren't we supposed to have achieved a fully bilingual workforce for decades? If SNPA is an authority with ambitions to provide the highest quality services, why not aim for a proposed standard of 5+ in both languages across the workforce?

Mae'r Gymraeg yn rhan hynod bwysig o'r gymuned a'r diwylliant yma, ac yn hanfodol ar gyfer cyfathrebu â llawer o'n tiffeddianwyr. Fel dysgwr rwyf wedi cael yr awdurdod yn hynod gefnogol, o ran caniatáu i mi ddatblygu fy Nghymraeg ar gyrsiau ac o ran darparu awyrgylch calonogol a chyfeillgar i ddefnyddio fy Nghymraeg. Rwy'n teimlo'n gyfforddus ar Lefel 3 nawr ac yn gobeithio parhau i wella. Fodd bynnag, gall wneud recriwtio'n anoddach, felly cytunaf i'w gadw ar Lefel 2/3 o leiaf, gan ei gwneud yn gliriach efallai fod croeso i ddysgwyr os ydynt yn hapus i barhau i ddysgu (dwi'n gwybod am sawl dysgwr da sydd wedi cael eu digalonni cyn iddynt hyd yn oed ystyried gwneud cais i'r Awdurdod). Mae cefnogi dysgwyr yn ffordd dda arall o helpu i gefnogi'r iaith, yn enwedig gan fod llawer o ddysgwyr yn frwdfrydig iawn yn ei chylch! Nid yw'r Gymraeg yn hawdd i'w dysgu a gallech golli allan ar ymgeiswyr da, neu hyd yn oed golli staff, os yw'r hyfedredd Cymraeg gofynnol yn rhy uchel, yn enwedig os oes anfanteision ariannol. Mae Lefel 2/3 yn gyfaddawd da – gallwch chi fynd â dysgwr i'r lefel honno (a thu hwnt) yn hawdd trwy'r anogaeth a'r gefnogaeth ragorol rydych chi'n eu darparu ar hyn o bryd.

Welsh is an incredibly important part of the community and culture here, and essential for communicating with many of our landowners. As a learner I've found the authority extremely supportive, both in allowing me to develop my Welsh on courses and in providing an encouraging and friendly atmosphere in which to use my Welsh. I feel comfortable at Level 3 now and hope to continue improving. However, it can make recruitment more difficult, so I agree to keeping it at Level 2/3 as a minimum, perhaps making it clearer that learners are welcome if they're happy to continue learning (I know of several good learners that have been put off before they even considered applying to the Authority). Supporting learners is another good way to help support the language, especially as many learners are very enthusiastic about it! Welsh is not easy to learn and you could end up missing out on good candidates, or even losing staff, if the required Welsh proficiency is set too high, especially if there are financial disadvantages involved. Level 2/3 is a good compromise - you can easily take a learner to that level (and beyond) through the excellent encouragement and support you currently provide.

"Roeddwn o dan yr argraff bod rhaid i staff APCE allu'r Gymraeg yn ogystal a'r Saesneg beth bynnag. Wrth son am hyn - Pam nad oes modd llenwi'r ffurflen hon yn Gymraeg? "

"I was under the impression that SNPA staff must be able to speak Welsh as well as English anyway. Come to mention it - Why can't this form be completed in Welsh? "

Gall hyn fod yn 'ddelfryd'. Fodd bynnag, ni all hyn fod yn wahaniaethol nac yn tueddu i arwain at recriwtio'r rhai nad ydynt yn gymwys ar gyfer unrhyw rôl benodol.

This may be 'an ideal'. However, This is cannot be discriminatory or tending to lead to recruitment of those not qualified for any given role.

Rwy'n gefnogol mewn egwyddor o'r syniad hwn. Ers peth amser, rwyf wedi teimlo bod y gofynion uchel yn y Gymraeg sydd gan yr Awdurdod, er fy mod yn eu canmol, wedi golygu bod ymgeiswyr addawol iawn wedi cael eu digalonni rhag ymgeisio am swyddi gyda'r Awdurdod, neu yn cael eu gwrthod yn y cam didoli oherwydd eu diffyg sgiliau Cymraeg. Mae hyn, yn ei dro, wedi arwain at anhawster wrth recriwtio staff mewn rhai achosion, neu arwain at benodi ymgeiswyr annigonol.

I support this idea in principle. For some time, I have felt that the high Welsh language requirements of the Authority, although I commend it, have meant that very promising applicants have been discouraged from applying for, or being rejected for, posts with the Authority in the sorting phase due to their lack of Welsh language skills. This, in turn, has led to difficulty in recruiting staff in some cases, or leading to insufficient candidates being appointed.

Credaf fod mabwysiadu'r Safonau Iaith Cenedlaethol gan yr Awdurdod rai blynyddoedd yn ôl, lle gallai swyddi gael eu sgorio'n unigol mewn perthynas â'u gofynion Cymraeg, wedi fynd i'r afael â hyn i ryw raddau h.y. caniatodd inni symud oddi wrth ddatganiadau generig o 'Gymraeg hanfodol' mewn swydd disgrifiadau, a rhoddodd syniad i ymgeiswyr o'r disgwiliadau yn y Gymraeg cyn ceisio am swyddi. Fodd bynnag, mewn rhai achosion, credaf fod gofynion y Gymraeg yn dal i fod, o bosib, yn uwch nag sydd ei angen ar gyfer rhai swyddi, a hynny yn ôl pob tebyg oherwydd fod gan yr Awdurdod ddiwylliant Cymraeg mor gryf (rhywbeth yr wyf yn gwbl gefnogol ohono).

I believe that the adoption of the National Language Standards by the Authority some years ago, where posts could be scored individually in relation to their Welsh language requirements, has addressed this to some extent. i.e. it allowed us to move away from generic statements of 'Welsh essential' in a job description, and gave applicants an idea of the expectations in Welsh before applying for jobs. However, in some cases, I believe that the Welsh language requirements may still be higher than is required for some posts, probably because the Authority has such a strong Welsh culture (something I am totally supportive of).

Credaf, trwy osod gofyniad Cymraeg cymharol gymedrol ar draws yr Awdurdod, ond gan gadw'r gallu i addasu hyn yn ôl swyddi a rolau unigol, y byddwn yn cydnabod ein bod yn byw mewn gwlad lle mai dim ond tua 20% o'r boblogaeth sy'n siarad Cymraeg yn rhugl. Heb os, bydd gan y rhai nad ydyn nhw'n rhugl, neu sydd angen cefnogaeth i wella eu sgiliau Cymraeg, sgiliau a phrofiad gwerth chweil eraill i'w cynnig, ac ni ddylid di-ystyried eu dealltwriaeth na'u hangerdd dros Eryri / ardal ehangach gogledd Cymru oherwydd nad ydynt yn rhugl yn y Gymraeg / yn Gymraeg iaith gyntaf. Yn ei dro, dylai hyn ganiatáu i fwy o bobl geisio am swyddi gyda'r Awdurdod, ond rhaid i hyn fod gyda'r ddealltwriaeth os cânt eu penodi, eu bod yn ymuno â gweithlu le mae'r Gymraeg yn ffynnu, ac y bydd gofyniad gwirioneddol arnynt i gyrraedd targedau penodol o gwella eu sgiliau iaith Gymraeg, ac i gyfrannu yn y Gymraeg yn y gweithle. Bydd angen dyletswydd ar yr holl staff, yn enwedig Rheolwyr Llinell a Phenathiaid Adrannau, i helpu i hwyluso a chefnogi unigolion. Felly, rwy'n cefnogi'r syniad bod codiadau cyflog yn cael eu wneud yn seiliedig ar dargedau penodol yn cael eu cyrraedd - yn rhy aml o lawer rydym yn clywed am bobl yn cael eu penodi i swyddi o fewn sefydliadau gyda'r ddealltwriaeth y byddant yn dysgu Cymraeg, ond unwaith maent yn y swydd ni chaiff hynny ei weithredu (boed hyn yn cael ei wneud trwy'r broses arfarnu swyddi gyfredol sy'n bodoli ar hyn o bryd - a gadewch i ni fod yn onest, sydd yn wastraff amser llwyr fel y mae o - neu trwy fecanwaith gwerthuso newydd, mae hynny fynd i'r Awdurdod benderfynu).

I believe that by imposing a relatively modest Welsh language requirement across the Authority, but retaining the ability to adapt this to individual jobs and roles, we will recognise that we live in a country where only about 20% of the population are fluent Welsh speakers. Those who are not fluent, or need support to improve their Welsh language skills, will undoubtedly have other worthwhile skills and experience to offer, and their understanding and passion for Snowdonia / the wider north Wales area because they are not fluent in Welsh / Welsh first language should not be overlooked. In turn, this should allow more people to apply for jobs with the Authority, but this must be with the understanding that if they are appointed, they join a workforce where the Welsh language thrives, and there is a real requirement for them to meet specific targets of improving their Welsh language skills, and to contribute in Welsh in the workplace. All staff, especially Line Managers and Heads of Departments, should have a duty to help facilitate and support individuals. Therefore, I support the idea that pay rises are made based on specific targets being met - all too often we hear of people being appointed to positions within organisations with the understanding that they will learn Welsh, but once in post it is not implemented (whether this is done through the current job evaluation process that currently exists - and let's be honest, which is a total waste of time in it's current form - or through a new evaluation mechanism, - and that is up to the Authority to decide).

<p>Cefnogi mewn egwyddor. Yn hanesyddol rydym wedi cael diwylliant Cymraeg cryf ymhlith staff. Wrth recriwtio rhaid cofio y byddai gan ddysgwyr fantais aruthrol o ymuno â gweithlu o'r fath, ond yn y gorffennol nid ydynt wedi eu penodi i rolau gan nad yw eu safon iaith bresennol yn ddigon cryf.</p>
<p>Support in principle. Historically we have had a strong Welsh Language culture amongst staff. Upon recruiting we must bear in mind that learners would have a huge benefit in joining a workforce such as this, however in the past they have not been appointed to roles as their current language standard isn't strong enough.</p>
<p>Mae cadw'r Gymraeg yn fyw a'i hyrwyddo yn hollbwysig i Ogledd Cymru. Ac os gall y parc wneud hyn drwy wneud ei holl staff yn ddwyieithog, mae hwn yn gam i'r cyfeiriad cywir.</p>
<p>Keeping the welsh language alive and promoting it is vital for North Wales. And if the park can do this by making all of its staff bilingual, this is a step in the right direction.</p>
<p>Rwyf bob amser wedi gwerthfawrogi'r gefnogaeth i gael gweithlu cwbl ddwyieithog. I have always appreciated the support for a fully bilingual workforce.</p>
<p>Byddai angen sicrhau bod pwyslais a chefnogaeth gyfartal ar gyrraedd safonau ar gyfer y ddwy iaith.</p>
<p>Would need to ensure that there is an equal emphasis and support on achieving standards for both languages.</p>
<p>Cefnogi, ond bydd rhai aelodau o staff angen mwy o gefnogaeth nag eraill, yn enwedig os oes gofyn arnynt i drafod/ egluro elfennau mwy technegol yn y Gymraeg, ar lafar neu yn ysgifenedig</p>
<p>Support, but some staff will need more support than others, especially if they are required to discuss / explain more technical elements in Welsh, orally or in writing</p>
<p>Cefnogi mewn egwyddor. Pryder 'sgen ai fod y pobol gorau ddim yn angenrheidiol yn mynd i gael eu penodi i unrhyw swydd, os oes ymgeisydd ddim yn siared Cymraeg. Ymgeisydd gorau yn seiliedig ar eu profiad a'u cymwysterau yn y maes dylai fod y maen prawf pwysicaf, nid eu gallu i siared Cymraeg dros phopeth arall. Gall yr awdurdod helpu iddynt ddysgu Cymraeg, nes ymlaen.</p>
<p>Support in principle. Concern over whether the best people are not necessarily going to be appointed to any given post, if a candidate does not speak Welsh. Being the best candidate based on their experience and qualifications in the field should be the most important criterion, not their ability to speak Welsh above all else. The authority can help them learn Welsh later.</p>
<p>Angen gallu siarad a gyrru ebost yn gymraeg. Need to be able to speak and send email in Welsh.</p>
<p>Croesawu hyn yn fawr - rhwystredig methu rhoi pwyntiau ychwanegol am fedru'r Gymraeg pan yn sgorio swydd ddisgrifiadau gan fod medru'r iaith yn sgil hanfodol o fewn yr Awdurdod, yn fy marn i.</p>
<p>This is very welcome - it is a shame to not be able to give extra points for being able to speak Welsh when scoring job descriptions as I think the ability to speak Welsh is an essential skill within the Authority.</p>

Pwysig mewn ardal sydd yn fwyafrif siaradwyr Cymraeg bod pob cyflogwr hybu a chefnogi yr iaith. A hyn yn bwysicach fyth i gorff cyhoeddus fel y Parc i fedru arwain y ffordd yn hyn o beth, felly llwyr gytuno efo'r cynnig yma

It is important in a predominantly Welsh speaking area that all employers promote and support the language. And this is even more important for a public body like the Park to be able to lead the way in this regard, so I fully agree with this proposal

Dylid rhoi pob cymorth i staff ddysgu Cymraeg, fodd bynnag ni ddylai hyn gyfyngu ar y gronfa doniau ar gyfer recriwtio ar gyfer swyddi lle nad yw'r Gymraeg yn hanfodol - ar yr amod bod ymrwymiad diriaethol i ddysgu unwaith yn y swydd.

Every support should be given to staff to learn Welsh, however this should not limit talent pool for recruitment for jobs where Welsh isn't essential - providing there is a tangible commitment to learn once in post.

Cytuno ar yr angen i wella a datblygu sgiliau yn y ddwy iaith ar draws yr Awdurdod, gyda blaenoriaeth ar wella y Gymraeg

Cytuno ar yr angen i wella sgiliau datblygu sgiliau yn y ddwy iaith, gyda blaenoriaeth ar y Gymraeg

"Rwyf yn cefnogi y bwriad / egwyddor ond dim y lleiafswm sydd wedi cael ein nodi ar y fframwaith o rhan sgiliau. Mae'r rhain yn edrych yn llawer rhy isel. Os rydym angen cynnal ein statws fel awdurdod hollol dwyieithog, mae angen staff gyda lefel sgiliau ardderchog i gyrraedd y gofynion ac i gynnal safon derbyniol.

"I support the intention / principle but not the minimum that has been identified on the skills framework. These seem to be far too low. If we need to maintain our status as a fully bilingual authority, we need staff with excellent skill level to meet requirements and maintain an acceptable standard.

Mae angen hefyd sylweddoli bod yna cryn dipyn o wahaniaeth rhwng gwahanol swyddi ar wahanol lefelau o fewn yr Awdurdod e.e. efallai nad yw swydd fel Goruwchwylydd Meysydd Parcio neu Gogydd ym Mhlas Tan y Bwlch angen sgiliau ysgrifenedig ar lefel 4/5 mewn Cymraeg a Saesneg, ond mae swyddi megis Penaethiaid Gwasanaeth a swyddi proffesiynol yn sicr yn. Dylai lleiafswm sgiliau yn y Gymraeg a'r Saesneg yn y 4 maes (gwrando, siarad, darllen, ysgrifennu) cael ei gosod fesul swydd, ac os yw'r sawl sydd yn cael eu penodi ddim yn cyrraedd y gofynion hynny ar ôl cyrraedd yr hicyn cyflog olaf, ni ellir rhoi'r hicyn iddynt.

It also needs to be realised that there is quite a difference between different jobs at different levels within the Authority e.g. a job as a Car Park Supervisor or Cook at Plas Tan y Bwlch may not require written skills at level 4/5 in Welsh and English, but jobs such as Heads of Service and professional jobs certainly do. Minimum skills in Welsh and English in the 4 areas (listening, speaking, reading, writing) should be set on a job-by-post basis, and if the appointee does not meet those requirements when they get to the last pay increment, they cannot be given the increment.

Mae'r ffordd yma i weld yn llawer tecach i mi na gosod lleiafswm isel iawn sydd gyda'r perygl o ostwng y safon ieithyddol ar draws yr Awdurdod yn sylweddol. Dwi'n llwyr sylweddoli ein bod yn cael trafferthion i recriwtio ar adegau, ond nid yw hyn yn rheswm i ostwng safonau.

This way seems much fairer to me than setting a very low minimum which has the effect of significantly reducing the language standard across the Authority. I fully appreciate that we sometimes have difficulty recruiting, but this is no reason to drive down standards.

Er bod mwyafrif o'r staff yn gallu cyfathrebu ar lafar yn y Gymraeg i safon dda, mae angen cydnabod bod rhai staff yn gweithredu'n ddyddiol yn llawn yn y ddwy iaith yn ysgrifenedig. Mae'r amser sydd ei angen i gynhyrchu dogfennau dwyieithog llawn gan aelod o staff angen cydnabyddiaeth, gan fod y baich amser llawer mwy ar y bobl yma nag ar staff sydd yn dibynnu yn llwyr ar y gwasanaeth cyfieithu.

Although the majority of staff are able to communicate verbally in Welsh to a good standard, it needs to be acknowledged that some staff operate fully daily in both languages in writing. The time needed to produce full bilingual documents by a member of staff requires recognition, as the burden of time is much greater on these people than on staff who rely solely on the translation service.

Cytuno, er credaf dylai mwy gael ei wneud i berswadio staff presennol sydd ddim yn cyfathrebu yn Gymraeg i wneud hynny, fel nad oes angen cyfarfodydd mewnol Saesneg.

Agree, although I think more should be done to persuade existing staff who do not communicate in Welsh to do so, so that internal English meetings are not required.

Mae yn hanfodol fod yr Awdurdod ar y blaen ar y mater yma lle mae canran uchel o boblogaeth y Parc yn siarad Cymraeg. Mae rhaid i'r Awdurdod ddangos yn glir ei ymroddiad i'r Gymraeg fel rhan bwysig o darged y llywodraeth i gael miliwn o bobol i siarad Cymraeg.

It is essential that the Authority takes the lead on this issue where a high percentage of the Park's population speaks Welsh. The Authority must clearly demonstrate its commitment to the Welsh language as an important part of the government's target of getting one million Welsh speakers.

Siomedig nad oes cydnabyddiaeth yn hyn o'r sgiliau ieithyddol Cymraeg mae aelodau staff cyfredol wedi bod yn eu defnyddio er budd yr awdurdod ers blynnyddoedd

Disappointed that there seems to be no recognition in this of the Welsh language skills that existing staff have been using to the Authority's benefit for years.

SYLWADAU UNDEB GMB:

GMB UNION COMMENTS:

Mewn ymateb cynigïaf sylwadau i'w hystyried yn y broses ymgynghori:

- 1) Addasiad i'r meingefn cyflog – croesewir unrhyw gynnydd yng nghyflogau staff. Gofynnaf a ellir ystyried adolygiad o effaith cydraddoldeb yn unol â'r cynnig. Mewn geiriau eraill, onid yw'r cynnig yn cael unrhyw effaith o ran cyflog merched a dynion yn y sefydliad neu a yw'n effeithio'n gadarnhaol neu'n negyddol ar y bwlch cyflog rhwng y rhywiau?
- 2) Dydd Gŵyl Dewi – fel sefydliad sy'n gweithredu yng nghalon Cymru mae'n briodol cydnabod y diwrnod yn y fath fodd.
- 3) Gofynion Sgiliau Iaith - mae'r cynnig yn cael ei ddeall ac yn cyd-fynd ag anghenion y sefydliad.

In response I offer comments for consideration in the consultation process :

- 1) Pay spine adjustment – any increases in the pay of staff are welcomed. I ask if a review of the impact of equality can be considered in line with the proposal. In other words , does the proposal have no affect in terms of the pay of women and men in the organisation or does it positively or negatively impact upon the gender pay gap?
- 2) St David's Day – as an organisation operating in the heart of Wales it is appropriate to recognise the day in such a way.
- 3) Language Skill Requirements – the proposal is understood and in keeping with the needs of the organisation.

Ionawr ~ January, 2022

REPORT OF THE MEMBERS' WORKING GROUP HELD ON 1st DECEMBER 2021

PRESENT:

Members appointed by Gwynedd Council

Councillors Elwyn Edwards, Alwyn Gruffydd, Annwen Hughes (Chair), Judith Humphreys, Edgar Owen, Elfed Roberts, John Pughe Roberts, Gethin Glyn Williams;

Member appointed by Conwy County Borough Council

Councillor Wyn Ellis Jones;

Members appointed by the Welsh Government

Mr. Brian Angell, Mrs. Sarah Hattle, Mr. Tim Jones, Mr. Owain Wyn;

Officers

Emyr Williams, G. Iwan Jones, Jonathan Cawley, Dafydd Edwards, Anwen Gaffey;

Apologies

Councillors Philip Capper, Ifor Glyn Lloyd, Mike Stevens; Ms. Tracey Evans.

1. The Director of Corporate Services advised that the meeting was subject to Covid-19 Regulations on how the Authority conducts its business:-
 - the meeting was not open to the general public.
 - the meeting was being recorded to assist in verifying the minutes.
2. **Declaration of Interest**

Mr. Rob Lewis declared an interest in Item 4 on the Agenda and left the meeting while the matter was being discussed. Mrs. Anwen Gaffey and Ms. Catrin Williams also declared an interest in Item 4 on the Agenda but remained in the meeting.
3. **Minutes**

The minutes of the Members' Working Group meeting held on 20th October 2021 were accepted and the Chair signed them as a true record.
4. **SNPA Salary Levels**

Submitted – A report for Members to discuss and provide guidance for the Chief Executive to prepare a report with recommendations to the Authority.

Reported – The Chief Executive presented the report and background and advised that a further report would be presented to the Authority meeting on the 8th December 2021. Following guidance from Members today, the Chief Executive would present their recommendations orally at the meeting.

The Chief Executive advised that following his report to the Working Group on the 20th October, it was now estimated that the adjustment of two salary points across the Authority's pay spine would in fact cost just over £200k and not £156K as previously stated. This figure includes the subsequent additional pension contributions and an estimate of the pay awards for 2021 and 2022, which were yet to be agreed. The Chief Executive considered that the salary increase was still affordable, and indications were that the Authority may be able to access capital funds to meet the amount over and above the £100k currently available in the baseline budget.

Arising thereon, Members agreed to consider each paragraph individually.

Paragraph 2 – Recognition of Bilingualism:

- the Chief Executive stated that work being carried out by the Gwynedd/Mon Local Service Board, which places the emphasis on creating a bilingual workforce, had influenced his report.
- Members agreed that in order to create a fully bilingual workforce, the Authority should adopt a common standard for both the Welsh and English languages across all posts.
- the Chief Executive clarified that new posts and new recruits would be unable to move onto the final increment in a pay band until the required language standard had been reached. He recommended that the standard should be reasonable and achievable in order to encourage the wide range of staff who work for the Authority to learn the language.
- Members discussed the level at which the standard should be set and the reasons for and against raising the levels. It was agreed to recommend one common standard for Welsh and English across all posts as outlined in paragraph 2.8 of the report. Arising thereon, the Chief Executive confirmed that the Authority provides a range of opportunities for staff to learn and improve their language skills
- some concerns were raised regarding the Authority's ability to recruit, and options for working with local colleges, providing apprenticeships etc., were discussed.
- Members recommended that the decision should be reviewed after a period of 3 to 4 years to establish whether it has achieved its aim and to monitor its success.

Paragraph 3 – Permanent Contracts

- Members agreed to the principle of offering permanent contracts for posts established for a period of two years or more, with the Management Team retaining the ability to exercise their discretion for specific cases.

Paragraph 4 – St. David's Day

- Members agreed to recommend that the Authority should establish St. David's Day as a permanent holiday for staff. Members noted that for members of staff who normally work on bank holidays, the usual procedure will be followed, and for staff who do not work a normal Monday to Friday pattern, a day in lieu will be granted. When St. David's Day falls on a Saturday or Sunday, the working day nearest to the 1st March will be selected. A Member noted that businesses, such as the FUW, already grant a holiday on St. David's Day and that the Authority should seek best practice from these organisations.
- Members agreed to ask the Chair of the Authority to write to the Westminster Government seeking the same rights that are already granted to Northern Ireland and Scotland, to allow the Welsh Government to grant a holiday on St. David's Day. If, and when, the Welsh Government can make St. David's Day a statutory holiday in Wales, then it will override the Authority's decision.
- a Member suggested that the additional day's holiday should be promoted as part of the Authority's recruitment package for the future.

RESOLVED

- 1. to note the report.**
- 2. to support the adjustment of two salary points across the Authority's pay spine.**
- 3. to recommend that the Authority should adopt one common standard for both the Welsh and English languages across all posts, the level at which the standard should be set as outlined in paragraph 2.8 of the report.**
- 4. to recommend that the final increment in a pay band be excluded until the required language standard has been reached for all new posts and new recruits.**

5. to recommend that the Chief Executive and Management Team can use their discretion in specific cases when considering the option of offering permanent contracts.
6. to support a discretionary staff holiday on St. David's Day from 2022 onwards as outlined.
7. to await a further report to the Authority to approve staff working conditions which will require consultation with the Trade Unions.

5. **Sustainable Landscapes Sustainable Places (SLSP) 2022/23**

Received – An oral update from the Chief Executive.

Reported – The Welsh Government were not able to make a formal announcement at this stage but were happy for the Chief Executive to provide Members with an oral update. Following a recent meeting with the Minister, the Chairman and the Chief Executive were able to confirm that the Welsh Government were aware of the difficulties caused by administering grant projects on an annual basis, and that they have now agreed to change the funding of the SLSP grant projects to a 3-year capital programme. This was worth £2.7 million, divided evenly over the 3 years, and the Minister would provide further guidance in the remit letter.

The Chief Executive outlined the four areas where the Welsh Government require the Designated Landscapes in Wales to deliver over the next 3 years with the expectation that over half the funding is spent on the first two bullet points:-

- Biodiversity and Nature Recovery
- De-carbonisation
- Supporting Communities
- Responding to the Impact of Tourism

The Chief Executive outlined his proposals for meeting these requirements, although concerns with regard to the April timeframe were noted. The Chief Executive would welcome any comments from Members and confirmed that he would present a detailed report to a future meeting of the Members' Working Group early in 2022.

Arising thereon, Members made the following observations:-

- Members welcomed the 3-year strategic approach.
- in response to a question, the Chief Executive agreed to ask if 'Supporting Communities' includes support for housing, since the Minister also holds the housing portfolio. The Chief Executive advised that the Authority had previously identified the need for more resources for the Planning Service and that funding to appoint a Housing Support Officer could be made available if this was a priority for Members.
- the Chief Executive confirmed that the 'De-carbonisation' commitment was threefold and included the Authority itself and how it operates, enabling renewable energy for communities, and carbon capture within the National Park boundary.
- the Chief Executive, in response to a request for support for farmers, advised that it was necessary to ascertain what other support was available to them before the Authority intervenes. He advised upon the operating principle which was not to provide funding for commercial benefit, although details were limited at this time.

RESOLVED to note the report and await a further report in 2022.

The meeting ended at 14.00