

NOTICE OF MEETING



Eryri National Park Authority

*Jonathan Cawley
Chief Executive
Eryri National Park Authority
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Meeting: Eryri National Park Authority
Date: Wednesday 04 February 2026
Time: 10.00 a.m.
Location: Eryri National Park Authority Office,
Penrhyndeudraeth and Via Zoom

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

Members appointed by Gwynedd Council

*Councillors: Elwyn Edwards, Delyth Lloyd Griffiths, Annwen Hughes,
Louise Hughes, Edgar Wyn Owen, Elfed Powell Roberts,
John Pughe Roberts, Meryl Roberts, Einir Wyn Williams;*

Members appointed by Conwy County Borough Council

Councillors: Ifor Glyn Lloyd, Jo Nuttall, Nia Owen;

Members appointed by The Welsh Government

*Rhys Evans, Salamatu Fada, Tim Jones,
Delyth Lloyd, Naomi Luhde-Thompson, Wyn Thomas.*

This Agenda is also available in Welsh



A G E N D A

		Page Number
1.	Apologies for absence and Chair's Announcements	
2.	Corporate Update To receive an update from the Chief Executive. (Copy herewith)	4 - 10
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 Director of Corporate Services at least 7 days prior to the meeting.	
4.	Declaration of Interest To receive any disclosure of interest by members or officers.	
5.	Minutes The Chair shall propose that the minutes of the meeting of this Authority held on 10 December 2025 be signed as a true record. (Copy herewith)	11 - 20
6.	Matters for Information arising from the minutes	
7.	Action Sheet To submit the Action Sheet, for information and decision. (Copy herewith)	21 - 22
8.	The Authority's Budget & Levy on Constituent Authorities 2026/2027 To submit a report by the Chief Finance Officer. (Copy herewith)	23 - 33
9.	Capital Strategy 2026/2027 To submit a report by the Chief Finance Officer. (Copy herewith)	34 - 39
10.	INRS Grant Scheme (Integrated Natural Resources Scheme) To submit a report by the Head of Conservation, Woodland and Agriculture. (Copy herewith)	40 - 41
11.	Performance and Resources Committee Minutes To submit the Minutes of the Performance and Resources Committee held on 26 November 2025. (Copy herewith)	42 - 47

12. **Local Joint Working Group Minutes** 48 - 50
To submit the Minutes of the Local Joint Working Group held on 28November 2025.
(Copy herewith)
13. **Meetings of Other Organisations**
To receive oral reports from Members on any recent meetings which they have
attended as representatives of the Authority.

MEETING	Authority
DATE	4 February 2026
TITLE	Corporate Update
REPORT BY	Chief Executive
PURPOSE	To update Members on any key issues arising since the last meeting

1. INTRODUCTION

- This report provides a brief update on some of the key issues that have arisen since our last meeting. This is usually done verbally but I will endeavour to present information in report format when it is beneficial to do so which will provide Members with an opportunity to read and review prior to the meeting.

3. NATIONAL ISSUES:

4. Budget Allocations 2026-27:

- We have received positive news on the budget allocation for 2026-27. The Deputy First Minister & Cabinet Secretary for Climate Change & Rural Affairs (DFMCSCCRA) has now agreed the draft budget allocations for the Designated Landscapes & Countryside Access branch.
- I can therefore confirm that, subject to the final Senedd budget being agreed (expected to be late January), this Authority will receive the following:

2025-26 Allocation	2026-27 Uplift	% uplift	2026-27 Allocation
4,325,806	173,194	4%	4,499,000

- In addition, the DFMCSCCRA has agreed capital allocations. As for 2025-26 the Authority will receive a Sustainable Landscapes, Sustainable Places Landscape Nature & Carbon grant and a general capital allocation. The capital allocations will be as follows:

Capital Type	2025-26	2026-27
SLSP Landscape Nature & Carbon grant	500,000	500,000
General capital	330,000	330,000
Total capital	830,000	830,000

8. In addition, there will be an SLSP Collaborative Fund run through Tirweddau Cymru.
9. Finally, the Authority will also receive an allocation for the Ffermio Bro: Farming in Designated Landscapes scheme (as we have previously advised), and this will be as follows:

Capital Funding 26-27 - RPW	Revenue Funding 26-27 - RPW	Facilitation, training and Assessments 26-27	Organisational Capacity 26-27 - DLCA	Total
£709,847	£113,000	£36,145	£6,570	£865,562

10. I would like to express my gratitude to the Deputy First Minister for his continued support of the designated landscapes, as well as to the Welsh Government officials who will have supported us in any budgetary negotiations. A separate more detailed report will be provided by the Head of Finance on the full budgetary implications.
11. **Tirweddau Cymru Landscape Wales (TCLW) - Independent Task and Finish Group on improving the efficiency and modernisation of Designated Landscape bodies:**
12. TCLW has recently commenced the above review. With the upcoming Senedd election, a potential new National Park on the horizon, and changes to National Park and National Landscape duties in England, TCLW decided that now would be an appropriate time to review the effectiveness of Designated Landscape bodies in Wales. Following an Expression of Interest phase, the following independent Task & Finish Group membership of 5 has been established:
 - a. Howard Davies (Chair): Former Chief Executive of National Association of Areas of Outstanding Natural Beauty, Chair of Designated Landscapes Biodiversity Group. Chairs North Wales Wildlife Trust, former NRW board member.
 - b. Llinos Anwyl – (Co-chair): Creative researcher, writer and organiser based in Aberystwyth. Work sits at the intersection of culture, environment and language.
 - c. Colleen Cluett / Helen Nelson (Future Generations Commissioner's Office)
 - d. Dr Victoria Jenkins: Associate Professor at Hilary Rodham Clinton School of Law, Swansea University
 - e. Soraya Abdel-Hadi: Sustainability professional, writer, coach, speaker and facilitator, Lonely Planet Sustainable Storyteller 2021
13. The Task and Finish Group will initially be tasked with creating a set of guiding principles / values which sets out a definition of what good looks like for modern Welsh Designated Landscape management. These principles will help to frame the recommendations and scope of the Terms of Reference.
14. **Enhancing Governance and Member Accountability in Wales' National Parks**
15. The above work has been developed by the Welsh Government to address the Audit Wales recommendation contained in their April 2024 report 'Governance of National Park Authorities'. The recommendation was as follows: "To provide assurance on members' contribution to the governance of NPAs, and to help inform future training and development provision, we recommend that the Welsh Government, NPAs and constituent local authorities work together to develop an accountability framework for all members of NPAs".

16. I have received draft reports relating to this work this month (January 2026), and myself, the Chair and Vice-Chair of the Authority will be meeting WG officials later in the month. We will present the emerging work once it has advanced sufficiently by the WG.

17. Proposed Glyndŵr National Park – update

18. Following a review of the evidence from last year's public consultation on the above proposed National Park, the Natural Resources Wales (NRW) Board have agreed to make the Glyndŵr National Park Designation Order – which will be subject to further public consultation. NRW confirm this Order was made based on issues relating directly to the statutory tests and the criteria for designation, whilst acknowledging the range of feedback, support and concerns, including objections from local authorities as statutory consultees during consultation.
19. The Public Notice period will begin on the 16 January 2026 until 15 February 2026, giving people a further opportunity to formally respond to the proposal. I will assess this to determine whether this Authority should be responding to the Designation Order.

20. National Park Partnerships (NPP) – Update

21. Following an extensive recruitment process, the NPP have appointed Cat Hawkins as their Chief Executive Officer (Cat was previously interim CEO) and she has now commenced her role.
22. The Central Communications Unit for UK National Parks is now managed by the National Parks Partnership, and last month they appointed Natalie Harvey as their Director of Communications & Brand. She will commence her post on 23rd February.
23. NPP have been leading on a UK National Parks brand proposition and messaging project, working with the agency Outside of Ordinary – and all 15 National Parks have contributed to this work. The work is now undergoing public testing before national rollout.
24. Appendix 1 summarises NPP's Annual Report and outlines some of the commercial partnerships and sponsorships that were developed by NPP during the previous financial year (2024-25).

25. LOCAL ISSUES:

26. Staff Recruitment

27. Since our last meeting in December the Authority have appointed a new Senior Finance Officer (Becky Anderson) who started this month, along with a new Principal Planning Officer (Dafydd Thomas), who starts on the 9th February. Some of you may recall Dafydd was with us previously, and we are very pleased to welcome him back to Eryri.
28. We are also currently advertising 2 new Ffermio Bro posts (1 full time and 1 part time).

29. Audit Wales:

30. Audit Wales are continuing with their ongoing wider review of the Authority's significant arrangements to secure value for money (they are undertaking similar reviews across all Councils in Wales). Cllr Edgar Owen (Chair) and Cllr Elfed Roberts had meetings with Audit Wales officials this month (January), along with myself and other Authority officers. We will report back on any findings in due course.

31. Cynllun Eryri / Well-being Statement and Objectives

32. The Authority's statutory plan Cynllun Eryri is currently being prepared. Angela Jones, the Partnerships Manager has arranged the final in a series of 'Symposiums' later this month (January) on 'Belonging, Access and Inclusion in Eryri' which will feed into Cynllun Eryri. Members will be updated on progress in due course.
33. The Authority's Well-being Statement and Well-being Objectives (both of which are a statutory requirement arising from the Well-being of Future Generations act 2015) for the period 2027-32 will be integrated into Cynllun Eryri – so a slightly new format for these this time. Again, we will report in more detail on this in due course.

34. Eryri LDP

35. The next key stage in the LDP production process will be the Call for Sites and Members will be updated of progress on this in due course. The team will update Members on progress in due course.

36. Plas Tan y Bwlch

37. Members will have had a verbal update on the Plas Tan y Bwlch Lottery project and will be aware that the application will be submitted by the Lottery's May deadline rather than the January deadline that we originally set. The project is progressing well by the design team led by Donald Insall Associates, with the Director of Land Management project managing for the Authority. We look forward to providing Members with a fuller update in March – and a staff drop-in session will follow this.
38. For information, the Tanygrisiau power station contract workers have now moved on and are no longer staying at Plas – this brought in income for the Authority during 2025. The Authority will endeavour to find new markets for the building during this transition period.

39. Betws-y-coed Information Centre

40. Members will also be aware that Donald Insall Associates are leading the design work on establishing future layout and potential enhancements to the above building. This is regarded as a medium term (3-5 year project) project and would be subject to funding which is currently challenging. Once a draft preferred design has been reached, officers will share this with Members – this is likely to be during Spring 2026. It will then be consulted with the existing tenants and wider community if it is feasible to proceed with the project.

41. Ffermio Bro

42. Following, the success of the inaugural year of the Ffermio Bro scheme, I am very pleased that the Welsh Government have made further financial commitments to the scheme, and the team will therefore be further expanded this year. The next meeting of the Ffermio Bro Panel will be held on 24th February.

43. Carneddau Landscape Partnership

44. The Carneddau Landscape Partnership drew to a close in December 2025 after 5 successful years. The key challenge will now be to build a lasting legacy for the Carneddau and build on the partnerships and projects which have been formed over the last few years. A report summarising the Carneddau project will be presented to Members at the March Working Group.

45. LIFE Celtic Rainforest

46. This project now has slightly over a year to run, and there will be a Conference on the project held at Bangor University on the 13th April. Further update reports on the project will be brought to Members in due course.

47. Other Projects

48. There are several other exciting strategic projects currently being developed, and these will be presented for discussion to Members in the next few weeks.

49. Eryri's 75th anniversary

50. Members have been updated of this significant milestone previously. Preparations are continuing for a UK event to include the 4 National Parks that are 75 years old in July, along with local events in Eryri – for both the public and for staff / Members. A book to celebrate Eryri has also been commissioned, and we hope this will be ready for the Summer. It is also envisaged that the twinning arrangement with Los Alerces National Park in Patagonia can take place in the year. I will endeavour to keep Members updates as this progresses.

51. RECOMMENDATION

52. For Members to note the update report on strategic issues since our last meeting and raise any relevant questions or issues.

Appendix 1: NPP's Annual Report – Summary

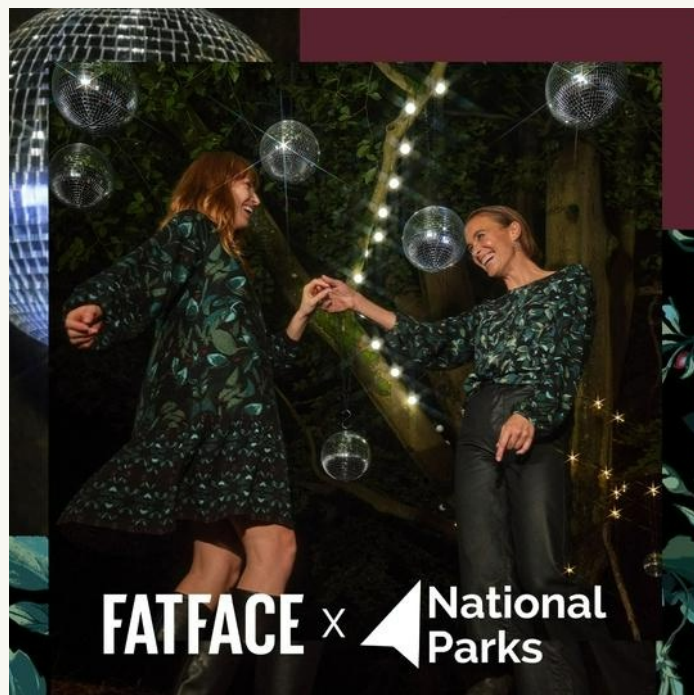
NPP 2024-25 Year Highlights

It has been another busy year for National Parks Partnerships, delivering tangible benefits to the UK National Parks and what they offer. Here is a summary of some of the highlights.

For more information, see our 2024-2025 Annual Report.

Capital

- Turnover increased to £1.7 million, reflecting income from the Defra grant and £811,000 in secured partnership revenues. Of this, £588,000 in partnership revenue was redistributed to National Park Authorities (NPAs) as grants.
- New partnerships included:
 - Vodafone: a collaboration to harness AI and digital innovation in support of biodiversity, connectivity, and sustainable landscapes.
 - Pearl & Dean: showcasing nature restoration in National Parks in cinemas through a series of short films called 'Wild Spaces', which have been shown to 13,723,421 cinemagoers.
 - Howdens: a two-year partnership to support nature recovery and biodiversity restoration across the National Parks.
- Highlights of pre-existing collaborations included:
 - BMW UK: The Recharge in Nature collaboration with BMW UK delivered nearly £1 million of investment in biodiversity and community projects. 93 EV charge sockets have been installed across eight National Parks.
 - Santander UK: As part of an ongoing partnership, Santander UK supported Grubs Up! in the North York Moors National Park.



- Existing partnerships with Forest Holidays, Sykes, Palladium, and licensing partners such as Bonnier Publishing, Harper Collins, and Fat Face all continued.
- The UK National Parks Foundation reported total income of £192,000, which included a £95,000 grant to support tree planting and green skills. Ongoing funding from Estée Lauder Companies UK & Ireland enabled Loch Lomond & The Trossachs National Park to develop a comprehensive invasive species monitoring programme.

Collaborations

- NPP continued delivery of the Defra-funded Green Finance Accelerator, running knowledge-sharing sessions across Protected Landscapes to help mobilise private finance for nature.
- Through the Revere collaboration with Palladium, NPP secured a framework agreement with National Grid to deliver climate and nature-based solutions over the next three years.
- Working with all National Parks, NPP developed a pipeline of more than 70 nature restoration projects with a combined funding requirement of £42.4 million, informing discussions with a range of funders, including new partner Vodafone UK.
- Regular meetings of the Landscape Recovery Knowledge Sharing Group supported collaboration, while a new Fundraising Officers Advisory Group was created to encourage peer-to-peer learning and professional networking.
- NPP delivered training and workshops nationwide, including sessions on Biodiversity Net Gain (BNG) with South Downs National Park Authority and landowner engagement workshops in Northumberland and Loch Lomond & The Trossachs.
- Close collaboration continued with National Parks England (NPE), the National Landscapes Association (NLA), and National Trails through the Protected Landscapes Partnership (PLP) and Generation Green programme.



Communications

- NPP launched two national campaigns to attract corporate partners: Active Partnerships and Green Futures. Together, they reached 2,395 businesses.
- NPP presented at major environmental events including the Net Zero Festival, Nature Finance UK, and Climate Action Week.
- A new corporate partnerships and green finance website and CRM system were launched to support business engagement.
- The newly-launched Green Thread newsletter attracted nearly 1,000 subscribers.
- The Big Ideas Forum in October 2024 welcomed US National Parks colleagues to share insights on philanthropy and storytelling.
- NPP led work on the UK National Parks brand proposition and messaging project, aimed at creating a consistent and unified voice across all National Parks (ongoing).



MINUTES
ERYRI NATIONAL PARK AUTHORITY
WEDNESDAY 10 DECEMBER 2025
National Park Office

PRESENT:

Members appointed by Gwynedd Council

Councillors Edgar Wyn Owen (Chairman), Elwyn Edwards, Delyth Lloyd Griffiths, Annwen Hughes, Louise Hughes, Elfed Powell Roberts, John Pughe Roberts, Meryl Roberts, Einir Wyn Williams;

Members appointed by Conwy County Borough Council

Councillor Ifor Glyn Lloyd, Jo Nuttall, Nia Owen;

Members appointed by the Welsh Government

Rhys Evans, Salamatu Fada, Tim Jones, Delyth Lloyd, Naomi Luhde-Thompson, Wyn Thomas;

Officers

Jonathan Cawley, Iwan Jones, Keira Sweeney, Naomi Jones, Dewi Aeron Morgan, Sian Owen, Edward Jones, Rhys Owen, Nia Murray, Eifion Jones.

Also present:

Matthew Edwards (Audit Wales), Dan Price (Audit Wales)

The Director of Corporate Services announced that the meeting would be broadcast on the web, and that it would also be available online later.

1. Apologies for absence and Chairman's Statements

No apologies were received.

The Chairman *reported*:

- that he had attended the Staff Meeting held at Plas Tan y Bwlch and that it was a good meeting;
- he and other Members had visited Grŵp Cynefin houses in Harlech and there was a discussion about their work at the Plas;
- the Welsh Members Seminar was held in Betws-y-coed in October.

2. Corporate Update

An oral update was *presented* by the Chief Executive.

Reported:

- he would present corporate updates as written reports from the Authority's next meeting onwards;
- the Welsh Members Seminar held in Betws-y-coed was successful and gratitude was expressed to everyone who contributed to its success;
- the Carneddau Partnership Lottery Scheme had now ended and an event to celebrate the scheme would be held in March. It was sad that it was ending but it

would certainly leave a positive legacy;

- the preparations for the Park's 75th celebrations were continuing and the four parks that were celebrating (namely Eryri, the Lake District, the Peak District and Dartmoor) had jointly commissioned a report on the history and future of the 4 Parks and an update was forthcoming;
- a valuable Staff Meeting had been held and members of the Leadership Team gave a presentation on their vision for their work to the staff;
- discussions with the Welsh Government were ongoing in several fields of work, including governance (an update was in the pipeline), a survey on the first year of Ffermio Bro, and the budget;
- the Plas Tan y Bwlch lottery application project was ongoing, and the intention was still to submit the application in February, but there was a possibility of submitting it in May if necessary;
- Cwmni Egino, established in Trawsfynydd in relation to the possibility of getting a Small Modular Reactor (SMR) there, would end in March because Trawsfynydd was no longer on the short list to get an SMR. The CEO had agreed to have a meeting with the Egino Company Director to discuss further the situation and the implications;
- the National Parks Partnership, which receives funding for Britain's national parks, had reached an agreement with Helly Hansen for them to provide clothing for the parks.

Noted:

- there was a real concern that the money earmarked for Meirionnydd for the SMR (around £40 million) would be lost if the plan did not go ahead, the Authority was aware of the situation and supportive of the desire to create a Science Park in Trawsfynydd which could attract high quality employment, and that this would be discussed with the company's management to see what the implications and next steps were for the site;
- following a statement from the Welsh Local Government Association regarding a 4% increase in funding for councils, - it was not yet clear if this related to the county councils only, or if it also included the national parks.

3. Public Question Time

No questions were received from the public.

4. Declaration of Interest

There was no declaration of interest.

5. Minutes

The minutes of the Authority's meeting held on 10 September 2025 were *presented*.

The minutes were *adopted*, and the Chairman signed them as a true record.

6. Matters for information arising from the minutes

No matters arising from the minutes.

7. Action Log

The Action Log was *presented* by the Director of Corporate Services.

Reported:

- there had not been an opportunity yet to collect the figures for item 13 on the action log (The Chief Executive to present figures on "How much less money the Authority has received from the Welsh Government in the last ten years?") but they would be presented in the near future;
- regarding Item 18 on the log, the Government had just sent a draft report on governance and a report would be submitted to the Authority after considering the document, and therefore
- both items should remain on the log;

Recommended: to retain both items on the Log.

Resolved: - to **accept** the Recommendation.

8. **ENPA representation on the Trawsfynydd Site Stakeholder Group**

A report was *presented* by the Director of Corporate Services.

Reported:

- Councillor Elfed Powell Roberts was elected as the Eryri Park Authority representative on the Trawsfynydd Site Stakeholder Group during the Authority's Annual General Meeting in June;
- the Councillor, however, was already a member of the Group as a County Councillor for the Trawsfynydd area;
- he had therefore decided to resign as the Authority's representative to give another Member the opportunity to attend the group's next meeting (which was to be held a day after this meeting);

It was *proposed* and seconded that Delyth Lloyd represents APCE on the Trawsfynydd Site Stakeholder Group.

A vote was taken and Delyth Lloyd was **elected** as the Authority's representative on the Trawsfynydd Site Stakeholder Group.

9. **Financial Audit Plan 23-24**

A report was *submitted* by the Audit Manager, Audit Wales (AW).

Reported:

- the audit plan set out the information that had to be shared in terms of the international audit standards;
- the plan referred to the audit of accounts 23-24 due to the delay in the Authority's timetable to prepare accounts since Covid;
- the plan's performance audit work referred to the year 25-26;
- there was quite a difference between the previously mentioned years, but that the intention was to examine accounts 24-25 and 25-26 within the next eighteen months to catch up;
- AW would report on the results of the audit in the new year.

Noted:

- there was a statutory regulation that accounts should be completed within months of the end of the financial year, but that was not the case with the Authority;
- the Welsh Government's timetable required the Authority to aim to complete accounts 24-25 by the end of October next year (2026) and accounts 25-26 by the following September (2027);

- the timetable was challenging for the Authority, - as it would be for any organisation:-
 - a number of other public bodies / organisations were in the same situation
 - there was the same amount of work required to be undertaken by the Authority to prepare the accounts as there was for county councils, but that the Authority's staffing levels were considerably less than county councils staffing levels;
 - the finance department collaborated with an external company in order to keep up with the timetable;
- an update on the timetable and the success of adhering to it would be presented to the Performance and Resources Committee to keep track of developments.

Recommended: – to note the content of the report and provide any feedback on the process.

Resolved: - to **accept** the recommendation.

10. **The Authority's Risk Register**

A report was *submitted* by the Director of Corporate Services.

Reported:

- an overview of the Risks on the Register and the relevant changes over the past year;
- 20 risks were identified on the Register – 4 classified as High risks, 12 as Medium risks and 4 as Low risks;
- two new risks had been added to the register:
 - Risk 2: Plas Tan y Bwlch - reputational and financial risk (High Risk)
 - Risk 20: Failure to comply with the statutory requirements relating to structures and infrastructure (High Risk)
- the Register proposed to remove 3 Risks, namely:
 - Risk 13: Planning Income Generation,
 - Risk 14: Article 4 Directive with the risk of a legal challenge to the Authority via Judicial Review,
 - Risk 15: Insufficient staff capacity due to possible increase in workload through increased planning applications following Article 4 Direction.

Noted:

- (i) the May 2026 Senedd Elections and (ii) the proposed Fourth National Park of Wales should be included in the Register as Risks to the Authority;
- some inherent risks on the Register (e.g. Risk 6) had been given a lot of attention and work, but the score of the remaining risk had not decreased and this did not accurately reflect the latest situation; it was reported that the Leadership Team now went through the Risk Register on a monthly basis, and they would give due attention to this;
- the details of Risk 20 (Failing to comply with the statutory requirements of structures and infrastructure) had not been clearly described. It was explained that infrastructure across the Park was now under pressure as septic tanks were not suitable for the number of visitors received, that several sites were under inspection, that warning letters had been received for more than one location, water reservoirs were a priority and that completing the work required at Llyn Mair lake would be

implemented by July 2026, the risks were high to the Authority's reputation and to the environment;

- in response to a question on Risk 20 - whether there was enough funding to deal with the risk - it was explained that it was basically a matter of permission and not a budget matter, applications for permission and planning applications had been submitted for some time but objections had been raised;
- this was a priority for the Authority and an update report would be presented to the Members Working Group in due course;
- receipt of a Formal Warning Letter was a sign of risk to life, not only to the environment, but it was emphasized that it was an indirect risk - a siphon needed to be installed at Llyn Mair lake to control the water level at the lake if there was a significant flow.

Recommended: – to note the content of the report, and remove Risks 13, 14 and 15 from the Register.

Resolved: - to **accept** the recommendation.

11. **Draft Statement of Accounts 2023-24**

The report was *presented* by the Chief Finance Officer.

Reported:

- it was a statutory requirement that the Chief Finance Officer sign the draft accounts to indicate that they are comfortable with the content of the statement;
- the accounts had already been passed on to Audit Wales (AW) for them to commence the audit. After the audit was completed a set of final accounts would be presented together with an ISA260 report (a report that would note AW's opinion on the accounts) and the Authority would be asked to approve them at that time if they were satisfied;
- criticism had been received by the Auditor and an external company had come in to help identify areas where improvement could be made.

Recommended: – to note the contents of the Statement of Accounts 2023/24.

Resolved: - to **accept** the recommendation.

12. **Update on the 2025/26 Budget**

A report was *presented* by the Head of Finance.

Reported:

- a budget update was presented three times a year;
- there had been little to no changes since the September update:
 - everyone worked within their budgets
 - no changes to the deficit were foreseen within the year, namely £635K, and the deficit would be funded by existing funds;
 - the running costs for Plas Tan y Bwlch were expected to drop significantly this year to £150K;
 - the car parks' target had now been realized and the surplus was allocated to the asset fund;
 - no transfer/virements had been made.

Noted:

- additional money had been received from the Welsh Government at the end of the 23-24 financial year and it was resolved to allocate it specifically to address the financial challenge and the shortfall within the Authority's budgets.

Recommended: – to approve the report and note the current financial situation for 2025/26.

Resolved: - to **accept** the recommendation.

13. **Basic Revenue Budget 2026/27**

A report was *presented* by the Chief Finance Officer.

Reported:

- a provision had been made in the budget for a salary inflation of 3% in 2026-27
- a 2% increase to the Welsh Government grant settlement for 2026-27 had been forecasted;
- the recent revaluation of the local government pension fund would be very beneficial for the Authority next year;
- the formal budget would be presented at the Authority's meeting on 4 February 2026

Recommendation: – to note the baseline budget planned for 2026/27 as outlined.

Resolved: - to **accept** the recommendation.

14. **Addressing the Financial Challenge**

A report was *presented* by the Chief Executive.

Reported:

- the basis of this report was discussed by the Members in the October Working Group and an overview of the strategy in the report was provided.

Noted:

- he was confident that the income from the centres could be increased subject to the completion of adaptations to the buildings, procurement terms improvements and increasing the size and range of the stock;
- there was considerable uncertainty regarding the results of what the increase in planning fees would be and that it could lead to a reduction in the number of applications;
- a paper on the creation of the role of Commercial Manager would be presented to the Members' Working Group in March 2026;
- several other National Parks already had a Commercial Manager and the model worked well in some places;
- Recommendation g. ("not to delete any vacancies") specifically mentioned the posts mentioned in paragraph 56 of the report.

Recommended: – For Members to support the following principles to form part of the Authority's Financial Strategy for 2026/27:

- a. To agree the principle of increasing car parking charges and increase the implementation of enforcement to bring in an extra £500,000 a year
- b. To set a target of an additional £40K per year from retail income

- c. Agree to keep budgeted planning fees at current levels but monitor the new fee schedule closely over the next 12 months.
- d. Explore other potential sources of commercial income, including recruiting a Commercial Manager over the next 12 months.
- e. Note the savings of £130K in the baseline budget due to the healthy state of the current pension fund.
- f. Maintain the Authority's current capital budgets as a key part of the Authority's operation - but continue to monitor the situation
- g. No removal of vacant posts - but continue to monitor the situation relating to the Welsh Government's budgetary settlement
- h. Not to pursue any compulsory redundancies - but continue to monitor the situation relating to the Welsh Government's budget settlement

Resolved: - to **accept** the recommendation.

15. **Income Generation – Review of Parking Fees**

Report *submitted* by the Head of Property Service.

Reported:

- this report was discussed by the Members in the October Working Group;
- the Chief Executive, the Head of Property Service, Community Officers and local Wardens had met with Betws-y-coed Community Council, Llangywer Community Council and Bala Town Council since the Working Group in October as they were affected by the recommendations in the report in terms of ANPR enforcement. Following discussions it was resolved to extend residents' parking times from half an hour to an hour when residents could park before 8:00 in the morning and after 17:00 in the evening free of charge;
- Betws-y-coed Council had raised concerns about campervans parking overnight in the village and it was important that the Authority was open to their concerns, avoided conflict with the community and maintained close contact.

Noted:

- discussions had been held with other National Parks and parking prices were compared annually, and ENP's prices compared favourably with other parks;
- the increase in the fees appeared to be high because it had not been possible to increase the fees gradually over the past few years;
- the intention was to trial the ANPR system first, and the company that had been chosen to operate the system had already implemented similar systems in local areas, it was possible to make changes to suit the location, it would be fully bilingual and the Welsh language would be checked;
- a specific Vehicle Number would be registered for annual licences;
- data would be collected during the first year and examined for patterns and information;
- a four-hour stay had been selected rather than charges per hour so that visitors did not feel pressured to rush back to their cars, noting that four hours was enough time for most visitors;
- the importance of communicating these changes in a positive manner, and there had been contact between the Authority and the local communities to provide context and the reasons for the changes;

- there was no standard plug for electric bicycles and this prevented the creation of charging points in car parks;
- having designated overnight parking spaces for campsites (similar to French Aires) was not currently a policy, but it was something that would be considered during the review of the Local Development Plan;
- complaints had been received from businesses that had official camping sites that they had seen a decrease in business and an increase in roadside parking and staying overnight on roadsides / lay-bys rather than on their sites, and care should be taken that business would not be taken away from them;
- the donation machines were generally successful; the machines would accept card payments as well as give monetary change and save administrative costs compared to the old donation boxes;
- there was no reference to the Benar car park (Morfa Dyffryn) in the report, the car park was empty during the Summer months but cars were parked on the roadsides, blocking emergency services' access to the beach.

Recommended: –

- 1 To note the report and the progress already made in improving the management and income of car parks.
- 2 Accept the recommendations to review parking fees as outlined in 3.2 - 3.8 in the report and include Morfa Dyffryn Car Park to the car parks listed in 3.4.
- 3 Accept the recommendations to review the operating hours of the sites as stated in 3.9 in the report.
- 4 Accept the recommendations to trial enforcement with ANPR technology as set out in 3.10 in the report and review this at the end of the following term and discuss the matter further before extending it to other sites.
- 5 Accept the proposal to install donation machines on the sites specified in 3.11 in the report to attract contributions.
- 6 Accept the recommendation to increase the Community Fund budget as outlined in 4.2 in the report.

Resolved: - to **accept** the recommendations.

16. Section 6 Report

The Director of Land Management *noted*:

- her gratitude to Dafydd Roberts, the Authority's Senior Ecologist for preparing the report;
- nature recovery was one of the main challenges and ambitions of the Authority and the report showed how much work was taking place within the Authority;
- following a recent meeting with the Commissioner for Future Generations' Office, the Chief Executive was keen to raise the Authority's ambition in the field and this was dependent on collaboration with partners and the resources available to deliver the work;
- the report was submitted to the Authority every three years but the intention was to report annually on the work of the Nature Partnership from now on, - to report on the Authority's priorities in this area.

A report was *submitted* by the Head of Conservation, Woodlands, and Agriculture.

Reported:

- a substantial amount of work had been undertaken by a diligent team and a summary of the type of work that had been delivered over the past few years was provided.

Noted:

- the report would be published on the Authority's website and sent to the Welsh Government;
- the report had been produced according to a format and template set out by the Welsh Government – which limited the format. However, a presentation could be provided in a more visual and easier to follow format by next year;

Recommended: – to note the content of the report

Resolved: - to **accept** the recommendation.

17. **Implementation of the Wales Audit Recommendations following a Risk Assessment**

The report was *presented* by the Chief Executive.

Reported:

- Audit Wales (AW) began an Assurance and Risk Assessment of the Authority in January, there was a meeting with AW officers on 7 May, and a letter was received from AW following that meeting;
- two significant issues had arisen as a result of this work:
 - there was a lack of arrangements for protecting vulnerable adults and children with whom the Authority may interact, and
 - there was no training for officers or Members based on their safeguarding responsibilities;
- the Authority, following the recommendations received from AW, had produced a new Safeguarding Policy under the leadership of the Director of Corporate Services.

Noted:

- guidelines that were simpler than the full policy were being prepared;
- there was no mention in the policy of accusations against staff; it was confirmed that the Authority already had a specific policy and arrangements relating to this, and if necessary, the policy would be modified to include a reference to the procedure in that policy.

Recommended: – that Members:

- a. Note the contents of AW's letter which is included in Appendix 2
- b. Approve the Safeguarding Policy contained in Appendix 3
- c. Note that more detailed guidance and training on the application of the Safeguarding Policy will take place by Spring 2026, and
- d. Note that a system is in place to ensure that all corporate documents and guidelines are updated.

Resolved: - to **accept** the recommendation.

18. **Dignity at Work Policy**

A report was *presented* by the Head of Human Resources.

Reported:

- the act had recently been amended placing more specific responsibility on the Authority to explain to any third party and provide training regarding the Authority's expectations of them;
- amendment of the act provided an opportunity to update the policy.

Recommended: – to approve the Dignity at Work policy, and implement it across the Authority:

Resolved: - to **accept** the recommendation.

19. **Members Working Group Reports**

The Members Working Group meeting reports held on 21 May, 3 September, 15 October, and 12 November 2025 were *presented*.

Resolved: to **note** the reports.

20. **Minutes of the Standards Committee**

The minutes of the Standards Committee held on 19 September 2025 were *presented* for information.

Resolved: to **note** the minutes.

Matters arising from the minutes:

- the former chairman of the Standards Committee had retired and the Authority had attempted to fill the vacancy and appoint another Independent Member, unsuccessfully to date; the post had been advertised once again and adverts had been sent to a number of local papers this time; hopefully a new Member would be appointed early in the new year.

21. **Meetings of Other Organisations**

A short presentation was given on the Trawsfynydd Site Stakeholder Group. It was explained that:

- this was a committee between the Nuclear Decommissioning Authority (NDA) and Nuclear Restoration Services Limited (NRS - formerly Magnox, which ran the power station) and the community;
- anyone could join the group;
- there was concern at the time because several members of NDA and NRS staff had been offered early retirement;
- there were no developments regarding the footbridge across the lake;
- there was concern that the Small Modular Reactor (SMR) was going to Anglesey and nothing was being proposed at Trawsfynydd;
- lowering the level of the power station's roof would be starting soon;
- work was progressing to create a Science Park in Trawsfynydd, but there was concern since the loss of Cwmni Egin.

The Chairman wished everyone a Merry Christmas and a Happy New Year

The meeting ended at 12:25



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 11.06.2025

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
18. Annual Governance Statement 2024/25	The Chief Executive to submit an Update Report on the protocol for nominating Members by Local Authorities		CE		



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 10.09.2025

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
13. Medium Term Financial Plan (MTFP) 2025/26 – 2028/29	The Chief Executive to submit figures on “how much less money the Authority had received from the Welsh Government in the last ten years”.		CE		



Item No. 8

MEETING	Authority
DATE	4 February 2026
TITLE	The Authority's Budget & Levy on Constituent Authorities 2026/27
REPORT BY	Chief Finance Officer
PURPOSE	To approve the 2026/27 revenue and capital budget and the levies on constituent authorities based on the Welsh Government's draft grant allocation figure for the Authority

1. Summary

- 1.1 This report sets out the Authority's proposed budget for 2026/27, prepared on the basis of the draft National Park Grant settlement for that year. The final settlement is expected in March 2026 and may therefore be subject to change.
- 1.2 The report also outlines the levy contributions apportioned between the two constituent authorities— Cyngor Gwynedd and Conwy County Borough Council— calculated using the indicative grant allocation.
- 1.3 All budgets presented are based on a standstill position, representing the level of expenditure required to maintain existing service provision in 2026/27, without any developmental additions.

2. Revenue Budget 2026/27

- 2.1 The draft settlement received in January 2026 confirms an increase of approximately 4% to the Authority's core funding. This equates to an uplift of £173,000, which in turn increases the levies on constituent authorities by £58,000. While this improved position is welcomed and places the Authority on a firmer financial footing than anticipated, a baseline deficit of £139,000 remains.
- 2.2 Following the presentation of the Basic Revenue Budget 2026/27 to the Authority on the 10th of December 2025, a number of adjustments were made which have been presented in Appendix 1.

- 2.3 As previously reported, several measures have been implemented to reduce the Authority's deficit, including increased income generation from car parks and Information Centres.
- 2.4 A provision of 3% has been included for staff pay inflation in 2026/27 (£165,000). Inflation has stabilised compared with recent years, with the current rate at 3.4%, and is expected to continue to fall over the coming months.
- 2.5 Following the favourable draft settlement for 2026/27, we propose reinstating baseline budget funding for Plas Tan y Bwlch, replacing the current reliance on reserves, for the duration of the bridging period as grant applications are progressed with the Heritage Lottery Fund.
- 2.6 Other minor changes have been made to the revenue figures in comparison to the figures presented in December 2025, details of which can be found in Appendix 1.

3. Analysis of the 2026/27 Revenue Budget

- 3.1 Based on the draft grant figure, Appendices 2 and 3 contain information about the Authority's budget for 2026/27, analysing the net revenue budget at key service area level (Appendix 2) and on the basis of standard subjective headings (Appendix 3).
- 3.2 Appendix 4 contains a more detailed analysis of the revenue budget at individual departmental level in every key service area. The analysis and the net costs of the services also include estimates for assumed capital costs.

4. Capital Budget 2026/27

- 4.1 Gross capital expenditure for 2026/27 is estimated at £2,925,680, funded through a combination of capital grants, revenue contributions, and reserves. Further detail is provided in Appendix 5.

Funding Source	£
Welsh Government Capital Grants	1,864,850.00
Other grants	400,000.00
Authority Baseline and Reserves	660,930.00
Total	2,925,780.00

5. Use of Reserves

- 5.1 It is anticipated that the 2026/27 budget will require a net contribution of £618,500 from the Authority's reserves. While a significant proportion of the financial challenge is expected to be addressed during the year, any remaining shortfall will need to be met from reserves. This may result in a slight increase in the final contribution required. A summary is provided below, with full details in Appendices 6 and 7.

The contribution of £618,500 of funds includes:

Revenue £153,000 (appendix 6.)

Capital £465,000 (appendix 7.)

6. Levy on Constituent Authorities

- 6.1 Section 71 of the Environment Act 1995 and the National Parks Authorities (Wales) Levy (Amendment) Regulations prescribe the method of setting a levy, 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 on the basis of one third of the National Park Grant received from 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 Act above.
- 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" from the Schedule to the Act.

	2026/27 (£)	Share (%)	Levy (£)
Government Grant	4,499,000		
Total Levies	1,499,600		
Funding Total	5,998,600		
Gwynedd Council		77.10%	1,156,200
Conwy County Borough Council		22.90%	343,400
Total		100%	1,499,600

- 6.4 The funding of the total 2026/27 budget of £9,132,100 (see Appendices 2–4) is summarised below:

Funding Source	£
Government Grant	4,499,000.00
Total Levies	1,499,600.00
Net Contribution from Reserves	618,500.00
In-year grants (anticipated)	2,376,000.00
Deficit	139,000.00
Total Budget 2026/27	9,132,100.00

7. RECOMMENDATION

7.1 Approve the Eryri National Park Authority's revenue and capital budget for 2026/27, as presented in the following appendices.

7.2 Approve the levies on the billing authorities, as stated in part 6.3 above.

	(£)	(£)
1 Baseline budget 2025/26		8,223,370
2 Changes in staff costs		
Additional provision for salaries 26.27	45,000	
Reduction of 3% in employer pension contributions -	127,614	
Minor changes to staffing structures -	34,687	
	-	117,301
3 Changes in expenditure		
Increase protective clothing budget	2,200	
Increase insurance budget	45,700	
Increase in audit fees	9,000	
Increase in Health & Safety budget	10,000	
Community Grants	25,000	
Litter collection & waste management	10,000	
IT Software & subscriptions	19,000	
End of Carneddau Project -	25,000	
		95,900
4 Change in income		
	Increase	
Increased income target TICs -	40,000	
Increase car park income target -	500,000	
Decrease in Plas Tan y Bwlch projected income	55,620	
Llyn Tegid Income -	18,000	
Interest received -	50,000	
	-	552,380
		- 573,781
5 Change to Capital Projects directly funded from revenue		1,482,550
5 Baseline budget 2026/27		9,132,139
6 National Park grant & levy 2026/27		- 5,998,613
7 Contributions from reserves		
Revenue grants reserve	Wellbeing paths	- 40,000
Projects reserve	Young People	- 42,500
Projects reserve	Property	- 50,550
Projects reserve	Finance	- 20,000
Cronfa Grantiau Cyfalaf	Cadair Idris	- 25,000
Cronfa Rheoli Asedau	Seiffon Llyn Mair	- 180,000
Cronfa Rheoli Asedau	Cwlfert Pont y Wernddu	- 250,000
Cronfa Grantiau Cyfalaf	Gorseddau slate quarrying landscape	- 10,000
Grant	Field Technician	- 20,000
Grant	Peatlands	- 91,800
Grant	SLSP	- 500,000
Grant	General Capital	- 330,000
Grant	NPAP	- 400,000
Grant	Ffermio Bro	- 709,850
Grant	Brilliant Basics - Betws y Coed Information Centre	- 325,000
	Net contributions	- 2,994,700
8 Deficit		138,827

Atodiad 2 / Appendix 2

CRYNODEB O'R GYLLIDEB REFENIW 2026/27 REVENUE BUDGET SUMMARY 2026/27

PRIF FEYSYDD GWASANAETH / KEY SERVICE AREAS

	Cyllideb Net Net Budget 2026/27	
	£	%
<u>Gwasanaeth / Service :</u>		
Cynllunio a Partneriaethau/ Planning & Partnerships	1,389,450	20.0
Rheoli Tir/ Land Management	2,346,425	33.8
Corfforaethol / Corporate	3,016,630	43.4
Balansau, Arian Wrth Gefn a Darpariaethau / Balances, Reserves & Provisions	195,000	2.8
Cyllideb Net Gwasanaethau / Net Services Budget	6,947,505	100.0
Llog ar Arian Dros Ben / Interest Earned on Surplus Funds	-150,000	
Cyllido Gwariant Cyfalaf / Financing of Capital Expenditure	2,925,680	
Addasiad Taliadau Cyfalaf / Capital Charges Adjustment	-591,050	
Cyfanswm Cyllideb Cyfrif Refeniw / Total Revenue Account Budget	9,132,135	
 <u>Daw'r Arian O / Financed by :-</u>		
Cronfeydd wrth gefn / Reserves (prosiectau/projects)	2,994,700	32.8
Cronfeydd wrth gefn / Reserves (diffyg / deficit)	138,825	1.5
 Grant y Parc Cenedlaethol / National Park Grant	4,499,000	49.3
Dyraniad Lefi Rhwng Cynghorau Lleol / Levy Allocation between Constituent Authorities -		
Cyngor Gwynedd Council	1,156,200	12.7
Cyngor Conwy Council	343,410	3.8
	9,132,135	100.0

Atodiad 3 / Appendix 3

CRYNODEB O'R GYLLIDEB REFENIW 2026/27 REVENUE BUDGET SUMMARY 2026/27

LEFEL ODDRYCHOL / SUBJECTIVE ANALYSIS

	<div> <div>Cyllideb Budget 2026/27 £</div> <div>%</div> </div>	
Gweithwyr / Employees	5,816,610	58.6
Tir ag Adeiladau / Premises & Grounds	1,609,825	16.2
Cludiant / Transport	143,030	1.4
Cyflenwadau a Gwasanaethau / Supplies & Services	1,563,440	15.8
Taliadau Cyfalaf / Capital Charges	591,050	6.0
Arian Wrth Gefn a Darpariaethau / Reserves & Provisions	195,000	2.0
Cyllideb Gros Gwasanaethau / Gross Services Budget	9,918,955	100.0
Incwm / Income	-2,971,450	
Cyllideb Net Gwasanaethau / Net Services Budget	6,947,505	
Llog ar Arian Dros Ben / Interest Earned on Surplus Funds	-150,000	
Cyllido Gwariant Cyfalaf / Financing of Capital Expenditure	2,925,680	
Addasiad Taliadau Cyfalaf / Capital Charges Adjustment	-591,050	
Cyfanswm Cyllideb Cyfrif Refeniw / Total Revenue Account Budget	9,132,135	

CYLLIDEB REFENIW 2026/27**REVENUE BUDGET 2026/27**

Costau Gweithwyr a Chostau Rhedeg	Costau Cyfalaf	Cyllideb Gros 2025/26	Gwerthu, Ffioedd ac Incwm Grant	Cyllideb Net 2026/27
Employee Costs & Running Expenses	Capital Charges	Gross Budget 2025/26	Sales Fees & Grant Income	Net Budget 2026/27
£	£	£	£	£

Rheoli Tir

Archeoleg / Archaeology

Treftadaeth Diwylliannol /
Cultural Heritage

Ysgwrn

Cadwraeth ac Amaethyddiaeth /
Conservation and Agriculture
Ffermio Bro

LIFE-Coedwigoedd Celtaidd / LIFE - Celtic Rainforests

Awyr Dywyll / Dark Skies

Mynediad i'r Cyhoedd / Public Access

Wardiniaid, Gweithwyr Stad a Gwifoddolwyr /
Wardens, Estate Workers and Volunteers

70,650	-	70,650	-	70,650
81,590	-	81,590	-	81,590
126,070	45,250	171,320	-	124,520
568,210	10,580	578,790	-	559,570
155,720	-	155,720	-	-
570,470	-	570,470	-	74,790
61,210	-	61,210	-	61,210
120,520	4,640	125,160	-	123,160
1,196,215	62,220	1,258,435	-	1,250,935
2,950,655	122,690	3,073,345	-	2,346,425

Cynllunio a Partneriaethau / Planning and Partnerships

Rheolaeth Datblygu /Development Control

Poli Cynllunio/ Planning Policy

Cynllun Rheolaeth a Phartneriaethau /

Park Management Plan and Partnerships

Manifesto Ieuenctid / Young People's Manifesto

Llwybrau Llesiant / Well Being Routes

728,060	3,320	731,380	-	206,500	524,880
304,920	-	304,920	-	-	304,920
477,380	-	477,380	-	-	477,380
42,270	-	42,270	-	-	42,270
40,000	-	40,000	-	-	40,000
1,592,630	3,320	1,595,950	-	206,500	1,389,450

Corfforaethol / Corporate

Gweinyddol / Administration

Cyllid / Finance

Technoleg Gwybodaeth / Information Technology

Cyfreithiol / Legal

Adnoddau Dynol/ Human Resources

Cyfiethu / Translation

Pencadlys / Headquarters

Cymorth i Aelodau a'r Awdurdod /
Members & Authority Support

Rheoli Corfforaethol / Corporate Management

Plas Tan Y Bwlch

Eiddo / Property

Cyfleusterau Ymwelwyr / Visitor Facilities

Meysydd Parcio / Car Parks

Llyn Tegid

Costau Gweithwyr a Chostau Rhedeg	Costau Cyfalaf	Cyllideb Gros 2025/26	Gwerthu, Ffioedd ac Incwm Grant	Cyllideb Net 2025/26
Employee Costs & Running Expenses	Capital Charges	Gross Budget 2025/26	Sales Fees & Grant Income	Net Budget 2025/26
£	£	£	£	£

201,330	-	201,330	-	300	201,030
243,650	1,250	244,900	-	-	244,900
387,350	24,980	412,330	-	-	412,330
61,140	-	61,140	-	-	61,140
219,130	-	219,130	-	-	219,130
95,030	1,430	96,460	-	-	96,460
151,330	121,690	273,020	-	9,000	264,020
234,920	-	234,920	-	-	234,920
839,880	-	839,880	-	1,000	838,880
315,620	225,540	541,160	-	123,800	417,360
255,990	-	255,990	-	-	255,990
249,190	67,280	316,470	-	71,160	245,310
558,300	3,090	561,390	-	1,440,020	878,630
49,910	2,030	51,940	-	156,120	104,180

Casglu Ysbwriel / Litter Collection	25,000	4,510	29,510	-	29,510
Cyfathrebu/ Communication	313,360	7,300	320,660	- 4,130	316,530
Canolfannau Gwybodaeth / Information Centres	383,490	5,940	389,430	- 232,500	156,930
Traffic a Thrafnidiaeth / Traffic and Transport	5,000	-	5,000	-	5,000
	4,589,620	465,040	5,054,660	- 2,038,030	3,016,630

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

Darpariaeth Chwyddiant Cyffredinol / General Prices Inflation - Provision	30,000	-	30,000	-	30,000
Darpariaeth Chwyddiant Cyflogau / Inflation Provision	165,000	-	165,000	-	165,000
Payroll	195,000	-	195,000	-	195,000

Cyfanswm Cyllid Gwasanaethau / Total Services Budget	9,327,905	591,050	9,918,955	- 2,971,450	6,947,505
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Llog ar Arian Dros Ben / Interest Earned on Surplus Funds	-	-	-	- 150,000	150,000
Cyllido Gwariant Cyfalaf / Financing of Capital Spend	2,925,680	-	2,925,680	-	2,925,680
Addasiad Taliadau Cyfalaf / Capital Charges Adjustment	-	- 591,050	- 591,050	-	591,050

Cyfanswm Cyllid Cyfrif Refeniw / Revenue Account Budget	12,253,585	-	12,253,585	- 3,121,450	9,132,135
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Capital Expenditure 2026/27**Appendix 5**

Description	(£)	(£)
Information Technology	22,340	
Access Projects	10,000	
Warden Vehicles	14,000	
		46,340
Cultural Heritage Schemes	9,490	
		9,490
Llyn Mair - Syphon	180,000	
Pont y Wernddu - culvert	250,000	
		430,000
Acces - Cadair Idris	25,000	
		25,000
Ffermio Bro	709,850	
		709,850
Gorseddau	10,000	
		10,000
Brilliant Basics	465,000	
SLSP Nature and Carbon	500,000	
General Capital - Welsh Gov.	330,000	
		1,295,000
NPAP Grant	400,000	
		400,000
		<u>2,925,680</u>

Revenue Reserves Utilised for 2026/27**Appendix 6**

Project	Reserve	(£)	(£)
Reserve Youth Manifesto	Projects Reserve	42,500.00	
Finance	Projects Reserve	20,000.00	
Salary Costs Property Officer	Projects Reserve	50,500.00	
			113,500.00
Projects Reserve Wellness	Revenue Grants Reserve	40,000	
			40,000
	Total		153,500

Capital Reserves Utilised for 2026/27**Appendix 7**

Project	Reserve	(£)	(£)
Cadair Idris	Capital Grants (Welsh Government)	25,000	
Gorseddau slate quarrying landscape	Capital Grants (Welsh Government)	10,000	
			35,000
Llyn Mair Syphon	Asset Management Reserve	180,000	
Pont y Wernddu Culvert	Asset Management Reserve	250,000	
			430,000
			465,000

MEETING	Authority
DATE	04 February 2026
TITLE	Capital Strategy 2026/27
REPORT BY	Chief Finance Officer
PURPOSE	To approve the Capital Strategy for 2026/27 and the Chief Finance Officer's recommendations with reference to the Prudential Code

1. Background

1.1 Overview

The Capital Strategy provides a high-level summary of how capital expenditure, capital financing, and treasury management activities support the delivery of National Park services. It also outlines the approach to managing associated risks and the implications for the Authority's long-term financial sustainability.

1.2 Scope of the Strategy

The Strategy encompasses the following areas:

- Capital Expenditure and Financing
- Treasury Management, including the Authority's debt-free position
- Investments for Service Purposes
- Commercial Activities
- Liabilities
- Revenue Budget Implications
- Knowledge and Skills

2. Capital Expenditure and Financing

2.1 Definition of Capital Expenditure

Capital expenditure relates to investment in assets—such as property or vehicles—that will be used for more than one year. For the National Park Authority, this also includes expenditure on assets owned by external bodies and grants provided to support the renovation of listed buildings. The Authority exercises limited discretion in determining what qualifies as capital expenditure; for example, assets costing under £10,000 are not capitalised and are instead charged to revenue in-year.

2.2 Planned Capital Expenditure

For 2026/27, the Authority is planning capital expenditure totalling £2,926k, as summarised below:

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

	2024/25 actual (£'000)	2025/26 forecast (£'000)	2026/27 budget (£'000)	2027/28 budget (£'000)	2028/29 budget (£'000)
General Fund (Corporate Services)	858	36	931	36	36
General Fund (External to the Authority)	1,661	1,408	1,994	1,192	876
Capital Investments	0	0	0	0	0
TOTAL	2,110	1,445	2,926	1,387	1,072

2.3 Key Capital Projects for 2026/27

The General Fund's principal capital projects for 2026/27 include £1.899m funded by the Welsh Government. This allocation comprises:

- £500,000 for Sustainable Landscapes, Sustainable Places (SLSP) projects
- £330,000 general capital allocation (yet to be assigned)
- £400,000 annually for the three-year National Peatland Action Programme
- £700,000 for the Ffermio Bro Capital Project

The Authority's own contributions will primarily support Cultural Heritage Schemes, warden vehicle replacements, IT equipment, and access improvement projects.

2.4 Governance

The annual revenue budget allocation for capital purposes typically remains unchanged and is often supplemented by unspent budgets carried forward from the previous year. Given current financial pressures, it is unlikely that unspent budgets will be available to support capital expenditure over the next three years.

2.5 Financing of Capital Expenditure

Capital expenditure must be financed through one or more of the following:

- External sources (government grants and contributions)
- The Authority's own resources (revenue, reserves, capital receipts)
- Debt (borrowing, leasing, or Private Finance Initiatives)

Table 2: Capital financing in £ thousands

	2024/25 actual (£'000)	2025/26 forecast (£'000)	2026/27 budget (£'000)	2027/28 budget (£'000)	2028/29 budget (£'000)
Own resources	441	196	626	196	196
External sources	2,079	1,219	2,300	1,192	876
Debt	0	0	0	0	0
TOTAL	2,110	1,445	2,926	1,776	1,072

The External resources noted in the above table represent grants and contributions. The Authority remains debt-free and has no plans to incur debt during 2026/27.

2.6 Capital Receipts Reserve

The capital receipts reserve is forecast to total £163,790 as at 31 March 2026.

2.7 Capital Financing Requirement

The Authority's capital financing requirement remains at zero, and it is expected to maintain its debt-free status throughout 2026/27.

2.8 Asset Management

The Authority maintains an asset management plan to ensure that capital assets remain fit for long-term use. This plan is currently under review to assess future financial commitments.

2.9 Asset Disposals

Any proposed disposal of assets will be presented to the Authority for approval. Proceeds from the sale of vehicles and heavy plant are ring-fenced to fund future replacements.

3. Treasury Management

3.1 Overview

Treasury management ensures that the Authority maintains sufficient liquidity to meet its financial obligations while avoiding excessive cash balances. Surplus cash is invested until required, and temporary cash shortfalls may be addressed through borrowing to prevent overdrafts or unnecessary credit balances.

3.2 Borrowing Strategy

The Authority's Borrowing Policy, reaffirmed by the Performance and Resources Committee on 9 November 2016, states that borrowing should only be undertaken for specific projects supported by a robust business case. As no significant changes have occurred since, this policy remains in effect. The Authority will therefore enter 2026/27 with no outstanding debt and will continue to be regarded as debt-free for treasury management purposes.

3.3 Affordable Borrowing Limit

The Authority is legally required to set an annual affordable borrowing limit (the authorised limit for external debt). In accordance with statutory guidance, a lower operational boundary is also set as an early warning threshold.

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

	2025/26 limit	2026/27 limit	2027/28 limit	2028/29 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

No reduction to either limit is recommended, ensuring flexibility in light of inflationary pressures and the Authority's challenging financial position.

3.4 Investment Strategy

Treasury investments arise from the timing difference between receiving and spending cash. Investments made for service delivery or commercial gain fall outside the scope of treasury management.

3.5 Investment Priorities

The Authority prioritises security and liquidity over yield. Funds required in the short term are invested securely with the UK Government, other local authorities, or high-quality banks. The Authority currently holds no long-term investments such as bonds, equities, or property.

3.6 Approved Investment Institutions

Surplus funds may be deposited with the following institutions:

- Bank of Scotland
- HSBC
- Santander UK
- Barclays Bank
- Lloyds Bank
- NatWest Bank
- UK Debt Management Office (DMO)

3.7 Investment Approach

Investment decisions will reflect prevailing credit ratings and minimum balance requirements, while ensuring adequate liquidity for operational needs. Finance officers aim to maintain a balanced distribution of funds across approved institutions (with the exception of Barclays, where operational constraints apply).

3.8 Credit Ratings

At the time of writing, all listed banks meet the required Fitch short-term credit rating of F1 or higher.

3.9 Exceptions and Additional Notes

Barclays Bank may continue to receive overnight deposits for the Authority's current account even if its credit rating falls.

Parking income processed via Allied Irish Bank (rated F2) is transferred to Barclays within three working days, mitigating risk.

3.10 Contingency Measures

If credit ratings decline across approved institutions, the Authority may increase deposits with the DMO to ensure maximum security, albeit at the cost of lower returns.

3.11 Treasury Investments

The Authority holds investments solely for treasury management purposes; it does not own investment properties or hold investments to support service delivery.

Table 4: Treasury management investments in £ thousands

	31.3.2025 actual (£'000)	31.3.2026 forecast (£'000)	31.3.2027 budget (£'000)	31.3.2028 budget (£'000)	31.3.2029 budget (£'000)
Near-term investments	12,310	11,500	10,800	7,600	6,700
Longer-term investments	0	0	0	0	0
TOTAL	12,310	11,500	10,800	7,600	6,700

These figures reflect the receipt of significant one-off grants in recent years and the planned use of reserves during the current financial period.

3.12 Governance

Day-to-day treasury management decisions are delegated to the Head of Finance and Finance staff, with advice from the Chief Finance Officer where appropriate. All decisions must comply with the Treasury Management Strategy approved annually by the Authority.

Reports on treasury management activity are presented to the Authority during the year (in written or oral form as appropriate) and in a written report following year-end.

4. Investments for Service Purposes

The Authority does not undertake investments for the primary purpose of generating financial returns. Instead, it provides support through grant funding mechanisms such as the Commissioning Fund, the Small Grants Fund, and the Listed Buildings Budget.

5. Commercial Activities

5.1 Property Investments

The Authority does not currently hold property assets for the sole purpose of generating financial gain.

5.2 Operational Commercial Activity

The Authority undertakes a range of commercial activities that contribute directly to the cost of delivering services. These include retail sales at the three Information Centres and at Yr Ysgwrn. In 2024/25, total income from fees and service-based activities amounted to £1,864k, comprising:

- Car park fee income: £1,300k
- Planning fees: £150k
- Information Centre sales: £331k
- Rental income: £138k

5.3 Risk Management

Risks associated with commercial activities are overseen through the Yr Ysgwrn Management Board and through regular budget monitoring reports presented to Authority Members. Yr Ysgwrn is also included on the Corporate Risk Register, ensuring appropriate oversight and mitigation.

6. Liabilities

6.1 Grant-Related Liabilities

In recent years, the Authority has received significant “one-off” revenue and capital grants paid in advance. Most of these have been transferred to the relevant revenue or capital grants reserves, while others—such as grants relating to the LIFE scheme—are recorded under creditors.

6.2 Review of Reserves

The Authority undertakes an annual review of its reserves to ensure they remain appropriate and aligned with financial risks and operational requirements.

6.3 Governance

The pension fund position is reported annually to Members as part of the Annual Statement of Accounts. Grant utilisation and progress against financial profiles are monitored by the Head of Finance as part of the budget monitoring process. Updates are provided to Members each September, November, and March, with a final outturn report presented in June.

7. Revenue Budget Implications

7.1 Debt Charges

As the Authority remains debt-free, there are no debt interest charges impacting the revenue budget.

7.2 Sustainability

The Chief Finance Officer has confirmed that the proposed capital programme is prudent, affordable, and sustainable, as it does not rely on external borrowing.

8. Knowledge and Skills

8.1 Internal Expertise

The Authority employs professionally qualified and experienced staff in senior roles with responsibility for capital expenditure, borrowing, and investment decisions.

8.2 Use of External Advisers

Where specialist knowledge is required, the Authority may engage external advisers or consultants. At present, Treasury Management activities are relatively straightforward, and external expertise is not required beyond consultation with the Chief Finance Officer as necessary.

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 2026/27, 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 2026/27 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 2026/27 as outlined in paragraphs 3.5-3.14 of the report, and note the institutions listed in paragraph 3.7.

MEETING	Authority
DATE	4 February 2026
TITLE	INRS Grant Scheme (Integrated Natural Resources Scheme)
REPORT BY	Head of Tree Conservation, Woodlands and Agriculture
PURPOSE	For Members' approval to accept 2 substantial grant offers

1. BACKGROUND

The Conservation, Woodlands and Agriculture department (CWA) has applied for two different INRS (*Integrated Natural Resources Scheme*) funding projects.

- i. The right tree in the right place (£999K),
- ii. Regenerative Farming (RF) (£848K).

A decision and timescale to start these was expected in the summer of 2025 but there was a significant delay on the part of Welsh Government.

To be offered this money the projects have passed assessment panels, and met a number of national and regional requirements and objectives in a very competitive window.

2. PURPOSE

Both projects are land management projects based on a capital works programme.

The right tree in the right place:

A project based on data and information gathered by the department over years of implementing other schemes as well as research for the development of the Trees and Woodlands Strategy in Eryri. This project seeks to correct issues relating to inappropriate trees in inappropriate places, re-planning and re-location planting. It will contribute to a number of elements in the Cynllun Eryri Management Plan, the Eryri Tree Strategy, 30x30 objectives and national planting targets.

Regenerative Farming:

A more innovative project, trialling and demonstrating various cultivation methods; less intensive input methods, and more sustainable and economical in relation to natural resources; it could also promote nature conservation and reduce carbon emissions from agriculture.

3. IMPLICATIONS

The intention is to employ staff to deliver both projects. These will be 100% funded on a scale set by the Welsh Government.

The right tree in the right place:

There will be Project Leader (1), Tree and Woodland Officer (1), Administrative Officer (0.6) roles

Cluster Officer (0.2 via RSPB Cymru at Welsh Government scale grant)

Regenerative Farming:

Project Officer (1), Administrative Officer (0.4)

The Welsh Government have given September 2028 as completion dates, but officials will press the Government to extend this to the end of the financial year in order to have a whole extra winter to deliver the project. As a result, the length of the employment contracts will be three years, and it may be necessary to guarantee the cost of redundancy into the cost of ending the project.

Recruitment costs are included in the application.

The funding is likely to be fairly evenly profiled across the life of the project and will be claimed twice a year (this can be implemented on a monthly or quarterly basis if desired). An advance budget may be available, but the pattern will generally be retrospective claims.

The woodland / trees project will be overseen by the Head of Department, and RF will be overseen by Dion Roberts and the Head of Department.

4. FURTHER RELEVANT INFORMATION

IT, personal protective equipment, phone and recruitment costs have been incorporated into the application and there is some flexibility to meet unexpected costs with the revenue sources.

Risks

A full risk assessment has been carried out as part of the application and mitigation measures have been identified. One of the main risks is non-recruitment for the posts and the workload of the department's existing officers is already significant and there is no capacity to deliver the plans.

Another risk is that the plans need to be implemented via the *Rural Payments Wales* (RPW) programme - a rigid structure that is very difficult to navigate, and the risk of payment delays.

5. RECOMMENDATION

To accept the offers relating to both projects BUT vigilance is required with RPW's claiming system.



MINUTES
PERFORMANCE AND RESOURCES COMMITTEE
WEDNESDAY 26 NOVEMBER 2025
National Park Office

PRESENT:

Members appointed by Gwynedd Council

Councillors Elfed Powell Roberts (Chairman), Elwyn Edwards, Delyth Lloyd Griffiths, Annwen Hughes, Edgar Wyn Owen, Meryl Roberts;

Members appointed by Conwy County Borough Council

Councillors Jo Nuttall, Nia Owen;

Members appointed by the Welsh Government

Rhys Evans, Tim Jones, Delyth Lloyd, Naomi Luhde-Thompson, Wyn Thomas;

Officers

Jonathan Cawley, Iwan Jones, Keira Sweenie, Naomi Jones, Dewi Aeron Morgan, Bethan Hughes, Nia Murray, Gareth Hughes, Awel Gruffydd, Eifion Jones.

Also Present

Luned Fôn Jones (Internal Audit)
Sara Leahy (Audit Wales)

The Director of Corporate Services advised that the meeting would be recorded to assist with checking the minutes and that the recording would be available online at a later date.

1. **Apologies for absence and Chairman's Announcements**

Apologies were received from Councillors John Pughe Roberts, Louise Hughes, Einir Wyn Williams, Ifor Glyn Lloyd, and Salamatu Fada.

2. **Declaration of Interest**

There was no declaration of interest.

3. **Minutes**

The minutes were *adopted*, and the Chairman signed them as a true record.

4. **Action Log**

The Action Log was *presented* by the Director of Corporate Services.

Recommended:

- *Item 7. Income Report - Audit Wales (P&A 12.07.23)* to remain on the action log, but the Chief Executive would present an update on the item as a separate report pending a response from the Welsh Government;

- *Item 8. Diversification of Income* (P&A 29.11.23) to remain on the action log, but the Chief Executive would present an update on the item as a separate report pending a response from the Welsh Government;
- the following items from the P&A committee 09.07.25 to be deleted from the action log because they have been completed:
 1. Item 7. Annual Report of the Head of Internal Audit
 2. Item 8. External Funding Grants Update Report
 3. Item 14. Pay Policy Statement 2025-26 and Pay Policy Annual Report 2024-25
 4. Item 15. Annual Report for 2024: Communication and Engagement Strategy Performance Indicators

Resolved: — to **accept** the Recommendation

5. **Promoting Access to Eryri National Park: Report by Audit Wales**

Presented: a report by Sara Leahy, Audit Wales (AW).

Reported:

- legislation requires the Authority to promote opportunities for communities to encourage equality and encourage a wide range of people to visit the Park;
- the original project brief was published in October 2023, the fieldwork was delivered in October 2024, the draft report was sent in January 2025 and the final report in July. They apologized for the time it had taken since the start of the work and explained that they had had staffing problems;
- that AW found that "the Authority was missing opportunities to plan strategically for better access for underrepresented groups";
- recommendations were made to improve and strengthen the work the Authority was doing to promote access, including:
 - strengthening the Authority's evidence base with the aim of understanding who was, and who was not, coming to the Park;
 - mapping all the partners that could work with the Park to promote access;
 - further clarity relating to the cost of delivering the Authority's vision;
 - monitoring and evaluating whether this work was getting to the heart of what the Authority wanted these projects to achieve.
- the Authority had accepted all of the recommendations and had provided further information about the actions and the timing of those actions, and the information appeared to be appropriate and acceptable to AW.

Noted:

- it was very difficult to know who was being missed out;
- the Authority's Equality Strategy, *Cynllun Eryri* and the workshop to be held in the new year were all interwoven with promoting access, and access promotion would get due attention when developing and implementing these elements.

Recommended: – to consider and approve the draft response.

Resolved: - to **accept** the Recommendation.

6. **Strategic Equality Plan**

Submitted: a report by the Head of Administration and Customer Care and the Head of Human Resources.

Reported:

- this was the annual report for 2024-25 on the Authority's Strategic Equality Plan;

Noted:

- further to the domestic abuse policy that had been adopted it was suggested that we could look into the White Ribbon project which sought to raise awareness of violence against women in the home;
- the following would now be noted in addition to the current figures:
 - how many posts became vacant during the year, and
 - how many people were invited to interviews;

Recommended: – to approve the Annual Report for 2024-25 to be published on the Authority's website.

Resolved: — to **accept** the Recommendation.

7. **Internal Audit Plan 2025/26**

A report *submitted* by the Head of Internal Audit.

Reported:

- the report followed the presentation of an annual Audit Plan for 2025-26 to the Performance and Resources Committee on 9 July 2025;
- the Head of Internal Audit met with the Director of Corporate Services to revisit, discuss and agree the work plan;
- two things in particular were highlighted following discussions about the Authority's Risk Profile amongst the members of the Leadership Team, and the risks below were proposed to be integrated into Internal Audit work, namely:
 - Poor and ineffective management of projects by the Authority
 - Financial and reputational risk regarding the future of Plas Tan y Bwlch;
- there was flexibility in the Audit Plan for amendments to be incorporated to reflect any issue that became apparent or if there were changes to the Authority's risks and priorities;
- there were no additional resource implications as a result of the recommendations in this report.

Noted:

- external examination of the financial side of what was happening at Plas Tan y Bwlch was to be welcomed.

Recommended: – to consider the Amended Audit Plan for the 2025/26 accounting period and to accept the plan.

Resolved: — to **accept** the Recommendation.

8. **Health and Safety: Annual Report 2024-25**

A report *submitted* by the Health and Safety Officer.

Reported:

- the purpose of the report was to provide an overview of health and safety management within the Authority.

Noted:

- it would be beneficial to identify more near misses;
- in response to a comment that one table in the report showed that Ias Tan y Bwlch had noted 7 incidents during the year - which was the same number as occurred out in the field - which was unexpected, it was explained that the table was to note incidents, and not accidents or near misses, and that they included incidents such as fire alarms going off;
- in response to a comment that the figures of working days lost due to mental health issues had increased significantly between 2022 and 2023, the figures had generally increased across the country following the Covid period, and also, each incident was given more attention and recorded in greater detail;
- the Authority had launched a "Pwls / Pulse" system which enabled members of staff to note in a completely anonymous way how they felt at that time;
- it would be possible to compare the annual figures from next year.

Recommended:

1. to note the continued strong performance in health, safety, and welfare;
2. to support the following improvement steps
 - i. Develop an internal audit framework
 - ii. Improve use of absence data systems
 - iii. Implement the findings of the Stress Indicator Tool Survey, particularly in terms of workload and communication
 - iv. Continue to invest in staff welfare training and support.

Resolved: — **accept** the Recommendation.

Corporate Work Programme 2025-26

A report *submitted* by the Director of Corporate Services.

Reported:

- the report contained details of the progress made in the first and second quarter of 2025 (April - September) to deliver the various projects and initiatives that were agreed to deliver the Authority's Improvement Objectives;
- the work on Objective AC 1.5 [Produce an Engagement Strategy for path work in Eryri] had been postponed due to absence, and that Objective AC 1.10 [Review, adopt and implement the Authority's Communication Strategy which is operational for 2026-203] has been marked red with a possible slippage due to the pressure of work and the intention to deliver it in another way.

Noted:

- it could be noted how many lights in the report were green, yellow, and red, and draw attention to any changes in it, in the report.

Recommended: – to examine and discuss the Corporate Work Programme

Resolved: — to **accept** the Recommendation.

10. **Response to the Wales Audit Report on setting Well-being Objectives (Published September 2025)**

A report *presented* by the Chief Executive.

Reported:

- Audit Wales (AW) had completed an assessment of the extent to which the Authority had applied the sustainable development principle when setting their well-being objectives – along with how this could be improved in the future;
- they needed to be reviewed, but the Authority resolved to delay reviewing the Well-being Objectives in order to integrate them into *Cynllun Eryri*;
- AW was generally satisfied that the Authority had applied the sustainable development principle when applying its Well-being Objectives;
- AW made 2 recommendations:
 - to strengthen arrangements for assessing the Authority's performance against well-being objectives, and
 - ensure that the Authority used a wide range of information to ensure that the objectives remained appropriate;
- he was confident that the Authority would be able to meet the requirements of the recommendations.

Recommended: – to approve the response in Appendix 2 as the Authority's formal response to the Audit Wales report and recommendations

Resolved: — to **accept** the Recommendation.

11. **Welsh Government Performance Monitoring Targets April – September 2025**

A report *presented* by the Chief Executive.

Reported:

- Welsh Government had presented a framework for monitoring the Authority's work performance as a result of their Strategic Grant Letter and this would be used to assess how the Government's requirements in the Letter should be met;
- the Government had consulted with the Authority on the framework before adopting it;
- the framework was presented annually and this was the mid-term report;
- there wasn't much time to prepare the report, and much of it was narrative rather than figures at the moment but this would change as the data and statistics increased.

Noted:

- the peat figures had decreased due to changes in the way they were measured.

Recommended: –

1. to approve the Authority's initial mid-year response to the Welsh Government's new performance management targets;
2. note that a further detailed assessment will follow in July 2026.

Resolved: — to **accept** the Recommendation.

12. **Welsh Government Three-Year Sustainable Landscapes Sustainable Places Grant Funding (SLSP) 2022-25**

A report *presented* by the Chief Executive.

Reported:

- this was a programme that the Government was implementing in conjunction with the 8 Designated Landscapes;
- it was a summary of what the Authority had done during 2022-25 and provided an overview of the expenditure;
- an incorrect figure had been stated in the programme, and that the Welsh Government had in fact provided more than **£11 million** of capital grant to Welsh Designated Landscapes, rather than the £1.1 million stated.

Recommended: – to identify the various projects that have been completed under SLSP funding between 2022-25, and provide any feedback if any

Resolved: — to **accept** the Recommendation.

13. **Salary Policy Statement 2024/25 and Salary Policy Annual Report for 2023/24**

A report *submitted* by the Head of Human Resources Service.

Reported:

- this report was a resubmission, because the report presented at the Performance and Resources Committee meeting in July contained incorrect salary figures;
- a further salary award had been made since July, and was paid in August, and those figures would be reported at the meeting next July.

Recommended:

1. to approve the Pay Policy Statement for 2024/25;
2. approve the Annual Report on Pay Policy for 2023/24.

Resolved: — to **accept** the Recommendation.

14. **Tourist Information Centres - Annual Report**

A report *presented* by the Sustainable Tourism Manager.

Reported:

- Beddgelert and Aberdyfi centres had been relatively static;
- Betws-y-coed centre had seen an increase in the number of visitors, but turnover had decreased slightly;
- Pen-y-pass centre saw the biggest change and plans were underway for the centre for next year.

Recommended: – to discuss the content of the report and any actions that should be taken when considering 2024-2025.

Resolved: — to **accept** the Recommendation.

The meeting ended at 10:55



**LOCAL JOINT WORKING GROUP
ERYRI NATIONAL PARK
Friday 28 November 2025
MINUTES**

PRESENT:

Employers' Representatives

Councillors Elwyn Edwards, Einir Wyn Williams;

Employee Representatives

Aled Lloyd (Unison);

Present

Jon Cawley, Iwan Jones, Nia Murray, Eifion Jones.

The Director of Corporate Services advised that the meeting would be recorded to assist with checking the minutes.

1. Election of Chairman

The Director of Corporate Services explained that, as this was the first meeting of the Local Joint Working Group since the Authority's General Meeting, a Chairman had to be elected for the Local joint working group. He noted that the normal procedure was that the chairmanship lasted for a year, and that it alternated between the Members and the unions from year to year. He noted that a member of the Unions chaired last year and the Chair should therefore be elected this year from among the Members.

Proposed: – to elect Councillor Einir Wyn Williams as chairman.

Resolved: - to accept the proposal, **and Einir Wyn Williams was elected Chair of the Local Joint Working Group .**

2. Apologies

Councillor Ifor Glyn Lloyd, Naomi Luhde-Thompson, Celia Kelly (GMB), Colin Williams (Unison).

3. Declaration of Interest

None

4. Minutes

The minutes of the Local Joint Working Group held on 14 March 2025 were received and the Chairman signed them as a true record.

5. The Authority's budget

An oral report was *presented* by the Chief Executive.

Reported:

- a presentation had already been given to the Members' Working Group and to the staff, and a formal paper on the financial situation would be presented to the Authority's December meeting, hence why an oral presentation was given;
- the financial situation was serious, but the Authority was not an exception in this respect as many public organizations faced the same challenges;
- Plas Tan y Bwlch was not in the baseline and that it was difficult to put a figure on the costs of the Plas;
- the main strategy was to increase income, by:
 - increasing car park fees and the use of ANPR (it was expected that income of £0.5 million per annum could be added);
 - retail, specifically in Betws-y-coed and Pen-y-pass centres (£40K extra);
- the performance of the pension fund had been good and this had led to a saving of £123,000;
- making cuts worth 10% of the capital had been considered, but the feeling was that it was too early to do so;
- reducing staff numbers had been rejected;
- much depended on how much the Welsh Government would provide.

Noted:

- planning fees would increase soon, but that it was difficult to predict what the effect of this would be and that it had not been included in the strategy for that reason.

6. **ENPA Human Resources Report 2024-25**

The report was *presented* by the Head of Human Resources.

Reported:

- on recently introduced policies and working arrangements, including:
 - Super Flexi Policy
 - Domestic Abuse Policy
 - ENPA's Core Values
 - 360 Feedback Questionnaire – 'Reflect to Grow'
 - Workplace and Passport Adjustments Policy
 - Sabbatical Policy
 - Flexible Working Policy
- staff recruitment and retention;
- recent initiatives introduced to support staff wellbeing, including:
 - Free Menstrual supplies in all Authority toilets
 - Free recreational parking for staff
 - Gratitude Wall
 - Urine Colour Check Chart
 - Pwls, a digital wellbeing tool jointly developed by the HR and IT team, designed to help staff check their emotional wellbeing.
- industrial relations and collaboration with Unions;
- Staff development and training;
- key HR data and statistics;

- strategic priorities and focus on the future;

Noted:

- feedback on Pwls had been positive, with honest answers being presented;
- Pwls was currently anonymous, but the intention was to enable users to be identified on a departmental basis, so that issues could be responded to if they arose in certain departments or at specific times:
 - the idea would be presented to the Staff Forum and the unions before it was implemented;
 - it was difficult but all-important to strike the right balance between getting useful information and protecting privacy;
 - any trends noted could be reported back via Pwls to the Staff Meeting.
- 32 employees had left the Authority during the previous 12 months, but that many of them were seasonal employees;
- the report did not include the number of people newly employed by the Authority, and it was noted that the figure would be presented next time;
- around 30 staff had been to the Plas recently to volunteer for the day; it was a good day and it was felt that staff morale was generally high.

Recommendation: – that the Local Joint Working Group accepted the Report

Resolved: — to **approve** the recommendation.

The meeting ended at 10:45