Bundle Bwrdd AaGIC (Agored) 24 September 2020

AGENDA

Board Agenda Medi 2020 (Agored).docx

1 RHAN 1 - MATERION RHAGARWEINIOL

1.1 Croeso a Chyflwyniadau

1.2 Ymddiheuriadau am absenoldeb

1.3 Datgan buddiannau

1.4 Derbyn a chadarnhau cofnodion y Bwrdd a gynhaliwyd ar 30 Gorffennaf 2020

1.4 - Unconfirmed July Board Minutes_2020-07-30 (Open) V2 approved by CDVJ-mehefin - cym.docx

1.5 Log Gweithredu

1.5 - July Board Action Log _2020-07-30 (Open) V1 Mehefin Cym.docx

1.6 Materion yn Codi:

1.6.1 • Adolygu'r Gofyniad i Ymestyn y Tymor ar gyfer Cynnal Cyfarfodydd Cynhadledd Electronig

2 RHAN 2 - ADRODIADAU’R CADEIRYDD A’R PRIF WEITHREDWR

2.1 Adroddiad y Cadeirydd

2.1 - Chairs Report September-en-cy-C (1) cym.docx

2.2 Adroddiad y Prif Weithredwr

2.2 - CEO Board Report Jul 2020.21.05.20(DB) Medi cym.docx

3 RHAN 3 - EITEMAU STRATEGOL

3.1 Cymeradwyo Manyleb Contract Addysg

3.1a - Strategic Review Governance Approval Process cym.docx

3.1b - Strategic Review Paper Board Approval - Final Position (F) cym.docx

3.2 Cynllun Cydraddoldeb Strategol

3.2a - HEIW Strategic Equality Plan - HEIW Board Sign-off September 2020 cym.docx

3.2b - Final Draft - HEIW Strategic Equality Plan 2020-24.pdf

4 RHAN 4 - LLYWODRAETHU, PERFFORMIAD A SICRWYDD

4.1 Adroddiad y Cyfarwyddwr Cyllid

4.1a - Sept 2020 - Finance Board Report_ cym.docx

4.1b - September 2020 - Board Finance Paper Appendix 1.docx

4.1c - Monitoring Returns COMMENTARY Month 5 2020-21 final.docx

4.1d - Month 5 - HEIW Monitoring Return Tables - Day 9.pdf

4.2 Adroddiad Perfformiad

4.2a - Cover paper-Cymraeg-Sept 2020 Bi-monthly Performance Report for Board v 2 - Cym Medi.docx

4.2b - Integrated Performance Report September 2020 (final).docx

4.2c - HEIW - Performance Reporting - Sept20 v4 Board version.pdf

4.3 Cofrestr Risg Gorfforaethol

4.3a - Corporate Risk Register_Board Cover Paper_24 September 2020 cym.docx

4.3b - Corporate Risk Register (September 2020) (F).docx

4.4 Disodli adrannau penodol o’r Statudau a’r Ordinhadau gyda pholis(ïau) GIG Cymru cyfwerth yn cwmpasu Disgyblaeth, Galluogrwydd, Cwynion ac Urddas yn y Gwaith

4.4 - Board Report on Statutes and Ordinances Sept 2020 cym.docx

4.5 Adolygiad o Aelodaeth Pwyllgor

4.5 - Review of Membership of Board Committees_September 2020 V3 MEDI CYM.docx

4.6 Derbyn adroddiad ar y mater allweddol gan:

4.6.1 • Pwyllgorau Sicrwydd ac Archwilio a   gynhaliwyd ar 16 Medi 2020

4.6a Committee Chair's Report - Education Commissioning and Quality Committee Medi cym.docx

4.6b - Appendix 1 - ECQC Chair Key Issue Report_2020-09-17(Open) (F).docx

4.7 Penderfyniadau Mewn Pwyllgor

4.7 - In Committee Decisions from July Board V2 cym.docx

5 RHAN 5 - UNRHYW FATER ARALL

5.1 Unrhyw fater brys arall

5.2 Crynodeb o'r camau gweithredu allweddol

5.3 Dyddiadau'r cyfarfodydd nesaf:

5.3.1 • Bwrdd Datblygu AaGIC i'w gynnal ar 29 Hydref 2020 drwy Delegynadledda neu Microsoft Teams neu i'w gynnal yn Nh Dysgu Nantgarw

5.3.2 • Cyfarfod Bwrdd AaGIC i'w gynnal ar 26 Tachwedd 2020 i'w gadarnhau naill ai drwy Zoom/Telegynadledda neu yn Nh Dysgu, Nantgarw

ADDYSG a GWELLA IECHYD CYMRU (AaGIC)

Cyfarfod Bwrdd – 09:30am-11:30am

I'w gynnal ddydd Iau, 24 Medi 2020
drwy Zoom/ Telegynadledda

AGENDA

RHAN 1	**MATERION RHAGARWEINIOL**	**09:30-09:40**
1.1	Croeso a Chyflwyniadau	Cadeirydd/Ar lafar
1.2	Ymddiheuriadau am absenoldeb	Cadeirydd/Ar lafar
1.3	Datganiadau Buddiannau	Cadeirydd/Ar lafar
1.4	Derbyn a chadarnhau cofnodion y Bwrdd a gynhaliwyd ar 30 Gorffennaf 2020	Cadeirydd/ Atodiad
1.5	Log gweithredu	Cadeirydd/ Atodiad
1.6	Materion yn Codi: • Adolygu'r Gofyniad i Ymestyn y Tymor ar gyfer Cynnal Cyfarfodydd Cynhadledd Electronig	Cadeirydd/Ar lafar
RHAN 2	**ADRODIADAU'R CADEIRYDD A'R PRIF WEITHREDWR**	**09:40-09:50**
2.1	Adroddiad y Cadeirydd	Cadeirydd/ Atodiad
2.2	Adroddiad y Prif Weithredwr	Prif Weithredwr/ Atodiad
RHAN 3	**EITEMAU STRATEGOL**	**09:50-10:30**
3.1	Cymeradwyo Manyleb Contract Addysg	Cyfarwyddwr Nyrsio Dros Dro/ Cyfarwyddwr Cyllid/ Atodiad
3.2	Cynllun Cydraddoldeb Strategol	Cyfarwyddwr y Gweithlu a DS/Atodiad
RHAN 4	**LLYWODRAETHU, PERFFORMIAD A SICRWYDD**	**10:30-11:25**
4.1	Adroddiad y Cyfarwyddwr Cyllid	Cyfarwyddwr Cyllid/ Atodiad
4.2	Adroddiad Perfformiad	Cyfarwyddwr y Gweithlu a DS/ Atodiad
4.3	Cofrestr Risg Gorfforaethol	Ysgrifennydd y Bwrdd/ Atodiad
4.4	Disodli adrannau penodol o'r Statudau a'r Ordinhadau gyda pholis(ïau) GIG Cymru cyfwerth yn cwmpasu Disgyblaeth, Galluogrwydd, Cwynion ac Urddas yn y Gwaith	Cyfarwyddwr y Gweithlu a DS/ Atodiad

4.5	Adolygiad o Aelodaeth Pwyllgor	Ysgrifennydd y Bwrdd/ Atodiad
4.6	Derbyn adroddiad ar y mater allweddol gan: • Pwyllgorau Sicrwydd ac Archwilio a gynhaliwyd ar 16 Medi 2020	Cadair y Pwyllgor / Atodiad
4.7	Penderfyniadau Mewn Pwyllgor	Cadeirydd y Pwyllgor / Atodiad
RHAN 5	**UNRHYW FATER ARALL**	**11:25-11:30**
5.1	Unrhyw fater brys arall	Cadeirydd/ Ar lafar
5.2	Crynodeb o'r camau gweithredu allweddol	Cadeirydd/ Ar lafar
5.3	Dyddiadau'r cyfarfodydd nesaf: • **Bwrdd Datblygu AaGIC** i'w gynnal ar **29 Hydref 2020** drwy Delegynadledda neu Microsoft Teams neu i'w gynnal yn Nhŷ Dysgu Nantgarw • Cyfarfod **Bwrdd** AaGIC i'w gynnal ar **26 Tachwedd 2020** i'w gadarnhau naill ai drwy Zoom/Telegynadledda neu yn Nhŷ Dysgu, Nantgarw	

Yn unol â'r ddarpariaeth yn Adran 1 (2) o Ddeddf Cyrff Cyhoeddus (Derbyniadau i Gyfarfodydd) 1960, rhaid penderfynu y dylid eithrio cynrychiolwyr y wasg ac aelodau eraill o'r cyhoedd o ran olaf y cyfarfod ar y sail y byddai'n niweidiol i fudd y cyhoedd oherwydd natur gyfrinachol y busnes a draws weithredir. Mae'r adran hon o'r cyfarfod i'w chynnal mewn sesiwn breifat.

Cofnodion drafft heb eu cadarnhau yng Nghyfarfod Bwrdd AaGIC gynhaliwyd ar 30 Gorffennaf 2020 am 10:00 am drwy Zoom/Telegynadledda

Yn bresennol:

Dr Chris Jones	Cadeirydd
John Hill-Tout	Is-gadeirydd, Aelod Annibynnol
Tina Donnelly	Aelod Annibynnol
Dr Ruth Hall	Aelod Annibynnol
Gill Lewis	Aelod Annibynnol
Yr Athro Ceri Phillips	Aelod Annibynnol
Dr Heidi Phillips	Aelod Annibynnol
Alex Howells	Prif Weithredwr
Yr Athro Pushpinder Mangat	Cyfarwyddwr Meddygol
Angela Parry	Cyfarwyddwr Nyrsio Dros Dro
Eifion Williams	Cyfarwyddwr Cyllid

Yn bresennol:

Dafydd Bebb	Ysgrifennydd y Bwrdd
Angie Oliver	Dirprwy Gyfarwyddwr y Gweithlu a'r DS
Huw Owen	Rheolwr Cyfieithu Cymraeg
Clare James	Archwilio Cymru (Observer)
Kay Barrow	Rheolwr Llywodraethu Corfforaethol (Ysgrifenyddiaeth)

RHAN 1	**MATERION RHAGARWEINIOL**	**Gweithredu**
3007/1.1	**Croeso a Chyflwyniadau**	
	Croesawodd y Cadeirydd bawb i gyfarfod Bwrdd AaGIC. Croesawodd Hefyd Angie Oliver (Dirprwy Gyfarwyddwr y Gweithlu a'r DS) a oedd yn bresennol yn llei Julie Rogers, a Huw Owen (Rheolwr Cyfieithu Cymraeg). Cadarnhawyd cworwm yn bresennol.	
3007/1.2	**Ymddiheuriadau am Absenoldeb**	
	Cafwyd ymddiheuriadau gan Julie Rogers (Cyfarwyddwr y Gweithlu a'r DS).	
3007/1.3	**Datgan Buddiannau**	
	Nid oedd unrhyw ddatganiadau o fuddiant.	
3007/1.4	**Cofnodion cyfarfod y Bwrdd a gynhaliwyd ar 25 Mehefin 2020**	
	Derbyniwyd cofnodion cyfarfod y Bwrdd a gynhaliwyd ar 25 Mehefin 2020 a'u **cymeradwyo** fel cofnod cywir o'r cyfarfod, yn amodol ar ddiwygio dyddiad y cyfarfod rhwng 26 a 25 Mehefin 2020 a diweddarwyd y tystlythyrau munud cyfatebol i adlewyrchu'r newid hwnnw.	**DB**

3007/1.5	**Log Gweithredu**	
	Derbyniodd ac **ystyriodd** y Bwrdd y Log Gweithredu o'r cyfarfod a gynhaliwyd ar 25 Mehefin 2020. Tynnwyd sylw at y ffaith bod y rhan fwyaf o'r camau gweithredu wedi'u cwblhau neu wedi'u hychwanegu at y flaen raglen waith. Cafwyd diweddariad llafar ar gyfer y camau canlynol: • **2506/2.6 Adroddiad Cyllid Mis 2:** Cadarnhawyd bod yr adborth o gyfarfodydd cyllideb y Gyfarwyddiaeth a chyfarfod cyllid Llywodraeth Cymru wedi'u cynnwys o dan yr adran ar y 'Rhagolwg' yn Adroddiad y Cyfarwyddwr Cyllid a gynhwyswyd ar yr agenda.	
	Nododd y Bwrdd y Log Gweithredu a'r diweddariad llafar.	
3007/1.6	**Materion yn Codi**	
	Nid oedd materion yn codi.	
3007/2	**ADRODDIADAU CADEIRYDD A PHRIF WEITHREDWR**	
3007/2.1	**Adroddiad y Cadeirydd**	
	Derbyniodd **y** Bwrdd yr adroddiad. Croesawodd y Cadeirydd ddychwelyd Alex Howells yn llawn,Y Prif Weithredwr yn dilyn ei rôl gefnogol yn Llywodraeth Cymru mewn ymateb i'r Pandemig COVID 19. Dymunai'r Cadeirydd ddiolch yn ffurfiol i Julie Rogers, y Tîm Gweithredol a'r sefydliad ehangach am eu gwaith caled a'u cefnogaeth yn ystod y cyfnod anodd a heriol hwn. Canmolodd y Cadeirydd y staff a oedd wedi cefnogi gweithlu rheng flaen y GIG dros dro mewn ymateb i'r Pandemig COVID 19. Roedd hefyd yn ymwybodol o ddyletswydd gofal AaGIC i'r holl staff yn ystod y cyfnod cloi a chanmolodd y gwaith a wnaed gan Gyfarwyddiaeth y Gweithlu a'r DS wrth ddatblygu'r adnoddau lles ar-lein a oedd wedi'u cyflwyno'n eang o fewn GIG Cymru. Roedd amlder cyfarfodydd gyda chydweithwyr yn Llywodraeth Cymru bellach wedi symud o bob wythnos i bob mis. Roedd hwn yn amser i'r GIG fyfyrio ar y gwersi a ddysgwyd a pharatoi i symud i weithio yn y 'normal newydd'. Byddai'r cynlluniau gweithredol dros y misoedd nesaf yn dod ag AaGIC yn ôl i gyflawni ei amcanion strategol fel y nodir yn yr IMTP. Roedd cyfathrebu da wedi'i gynnal gydag aelodau'r Bwrdd, y Tîm Gweithredol ac Uwch Reolwyr i fod yn ymwybodol o'r heriau o ran addysg, hyfforddiant a'r gweithlu. Roedd y Cadeirydd yn falch o'r ffordd yr oedd y sefydliad wedi ymateb i faterion a'r gwaith sy'n cael ei wneud gyda darparwyr addysg a rhanddeiliaid allweddol.	

	Cyhoeddodd y Cadeirydd benodiad Nicola Johnson yn Gyfarwyddwr Cynllunio, Perfformiad a Gwasanaethau Corfforaethol a fyddai'n dechrau yn ei rôl ym mis Medi 2020. Daeth Deddf Iechyd a Gofal Cymdeithasol (Ansawdd ac Ymgysylltu) (Cymru) yn gyfraith ar 1 Mehefin 2020 ac roedd angen i CGCC ymgorffori a gwella ei nodau a'i ddiben pennaf ymhellach. Byddai datblygu Strategaeth y Gweithlu ar gyfer Iechyd a Gofal Cymdeithasol yn rhoi AaGIC mewn sefyllfa dda i barhau i ddatblygu ac adeiladu ar ei pherthynas a'i dysgu â chydweithwyr ym Maes Gofal Cymdeithasol Cymru. Diolchodd y Cadeirydd i holl staff AaGIC ac, yn enwedig y Tîm Cyfathrebu a'r Adran ADDYSG/Digidol, am gadw aelodau'r staff yn gysylltiedig a'u hysbysu.	
Datrys	Nododd **y Bwrdd** yr adroddiad.	
3007/2.2	**Adroddiad y Prif Weithredwr**	
	Derbyniodd **y** Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, dywedodd Alex Howells fod AaGIC wedi bod yn ffodus yn ystod y cyfyngiadau cloi i staff gael y gallu TG angenrheidiol i gael gweithio o gartref. Esboniodd fod Tŷ Dysgu wedi ailagor ar 9 Gorffennaf 2020 er mwyn rhoi'r dewis i staff weithio yn y swyddfa. Roedd llawer o waith wedi'i gwblhau i wneud yr adeilad yn ddiogel i'r staff ei ddefnyddio a oedd yn cynnwys mesurau ymbellhau cymdeithasol helaeth. Dangosodd data diweddar ar ddefnyddio'r adeilad ers ailagor fod tua 10-20 o staff ar y safle bob dydd er y gallai hyd at 50 o staff weithio'n ddiogel. Fodd bynnag, roedd angen gwneud rhagor o waith i gynyddu'r capasiti yn Nhŷ Dysgu, yn enwedig ar gyfer cyfleusterau cyfarfod er mwyn gallu rhyngweithio wyneb yn wyneb â mwy o staff. Diolchodd Alex Howells i'r Tîm Cynllunio am y gwaith a wnaed i wneud Tŷ Dysgu yn amgylchedd gwaith diogel. Roedd sianeli cyfathrebu gyda'r staff wedi'u cynnal gyda bwletin staff pythefnosol ac yn defnyddio Microsoft Teams ar gyfer y Fforwm Staff Agored a oedd wedi denu tua 90 o bobl a oedd yn bresennol. Parhaodd Bwletinau Rhanddeiliaid gyda'r un diweddaraf yn canolbwyntio ar y newidiadau i addysg a hyfforddiant, a sut y byddai AaGIC yn ailosod ei ffyrdd mwy cyffredin o weithio. Roedd adolygiad i'w gynnal i gryfhau ymgysylltiad rhanddeiliaid AaGIC a manteisio i'r eithaf ar y berthynas a ddatblygwyd dros y misoedd diwethaf. Roedd AaGIC yn cymryd rhan weithredol yn yr ymateb parhaus i COVID 19 ac yn datblygu ei gynlluniau ymateb brys ar gyfer Llywodraeth Cymru. Roedd y Cynlluniau Gweithredol chwarterol yn canolbwyntio ar y Cynlluniau Gweithredol a addysg bellach yn dychwelyd i'w weithgareddau blaenoriaeth, yn enwedig y rhai sy'n	

	ymwneud ag endosgopi, canser a gofal heb ei drefnu. Roedd y Tîm Gweithredol wedi ystyried nifer o bapurau defnyddiol yn ddiweddar ar feysydd fel gwneud gweithlu parod digidol, efelychu ac archwilio'r agenda ymchwil o safon. Trefnwyd y byddai'r Cynllun Gweithredol nesaf yn cymryd lle ym mis Medi 2020 a byddai'n cynnwys nifer o eitemau i'w hystyried fel rhan o Sesiynau Datblygu Bwrdd parhaus. Roedd y Bwrdd yn falch o weld y ffocws cynyddol gyda Gofal Cymdeithasol ac archwilio hyfforddiant gofal iechyd i weithwyr gofal.	
Datrys	Nododd **y Bwrdd** yr adroddiad.	
3007/3	**EITEMAU STRATEGOL**	
3007/3.1	**Cynllun Gweithredol Chwarter 2 AaGIC ac Ymateb i COVID 19**	
	Derbyniodd **y** Bwrdd Gynllun Gweithredol C2. Wrth gyflwyno'r Cynllun, dywedodd Angie Oliver fod y Cynllun yn manylu ar y gweithgareddau a gynhaliwyd mewn ymateb i COVID 19 a'r dull o ailosod gweithgareddau drwy ail-weithredu amcanion a'r hyn y gellir ei gyflawni o fewn AaGIC a'r gefnogaeth i system gweithlu ehangach y GIG. Cafwyd adborth cadarnhaol yn dilyn cyfarfod a gynhaliwyd gyda Llywodraeth Cymru ar y Cynllun Gweithredol C2. Roedd hwn yn nodi'r cynnydd da sy'n cael ei wneud a'r meysydd i'w trafod yn barhaus. Roedd adolygiad o'r gallu i gyflawni'r prosiectau a'r rhaglenni i fodloni'r cerrig milltir a'r amcanion yn cael ei gynnal. Eglurwyd bod Iechyd Cyhoeddus Cymru yn ymgymryd â'r hyfforddiant ar gyfer rhaglen Profi, Olrhain a Diogelu Llywodraeth Cymru. Disgwylid i'r Cynllun Gweithredu gael ei ddefnyddio ar ddiwedd mis Medi 2020 a byddai'n cynnwys cynllunio cydnerthedd y gaeaf.	
Datrys	**Cymeradwyodd** y Bwrdd y Cynllun Gweithredol C2 drafft a gyflwynwyd i Lywodraeth Cymru ar 3 Gorffennaf 2020.	
3007/3.2	**Cynllun Addysg a Hyfforddiant Blynyddol 2021/22**	
	Derbyniodd **y** Bwrdd Gynllun Addysg a Hyfforddiant Blynyddol 2021/22. Wrth gyflwyno'r adroddiad, tynnodd Angela Parry sylw at y ffaith bod ymgysylltu helaeth wedi digwydd gydag ystod eang o randdeiliaid allweddol. Datblygwyd y Cynllun yn seiliedig ar asesiad AaGIC o anghenion hyfforddi gweithlu'r GIG ar gyfer iechyd a gofal cymdeithasol yn seiliedig yn bennaf ar IMTPs. Y buddsoddiad gofynnol ar gyfer 2021/22 oedd £227.901m ac roedd yn cefnogi'r gwelliannau i ddatblygu sgiliau estynedig ac ymarfer uwch. Atgyfnerthodd sgiliau, gwybodaeth a gallu'r gweithlu, yn ogystal â chynyddu niferoedd i lenwi swyddi gwag a diwallu anghenion y boblogaeth.	

	Roedd y Cynllun wedi'i gyflwyno ym Mwrdd Gweithredol y GIG ac wedi derbyn adborth cadarnhaol ac fe'i cymeradwywyd. Roedd ECQC hefyd wedi ystyried y Cynllun yn fanwl yng nghyd-destun yr Adolygiad Strategol a'r prif sbardunau. Ystyriodd y Bwrdd y Cynllun ac roedd yn ymwybodol o'r newid parhaus mewn modelau darparu gwasanaethau o ofal eilaidd i ofal sylfaenol, a'r angen i sefydliadau'r GIG ac Awdurdodau Lleol ailgynllunio eu gweithlu i fodloni'r newid yn y gofynion am wasanaethau. Cadarnhawyd y dylai gweithredu'r cynnydd parhaus mewn addysg a hyfforddiant gael effaith fuddiol ar ddefnydd asiantaethau dros y blynyddoedd nesaf. Roedd y mecanweithiau symleiddio a'r cwlwm bwrsariaeth dwy flynedd yn cefnogi hyn. Codwyd cwestiwn am y mesurau sy'n cael eu cymryd i sicrhau bod digon o niferoedd yn cael eu hyfforddi i ddiwallu anghenion gwasanaeth yn y dyfodol. Cadarnhawyd bod gwaith yn mynd rhagddo gyda nifer o fentrau i adeiladu a gweithredu ystod o gynlluniau 'tyfu eich hun' i fynd i'r afael â phrinder yn y gweithlu. Roedd hyn yn cynnwys ehangu mynediad at addysg a hyfforddiant gyda dulliau arloesol o ymdrin â rhaglenni hyblyg gan gynnwys dysgu seiliedig ar waith a phrentisiaethau i annog cyrhaeddiad addysgol. Tynnwyd sylw hefyd at y ffaith bod y Bwrdd yn awyddus i ehangu'r defnydd o'r Gymraeg a chynyddu'r ddarpariaeth addysg a hyfforddiant drwy gyfrwng y Gymraeg. Diolchodd y Bwrdd i Angela Parry a'i thîm am eu gwaith caled yn datblygu'r Cynllun a'r Pwyllgor Addysg, Comisiynu ac Ansawdd am graffu arno.	
Datrys	**Cytunodd** y Bwrdd i argymell y Cynllun Addysg a Hyfforddiant Blynyddol ar gyfer 2021/22 i Lywodraeth Cymru i'w gymeradwyo.	**AP**
3007/4	**LLYWODRAETHU, PERFFORMIAD A SICRWYDD**	
3007/4.1	**Adroddiad Cyfarwyddwr Cyllid**	
	Derbyniodd **y** Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, rhoddodd Eifion Williams ddiweddariad mewn perthynas â'r sefyllfa ariannol ym mis 3 ar gyfer 2020/2021 a oedd yn danwariant o £982m o flwyddyn hyd yma. Roedd hyn yn gynnydd o £295m yn y sefyllfa danwariant o'i gymharu â'r mis blaenorol. Mae COVID 19 wedi cael effaith sylweddol ar C2. Roedd 'rhaniad dwfn' wedi'i wneud ar ddiwedd mis 3 er mwyn deall yn well natur a graddau'r swyddi tanwariant o fewn Cyfarwyddiaethau. Y rhesymau allweddol dros yr amrywiannau tanwariant oedd swyddi gwag yn	

	erbyn lefelau staffio wedi'u cyllidebu ar gyfer cyllidebau cyflog a lleoliadau is na'r disgwyl mewn cyllidebau lleoliadau hyfforddi a gomisiynwyd. Tynnwyd sylw at y ffaith y byddai'r Tîm Cyllid yn sicrhau bod balans arian parod o £100m yn cael ei gynnal o fewn y banc ac i dynnu i lawr yr hyn a oedd yn ofynnol yn unol â gofynion arian parod rhagamcanol yn unig. Cydymffurfio â'r PSPP (Polisi Taliadau'r Sector Cyhoeddus) ar ddiwedd C1 2020/2021 oedd 87.8%. Roedd hyn ar y cyfan oherwydd oedi wrth dalu nifer o anfonebau prifysgol gwerth isel nad oeddent yn cyfateb i orchymyn prynu. Roedd proses ddiwygiedig wedi'i rhoi ar waith i agregu anfonebau gwerth isel gan yr un darparwr i gyflymu'r amser prosesu. Fodd bynnag, roedd perygl o adennill y targed erbyn diwedd y flwyddyn. O ran y cynllun adnoddau ar gyfer 2020/2021, tynnwyd sylw at y ffaith y gallai'r sefyllfa o danwariant a ragwelir fod o leiaf £5m erbyn diwedd y flwyddyn ariannol ar hyn o bryd yn y flwyddyn ariannol. Roedd perygl pellach y gallai'r tanwariant hwn dyfu ymhellach ond ei fod yn dibynnu ar recriwtio i gyrsiau ym mis Medi 2020. Roedd y prif ffactorau a sbardunodd y safle tanwariant yn bennaf o ganlyniad i'r oedi o ran effaith wrth gychwyn y cwrs; dan recriwtio myfyrwyr a'r nifer llai o bobl sy'n manteisio ar y bwrsari. Fodd bynnag, gallai rhywfaint o'r sefyllfa o danwariant gael ei gwrthbwyso gan y costau ychwanegol a ysgwyddwyd o ganlyniad i COVID 19 ac ymrwymiadau/mentrau newydd. Byddai hyn yn gadael AaGIC gyda safle net o danwariant o £4m ar ddiwedd y flwyddyn. Yn dilyn trafodaethau gyda chydweithwyr yn Llywodraeth Cymru, cynigiwyd y dylai AaGIC ddychwelyd £4m i Lywodraeth Cymru ac y dylid dwyn ymlaen yr arian datblygu o £600m a gariwyd ymlaen o 2019/2020 ymlaen i 2021/22 gan ei bod yn annhebygol o gael ei wario yn y flwyddyn ariannol hon. Ystyriodd y Bwrdd yr adroddiad, gan gydnabod bod llawer o waith wedi'i wneud i leihau'r sefyllfa o danwariant. Fodd bynnag, mynegwyd pryder ynghylch effaith y gostyngiad yn nifer y bwrsari. Awgrymwyd 'rhaniad dwfn' i adolygu'r rhesymau pam mae myfyrwyr yn dewis hunan-gyllid yn erbyn y nifer sy'n manteisio ar fwrsariaeth. Eglurwyd bod y sefyllfa ariannol yn cefnogi recriwtio'n llawn i bob rhaglen addysg a hyfforddiant. Er bod tan recriwtio yn bryder, tynnwyd sylw at y ffaith y byddai gwaith yn cael ei wneud yn ystod mis Awst i godi proffil proffesiynau iechyd a chyfleoedd i ehangu mynediad at gyrhaeddiad addysgol.	
Datrys	Mae'r Bwrdd: • wedi nodi'r adroddiad;	

	• **cytunwyd** bod y Pwyllgor Addysg, Comisiynu ac Ansawdd yn dadansoddi'r 'rhaniad dwfn' mewn perthynas â'r gostyngiad yn nifer y bwrsari; • **cymeradwyo** dychwelyd £3.8m o adnoddau i Lywodraeth Cymru yn 2020/21. • **cymeradwywyd** ail-roi £1m o'r adnoddau sydd ar gael i fynd i'r afael ag ymrwymiadau newydd a ragwelwyd yn y flwyddyn gyfredol. • **cymeradwywyd** trosglwyddo £0.6m o gronfeydd datblygu ymlaen i flwyddyn ariannol 2021/22.	**AP/EW** **EW** **EW** **EW**
3007/4.2	**Adroddiad Perfformiad**	
	Derbyniodd **y** Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, tynnodd Angie Oliver sylw at y ffaith bod y fformat adrodd yn wahanol ar gyfer y cyfnod hwn oherwydd gofynion ychwanegol ar gyfer adroddiadau COVID 19. Gwnaed cynnydd da yn ystod C1 ac nid oedd unrhyw bryderon sylweddol ynghylch perfformiad i adrodd yn eu hadroddiad er gwaethaf y newid i waith cynlluniedig a gweithredu ffyrdd newydd o weithio. Ers i'r adroddiad gael ei ysgrifennu, tynnwyd sylw at y ffaith bod un mater perfformiad i dynnu sylw ato. Roedd hyn yn ymwneud â recriwtio is na'r disgwyl i'r rhaglen hyfforddi endosgopi clinigol. Fodd bynnag, roedd nifer o fesurau gwella llywodraethu yn cael eu rhoi ar waith i helpu i fynd i'r afael â hyn er mwyn ei roi ar y trywydd iawn. Tynnwyd sylw at y ffaith bod AaGIC wedi recriwtio Arweinwyr Simiwleiddio a fyddai'n helpu i ddatblygu strategaeth efelychu i ategu ffyrdd traddodiadol o ddysgu. Cafodd y Bwrdd y wybodaeth ddiweddaraf am y cyfraddau llenwi presennol ar gyfer hyfforddiant meddygon teulu ac roedd yn falch o glywed am y niferoedd sylweddol a recriwtiwyd a oedd yn uwch na'r rhai a ragwelwyd. Y cyfraddau llenwi ar gyfer hyfforddiant craidd meddygol a hyfforddiant arbenigol cynnar oedd yr uchaf yn y DU gyda thros 99% o'r 245 o swyddi wedi'u recriwtio. Ystyriodd y Bwrdd yr adroddiad ac eglurwyd bod y mynediad i'r Adnoddau Lles, Arweinyddiaeth ac Aml-broffesiynol ar y wefan wedi'i ymestyn ledled Cymru. Fodd bynnag, byddai dadansoddiad o nifer yr 'ymweliadau' yn cael ei archwilio; gellid priodoli'r nifer uchel o drawiadau i gyfuniad o adnoddau a chyfeirio sydd ar gael ar y wefan.	
Datrys	Nododd **y Bwrdd** yr adroddiad.	
3007/4.3	**Polisi Rheoli Risg**	
	Derbyniodd **y** Bwrdd y Polisi Rheoli Risg. Wrth gyflwyno'r Polisi, tynnodd Dafydd Bebb sylw at y ffaith bod nifer o ddiwygiadau wedi'u gwneud i fynd i'r afael â nifer o'r argymhellion	

	a amlygwyd yn yr Adroddiad Archwilio Mewnol Rheoli Risg ac Asesiad Strwythuredig Archwilio Cymru 2019. Roedd y pwyllgor Archwilio a Sicrwydd wedi ystyried y polisi diwygiedig ar 16 Gorffennaf 2020 ac argymhellwyd i'r Bwrdd ei gymeradwyo.	
Datrys	**Cymeradwyodd** y Bwrdd y diwygiadau i'r Polisi Rheoli Risg i'w weithredu.	
3007/4.4	**Diwygiadau Dros Dro i'r Rheolau Sefydlog**	
	Derbyniodd **y** Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, dywedodd Dafydd Bebb fod Cylchlythyr Iechyd Cymru, mewn ymateb i'r pandemig COVID, yn cyfarwyddo AaGIC i ddiwygio ei Reolau Sefydlog yn unol â'r cylchlythyr a Rheoliadau'r Gwasanaeth Iechyd Gwladol (Datgymhwyso Deiliadaeth Swydd Dros Dro) (Cymru) (Coronavirus) 2020 ("y Rheoliadau"). Roedd y diwygiadau dros dro i Reolau Sefydlog AaGIC yn ymwneud â: • Ymestyn y dyddiad cau ar gyfer cynnal y Cyfarfod Cyffredinol Blynyddol hyd at 30 Tachwedd 2020; • Ymestyn y ddeiliadaeth uchaf ar gyfer Aelod Annibynnol. Tynnwyd sylw at y ffaith y byddai AaGIC yn cynnal ei Gyfarfod Cyffredinol Blynyddol ar 24 Medi 2020 a oedd yn unol â'i Reolau Sefydlog presennol. O ran y gwelliant i ymestyn y ddeiliadaeth uchaf ar gyfer Aelod Annibynnol, tynnwyd sylw at y ffaith mai prin fyddai'r cyfle i'r SAU hwn gan fod pob Aelod Annibynnol wedi'i benodi i ddechrau yn 2018. Roedd y gwelliannau'n gyfyngedig o ran amser a byddent yn dod i ben ar 31 Mawrth 2021. Roedd y Pwyllgor Archwilio a Sicrwydd wedi ystyried y diwygiadau dros dro ar 16 Gorffennaf 2020 ac fe'u hargymhellwyd i'r Bwrdd i'w cymeradwyo.	
Datrys	**Cymeradwyodd** y Bwrdd y diwygiadau dros dro i'w Reolau Sefydlog.	
3007/4.5	**Deddf Iechyd a Gofal Cymdeithasol (Ansawdd ac Ymgysylltu) (Cymru)**	
	Derbyniodd y Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, cadarnhaodd Dafydd Bebb fod Deddf Iechyd a Gofal Cymdeithasol (Ansawdd ac Ymgysylltu) (Cymru) 2020 wedi dod yn gyfraith yng Nghymru ar 1 Mehefin 2020. Amlinellodd oblygiadau'r Ddeddf i AaGIC. Fel rhan o'r Ddyletswydd Ansawdd, byddai'n ofynnol i AaGIC lunio Adroddiad Blynyddol yn manylu ar ei welliannau ansawdd. Fodd bynnag, roedd Dyletswydd Candour yn canolbwyntio ar y claf ac, er nad oedd yr agwedd hon yn berthnasol yn achos AaGIC o safbwynt	

	technegol, byddai AaGIC yn ymgorffori gwerthoedd y Ddeddf yn ei hegwyddorion addysg, hyfforddiant ac arweinyddiaeth.	
Datrys	Nododd **y Bwrdd** yr adroddiad.	
3007/4.6	**Adroddiadau Mater allweddol gan:**	
3007/4.6.1	**Pwyllgorau Archwilio a Sicrwydd a gynhaliwyd ar 23 Mehefin 2020 a 16 Gorffennaf 2020**	
	Derbyniodd y Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, dywedodd Gill Lewis fod y ddau gyfarfod Pwyllgor wedi'u cynnal drwy ddulliau rhithwir ac, yn dilyn pob cyfarfod, roedd sesiwn friffio gan y Pwyllgor, a'r cofnodion heb eu cadarnhau wedi'u cyhoeddi ar y wefan. Cafodd y Bwrdd drosolwg cryno o'r eitemau a ystyriwyd gan y Pwyllgor yn y ddau gyfarfod. Roedd y rhain yn cynnwys yr eitemau canlynol a argymhellwyd i'r Bwrdd i'w cymeradwyo: • Adroddiad Atebolrwydd; • Cyfrifon Blynyddol Terfynol; • Diwygiadau dros dro i Reolau Sefydlog AaGIC; • Polisi Rheoli Risg. Roedd yr eitemau wedi cael eu hystyried a'u cymeradwyo wedyn gan y Bwrdd.	
Datrys	Nododd **y Bwrdd** yr adroddiad.	
3007/4.6.2	**Y Pwyllgor Addysg, Comisiynu ac Ansawdd a gynhaliwyd ar 2 Gorffennaf 2020**	
	Derbyniodd y Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, cadarnhaodd Ruth Hall fod y Pwyllgor wedi'i gynnal bron a bod sesiwn friffio gan y Pwyllgor, a'r cofnodion heb eu cadarnhau wedi'u cyhoeddi ar y wefan. Cafodd y Bwrdd drosolwg cryno o'r eitemau a ystyriwyd gan y Pwyllgor yn y cyfarfod a gynhaliwyd ar 2 Gorffennaf 2020, a oedd yn cynnwys cymeradwyo ei Adroddiad Blynyddol a oedd yn eitem ar wahân ar agenda'r Bwrdd.	
Datrys	Nododd **y Bwrdd** yr adroddiad.	
3007/4.7	**Adroddiad Blynyddol y Pwyllgor Addysg, Comisiynu ac Ansawdd 2019/2020**	
	Derbyniodd **y** Bwrdd yr Adroddiad Blynyddol. Wrth gyflwyno'r adroddiad, dywedodd Ruth Hall fod yr adroddiad yn crynhoi meysydd allweddol gweithgarwch busnes a gynhaliwyd gan y Pwyllgor yn ystod 2019/2020 ac yn tynnu sylw at rai o'r materion allweddol yr oedd y Pwyllgor yn bwriadu eu hystyried dros y 12 mis nesaf. Dymunai'r Pwyllgor gofnodi'n ffurfiol ei ddiolch i Stephen Griffiths am ei waith caled a'r gefnogaeth a roddwyd i'r Pwyllgor.	

	Croesawodd y Bwrdd yr adroddiad ac am ei fod ar gael yn ehangach i staff.	
Datrys	Mae'r Bwrdd: • **nodi'r** adroddiad at ddibenion sicrwydd; • **cytuno** ar gyfer argaeledd ehangach yr adroddiad i staff ac i'w gyhoeddi ar fewnrwyd AaGIC.	**DB**
3007/4.8	**Adroddiad Blynyddol Cydymffurfiaeth Caffael 2019/2020**	
	Derbyniodd y Bwrdd yr adroddiad. Wrth gyflwyno'r Adroddiad Blynyddol, tynnodd Eifion Williams sylw at y ffaith bod yr adroddiad yn rhoi trosolwg o'r gweithgarwch caffael a gynhaliwyd ar gyfer y cyfnod rhwng 1 Ebrill 2019 a 31 Mawrth 2020. Esboniodd fod Caffael wedi tynnu sylw at nifer o feysydd sy'n peri pryder yn ystod y flwyddyn, lle na ddilynwyd y broses o lynu wrth brosesau caffael. Targedwyd y meysydd hyn gan Gaffael ar gyfer gwaith â ffocws i sicrhau y glynir wrth brosesau cywir ac y byddent yn parhau i gael eu monitro.	
Datrys	Nododd **y Bwrdd** yr adroddiad.	
3007/4.9	**Ym mhenderfyniadau'r Pwyllgor**	
	Derbyniodd a nododd y Bwrdd yr adroddiad a oedd yn darparu'r materion allweddol a drafodwyd 'yn y pwyllgor' yng nghyfarfod y Bwrdd ym mis Mehefin.	
3007/4.10	**Blaen raglen Waith 2020/2021**	
	Derbyniodd **a nododd y** Bwrdd ei Flaen raglen Waith ar gyfer gweddill 2020/21.	
3007/5	**MATERION ERAILL**	
3007/5.1	**Unrhyw Fater Brys Arall**	
3007/5.1.1	**Estyniad i'r Tymor ar gyfer Cynnal Cyfarfodydd Cynhadledd Electronig**	
	Ystyriodd **y** Bwrdd ymestyn y term ar gyfer cynnal cyfarfodydd y Bwrdd a'r Pwyllgor bron tan ddiwedd mis Medi 2020. Cynigiodd y Cadeirydd y dylid ymestyn y dyddiad cau ar gyfer cyhoeddi'r sesiynau briffio yn dilyn cyfarfodydd y Bwrdd a'r Pwyllgor o 48 awr i 4 diwrnod gwaith.	
Datrys	Mae'r Bwrdd: • **cymeradwyo** ymestyn y term ar gyfer cynnal cyfarfodydd rhithwir hyd at ddiwedd Medi 2020; • cymeradwyo'r dyddiad cau diwygiedig o bedwar diwrnod gwaith ar gyfer cyhoeddi sesiwn friffio yn dilyn cyfarfod o'r Bwrdd neu'r Pwyllgor.	
3007/5.2	**Crynodeb o'r Camau Gweithredu Allweddol**	
	Myfyriodd y Bwrdd ar gyfarfod cyntaf y Bwrdd a gynhaliwyd gan ddefnyddio 'Zoom' a'r anawsterau gyda'r gwasanaeth cyfieithu. Byddai gwaith pellach yn cael ei wneud i ddatrys y materion.	
3007/5.3	**Dyddiad y Cyfarfodydd Nesaf**	
	Derbyniodd a **nododd** y Bwrdd ddyddiadau arfaethedig y Bwrdd:	

	• **Sesiwn Datblygu Bwrdd** AaGIC i'w chynnal ar 27 Awst 2020 i'wgadarnhau naill ai drwy Microsoft Teams/Telegynhadledd neu yn Nhŷ Dysgu, Nantgarw • **Bwrdd** AaGIC i'w gynnal ar 24 Medi 2020 i'w gadarnhau naill ai drwy Zoom/Telegynadledda neu i'w gynnal yn Nhŷ Dysgu, Nantgarw	
3007/5.4	**Cau**	
	Nid oes busnes brys arall ar gyfer y sesiwn agored symudodd y cyfarfod i'r sesiwn gaeedig.	

....
Chris Jones (Cadeirydd) Dyddiad:

Bwrdd AaGIC (Agored)

30 Gorffennaf 2020
Log Gweithredu

(Mae'r Daflen Weithredu hefyd yn cynnwys camau y cytunwyd arnynt yng nghyfarfodydd blaenorol Bwrdd Agored AaGIC ac maent yn aros i gael eu cwblhau neu wedi'u hamserlennu i'w hystyried gan y Bwrdd yn y dyfodol. Mae'r rhain wedi'u cysgodi yn yr adran gyntaf. Pan gaiff y Bwrdd ei lofnodi, bydd y camau hyn yn cael eu tynnu oddi ar y daflen weithredu treigl.)

Cyfeirnod Munud	Camau y cytunwyd arnynt	Arwain	Dyddiad Targed	Cynnydd/ Cwblhau
2805/4.5	**Diwygio'r Terfynau Ariannol Dirprwyedig/Rheolau Sefydlog**			
	• Y Diwygiad y cytunwyd arno i'r Terfynau Ariannol Dirprwyedig/Rheolau Sefydlog i'w adolygu erbyn diwedd mis Awst 2020.	**Ysgrifennydd y Bwrdd**	Tachwedd 2020	Yn ychwanegol at Flaenraglen Waith y Pwyllgor Archwilio a Sicrwydd ar gyfer mis Hydref 2020. Yn ychwanegol at Flaen raglen Waith y Bwrdd ar gyfer mis Tachwedd 2020.
3007/1.4	**Cofnodion Cyfarfod y Bwrdd a gynhaliwyd ar 25 Mehefin**			
	• Dyddiad y cyfarfod i'w ddiwygio o 26 i 25 Mehefin 2020 a'r cyfeiriadau munud cyfatebol a ddiweddarwyd i adlewyrchu'r newid hwnnw.	**Ysgrifennydd y Bwrdd**	O fewn 1 wythnos	Cwblhau.
3007/3.2	**Cynllun Addysg a Hyfforddiant Blynyddol 2021/22**			
	• AaGIC i argymell i Lywodraeth Cymru gymeradwyo'r Cynllun Addysg a Hyfforddiant Blynyddol ar gyfer 2021/22.	**Cyfarwyddwr Nyrsio Dros Dro**	Diwedd Gorffennaf 2020	Cyflwynwyd y Cynllun Addysg a Hyfforddiant Blynyddol i Lywodraeth Cymru ddiwedd mis Gorffennaf yn dilyn argymhelliad a chefnogaeth y Bwrdd. Ysgrifennodd Alex Howells yn ffurfiol at Andrew Goodall fel dilyniant i'r Cynllun sy'n cael ei dderbyn ym Mwrdd Gweithredol y GIG.

Cyfeirnod Munud	Camau y cytunwyd arnynt	Arwain	Dyddiad Targed	Cynnydd/ Cwblhau
3007/4.1	**Adroddiad Cyfarwyddwr Cyllid**			
	• Y Pwyllgor Addysg, Comisiynu ac Ansawdd i ddadansoddi'r 'rhaniad dwfn' mewn perthynas â'r gostyngiad yn nifer y bwrsari sy'n manteisio arno.	**Cyfarwyddwr Nyrsio Dros Dro/ Cyfarwyddwr Cyllid**	Hydref 2020	Derbyniodd y Bwrdd Gweithredol ganfyddiadau rhagarweiniol o'r rhaniad dwfn i'r cyswllt bwrsari AHP ar 10.09.20. Mae HEIW wedi sefydlu Proses Fonitro Well ar gyfer Apeliadau Bwrsariaeth a materion cysylltiedig. Caiff y broses hon ei ffurfioli drwy gyfarfod wythnosol dan gadeiryddiaeth Julie Rogers ar ran Alex Howells. Bydd yr adroddiad rhagarweiniol a'r materion dilynol yn cael eu cyflwyno i'r Pwyllgor Addysg, Comisiynu ac Ansawdd yng nghyfarfod mis Hydref.
	• £3.8m o adnoddau i'w dychwelyd i Lywodraeth Cymru yn 2020/21.	**Cyfarwyddwr Cyllid**	Cwblhau	Cwblhau
	• Ail-glirio £1m o'r adnoddau sydd ar gael i fynd i'r afael ag ymrwymiadau newydd a ragwelwyd yn y flwyddyn gyfredol.	**Cyfarwyddwr Cyllid**	Cwblhau	Cwblhau
	• Trosglwyddo £0.6m o gronfeydd datblygu ymlaen i flwyddyn ariannol 2021/22.	**Cyfarwyddwr Cyllid**	Cwblhau	Cwblhau
3007/4.7	**Adroddiad Blynyddol y Pwyllgor Addysg, Comisiynu ac Ansawdd 2019/2020**			
	• Bydd Adroddiad Blynyddol y Pwyllgor Addysg, Comisiynu ac Ansawdd ar gael i staff a'i gyhoeddi ar fewnrwyd AaGIC	**Ysgrifennydd y Bwrdd**	O fewn pythefnos	Cwblhau.

Dyddiad y Cyfarfod	24 Medi 2020	Eitem ar yr Agenda	2.1	
Teitl yr Adroddiad	**Adroddiad y Cadeirydd**			
Awdur yr Adroddiad	Dr Chris Jones, Cadeirydd			
Noddwr yr Adroddiad	Dr Chris Jones, Cadeirydd			
Cyflwynwyd gan	Dr Chris Jones, Cadeirydd			
Rhyddid gwybodaeth	Agored			
Diben yr adroddiad	Rhoi trosolwg i'r Bwrdd o'r gwaith a wnaed gan y Cadeirydd, yr Is-gadeirydd a Chadeiryddion y Pwyllgor Archwilio a Sicrwydd a'r Pwyllgor Comisiynu ac Ansawdd Addysg yn ystod y cyfnod adrodd.			
Materion allweddol	Mae'r adroddiad yn nodi ystod o waith a nodwyd gan y Cadeirydd ac mae hefyd yn ceisio cadarnhau Cam Gweithredu Gan Gadeirydd.			
Camau Penodol i'w Cymryd *(un ✓ yn unig)*	**Gwybodaeth**	**Trafodaeth**	**Sicrwydd**	**Cymeradwyo** ✓
Camau penodol sydd eu hangen	Gofynnir i'r Aelodau: • nodi'r ystod o waith a amlygwyd gan y Cadeirydd; i gadarnhau Camau Gweithredu'r Cadeirydd a amlinellir ym mharagraff 3 o'r adroddiad.			

ADRODDIAD Y CADEIRYDD

1. DIBEN YR ADRODDIAD

Diben yr adroddiad hwn yw rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am yr ystod o weithgareddau a chyfarfodydd a gynhaliwyd gan Gadeirydd AaGIC, Is-gadeirydd a Chadeiryddion y Pwyllgor Archwilio a Sicrwydd a'r Pwyllgor Addysg, Comisiynu ac Ansawdd ers cyfarfod diwethaf y Bwrdd. Mae'r adroddiad hefyd yn ceisio cadarnhau Gweithredu gan Gadeirydd.

2. GWEITHGAREDDAU A CHYFARFODYDD Y CADEIRYDD

Heddiw rydym unwaith eto'n ffrydio cyfarfod y Bwrdd yn fyw. Mae hyn yn galluogi'r cyhoedd i arsylwi ar gyfarfod y Bwrdd heddiw drwy dechnoleg ffrydio byw. Rydym hefyd yn defnyddio'r dechnoleg i alluogi cyfieithu Cymraeg / Saesneg. Yn ddiweddarach heddiw byddwn yn cynnal ein Cyfarfod Cyffredinol Blynyddol ac yna webinar arddangos. Rwy'n siŵr y bydd y cyfraniadau'n llawn gwybodaeth ac yn tynnu sylw at yr arbenigedd, yr egni a'r cyfraniad y mae AaGIC yn ei wneud i Ofal Iechyd yng Nghymru.

Mae galwadau Cynhadledd y Prif Swyddog Gweithredol a'r Cadeirydd gyda'r Gweinidog ac Andrew Goodall yn parhau'n fisol ac maent yn canolbwyntio ar reoli'r ymateb i'r pandemig er mwyn paratoi ar gyfer gwella, dysgu'r gwersi ac ailosod y GIG wrth i ni symud ymlaen yn ofalus. Mae digwyddiadau yn ystod y dyddiau diwethaf, gydag atgyfodi achosion Covid 19 yn rhai o'n cymunedau a'r potensial gwirioneddol ar gyfer mesurau pellach gan Lywodraeth Cymru, yn tanlinellu heriau a phwysigrwydd cynllunio da i sicrhau y gall y GIG a'i bartneriaid ymateb yn briodol.

Yn dilyn y sefydliad sy'n cyflwyno cynlluniau gweithredol Chwarter un a Chwarter dau, mae Llywodraeth Cymru wedi cyhoeddi Cynllun Diogelu'r Gaeaf ac mae gwaith ar y gweill ar y gweill i atgyfnerthu ein hymateb fel sefydliad.

Mae'r sefydliad wedi ymateb i gefnogi'r GIG ac yn bwysig gyda'n partneriaid yng Nghymru – Ymddiriedolaethau'r GIG a Byrddau Iechyd, Prifysgolion, Cyrff Addysg Bellach a Gofal Cymdeithasol Cymru. Ar sail y DU gyfan, mae'r sefydliad yn parhau i weithio'n dda gyda'r rheoleiddwyr a'r Colegau Brenhinol a Chyrff Addysgol Iechyd eraill i sicrhau bod recriwtio a hyfforddiant yn mynd rhagddynt. Yn dilyn canlyniadau Safon Uwch, mae'r Gweinidog wedi cefnogi cynnydd bach yn nifer y myfyrwyr Meddygol yn ysgol Feddygol Caerdydd. Mae AaGIC wedi bod yn falch o fod yn rhan o'r drafodaeth.

Mae lles ein staff yn parhau i fod yn ffocws i'r Bwrdd. Mae'r cyhoeddiadau diweddar ynghylch y cyfnod clo mewn 6 ardal Awdurdod Lleol bellach eisoes wedi effeithio ar gau ein swyddfeydd yn Nhŷ Dysgu. Yr wyf wedi ymuno â nifer o ddigwyddiadau staff yn ystod yr 8 wythnos diwethaf. Bydd yn bwysig parhau i weithio'n galed ar gyfathrebu a chefnogi wrth symud ymlaen. Wrth weithio o bell bydd hyd yn oed yn bwysicach gweithio fel tîm a sicrhau ein bod yn manteisio ar y cyfleoedd ar gyfer gweithio cydgysylltiedig. Mae'n bwysig iawn sicrhau parhad hyfforddiant ac addysg ar draws unrhyw heriau Covid yn ogystal â gwaith ychwanegol i helpu i gefnogi gwasanaethau i ddiwallu anghenion gofal cleifion. Mae comisiynu Addysg Iechyd gyda'n cyrff Addysg Uwch ac Addysg Bellach yn cyfrannu'n helaeth at yr economïau lleol ledled Cymru yn ystod y cyfnod hwn o her economaidd.

Rwy'n dal i gael cyfarfodydd fideo ddwywaith yr wythnos gydag Alex. Byddaf yn cyfarfod â Julie bob wythnos a'r Cyfarwyddwyr Gweithredol bob pythefnos. Caf drafodaethau misol gyda'r Deoniaid Ôl-raddedig. Rwy'n cwrdd â John Hill-Tout, Is-gadeirydd, ddwywaith yr wythnos a'r Aelodau Annibynnol bob pythefnos. Mae hyn wedi galluogi cyfathrebu syniadau'n dda a diolchaf iddynt i gyd am eu cefnogaeth a'u cyngor. Rwyf wedi cwblhau arfarniadau'r Aelodau Annibynnol yn ystod mis Awst.

Rwy'n parhau i ymuno â chyfarfodydd Cadeiryddion y GIG bob pythefnos – trafodaethau allweddol ar Iechyd y Cyhoedd, anghydraddoldebau iechyd, ailosod gwasanaethau, gweithio mewn partneriaeth, ac arweinyddiaeth. Cyflwynodd AaGIC y wybodaeth ddiweddaraf am ein cynlluniau Arweinyddiaeth i'r grŵp Prif Swyddog Gweithredol a chyfarfod y Cadeiryddion.

Mae Alex a fi wedi cyfarfod â Swyddfa Archwilio Cymru ar gyfer ein cyfarfod chwarterol rheolaidd.

Rwyf wedi ymuno â chynadleddau fideo wythnosol a drefnwyd drwy Gyfarfod Cadeiryddion Ailosod GIG Cydffederasiwn y GIG. Mae'n amlwg iawn ein bod yng Nghymru wedi elwa ar gysylltiadau lleol cryf ar draws gwasanaethau cyhoeddus – rhywbeth y gallwn adeiladu arno a'i atgyfnerthu. Amlygwyd themâu sy'n dod i'r amlwg ynghylch anghydraddoldebau a'r heriau economaidd sy'n effeithio ar iechyd a lles yn y dyfodol

Yn ystod yr ychydig fisoedd diwethaf, mae Tîm y Ddeddf Staff Nyrsio wedi dod yn rhan o AaGIC. Ddydd Mawrth, bûm yn Seminar Iechyd y Comisiynwyr Plant. Roedd yn wych clywed cyflwyniad Dawn Parry ar waith a wnaed yn AaGIC.

I gloi, hoffwn gofnodi fy niolch i'n holl staff ac yn arbennig ein timau cyfathrebu a gwybodaeth am barhau i roi'r wybodaeth ddiweddaraf i bob un ohonom a'n cysylltu'n dda mewn cynifer o ffyrdd

IS-GADEIRYDD, JOHN HILL-TOUT

Mae sesiynau Ailosod y GIG y gwahoddir Cadeiryddion ac Is-gadeiryddion iddynt wedi parhau i ddarparu fforwm defnyddiol ar gyfer trafodaethau am yr ymateb cenedlaethol i'r Pandemig COVID a'r ffordd y gall y GIG addasu ei wasanaethau i'r patrymau galw newydd. Yn y sesiwn ddiweddaraf cawsom ein briffio am effaith economaidd y Pandemig a thrafodwyd y ffordd y gall y GIG chwarae ei ran mewn adferiad economaidd.

Rwyf wedi parhau i fynychu cyfarfodydd yr Is-gadeiryddion ac roeddwn yn falch o dderbyn gwahoddiad ar ran AaGIC i gyflwyno'r Porth Arweinyddiaeth newydd i gyfarfod mis Awst. Aeth Helen Thomas i friffio Is-gadeiryddion a oedd yn croesawu'r adnodd newydd hwn yn fawr. Mae'r pynciau eraill a ystyriwyd wedi cynnwys Fframwaith Perfformiad y GIG, yn enwedig y newidiadau angenrheidiol i fesur y modd y caiff gwasanaethau eu darparu yn y dyfodol, a'r Fframwaith Adnoddau Gwasanaethau Iechyd Meddwl newydd.

GWEITHGAREDDAU'R CADEIRYDD

Dyddiad	Teitl y Cyfarfod
4 Awst	Cadeiryddion GIG Cymru
5 Awst	Arfarniadau Canol Blwyddyn
6 Awst	Arfarniadau Canol Blwyddyn
10 Awst	Cyfarfod Cadeiryddion Ailosod Cydffederasiwn GIG
11 Awst	Uwch Gyfarfod Tîm Cyfarwyddwyr Meddygol
	Arfarniadau Canol Blwyddyn
	Trafodaeth gyda'r Cadeirydd, Mick Gianassi
20 Awst	Digwyddiad Staff AaGIC
	Trafod y Pwyllgor Addysg, Comisiynu ac Ansawdd
27 Awst	Pwyllgor RATS
	Sesiwn Datblygu'r Bwrdd
28 Awst	Bwrdd Gweithredu 111
	Galwad Cynhadledd Prif Weithredwr a Chadeirydd gyda Llywodraeth Cymru
3 Medi	Adolygiad o'r Strategaeth Comisiynau ac Ymgysylltu – Angharad Price
	Fforwm Agored Staff
8 Medi	Cadeiryddion GIG Cymru
14 Medi	Cyfarfod Cadeiryddion ac Is-gadeiryddion y GIG
16 Medi	Grŵp Cynhwysiant ac Amrywiaeth
21 Medi	Rhagarweiniol 1:1 gyda Nicola Johnson, Cyfarwyddwr Cynllunio a Pherfformiad
	Cyfarfod Gweithlu a Chyfarwyddwyr Datblygu Sefydliadol
22 Medi	Seminar Iechyd Plant Blynyddol 2020
	Cyfarfod chwarterol AaGIC/Swyddfa Archwilio
	Bwrdd Rheoli Dryslyd GIG Cymru

3. GWEITHREDU'R CADEIRYDD

Cymerwyd camau i alluogi'r Prif Weithredwr i gymeradwyo anfoneb o £2,208,168.76 yn ymwneud ag ailwefru gan Bartneriaeth Cydwasanaethau GIG Cymru (NWSSP). Roedd ail-dâl NWSSP yn ymwneud â threfniadau cyflogwyr arweiniol unigol ar gyfer hyfforddeion meddygon teulu.

O dan derfynau ariannol Dirprwyedig AaGIC fel yr amlinellir yn y Rheolau Sefydlog, gall y Prif Swyddog Gweithredol gymeradwyo anfonebau ar sail ddiderfyn lle mae cymeradwyaeth contract briodol ar waith. Gan fod yr anfoneb yn ymwneud ag ail-godi tâl gyda NWSSP, penderfynwyd y dylid defnyddio Gweithredu'r Cadeirydd i alluogi'r Prif Weithredwr i gael y Terfyn Ariannol Dirprwyedig angenrheidiol i gymeradwyo'r anfoneb. Cymerwyd camau'r Cadeirydd ar 3 Medi.

Yn unol â Rheolau Sefydlog AaGIC, cymerwyd camau gan y Cadeirydd a'r Prif Weithredwr ar ôl ymgynghori'n gyntaf â dau Aelod Annibynnol.

Gofynnir am gymeradwyaeth y Bwrdd yn awr ar gyfer Gweithredu'r Cadeirydd.

4. Argymhelliad

Gofynnir i'r Aelodau:

- nodi'r ystod o waith a amlygwyd gan y Cadeirydd;
- i gadarnhau Camau Gweithredu'r Cadeirydd a amlinellir ym mharagraff 3.

<table>
<tr><th colspan="4">Llywodraethu a Sicrwydd</th></tr>
<tr><td rowspan="4">Linc i nodau strategol IMTP
(os gwelwch yn dda ✓)</td><td>Nod Strategol 1:
Arwain y gwaith o gynllunio, datblygu a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi'r gwaith o gyflawni 'Cymru Iachach'</td><td>Nod Strategol 2:
Gwella ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol</td><td>Nod Strategol 3:
Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru drwy feithrin gallu arweinyddiaeth dosturiol a chyfunol ar bob lefel</td></tr>
<tr><td>✓</td><td>✓</td><td>✓</td></tr>
<tr><td>Nod Strategol 4:
Datblygu'r gweithlu i gefnogi'r gwaith o sicrhau diogelwch ac ansawdd</td><td>Nod Strategol 5:
Bod yn gyflogwr enghreifftiol ac yn lle gwych i weithio</td><td>Nod Strategol 6:
I gael ei gydnabod fel partner, dylanwadwr ac arweinydd rhagorol</td></tr>
<tr><td>✓</td><td>✓</td><td>✓</td></tr>
<tr><td colspan="4">Ansawdd, Diogelwch a Phrofiad Cleifion</td></tr>
<tr><td colspan="4">Nid oes unrhyw faterion uniongyrchol o ansawdd, diogelwch cleifion a phrofiad yn ymwneud â'r adroddiad hwn.</td></tr>
<tr><td colspan="4">Goblygiadau Ariannol</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau ariannol uniongyrchol i'r adroddiad hwn</td></tr>
<tr><td colspan="4">Goblygiadau Cyfreithiol (gan gynnwys asesu cydraddoldeb ac amrywiaeth)</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau cyfreithiol uniongyrchol i'r adroddiad hwn.</td></tr>
<tr><td colspan="4">Goblygiadau Staffio</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau staffio uniongyrchol i'r adroddiad hwn.</td></tr>
<tr><td colspan="4">Goblygiadau Hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)</td></tr>
<tr><td colspan="4">Bydd yr ystod o weithgareddau a amlinellir yn yr adroddiad yn cyfrannu at ddull AaGIC o ymdrin â Deddf Llesiant Cenedlaethau'r Dyfodol. Fodd bynnag, bydd y cyfraniadau'n benodol i bob un o'r meysydd unigol a drafodir yn y trosolwg yn yr adroddiad hwn.</td></tr>
<tr><td>Hanes yr Adroddiad</td><td colspan="3">AMH</td></tr>
<tr><td>Atodiadau</td><td colspan="3">AMH</td></tr>
</table>

Dyddiad y Cyfarfod	**24 Medi 2020**	**Eitem ar yr Agenda**	**2.2**
Teitl yr Adroddiad	**Adroddiad y Prif Weithredwr – Medi 2020**		
Awdur yr Adroddiad	**Dafydd Bebb, Ysgrifennydd y Bwrdd**		
Noddwr yr Adroddiad	Alex Howells, Prif Weithredwr		
Cyflwynwyd gan	Alex Howells, Prif Weithredwr		
Rhyddid Gwybodaeth	Agored		

ADRODDIAD Y PRIF WEITHREDWR – Medi 2020

1. CYFLWYNIAD

Diben yr adroddiad hwn yw rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am y gweithgareddau allweddol a gyflawnwyd ers y cyfarfod Bwrdd diwethaf. Yn ystod diwedd yr haf roeddem yn gallu ailffocysu ar rai o'r pethau y gellir eu cyflawni o'n IMTP ac ailosod addysg a hyfforddiant i'n hyfforddeion a'n myfyrwyr tra bod lefelau COVID 19 wedi bod yn fwy sefydlog. Ar adeg ysgrifennu, mae'r sefyllfa'n dechrau newid ac yn ôl yr arfer rydym yn adolygu ein gweithgareddau'n ofalus er mwyn sicrhau ein bod yn ymateb i'r amgylchedd pandemig.

2. GWEITHGAREDDAU ALLWEDDOL

- **Coronafeirws**

Ar ôl ychydig fisoedd o sefyllfa fwy sefydlog mae Cymru ar hyn o bryd yn gweld cynnydd sylweddol mewn achosion Coronafeirws mewn rhai ardaloedd. Rydym yn barod i gynyddu ein trefniadau cynllunio brys ac ymateb mewnol yn unol â chyfarwyddyd Llywodraeth Cymru, ac yn ddiweddar rydym wedi adolygu ein polisi parhad busnes yng ngoleuni'r profiad hyd yma. Mewn unrhyw ymchwydd yn y dyfodol bydd angen i ni ganolbwyntio ar gynnal ein gweithgaredd craidd mewn perthynas ag addysg a hyfforddiant, a lleihau adleoli ac aflonyddu i hyfforddeion a myfyrwyr lle mae hyn yn effeithio ar eu dilyniant. Bydd hyn yn osgoi effaith sylweddol ar biblinell gweithlu'r dyfodol. Bydd AaGIC yn parhau i fabwysiadu dull ystwyth i gefnogi anghenion gweithlu'r GIG mewn ymateb i COVID-19 a bydd hyn yn cael ei adlewyrchu yn ein cynllun am weddill y flwyddyn.

- **Tŷ Dysgu**

Yng ngoleuni'r sefyllfa COVID-19 sy'n datblygu rydym wedi penderfynu oedi'r adolygiad nesaf o'n model gweithredu - sef gofyn i'r holl staff ddychwelyd i Dŷ Dysgu o leiaf un diwrnod yr wythnos. Yng ngoleuni'r cyfnod clo diweddar ar gyfer Rhondda Cynon Taf, gwnaethom benderfynu dychwelyd i fodel gweithio o bell llawn a chau'r adeilad nes i'r cyfnod cloi gael ei godi. Er bod hyn yn siomedig, mae gennym y cynlluniau ar waith i'n galluogi i weithio mewn amrywiaeth o fodelau gweithredu nawr a ddylai ein galluogi i fod yn hyblyg yn ystod misoedd y gaeaf.

- **Ffrydio Cyfarfodydd Bwrdd a'r Cyfarfod Cyffredinol Blynyddol yn fyw**

Heddiw, byddwn yn galluogi'r cyhoedd, partneriaid a rhanddeiliaid i arsylwi ar Gyfarfod Bwrdd a Chyffredinol Blynyddol drwy dechnoleg ffrydio byw. Rydym yn edrych ymlaen at roi cynnig ar y dull hwn, gan adeiladu ar lwyddiant ffrydio'r Cyfarfod Bwrdd ym mis Gorffennaf.
Rydym hefyd yn cynnal digwyddiad arddangos yn dilyn cyfarfod y CCB:
- o Gofal Sylfaenol;
- o Llwybrau i mewn ac allan o addysg a hyfforddiant yng Nghymru;
- o Hyfforddiant yng Nghymru yw'r gorau yn y DU - trafodwch;
- o Datblygu arweinwyr gofal iechyd y dyfodol.

- **Cynllun Diogelu’r Gaeaf**

Cyhoeddwyd Cynllun Diogelu’r Gaeaf 2020/21 gan Lywodraeth Cymru ar 15 Medi. Bydd y cynllun yn cael ei gefnogi gan Fframwaith cynllunio GIG Chwarter 3 a Chwarter 4 sydd i'w gyhoeddi yn yr un wythnos â Bwrdd mis Medi. Rhagwelir y bydd cynllun Chwarter 3 a Chwarter 4 AaGIC yn cael ei gyflwyno i Lywodraeth Cymru ganol mis Hydref. Ar hyn o bryd mae cyfarfodydd yn cael eu cynnal gyda Phrif Swyddogion Gweithredol/Y Gweithlu a Datblygiad Sefydliadol o sefydliadau GIG eraill i archwilio sut y gall AaGIC gefnogi'r system ehangach trwy gyfnod y gaeaf.

- **Diweddariad ar yr Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol**

Rydym yn falch o nodi ein bod wedi cwblhau'r Manylebau Contract ar gyfer Addysg Gweithwyr Iechyd Proffesiynol a'r dogfennau Gwahoddiad i Dendr i'w rhoi i Ddarparwyr Addysg, sy'n cynrychioli penllanw Cam 1 ein Hadolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol. Mae'r dogfennau hyn wedi cael eu hystyried gan ein Pwyllgor Ansawdd a Chomisiynu Addysg ac yn ein cyfarfod Mewn Pwyllgor heddiw. Yn amodol ar gymeradwyaeth y cam nesaf yw cyflwyno'r rhain i Lywodraeth Cymru i'w cymeradwyo gan y Gweinidog.

Y Manylebau Contract yw'r broses gomisiynu fwyaf y mae AaGIC yn ymgymryd â hi ac mae'n ceisio llunio a sicrhau addysg broffesiynol iechyd cyn-gofrestru i Gymru am y saith i ddeng mlynedd nesaf. Bydd y rhaglenni addysg newydd yn cychwyn ym mis Medi 2022.

- **Cynllun Cydraddodeb Strategol**

Gofynnir i'r Bwrdd heddiw ystyried a chymeradwyo Cynllun Cydraddoldeb Strategol ac Amcanion 2020-2024 AaGIC. Ystyriwyd y Cynllun yn Sesiwn Datblygu Bwrdd Awst. Mae'r Cynllun yn nodi sut y bydd AaGIC, dros y pedair blynedd nesaf, yn cryfhau ein dull o hyrwyddo cydraddoldeb, dileu gwahaniaethu a meithrin cysylltiadau da.

Er bod gan y Cynllun bwyslais cryf ar yr hyn y byddwn yn ei wneud yn fewnol, rydym hefyd wedi ymrwymo i sicrhau ei fod yn cael ei adlewyrchu yn ein dull allanol gyda rhanddeiliaid.

Mae ein holl deulu AaGIC yn gyfrifol am weithredu'r cynllun a'r amcanion, rydym yn disgwyl ymgysylltiad ymwybodol gennym ni i gyd.

- **Adroddiad Perfformiad Q2**

Mae'r adroddiad hwn yn ymdrin â chyfnodau Gorffennaf ac Awst ac mae ganddo rai diweddariadau allweddol ar ein cyfraddau llenwi ar gyfer addysg a hyfforddiant. Mae'r adroddiad yn adlewyrchu'r cynnydd da cyffredinol a wnaed wrth adfer a datblygu amcanion IMTP a adlewyrchir yn y dangosfwrdd perfformiad. Rydym yn parhau i ganolbwyntio ar ddatblygu'r dangosfwrdd a'r fframwaith perfformiad integredig ac ehangu cwmpas ein rheolaeth perfformiad i gynnwys materion newydd fel apeliadau bwrsariaeth.

Yn ddiweddar, rydym wedi gorffen yr adolygiadau gwasanaeth diwedd blwyddyn yr ydym wedi'u cynnal gyda sawl tîm cyflenwi yn y sefydliad. Byddwn yn sicrhau bod y setiau sleidiau a'r nodiadau ar gael i Aelodau Annibynnol gan eu bod yn cynnwys rhywfaint o wybodaeth ddiddorol a defnyddiol am ein swyddogaethau.

- **Adroddiad Cyllid**

Mae papur sy'n amlinellu sefyllfa mis pump ar yr agenda ac yn parhau i adlewyrchu'r ansicrwydd a grëwyd gan y pandemig. Mae cysylltiadau agos â'r timau sy'n comisiynu addysg a hyfforddiant, a chyda Llywodraeth Cymru yn sicrhau ein bod yn monitro ac yn rheoli'r sefyllfa hon yn effeithiol

3. RISG

Mae 11 risg ar yr agenda ac mae un ohonynt yn goch:
o Seiberddiogelwch.

4. ARGYMHELLIAD

Gofynnir i'r Pwyllgor nodi'r adroddiad hwn.

<table>
<tr><th colspan="4">Llywodraethu a Sicrwydd</th></tr>
<tr><td rowspan="4">Cysylltu â nodau strategol y Cynllun Tymor Canolig Integredig (rhowch ✓)</td><td>Nod Strategol 1:
Arwain y broses o gynllunio a datblygu gweithlu cymwys, cynaliadwy a hyblyg, a sicrhau ei lesiant, er mwyn helpu i gyflawni 'Cymru Iachach'</td><td>Nod Strategol 2:
Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol</td><td>Nod Strategol 3:
Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel</td></tr>
<tr><td>✓</td><td>✓</td><td>✓</td></tr>
<tr><td>Nod Strategol 4:
Datblygu'r gweithlu er mwyn helpu i ddarparu diogelwch ac ansawdd</td><td>Nod Strategol 5:
Bod yn gyflogwr rhagorol ac yn lle gwych i weithio ynddo</td><td>Nod Strategol 6:
Cael ei gydnabod fel partner, dylanwadwr ac arweinydd rhagorol</td></tr>
<tr><td>✓</td><td>✓</td><td>✓</td></tr>
</table>

<table>
<tr><th colspan="2">Ansawdd, Diogelwch a Phrofiad Cleifion</th></tr>
<tr><td colspan="2">Nid oes unrhyw faterion ansawdd, diogelwch na phrofiad cleifion yn ymwneud yn uniongyrchol â'r adroddiad hwn</td></tr>
<tr><td colspan="2">Goblygiadau Ariannol</td></tr>
<tr><td colspan="2">Nid oes unrhyw oblygiadau ariannol uniongyrchol yn codi o'r adroddiad hwn.</td></tr>
<tr><td colspan="2">Goblygiadau Cyfreithiol (gan gynnwys asesu cydraddoldeb ac amrywiaeth)</td></tr>
<tr><td colspan="2">Nid oes unrhyw oblygiadau cyfreithiol uniongyrchol yn codi o'r papur hwn.</td></tr>
<tr><td colspan="2">Goblygiadau Staffio</td></tr>
<tr><td colspan="2">Nid oes unrhyw oblygiadau staffio uniongyrchol yn codi o'r adroddiad hwn.</td></tr>
<tr><td colspan="2">Goblygiadau Tymor Hir (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)</td></tr>
<tr><td colspan="2">Bydd yr ystod o weithgareddau a amlinellwyd yn yr adroddiad yn cyfrannu at ddull AaGIC o ymdrin â Deddf Llesiant Cenedlaethau'r Dyfodol. Fodd bynnag, bydd y cyfraniadau'n benodol i bob maes unigol a gwmpaswyd yn y trosolwg a geir yn yr adroddiad hwn.</td></tr>
<tr><td>Hanes yr Adroddiad</td><td>Cyflwynir Adroddiad y Prif Weithredwr ym mhob sesiwn Bwrdd agored, a gynhelir bob deufis.</td></tr>
<tr><td>Atodiadau</td><td>Amherthnasol</td></tr>
</table>

Addysg a Gwella Iechyd Cymru (AaGIC)
Health Education and Improvement Wales (HEIW)

Dyddiad y Cyfarfod	24 Medi 2020		**Eitem ar yr Agenda**		**3.1a**
Teitl yr Adroddiad	**Adolygiad Strategol o Weithwyr Iechyd Proffesiynol - Proses Gymeradwyo Llywodraethu**				
Awdur yr Adroddiad	Martin Riley. Dirprwy Gyfarwyddwr, Addysg, Comisiynu ac Ansawdd				
Noddwr yr Adroddiad	Eifion Williams. Cyfarwyddwr Cyllid				
Cyflwynwyd gan	Eifion Williams. Cyfarwyddwr Cyllid				
Rhyddid Gwybodaeth	Agored				
Pwrpas yr Adroddiad	Pwrpas yr adroddiad yw rhoi sicrwydd i'r Bwrdd ynghylch materion llywodraethu sy'n gysylltiedig â phroses gymeradwyo dogfennau terfynol yr Adolygiad Strategol.				
Materion Allweddol	Rhoi sicrwydd i'r Bwrdd mewn perthynas â'r materion llywodraethu sy'n gysylltiedig â phroses gymeradwyo dogfennau terfynol yr Adolygiad Strategol.				
Camau penodol i'w cymryd *(rhowch un ✓ yn unig)*	**Gwybodaeth**	**Trafodaeth**	**Sicrwydd**	**Cymeradwyo**	
			✓		
Argymhellion	Gofynnir i'r Bwrdd, • Nodi **er sicrwydd** y broses o adolygu a chymeradwyo er mwyn sicrhau bod y papurau a gyflwynwyd gan Dîm Gweithredol AaGIC a Phwyllgor Addysg, Comisiynu ac Ansawdd yn destun craffu a'u bod wedi'u diwygio'n unol â hynny. •				

ADOLYGIAD STRATEGOL O BROSES GYMERADWYO GWEITHDREFNAU LLYWODRAETHU ADDYSG GWEITHWYR IECHYD PROFFESIYNOL

1. CYFLWYNIAD

Pwrpas yr adroddiad yw rhoi sicrwydd i'r Bwrdd ar faterion llywodraethu sy'n gysylltiedig â phroses gymeradwyo dogfennau terfynol yr Adolygiad Strategol.

2. CEFNDIR

Bydd aelodau'r Bwrdd yn cofio briffiau blaenorol ar y gwaith a wnaethpwyd gan Fwrdd Rhaglen Addysg ar gyfer Gweithwyr Iechyd Proffesiynol. Erbyn hyn, mae Bwrdd AaGIC wedi cael canlyniad gwaith Bwrdd y Rhaglen. Er y bydd y papur esboniadol yn cael ei ystyried yn y sesiwn Agored, bydd yr atodiadau'n cael eu hystyried mewn sesiwn gaeedig gan yr ystyrir eu bod yn sensitif yn fasnachol:

- Adroddiad esboniadol ar y gwaith a wnaethpwyd a chanlyniad Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol – Cam 1 (Sesiwn Agored)
- Atodiad 1: Y cyflwyniad ar gyfer digwyddiad olaf y rhanddeiliaid a gynhaliwyd ar 11 Medi 2020. (Sesiwn gaeedig)
- Atodiad 2: Gwahoddiad i Dendro a dogfennau Manyleb y Gwasanaeth. (Sesiwn gaeedig)
- Atodiad 3: Y cwestiynau i'w hateb yn y broses werthuso.(Sesiwn gaeedig)
- Atodiad 4: Papur Briffio'r Contract Caffael.(Sesiwn gaeedig)

Cyflwynir y papurau hyn i Fwrdd AaGIC fel y gall:

- Nodi'r cynllun a'r strategaeth gaffael
- Cymeradwyo'r Gwahoddiad i Dendro a Manyleb y Contract
- Cymeradwyo'r Adroddiad Caffael i'w gyflwyno i Gyfarwyddwr y Gwasanaethau Caffael ym Mhartneriaeth Cydwasanaethau GIG Cymru (NWSSP) a Llywodraeth Cymru

3. LLYWODRAETHU A MATERION RISG

Amlinellir isod y broses sicrwydd ar gyfer dogfennau'r adolygiad Strategol.

Mae Bwrdd y Prosiect wedi goruchwylio'r Adolygiad Strategol, ac fe'i cadeiriwyd ar y cychwyn gan y cyn Gyfarwyddwr Nyrsio ac yna wedyn gan y Cyfarwyddwr Cyllid. Mae Bwrdd y Prosiect yn cynnwys staff AaGIC ac uwch aelodau Cyfarwyddiaethau Caffael a Gwasanaethau Cyfreithiol a Risg yr NWSSP.

Sefydlwyd dau is-grŵp, y Grŵp Dogfennau a'r Grŵp Cyfathrebu, y ddau wedi'u cadeirio gan y Dirprwy Gyfarwyddwr Addysg, Comisiynu ac Ansawdd. Mae Bwrdd y Prosiect a dau is-grŵp wedi diffinio'r cylch gorchwyl ac aelodaeth. Ar gyngor Cydweithwyr Cyfreithiol, mae dogfennau wedi'u nodi yn "Fasnachol Sensitif". Defnyddiodd Bwrdd y Prosiect a dau is-grŵp adnoddau rheoli prosiectau i reoli'r gweithgareddau a oedd angen eu gwneud, yn cynnwys siartiau Gantt a chofrestri risg.

Cyflwynwyd y gyfres o bapurau a luniwyd gan Fwrdd y Prosiect i gyfarfod Tîm Gweithredol Ffurfiol AaGIC gan y Dirprwy Gyfarwyddwr, Addysg, Comisiynu ac Ansawdd ar 10 Medi 2020.

Yn dilyn trafodaeth, aethpwyd i'r afael â'r sylwadau, a diwygiwyd y papurau cyn eu cyflwyno i'r Pwyllgor Addysg, Comisiynu ac Ansawdd ar 16 Medi 2020 gan Gyfarwyddwr Cyllid a Dirprwy Gyfarwyddwr Addysg, Comisiynu ac Ansawdd.

Yn dilyn rhagor o graffu yn y Pwyllgor Addysg, Comisiynu ac Ansawdd a'r cwestiynau amrywiol a gododd Cadeirydd y Pwyllgor, diwygiwyd ymhellach y gyfres o bapurau cyn eu cyflwyno i'r Bwrdd i'w hystyried a'u cymeradwyo. Felly, mae'r dogfennau a gyflwynwyd i'r Bwrdd yn ymgorffori'r diwygiadau a oedd yn ofynnol o'r broses graffu a gafwyd yng nghyfarfod y Tîm Gweithredol Ffurfiol, y Pwyllgor Addysg, Comisiynu ac Ansawdd a'r cwestiynau ysgrifenedig a dderbyniwyd gan Gadeirydd y Pwyllgor Addysg, Comisiynu ac Ansawdd.

Gofynnir i'r Bwrdd nodi'r materion llywodraethu sy'n gysylltiedig â'r broses gymeradwyo a'r broses ailadroddus o sicrhau bod y papurau a gyflwynwyd gan y Tîm Gweithredol AaGIC a Phwyllgor Addysg, Comisiynu ac Ansawdd wedi bod yn destun craffu.

4. GOBLYGIADAU ARIANNOL

Nodir y rhain yn y papur esboniadol ar gyfer yr Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol.

5. ARGYMHELLIAD

Gofynnir i'r Bwrdd wneud y canlynol:

Nodi **er sicrwydd** y broses o adolygu a chymeradwyo er mwyn sicrhau bod y papurau a gyflwynwyd gan Dîm Gweithredol AaGIC a Phwyllgor Addysg, Comisiynu ac Ansawdd yn destun craffu a'u bod wedi'u diwygio'n unol â hynny.

Llywodraethu a Sicrwydd			
Cysylltu ag amcanion strategol yr IMTP *(rhowch ✓)*	**Nod Strategol 1:** Arwain y broses o gynllunio a datblygu gweithlu cymwys, cynaliadwy a hyblyg, a sicrhau ei lesiant, er mwyn helpu i gyflawni *'Cymru Iachach'*	**Nod Strategol 2:** Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol	**Nod Strategol 3:** Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel
	✓	✓	✓
	Nod Strategol 4: Datblygu'r gweithlu er mwyn helpu i ddarparu diogelwch ac ansawdd	**Nod Strategol 5:** Bod yn gyflogwr rhagorol ac yn lle gwych i weithio ynddo	**Nod Strategol 6**: Cael ei nabod fel partner, dylanwadwr ac arweinydd rhagorol
	✓	✓	✓

Ansawdd, diogelwch a phrofiad y claf
Yn sail i bob agwedd ar y contract.
Goblygiadau ariannol
Wedi'u nodi yn y papur esboniadol ar gyfer yr Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol.
Goblygiadau cyfreithiol (gan gynnwys asesiad o gydraddoldeb ac amrywiaeth)
Mae Uwch Gyfreithiwr o'r Adran Gwasanaethau Cyfreithiol a Risg, NWSSP sydd â chefndir ym maes cyfraith contract a masnachol wedi'i gyllido i gefnogi'r gwaith hwn ac mae wedi bod yn rhan o'r gwaith o ddatblygu Gwahoddiad i Dendro a Manyleb y Contract. Yn ogystal, mae Swyddog y Gweithlu, Cydraddoldeb ac Amrywiaeth AaGIC wedi bod yn rhan o dîm y prosiect o gychwn cyntaf strwythur y prosiect (Mai 2019).
Goblygiadau staffio
Mae tîm prosiect wedi'i sefydlu a'i ariannu i gyflawni'r darn hwn y gwaith. Mae hyn yn cynnwys cymorth gweinyddol ar gyfer y Tîm Addysg, Comisiynu ac Ansawdd yn y Gyfarwyddiaeth Nyrsio a gwaith caffael penodol a chymorth cyfreithiol gan NWSSP.
Goblygiadau hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)
Nodwyd yn y papur ac mae'r themâu wedi'u hymgorffori yn y contract newydd.

Hanes yr Adroddiad	Amherthnasol
Atodiadau	

GIG CYMRU NHS WALES | Addysg a Gwella Iechyd Cymru (AaGIC)
Health Education and Improvement Wales (HEIW)

<table>
<tr><td>Dyddiad y Cyfarfod</td><td colspan="2">24 Medi 2020</td><td>Eitem ar yr Agenda</td><td>3.1b</td></tr>
<tr><td>Teitl yr Adroddiad</td><td colspan="4">Adolygiad Strategol Gweithwyr Iechyd Proffesiynol - Y Sefyllfa Derfynol</td></tr>
<tr><td>Awdur yr Adroddiad</td><td colspan="4">Martin Riley. Dirprwy Gyfarwyddwr, Addysg, Comisiynu ac Ansawdd</td></tr>
<tr><td>Noddwr yr Adroddiad</td><td colspan="4">Eifion Williams. Cyfarwyddwr Cyllid</td></tr>
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<tr><td>Rhyddid Gwybodaeth</td><td colspan="4">Agored</td></tr>
<tr><td>Pwrpas yr Adroddiad</td><td colspan="4">Pwrpas yr adroddiad yw rhoi’r cynigion caffael terfynol i’r Bwrdd ar gyfer yr adolygiad strategol o addysg cyn cofrestru gweithwyr iechyd proffesiynol.</td></tr>
<tr><td>Materion Allweddol</td><td colspan="4">Strategaeth Lotiau
Themâu Allweddol
Amserlenni Caffael
Gwahoddiad i Dendro a Manyleb Contract
Goblygiadau Cyllid
Trefniadau Llywodraethu
Cymeradwyo</td></tr>
<tr><td rowspan="2">Camau penodol i’w cymryd (rhowch un ✓ yn unig)</td><td>Gwybodaeth</td><td>Trafodaeth</td><td>Sicrwydd</td><td>Cymeradwyo</td></tr>
<tr><td></td><td></td><td></td><td>✓</td></tr>
<tr><td>Argymhellion</td><td colspan="4">Gofynnir i’r Bwrdd,
Nodi’r cynllun a’r strategaeth gaffael
Cymeradwyo’r Gwahoddiad i Dendro a Manyleb y Contract
Cymeradwyo’r Adroddiad Caffael i’w gyflwyno i Gyfarwyddwr y Gwasanaethau Caffael ym Mhartneriaeth Cydwasanaethau GIG Cymru (NWSSP) a Llywodraeth Cymru</td></tr>
</table>

ADOLYGIAD STRATEGOL O ADDYSG GWEITHWYR IECHYD PROFFESIYNOL

1. CYFLWYNIAD

Mae AaGIC yn comisiynu addysg a hyfforddiant ar gyfer gweithwyr iechyd proffesiynol er mwyn cynorthwyo Byrddau Iechyd ac Ymddiriedolaethau'r GIG i weithredu eu Cynlluniau Tymor Canolig Integredig a rhoi'r gweithlu sydd ei angen arnynt i ddiwallu anghenion eu poblogaeth leol a Defnyddwyr Gwasanaethau.

Roedd contractau i fod i ddod i ben ym mis Gorffennaf 2021 a rhoddwyd hysbysiad addasu ar "GwerthwchiGymru" i ymestyn y rhain am flwyddyn arall tan fis Gorffennaf 2022. Gan na dderbyniwyd unrhyw heriau i'r hysbysiad hwn o fewn y 30 diwrnod a nodwyd, gall AaGIC ymestyn pob contract tan fis Gorffennaf 2022. Mae pob Prifysgol wedi cael gwybod yn ffurfiol am yr estyniad i gyfnod y contract.

Mae Cam 1 yr Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol yn rhaglen sy'n ceisio sicrhau addysg cyn cofrestru i weithwyr iechyd proffesiynol yng Nghymru am y 10 mlynedd nesaf. Mae'r rhaglen hon yn gyfle i adolygu ffurf a ffocws presennol y ddarpariaeth gyfredol ac ystyried y manylebau a'r rhaglenni addysg sydd eu hangen i gefnogi'r GIG yng Nghymru yn y dyfodol.

Fel rhan o'r rhaglen, cynhaliwyd adolygiad gan KPMG, gwnaed gwaith ymgysylltu helaeth gyda rhanddeiliaid a chynhaliwyd gwaith ymchwil ar arferion gorau rhyngwladol gan y Tîm Addysg, Comisiynu ac Ansawdd. Daeth yr egwyddorion allweddol canlynol i'r amlwg, sy'n unol â Cymru Iachach, ac ymgorfforwyd Strategaeth newydd y Gweithlu a Nodau ac Amcanion Strategol AaGIC hefyd yn y contractau newydd:

- AaGIC yn datblygu ei rôl o ran **cefnogi staff sydd newydd gymhwyso**
- Datblygu ymhellach rôl strategol wrth **ddarparu lleoliadau**
- **Dull lleol / rhanbarthol** o gomisiynu lle y bo'n briodol
- Meithrin **cydnerthedd** yn y system
- Defnyddio **technolegau** i wella addysgu, cymorth i fyfyrwyr a pharatoi lleoliadau
- **Integreiddio'r amgylchedd digidol i** ddysgu
- Datblygu addysg a hyfforddiant ar draws **y llwybr gyrfa cyfan**
- Sefydlu dull gwell o **ymdrin ag addysg ryngbroffesiynol**
- Datblygu **llwybrau hyblyg**
- Gwell **cytundebau gweithio tairochrog**
- **Gwella ymatebolrwydd** i'r Angen am Wasanaeth/ Polisi Llywodraeth Cymru
- **Cefnogi myfyrwyr** o gefndiroedd difreintiedig
- **Dysgu o Bell ac ar Wasgar**
- **Arweinyddiaeth Dosturiol**

Dyma'r tro cyntaf i adolygiad system gyfan o Addysg Gweithwyr Iechyd Proffesiynol gael ei gynnal yng Nghymru. Mae canlyniad yr ymchwil, ymgysylltu helaeth a chysoni â dogfennau polisi strategol wedi arwain at gontract arloesol, newydd a fydd yn sicrhau Darparwyr Addysg priodol o ansawdd uchel a all ddangos eu bod yn darparu gwasanaethau o ansawdd uchel, gweithio mewn partneriaeth ag iechyd a gofal cymdeithasol gan alluogi Cymru i fodloni anghenion y GIG yng Nghymru a defnyddwyr gwasanaethau - nawr ac yn y dyfodol.

Bydd "ffurf" addysg, fel yr amlygwyd yn y strategaeth lotiau a geir yn yr adroddiad hwn, yn sicrhau gwell mynediad i addysg ar gyfer Gweithwyr Iechyd Proffesiynol, gan roi cyfleoedd gwell i ddarpar fyfyrwyr o bob rhan o Gymru a ffyrdd mwy hyblyg o astudio. Unwaith eto, mae'r agenda ehangu mynediad, sy'n sail i elfennau recriwtio, dethol a phrofiad myfyrwyr y contract newydd, yn rhoi mwy o gyfleoedd i fyfyrwyr hyfforddi. Mae'r mecanweithiau cymorth myfyrwyr sydd wedi'u hymgorffori yn y contract newydd wedi'u cynllunio i sicrhau bod pob myfyriwr yn cael y cymorth pwrpasol sydd ei angen arno i symud ymlaen.

Dylai recriwtio myfyrwyr o ardaloedd gwledig drwy'r strategaeth lotiau gynnig mynediad teg o'r dechrau i bobl sy'n byw mewn cymunedau gwledig. Mae mesurau ychwanegol wedi'u rhoi ar waith i sicrhau bod myfyrwyr o ardaloedd gwledig yn cael blaenoriaeth o ran cael mynediad at raglenni nyrsio dysgu cyfunol ar draws Hywel Dda a Phowys (Lotiau 3 a 4).

Er mwyn sicrhau bod gweithgareddau recriwtio'n cael eu cynnal yn gyson ym mhob rhan o Gymru, bydd Sefydliadau Addysg Uwch (SAU) yn adrodd yn flynyddol ar dueddiadau a gweithgareddau recriwtio; bydd hyn, ynghyd â dulliau dadansoddi data newydd, yn galluogi mapio meysydd preswyl myfyrwyr er mwyn tynnu sylw at unrhyw ddiffyg cynrychiolaeth. Os bydd Darparwr Addysg yn methu recriwtio'n gyson, bydd y comisiynydd yn gosod camau i'r darparwr gymryd camau unioni.
Bydd canlyniadau manteision y gronfa amddifadedd yn cael eu monitro'n ofalus. Mae'r fethodoleg dadansoddi data newydd yn helpu i fapio teithiau myfyrwyr er mwyn sicrhau bod cyfraddau cynnydd a dosbarthiadau gradd yn deg. Bydd disgwyl i ymgeiswyr llwyddiannus ddarparu adroddiadau blynyddol tryloyw o unrhyw Gyrhaeddiad Gwahaniaethol posibl. Mae hyn yn cynnwys unrhyw amrywiad mewn profiad, canfyddiadau neu gyrhaeddiad ar gyfer gwahanol grwpiau â nodweddion gwarchodedig, gan gynnwys o wahanol gefndiroedd economaidd-gymdeithasol. Fel rhan o'r metrigau ansawdd sydd yn y contract newydd, bydd y Tîm Addysg, Comisiynu ac Ansawdd (ECQT) o fewn AaGIC yn parhau i gyfarfod yn flynyddol â grwpiau mawr o fyfyrwyr i drafod eu profiadau yn eu prifysgolion perthnasol. Gwahoddir myfyrwyr sydd wedi cael cymorth ychwanegol drwy'r gronfa amddifadedd i roi adborth ar eu profiadau ac effeithiau'r gronfa ychwanegol ar eu haddysg.

Mae'r fanyleb yn hwyluso gofal yn nes at y cartref a dull system gyfan o ymdrin ag iechyd a gofal cymdeithasol drwy wella ymhellach y sgiliau a'r profiadau cyffredinol ac amlddisgyblaethol a ddarperir i fyfyrwyr. Mae hyn yn galluogi myfyrwyr i ddod yn ymarferwyr effeithiol ar draws y sectorau sylfaenol, eilaidd, cymunedol, annibynnol a gofal cymdeithasol.

Bydd pob lleoliad ymarfer yn cynnig ystod eang o brofiadau ac amgylcheddau dysgu ochr yn ochr â chyfleoedd dysgu academaidd cadarn sy'n hanfodol i ddatblygiad myfyrwyr. Rhaid i leoliadau ymarfer gynnwys cyfleoedd yn y Sectorau Sylfaenol, Cymunedol, Gofal Cymdeithasol, y sectorau annibynnol a'r Trydydd Sector, gyda darparwyr yn cael eu gwerthuso'n benodol ar eu gallu i ffurfio partneriaethau effeithiol gyda phob un o'r meysydd neu sectorau, gan gynnwys gofal sylfaenol. Bydd penodi Pennaeth Profiad Lleoliadau, fel y nodir yn y dogfennau tendro, yn helpu ymhellach i fonitro, parhau ac ehangu lleoliadau i ofal sylfaenol a lleoliadau eraill er mwyn hwyluso dull cydgysylltiedig ar draws pob elfen o iechyd a gofal. Mae’r gofynion sy’n ymwneud ag addysg ryngbroffesiynol a lleoliadau amlddisgyblaethol yn adlewyrchu arfer gorau mewn rhannau eraill o’r byd ac mae ehangu lleoliadau ymhellach i Ofal Sylfaenol, Cymunedol a Chymdeithasol yn sicrhau ein bod yn cynhyrchu Gweithwyr Iechyd Proffesiynol sy’n cael y profiad ehangaf yn ystod eu hyfforddiant i’w galluogi i weithio ar draws y sectorau Iechyd a Gofal Cymdeithasol.

Mae’r safonau Addysg Ryng-broffesiynol (IPE) yn y contract wedi’u datblygu’n fwriadol i fod mor hyblyg â phosibl. Mae’n ofynnol i’r prifysgolion gwmpasu’r proffesiynau y mae’r myfyrwyr yn fwyaf tebygol o weithio gyda nhw ar ôl graddio. Mae’n sicr mai’r proffesiwn meddygol fydd y proffesiwn y bydd pob un o’n gweithwyr gofal iechyd proffesiynol yn gweithio gydag ef wrth ymarfer. Cydnabyddir y bydd hyn yn digwydd yn organig i ryw raddau. Fodd bynnag, rydym yn bwriadu gweithio gyda’r prifysgolion i hwyluso gweithio ar draws sefydliadau ac ysgolion. Bydd y Tîm Addysg, Comisiynu ac Ansawdd yn sicrhau bod cysylltiadau’n cael eu creu drwy gydweithio â chydweithwyr yn AaGIC ym maes meddygaeth, deintyddol, gofal sylfaenol a fferylliaeth. Mae hyn yn allweddol er mwyn bwrw ymlaen â hyn unwaith bydd y contractau wedi’u dyfarnu. Er mwyn sicrhau bod IPE yn cael ei weithredu’n effeithiol o fewn y contractau ar draws disgyblaethau perthnasol (gan gynnwys meddygol), mae perfformiad ac ansawdd wedi’u cynnwys ym Manyleb y Contract a bydd hyn yn cael ei asesu a’i fonitro gan AaGIC yn flynyddol.

Cafodd ymarfer mapio ei wneud gyda’r themâu allweddol yn y contractau newydd a’r prif sbardunau polisi:

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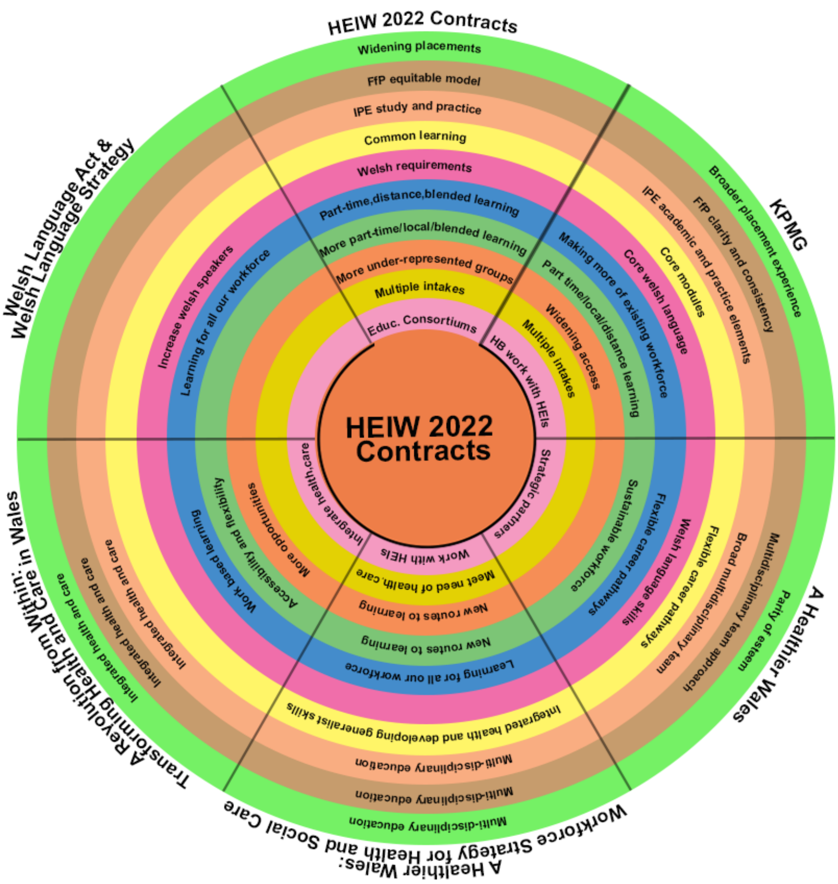

AaGIC – Adeiladu addysg iechyd y dyfodol

Contractau AaGIC 2022
Ehangu lleoliadau
Model Pris sefydlog teg (Ffp)
Astudio ac ymarfer IPE
Dysgu cyffredin
Gofynion y Gymraeg
Dysgu rhan-amser, o bell, cyfunol
Mwy o ddysgu rhan-amser, lleol, cyfunol
Mwy o grwpiau heb gynrychiolaeth ddigonol
Mwy nag un cohort yn dod i mewn

Cymru Iachach
Parch cydradd
Dull tîm amlddisgyblaethol
Llwybrau gyrfa hyblyg
Sgiliau yn y Gymraeg
Gweithlu cynaliadwy

Partneriaid strategol

KPMG
Profiad mwy eang ar leoliadau
Eglurder a chysondeb FfP
Elfennau academaidd ac ymarfer IPE
Modiwlau craidd
Y Gymraeg craidd
Gwneud y gorau o'r gweithlu presennol
Dysgu rhan-amser, lleol, cyfunol
Ehangu mynediad
Mwy nag un cohort yn dod i mewn
Byrddau Iechyd yn gweithio gyda SAUau

Cymru Iachach: Strategaeth Gweithlu ar gyfer Iechyd a Gofal Cymdeithasol
Addysg amlddisgyblaethol
Integreiddio iechyd a datblygu sgiliau cyffredinol
Dysgu ar gyfer pob un o'r gweithlu
Llwybrau newydd at ddysgu
Llwybrau newydd at ddysgu
Bodloni anghenion gofal iechyd
Gweithio gyda SAUau

Chwyldro o'r tu fewn: trawsnewid iechyd a gofal yng Nghymru
Iechyd a gofal integredig
Iechyd a gofal integredig
Iechyd a gofal integredig
Dysgu seiliedig ar waith
Hygyrchedd a hyblygrwydd
Mwy o gyfleoedd
Iechyd a gofal integredig

Deddf yr Iaith Gymraeg a Strategaeth y Gymraeg
Cynyddu nifer y siaradwyr Cymraeg
Dysgu i'r holl weithlu

Mae'r themâu allweddol gyda'i gilydd yn ychwanegu dimensiwn at gontractau gweithwyr iechyd proffesiynol yng Nghymru nad ydynt yn gyffredin - yn eu cyfanrwydd - ar draws rhannau eraill o'r DU. Felly, nid yn unig y mae'r contract newydd hwn yn addas ar gyfer y dyfodol ond bydd yn darparu system addysg o'r radd flaenaf i'r proffesiwn iechyd yng Nghymru.

Roedd Adroddiad KPMG a llawer o'r prosesau ymgysylltu yn rhagflaenu'r pandemig covid-19. Fodd bynnag, o ran adolygu'r themâu allweddol yn sgil covid-19 maent i gyd yn parhau'n berthnasol ac yn ddilys.

Yn ystod y pandemig mae Prifysgolion wedi mynd ati i ddarparu addysg drwy ddulliau digidol a rhithwir ac wedi gallu darparu addysg gydamserol ac anghydamserol drwy ddysgu digidol a rhithwir.

Yr adborth yw bod y myfyrwyr wedi addasu i'r newid yn dda. Mae hyn wedi cadarnhau'r hyn rydym ni'n ei gredu sef y gallai darparu addysg a hyfforddiant drwy ddulliau digidol, o gael ei wneud yn dda, wella profiad y myfyriwr a rhoi cymorth o bell gwerthfawr i fyfyrwyr.

Yn ogystal, mae Manyleb y Contract wedi ymgorffori gofyniad i baratoi ymarferwyr ar gyfer darparu gwasanaethau ar-lein digidol. Mae'r rhan fwyaf o ddisgyblaethau bellach wedi mabwysiadu'r dull hwn yn ymarferol a bydd y myfyrwyr o'r fan hon ymlaen yn cymryd rhan yn y model gwasanaeth hwn yn ystod yr amser yn y lleoliadau. Mae'r contract yn hyrwyddo ac yn meincnodi gallu digidol fel rhan o'r metrigau perfformiad ac ansawdd. Mae'n hanfodol bod yr agenda hon yn datblygu'n barhaus, pa un ai yw Covid yn ffactor ai peidio. Fodd bynnag, mae rhoi sgiliau digidol a dysgu a darparu addysg i fyfyrwyr drwy ddulliau digidol yn flaenoriaeth uchel o fewn y contract ac yn helpu i roi'r sgiliau sydd eu hangen ar raddedigion iechyd proffesiynol newydd i ddarparu gofal diogel o safon mewn Gwasanaeth sy'n esblygu'n barhaus.

2. YMGYSYLLTU

Yn dilyn Adolygiad KPMG ac er mwyn sicrhau bod y contract newydd yn cael y budd mwyaf posibl ac yn diwallu anghenion y Gwasanaeth a'r Prifysgolion datblygwyd y cynllun ymgysylltu canlynol i archwilio'r themâu allweddol a nodwyd ymhellach,

Dyddiad	Ymgysylltu
11 Hydref 2019	Digwyddiad yng Nghaerdydd i bawb sydd â diddordeb mewn gwneud cais. Roedd y bore'n cynnwys cyfres o gyflwyniadau a gyflwynwyd gan AaGIC ar y themâu oedd wedi dod i'r amlwg, y strategaeth lotiau ddrafft a gwybodaeth gaffael allweddol. Roedd y prynhawn ar gael i bartïon â diddordeb drefnu sesiynau unigol 25 munud gyda staff allweddol AaGIC.
Tachwedd 2019 – Ionawr 2020	Ymwelodd AaGIC â phob Bwrdd Iechyd a Thîm Gweithredol yr Ymddiriedolaeth i rannu themâu a oedd wedi dod i'r amlwg, y strategaeth lotiau ddrafft a gwybodaeth gaffael allweddol. Ffocws yr ymweliadau hyn oedd sicrhau, cyn belled ag y bo modd, fod y contract newydd yn mynd i'r afael ag anghenion rhanbarthau unigol i weithredu fel galluogwr wrth ddarparu'r gweithlu cywir ar yr adeg gywir gyda'r sgiliau angenrheidiol i gefnogi gofal diogel ac o ansawdd i gleifion.
Tachwedd/ Rhagfyr 2019	Ymwelodd AaGIC â phob Prifysgol: **a)** Ar gyfer Prifysgolion sydd wedi'u contractio ar hyn o bryd, ychwanegwyd "Rhan B" at yr ymweliad Ansawdd Contract a drefnwyd **b)** I bartïon eraill â diddordeb trefnwyd ymweliad ar wahân Rhoddodd hyn gyfle i'r Prifysgolion ofyn am eglurhad pellach a rhoi mwy o adborth ar y contract a'r strategaeth drafft.
Ionawr 2020	Digwyddiadau Ymgysylltu â Myfyrwyr i'w cynnal ledled Cymru Profwyd themâu allweddol gyda myfyrwyr ac roedd hyn o help o AaGIC wrth sicrhau bod y contractau newydd yn addas i'r diben ac yn adlewyrchu anghenion myfyrwyr**.**
Chwefror 2020	Ymgysylltu â defnyddwyr gwasanaethau a grwpiau cleifion ledled Cymru

	Profwyd themâu allweddol gyda chleifion a defnyddwyr gwasanaethau ac roedd hyn o help i'r Comisiynydd wrth sicrhau bod y contractau newydd yn addas i'r diben ac yn adlewyrchu anghenion cleifion**.**
Gorffennaf 2020	Cynnal Digwyddiad Prisio a Strategaeth Rhithwir ar gyfer pob un oedd â diddordeb mewn gwneud cais. Rhoddodd hyn brawf pellach ar strategaeth brisio arfaethedig AaGIC. Tynnir sylw'n fanylach at hyn yn adran Cyllid yr adroddiad hwn.
7 Medi 2020	Cynhaliwyd diwrnod Hyfforddi Gwerthuso Rhithwir ar gyfer gwerthuswyr. Y diben oedd rhoi gwybod i werthuswyr am eu dyletswyddau a'u cyfrifoldebau fel gwerthuswyr, rhoi gwybod iddynt am yr ymarfer caffael a rhoi cyfle i werthuswyr weithio gydag AaGIC i sicrhau bod y cwestiynau gwerthuso yn addas i'r diben ac y byddant yn hwyluso'r broses o ddyfarnu contractau i'r ymgeiswyr gorau a mwyaf priodol. Mae timau Gwerthuso Amrywiol yn arwain at wneud penderfyniadau gwell sy'n: 1. Sicrhau prosesau a chraffu cadarn i helpu i sicrhau'r darparwyr mwyaf priodol 2. Lleihau'r risg o herio / heriau llwyddiannus i benderfyniadau 3. "Prynu i mewn" / Perchenogaeth o'r Gwasanaeth
11 Medi 2020	Digwyddiad rhanddeiliaid terfynol (Rhithwir) lle bydd y contract a'r strategaeth derfynol yn cael eu cyflwyno i bawb sydd â diddordeb.

Mae hon wedi bod yn broses ailadroddol lle mae manyleb y contract wedi'i mireinio fel mater o drefn yn seiliedig ar ymgysylltu â rhanddeiliaid. Mae'r digwyddiadau rhanddeiliaid ar gyfer darpar gynigwyr wedi profi ein themâu allweddol, gan gynnwys y strategaethau lotiau a phrisio a, lle y bo'n briodol, gwnaed addasiadau i'r gofynion a nodir ym Manyleb y Contract. Er enghraifft, mae'r cynigion IPE cychwynnol wedi'u haddasu ac mae rhai o'r lotiau wedi'u mireinio. Felly, mae'r contract terfynol yn gontract cytbwys, sy'n bodloni gofynion rhanddeiliaid ond yn ymwybodol o allu Prifysgolion a'r awydd i gyflawni.

Dangosir yr amserlenni lefel uchel ar gyfer yr ymarfer tendro a'r broses ddyfarnu isod.

Carreg Filltir Allweddol	**Dyddiad**
Cymeradwyaeth Bwrdd AaGIC	Medi 2020
Cymeradwyaeth y Gweinidog	Hydref 2020
Rhoi Hysbysiad OJEU i sbarduno caffael	Hydref 2020
Cyflwyno'r cais	Diwedd Rhagfyr 2020
Gwerthuso ceisiadau	Ionawr - Chwefror 2021
Gweithdrefnau dyfarnu / llofnodi	Mawrth – canol Ebrill 2021
Dyfarnu Contractau	Canol Ebrill 2021
Dechrau'r contract	Awst 2021
Rhaglenni addysg newydd yn dechrau	Medi 2022

Mae cyfrifoldebau ymgeiswyr yn cynnwys:

- Darparu cynllun adleoli o fewn eu hymateb tendro sy'n nodi'r gweithgareddau arfaethedig sydd eu hangen i gyflawni a dangos parodrwydd i ddarparu'r Gwasanaethau gan gynnwys
- Amserlenni ar gyfer cyflawni a chwblhau gweithgarwch allweddol ar ffurf siart Gantt neu ddiagram cynllunio prosiect cyfatebol
- Nodi aelodau staff a ddyrennir i arwain ar bob un o'r gweithgareddau allweddol
- Nodi unrhyw risgiau posibl a'r camau y bydd angen eu rhoi ar waith i liniaru risgiau o'r fath.

Mae'r rhan fwyaf o'r SAUau yng Nghymru eisoes yn darparu addysg gofal iechyd broffesiynol ac, os ydynt yn llwyddo i gynnal contractau, bydd angen iddynt barhau i ddarparu'r addysg hon wrth sefydlu'r ddarpariaeth newydd neu addasu'r ddarpariaeth bresennol i safonau'r contract o 2022. Bydd y Tîm Addysg a Chomisiynu ac Ansawdd yn cyfarfod â'r prifysgolion yn rheolaidd i sicrhau bod eu cynllun gweithredu ar y trywydd iawn. Bydd yn ofynnol i'r prifysgolion ymgymryd â'r canlynol i sicrhau y gallant ddarparu'r addysg yn brydlon ar gyfer mis Medi 2022:

- Recriwtio staff academaidd sy'n weithwyr gofal iechyd proffesiynol cofrestredig i fodloni'r safonau ar gyfer cyrff proffesiynol, statudol a rheoleiddiol (PSRB)
- Datblygu cynlluniau busnes i graffu'n fewnol ar fwrdd ansawdd a safonau SAU
- Datblygu'r rhaglenni addysgu llawn gan gynnwys manylebau rhaglenni, disgrifyddion modiwlau a dogfennau lleoli i fodloni safonau'r PSRB a'r bwrdd ansawdd a safonau SAU mewnol
- Datblygu strategaethau dysgu ac addysgu ac asesu i fodloni safonau'r PSRB a'r bwrdd ansawdd a safonau SAU mewnol.
- Sefydlu cysylltiadau gwaith gyda darparwyr lleoliadau a datblygu'r holl waith papur gofynnol
- Sefydlu cysylltiadau gwaith â rhaglenni gofal iechyd eraill er mwyn bodloni'r safonau IPE
- Sefydlu gwasanaethau iechyd galwedigaethol i fyfyrwyr os nad ydynt yn darparu addysg gofal iechyd broffesiynol ar hyn o bryd
- Cwblhau dogfennau dilysu mewnol a chyflwyno'r dogfennau PSRB gofynnol er mwyn trefnu digwyddiadau dilysu
- Cynnal y digwyddiad neu'r digwyddiadau dilysu
- Bodloni'r gofynion a'r addasiadau a osodwyd yn dilyn y digwyddiadau dilysu
- Sefydlu amserlennu
- Cysylltu â gwasanaethau canolog prifysgolion ar gyfer cofrestrfa academaidd, cymorth lles myfyrwyr, gyrfaoedd, marchnata a recriwtio myfyrwyr
- Datblygu holl ddeunyddiau addysgu lefel 4 (blwyddyn 1) ac adnoddau addysgu ar-lein.
- Defnyddio proses recriwtio sy'n seiliedig ar werthoedd i recriwtio myfyrwyr i'r rhaglen

Yn **Atodiad 1** ceir cyflwyniad ar gyfer y digwyddiad rhanddeiliaid terfynol a gynhaliwyd ar 11 Medi 2020.

3. GWAHODDIAD I DENDRO (ITT) A MANYLEB GWASANAETH

Yn **Atodiad 2**, ceir y Gwahoddiad i Dendro a Manyleb y Gwasanaeth. Y bwriad yw ei fod yn cael ei ddarllen gan ddarpar gynigwyr a allai ddarparu a rheoli'r Gwasanaethau sy'n ofynnol o dan y Gofyniad. Bydd disgwyl i bob ymgeisydd fodloni'r Gofynion a nodir yn y Gwahoddiad i Dendro a'r Fanyleb hon a chadarnhau hyn o fewn amlen dechnegol y porth tendro.
Mae'r Fanyleb yn rhagweld y bydd Ymgeiswyr llwyddiannus yn Ddarparwyr Addysg (EP) sy'n gallu:

- darparu'r addysg i gyfranogwyr yn rhanbarthol neu'n genedlaethol yng Nghymru, lle bo hynny'n berthnasol, fel y nodir yn y strategaeth lotiau
- sicrhau bod yr addysg yn cael ei darparu yng nghyd-destun Cymru Iachach – ein Strategaeth Gweithlu ar gyfer Iechyd a Gofal Cymdeithasol yn darparu pob lleoliad gwaith yng Nghymru

Mae AaGIC (y Comisiynydd) yn croesawu Ceisiadau gan bob math o sefydliadau sy'n gwneud ceisiadau, boed ymgeiswyr unigol neu'n nifer o ymgeiswyr sy'n ceisio cyflwyno cais ar y cyd/consortia. Mater i sefydliadau sy'n gwneud cais yw dewis sut y maent yn strwythuro eu Ceisiadau. Gall ymgeiswyr fod yn un sefydliad neu'n grŵp neu'n gyfuniad o sefydliadau sy'n gweithredu gyda'i gilydd mewn un cais ar y cyd strategol (drwy gonsortiwm, cyd-fenter, trefniant partneriaeth neu fel arall). Pan ddatblygir dulliau ar y cyd bydd y comisiynydd yn contractio gydag un o'r endidau cyfreithiol dan sylw.

Gwahoddir ymgeiswyr i gyflwyno Ceisiadau i ddarparu'r Gofyniad i'r Comisiynydd. Wrth gyflawni'r Gofyniad, bydd yn ofynnol i'r Ymgeisydd llwyddiannus ymgysylltu â staff a rheolwyr y Comisiynydd sy'n gyfrifol am y Gwasanaethau y mae'r broses gaffael hon yn ymwneud â hwy. Bydd hyn yn sicrhau bod y Gofyniad yn cael ei gyflawni'n llwyddiannus, wrth gyflawni a chynnal y gwasanaeth a'r safonau uchaf yn gyson drwy gydol cyfnod y Contract yn unol â'r broses benodedig o reoli'r contract a chyflawni'r Dangosyddion Perfformiad Allweddol cytundebol a'r mesurau ansawdd.

Mae'r Gwahoddiad i Dendro yn nodi:

- Diffiniadau
- Trosolwg
- Strategaeth Lotiau
- Trefniadau pontio
- Proses Dendro ac Amserlenni
- Gwybodaeth Gaffael a Chanllawiau i Gynigwyr
- Methodoleg Gwerthuso gan gynnwys y matrics Sgorio

Manylion Manyleb y Contract:

- Cyfrifoldebau partneriaeth
- Recriwtio a Dethol
- Ehangu Mynediad

- Addysg Ryng-broffesiynol (IPE)
- Lleoliadau Ymarfer a Rheoli ac Egwyddorion Lleoliadau
- Digideiddio a Thechnoleg
- Iechyd Galwedigaethol
- Lles Myfyrwyr
- Y Gymraeg
- Cydraddoldeb, Amrywiaeth a Chynhwysiant
- Dysgu o Bell ac ar Wasgar
- Manteision Cymunedol
- Arweinyddiaeth a Gwelliant Tosturiol
- Rheoli Perfformiad
- Y Fframwaith Ansawdd
- Gofynion Adrodd Data
- Trefniadau Gweithio mewn Partneriaeth Llywodraethu Gwybodaeth
- Datrys Anghydfodau

4. Y STRATEGAETH LOTIAU

Mae'r strategaeth lotiau wedi'i datblygu a'i phrofi mewn cydweithrediad â rhanddeiliaid a phartneriaid. Fe'i cynlluniwyd i feithrin cydnerthedd i'r prosesau comisiynu addysg gweithwyr iechyd proffesiynol ledled Cymru, er mwyn diwallu anghenion Byrddau Iechyd ac Ymddiriedolaethau yng Nghymru yn y ffordd orau ac i roi'r cyfle i fwy o drigolion Cymru gael mynediad at addysg.

Mae'r Lotiau a ddangosir isod yn darparu rhifau dangosol yn y fformat ar gyfer ystod o gomisiynau ar gyfer 2022/23. Gall y niferoedd hyn newid yn flynyddol gan ystyried:

- Gwybodaeth o Gynlluniau Tymor Canolig Integredig sefydliadau'r GIG
- Modelu'r gweithlu/gwybodaeth ehangach sydd ar gael am y gweithlu
- Cyfeiriad strategol Llywodraeth Cymru (Cymru Iachach) a gofynion polisi ehangach
- Capasiti o fewn y system i gefnogi hyfforddiant
- Cyfleoedd i drawsnewid y gweithlu – arloesi / rolau newydd
- Gellir newid y niferoedd flwyddyn ar ôl blwyddyn, yn ôl disgresiwn y Comisiynwyr, o + neu – 20%.
- Gellir comisiynu niferoedd y tu allan i'r amrediad hwn gyda chytundeb y Comisiynydd a'r Darparwyr Addysg

Lle mae ystyriaethau penodol yn ymwneud â llawer o bobl, mae'r rhain wedi'u nodi fel canllawiau i ddarpar gynigwyr i'w galluogi i dargedu'r meysydd hyn a rhoi sicrwydd yn eu ceisiadau y byddant yn mynd i'r afael ag unrhyw faterion perthnasol.

Lot 1 - Nyrsio (Oedolion, Plant ac Iechyd Meddwl)
Mae Lot 1 wedi'i rannu'n 11 Is-lot fel y nodir isod:-

Rhif Is-lot	Lleoliad y Ddarpariaeth Addysg	Y Model Darparu Addysg Gofynnol*	Ystod y Niferoedd Comisiynu bob blwyddyn			
			Oedolion	Plant	Iechyd Meddwl	Cyfanswm
1a	Caerdydd a'r Fro yn cynnwys Felindre	BSc /MSc Amser Llawn	155-175	17-22	38-47	**210-244**
1b	Caerdydd a'r Fro	BSc Amser Llawn BSc Rhan-amser Diploma Ôl-raddedig/MSc	65-75	8-12	17-25	**90-112**
1c	Aneurin Bevan	BSc / MSc Amser Llawn	160-175	14-20	38-46	**212-241**
1d	Aneurin Bevan a Phowys	BSc Amser Llawn BSc Rhan-amser Diploma Ôl-raddedig/MSc	100-115	14-20	28-36	**142-171**
1e	Cwm Taf Morgannwg	BSc Amser Llawn BSc Rhan-amser Diploma Ôl-raddedig/MSc	250-265	25-35	58-70	**333-370**
1f	Bae Abertawe	BSc Amser Llawn BSc Rhan-amser Diploma Ôl-raddedig/MSc	205-220	22-30	52-65	**279-315**
1g	Hywel Dda - Gogledd	BSc Amser Llawn BSc Rhan-amser	28-35	0	12-15	**40-50**
1h	Hywel Dda – Dwyrain, De a Gorllewin	BSc Amser Llawn BSc Rhan-amser	130-150	17-24	30-39	**177-213**
1i	Gorllewin Prifysgol Betsi Cadwaladr	BSc Amser Llawn BSc Rhan-amser	90-100	11-14	22-30	**123-144**
1j	Canol / Dwyrain Prifysgol Betsi Cadwaladr	BSc Amser Llawn BSc Rhan-amser Diploma Ôl-raddedig/MSc	120-130	14-18	30-39	**164-187**
1k	Canol / Dwyrain Prifysgol Betsi Cadwaladr - addysgu ar draws 2 safle yn Wrecsam a Chonwy a Sir Ddinbych	BSc Amser Llawn BSc Rhan-amser	90-100	11-14	22-30	**123-144**

- Rhaid i Ddarparwyr Addysg allu recriwtio'r isafswm niferoedd a gomisiynir y manylir arnynt yn y tabl uchod.
- Rhaid i Ddarparwyr Addysg ar gyfer Is-lotiau 1a, 1b, 1c, 1d, 1e, 1f, 1h, 1i, 1j ac 1k ddarparu dau gohort o fyfyrwyr ar gyfer nyrsio oedolion a nyrsio iechyd meddwl y flwyddyn. Rhaid i un cohort nyrsio oedolion ac un cohort nyrsio iechyd meddwl ddechrau ym mis Medi a rhaid i'r ail cohort o nyrsys oedolion a nyrsys iechyd meddwl ddechrau rhwng mis Ionawr a mis Ebrill.
- Gall pob Is-lot ar gyfer nyrsio plant gynnwys un o ddwy cohort y flwyddyn.
- Rhaid cynnig Diploma Ôl-raddedig/MSc ond mae wedi'i gyfyngu i uchafswm o 10% o'r holl gomisiynwyr.
- Ar gyfer pob Is-lot sy'n cynnwys darpariaeth ran-amser, rhaid i'r ddarpariaeth ran-amser gynnwys o leiaf 10% o gyfanswm y comisiynau.

Bydd uchafswm o 3 Is-lot yn cael eu dyfarnu i Ddarparwr Addysg unigol ac felly gofynnir i Gynigwyr ddewis y lotiau sydd orau ganddynt yn y Cynnig fel y nodir yn yr amlen dechnegol yn Bravo eTender Wales.

Mae'n ofynnol i Ddarparwyr Addysg gydweithio â darparwyr addysg lleol addysg Gweithiwr Cymorth Gofal Iechyd lefel 4 i sicrhau bod rhaglenni'n mapio'n uniongyrchol i Raglenni Nyrsio Oedolion blwyddyn dau (lefel 5).

Rhaid i bob Is-lot gynnwys Myfyrwyr sy'n symud ymlaen gyda Thystysgrif AU (llwybr gweithiwr cymorth) a byddant yn cael mynediad uniongyrchol i flwyddyn 2 ym maes nyrsio. Mae'r niferoedd hyn wedi'u cynnwys yn y cyfansymiau a nodir uchod a byddant yn dechrau ym mlwyddyn 2 yn 2023/24.

Is-lot	**Darpariaeth amser llawn**	**Darpariaeth ran-amser**	**Cyfansymiau**
1a	15	0	15
1b	0	5	5
1c	10	0	10
1d	0	15	15
1e	10	15	25
1f	10	15	25
1g	0	5	5
1h	10	15	25
1i	10	15	25
1j	10	15	25
1k	10	15	25
Cyfanswm	85	115	200

- Bydd gan bob Is-lot nyrsio darged o nifer ychwanegol o gomisiynau **dychwelyd i ymarfer** bob blwyddyn.
- Mae'r targed dychwelyd i ymarfer yn 5% o'r comisiynau blynyddol.
- Mae'r niferoedd dychwelyd i ymarfer yn ychwanegol at y comisiynau blynyddol a nodir yn Is-lotiau 1a-1k.
- Y ffi dychwelyd i ymarfer fydd £1400 fesul Myfyriwr am y 3 blynedd cyntaf ac yna'n ddarostyngedig i'r mecanwaith adolygu prisiau fel y nodir yn adran 28 o'r Gwahoddiad i Dendro hwn.

Lot 2 – Nyrsio Anabledd Dysgu

Rhif Is-lot	Lleoliad y Ddarpariaeth Addysg	Byrddau Iechyd a gwmpesir	Y Model Darparu Addysg Gofynnol	Ystod y Niferoedd Comisiynu bob blwyddyn
2a	Gogledd Cymru	Prifysgol Betsi Cadwaladr	BSc Amser Llawn	**13-18**
2b	De-ddwyrain Cymru a Phowys	C a'r F, AB, CTM, Powys	BSc Amser Llawn	**35-42**
2c	De Orllewin a Gorllewin Cymru	BA, HDd	BSc Amser Llawn	**22-27**

- Mae recriwtio i ddarpariaeth Nyrsio Anabledd Dysgu yn her. Efallai y bydd angen i Ddarparwyr Addysg fod yn greadigol gyda strategaethau marchnata i sicrhau bod digon o ymgeiswyr o ansawdd da i lenwi lleoedd a gomisiynwyd

Lot 3 - Dysgu Gwasgaredig: Nyrsio (Oedolion ac Iechyd Meddwl)

Rhif Is-lot	Lleoliad y Ddarpariaeth Addysg	Y Model Darparu Addysg Gofynnol	Ystod y Niferoedd Comisiynu bob blwyddyn		
			Oedolion	Iechyd Meddwl	Cyfanswm
3a	Powys	BSc Amser Llawn	18-23	9-12	**27-35**
3b	Hywel Dda	BSc Amser Llawn	18-23	9-12	**27-35**

- Mae recriwtio lleol yn hanfodol ar gyfer darparu dysgu gwasgaredig.
- O fewn Is-lot 3a, rhaid i fyfyrwyr breswylio o fewn ardal Powys yn unol â map y Comisiynydd a nodir yn adran 7.2 o'r Gwahoddiad i Dendro hwn.
- O fewn Is-lot 3b, rhaid i fyfyrwyr breswylio o fewn ardal Hywel Dda yn unol â map y Comisiynydd yn adran 7.2 o'r Gwahoddiad i Dendro hwn.

Lot 4 - Dysgu o Bell: Nyrsio (Oedolion, Plant ac Iechyd Meddwl)

Rhif y Lot	Lleoliad y Ddarpariaeth Addysg	Y Model Darparu Addysg Gofynnol	Ystod y Niferoedd Comisiynu bob blwyddyn			
			Oedolion	Plant	Iechyd Meddwl	Cyfanswm
4	Dysgu o Bell	BSc Amser Llawn	55-65	12-18	18-23	**85-106**

- Rhaid dyfarnu o leiaf 33% o leoedd myfyrwyr i Fyfyrwyr sy'n byw yn ardaloedd daearyddol Powys a Hywel Dda.

Lot 5 – Bydwreigiaeth

Rhif Is-lot	Lleoliad y Ddarpariaeth Addysg	Byrddau Iechyd a gwmpesir	Y Model Darparu Addysg Gofynnol*	Ystod y Niferoedd Comisiynu bob blwyddyn
5a	De-ddwyrain Cymru (Derbyn unwaith y flwyddyn ym mis Medi)	Caerdydd a'r Fro / Aneurin Bevan	BSc Amser Llawn BSc Rhan-amser	**45-52**
5b	De-ddwyrain Cymru a Phowys – (Derbyn mewn dau gyfnod – Medi a Ionawr-Ebrill)	AB, C a'r F, CTM, Powys	BSc Amser Llawn BSc Rhan-amser	**45-52**
5c	Gorllewin Cymru (Derbyn mewn dau gyfnod – Medi a Ionawr-Ebrill)	BA, HDd	BSc Amser Llawn BSc Rhan-amser	**45-52**
5d	Gogledd Cymru – (Derbyn mewn dau gyfnod – Medi a Ionawr-Ebrill)	Prifysgol Betsi Cadwaladr	BSc Amser Llawn BSc Rhan-amser	**45-52**

- Rhaid i lotiau 5b, 5c a 5d fod â dau gohort – un yn dechrau ym mis Medi o'r flwyddyn academaidd berthnasol a rhaid i'r ail ddechrau rhwng mis Ionawr a mis Ebrill y flwyddyn academaidd honno.

Lot 6 – Therapi Galwedigaethol

Rhif Is-lot	Lleoliad y Ddarpariaeth Addysg	Byrddau Iechyd a Gwmpesir	Y Model Darparu Addysg Gofynnol* ac Ystod y Niferoedd a Gomisiynir bob blwyddyn			
			BSc Amser Llawn	BSc Rhan-amser	Diploma/MSc Ôl-raddedig	Cyfanswm
6a	Y De-ddwyrain	C a'r F, AB, CTM	55-62	0	18-23	**73-85**
6b	Y De-ddwyrain	C a'r F, AB, CTM	0	13-17	0	**15-20**
6c	De Orllewin a Gorllewin Cymru	BA, HDd	25-30	10-13	0	**35-43**
6d	Gogledd Cymru a Phowys	Prifysgol Betsi Cadwaladr, Powys	27-32	13-17	0	**40-49**

- Rhaid i Ddarparwyr Addysg sy'n llwyddo i ennill Is-lot 6a, 6b, 6c neu 6d sicrhau bod myfyrwyr yn profi Lleoliadau mewn amgylcheddau Iechyd a Gofal Cymdeithasol

Lot 7 – Ffisiotherapi

Rhif Is-lot	Lleoliad	Byrddau Iechyd a Gwmpesir	Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn			
			Darpariaeth BSc Amser Llawn	Darpariaeth BSc Rhan-amser	Diploma Ôl-raddedig / MSc	Cyfanswm
7a	De Cymru	C a'r F, AB, CTM, Powys	69-73	0	19-22	**88-95**
7b	De Cymru	C a'r F, AB, CTM	0	14-18	0	**14-18**
7c	De Orllewin a Gorllewin Cymru	BA, HDd	25-33	0	10-12	**35-45**
7d	Gogledd Cymru	Dwyrain Prifysgol Betsi Cadwaladr, Powys	16-22	0	0	**16-22**
7e	Gogledd Cymru	Gorllewin Prifysgol Betsi Cadwaladr	0	0	15-20	**15-20**

- Rhaid i Ddarparwyr Addysg ddatblygu Lleoliadau sy'n sicrhau bod gan fyfyrwyr brofiad o wasanaethau ffisiotherapi cyswllt cyntaf.

Lot 8 – Radiograffeg Ddiagnostig

Rhif Is-lot	Lleoliad	Byrddau Iechyd a gwmpesir	Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn		
			Radiograffeg Diagnostig Darpariaeth Amser Llawn BSc	Ymarferwyr Radiograffydd Cynorthwyol Tystysgrif AU	Cyfanswm
8a	Y De-ddwyrain	C a'r F, AB, CTM	70-80	12-15	**82-95**
8b	De Orllewin a Gorllewin Cymru	BA, De, Dwyrain a Gorllewin HDd	26-33	0	**26-33**
8c	Gogledd Cymru yn cynnwys Powys a Gogledd HDd	Prifysgol Betsi Cadwaladr, Powys a Gogledd HDd	31-39	0	**31-39**

- Mae capasiti lleoliadau yn her o fewn Byrddau Iechyd GIG Cymru a bydd angen i Ddarparwyr Addysg fod yn greadigol o ran sut y maent yn sicrhau bod myfyrwyr yn gallu cael profiadau lleoli diogel o ansawdd a fydd yn eu galluogi i fodloni eu deilliannau dysgu gofynnol.
- Rhaid i Ddarparwyr Addysg weithio gyda Byrddau Iechyd GIG Cymru i recriwtio Myfyrwyr Cyflogedig i'r comisiynau ymarferwyr radiograffeg cynorthwyol yn Is-lot 8a.

Lot 9 – Radiograffeg ac Oncoleg

Rhif y Lot	Lleoliad	Byrddau Iechyd a Gwmpesir	Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn
			Darpariaeth BSc Amser Llawn
9	Cymru Gyfan	AB, PBC, CTM, C a'r F, BA, FEL, HDd, Powys	**23-30**

Rhaid i'r Darparwr Addysg sicrhau Lleoliadau ledled Cymru yn seiliedig ar angen, fel y'u harweinir gan y Cynllun Lleoli (enghraifft wedi'i olygu wedi'i chynnwys yn Atodiad C)

Lot 10 – Podiatreg

Rhif y Lot	Lleoliad	Byrddau Iechyd a Gwmpesir	Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn
			Darpariaeth BSc Amser Llawn
10	Cymru Gyfan	AB, PBC, CTM, C a'r F, BA, FEL, HDd, Powys	**26-31**

Lot 11 – Therapi Lleferydd ac Iaith

Rhif Is-lot	Lleoliad	Byrddau Iechyd a Gwmpesir	Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn		
			Darpariaeth BSc Amser Llawn drwy gyfrwng y Saesneg	Darpariaeth BSc Amser Llawn drwy gyfrwng y Gymraeg	Cyfanswm
11a	De, Gorllewin a Chanolbarth Cymru	AB, CTM, C a'r F, BA, HDd, Powys	30-34	8-10	**38-44**
11b	Gogledd Cymru	Prifysgol Betsi Cadwaladr	5-7	5-6	**10-13**

- Mae'n ofynnol i nifer penodol o Fyfyrwyr sydd i'w recriwtio i Is-lot 11a fod yn Siaradwyr Cymraeg a bydd yn ofynnol i'r Darparwr Addysg gefnogi Myfyrwyr drwy gydol y Rhaglen i sicrhau y cânt eu galluogi i ddarparu eu Gwasanaethau yn Gymraeg.
- Mae'n ofynnol i fyfyrwyr sy'n cael eu recriwtio i Is-lot 11b fod yn Siaradwyr Cymraeg a bydd yn ofynnol i'r Darparwr Addysg gefnogi Myfyrwyr drwy gydol y Rhaglen i sicrhau y cânt eu galluogi i ddarparu eu Gwasanaethau yn Gymraeg.

Lot 12 – Dieteteg

Rhif Is-lot	Lleoliad	Byrddau Iechyd a Gwmpesir	Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn		
			Darpariaeth BSc Amser Llawn	Diploma/MSc Ôl-raddedig Amser Llawn	Cyfanswm
12a	De, Gorllewin a Chanolbarth Cymru	AB, CTM, C a'r F, BA, HDd, Powys	35-40	17-20	**52-60**
12b	Gogledd Cymru	Prifysgol Betsi Cadwaladr	12-15	0	**12-15**

- Bydd yn ofynnol i Ddarparwyr Addysg sy'n gwneud cais am Is-lot 12a ddarparu addysg i israddedigion cyn cofrestru ac addysg ôl-raddedig cyn cofrestru.

Lot 13 – Gwyddor Parafeddygol

Rhif Is-lot	Lleoliad	Byrddau Iechyd a Gwmpesir	Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn
			Darpariaeth BSc Amser Llawn
13a	De, Gorllewin a Chanolbarth Cymru	AB, CTM, C a'r F, BA, HDd, Powys	**50-65**
13b	Gogledd Cymru	Prifysgol Betsi Cadwaladr	**12-15**

- Rhaid i Ddarparwyr Addysg sicrhau Lleoliadau ar draws pob rhan o'r sector Iechyd a Gofal, gan gynnwys gofal sylfaenol.

Lot 14 - Gwyddorau Biofeddygol

Rhif y Lot	Lleoliad	Byrddau Iechyd a Gwmpesir	Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn
			Darpariaeth BSc Amser Llawn
14	Cymru Gyfan	AB, CTM, C a'r F, BA, HDd, Powys, PBC	**28-35**

- Rhaid i Ddarparwr Addysg sicrhau Lleoliadau ledled Cymru yn seiliedig ar angen, fel y'u harweinir gan y Cynllun Lleoli yn Atodiad C.
- Bydd angen cyfuniad o ddisgyblaethau:
    - Gwaed
    - Geneteg
    - Haint
    - Cellog

Lot 15 – Ymarferwyr Adran Llawdriniaethau

Rhif Is-lot	Lleoliad	Byrddau Iechyd a Gwmpesir	Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn
			Darpariaeth BSc Amser Llawn
15a	De-ddwyrain Cymru a Phowys	C a'r F, AB, CTM, Powys	**27-32**
15b	De Orllewin a Gorllewin Cymru	BA, HDd	**12-15**
15c	Gogledd Cymru	Prifysgol Betsi Cadwaladr	**12-15**

- Efallai y bydd angen i Ddarparwyr Addysg fod yn greadigol gyda strategaethau marchnata i sicrhau bod digon o ymgeiswyr o ansawdd da i lenwi lleoedd a gomisiynwyd.

Lot 16 – Hylendid a Therapi Deintyddol

Rhif Is-lot	Lleoliad	Byrddau Iechyd a Gwmpesir	Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn		
			Darpariaeth BSc Amser Llawn Hylendid Deintyddol	**Darpariaeth BSc Amser Llawn Hylendid a Therapi Deintyddol**	**Cyfanswm**
16a	De, Gorllewin a Chanolbarth Cymru	C a'r F, AB, CTM, Powys, BA, HDd	18-23	10-13	**28-36**

16b	Gogledd Cymru	Prifysgol Betsi Cadwaladr	12-15		**12-15**

- Rhaid i Ddarparwyr Addysg sicrhau Lleoliadau ar draws holl ardal y lot yn seiliedig ar angen, yn unol â chanllawiau'r Cynllun Lleoli.

Lot 17 - Cymdeithion Meddygol

Rhif Is-lot	**Lleoliad**	**Byrddau Iechyd a Gwmpesir**	**Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn**
			Darpariaeth Diploma Ôl-raddedig Amser Llawn /MSc
17a	De, Gorllewin a Chanolbarth Cymru	C a'r F, AB, CTM, BA, HDd (Dwyrain, Gorllewin a De), Powys	**34-37**
17b	Gogledd Cymru	Prifysgol Betsi Cadwaladr, Gogledd HDd	**18-20**

- Rhaid i Ddarparwyr Addysg sicrhau bod digon o Leoliadau arbenigol wedi eu neilltuo er mwyn sicrhau bod myfyrwyr yn cyflawni eu deilliannau dysgu.

Lot 18 – Rhaglen Hyfforddi Ymarferwyr Gwyddorau Gofal Iechyd

Rhif y Lot	**Lleoliad**	**Byrddau Iechyd a Gwmpesir**	**Y Model Darparu Addysg Gofynnol ac Ystod y Niferoedd Comisiynu bob blwyddyn**	
			Darpariaeth BSc Amser Llawn	
18	Cymru Gyfan	AB, CTM, C a'r F, BA, HDd, Powys, PBC	Ffisioleg Gardiaidd	23-26
			Awdioleg Ymarferwyr Cynorthwyol	9-12
			Tystysgrif AU mewn Ymarfer Awdiolegol	14-17
			Anadlol a Chysgu	4-7
			Niwroffisioleg	3-5
			Meddygaeth Niwclear	1-3
			Ffiseg Radiotherapi	1-3
			Peirianneg Glinigol	4-7

- Rhaid i Ddarparwyr Addysg sicrhau Lleoliadau ledled Cymru yn seiliedig ar angen, fel y'u harweinir gan y Cynllun Lleoli (mae copi wedi'i olygu ar gael yn Atodiad C).
- Rhaid i Ddarparwyr Addysg weithio gyda Byrddau Iechyd y GIG i recriwtio Myfyrwyr Cyflogedig i gomisiynau Ymarferwyr Cynorthwyol Awdioleg.

5. GWERTHUSO

Mae'r themâu allweddol eisoes wedi'u nodi'n flaenorol yn y Cyflwyniad i'r ddogfen hon. Bwriedir i lawer o'r meysydd hyn gael eu profi wrth werthuso'r ceisiadau. Er mwyn sicrhau bod contractau'n cael eu dyfarnu i'r Brifysgol sy'n cyflwyno'r cais gorau, mae Timau Gwerthuso yn cael eu datblygu gyda staff mewnol AaGIC a phartneriaid allanol. Bydd timau gwerthuso yn cynnwys,

- Staff AaGIC
- Gweithwyr iechyd proffesiynol Byrddau Iechyd ac Ymddiriedolaethau
- Cyn-fyfyrwyr
- Defnyddwyr gwasanaethau
- Academyddion o Ysgolion Gweithwyr Iechyd Proffesiynol yn Lloegr

Bydd darparu paneli gwerthuso mor amrywiol a chynhwysol yn sicrhau:

- Bod partneriaid Byrddau Iechyd ac Ymddiriedolaethau yn rhan o'r broses ddatblygu a dethol
- Bod y broses yn gadarn ac y bydd yn wynebu unrhyw her o ran penderfyniadau dyfarnu contractau
- Bod ystod lawn o sgiliau, gwybodaeth a phrofiad yn cael eu defnyddio wrth werthuso pob cydran

Yn ogystal, mae'r dull hwn yn gyfle datblygu unigryw i staff uchelgeisiol a medrus gymryd rhan mewn darn mawr o waith strategol a allai eu galluogi i ennill sgiliau newydd o'r profiad. Oherwydd gwrthdaro buddiannau posibl, ni all staff mewn Byrddau Iechyd sydd â chontractau darlithio anrhydeddus gydag unrhyw Brifysgol fod yn rhan o'r broses werthuso a bydd angen i bob gwerthuswr fynychu Diwrnod Hyfforddi Gwerthuswyr a llofnodi cytundeb datganiad o ddiddordeb a chyfrinachedd (a ddrafftiwyd gan y Cyfreithiwr Cyfreithiol a Risg a neilltuwyd i'r prosiect). Mae proses wedi'i sefydlu i graffu ar y rhain.

Ar hyn o bryd mae yna 34 o werthuswyr allanol sydd wedi cytuno i fod yn rhan o'r broses hon.

Rhagwelir y bydd pob gwerthuswr yn neilltuo tua 3 wythnos i'r broses hon. Dadansoddir y 3 wythnos fel a ganlyn:

Tasg	**Amserlen**	**Dyddiau**	**Sylwer**
Diwrnod hyfforddi gwerthuswr	Diwedd Awst / dechrau Medi 2020	1	
Darllen y Gwahoddiad i Dendro ac ymgysylltu â llunio cwestiynau terfynol	Medi 2020	1	
Darllen y cynigion a gyflwynir a sgorio	Ionawr i Chwefror 2021	13	Gellir gwneud hyn yn ôl disgresiwn y gwerthuswyr ond neilltuir 2 ddiwrnod tua diwedd Chwefror fel y gall pob gwerthuswr drafod sgorio gyda'i gilydd wrth bennu'r sgoriau terfynol

Mae'r cwestiynau y dylid mynd i'r afael â hwy yn y broses werthuso i'w gweld yn **Atodiad 3.**

6. PAPUR BRIFFIO CONTRACTAU CAFFAEL

Mae papur Briffio'r Contract Caffael i'w weld yn **Atodiad 4**. Mae'n rhoi crynodeb o'r broses gaffael ac mae'n ofynnol i Wasanaethau Caffael ei gwblhau i'w gymeradwyo gan,

a. Cyfarwyddwr Gwasanaethau Caffael, Partneriaeth Cydwasanaethau GIG Cymru a
b. Llywodraeth Cymru

Mae'r ddogfen wedi'i chynnwys gan ei bod yn rhan bwysig o'r broses gaffael y gofynnir i'r Bwrdd ei chymeradwyo ac iddi gael ei chyflwyno i Lywodraeth Cymru i'w chymeradwyo.

7. GOBLYGIADAU ARIANNOL

Nodir y model prisio ar gyfer y contract newydd isod. Mae hyn wedi'i gostio'n llawn yn erbyn cyfres o dybiaethau a'r model prisio presennol. Mae'r gwaith modelu a'r ymchwil a wnaed wedi'u rhannu'n flaenorol gyda'r Tîm Gweithredol a'r Pwyllgor Addysg, Comisiynu ac Ansawdd. Yn ogystal, rhannwyd y strategaeth brisio ddrafft gyda darpar gynigwyr mewn digwyddiad Strategaeth Prisio a Lotiau ar 24 Gorffennaf 2020. Ers y digwyddiad hwnnw, mae'r Lwfansau Pynciau Cost Uchel wedi'u diweddaru.

Mae'r strategaeth brisio derfynol yn seiliedig ar ddarparu ffi sefydlog ar gyfer pob cwrs, a bennir ar £9,000 ar gyfer y tair blynedd gyntaf. Yn ogystal, mae Lwfansau Pynciau Cost Uchel wedi'u nodi ar gyfer rhai cyrsiau er mwyn sicrhau bod y cyrsiau'n parhau'n hyfyw. At hynny, mae lwfans pellach ar gael i dalu costau recriwtio a chefnogi myfyrwyr o ardaloedd o amddifadedd uchel yng Nghymru. Dangosir y ffioedd isod:

DOSBARTHIAD FFIOEDD	**Bob blwyddyn**
Ffi amser llawn	£9,000
Ffi ran-amser	£6,750
Ffi Diploma Ôl-raddedig	£9,000
Taliad Malc i fyfyrwyr cymwys	£250

CWRS	**HCSA**
Therapi Deintyddol	£9,720
Hylendid Deintyddol	£9,720
Bydwreigiaeth	£1,458
Dieteteg	£1,458
Therapi Galwedigaethol	£1,458
ODP	£1,458
Podiatreg	£1,458
Radiotherapi - Diagnostig	£1,458

Radiotherapi – Therapiwtig	£1,458
Therapi Lleferydd ac Iaith	£1,458
Gwyddorau Iechyd	£1,458

Bydd ffioedd yn cael eu pennu ar y lefelau hyn am 3 blynedd gyntaf y contract ac wedi hynny sefydlir proses i bennu symudiadau prisiau blynyddol y tu hwnt i'r amserlen hon. Mae'r dull hwn yn dadrisgio'r broses gaffael o ran sicrhau na all unrhyw ddarparwr sydd mewn sefyllfa gref/un darparwr gyflwyno costau tendro rhy uchel ar gyfer darparu gwasanaethau. Bwriad y ffioedd, ynghyd â'r lwfans HCSA a Malc yw talu am yr holl gostau a ysgwyddir gan ddarparwyr y Brifysgol wrth gyflawni rhwymedigaethau manyleb y contract. Ni fwriedir bod yna fecanwaith ariannu ar wahân ar gyfer costau eraill fel cyfalaf, offer neu gostau sefydlu. Efallai y bydd adegau lle bydd AaGIC, yn ôl ei ddisgresiwn, yn cynnig cyllid pellach ar gyfer prosiectau, gwasanaeth neu offer penodol ar ddiwedd y flwyddyn, ond ni ddylid deall bod hyn yn ofynnol fel rhan o gytundeb y contract.

Mae ehangu mynediad a darparu cyfleoedd i fyfyrwyr nad ydynt yn draddodiadol wedi manteisio ar addysg uwch yn thema allweddol o fewn yr Adolygiad Strategol. Mae'r tîm Addysg, Comisiynu ac Ansawdd wedi adolygu gwybodaeth Mynegai Amddifadedd Lluosog Cymru (a noddir gan Lywodraeth Cymru). MALIC yw'r mesur swyddogol o amddifadedd cymharol ar gyfer ardaloedd bach yng Nghymru. Mae'n nodi ardaloedd sydd â'r crynodiadau uchaf o sawl math gwahanol o amddifadedd. Mae'n Ystadegyn Cenedlaethol a gynhyrchir gan ystadegwyr yn Llywodraeth Cymru.

Amddifadedd yw'r diffyg mynediad at gyfleoedd ac adnoddau a ddylai fod ar gael mewn cymdeithas. Gall hyn fod o ran nwyddau materol neu allu unigolyn i gymryd rhan ym mywyd cymdeithasol arferol y gymuned. Mae MALIC yn cynnwys wyth maes (neu fath) ar wahân o amddifadedd (incwm, cyflogaeth, iechyd, addysg ac ati…). Mae pob un o'r meysydd yn cynnwys sawl dangosydd amddifadedd.

Mae MALIC yn graddio pob ardal fach yng Nghymru o 1 (mwyaf difreintiedig) i 1,909 (lleiaf difreintiedig). Mae'r Mynegai yn ffordd o nodi ardaloedd yn nhrefn y lleiaf i'r mwyaf difreintiedig. Nid yw'n darparu mesur o lefel yr amddifadedd mewn ardal, ond yn hytrach a yw ardal yn fwy neu'n llai difreintiedig o'i chymharu â phob ardal arall yng Nghymru. Mae Canllawiau MALIC 2019 yn rhoi mwy o wybodaeth am ddefnyddio a dehongli'r canlyniadau.

Mae 191 o ardaloedd yn cael eu dosbarthu fel rhai "mwyaf difreintiedig”. Cynigir bod targed o 5% o fyfyrwyr yn cael ei recriwtio o'r ardaloedd hyn. Bydd Prifysgolion yn cael £250 ychwanegol fesul myfyriwr sy'n cael eu recriwtio o'r 191 o ardaloedd a nodwyd, y flwyddyn, er mwyn:

a. Marchnata cyrsiau o fewn y 191 ardal hyn.
b. Darparu cymorth ychwanegol i'r myfyrwyr a recriwtiwyd o'r 191 o ardaloedd a nodwyd.

Bydd y cyllid hwn wedi'i neilltuo a bydd angen i Brifysgolion ddarparu tystiolaeth o wariant i gefnogi'r myfyrwyr hyn. Mae'r fenter hon yn gyson â pholisi newydd

Llywodraeth Cymru o'r enw **"Cymru Fwy Cyfartal – Cychwyn y Ddyletswydd Economaidd-Gymdeithasol"**

O'r ymgysylltu a wnaed, mae'n amlwg bod y dull hwn wedi'i groesawu gan Sefydliadau Iechyd gan ei fod yn cefnogi'r nod o ddarparu gweithlu sy'n cynrychioli'r boblogaeth y maent yn ei gwasanaethu ac sy'n deall anghenion eu cymuned. Gall manteision hyn i'r unigolyn, teulu, cymdogion a ffrindiau'r unigolyn fod yn sylweddol a bydd y Tîm Addysg, Comisiynu ac Ansawdd yn adolygu'r modd y gellir mesur effaith a chanlyniadau'r fenter hon.

Effaith y ffioedd ar y comisiynau cyffredinol blynyddoedd 1 – 10
Nodir y goblygiadau a'r tybiaethau ariannol isod.

- Mae niferoedd 22/23 yn seiliedig ar Gynllun Comisiynu Addysg a Hyfforddiant 21/22 a gyflwynwyd i Lywodraeth Cymru ond, gyda chefnogaeth gyfreithiol a chaffael, mae ystod wedi'i gosod ar gyfer comisiynau 22/23. Mae hyn yn rhoi cyfle i ymateb i ofynion gwasanaeth, sy'n deillio o feysydd blaenoriaeth y Cynllun Tymor Canolig Integredig a'r meysydd blaenoriaeth cenedlaethol.
    - Mae'r ystod is 4% yn is na lefelau 21/22
    - Mae'r ystod uchaf 13% yn uwch na lefelau 21/22

- Adolygwyd tueddiadau comisiynu dros y 5 mlynedd diwethaf ac mae cynnydd o 2% o flwyddyn i flwyddyn yn y lefelau comisiynu wedi'i ymgorffori. Ar hyn o bryd, mae'n anodd rhagweld twf neu ddirwasgiad yn yr economi a sut mae hynny'n effeithio ar y gyllideb gomisiynu a'r niferoedd sydd eu hangen i redeg y Gwasanaeth ond, gyda'r duedd wedi'i chynnwys a'r hyblygrwydd a gynhwysir ym mlwyddyn 1 mae'n darparu rhagdybiaeth gynllunio a ragwelir yn seiliedig ar y wybodaeth orau sydd ar gael.

- Hunan-arianwyr 8% o gyfanswm y comisiynau – felly anwybyddir costau'r comisiynau hyn.

- Tybir bod yr athreuliad yn 10% ar gyfartaledd ac wedi'i rannu:
    - Blwyddyn 1: 6%
    - Blwyddyn 2: 3%
    - Blwyddyn 3: 1%

- Mae mecanwaith adolygu prisio yn cael ei ddatblygu ar hyn o bryd felly y dybiaeth yw
    - Bod y prisiau o dan y contract newydd wedi'u pennu am 3 blynedd.
    - Ar ôl 3 blynedd, bydd prisiau'n cynyddu o 2% y flwyddyn. (Dim ond ffactor tybiaeth modelu ariannol yw hwn, ac nid gofyniad yn y contract)

Roedd y model ariannol a sefydlwyd ar gyfer yr ymarfer caffael hwn yn pennu'r costau canlynol ar gyfer pob blwyddyn academaidd. Mae'n dangos, yn erbyn lefelau cyllideb cyfredol wedi'u cynyddu bob blwyddyn yn ôl chwyddiant, fod y gwahaniaeth blynyddol mewn costau yn amrywio rhwng arbediad o 1% ym mlwyddyn 1 gydag 1.1% ac 1.8% o bwysau cost ar gyfer cyfnod academaidd blynyddoedd 2 - 10 (23/24 – 31/32). Felly, mae'r bwlch ariannol yn parhau i fod yn gyson ar y cyfan ar lai na 2%.

Academic Years	22/23	23/24	24/25	25/26	26/27	27/28	28/29	29/30	30/31	31/32
TOTAL (SAVINGS) / COST PRESSURE	-779,866	1,131,829	965,174	1,600,503	1,622,580	1,644,698	1,666,841	1,688,992	1,711,135	1,733,250
% VARIANCE	-1.0%	1.4%	1.1%	1.8%	1.7%	1.7%	1.7%	1.6%	1.6%	1.5%
CUMULATIVE	-779,866	351,963	1,317,136	2,917,639	4,540,220	6,184,918	7,851,759	9,540,751	11,251,886	12,985,136

Blynyddoedd Academaidd
CYFANSWM (ARBEDION)/PWYSAU COSTAU
% AMRYWIANT
CRONNOL

Ar gyfer y Gwahoddiad i Dendro a'r papurau caffael safonol, bu'n rhaid costio cyfanswm gwerth y contract newydd. Ymgymerwyd â hyn yn seiliedig ar yr ystodau isaf ac uchaf o gomisiynau dros y contract 7 mlynedd gan ymgorffori 3 blynedd arall sy'n opsiwn ymestyn sydd wedi'i gynnwys yn y contract yn dilyn cymal terfynu.

ACADEMIC YEAR	22/23	23/24	24/25	25/26	26/27	27/28	28/29	29/30	30/31	31/32
MINIMUM RANGE	year 1	year 2	year 3	year 4	year 5	year 6	year 7	year 8	year 9	year 10
Cost of new Contract	27,916,881	54,236,337	80,839,359	84,634,220	87,972,157	91,443,321	95,053,061	98,806,944	102,710,758	106,770,526
Cumulative	27,916,881	82,153,218	162,992,577	247,626,797	335,598,954	427,042,274	522,095,335	620,902,279	723,613,036	830,383,563
MAXIMUM RANGE	year 1	year 2	year 3	year 4	year 5	year 6	year 7	year 8	year 9	year 10
Cost of new Contract	1,394,652	63,514,037	94,661,688	99,124,325	103,047,662	107,127,876	111,371,272	115,784,410	120,374,114	125,147,482
Cumulative cost	1,394,652	64,908,689	159,570,377	258,694,701	361,742,363	468,870,238	580,241,511	696,025,921	816,400,035	941,547,518

BLWYDDYN ACADEMAIDD
YSTOD ISAF Blwyddyn 1 Blwyddyn 2 Blwyddyn 3 Blwyddyn 4 Blwyddyn 5 Blwyddyn 6 Blwyddyn 7 Blwyddyn 8 Blwyddyn 9 Blwyddyn 10
Cost y contract newydd
Cronnol

YSTOD UCHAF Blwyddyn 1 Blwyddyn 2 Blwyddyn 3 Blwyddyn 4 Blwyddyn 5 Blwyddyn 6 Blwyddyn 7 Blwyddyn 8 Blwyddyn 9 Blwyddyn 10
Cost y contract newydd
Cost gronnol

Nodiadau:

- Mae costau'r flwyddyn gyntaf a'r ail flwyddyn yn is – y rheswm am hyn yw y bydd myfyrwyr presennol yn aros ar yr hen gontractau a phrisiau contractau, dim ond ar gyfer cohortau newydd y mae'r contract newydd. Felly ni fydd y costau llawn yn cael eu gwireddu tan flwyddyn academaidd 3

- Mae'n annhebygol y bydd comisiynu i'r lefel uchaf ac efallai na fydd yn cyrraedd 2% yn fwy, ar gyfartaledd, o flwyddyn i flwyddyn. Fodd bynnag, mae angen cynnwys hyblygrwydd ar gyfer twf. Yn ogystal, mae'n hanfodol bod y ffigurau cyffredinol a ddyfynnir yn cynnwys darpariaeth o ran comisiynau ym mlynyddoedd olaf y contract o fewn cyfanswm yr amlen a nodir yn y papur caffael.

- Mae'r mecanwaith adolygu prisiau a sefydlir o flwyddyn 4 ymlaen o'r contract yn dal i gael ei ddatblygu.

Ystyrir y bydd y cymorth lefel ffioedd hwn er mwyn sefydlu'r contractau ar gyfer caffael y Gwasanaeth Addysg hwn yn galluogi darparwyr gwasanaethau i fodloni'r manylebau gwasanaeth a sefydlwyd ar gyfer y cyrsiau, ariannu'r gwaith o ddarparu cyrsiau addysg cost uwch a recriwtio mwy o fyfyrwyr o gymunedau difreintiedig. Yn ogystal, ar ôl safoni'r pris i bob darparwr sy'n dychwelyd tendrau am gontractau yn yr ymarfer caffael hwn, bydd yn galluogi adolygwyr i werthuso darparwyr a dyfarnu contractau ar sail ansawdd a pha mor gynhwysfawr yw'r gwasanaeth a gynigir. Ystyrir y bydd y dull ffi safonol hwn yn hwyluso'r broses o gytuno ar gontractau sy'n darparu gwasanaethau addysg o ansawdd da yn unol â'r manylebau a bennwyd ac yn darparu gwerth am arian o ran cadw'r gost o fewn 2% o'r cyllidebau presennol, ac ar ôl dadrisgio'r broses o orbrisio.

8. TREFNIADAU LLYWODRAETHU

Mae'r trefniadau llywodraethu ar gyfer y broses gymeradwyo ar gyfer yr Adolygiad Strategol yn destun papur manylach ar wahân yn y Bwrdd heddiw.

Goruchwylir yr Adolygiad Strategol gan Fwrdd Prosiect, dan gadeiryddiaeth y Cyfarwyddwr Cyllid a Gwasanaethau Corfforaethol. Mae'r Bwrdd Prosiect yn cynnwys staff AaGIC ac uwch aelodau Cyfarwyddiaethau Caffael a Gwasanaethau Cyfreithiol a Risg Partneriaeth Cydwasanaethau GIG Cymru.

Mae dau is-grŵp, y Grŵp Dogfennaeth a'r Grŵp Cyfathrebu, dan gadeiryddiaeth y Dirprwy Gyfarwyddwr Addysg, Comisiynu ac Ansawdd. Mae gan y Bwrdd Prosiect a dau is-grŵp gylch gorchwyl ac aelodaeth diffiniedig. Lle y bernir bod hynny'n briodol ac ar gyngor gan ddogfennau'r Cydweithwyr Cyfreithiol, nodwyd eu bod yn "Fasnachol Sensitif”. Defnyddiodd y Bwrdd Prosiect a dau is-grŵp offer rheoli prosiect gan gynnwys siartiau Gantt a chofrestr risg.

Cyflwynwyd y gyfres uchod o bapurau i gyfarfod Tîm Gweithredol Ffurfiol AaGIC gan y Dirprwy Gyfarwyddwr, Addysg, Comisiynu ac Ansawdd ar 10 Medi 2020.

Rhoddwyd sylw i'r holl sylwadau, a diweddarwyd a thrafodwyd y papurau yn y Pwyllgor Addysg, Comisiynu ac Ansawdd ar 16 Medi 2020 gan y Cyfarwyddwr Cyllid a'r Dirprwy Gyfarwyddwr, Addysg, Comisiynu ac Ansawdd, a'u diweddaru i'w cyflwyno i'r Bwrdd.

Gofynnir i'r Bwrdd nodi'r llywodraethu sy'n gysylltiedig â'r broses gymeradwyo a'r broses ailadroddus o sicrhau bod y papurau a gyflwynwyd wedi cael eu harchwilio gan Dîm Gweithredol AaGIC a'r Pwyllgor Addysg, Comisiynu ac Ansawdd.

Y prif risgiau yw:

Os bydd cysylltwyr yn methu â thendro, yna efallai na fydd myfyrwyr yn gallu cael mynediad i addysg yn rhanbarthol nac yng Nghymru o gwbl a fydd â goblygiadau i'r gweithlu yn y dyfodol ac effaith ar allu AaGIC i ddarparu'r niferoedd a gomisiynir.

Y mesurau lliniaru yw, drwy ymgysylltu helaeth, fod lotiau ac is-lotiau wedi'u creu i ddiwallu anghenion y Gwasanaeth. Mae'r strategaeth lotiau wedi'i rhannu â phob cynigydd posibl ac ystyriwyd sylwadau o'r farchnad ac mae'r lotiau wedi'u newid i sicrhau eu bod yn "ddeniadol" i ddarpar gynigwyr. Mae pob lot wedi'i asesu o ran ei faint er mwyn sicrhau ei fod yn hyfyw'n ariannol i Ddarparwyr Addysg. Mae'r ffocws ar Addysg Ryngbroffesiynol a myfyrwyr sy'n paratoi ar gyfer ymarfer gyda'i gilydd yn ei *gwneud yn ofynnol i Ddarparwyr Addysg asesu elfennau o wahanol gyrsiau yn ofalus lle gellir defnyddio synergedd. Unwaith eto, mae hyn yn lleihau'r risg o weithio seilo yn annog darparwyr addysg i ystyried lotiau llai yn ogystal â lotiau mwy.*

Os bydd covid-19 yn atal AaGIC rhag cyfethol arbenigwyr o Fyrddau Iechyd a Phrifysgolion i werthuso ceisiadau, efallai y bydd oedi o ran gwerthuso neu banel gwerthuso cyfyngedig a allai gynyddu'r perygl o her gyfreithiol.

Mae'r adroddiad hwn yn nodi'r broses werthuso ac amrywiaeth y timau gwerthuso. Bydd darparu paneli gwerthuso mor amrywiol a chynhwysol yn sicrhau:

- *Bod partneriaid Byrddau Iechyd ac Ymddiriedolaethau yn rhan o'r broses ddatblygu a dethol*
- *Bod y broses yn gadarn ac y bydd yn wynebu unrhyw her o ran penderfyniadau dyfarnu contractau*
- *Bod ystod lawn o sgiliau, gwybodaeth a phrofiad yn cael eu defnyddio wrth werthuso pob cydran*

Ar hyn o bryd mae yna 34 o werthuswyr allanol sydd wedi cytuno i fod yn rhan o'r broses hon. Felly, er y gallai cynnydd sylweddol yn covid-19 yn ystod mis Ionawr a mis Chwefror lesteirio a chyfaddawdu'r broses werthuso ar hyn o bryd, oherwydd nifer ac ymrwymiad gwerthuswyr, mae'n ymddangos bod modd cyflawni'r cynllun. Fodd bynnag, bydd y sefyllfa hon yn parhau i gael ei monitro'n ofalus.

Mae fersiwn ddiweddaraf y Gofrestr Risg i'w gweld yn **Atodiad 5**.

Mae'r Gwasanaethau yr ydym yn caffael y gwasanaethau iddynt yn dod o fewn Rheoliad 74, Adran 7, Pennod 3, a Rhan 2 o Reoliadau Contractau Cyhoeddus 2015 (Rheoliadau). Mae darpariaethau penodol llai beichus ar gyfer gofal cymdeithasol, iechyd, addysg a mathau eraill o gaffael – a elwir yn 'drefn gyffwrdd ysgafn'. Mae'r darpariaethau'n berthnasol i ddethol a dyfarnu ar gyfer y gwasanaethau penodol hyn ac yn cynnwys y gallu i fod yn fwy hyblyg. Dylai caffaeliadau'r Drefn Gyffwrdd Ysgafn ddilyn egwyddorion tryloywder a thriniaeth gyfartal a dylid eu hysbysebu a'u dyfarnu drwy'r OJEU, gan ystyried gofynion cyffredinol rheoliadau 74–77 (disgrifiad cywir o'r gofynion o fewn dogfennau; gwerth amcangyfrifedig). Mae'r broses gaffael hon yn cael ei chynnal yn unol â'r egwyddorion a bydd yn hysbysebu'r cyfle tendro drwy'r OJEU.

9. Y CAMAU NESAF

Y cam nesaf, ar ôl iddo gael ei gymeradwyo gan Fwrdd AaGIC yw ceisio Cymeradwyaeth Weinidogol a chyhoeddi'r Gwahoddiad i Dendro.
Bydd yr Adran Gyllid yn parhau i fireinio ei gwaith modelu ymhellach. Rhoddir ystyriaeth bellach i ddatblygu'r mecanwaith adolygu prisio i'w ddefnyddio o flynyddoedd 4 ymlaen, gyda phapur cynhwysfawr i'w gyflwyno i'r Tîm Gweithredol i'w ystyried yn ddiweddarach yn y flwyddyn. Bydd hyn hefyd yn cynnwys dadansoddiad risg / manteision cynhwysfawr.

10. ARGYMHELLIAD

Gofynnir i'r Bwrdd,

- Nodi'r cynllun a'r strategaeth gaffael
- Cymeradwyo'r Gwahoddiad i Dendro a Manyleb y Contract
- Cymeradwyo'r Adroddiad Caffael i'w gyflwyno i Gyfarwyddwr y Gwasanaethau Caffael ym Mhartneriaeth Cydwasanaethau GIG Cymru a Llywodraeth Cymru

<table>
<tr><th colspan="4">Llywodraethu a Sicrwydd</th></tr>
<tr><td rowspan="4">Cysylltu ag amcanion strategol yr IMTP
(Rhowch ✓)</td><td>Nod Strategol 1:
Arwain y broses o gynllunio a datblygu gweithlu cymwys, cynaliadwy a hyblyg, a sicrhau ei lesiant, er mwyn helpu i gyflawni ‘Cymru Iachach’</td><td>Nod Strategol 2:
Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol</td><td>Nod Strategol 3:
Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel</td></tr>
<tr><td>✓</td><td>✓</td><td>✓</td></tr>
<tr><td>Nod Strategol 4:
Datblygu’r gweithlu er mwyn helpu i ddarparu diogelwch ac ansawdd</td><td>Nod Strategol 5:
Bod yn gyflogwr rhagorol ac yn lle gwych i weithio ynddo</td><td>Nod Strategol 6:
Cael ei nabod fel partner, dylanwadwr ac arweinydd rhagorol</td></tr>
<tr><td>✓</td><td>✓</td><td>✓</td></tr>
<tr><td colspan="4">Ansawdd, Diogelwch a Phrofiad y Claf</td></tr>
<tr><td colspan="4">Yn sail i bob agwedd ar y contract.</td></tr>
<tr><td colspan="4">Goblygiadau ariannol</td></tr>
<tr><td colspan="4">Wedi'u nodi yn y papur</td></tr>
<tr><td colspan="4">Goblygiadau Cyfreithiol (gan gynnwys asesiad o gydraddoldeb ac amrywiaeth)</td></tr>
<tr><td colspan="4">Ariannwyd Uwch Gyfreithiwr o fewn y Gwasanaethau Cyfreithiol a Risg, Partneriaeth Cydwasanaethau GIG Cymru gyda chefndir ym maes cyfraith contract a chyfraith fasnachol i gefnogi'r gwaith hwn ac mae wedi bod yn rhan o’r gwaith o ddatblygu'r Gwahoddiad i Dendro a Manyleb y Contract.
Yn ogystal, mae Swyddog y Gweithlu, Cydraddoldeb ac Amrywiaeth o fewn AaGIC wedi bod yn rhan o dîm y prosiect ers sefydlu strwythur y prosiect (Mai 2019).</td></tr>
<tr><td colspan="4">Goblygiadau staffio</td></tr>
<tr><td colspan="4">Mae tîm prosiect wedi'i sefydlu a'i ariannu i gyflawni'r darn hwn o waith. Mae hyn yn cynnwys cymorth gweinyddol i’r Tîm Addysg, Comisiynu ac Ansawdd o fewn y Gyfarwyddiaeth Nyrsio a chymorth caffael a chyfreithiol penodedig gan Bartneriaeth Cydwasanaethau GIG Cymru.</td></tr>
<tr><td colspan="4">Goblygiadau Hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)</td></tr>
<tr><td colspan="4">Wedi'u nodi yn y papur a'r themâu a ymgorfforir yn y contract newydd</td></tr>
<tr><td>Hanes yr Adroddiad</td><td colspan="3">Amherthnasol</td></tr>
<tr><td>Atodiadau</td><td colspan="3">Atodiad 1: cyflwyniad ar gyfer y digwyddiad rhanddeiliaid terfynol a gynhaliwyd ar 11 Medi 2020.
Atodiad 2: Gwahoddiad i Dendro a Manyleb y Gwasanaeth.
Atodiad 3: y cwestiynau y dylid mynd i'r afael â hwy yn y broses werthuso
Atodiad 4: Papur Briffio'r Contract Caffael
Atodiad 5: Cofrestr Risg y Prosiect</td></tr>
</table>

Dyddiad y Cyfarfod	**24 Medi 2020**		**Eitem ar yr Agenda**		**3.2**
Teitl yr Adroddiad	**Cynllun Cydraddoldeb Strategol 2020-2024**				
Awdur yr Adroddiad	Emma Kwaya-James, Arweinydd Amrywiaeth a Chynhwysiant				
Noddwr yr Adroddiad	Foula Evans, Pennaeth Pobl a Datblygu Sefydliadol				
Cyflwynwyd gan	Julie Rogers				
Rhyddid Gwybodaeth	Agored				
Pwrpas yr Adroddiad	Gofyn am gymeradwyaeth y Bwrdd i gyhoeddi Cynllun Cydraddoldeb Strategol cyntaf AaGIC				
Materion Allweddol	Mae gan sefydliadau'r sector cyhoeddus fel AaGIC ddyletswydd o dan Reoliadau 2011 Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) (a elwir yn 'ddyletswyddau cydraddoldeb penodol Cymru' hefyd) i adolygu eu hamcanion cydraddoldeb bob pedair blynedd a chyhoeddi Cynllun Cydraddoldeb Strategol. O ganlyniad i Covid-19 mae'r Comisiwn Cydraddoldeb a Hawliau Dynol wedi ymestyn y dyddiad cau ar gyfer cyhoeddi Cynllun Cydraddoldeb Strategol 2020-2024 i 1 Hydref 2020. Trafodwyd y cynllun drafft yn sesiwn datblygu'r Bwrdd ym mis Awst 2020 ac fe wnaed rhai newidiadau yn sgil adborth gan aelodau.				
Camau penodol i'w cymryd *(rhowch un ✓ yn unig)*	**Gwybodaeth**	**Trafodaeth**	**Sicrwydd**	**Cymeradwyo**	
				√	
Argymhellion	Gofynnir i'r Bwrdd gymeradwyo'r drafft terfynol a chytuno i'w gyhoeddi ar 1 Hydref 2020 yn unol â dyletswyddau statudol.				

CYNLLUN CYDRADDOLDEB STRATEGOL AaGIC

1. CEFNDIR

1.1. Mewn ymateb i adroddiad y Comisiwn Cydraddoldeb a Hawliau Dynol, "A yw Cymru'n Decach? Cyflwr cydraddoldeb a hawliau dynol (2018)" mae Llywodraeth Cymru wedi tynnu sylw at themâu cyffredin ar draws y sector cyhoeddus ac wedi cymeradwyo'r argymhelliad ar gyfer gwaith cydgysylltiedig gwell ar draws y sector fel rhywbeth hanfodol i sicrhau gwerth am arian. Drwy fabwysiadu'r dull hwn, mae'r grŵp yn gobeithio arwain y ffordd o ran gwaith partneriaeth a rhannu adnoddau'n effeithiol ar draws y sector gan gofleidio disgwyliad Deddf Llesiant a Chenedlaethau'r Dyfodol (2015); Cymru Iachach (2018); A yw Cymru'n Decach? (2018) ac adlewyrchu Nodau Cydraddoldeb Hirdymor Llywodraeth Cymru 2020-2024.

1.2. Ym mis Hydref 2019 cymeradwyodd Pwyllgor Gweithredol AaGIC gyfranogiad gweithredol AaGIC ym Mhartneriaeth Cydraddoldeb Cyrff Cyhoeddus gyntaf Cymru a'r ddogfen ymgynghori gyhoeddus. Ym mis Tachwedd 2019 cynhaliwyd digwyddiadau ymgysylltu yn y gogledd, de a'r gorllewin. Ym mis Chwefror 2020 cytunodd Pwyllgor Gweithredol AaGIC ar Amcanion Cydraddoldeb Strategol AaGIC gyda chynnydd a chymeradwyaeth derfynol wedi'u trefnu ar gyfer y Bwrdd ym mis Mawrth 2020, yn barod i'w cyhoeddi ar 1 Ebrill 2020.

1.3. Gydag argyfwng Covid-19 ac ymestyn y dyddiad cau ar gyfer cyhoeddi gan y Comisiwn Cydraddoldeb a Hawliau Dynol, cafodd holl waith y Cynllun Cydraddoldeb Strategol ei oedi tan fis Gorffennaf 2020. Cynhaliwyd gwaith dros yr haf i sicrhau bod ein hamcanion cydraddoldeb yn dal yn berthnasol yn sgil anghydraddoldebau a amlygwyd ac a bwysleisiwyd yn sgil COVID-19. Roedd y gwaith hwn yn cynnwys ymgysylltu mewnol gan ddefnyddio methodolegau grwpiau ffocws, ac ymgysylltu â'r Tîm Gweithredol a arweiniodd at gymeradwyaeth gadarnhaol i'n hamcanion drafft.

1.4. Cyflwynwyd y Cynllun drafft yn sesiwn datblygu'r Bwrdd ym mis Awst a chafodd groeso cynnes. Cyflwynwyd rhai newidiadau yn dilyn y sesiwn honno yn sgil yr adborth adeiladol.

Y Camau Nesaf

1.5. Yn amodol ar sicrhau cymeradwyaeth i gyhoeddi'r cynllun, y camau nesaf i'r sefydliad fydd i bob cyfarwyddiaeth ddrafftio cynlluniau gweithredu cydraddoldeb rhwng Hydref a Rhagfyr sy'n cysylltu'n uniongyrchol â'r Cynllun Cydraddoldeb Strategol cyffredinol yn Atodiad 1.

1.6. Bydd angen cyflwyno'r cynlluniau hyn i'r Tîm Gweithredol erbyn Rhagfyr 2020 yn barod i'w rhoi ar waith ym mis Ionawr 2021. Bydd adrodd ar gynnydd yn cyd-fynd ag adroddiadau'r Cynllun Tymor Canolig Integredig ac yn cael ei gynnal bob chwarter gydag adroddiadau'n cael eu cyflwyno i'r Bwrdd yn unol â threfniadau llywodraethu arferol.

2. MATERION LLYWODRAETHU A RISG

2.1. O dan Reoliadau 2011 Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) mae gan AaGIC ddyletswydd i adolygu ei Amcanion Cydraddoldeb bob pedair blynedd a chyhoeddi Cynllun Cydraddoldeb Strategol. Ar gyngor y Comisiwn Cydraddoldeb a Hawliau Dynol, mae gan AaGIC rwymedigaeth gyfreithiol i bennu a chyhoeddi ei Gynllun Cydraddoldeb Strategol 2020-2024 ar 1 Hydref 2020.

3. GOBLYGIADAU ARIANNOL

3.1. Dim

4. ARGYMHELLIAD

4.1. Gofynnir i'r Bwrdd gymeradwyo'r drafft terfynol a chytuno i'w gyhoeddi ar 1 Hydref 2020 yn unol â dyletswyddau statudol.

<table>
<tr><th colspan="4">Llywodraethu a Sicrwydd</th></tr>
<tr><td rowspan="4">Cysylltu ag amcanion strategol yr IMTP
(rhowch ✓)</td><td>Nod Strategol 1:
Arwain y broses o gynllunio a datblygu gweithlu cymwys, cynaliadwy a hyblyg, a sicrhau ei lesiant, er mwyn helpu i gyflawni 'Cymru Iachach</td><td>Nod Strategol 2:
Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol</td><td>Nod Strategol 3:
Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Nod Strategol 4:
Datblygu'r gweithlu er mwyn helpu i ddarparu diogelwch ac ansawdd</td><td>Nod Strategol 5:
Bod yn gyflogwr rhagorol ac yn lle gwych i weithio ynddo</td><td>Nod Strategol 6:
Cael ei nabod fel partner, dylanwadwr ac arweinydd rhagorol</td></tr>
<tr><td></td><td>✓</td><td>✓</td></tr>
<tr><td colspan="4">Ansawdd, diogelwch a phrofiad y claf</td></tr>
<tr><td colspan="4">Amherthnasol</td></tr>
<tr><td colspan="4">Goblygiadau ariannol</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau ariannol.</td></tr>
<tr><td colspan="4">Goblygiadau cyfreithiol (gan gynnwys asesiad o gydraddoldeb ac amrywiaeth)</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau cyfreithiol.</td></tr>
<tr><td colspan="4">Goblygiadau staffio</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau staffio wedi'u nodi, dim ond effaith gadarnhaol yn meithrin gwell cyfathrebu a thryloywder</td></tr>
<tr><td colspan="4">Goblygiadau hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)</td></tr>
<tr><td colspan="4">Bydd y cynnig uchod yn dylanwadu ar y 5 ffordd o weithio fel y nodwyd – 5 ffordd o weithio Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.</td></tr>
<tr><td>Hanes yr adroddiad</td><td colspan="3">Atodiad 1 Cynllun Cydraddoldeb Strategol 2020-2024</td></tr>
</table>

Addysg a Gwella Iechyd Cymru (AaGIC)
Health Education and Improvement Wales (HEIW)

Transforming the workforce for a healthier Wales

Our Strategic Equality Plan 2020-2024

Health Education and Improvement Wales

Foreword

We are delighted to publish our first Strategic Equality Plan and Objectives 2020-2024 which sets out our intended direction of travel over the next four years to strengthen our approach in advancing equality, eliminating discrimination and fostering good relations between those who share a protected characteristic and those who do not. Our plan relates to our role as an exemplar employer, as well as the way we provide our services.

Through a values-based approach, we aim to deliver our services which are safe, sustainable and offer an inclusive and nurturing working environment for all our staff. Within the suggested objectives, the words, 'culture', 'inclusion' and 'wellbeing' are used in their broadest terms to encompass considerations in relation to Welsh Language and socio-economic influences.

This plan is an evolving document and we will review in line with our Integrated Medium-Term Plan 2020-23 and quarterly plans/reporting. Our staff have been fully engaged in the development of this plan and its objectives, and this co-production has meant that our culture, values and behaviours are reflected within the document.

The responsibility for implementing the plan and objectives falls to us all and we expect conscious engagement from all of our HEIW family. While there will be a strong emphasis on what we do internally, we are committed to ensuring it is reflected in our external approach throughout our organisation and embedded through all of our functions.

We believe that creating a fair and inclusive Wales is the right thing to do. We will work together to achieve our objectives and create a fairer, more equitable and inclusive environment for all.

Ms Alex Howells, Chief Executive

Dr Chris Jones, CBE, Chairman

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Who we are?

We are a growing team of over 400 people working across Wales, within the 11th organisation in the NHS Wales family, as a Special Health Authority. We were established on 1st October 2018 by bringing together three key organisations for health: Wales Deanery; NHS Wales's Workforce Education and Development Services (WEDS) and the Wales Centre for Pharmacy Professional Education (WCPPE).

Sitting alongside health boards and trusts, Health Education and Improvement Wales's (HEIW) purpose is, to provide NHS Wales with a single body to develop an integrated and comprehensive approach to the planning and development of the health workforce and health education and training in Wales. Ultimately, to deliver improvements to safety and quality, for patients, staff and the system.

Our culture and the way we do business is very important to us. We want our workforce to be happy, healthy and engaged and we prioritise wellbeing and inclusion within HEIW, in line with the draft 'A Healthier Wales – A Workforce Strategy for Health and Social Care' and underpinned by Compassionate Leadership Principles.

We created a national award-winning Values and Behaviours framework prior to the formal establishment of the new organisation. Our staff came together as a team to develop our values and behaviours framework, which set the expectation and culture of our new organisation.

Respect for all **Together as a team** **Ideas that improve**

We are delighted that this work won the HPMA 2019 award in the colleague engagement category.

We are committed to having a diverse workforce reflective of the people and communities of Wales. We actively encourage staff engagement through a number of forums, networks and groups including: Staff Open Forums; Health and Wellbeing Networks, Culture, Inclusion, Diversity and Social Groups including a thriving Welsh speaking community.

We value individual uniqueness and diversity and believe that this helps us to deliver services that reflect the needs of everyone in our community. Through the way we carry out our business, our individual actions, practices, policies and procedures, we aim to be an accessible and inclusive employer underpinned by Compassionate Leadership at all levels.

To find out how you could join our team press here.

What do we want to achieve and how will we deliver our equality objectives?

Through our guiding principles and behaviours, we are committed to delivering improvements against five key strategic equality objectives. These objectives have been developed collaboratively in partnership with a group of other public sector organisations (see page 10)**:**

Objective 1 Increase workforce diversity and inclusion

We will by 2024 continue to promote the diversity of our people, both within our organisation and our wider health community, to ensure that we have a workforce of the future, which is reflective of the population of Wales. We will take positive action to increase representation of people from diverse identities, backgrounds and cultures and will be able to demonstrate and evidence how we have removed barriers for underrepresented groups, including those living in poverty, to access meaningful employment within the health field.

Objective 2 Addressing pay gaps

We will by 2024 take action to understand our pay gaps, and address and minimise the impact where possible, within the constraints of the national pay systems for the NHS in wales. We will significantly improve the quality of the data we collect which will enhance our understanding and provide evidence to inform programmes to ameliorate issues identified.

Objective 3 Engage with the community

We will by 2024 have strengthened our collaborative work with our partners, stakeholders, and communities to improve equity in education, training, safety and quality of the services we provide both directly and indirectly for the people of Wales. We will be able to demonstrate this through our work with underrepresented groups in our NHS, education, careers and widening access communities.

Objective 4 Ensure equality is embedded into the way that we procure and commission services and goods

We will by 2024 ensure those from whom we commission services, reflect our strategic equality plan, values and behaviours in the way they conduct their business. We expect equality, inclusion, wellbeing and Welsh Language requirements to be embedded into their functions and will be able to evidence this.

Objective 5 Ensure service delivery reflects individual need

We will by 2024 be able to evidence how our collaborative work with communities and stakeholders has enabled us to shape and improve equity in education, training, safety and quality of services. Our ‘offer’, procedures and systems will be reflective of the different needs of our partners including staff, students, trainees and SAS Doctors.

We are committed to ensuring our strategic equality plan and objectives are delivered through compassionate leadership principles and behaviours. By December 2020, our directorates will be developing specific plans to support this strategic equality plan with implementation programmed into forward planning cycles and commencing January 2021.

Policy context

Along with our Public Sector Equality Duties as set out in Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 there are a number of national strategies and policy drivers which have shaped our journey and development of our strategic objectives. These include:

Wellbeing and Future Generations (Wales) Act 2015
A Healthier Wales (2018)
Is Wales Fairer? (2018)
A Healthier Wales, A Workforce Strategy for Health & Social Care (Draft)
Health and Social Care (Quality and Engagement) (Wales) Bill 2019
Welsh Governments Strategic Equality Plan 2020-2024
Socio-economic Duty Wales

all of which set out to enable the transformational change required to deliver closer integration, a culture of continuous improvement, and a more equal, fair and healthier Wales; reflective of Welsh Government's Long- Term Equality Aims 2020-2024.

Public Sector Equality Duty -The General and Specific Duty

As a public body, we have a responsibility to ensure we consider how we can positively contribute to a fairer society through advancing equality and good relations between all in our day to day activities and the design of our policies and services.

When making decisions and delivering services, we must have due regard to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not;
- Foster good relations between persons who share relevant protected characteristics and persons who do not.

When thinking about the specific duties which underpin the general duties, we will set out clear steps that we will take in order to demonstrate our actions in meeting and supporting increased performance of the general duty.

We will therefore ensure specific care is given to:

- Removing disadvantages suffered by persons who share a relevant protected characteristic and are connected to that characteristic;
- Meeting the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
- Encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

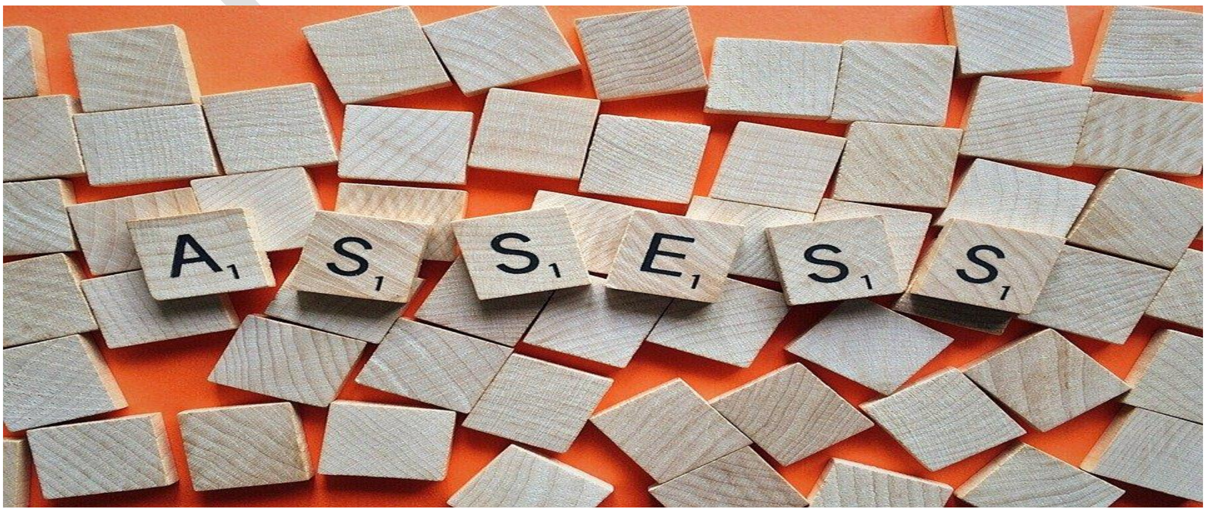
More information on the Public Sector Equality Duty please press here.

When referring to the legal term ‘protected characteristics’ it is against the law to discriminate, harass and or victimise someone because of their:

- Age
- Disability
- Gender identity
- Pregnancy & maternity
- Marriage and civil partnership
- Race
- Religion or belief
- Sexual orientation

At HEIW we also consider those who are Carers; whose first language is Welsh and those living in poverty when assessing the impacts of our work.

We have adopted an Integrated Equality Impact Assessment process. Through this approach we recognise and understand that individuals don’t just have a single characteristic and that the interconnected nature of these multiple characteristics, referred to as intersectionality, can combine to create unique modes of discrimination, barriers and experiences for people.



Consultation and engagement journey

Throughout October 2019 and January 2020, we engaged with service users including staff, patients and members of the public through a variety of internal and external mechanisms including focus groups; direct community engagement events and consultation events across Wales. These events and feedback helped shape the Public Body Equality Partnership's – of which we are a member (see page 10) - final set of objectives in March 2020.

Due to the crisis response required at the start of Covid-19 breakout, HEIW along with public sector partners received notice that PSED reporting deadlines had been extended by the Equality and Human Rights Commission from the 1st April 2020 to the 1st October 2020.

Our journey from March 2020 has seen unprecedented events taking place which have shaped our thoughts and renewed our understanding of entrenched inequalities in society. In July and August 2020, we undertook a fresh internal review of our commitments. With the purpose of checking relevance, opportunities to strengthen actions and gaps.

The feedback from these sessions reaffirmed that our five high-level objectives remain relevant and provided opportunities for us to strengthen our actions.

Introducing our Strategic Equality Objectives and Strategic Equality Plan

As a new organisation we set out on our journey with our first reporting date set for the 1st April 2020 leaving us 12 months to create our first 4-year Equality Plan. Following a period of initial research and engagement at national equalities events and networks, we set course with clear understanding of the recommendations made by ['Is Wales Fairer report, 2018',]() in particular the recommendation for better joined up working across the public sector, as being critical to ensure value for money.

This understanding informed our decision early on, to work collaboratively with a number of public sector partners, to develop a suite of high-level strategic equality objectives. With the expectation that each partner will commit to working together to deliver shared objectives and clearly action their intent within their own organisation's Strategic Equality Plan and Objectives. This partnership is known as Wales's Public Body Equality Partnership.

We have set out below each strategic equality objective with some high-level actions that make up our strategic equality plan. Underneath each objective and list of actions, there is an overarching indicative measurement of how we intend to review our performance. To bring our strategic equality plan into reality, our directorates will ensure that they operationalise their supporting equality action plans to each strategic action, with clear reporting mechanisms in place to review, build and report upon progress, in line with our internal and external reporting requirements. This will ensure that we embed our strategic equality approach into all of the functions, both internally and externally facing. Directorate plans will be produced by the end of December 2020 with implementation required from January 2021.

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Objective 1	Actions
Increase workforce diversity and inclusion We will by 2024 continue to promote the diversity of our people, both within our organisation and our wider health community, to ensure that we have a workforce of the future, which is reflective of the population of Wales. We will take positive action to increase representation of people from diverse identities, backgrounds and cultures and will be able to demonstrate and evidence how we have removed barriers for underrepresented groups, including those living in poverty to access meaningful employment within the health field.	Promote a culture of inclusivity and compassion, reflective in our values and behaviours. Take an intersectional approach to understanding equality, diversity and inclusivity impacts when planning our work and services. Embed Integrated Equality Impact Assessment framework and governance throughout organisation. Build on the wellbeing opportunities for staff that supports their physical, emotional and digital wellbeing. Establish mechanisms for securing and measuring clear evidence of organisational impact on workforce diversity and inclusion.

	Develop a systemic approach to building a framework and program of continuous work to address unconscious bias in the workplace. As an exemplar employer, review our local recruitment & selection processes, procedures and practices to attract individuals from diverse backgrounds, cultures and identities. Develop clear workforce and training initiatives and programmes that can reach out to service users and the community (including unrepresented groups). Such as mentoring and reverse-mentoring programmes, apprenticeships, internships and graduate schemes. Ensure that our careers and widening access programmes support our objective to increase workforce diversity and inclusion. Develop, deliver and evaluate learning and development programmes which raise awareness of equality, inclusion, well-being and Welsh Language within our workforce and for our Board.
Measurement Indicator	
Promote HEIW as an exemplar employer with external accreditation/recognition with Stonewall Workplace Equality Index, Disability Confident, Time to Change, Achieve Great Places to Work accreditation; Staff Survey results; Annual Pay Report; increased representation from under-represented groups	

Objective 2	Actions
Addressing pay gaps We will by 2024 take action to understand our pay gaps, and address and minimise the impact where possible and within the constraints of the national pay systems for the NHS in wales. We will significantly improve the quality of the data we collect which will enhance our	HEIW staff pay is almost entirely governed by national All-Wales contracts, with pay awards set annually by Welsh Ministers. Within this context, we will strive to promote a working environment where our pay gaps are understood, and we

understanding and provide evidence to inform programmes to ameliorate issues identified.	look for opportunities to ameliorate differences and barriers where possible. Pay can be an influencer on individuals' perception of value and therefore we will take action to mitigate gaps, where it is in our gift to do so, thereby ensuring wellbeing and inclusion is at the heart of our culture. We will raise awareness of the importance of staff completing data on the electronic staff record to support better analysis and action. We will promote wider participation and access to education, training and careers for individuals from underrepresented groups, to help break through the pay and progression barriers and address inequalities in the wider system. Create opportunities for leadership and graduate schemes to be co-produced, to foster confidence of inclusivity rather than tokenism, and to support progression (including pay) of under-represented groups.
Measurement Indicator We will analyse and monitor our progression internally in relation to this objective, including against our Annual Pay Gap Report. We will undertake surveys, evaluation and reviews of programmes aimed at addressing the external environment. This could include collating data on uptake of professional development opportunities and different work patterns at different levels.	

Objective 3	Actions
Engage with the community We will by 2024 have strengthened our collaborative work with our partners, stakeholders, and communities to improve equity in education, training, safety and quality of the services we provide both directly and indirectly for the people of Wales. We will be able to	Create and maintain effective networks of service users, partners and third sector organisation. Develop and use a variety of tools to support community engagement including networks, platforms, forums,

demonstrate this through our work with underrepresented groups in our NHS, education, careers and widening access communities.	think tanks, contract reviews, pulse surveys etc. Embed engagement and consultation into initial workforce planning process and throughout. Ensure our digital learning platforms, materials and communication methods are developed with equality, diversity and accessibility at the forefront of planning, delivery and governance. Use our community engagement methods and approaches to help shape our careers and widening access programmes and 'offers'; ensure active service user involvement in co-production, shaping and monitoring. Develop and deliver an annual learning programme celebrating service user engagement and how service user diversity and inclusion has assisted with address inequalities in health and improved practice.
Measurement Indicator Produce evidence of engagement with our community (including explicit contributions from underrepresented groups), Evaluate our strategies, policies, decisions and practice using the 'You said - We did' approach. [to follow: define education outcomes data to be collated]	

Objective 4	Actions
Ensure equality is embedded into the way that we procure and commission services and goods. We will by 2024 ensure those from whom we commission services, reflect our strategic equality plan, values and behaviours in the way they conduct their business. We expect equality, inclusion, wellbeing and Welsh Language	Embed equality, inclusion, wellbeing and Welsh Language requirements into our procurement and commissioning processes. Share good practice across the organisation in commissioning process and practices where equality, inclusion,

requirements to be embedded into their functions and will be able to evidence this.	wellbeing and Welsh Language has played a central role. Create clear and timely mechanisms for service users to share their experience of services and goods that we procure and commission. Use the feedback to positively influence and shape future procurement and commissioning activity. Capture data and evidence on service user engagement. Develop and deliver procurement learning and development programmes which raise awareness of the importance of equality, inclusion, well-being and Welsh Language within this activity. Collate evidence and measures of direct input and impact on service users including for example underrepresented groups staff, students, trainees and SAS Doctors.
Measurement Indicator	
Clear evidence of input and influence of service users Procurement and commissioning activity is compliant with the expectations laid out and helping to deliver our strategic equality aims Service user surveys support our internal assessments and evaluations	

Objective 5	Actions
Ensure service delivery reflects individual need We will by 2024 be able to evidence how our collaborative work with communities and stakeholders has enabled us to shape and improve equity in education, training, safety and quality of services. Our 'offer', procedures and systems will be reflective of the different needs of our partners including staff, students, trainees and SAS Doctors. We are committed to ensuring our strategic equality plan and objectives are delivered through compassionate leadership principles and behaviours. By December 2020, our directorates will be developing specific plans to support this strategic equality plan with implementation programmed into forward planning cycles and commencing January 2021.	Develop effective means of sharing good practice and learning across the organisation, that promotes a culture of continuous improvement to practice, addressing inequalities in service delivery, as a result of identification of being a member or ally of underrepresented groups and communities. Produce clear and effective means of engaging services users from underrepresented groups, with clear evidence and measure of direct input and impact for all service users including patients, staff, medical and non-medical) students, trainees and SAS Doctors. Undertake research and engagement to identify the need for and develop targeted initiatives to widen participation and access to education, training and careers for individuals from underrepresented groups. Ensure active service user involvement in co-production, shaping and monitoring. This could include exploration of e.g. bespoke support to individuals from BAME background to break through recruitment barriers and/or opportunities. Create opportunities to implement programmes of work that directly address Differential Attainment across our staff, students and trainees. With clear evidence and measures of direct input and impact on service users including patients, staff, students, trainees and SAS Doctors. Develop, deliver and evaluate learning and development programmes which raise awareness of equality, inclusion, well-being and Welsh Language

<table>
<tr><td></td><td>Use the organisation’s networks (see objective 1) to ensure service users from under-represented groups are actively consulted in development of new initiatives.

Organise opportunities for the Board to engage directly with service users, individuals and under-represented groups.

Develop and deliver an annual learning programme celebrating service user engagement and how service user diversity and inclusion has assisted with address inequalities in health and social care and improving practice.</td></tr>
<tr><td colspan="2">Measurement Indicator</td></tr>
<tr><td colspan="2">Evaluate workplace culture through external evaluators such as Great Places to Work
[to follow: define differential attainment targets & targeted outcomes data to be collated]</td></tr>
</table>

Appendix 1 – Strategic Equality Action Plan 2020 - 2024

Year 1 Actions

1. Promote a culture of inclusivity and compassion, reflective of our values and behaviours

2. Embed Compassionate Leadership Principles and Behaviours into everything we do

3. Create opportunities to implement programmes of work that directly address Differential Attainment across our staff, students and trainees. With clear evidence and measures of direct input and impact on service users including patients, staff, (medical and non-medical) students, trainees and SAS Doctors

4. Create clear and timely mechanisms for service users to share their experiences and positively influence change, for example networks, platforms, forums, think tanks, contract reviews, pulse surveys

5. Take an intersectional approach to understanding equality, diversity and inclusivity impacts when planning our work and services

6. Ensure our digital learning platforms, materials and communication methods are developed with equality, diversity and accessibility at the forefront of planning, delivery and governance

7. Build on the wellbeing opportunities for staff that supports their physical, emotional and digital wellbeing

8. Clear evidence and measure of direct input and impact on service users including patients, staff, (medical and non-medical), students', trainees and SAS Doctors

9. Develop mechanisms for delivering 1st whole organisation annual learning programme, celebrating diversity and the opportunities that challenges offer us to grow in our journey for full inclusion

10. Develop, deliver and evaluate learning and development programmes which raise awareness of equality, inclusion, well-being and Welsh Language

11. Work to widen participation and access to education, training and careers for individuals from underrepresented groups. Creating opportunities throughout for active service user involvement in co-production, shaping and monitoring

12. Create opportunities for leadership and graduate schemes to be co-produced to foster confidence of inclusivity rather than tokenism

13. As an exemplar employer, review our recruitment & selection processes, procedures and practices to attract individuals from diverse backgrounds, cultures and identities

14. Deliver on accreditation pledges: Stonewall, Time to Change, Disability Confident

Year 2 Actions

15. Implement systemic framework and approach to address unconscious bias in the workplace, through a variety of blended methods including digital and face to face webinars, talks, training including recruitment and selection, leadership

16. Develop and deliver an annual learning programme celebrating service user engagement and how service user diversity and inclusion, has assisted with addressing inequalities in health for underrepresented groups and communities

17. Review and deliver annual learning and development programmes which raise awareness of equality, inclusion, well-being and Welsh Language

18. Evaluate workplace culture through external accreditation, such as Great Places to Work

Year 3 Actions

19. Nurture, create and review to maintain a safe environment where people are valued for their differences and in which the Welsh Language can flourish

20. Evaluate a systemic framework and approach to address unconscious bias in the workplace

21. Evaluate and deliver annual learning programmes celebrating diversity and the opportunities that challenges offer us to grow in our journey for full inclusion

22. Review and deliver co-produced annual learning programmes celebrating service user engagement and how service user's diversity and inclusion has assisted with addressing inequalities in health and social care for underrepresented groups and communities

23. Review and deliver annual learning and development programmes which raise awareness of equality, inclusion, well-being and Welsh Language

Year 4 Actions

Commence next cycle of strategic equality planning ready for publication Review of achievements against milestones

We would like to thank you for taking the time to read about our Strategic Equality Objectives and Plan.

We welcome all comments or questions on all aspects of this strategy and plan.

Accessible Formats

If you require this publication in printed or alternative formats (large print Braille, audio, BSL and/or languages) please contact us using the details below.

How to contact us

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Health Education and Improvement Wales (HEIW)

<table>
<tr><td>Dyddiad y Cyfarfod</td><td colspan="2">24 Medi 2020</td><td>Eitem ar yr Agenda</td><td>4.1</td></tr>
<tr><td>Teitl yr adroddiad</td><td colspan="4">Adroddiad y Cyfarwyddwr Cyllid</td></tr>
<tr><td>Awdur yr adroddiad</td><td colspan="4">Rhiannon Beckett</td></tr>
<tr><td>Noddwr yr adroddiad</td><td colspan="4">Eifion Williams</td></tr>
<tr><td>Cyflwynwyd gan</td><td colspan="4">Eifion Williams</td></tr>
<tr><td>Rhyddid gwybodaeth</td><td colspan="4">Agored</td></tr>
<tr><td>Pwrpas yr adroddiad</td><td colspan="4">Darparu adroddiad ar y sefyllfa ariannol ym mis Awst 2020 (Mis 05) i Fwrdd AaGIC.</td></tr>
<tr><td>Materion allweddol</td><td colspan="4">Mae gan AaGIC ddyletswydd statudol i adennill costau ar ddiwedd y flwyddyn a dylai’r adroddiad hwn helpu’r Bwrdd, Swyddogion Gweithredol a Deiliaid Cyllidebau i ddeall y sefyllfa ariannol yr adroddwyd arni ar gyfer Mis 5 blwyddyn ariannol 2020-21 a’r camau gweithredu sydd eu hangen i sicrhau gweddill ar ddiwedd y flwyddyn.</td></tr>
<tr><td rowspan="2">Camau penodol i’w cymryd (rhowch un ✓ yn unig)</td><td>Gwybodaeth</td><td>Trafodaeth</td><td>Sicrwydd</td><td>Cymeradwyo</td></tr>
<tr><td>✓</td><td></td><td></td><td></td></tr>
<tr><td>Argymhellion</td><td colspan="4">1. Gofynnir i Fwrdd AaGIC nodi’r sefyllfa ariannol a adroddwyd ym mis pump a’r rhesymau sylfaenol dros yr amrywiannau allweddol yn y gyllideb.</td></tr>
</table>

ADRODDIAD Y CYFARWYDDWR CYLLID

1. CYFLWYNIAD

Mae'r adroddiad yn nodi'r sefyllfa ariannol fel ag y mae ar ddiwedd Awst 2020, gan adrodd yn erbyn cyllidebau a ddiweddarwyd. Mae'r cyllidebau dirprwyedig yn deillio o Gynllun Adnoddau 2020/21 a gymeradwywyd o Gynllun Ariannol IMTP 2020-25 a'i ddiweddaru ymhellach gan y llythyr dyrannu a dderbyniwyd gan Lywodraeth Cymru. Sefyllfa ariannol AaGIC ym Mis 5 yw tanwariant o £1,483,615 a'r sefyllfa ddiwedd blwyddyn ragolygol a adroddwyd i Lywodraeth Cymru yw y bydd camau'n cael eu cymryd i sicrhau y bydd sefyllfa ariannol AaGIC yn gytbwys.

2. CEFNDIR

Mae'r adroddiad hwn yn rhoi diweddariad ar y sefyllfa ariannol am y cyfnod hyd at 31 Awst 2020, ac mae'r adroddiad yn nodi'r rhesymau dros unrhyw amrywiad ariannol yn erbyn y cyllidebau a bennwyd. Mae sefyllfa pandemig COVID-19 a'r cyfnod clo yn parhau i effeithio ar gyflogau a chyllidebau eraill drwy gyfyngu ar gyfleoedd recriwtio, hyfforddi ac addysg. Rydym yn trafod yn barhaus gyda Llywodraeth Cymru ynghylch rheoli'r sefyllfa ariannol gyda chyfarfod arall wedi'i drefnu ar gyfer diwedd chwarter dau. Mae deiliaid cyllidebau a rheolwyr gwasanaethau yn rhoi ystyriaeth barhaus i ailbroffilio'r gwaith a gomisiynwyd ac mae hyn yn debygol o arwain at newidiadau pellach i'r cynllun ariannol yn 2020/21.

3. CYNNIG

Gofynnir i'r Bwrdd nodi'r sefyllfa ariannol a adroddwyd gan AaGIC ar gyfer Mis 6 ac ystyried yr esboniadau cryno o'r amrywiadau allanol a ddisgrifiwyd ar gyfer pob Cyfarwyddiaeth.

4. MATERION LLYWODRAETHU A RISG

Mae gan AaGIC ddyletswydd ariannol statudol i adennill costau ar ddiwedd blwyddyn a bydd Llywodraeth Cymru'n monitro'r sefyllfa yr adroddwyd arni o ran y ddyletswydd hon a hefyd yn erbyn cynllun ariannol y flwyddyn gyfredol a gyflwynwyd yng Nghynllun Tymor Canolig Integredig 2020-23.

5. GOBLYGIADAU ARIANNOL

5.1 Y Sefyllfa Ariannol Refeniw ym Mis 05

Mae AaGIC yn adrodd am danwariant o £1,483,000 yn erbyn cyllidebau proffiledig ar 31 Awst 2020. Mae sefyllfa'r tanwariant mewn cyllidebau cyflogau yn deilio o amrywiannau ar draws sefydliadau staff AaGIC. Mae'r tanwariant mewn cyllidebau eraill yn ganlyniad i lai o waith hyfforddiant ac addysg, a chostau teithio o ganlyniad i gyfyngiadau symud cyfnod clo COVID-19. Mae'r tanwariant sylweddol mewn cyllidebau comisiynu'n deillio'n bennaf o danrecriwtio neu athreuliad o gyrsiau addysg proffesiynol gofal iechyd ac mae'r tanwariant mewn cyllidebau meddygol yn gysylltiedig â thanrecriwtio i swyddi gradd hyfforddiant meddygol a Fferylliaeth.

Adroddwyd sefyllfa mis 5 i Lywodraeth Cymru ar ddiwrnod 5 ac mae rhagor o fanylion wedi'u rhannu drwy'r ffurflen fonitro a gyflwynwyd ar ddiwrnod 9 yn unol ag amserlen adrodd ofynnol Cylchlythyr Iechyd Cymru. Mae'r Ffurflen Fonitro a gyflwynwyd i'w gweld yn Atodiad 2.

Mae'r tabl isod yn dangos yr amrywiad lefel uchel yng nghyllideb ddirprwyedig y Cyfarwyddwyr Gweithredol.

GIG CYMRU NHS WALES | Addysg a Gwella Iechyd Cymru (AaGIC) Health Education and Improvement Wales (HEIW)

As at 31st August 2020

	Year to Date			Previous Month	
	Budget	Actual	Variance	Variance to Date	Movement
	£	£	£	£	£
INCOME:					
Welsh Government	(88,773,343)	(88,773,343)	0	0	0
Other Income	(235,687)	(195,382)	40,305	22,406	17,899
Total Income	(89,009,030)	(88,968,725)	40,305	22,406	17,899
Expenditure					
Board & Executive	680,783	637,890	(42,893)	(21,814)	(21,079)
Finance	385,648	376,209	(9,439)	(3,366)	(6,073)
Planning, Performance and Corporate Services	752,314	687,914	(64,400)	(25,888)	(38,512)
Digital and IT	1,954,344	1,913,778	(40,566)	(24,832)	(15,734)
Medical & Pharmacy	41,625,310	41,062,991	(562,319)	(527,409)	(34,910)
Nursing	42,825,978	42,078,431	(747,547)	(491,628)	(255,919)
Human Resources and Organisation Development	911,019	854,265	(56,754)	(53,742)	(3,012)
Sub-Total Expenditure	**89,135,396**	**87,611,477**	(1,523,919)	(1,148,679)	(375,240)
Total			(1,483,615)	(1,126,273)	(357,342)

Mae'r tabl canlynol yn darparu dadansoddiad pellach o'r amrywiad ariannol yn ôl categori gwariant.

	Income	Expenditure			Total
		Pay	Non Pay	Commissioning	
Directorate	£	£	£	£	£
Board and Executive		(13,073)	(29,820)		(42,893)
Chief Executive Reserve			0		0
Finance		(4,793)	(4,646)		(9,439)
Planning, Performance and Corporate Services		3,805	(68,205)		(64,400)
Digital and IT		(14,266)	(26,299)		(40,566)
Medical & Pharmacy	40,305	(189,763)	(282,603)	(89,953)	(522,015)
Nursing	0	(52,432)	(2,621)	(692,493)	(747,547)
Human Resources and Organisation Development		(12,169)	(44,585)		(56,754)
Total	**40,305**	**(282,692)**	**(458,781)**	**(782,446)**	**(1,483,615)**

Mae'r dadansoddiad yn Atodiad 1 yn darparu'r prif resymau dros y tanwariant, yn ôl Cyfarwyddiaeth. Y prif resymau dros yr amrywiannau mewn tanwariant yw amrywiannau yn erbyn lefelau staffio a gyllidebwyd ar gyfer Cyllidebau Cyflogau, costau is o ran gwaith cymorth addysg a hyfforddiant a chostau teithio mewn cyllidebau di-dâl a lleoliadau is na'r disgwyl mewn cyllidebau lleoliadau addysg a hyfforddiant a gomisiynwyd.

Disgwylir y bydd AaGIC yn llwyddo i sicrhau sefyllfa ariannol gytbwys yn gyffredinol ar ddiwedd y flwyddyn.

5.2 Cyfalaf

Ni wariwyd unrhyw wariant cyfalaf hyd yn hyn yn 2020/21. Cynhelir cyfarfodydd gyda deiliaid cyllidebau ym misoedd Awst a Medi i baratoi'r rhaglen gyfalaf ar gyfer ei chymeradwyo gan y Tîm Gweithredol.

Cafodd y dyraniad o £46,000 ar gyfer caffael y system e-bortffolio fferylliaeth ei gario ymlaen i 2020/21 gan na wnaeth unrhyw gyflenwyr ymgeisio am y prosiect yn 2019/20. Mae gofynion y cynllun yn cael eu hadolygu ar hyn o bryd.

5.3 Mantolen

Mae'r fantolen ar 31 Awst 2020 wedi'i nodi isod:

	Balans Agoriadol 2020/21 £000au	**31 Awst 2020 £000au**	**Symudiad £000au**
Asedau anghyfredol:			
Asedau sefydlog	2,595	2,386	(209)
Asedau cyfredol:			
Masnach a derbyniadau eraill	1,074	1,011	(63)
Arian parod a banc	7,465	2,763	(4,702)
Cyfanswm yr asedau	**11,134**	**6,160**	**(4,974)**
Rhwymedigaethau:			
Masnach a symiau taladwy eraill	(7,328)	(10,270)	(2,942)
Darpariaethau	(130)	(130)	0
Cyfanswm rhwymedigaethau	**(7,458)**	**(10,400)**	**(2,942)**
	3,676	**(4,240)**	**(7,916)**
Ariannwyd gan:			
Y Gronfa Gyffredinol	3,676	(4,240)	(7,916)
Cyfanswm Cyllid	**3,676**	**(4,240)**	**(7,916)**

- Mae'r symudiad ar asedau anghyfredol yn adlewyrchu dibrisiant a godwyd yn ystod 2020/21. Cyfanswm y dyraniad cyfalaf ar gyfer 2020/21 yw £151,000 yn sgil y £51,000 a gariwyd ymlaen o 2019/20. Nid yw'r cynlluniau gwariant wedi'u creu'n derfynol i'w hystyried gan y Tîm Gweithredol eto.

- Cyfanswm masnach a symiau taladwy eraill yw £10.3 miliwn, cynnydd o £2.9 miliwn ers dechrau'r flwyddyn ariannol. Mae'r prif falansau'n cynnwys:
  - Croniadau ar gyfer yr isadran feddygol yn y mis yn £3.8 miliwn. Mae £2.2 miliwn o'r balans hwn yn gostau hyfforddeion meddygon teulu ym mis Awst sydd heb eu talu eto. Mae £0.7 miliwn arall yn groniad arall sy'n ymwneud â chomisiynu ym maes fferylliaeth, a £0.6 miliwn yn groniad o gostau cyflogau myfyrwyr mewn byrddau iechyd.
  - Mae croniadau'r mis ar gyfer yr isadran anfeddygol yn £4.9 miliwn, yn cynnwys £1.6 miliwn ar gyfer GIG Cymru (yn cynnwys ad-dalu cyflogau myfyrwyr) a £3.2 miliwn ar gyfer costau ac eithrio costau GIG Cymru (anfonebau prifysgolion yn bennaf yn cynnwys ad-dalu bwrsarïau, costau teithio ac ati).
  - Mae balansau eraill yn cynnwys:

- £0.5 miliwn ar gyfer croniadau cyflogres – taliadau pensiwn a CThEM a wnaed y mis yn dilyn y gyflogres.
- £0.5 miliwn ar gyfer croniadau cyfrifyddu technegol e.e. croniad gwyliau blynyddol a gariwyd ymlaen.

Gofynnwyd am a derbyniwyd cyllid dyraniad adnoddau o £22.5 miliwn gan Lywodraeth Cymru ym mis Awst 2020. Y balans yn y banc ar ddiwedd y mis oedd £2.7 miliwn, sy'n uwch na'r targed mewnol o £1 miliwn a bennwyd gan AaGIC. Mae hyn yn deillio o adennill tua £1 miliwn o wariant Prifysgolion yn ystod y mis, a nifer o anfonebau disgwyliedig heb eu derbyn i'w talu yn ystod y mis.

5.4. Polisi Talu'r Sector Cyhoeddus (PSPP)

Mae disgwyl i bob corff yn y GIG gydymffurfio â Pholisi Talu'r Sector Cyhoeddus, sy'n ei gwneud hi'n ofynnol i gyrff y GIG dalu 95% o'u holl anfonebau o fewn 30 diwrnod ac sy'n seiliedig ar sefyllfa gronnus. Yn y cyfnod o 1 Ebrill i 31 Awst 2020, mae AaGIC wedi talu 92.08% o anfonebau nad ydynt yn rhai'r GIG o fewn y targed hwn (90.34% ym Mis 4). Mae dadansoddiad o'r sefyllfa, gyda chymhariaeth â mis 5 ar gyfer 2019/20 wedi'i nodi isod:

Perfformiad PSPP Anfonebau nad ydynt yn rhai'r GIG 2019/20 a 2020/21 - Yn ôl nifer o anfonebau (targed o 95%)								
	2019/20				2020/21			
	Cyfanswm Nifer	Cyfanswm a Basiodd	Cyfanswm a Fethodd	% a basiodd	Cyfanswm Nifer	Cyfanswm a Basiodd	Cyfanswm a Fethodd	% a basiodd
Ebrill	489	467	22	95.50	354	334	20	94.35
Mai	312	301	11	96.47	311	236	75	75.88
Mehefin	502	486	16	96.81	453	412	41	90.95
Gorffennaf	806	777	29	96.40	404	393	11	97.28
Awst	456	431	25	94.52	385	381	4	99.00
Cronnus	**2,565**	**2,462**	**103**	**95.99**	**1,907**	**1,756**	**151**	**92.08**

Cafwyd gwelliant sylweddol yng nghyfradd dalu PSPP yn ystod y misoedd diwethaf ac mae'r anfonebau oedd i'w talu yn sgil methiannau yn gynharach yn y flwyddyn wedi'u clirio. Mae'r gwaith yn mynd rhagddo i gynnal a gwella perfformiad PSPP yn AaGIC, yn cynnwys:

- Datblygwyd dangosfwrdd PSPP sy'n hwyluso'r dadansoddiad o berfformiad talu ar lefel cyfarwyddiaeth a chanolfan costau. Cyflwynir hwn bob mis yn un o gyfarfodydd wythnosol y Tîm Cyllid gan alluogi partneriaid busnes i adolygu ac ymdrin ag unrhyw broblemau sy'n datblygu.

- Caiff tracwyr sy'n monitro anfonebau sydd wedi'u hoedi eu diweddaru'n rheolaidd ac mae unrhyw broblemau'n cael eu hamlygu a'u trafod gyda'r tîm perthnasol.

6. ARGYMHELLIAD

Gofynnir i'r Bwrdd nodi'r sefyllfa ariannol a adroddwyd i AaGIC ym mis 5, yr esboniad cryno o'r amrywiannau allweddol yn ôl Cyfarwyddiaeth, y sefyllfa Gyfalaf, y Fantolen a'r perfformiad PSPP.

<table>
<tr><td colspan="4">Llywodraethu a Sicrwydd</td></tr>
<tr><td rowspan="4">Cysylltu ag amcanion strategol yr IMTP
(rhowch ✓)</td><td>Nod Strategol 1:
Arwain y broses o gynllunio a datblygu gweithlu cymwys, cynaliadwy a hyblyg, a sicrhau ei lesiant, er mwyn helpu i gyflawni ‘Cymru Iachach</td><td>Nod Strategol 2:
Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol</td><td>Nod Strategol 3:
Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Nod Strategol 4:
Datblygu’r gweithlu er mwyn helpu i ddarparu diogelwch ac ansawdd</td><td>Nod Strategol 5:
Bod yn gyflogwr rhagorol ac yn lle gwych i weithio ynddo</td><td>Nod Strategol 6:
Cael ei nabod fel partner, dylanwadwr ac arweinydd rhagorol</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td colspan="4">Ansawdd, diogelwch a phrofiad y claf</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau ar gyfer Ansawdd, Diogelwch a Phrofiad y Claf</td></tr>
<tr><td colspan="4">Goblygiadau ariannol</td></tr>
<tr><td colspan="4">Mae’r goblygiadau ariannol wedi’u nodi uchod yng nghorff yr adroddiad.</td></tr>
<tr><td colspan="4">Goblygiadau cyfreithiol (gan gynnwys asesiad o gydraddoldeb ac amrywiaeth)</td></tr>
<tr><td colspan="4">Mae gan AaGIC gyfrifoldeb statudol i adennill costau ar ddiwedd y flwyddyn, mae’r adroddiad yn nodi’r sefyllfa ariannol yn Awst 2020.
Nid oes unrhyw oblygiadau cydraddoldeb ac amrywiaeth i’r adroddiad hwn.</td></tr>
<tr><td colspan="4">Goblygiadau staffio</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau staffio i’r adroddiad hwn.</td></tr>
<tr><td colspan="4">Goblygiadau hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau’r Dyfodol (Cymru) 2015)</td></tr>
<tr><td colspan="4">Mae’r adroddiad yn rhoi disgrifiad byr o sut mae AaGIC yn ceisio mabwysiadu dull cynaliadwy o reoli ariannol a fydd yn ei alluogi i gyflawni ei amcanion hirdymor.</td></tr>
<tr><td>Hanes yr adroddiad</td><td colspan="3">Mae’r adroddiad yn cyfeirio at ac yn diweddaru’r diweddariad cyllid blaenorol a rannwyd â Bwrdd AaGIC yn Awst 2020.</td></tr>
<tr><td>Atodiadau</td><td colspan="3">Mae rhagor o fanylion yn Atodiad 1.</td></tr>
</table>

Appendix 1

REPORT OF THE DIRECTOR OF FINANCE

The following analysis of the key underspends, by Directorate, is provided below:

1. Board and Executives

- An underspend on pay is as a result of 2 WTE vacancies, the Information Governance Officer has been appointed and is due to start in September, the advert for the PA role has just closed and appointment to the Interim Director of Nursing post at less than 1 WTE also contributes to the underspend. The year to date underspend has again been reduced in month 5 by the re-purposing of £1m of budget phased across the year to support activities required to enable trainees to progress as a result of the Covid-19 pandemic.

- An underspend on Non-Pay of £29.8K is due to lower than budgeted travel and subsistence costs and training expenses as a result of the Covid-19 pandemic and lockdown, which are partly offset by increased translation costs.

2. Finance

- The underspend on pay budgets of £3.4k is as a result of two vacancies within the team. The underspend associated with these vacancies would ordinarily have been offset by the costs of agency staff but as a result of the Covid-19 pandemic and lockdown the reliance on agency staff has reduced. The underspend has again been reduced in month 5 by the re-purposing of £1m of budget phased across the year to support activities to enable trainees to progress as a result of the Covid-19 pandemic and other new commitments.

- There is a favourable variance of £4.6K in Non-Pay that is predominantly related to lower than anticipated travel and subsistence costs and lower than budgeted bank charges.

3. Planning, Performance and Corporate Services

- There is an adverse variance against the Pay budgets of £3.8K as a result of 1 wte vacant post that has been filled by an agency member of staff. Recruitment to the post is expected in January.

- There is an underspend of £68.2k against non-pay budgets as a result of charges for utilities and other variable costs associated with Ty Dysgu, such as photocopying charges, being lower than budgeted. There has also been a VAT rebate from 2019/20 following EY review.

4. Digital and IT

- There are a number of vacant posts within the team created an underspend of £14.3k. Appointment has been made to the Head of Digital and Head of Cyber posts with further recruitment planned for August, September and October. Notification that another two posts will shortly become vacant as a result of staff members leaving has also been received. The underspend on pay budgets has again been reduced in month 5 by the re-purposing of £1m of budget to support activities to enable trainees to progress as a result of the Covid-19 pandemic and other commitments.

- There is an underspend against non-pay budgets of £26.3k as a result of lower than anticipated travel and subsistence costs and underspend on intrepid development days and Office 365 licence take up by trainees. The planned migration from Cardiff University servers to Azure cloud-based servers has also been delayed resulting in a delay to the set up and migration costs.

5. Medical and Pharmacy

- There is an adverse variance of £40.3k against the other income target as a result of lower than anticipated income from revalidation and CPD courses for Dentists and GPs.

- The underspend on pay of £189.8k is as a result of a number of administration and clerical vacancies across a range of teams which are only partly offset by agency costs. There are also vacancies in clinical lead roles including the SAS lead, lead for Simulation and Deputy Foundation lead.

- The underspend on non-pay of £282.6k is as a result of lower than anticipated spend on training expenses, lecture fees and travel and subsistence in the year to date. Also, GP appraisals have been suspended in the first six months of the year creating a £194k underspend. Virtual sessions delivered through the Hamnet Street contract at a lower cost than face to face sessions also contribute to the underspend although the number of sessions is increasing and lower spend than budgeted on lay representatives offset by an increasing spend on supernumerary posts.

- Commissioning budgets are underspent by £89.5k in month. The underspend is predominantly due to a variance of £83.5k in respect of under-recruitment to training grade posts, £70k underspend due to lower activity in training expenses and training, travel and subsistence and student salary reimbursements in Pharmacy budgets, underspend at £41.7K in the PGMDE budget and £10.8k in Welsh Clinical Academic Training. An overspend on GP training reported for the first time in month 5 is as a result of the notification of twelve extensions.

6. Nursing

- The underspend in Pay budgets of £52.4K relates predominantly to the delay in appointing to senior posts within the nursing team and within the Workforce Modernisation team that has now transferred into the Nursing Directorate. The start date for the Head of Science post is still unconfirmed at this point.

- Non-Pay budgets are mainly provided for Commissioning expenditure on education and training contracts, student salary and bursary costs along with disability payments, training, travel and subsistence and expenses. In total, an underspend of £692K is reported in month 5 for Commissioning budgets for the following reasons:

    - The Commissioning budget is based on the existing student cohort in the system and the commissioned student numbers for 20/21. The underspend and hand back to WG reported in month 4 of £3.9m was as a result of the following factors:-

	Forecast Outturn	Notes
Spring 2020 co-hort under-recruitment	£1m	1
Student Salaries	£0.5m	2
Self Funding Students	£1.6m	3
Delayed Course Starts	£0.7m	4
Total	**£3.9m**	

Notes:

1. Under-recruitment to year 1 of the Spring 2020 cohort which would not have been known at budget setting.
2. Underspend in respect of student salary re-imbursement as a result of under-recruitment to certain courses in the Sept 2019 to August 2020 co-hort.
3. Underspend in contract fees and bursary as a result of student choice to self-fund in the Sept 2019 to August 2020 co-hort.
4. Delayed course starts as a result of Covid 19.

- Additional underspend on commissioning budgets of £692k is reported in month 5 as a result the most recent information on numbers of students starting years two and three in the Sept 2020 to August 2021 cohort and variation in student salary and bursary payments budgeted on average rates but subject to means testing.

  - The other non-pay budgets are related to travel and subsistence and other expenses of the Nursing team which are of minimal value and there is a small underspend of £2.6k in month.

5. Human Resources and Organisation Development

- There are a high number of vacancies at 10.7 wte across the core budgets within the Directorate with only 1.7 wte offset by agency staff. The underspend on pay budgets has again been reduced in month 5 by the re-purposing of budget to support activities to enable trainees to progress as a result of the Covid-19 pandemic and other commitments

- A Non-Pay variance of £44.6K is predominantly due to underspends on training, consultancy, professional fees and conference budgets largely due to the impact of Covid-19 restrictions.

GIG CYMRU NHS WALES | Addysg a Gwella Iechyd Cymru (AaGIC) Health Education and Improvement Wales (HEIW)

Monitoring Returns – Month 5 2020/21

DIRECTOR OF FINANCE COMMENTARY

1. Actual Year to Date and Forecast Under / Overspend 2020/21

HEIW have established a balanced financial plan for the current financial year as part of the approved 2020/21 to 2022/23 IMTP. The reported position for August 2020 (Month 5) for HEIW is a cumulative surplus of £1,484k and a full-year break-even position.

Ongoing consideration is being given by budget holders and service managers to re-profiling due to the impact of COVID 19. Commissioning activity and this is likely to result in further updates to the financial plan for 2020/21.

There are no assumptions in respect of unconfirmed income from other Welsh NHS organisations and there are no unallocated contingencies or reserves included within our reported position.

2. Movement (Table A)

Table A has been completed in line with the 3 year IMTP.

Due to COVID-19 there have been delays in the start of some courses commissioned by the nursing directorate, which it is estimated will result in a reduction in expenditure of approximately £719k in 2020/21. **Underlying Position (Table A1)**

This table does not need to be completed until month 6.

3. Risks (Table A2)

HEIW has previously included in its narrative an unquantified risk of students selecting bursary or student loans to fund their courses, and uncertainty over the student numbers on funded courses.

There is a new risk this month arising from the additional students that have been recruited to courses because of the change in determining A Level grades. The final impact amount is yet to be fully quantified, but is likely to be substantial. HEIW will determine further into the year, when Universities will confirm the actual numbers that have taken up their courses, as to whether we need additional funding or if it can be contained by utilising the underspend currently being reported in-year.

4. Monthly Positions (Table B)

Table B shows the HEIW position as at month 5 analysed by Income, Pay, Non-Pay and Commissioning Expenditure (included within Line 16 'Other Private & Voluntary Sector').

5. Pay & Agency (Table B2)

Pay costs are anticipated to increase during the year as the recruitment process for vacant posts progresses.

Agency spend is incurred as a result of filling some of the vacant posts in the agreed HEIW structure with agency staff until recruitment processes enable substantive appointments. As a result of the COVID pandemic:

- Recruitment for a number of posts has been paused/delayed.
- A change in the service requirements has reduced the reliance on agency staff.

It is anticipated that the costs of agency staff will increase during the year as service provision and requirements return to deliver the requirements of the IMTP.

6. COVID-19 (Table B3)

HEIW has previously identified in the month 4 return that there is an estimated reduction in expenditure of £719k as a result of the delayed start to a number of courses commissioned by the nursing directorate. This has been reflected in line 119 of Table B3.

The Board has also approved the re-purposing of £1m to address the later year effects of the pandemic to recover training and education opportunities that have been adversely affected. This adjustment is not yet reflected within Table B3.

In the year to date position there has however been no additional expenditure in excess of the core allocation.

7. Savings Schemes & Tracker (Tables C, C1, C2 & C3)

HEIW does not have any formal savings schemes and therefore these tables have not been completed. However, saving opportunities are taken in-year, and HEIW accounts for these within our position.

There is one validation error on the MMR that is related to the savings schemes template, although this appears to be because the tables are blank for HEIW.

8. Welsh NHS Assumptions (Table D)

All NHS Wales organisations will be contacted in month 6 to agree updated income and expenditure assumptions for 2020-21.

9. Resource Limits (Table E)

Table E includes all approved allocation changes for 2020/21 up to and including letter 4.

10. SoFP (Table F)

This table does not need to be completed until month 6.

11. Cash Flow (Table G)

This table does not need to be completed until month 6.

12. PSPP (Table H)

The PSPP table is completed on a quarterly basis.

13. Capital (Tables I & K)

HEIW has a discretionary capital allocation of £105k and a further £46k has been approved for the procurement of pharmacy equipment. No capital expenditure has been incurred to date and plans are being formulated to commit the allocation for this year. Managers were contacted during July and August in order to determine the individual service requirement.

The risk rating for the purchase of pharmacy equipment has been set at medium at month 5. The purchasing of the pharmacy equipment was delayed in 2019/20 since no responses were received when the procurement was put out to tender. The requirements of the project will be reviewed in 2020/21, but at this point we are unable to confirm if any suppliers will be in a position to submit tenders. Work is ongoing and updates will be given when they are received.

No assets have been disposed during the year.

14. Aged Debtors (Table M)

HEIW does not have any NHS aged-debtors older than eleven weeks as at 31st August 2020.

15. Other Issues

The financial information reported in the monitoring return aligns to the financial detail shared with the Executive Team and it is the intention for this return to be included in the Board papers for the September Board meeting. A copy of the Executive Team Financial Report is attached for information, which contains the detail of performance against delegated budgets for Month 5.

HEIW has not incurred any costs as a result of the Test, Trace and Protect strategy, and therefore the TTP template has not been completed.

16. Authorisation

The submission is signed by both the Director of Finance and Chief Executive.

Eifion Williams
Director of Finance

Alex Howells
Chief Executive

Attachment: Extract from Month 5 Finance Report to Executive Management Team.

4. FINANCIAL POSITION

HEIW is reporting an underspend of £1.483m against profiled budgets as at 31st August 2020. The underspend position in Pay budgets is due to vacancies across HEIW staffing establishments. The underspends in Non-Pay budgets are as a result of reduced training and education activity due to the COVID-19 lockdown restrictions. The significant underspend in Commissioning budgets are primarily as a result of under recruitment to Nurse education placements and the underspends in Medical budgets are related to under recruitment to medical training grade posts and Pharmacy.

The month 5 position was reported to WG on day 5 and further detail will be shared through the monitoring return submitted on day 9 in accordance with the required WHC reporting timetable.

As at 31st August 2020

	Year to Date			Previous Month	
	Budget	Actual	Variance	Variance to Date	Movement
	£	£	£	£	£
INCOME:					
Welsh Government	(88,773,343)	(88,773,343)	0	0	0
Other Income	(235,687)	(195,382)	40,305	22,406	17,899
Total Income	(89,009,030)	(88,968,725)	40,305	22,406	17,899
Expenditure					
Board & Executive	680,783	637,890	(42,893)	(21,814)	(21,079)
Finance	385,648	376,209	(9,439)	(3,366)	(6,073)
Planning, Performance and Corporate Services	752,314	687,914	(64,400)	(25,888)	(38,512)
Digital and IT	1,954,344	1,913,778	(40,566)	(24,832)	(15,734)
Medical & Pharmacy	41,625,310	41,062,991	(562,319)	(527,409)	(34,910)
Nursing	42,825,978	42,078,431	(747,547)	(491,628)	(255,919)
Human Resources and Organisation Developm	911,019	854,265	(56,754)	(53,742)	(3,012)
Sub-Total Expenditure	**89,135,396**	**87,611,477**	(1,523,919)	(1,148,679)	(375,240)
Total			(1,483,615)	(1,126,273)	(357,342)

The following table provides a further breakdown of the financial variance by Directorate.

	Income	Expenditure			Total
		Pay	Non Pay	Commissioning	
Directorate	£	£	£	£	£
Board and Executive		(13,073)	(29,820)		(42,893)
Chief Executive Reserve			0		0
Finance		(4,793)	(4,646)		(9,439)
Planning, Performance and Corporate Services		3,805	(68,205)		(64,400)
Digital and IT		(14,266)	(26,299)		(40,566)
Medical & Pharmacy	40,305	(189,763)	(282,603)	(89,953)	(522,015)
Nursing	0	(52,432)	(2,621)	(692,493)	(747,547)
Human Resources and Organisation Development		(12,169)	(44,585)		(56,754)
Total	**40,305**	**(282,692)**	**(458,781)**	**(782,446)**	**(1,483,615)**

The following analysis of the key underspends, by Directorate, is provided below: -

1. Board and Executives

   - An underspend on pay is as a result of 2 wte vacancies, the Information Governance Officer has been appointed and is due to start in September, the advert for the PA role has just closed and appointment to the Interim Director of Nursing post at less than 1 wte also contributes to the underspend. The year to date underspend has again been reduced in month 5 by the re-purposing of £1m of budget phased across the year to support activities required to enable trainees to progress as a result of the Covid-19 pandemic.

   - An underspend on Non-Pay of £29.8K is due to lower than budgeted travel and subsistence costs and training expenses as a result of the Covid-19 pandemic and lockdown, which are partly offset by increased translation costs.

2. Finance.

   - The underspend on pay budgets of £3.4k is as a result of two vacancies within the team. The underspend associated with these vacancies would ordinarily have been offset by the costs of agency staff but as a result of the Covid-19 pandemic and lockdown the reliance on agency staff has reduced. The underspend has again been reduced in month 5 by the re-purposing of £1m of budget phased across the year to support activities to enable trainees to progress as a result of the Covid-19 pandemic and other new commitments.

   - There is a favourable variance of £4.6K in Non-Pay that is predominantly related to lower than anticipated travel and subsistence costs and lower than budgeted bank charges.

3. Planning, Performance and Corporate Services

   - There is an adverse variance against the Pay budgets of £3.8K as a result of 1 wte vacant post that has been filled by an agency member of staff. Recruitment to the post is expected in January.

   - There is an underspend of £68.2k against non-pay budgets as a result of charges for utilities and other variable costs associated with Ty Dysgu, such as photocopying charges, being lower than budgeted. There has also been a VAT rebate from 2019/20 following EY review.

4. Digital and IT

- There are a number of vacant posts within the team created an underspend of £14.3k. Appointment has been made to the Head of Digital and Head of Cyber posts with further recruitment planned for August, September and October. Notification that another two posts will shortly become vacant as a result of staff members leaving has also been received. The underspend on pay budgets has again been reduced in month 5 by the re-purposing of £1m of budget to support activities to enable trainees to progress as a result of the Covid-19 pandemic and other commitments.

- There is an underspend against non-pay budgets of £26.3k as a result of lower than anticipated travel and subsistence costs and underspend on intrepid development days and Office 365 licence take up by trainees. The planned migration from Cardiff University servers to Azure cloud-based servers has also been delayed resulting in a delay to the set up and migration costs.

5. Medical and Pharmacy

- There is an adverse variance of £40.3k against the other income target as a result of lower than anticipated income from revalidation and CPD courses for Dentists and GPs.

- The underspend on pay of £189.8k is as a result of a number of administration and clerical vacancies across a range of teams which are only partly offset by agency costs. There are also vacancies in clinical lead roles including the SAS lead, lead for Simulation and Deputy Foundation lead.

- The underspend on non-pay of £282.6k is as a result of lower than anticipated spend on training expenses, lecture fees and travel and subsistence in the year to date. Also GP appraisals have been suspended in the first six months of the year creating a £194k underspend. Virtual sessions delivered through the Hamnet Street contract at a lower cost than face to face sessions also contribute to the underspend although the number of sessions is increasing and lower spend than budgeted on lay representatives offset by an increasing spend on supernumerary posts.

- Commissioning budgets are underspent by £89.5k in month. The underspend is predominantly due to a variance of £83.5k in respect of under-recruitment to training grade posts, £70k underspend due to lower activity in training expenses and training, travel and subsistence and student salary reimbursements in Pharmacy budgets, underspend at £41.7K in the PGMDE budget and £10.8k in Welsh Clinical Academic Training. An overspend on GP training reported for the first time in month 5 is as a result of the notification of twelve extensions.

6. Nursing

- The underspend in Pay budgets of £52.4K relates predominantly to the delay in appointing to senior posts within the nursing team and also within the Workforce Modernisation team that has now transferred into the Nursing Directorate. The start date for the Head of Science post is still unconfirmed at this point.

- Non-Pay budgets are mainly provided for Commissioning expenditure on education and training contracts, student salary and bursary costs along with disability payments, training, travel and subsistence and expenses. In total, an underspend of £692K is reported in month 5 for Commissioning budgets for the following reasons:

    - The Commissioning budget is based on the existing student cohort in the system and the commissioned student numbers for 20/21. The underspend and hand back to WG reported in month 4 of £3.9m was as a result of the following factors:-

	Forecast Outturn	Notes
Spring 2020 co-hort under-recruitment	£1m	1
Student Salaries	£0.5m	2
Self Funding Students	£1.6m	3
Delayed Course Starts	£0.7m	4
Total	**£3.9m**	

Notes

1. Under-recruitment to year 1 of the Spring 2020 co-hort which would not have been known at budget setting.
2. Underspend in respect of student salary re-imbursement as a result of under-recruitment to certain courses in the Sept 2019 to August 2020 co-hort.
3. Underspend in contract fees and bursary as a result of student choice to self-fund in the Sept 2019 to August 2020 co-hort.
4. Delayed course starts as a result of Covid 19.

- Additional underspend on commissioning budgets of £692k is reported in month 5 as a result the most recent information on numbers of students starting years two and three in the Sept 2020 to August 2021 co-hort and variation in student salary and bursary payments budgeted on average rates but subject to means testing.

  - The other non-pay budgets are related to travel and subsistence and other expenses of the Nursing team which are of minimal value and there is a small underspend of £2.6k in month.

7. Human Resources and Organisation Development

- There are a high number of vacancies at 10.7 wte across the core budgets within the Directorate with only 1.7 wte offset by agency staff. The underspend on pay budgets has again been reduced in month 5 by the re-purposing of budget to support activities to enable trainees to progress as a result of the Covid-19 pandemic and other commitments

- A Non-Pay variance of £44.6K is predominantly due to underspends on training, consultancy, professional fees and conference budgets largely due to the impact of Covid-19 restrictions.

VALIDATION SUMMARY 2020-21

Your organisation is showing as :	HEIW
Period is showing :	AUG 20
TABLE A : MOVEMENT	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE A1 : UNDERLYING POSITION	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE A2: RISKS	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE B : MONTHLY POSITIONS	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE B2 : PAY & AGENCY/LOCUM	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE B3 : COVID-19	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE C, C1 & C2 : SAVINGS SCHEMES	HEIW IS CURRENTLY SHOWING 1 ERRORS FOR THIS TABLE
TABLE C3 : TRACKER	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE E : RESOURCE LIMITS	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE E1 : INVOICED INCOME	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE F : STATEMENT OF FINANCIAL POSITION	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE G : MONTHLY CASHFLOW	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE I : CAPITAL RESOURCE / EXPENDITURE LIMIT	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE J: CAPITAL IN YEAR SCHEMES	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TABLE K : CAPITAL DISPOSALS	HEIW IS CURRENTLY SHOWING 0 ERRORS FOR THIS TABLE
TOTAL ERRORS FOR YOUR AUG 20 RETURN IS	**1 ERRORS ON 1 DIFFERENT TABLE/S**

HEIW

Period : **Aug 20**

Summary Of Main Financial Performance

Revenue Performance

		Actual YTD £'000	Annual Forecast £'000
1	Under / (Over) Performance	1,484	0

HEIW **Period : Aug 20**

Table A - Movement of Opening Financial Plan to Forecast Outturn

This Table is currently showing 0 errors

Line 12 should reflect the corresponding amounts included within the latest IMTP/AOP submission to WG
Lines 1 - 12 should not be adjusted after Month 1

		In Year Effect	Non Recurring	Recurring	FYE of Recurring
		£'000	£'000	£'000	£'000
1	Underlying Position b/fwd from Previous Year - as per 3 year plan (Surplus - Positive Value / Deficit - Negative Value)	0	0	0	0
2	New Cost Pressures - as per 3 year plan (Negative Value)	-28,752	0	-28,752	-33,676
3	**Opening Cost Pressures**	**-28,752**	**0**	**-28,752**	**-33,676**
4	Welsh Government Funding (Positive Value)	28,752	0	28,752	33,676
5	Identified Savings Plan (Positive Value)	0	0	0	0
6	Planned Net Income Generated (Positive Value)	0	0	0	0
7	Planned Accountancy Gains (Positive Value)	0	0	0	0
8	Planned Profit / (Loss) on Disposal of Assets	0	0	0	0
9	Planned Release of Uncommitted Contingencies & Reserves (Positive Value)	0	0		
10		0	0		
11	Planning Assumptions still to be finalised at Month 1	0	0		
12	**IMTP / Annual Operating Plan**	**0**	**0**	**0**	**0**
13	Reversal of Planning Assumptions still to be finalised at Month 1	0	0	0	0
14	Month 1 Planned Savings - Forecast Underachievement Due to Covid-19	0	0		
15	Month 1 Planned Savings - Other Forecast (Underachievement) / Overachievement	0	0	0	0
16	Additional In Year Identified Savings - Forecast (Positive Value)	0	0	0	0
17	Additional In Year & Variance from Planned Net Income Generated (Positive Value)	0	0	0	0
18	Additional In Year & Variance from Planned Accountancy Gains (Positive Value)	0	0	0	0
19	Additional In Year & Variance from Planned Profit / (Loss) on Disposal of Assets	0	0		
20	Release of Previously Committed Contingencies & Reserves (Positive Value)	0	0		
21	Additional In Year Welsh Government Funding (Positive Value)	0	0		
22	Additional In Year Welsh Government Funding Due To Covid-19 (Positive Value)	0	0		
23	Operational Expenditure Cost Increase Due To Covid-19 (Negative Value)	0	0		
24	Planned Operational Expenditure Cost Reduction Due To Covid-19 (Positive Value)	719	719		
25	(Positive Value)	0	0		
26	Net In Year Operational Variance to IMTP/AOP (material gross amounts to be listed separately)	0	0		
27	Return of funding as a result of delayed start dates (See Table B3)	-719	-719		
28		0	0		
29		0	0		
30		0	0		
31		0	0		
32		0	0		
33		0	0		
34		0	0		
35		0	0		
36		0	0		
37		0	0		
38		0	0		
39		0	0		
40	**Forecast Outturn (- Deficit / + Surplus)**	**0**	**0**	**0**	**0**

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD	In Year Effect
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1													0	0
2	-1,739	-1,739	-1,739	-1,739	-2,151	-2,806	-2,806	-2,806	-2,806	-2,806	-2,806	-2,806	-9,108	-28,752
3	**-1,739**	**-1,739**	**-1,739**	**-1,739**	**-2,151**	**-2,806**	**-2,806**	**-2,806**	**-2,806**	**-2,806**	**-2,806**	**-2,806**	**-9,108**	**-28,752**
4	1,739	1,739	1,739	1,739	2,151	2,806	2,806	2,806	2,806	2,806	2,806	2,806	9,108	28,752
5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8													0	0
9													0	0
10													0	0
11													0	0
12	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
13	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19													0	0
20													0	0
21													0	0
22													0	0
23	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0	719	0	719
25	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26	329	363	289	145	358	44	-172	-222	-71	-163	-279	-621	1,484	0
27												-719	0	-719
28													0	0
29													0	0
30													0	0
31													0	0
32													0	0
33													0	0
34													0	0
35													0	0
36													0	0
37													0	0
38													0	0
39													0	0
40	**329**	**363**	**289**	**145**	**358**	**44**	**-172**	**-222**	**-71**	**-163**	**-279**	**-621**	**1,484**	**0**

HEIW **Period : Aug 20**

Table A1 - Underlying Position

This table needs completing monthly from Month: 6

This Table is currently showing 0 errors

	Section A - By Spend Area	IMTP Underlying Position b/f £'000	Full Year Effect of Actions: Recurring Savings (+ve) £'000	Full Year Effect of Actions: Recurring Allocations / Income (+ve) £'000	Subtotal £'000	New, Recurring, Full Year Effect of Unmitigated Pressures (-ve) £'000	IMTP Underlying Position c/f £'000
1	Pay - Administrative, Clerical & Board Members				0		0
2	Pay - Medical & Dental				0		0
3	Pay - Nursing & Midwifery Registered				0		0
4	Pay - Prof Scientific & Technical				0		0
5	Pay - Additional Clinical Services				0		0
6	Pay - Allied Health Professionals				0		0
7	Pay - Healthcare Scientists				0		0
8	Pay - Estates & Ancillary				0		0
9	Pay - Students				0		0
10	Non Pay - Supplies and services - clinical				0		0
11	Non Pay - Supplies and services - general				0		0
12	Non Pay - Consultancy Services				0		0
13	Non Pay - Establishment				0		0
14	Non Pay - Transport				0		0
15	Non Pay - Premises				0		0
16	Non Pay - External Contractors				0		0
17	Health Care Provided by other Orgs – Welsh LHBs				0		0
18	Health Care Provided by other Orgs – Welsh Trusts				0		0
19	Health Care Provided by other Orgs – WHSSC				0		0
20	Health Care Provided by other Orgs – English				0		0
21	Health Care Provided by other Orgs – Private / Other				0		0
22	**Total**	**0**	**0**	**0**	**0**	**0**	**0**

	Section B - By Directorate	IMTP Underlying Position b/f £'000	Full Year Effect of Actions: Recurring Savings (+ve) £'000	Full Year Effect of Actions: Recurring Allocations / Income (+ve) £'000	Subtotal £'000	New, Recurring, Full Year Effect of Unmitigated Pressures (-ve) £'000	IMTP Underlying Position c/f £'000
1	Primary Care				0		0
2	Mental Health				0		0
3	Continuing HealthCare				0		0
4	Commissioned Services				0		0
5	Scheduled Care				0		0
6	Unscheduled Care				0		0
7	Children & Women's				0		0
8	Community Services				0		0
9	Specialised Services				0		0
10	Executive / Corporate Areas				0		0
11	Support Services (inc. Estates & Facilities)				0		0
12	**Total**	**0**	**0**	**0**	**0**	**0**	**0**

HEIW

Period : **Aug 20**

This Table is currently showing 0 errors

Table A2 - Overview Of Key Risks & Opportunities

		FORECAST YEAR END	
		£'000	**Likelihood**
	Opportunities to achieve IMTP/AOP (positive values)		
1	Red Pipeline schemes (inc AG & IG)		
2	Potential Cost Reduction		
3	**Total Opportunities to achieve IMTP/AOP**	**0**	
	Risks (negative values)		
4	Under delivery of Amber Schemes included in Outturn via Tracker		
5	Continuing Healthcare		
6	Prescribing		
7	Pharmacy Contract		
8	WHSSC Performance		
9	Other Contract Performance		
10	GMS Ring Fenced Allocation Underspend Potential Claw back		
11	Dental Ring Fenced Allocation Underspend Potential Claw back		
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26	**Total Risks**	**0**	
	Further Opportunities (positive values)		
27			
28			
29			
30			
31			
32			
33			
34	**Total Further Opportunities**	**0**	
35	**Current Reported Forecast Outturn**	**0**	
36	**IMTP / AOP Outturn Scenario**	**0**	
37	**Worst Case Outturn Scenario**	**0**	
38	**Best Case Outturn Scenario**	**0**	

HEIW

YTD Months to be completed from Month: 1
Forecast Months to be completed from Month: 3

Table B - Monthly Positions **Period : Aug 20**

This Table is currently showing 0 errors

	A. Monthly Summarised Statement of Comprehensive Net Expenditure / Statement of Comprehensive Net Income		1 Apr £'000	2 May £'000	3 Jun £'000	4 Jul £'000	5 Aug £'000	6 Sep £'000	7 Oct £'000	8 Nov £'000	9 Dec £'000	10 Jan £'000	11 Feb £'000	12 Mar £'000	Total YTD £'000	Forecast year-end position £'000
1	Revenue Resource Limit	Actual/F'cast	17,662	18,470	18,566	15,390	18,812	21,500	20,200	21,000	23,000	22,300	20,350	25,372	88,900	242,622
2	Capital Donation / Government Grant Income	Actual/F'cast													0	0
3	Welsh NHS Local Health Boards & Trusts Income	Actual/F'cast													0	0
4	WHSSC Income	Actual/F'cast													0	0
5	Welsh Government Income (Non RRL)	Actual/F'cast													0	0
6	Other Income	Actual/F'cast	30	38	72	28	27	59	44	22	37	22	24	32	195	435
7	**Income Total**		**17,692**	**18,508**	**18,638**	**15,418**	**18,839**	**21,559**	**20,244**	**21,022**	**23,037**	**22,322**	**20,374**	**25,404**	**89,095**	**243,057**
8	Primary Care Contractor (excluding drugs, including non resource limited expenditure)	Actual/F'cast													0	0
9	Primary Care - Drugs & Appliances	Actual/F'cast													0	0
10	Provided Services - Pay	Actual/F'cast	1,268	1,260	1,267	1,265	1,278	1,336	1,346	1,340	1,441	1,449	1,446	1,589	6,338	16,285
11	Provider Services - Non Pay (excluding drugs & depreciation)	Actual/F'cast	1,149	1,121	1,189	(226)	703	1,354	1,010	1,132	1,653	1,509	1,286	3,930	3,936	15,810
12	Secondary Care - Drugs	Actual/F'cast													0	0
13	Healthcare Services Provided by Other NHS Bodies	Actual/F'cast													0	0
14	Non Healthcare Services Provided by Other NHS Bodies	Actual/F'cast													0	0
15	Continuing Care and Funded Nursing Care	Actual/F'cast													0	0
16	Other Private & Voluntary Sector	Actual/F'cast	14,904	15,722	15,851	14,192	16,458	18,783	18,018	18,730	19,972	19,484	17,878	20,463	77,127	210,455
17	Joint Financing and Other	Actual/F'cast													0	0
18	Losses, Special Payments and Irrecoverable Debts	Actual/F'cast													0	0
19	Exceptional (Income) / Costs - (Trust Only)	Actual/F'cast													0	0
20	Total Interest Receivable - (Trust Only)	Actual/F'cast													0	0
21	Total Interest Payable - (Trust Only)	Actual/F'cast													0	0
22	DEL Depreciation\Accelerated Depreciation\Impairments	Actual/F'cast	42	42	42	42	42	42	42	42	42	43	43	43	210	507
23	AME Donated Depreciation\Impairments	Actual/F'cast													0	0
24	Uncommitted Reserves & Contingencies	Actual/F'cast													0	0
25	Profit\Loss Disposal of Assets	Actual/F'cast													0	0
26	**Cost - Total**	Actual/F'cast	**17,363**	**18,145**	**18,349**	**15,273**	**18,481**	**21,515**	**20,416**	**21,244**	**23,108**	**22,485**	**20,653**	**26,025**	**87,611**	**243,057**
27	**Net surplus/ (deficit)**	Actual/F'cast	**329**	**363**	**289**	**145**	**358**	**44**	**(172)**	**(222)**	**(71)**	**(163)**	**(279)**	**(621)**	**1,484**	**0**

B. Assessment of Financial Forecast Positions

Year-to-date (YTD)	£'000	
28 . Actual YTD surplus/ (deficit)	1,484	
29. Actual YTD surplus/ (deficit) last month	1,126	
30. Current month actual surplus/ (deficit)	358	
		Trend
31. Average monthly surplus/ (deficit) YTD	297	▲
32. YTD /remaining months	212	

Full-year surplus/ (deficit) scenarios	£'000
33. Extrapolated Scenario	3,990
34. Year to Date Trend Scenario	3,562

C. DEL/AME Depreciation & Impairments

			1 Apr £'000	2 May £'000	3 Jun £'000	4 Jul £'000	5 Aug £'000	6 Sep £'000	7 Oct £'000	8 Nov £'000	9 Dec £'000	10 Jan £'000	11 Feb £'000	12 Mar £'000	Total YTD	Forecast year-end position
	DEL															
35	Baseline Provider Depreciation	Actual/F'cast	42	42	42	42	42	42	42	42	42	43	43	43	210	507
36	Strategic Depreciation	Actual/F'cast													0	0
37	Accelerated Depreciation	Actual/F'cast													0	0
38	Impairments	Actual/F'cast													0	0
39	Other (Specify in Narrative)	Actual/F'cast													0	0
40	**Total**		**42**	**42**	**42**	**42**	**42**	**42**	**42**	**42**	**42**	**43**	**43**	**43**	**210**	**507**
	AME															
41	Donated Asset Depreciation	Actual/F'cast													0	0
42	Impairments	Actual/F'cast													0	0
43	Other (Specify in Narrative)	Actual/F'cast													0	0

44	**Total**		**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

D. Accountancy Gains

			1	2	3	4	5	6	7	8	9	10	11	12		
			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
			£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000		
45	Accountancy Gains	Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	**0**	**0**

E. Committed Reserves & Contingencies

			1	2	3	4	5	6	7	8	9	10	11	12		
			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
			£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000		
	List of all Committed Reserves & Contingencies inc above in Section A. Please specify Row number in description.															
46		Forecast Only													0	0
47		Forecast Only													0	0
48		Forecast Only													0	0
49		Forecast Only													0	0
50		Forecast Only													0	0
51		Forecast Only													0	0
52		Forecast Only													0	0
53		Forecast Only													0	0
54		Forecast Only													0	0
55		Forecast Only													0	0
56		Forecast Only													0	0
57		Forecast Only													0	0
58		Forecast Only													0	0
59		Forecast Only													0	0
60		Forecast Only													0	0
61		Forecast Only													0	0
62		Forecast Only													0	0
63		Forecast Only													0	0
64		Forecast Only													0	0
65		Forecast Only													0	0
66		Forecast Only													0	0
67		Forecast Only													0	0
68		Forecast Only													0	0
69		Forecast Only													0	0
70		Forecast Only													0	0
71		Forecast Only													0	0
72		Forecast Only													0	0
73		Forecast Only													0	0
74	**Total**		**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
		Phasing	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	

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Period : **Aug 20**

YTD Months to be completed from Month: 1

This Table is currently showing 0 errors **Forecast Months to be completed from Month: 3**

Table B2 - Pay Expenditure Analysis

A - Pay Expenditure

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
REF	*TYPE*	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1	Administrative, Clerical & Board Members	763	756	765	737	756	798	803	799	860	865	863	957	**3,777**	**9,722**
2	Medical & Dental	419	420	415	413	420	440	444	442	475	477	477	524	**2,087**	**5,366**
3	Nursing & Midwifery Registered	6	5	6	32	13	13	13	13	14	14	14	14	**62**	**157**
4	Prof Scientific & Technical	68	68	70	72	78	73	74	74	79	80	79	80	**356**	**895**
5	Additional Clinical Services	12	11	11	11	11	12	12	12	13	13	13	14	**56**	**145**
6	Allied Health Professionals													**0**	**0**
7	Healthcare Scientists													**0**	**0**
8	Estates & Ancillary													**0**	**0**
9	Students													**0**	**0**
10	**TOTAL PAY EXPENDITURE**	**1,268**	**1,260**	**1,267**	**1,265**	**1,278**	**1,336**	**1,346**	**1,340**	**1,441**	**1,449**	**1,446**	**1,589**	**6,338**	**16,285**

Analysis of Pay Expenditure

11	**LHB Provided Services - Pay**	1,268	1,260	1,267	1,265	1,278	1,336	1,346	1,340	1,441	1,449	1,446	1,589	**6,338**	**16,285**
12	**Other Services (incl. Primary Care) - Pay**													**0**	**0**
13	**Total - Pay**	**1,268**	**1,260**	**1,267**	**1,265**	**1,278**	**1,336**	**1,346**	**1,340**	**1,441**	**1,449**	**1,446**	**1,589**	**6,338**	**16,285**
		0	0	0	0	0	0	0	0	0	0	0	0		

B - Agency / Locum (premium) Expenditure
- Analysed by Type of Staff

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
REF	*TYPE*	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1	Administrative, Clerical & Board Members	27	17	19	13	16	25	25	30	30	35	35	39	**92**	**311**
2	Medical & Dental													**0**	**0**
3	Nursing & Midwifery Registered													**0**	**0**
4	Prof Scientific & Technical													**0**	**0**
5	Additional Clinical Services													**0**	**0**
6	Allied Health Professionals													**0**	**0**
7	Healthcare Scientists													**0**	**0**
8	Estates & Ancillary													**0**	**0**
9	Students													**0**	**0**
10	**TOTAL AGENCY/LOCUM (PREMIUM) EXPENDITURE**	**27**	**17**	**19**	**13**	**16**	**25**	**25**	**30**	**30**	**35**	**35**	**39**	**92**	**311**
11	**Agency/Locum (premium) % of pay**	**2.1%**	**1.3%**	**1.5%**	**1.0%**	**1.3%**	**1.9%**	**1.9%**	**2.2%**	**2.1%**	**2.4%**	**2.4%**	**2.5%**	**1.5%**	**1.9%**
		1	1	1	1	1	1	1	1	1	1	1	1	1	1

C - Agency / Locum (premium) Expenditure
- Analysed by Reason for Using Agency/Locum (premium)

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
REF	*REASON*	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1	Vacancy	27	17	19	13	16	25	25	30	30	35	35	39	**92**	**311**
2	Maternity/Paternity/Adoption Leave													**0**	**0**
3	Special Leave (Paid) – inc. compassionate leave, interview													**0**	**0**
4	Special Leave (Unpaid)													**0**	**0**
5	Study Leave/Examinations													**0**	**0**
6	Additional Activity (Winter Pressures/Site Pressures)													**0**	**0**
7	Annual Leave													**0**	**0**
8	Sickness													**0**	**0**
9	Restricted Duties													**0**	**0**
10	Jury Service													**0**	**0**
11	WLI													**0**	**0**
12	Exclusion (Suspension)													**0**	**0**
13	COVID-19													**0**	**0**
14	**TOTAL AGENCY/LOCUM (PREMIUM) EXPENDITURE**	**27**	**17**	**19**	**13**	**16**	**25**	**25**	**30**	**30**	**35**	**35**	**39**	**92**	**311**
		0	0	0	0	0	0	0	0	0	0	0	0		

HEIW

Period : Aug 20

This Table is currently showing 0 errors

Table B3 - COVID-19 Analysis

A - Additional Expenditure

REF	Enter as positive values	1 Apr £'000	2 May £'000	3 Jun £'000	4 Jul £'000	5 Aug £'000	6 Sep £'000	7 Oct £'000	8 Nov £'000	9 Dec £'000	10 Jan £'000	11 Feb £'000	12 Mar £'000	Total YTD £'000	Forecast year-end position £'000
1	***Pay (Additional costs due to C19)***														
2	**Establishment & Bank Additional Hours:**														
3	Administrative, Clerical & Board Members													0	0
4	Medical & Dental													0	0
5	Nursing & Midwifery Registered													0	0
6	Prof Scientific & Technical													0	0
7	Additional Clinical Services													0	0
8	Allied Health Professionals													0	0
9	Healthcare Scientists													0	0
10	Estates & Ancillary													0	0
11	**Sub total Establishment & Bank Additional Hours**	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	**Agency:**														
13	Administrative, Clerical & Board Members													0	0
14	Medical & Dental													0	0
15	Nursing & Midwifery Registered													0	0
16	Prof Scientific & Technical													0	0
17	Additional Clinical Services													0	0
18	Allied Health Professionals													0	0
19	Healthcare Scientists													0	0
20	Estates & Ancillary													0	0
21	**Sub total Agency**	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	**Returners (Provide WTE to the right):**														
23	Administrative, Clerical & Board Members													0	0
24	Medical & Dental													0	0
25	Nursing & Midwifery Registered													0	0
26	Prof Scientific & Technical													0	0
27	Additional Clinical Services													0	0
28	Allied Health Professionals													0	0
29	Healthcare Scientists													0	0
30	Estates & Ancillary													0	0
31	**Sub total Returners**	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	**Students (Provide WTE to the right):**														
33	Medical & Dental													0	0
34	Nursing & Midwifery Registered													0	0
35	Prof Scientific & Technical													0	0
36	Additional Clinical Services													0	0
37	Allied Health Professionals													0	0
38	Healthcare Scientists													0	0
39	Estates & Ancillary													0	0
40	**Sub total Students**	0	0	0	0	0	0	0	0	0	0	0	0	0	0
41	**Other Temp Staff (Provide WTE to the right):**														
42	Administrative, Clerical & Board Members													0	0
43	Medical & Dental													0	0
44	Nursing & Midwifery Registered													0	0
45	Prof Scientific & Technical													0	0
46	Additional Clinical Services													0	0
47	Allied Health Professionals													0	0
48	Healthcare Scientists													0	0
49	Estates & Ancillary													0	0
50	**Sub total Other Temp Staff**	0	0	0	0	0	0	0	0	0	0	0	0	0	0
51	**Other (speficify below and in narrative)**														
52														0	0
53														0	0
54														0	0
55														0	0
56	**TOTAL ADDITIONAL PAY EXPENDITURE**	0	0	0	0	0	0	0	0	0	0	0	0	0	0

57	***Non Pay (Additional costs due to C19)***														
58	Accomodation Costs													**0**	**0**
59	Additional costs in Primary Care													**0**	**0**
60	Additional costs in Private Sector including via WHSSC													**0**	**0**
61	Additional costs in Temporary Hospital Capacity - Set Up Costs e.g. Field Hospitals													**0**	**0**
62	Catering Costs													**0**	**0**
63	CHC													**0**	**0**
64	Cleaning Costs													**0**	**0**
65	Costs as a result of lost income (inc SLA, services & private patients)													**0**	**0**
66	Covid-19 Testing Units													**0**	**0**
67	Decommissioning costs													**0**	**0**
68	Discharge to assess													**0**	**0**
69	Discharge to recover													**0**	**0**
70	Drugs inc Medical Gases													**0**	**0**
71	Equipment Costs - beds													**0**	**0**
72	Equipment costs - ventilators													**0**	**0**
73	Equipment costs - other (specific in narrative)													**0**	**0**
74	Estates\Security costs													**0**	**0**
75	External Project Management Costs													**0**	**0**
76	Insurance													**0**	**0**
77	IT Costs													**0**	**0**
78	Laundry Costs													**0**	**0**
79	Legal Fees													**0**	**0**
80	M&SE - consumables													**0**	**0**
81	Mortuary/Funeral Expenses													**0**	**0**
82	PPE													**0**	**0**
83	Rates													**0**	**0**
84	Rent													**0**	**0**
85	Reprovision of existing services to external facilities e.g. Haemophilia services													**0**	**0**
86	Telephony													**0**	**0**
87	Temporary LTA Arrangements													**0**	**0**
88	Training													**0**	**0**
89	Transportation													**0**	**0**
90	Utility Costs													**0**	**0**
91	Other costs (specifiy below and in narrative)													**0**	**0**
92														**0**	**0**
93														**0**	**0**
94														**0**	**0**
95														**0**	**0**
96	**TOTAL ADDITIONAL NON PAY EXPENDITURE**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
97	**TOTAL ADDITIONAL OPERATIONAL EXPENDITURE (Agrees to Table A)**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
		0	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**		

A1 - Major Projects : Change in Capacity Expenditure Due To C19 (subset of Table A)

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	**May**	**Jun**	**Jul**	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mar**	**Total YTD**	**Forecast year-end position**
REF	***Enter as positive values***	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
98	***Major Projects: Capacity Change Expenditure (due to C19)***														
99														**0**	**0**
100														**0**	**0**
101														**0**	**0**
102														**0**	**0**
103														**0**	**0**
104														**0**	**0**
105														**0**	**0**
106														**0**	**0**
107														**0**	**0**
108														**0**	**0**
109	Test, Trace, Protect Costs													**0**	**0**
110	**TOTAL MAJOR PROJECTS: ADDITIONAL CAPACITY EXPENDITURE**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

B - Non Delivery of Planned Savings Due To C19

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
	Enter as Positive values	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
111	***Non Delivery of Planned Savings (due to C19)***														
112	Non Delivery of Finalised (M1) Savings													0	0
113	Non delivery of Savings Assumed but not finalised at M1													0	0
114	**TOTAL NON DELIVERY OF PLANNED SAVINGS**	0	0	0	0	0	0	0	0	0	0	0	0	0	0

C - Planned Operational Expenditure Cost Reduction Due To C19

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
	Enter as Negative values	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
115	***Expenditure Reductions (due to C19)***														
116	Reduction of non pay costs due to reduced elective activity													0	0
117	Reduction of outsourcing costs due to reduced planned activity													0	0
118	Reduction of travel and expenses													0	0
119	Delayed course start dates												(719)	0	(719)
120														0	0
121														0	0
122														0	0
123														0	0
124														0	0
125	**TOTAL EXPENDITURE REDUCTION (Agrees to Table A)**	0	0	0	0	0	0	0	0	0	0	0	(719)	0	(719)
		0	0	0	0	0	0	0	0	0	0	0	0		

D - Slippage on Planned Investments/Repurposing of Developmental Initiatives due to C19

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
	Enter as Negative values	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
126	***Slippage on Planned Investments/Repurposing of Developmental Initiatives (due to C19)***														
127														0	0
128														0	0
129														0	0
130														0	0
131														0	0
132														0	0
133														0	0
134														0	0
135														0	0
136	**TOTAL RELEASE/REPURPOSING OF PLANNED INVESTMENTS/DEVELOPMENT INITIATIVES (Agrees to Table A)**	0	0	0	0	0	0	0	0	0	0	0	0	0	0
137	**NET EXPENDITURE DUE TO Covid-19**	0	0	0	0	0	0	0	0	0	0	0	(719)	0	(719)
		0	0	0	0	0	0	0	0	0	0	0	0		

A - WTE of New Staff

		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
		WTE	WTE	WTE	WTE	WTE	WTE	WTE	WTE	WTE	WTE	WTE	WTE
22	**Returners:**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23	Administrative, Clerical & Board Members												
24	Medical & Dental												
25	Nursing & Midwifery Registered												
26	Prof Scientific & Technical												
27	Additional Clinical Services												
28	Allied Health Professionals												
29	Healthcare Scientists												
30	Estates & Ancillary												
31	**Sub total Returners**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
32	**Students:**												
33	Medical & Dental												
34	Nursing & Midwifery Registered												
35	Prof Scientific & Technical												
36	Additional Clinical Services												
37	Allied Health Professionals												
38	Healthcare Scientists												
39	Estates & Ancillary												
40	**Sub total Students**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
41	**Other Temp Staff:**												
42	Administrative, Clerical & Board Members												
43	Medical & Dental												
44	Nursing & Midwifery Registered												
45	Prof Scientific & Technical												
46	Additional Clinical Services												
47	Allied Health Professionals												
48	Healthcare Scientists												
49	Estates & Ancillary												
50	**Sub total Other Temp Staff**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

A1 - Major Projects : Change in Bed Numbers Due To C19 (subset of Table A)

REF	Enter as positive values	1 Apr	2 May	3 Jun	4 Jul	5 Aug	6 Sep	7 Oct	8 Nov	9 Dec	10 Jan	11 Feb	12 Mar
98	*Major Projects: Bed Capacity (due to C19)*												
99													
100													
101													
102													
103													
104													
105													
106													
107													
108													
109													
110	TOTAL MAJOR PROJECTS: ADDITIONAL BED CAPACITY	0	0	0	0	0	0	0	0	0	0	0	0

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Table C - Identified Expenditure Savings Schemes (Excludes Income Generation & Accountancy Gains)

This Table is currently showing 1 errors
Some errors will be resolved when complete rows have data or associated tables are completed

			1	2	3	4	5	6	7	8	9	10	11	12	Total YTD	Full-year forecast	YTD as %age of FY / *YTD variance as %age of YTD*	Assessment		Full In-Year forecast		Full-Year Effect of Recurring Savings
			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar				Green	Amber	non recurring	recurring	
			£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000				£'000	£'000	£'000	£'000	£'000
1	CHC and Funded Nursing Care	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
2		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
3		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
4	Commissioned Services	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
5		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
6		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
7	Medicines Management (Primary & Secondary Care)	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
8		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
9		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
10	Non Pay	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
11		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
12		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
13	Pay	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
14		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
15		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
16	Primary Care	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
17		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
18		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
19	Total	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
20		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
21		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			

22	Variance in month													
23	In month achievement against FY forecast													

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Table C1- Savings Schemes Pay Analysis

		Month	1 Apr £'000	2 May £'000	3 Jun £'000	4 Jul £'000	5 Aug £'000	6 Sep £'000	7 Oct £'000	8 Nov £'000	9 Dec £'000	10 Jan £'000	11 Feb £'000	12 Mar £'000	Total YTD	Full-year forecast	YTD as %age of FY *YTD variance as %age of YTD Budget/Plan*	Assessment Green £'000	 Amber £'000	Full In-Year forecast non recurring £'000	 recurring £'000	Full-Year Effect of Recurring Savings £'000
1	Changes in Staffing Establishment	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
2		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
3		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
4	Variable Pay	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
5		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
6		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
7	Locum	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
8		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
9		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
10	Agency / Locum paid at a premium	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
11		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
12		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
13	Changes in Bank Staff	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
14		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
15		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
16	Other (Please Specify)	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
17		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
18		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
19	Total	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
20		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
21		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			

Table C2- Savings Schemes Agency/Locum Paid at a Premium Analysis

		Month	1 Apr £'000	2 May £'000	3 Jun £'000	4 Jul £'000	5 Aug £'000	6 Sep £'000	7 Oct £'000	8 Nov £'000	9 Dec £'000	10 Jan £'000	11 Feb £'000	12 Mar £'000	Total YTD	Full-year forecast	YTD as %age of FY *YTD variance as %age of YTD Budget/Plan*	Assessment Green £'000	 Amber £'000	Full In-Year forecast non recurring £'000	 recurring £'000	Full-Year Effect of Recurring Savings £'000
1	Reduced usage of Agency/Locums paid at a premium	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
2		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
3		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
4	Non Medical 'off contract' to 'on contract'	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
5		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
6		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
7	Medical - Impact of Agency pay rate caps	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
8		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
9		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
10	Other (Please Specify)	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
11		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
12		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
13	Total	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
14		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
15		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			

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This Table is currently showing 0 errors

Table C3 - Tracker

	£'000	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Full-year forecast	Non Recurring	Recurring	FYE Adjustment	Full-year Effect
Savings (Cash Releasing & Cost Avoidance)	Month 1 - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Month 1 - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Income Generation	Month 1 - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Month 1 - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Accountancy Gains	Month 1 - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Month 1 - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	Month 1 - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Month 1 - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Table D - Income/Expenditure Assumptions

Annual Forecast

	LHB/Trust	Contracted Income	Non Contracted Income	Total Income	Contracted Expenditure	Non Contracted Expenditure	Total Expenditure
		£'000	£'000	£'000	£'000	£'000	£'000
1	Swansea Bay University		4	**4**		12,859	**12,859**
2	Aneurin Bevan University		4	**4**		10,050	**10,050**
3	Betsi Cadwaladr University		4	**4**		15,272	**15,272**
4	Cardiff & Vale University		7	**7**		20,552	**20,552**
5	Cwm Taf Morgannwg University		4	**4**		12,085	**12,085**
6	Hywel Dda University		3	**3**		7,530	**7,530**
7	Powys			**0**		550	**550**
8	Public Health Wales		9	**9**		1,222	**1,222**
9	Velindre		20	**20**		31,471	**31,471**
10	NWSSP			**0**			**0**
11	NWIS			**0**			**0**
12	Wales Ambulance Services			**0**		490	**490**
13	WHSSC			**0**			**0**
14	EASC			**0**			**0**
15	HEIW			**0**			**0**
16	NHS Wales Executive			**0**			**0**
17	**Total**	**0**	**55**	**55**	**0**	**112,081**	**112,081**

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This Table is currently showing 0 errors

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Table E - Resource Limits

1. BASE ALLOCATION

		STATUS OF ISSUED RESOURCE LIMIT ITEMS				Total Revenue Resource Limit	Recurring (R) or Non Recurring (NR)	Total Revenue Drawing Limit	Total Capital Resource Limit	Total Capital Drawing Limit	WG Contact and Date Item First Entered Into Table
		HCHS £'000	Pharmacy £'000	Dental £'000	GMS £'000	£'000		£'000	£'000	£'000	
1	**LATEST ALLOCATION LETTER/SCHEDULE REF:**	**4**									
2	**Total Confirmed Funding**	241,049				**241,049**		240,529	151	151	

2. ANTICIPATED ALLOCATIONS

		HCHS £'000	Pharmacy £'000	Dental £'000	GMS £'000	Total Revenue Resource Limit £'000	Recurring (R) or Non Recurring (NR)	Total Revenue Drawing Limit £'000	Total Capital Resource Limit £'000	Total Capital Drawing Limit £'000	WG Contact and Date Item First Entered Into Table
3	DEL Non Cash Depreciation - Baseline Surplus / Shortfall					**0**					
4	DEL Non Cash Depreciation - Strategic					**0**					
5	DEL Non Cash Depreciation - Accelerated					**0**					
6	DEL Non Cash Depreciation - Impairment					**0**					
7	AME Non Cash Depreciation - Donated Assets					**0**					
8	AME Non Cash Depreciation - Impairment					**0**					
9	AME Non Cash Depreciation - Impairment Reversals					**0**					
10	Removal of Donated Assets / Government Grant Receipts					**0**					
11	Nurse Staffing Act	180				**180**	**NR**	180			Month 1 - Richard Dudley
12	WCLF QIST (Pharmacy)	85				**85**	**NR**	85			Month 1 - Richard Dudley
13	Commitment Awards	50				**50**	**NR**	50			Month 1 - Richard Dudley
14	Development Funding	600				**600**	**NR**	600			Month 1 - Richard Dudley
15	Strategic Review of Education Provsion	240				**240**	**NR**	240			Month 1 - Richard Dudley
16	Leadership & Succession Posts	77				**77**	**R**	77			Month 1 - Richard Dudley
17	SAS Post	111				**111**	**R**	111			Month 1 - Richard Dudley
18	Single Lead Employer Foundation	260				**260**	**R**	260			Month 1 - Richard Dudley
19	Senior Software Developer	56				**56**	**R**	56			Month 1 - Richard Dudley
20	WCLTF Optometry - 50% Funding	34				**34**	**NR**	34			Month 4
21	Return of funding re NMET	(120)				**(120)**	**NR**	(120)			Month 4 - Steve Elliott
22						**0**					
23						**0**					
24						**0**					
25						**0**					
26						**0**					
27						**0**					
28						**0**					
29						**0**					
30						**0**					
31						**0**					
32						**0**					
33						**0**					
34						**0**					
35						**0**					
36						**0**					
37						**0**					
38						**0**					
39						**0**					
40						**0**					
41						**0**					
42						**0**					
43						**0**					
44						**0**					
45						**0**					
46						**0**					
47						**0**					
48						**0**					
49						**0**					
50						**0**					
51						**0**					
52						**0**					
53						**0**					
54						**0**					
55						**0**					
56	**Total Anticipated Funding**	**1,573**	**0**	**0**	**0**	**1,573**		**1,573**	**0**	**0**	

3. TOTAL RESOURCES & BUDGET RECONCILIATION

		HCHS £'000	Pharmacy £'000	Dental £'000	GMS £'000	Total Revenue Resource Limit £'000	Recurring (R) or Non Recurring (NR)	Total Revenue Drawing Limit £'000	Total Capital Resource Limit £'000	Total Capital Drawing Limit £'000
57	Confirmed Resources Per 1. above	241,049	0	0	0	241,049		240,529	151	151
58	Anticipated Resources Per 2. above	1,573	0	0	0	1,573		1,573	0	0
59	**Total Resources**	**242,622**	**0**	**0**	**0**	**242,622**		**242,102**	**151**	**151**

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This Table is currently showing 0 errors

Table E1 - Invoiced Income Streams - TRUSTS ONLY

Ref		Swansea Bay ULHB £'000	Aneurin Bevan ULHB £'000	Betsi Cadwaladr ULHB £'000	Cardiff & Vale ULHB £'000	Cwm Taf Morgannwg ULHB £'000	Hywel Dda ULHB £'000	Powys LHB £'000	Public Health Wales NHS Trust £'000	Welsh Ambulance NHS Trust £'000	Velindre NHS Trust £'000	NWSSP £'000	NWIS £'000	HEIW £'000	WG £'000	EASC £'000	WHSSC £'000	Other (please specify) £'000	Total £'000	WG Contact and date item first entered into table
1	**Agreed full year income**																		0	
	Details of Anticipated Income																			
2	DEL Non Cash Depreciation - Baseline Surplus / Shortfall																		0	
3	DEL Non Cash Depreciation - Strategic																		0	
4	DEL Non Cash Depreciation - Accelerated																		0	
5	DEL Non Cash Depreciation - Impairment																		0	
6	AME Non Cash Depreciation - Donated Assets																		0	
7	AME Non Cash Depreciation - Impairment																		0	
8	AME Non Cash Depreciation - Impairment Reversals																		0	
9																			0	
10																			0	
11																			0	
12																			0	
13																			0	
14																			0	
15																			0	
16																			0	
17																			0	
18																			0	
19																			0	
20																			0	
21																			0	
22																			0	
23																			0	
24																			0	
25																			0	
26																			0	
27																			0	
28																			0	
29																			0	
30																			0	
31																			0	
32																			0	
33																			0	
34																			0	
35	**Total Income**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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This table needs completing monthly from Month: 6
This Table is currently showing 0 errors

	Table F - Statement of Financial Position For Monthly Period	Opening Balance Beginning of Apr 20	Closing Balance End of Aug 20	Forecast Closing Balance End of Mar 21
	Non-Current Assets	£'000	£'000	£'000
1	Property, plant and equipment			
2	Intangible assets			
3	Trade and other receivables			
4	Other financial assets			
5	Non-Current Assets sub total	0	0	0
	Current Assets			
6	Inventories			
7	Trade and other receivables			
8	Other financial assets			
9	Cash and cash equivalents			
10	Non-current assets classified as held for sale			
11	Current Assets sub total	0	0	0
12	**TOTAL ASSETS**	0	0	0
	Current Liabilities			
13	Trade and other payables			
14	Borrowings (Trust Only)			
15	Other financial liabilities			
16	Provisions			
17	Current Liabilities sub total	0	0	0
18	**NET ASSETS LESS CURRENT LIABILITIES**	0	0	0
	Non-Current Liabilities			
19	Trade and other payables			
20	Borrowings (Trust Only)			
21	Other financial liabilities			
22	Provisions			
23	Non-Current Liabilities sub total	0	0	0
24	**TOTAL ASSETS EMPLOYED**	0	0	0
	FINANCED BY: **Taxpayers' Equity**			
25	General Fund			
26	Revaluation Reserve			
27	PDC (Trust only)			
28	Retained earnings (Trust Only)			
29	Other reserve			
30	**Total Taxpayers' Equity**	0	0	0

	EXPLANATION OF ALL PROVISIONS	Opening Balance Beginning of Apr 20	Closing Balance End of Aug 20	Closing Balance End of Mar 21
31				
32				
33				
34				
35				
36				
37				
38				
39				
40	**Total Provisions**	0	0	0

	ANALYSIS OF WELSH NHS RECEIVABLES (current month)	£'000
41	Welsh NHS Receivables Aged 0 - 10 weeks	0
42	Welsh NHS Receivables Aged 11 - 16 weeks	0
43	Welsh NHS Receivables Aged 17 weeks and over	0

	ANALYSIS OF TRADE & OTHER PAYABLES (opening, current & closing)	£'000	£'000	£'000
44	Capital	0	0	0
45	Revenue	0	0	0

	ANALYSIS OF CASH (opening, current & closing)	£'000	£'000	£'000
46	Capital	0	0	0
47	Revenue	0	0	0

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Period : Aug 20

This Table is currently showing 0 errors

This table needs completing monthly from Month: 6

Table G - Monthly Cashflow Forecast

		April £'000	May £'000	June £'000	July £'000	Aug £'000	Sept £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £,000	Total £,000
	RECEIPTS													
1	WG Revenue Funding - Cash Limit (excluding NCL) - LHB & SHA only													0
2	WG Revenue Funding - Non Cash Limited (NCL) - LHB & SHA only													0
3	WG Revenue Funding - Other (e.g. invoices)													0
4	WG Capital Funding - Cash Limit - LHB & SHA only													0
5	Income from other Welsh NHS Organisations													0
6	Short Term Loans - Trust only													0
7	PDC - Trust only													0
8	Interest Receivable - Trust only													0
9	Sale of Assets													0
10	Other - (Specify in narrative)													0
11	**TOTAL RECEIPTS**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	PAYMENTS													
12	Primary Care Services : General Medical Services													0
13	Primary Care Services : Pharmacy Services													0
14	Primary Care Services : Prescribed Drugs & Appliances													0
15	Primary Care Services : General Dental Services													0
16	Non Cash Limited Payments													0
17	Salaries and Wages													0
18	Non Pay Expenditure													0
19	Short Term Loan Repayment - Trust only													0
20	PDC Repayment - Trust only													0
21	Capital Payment													0
22	Other items (Specify in narrative)													0
23	**TOTAL PAYMENTS**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
24	Net cash inflow/outflow	0	0	0	0	0	0	0	0	0	0	0	0	
25	Balance b/f		0	0	0	0	0	0	0	0	0	0	0	
26	Balance c/f	0	0	0	0	0	0	0	0	0	0	0	0	

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Period : Aug 20

This table needs completing on a quarterly basis
NOTE: Data to 1 decimal place

Table H - PSPP

30 DAY COMPLIANCE

	PROMPT PAYMENT OF INVOICE PERFORMANCE	Target %	ACTUAL Q1 Actual %	ACTUAL Q1 Variance %	ACTUAL Q2 Actual %	ACTUAL Q2 Variance %	ACTUAL Q3 Actual %	ACTUAL Q3 Variance %	ACTUAL Q4 Actual %	ACTUAL Q4 Variance %	YEAR TO DATE Actual %	YEAR TO DATE Variance %	FORECAST YEAR END Forecast %	FORECAST YEAR END Variance %
1	% of NHS Invoices Paid Within 30 Days - By Value	95.0%		-95.0%		-95.0%		-95.0%		-95.0%		-95.0%		-95.0%
2	% of NHS Invoices Paid Within 30 Days - By Number	95.0%		-95.0%		-95.0%		-95.0%		-95.0%		-95.0%		-95.0%
3	% of Non NHS Invoices Paid Within 30 Days - By Value	95.0%		-95.0%		-95.0%		-95.0%		-95.0%		-95.0%		-95.0%
4	% of Non NHS Invoices Paid Within 30 Days - By Number	95.0%		-95.0%		-95.0%		-95.0%		-95.0%		-95.0%		-95.0%

10 DAY COMPLIANCE

	PROMPT PAYMENT OF INVOICE PERFORMANCE		ACTUAL Q1 Actual %		ACTUAL Q2 Actual %		ACTUAL Q3 Actual %		ACTUAL Q4 Actual %		YEAR TO DATE Actual %		FORECAST YEAR END Actual %	
5	% of NHS Invoices Paid Within 10 Days - By Value													
6	% of NHS Invoices Paid Within 10 Days - By Number													
7	% of Non NHS Invoices Paid Within 10 Days - By Value													
8	% of Non NHS Invoices Paid Within 10 Days - By Number													

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Period : Aug 20

This Table is currently showing 0 errors

Table I - 2020-21 Capital Resource / Expenditure Limit Management

£'000	151
Approved CRL / CEL issued at :	9/4/20

Ref:	Performance against CRL / CEL	Year To Date Plan £'000	Year To Date Actual £'000	Year To Date Variance £'000	Forecast Plan £'000	Forecast F'cast £'000	Forecast Variance £'000
	Gross expenditure (accrued, to include capitalised finance leases)						
	All Wales Capital Programme:						
	Schemes:						
1	Pharmacy Equipment			0	46	46	0
2				0			0
3				0			0
4				0			0
5				0			0
6				0			0
7				0			0
8				0			0
9				0			0
10				0			0
11				0			0
12				0			0
13				0			0
14				0			0
15				0			0
16				0			0
17				0			0
18				0			0
19				0			0
20				0			0
21				0			0
22				0			0
23				0			0
24				0			0
25				0			0
26				0			0
27				0			0
28				0			0
29				0			0
30				0			0
31				0			0
32				0			0
33				0			0
34				0			0
35				0			0
36				0			0
37				0			0
38				0			0
39				0			0
40				0			0
41				0			0
42	**Sub Total**	**0**	**0**	**0**	**46**	**46**	**0**
	Discretionary:						
43	I.T.			0			0
44	Equipment			0			0
45	Statutory Compliance			0			0
46	Estates			0			0
47	Other			0	105	105	0
48	**Sub Total**	**0**	**0**	**0**	**105**	**105**	**0**

	Other Schemes:						
49				0			0
50				0			0
51				0			0
52				0			0
53				0			0
54				0			0
55				0			0
56				0			0
57				0			0
58				0			0
59				0			0
60				0			0
61				0			0
62				0			0
63				0			0
64				0			0
65				0			0
66				0			0
67				0			0
68				0			0
69	**Sub Total**	**0**	**0**	**0**	**0**	**0**	**0**
70	**Total Expenditure**	**0**	**0**	**0**	**151**	**151**	**0**
	Less: **Capital grants:**						
71				0			0
72				0			0
73				0			0
74				0			0
75				0			0
76	**Sub Total**	**0**	**0**	**0**	**0**	**0**	**0**
	Donations:						
77				0			0
78	**Sub Total**	**0**	**0**	**0**	**0**	**0**	**0**
	Asset Disposals:						
79				0			0
80				0			0
81				0			0
82				0			0
83				0			0
84				0			0
85				0			0
86				0			0
87				0			0
88				0			0
89				0			0
90	**Sub Total**	**0**	**0**	**0**	**0**	**0**	**0**
91	***Technical Adjustments***			**0**			**0**
92	**CHARGE AGAINST CRL / CEL**	**0**	**0**	**0**	**151**	**151**	**0**
93	**PERFORMANCE AGAINST CRL / CEL (Under)/Over**		**(151)**			**0**	

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Period : Aug 20

YTD Months to be completed from Month: 4
Forecast Months to be completed from Month: 6

This Table is currently showing 0 errors

Table J - In Year Capital Scheme Profiles

Ref:	All Wales Capital Programme: Schemes:	Project Manager	In Year Forecast Min. £'000	Max. £'000	April £'000	May £'000	Jun £'000	Jul £'000	Aug £'000	Sep £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £'000	YTD £'000	Total £'000	Risk Level
					Capital Expenditure Monthly Profile														
1	Pharmacy Equipment	Margaret Allen	0	46									46				0	46	Medium
2																	0	0	
3																	0	0	
4																	0	0	
5																	0	0	
6																	0	0	
7																	0	0	
8																	0	0	
9																	0	0	
10																	0	0	
11																	0	0	
12																	0	0	
13																	0	0	
14																	0	0	
15																	0	0	
16																	0	0	
17																	0	0	
18																	0	0	
19																	0	0	
20																	0	0	
21																	0	0	
22																	0	0	
23																	0	0	
24																	0	0	
25																	0	0	
26																	0	0	
27																	0	0	
28																	0	0	
29																	0	0	
30																	0	0	
31																	0	0	
32																	0	0	
33																	0	0	
34	Sub Total		0	46	0	0	0	0	0	0	0	0	46	0	0	0	0	46	
	Discretionary:																		
35	I.T.																0	0	
36	Equipment																0	0	
37	Statutory Compliance																0	0	
38	Estates																0	0	
39	Other		0	105									50		55		0	105	Low
40	Sub Total		0	105	0	0	0	0	0	0	0	0	50	0	55	0	0	105	
	Other Schemes:																		
41																	0	0	
42																	0	0	
43																	0	0	
44																	0	0	
45																	0	0	
46																	0	0	
47																	0	0	
48																	0	0	
49																	0	0	
50																	0	0	
51																	0	0	
52																	0	0	
53																	0	0	
54																	0	0	
55																	0	0	
56																	0	0	
57																	0	0	
58																	0	0	
59																	0	0	
60																	0	0	
61	Sub Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
62	Total Capital Expenditure		0	151	0	0	0	0	0	0	0	0	96	0	55	0	0	151	

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Period : Aug 20

Table K - Capital Disposals

This Table is currently showing 0 errors

A: In Year Disposal of Assets

	Description	Date of Ministerial Approval to Dispose (Land & Buildings only)	Date of Ministerial Approval to Retain Proceeds > £0.5m	Date of Disposal	NBV	Sales Receipts	Cost of Disposals	Gain/ (Loss)	Comments
		MM/YY (text format, e.g. Apr 20)	MM/YY (text format, e.g. Apr 20)	MM/YY (text format, e.g. Feb 21)	£'000	£'000	£'000	£'000	
1								0	
2								0	
3								0	
4								0	
5								0	
6								0	
7								0	
8								0	
9								0	
10								0	
11								0	
12								0	
13								0	
14								0	
15								0	
16								0	
17								0	
18								0	
19								0	
	Total for in-year				0	0	0	0	

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Period : Aug 20

This Table is currently showing 0 errors
This table needs completing monthly from Month: 6

Table L: EXTERNAL FINANCING LIMIT

		Full Year Per WG £'000	Full Year Per Trust £'000	Planning Variance £'000	Actual to date £'000
REF	***NET FINANCIAL CHANGE***	**A**	**B**	**C**	**D**
1	Retained surplus/(deficit) for period			0	
2	Depreciation			0	
3	Depreciation on Donated Assets			0	
4	DEL and AME Impairments			0	
5	Net gain/loss on disposal of assets			0	
6	Profit/loss on sale term of disc ops			0	
7	Proceeds of Capital Disposals			0	
8	Other Income (specify)			0	
9	***APPLICATION OF FUNDS***				
10	Capital Expenditure			0	
11	Other Expenditure			0	
	MOVEMENTS IN WORKING CAPITAL				
12	Inventories			0	
13	Current assets - Trade and other receivables			0	
14	Current liabilities - Trade and other payables			0	
15	Non current liabilities - Trade and other payables			0	
16	Provisions			0	
17	Sub total - movement in working capital	**0**	**0**	**0**	**0**
18	**NET FINANCIAL CHANGE**	**0**	**0**	**0**	**0**
	EFL REQUIREMENT TO BE MET BY				
19	Increase in Public Dividend Capital			0	
20	Net change in temporary borrowing			0	
21	Change in bank deposits and interest bearing securities			0	
22	Net change in finance lease payables			0	
23	**TOTAL EXTERNAL FINANCE**	**0**	**0**	**0**	**0**

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Table M - Debtors Schedule

	Period:	**Aug 20**
11 weeks before end of Aug 20 =	15 June 2020	
17 weeks before end of Aug 20 =	04 May 2020	

Debtor	Inv #	Inv Date	Orig Inv £	Outstand. Inv £	Valid Entry	>11 weeks but <17 weeks	Over 17 weeks	Arbitration Due Date	Comments
Drop down list of organisations here									
			0.00	**0.00**		**0.00**	**0.00**		

	>11 weeks but <17 weeks	Over 17 weeks
Invoices paid since the end of the month		
Total outstanding as per MR submission date	**0.00**	**0.00**

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Period : **Aug 20**

Table N - General Medical Services
Table to be completed from Q2

This Table is currently showing 0 errors

Operating Expenditure - ring fenced GMS budget

SUMMARY OF GENERAL MEDICAL SERVICES FINANCIAL POSITION	LINE NO.	WG Allocation £000's	Current Plan £000's	Forecast Outturn £000's	Variance £000's	Year to Date £000's
Global Sum	1					
MPIG Correction Factor	2					
Total Global Sum and MPIG	3				0	0
Quality Aspiration Payments	4					
Quality Achievement Payments	5					
Quality Assurance Improvement Framework (QAIF)	6					
QAIF (In hours Access)	7					
Total Quality	8				0	0
Direct Enhanced Services (To equal data in Section A (i) Line 32)	9				0	
National Enhanced Services (To equal data in Section A (ii) Line 42)	10				0	
Local Enhanced Services (To equal data in Section A (iii) Line 95)	11				0	
Total Enhanced Services (To equal data in section A Line 96)	12		0	0	0	0
LHB Administered (To equal data in Section B Line 109)	13				0	
Premises (To equal data in section C Line 138)	14				0	
IM & T	15				0	
Out of Hours (including OOHDF)	16				0	
Dispensing (To equal data in Line 154)	17				0	
Total	18	0	0	0	0	0

SUPPLEMENTARY INFORMATION

Directed Enhanced Services ***Section A (i)***	LINE NO.	£000's	£000's	£000's	£000's	£000's
Learning Disabilities	19				0	
Childhood Immunisation Scheme	20				0	
Mental Health	21				0	
Influenza & Pneumococcal Immunisations Scheme	22				0	
Services for Violent Patients	23				0	
Minor Surgery Fees	24				0	
MENU of Agreed DES						
Asylum Seekers & Refugees	25				0	
Care of Diabetes	26				0	
Care Homes	27				0	
Extended Surgery Opening	28				0	
Gender Identity	29				0	
Homeless	30				0	
Oral Anticoagulation with Warfarin	31				0	
TOTAL Directed Enhanced Services (must equal line 9)	32		0	0	0	0

National Enhanced Services ***A (ii)***	LINE NO.	£000's	£000's	£000's	£000's	£000's
INR Monitoring	33				0	
Shared care drug monitoring (Near Patient Testing)	34				0	
Drug Misuse	35				0	
IUCD	36				0	
Alcohol misuse	37				0	
Depression	38				0	
Minor injury services	39				0	
Diabetes	40				0	
Services to the homeless	41				0	
TOTAL National Enhanced Services (must equal line 10)	42		0	0	0	0

Local Enhanced Services **A (iii)**	LINE NO.	£000's	£000's	£000's	£000's		£000's
ADHD	43				0		
Asylum Seekers & Refugees	44				0		
Cardiology	45				0		
Care Homes	46				0		
Care of Diabetes	47				0		
Chiropody	48				0		
Counselling	49				0		
Depo - Provera (including Implanon & Nexplanon)	50				0		
Dermatology	51				0		
Dietetics	52				0		
DOAC/NOAC	53				0		
Drugs Misuse	54				0		
Extended Minor Surgery	55				0		
Gonaderlins	56				0		
Homeless	57				0		
HPV Vaccinations	58				0		
Immunisations (inc Pertussis excluding DES - Childhood Imm & Influenza & Pneumococcal Imm	59				0		
Learning Disabilities	60				0		
Lithium / INR Monitoring	61				0		
Local Development Schemes	62				0		
Mental Health	63				0		
Minor Injuries	64				0		
MMR	65				0		
Multiple Sclerosis	66				0		
Muscular Skeletal	67				0		
Nursing Homes	68				0		
Orthopaedic (Upper Limb GPwSi/Clinical Assessments)	69				0		
Osteopathy	70				0		
Phlebotomy	71				0		
Physiotherapy (inc MT3)	72				0		
Referral Management	73				0		
Respiratory (inc COPD)	74				0		
Ring Pessaries	75				0		
Sexual Health Services	76				0		
Shared Care	77				0		
Smoking Cessation	78				0		
Substance Misuse	79				0		
Suturing	80				0		
Swine Flu	81				0		
Transport/Ambulance costs	82				0		
Vasectomy	83				0		
Weight Loss Clinic (inc Exercise Referral)	84				0		
Wound Care	85				0		
Zoladex	86				0		
	87				0		
	88				0		
	89				0		
	90				0		
	91				0		
	92				0		
	93				0		
	94				0		
TOTAL Local Enhanced Services (must equal line 11)	95		0	0	0		0

TOTAL Enhanced Services (must equal line 12)	96		0	0	0		0

GENERAL MEDICAL SERVICES
Operating Expenditure

LHB Administered **Section B**	LINE NO.	WG £000's	Current Plan £000's	Forecast £000's	Variance £000's		Year to Date £000's
Seniority	97						
Doctors Retainer Scheme Payments	98						
Locum Allowances consists of adoptive, paternity & maternity	99						
Locum Allowances : Cover for Sick Leave	100						
Locum Allowances : Cover For Suspended Doctors	101						
Prolonged Study Leave	102						
Recruitment and Retention (including Golden Hello)	103						
Appraisal - Appraiser Costs	104						
Primary Care Development Scheme	105						
Partnership Premium	106						
Supply of syringes & needles	107						
Other (please provide detail below, this should reconcile to line 128)	108						
TOTAL LHB Administered (must equal line 13)	109				0		0

Analysis of Other Payments (line 108)	LINE NO.	£000's	£000's	£000's	£000's	£000's
Additional Managed Practice costs **(costs in excess of Global Sum/MPIG)**	110					
CRB checks	111					
GP Locum payments	112					
LHB Locality group costs	113					
Managing Practice costs **(LHB employed staff working in GP practices to improve GP services)**	114					
Primary Care Initiatives	115					
Salaried GP costs	116					
Stationery & Distribution	117					
Training	118					
Translation fees	119					
	120					
	121					
	122					
	123					
	124					
	125					
	126					
	127					
TOTAL of Other Payments (must equal line 108)	128					0

Premises *Section C*	LINE NO.	£000's	£000's	£000's	£000's	£000's
Notional Rents	129					
Actual Rents: Health Centres	130					
Actual Rents: Others	131					
Cost Rent	132					
Clinical Waste/ Trade Refuse	133					
Rates, Water, sewerage etc	134					
Health Centre Charges	135					
Improvement Grants	136					
All other Premises (please detail below which should reconcile to line 146)	137					
TOTAL Premises (must equal line 14)	138				0	0

Analysis of Other Premises (Line 137)	LINE NO.	£000's	£000's	£000's	£000's	£000's
	139					
	140					
	141					
	142					
	143					
	144					
	145					
TOTAL of Other Premises (must equal line 137)	146					0

Memorandum item

Enhanced Services included above but in dispute with LMC (TOTAL)	147					
Enhanced Services included above but not yet formally agreed LMC	148					

GENERAL MEDICAL SERVICES
Dispensing

Dispensing Data	LINE NO.	WG £000's	Current Plan £000's	Forecast £000's	Variance £000's	Year to Date £000's
Cost of Drugs and Appliances, after discounts and plus container allowance (and plus VAT where applicable)						
Dispensing Doctors	149					
Prescribing Medical Practitioners - Personal Administration	150					
Dispensing Service Quality Payment	151					
Professional Fees and on-cost						
Dispensing Doctors	152					
Prescribing Medical Practitioners - Personal Administration	153					
TOTAL DISPENSING DATA (must equal line 17)	154				0	0

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Period : **Aug 20**

Table O - General Dental Services

This Table is currently showing 0 errors

Table to be completed from Q2

Operating Expenditure from the revenue allocation for the dental contract

SUMMARY OF DENTAL SERVICES FINANCIAL POSITION		WG Allocation	Current Plan	Forecast Outturn	Variance	Year to Date
Expenditure / activities included in a GDS contract and / or PDS agreement	**LINE NO.**	**£000's**	**£000's**	**£000's**	**£000's**	**£000's**
Gross Contract Value - Personal Dental Services	1				0	
Gross Contract Value - General Dental Services	2				0	
Emergency Dental Services (inc Out of Hours)	3				0	
Additional Access	4				0	
Business Rates	5				0	
Domiciliary Services	6				0	
Maternity/Sickness etc.	7				0	
Sedation services including GA	8				0	
Seniority payments	9				0	
Employer's Superannuation	10				0	
Oral surgery	11				0	
OTHER **(PLEASE DETAIL BELOW)**	12				0	
TOTAL DENTAL SERVICES EXPENDITURE	13		0	0	0	0

OTHER (PLEASE DETAIL BELOW) - Activities / expenditure not included in a GDS contract and / or PDS agreement. This includes payments made under other arrangements e.g. GA under an SLA and D2S, plus other or one off payments such as dental nurse training	**LINE NO.**		**£000's**	**£000's**	**£000's**	**£000's**
Emergency Dental Services (inc Out of Hours)	14					
Additional Access	15					
Sedation services including GA	16					
Continuing professional development	17					
Occupational Health / Hepatitis B	18					
Gwen Am Byth - Oral Health in care homes	19					
Refund of patient charges	20					
Design to Smile	21					
Other Community Dental Services inc WHC/2015/001	22					
Dental Foundation Training/Vocational Training	23					
DBS/CRB checks	24					
Health Board staff costs associated with the delivery / monitoring of the dental contract	25					
Oral Surgery	26					
Orthodontics	27					
Special care dentistry e.g. WHC/2015/002	28					
Oral Health Promotion/Education	29					
	30					
	31					
	32					
	33					
	34					
	35					
	36					
	37					
	38					
	39					
	40					
	41					
	42					
TOTAL OTHER (must equal line 12)	43			0		0

RECEIPTS

TOTAL DENTAL SERVICES INCOME (Enter as a negative value)	44				0	

Addysg a Gwella Iechyd Cymru (AaGIC)
Health Education and Improvement Wales (HEIW)

<table>
<tr><td>Dyddiad y Cyfarfod</td><td>24 Medi 2020</td><td colspan="2">Eitem ar yr Agenda</td><td>4.2</td></tr>
<tr><td>Teitl yr Adroddiad</td><td colspan="4">Adroddiad Perfformiad Integredig AaGIC, Medi 2020-21</td></tr>
<tr><td>Awdur yr Adroddiad</td><td colspan="4">Chris Payne, Cyfarwyddwr Cynorthwyol Cynllunio, Perfformiad a Digidol</td></tr>
<tr><td>Noddwr yr Adroddiad</td><td colspan="4">Julie Rogers, Dirprwy Brif Weithredwr/Cyfarwyddwr y Gweithlu a Datblygiad Sefydliadol</td></tr>
<tr><td>Cyflwynwyd gan</td><td colspan="4">Julie Rogers, Dirprwy Brif Weithredwr/Cyfarwyddwr y Gweithlu a Datblygiad Sefydliadol</td></tr>
<tr><td>Rhyddid Gwybodaeth</td><td colspan="4">Agored</td></tr>
<tr><td>Pwrpas yr Adroddiad</td><td colspan="4">Cyflwyno adroddiad bob yn ail fis ar berfformiad cyfredol AaGIC i AaGIC.</td></tr>
<tr><td>Materion Allweddol</td><td colspan="4">Mae'r adroddiad integredig yn atodiad 1 yn diweddaru'r Bwrdd ar berfformiad yn erbyn amcanion Cynllun Gweithredol Chwarter 2 a mesurau perfformiad allweddol. Mae'n cwmpasu'r cyfnod rhwng 1 Gorffennaf 2020 a diwedd mis 5 ac mae'n dilyn ymlaen o'r adroddiad blaenorol i'r Bwrdd ym mis Gorffennaf 2020.

I grynhoi:

• At ei gilydd, mae ein perfformiad yn dda ar draws mwyafrif y meysydd busnes
• Bu materion sylweddol mewn un maes busnes sydd wedi arwain at y penderfyniad i roi ‘apeliadau bwrsariaeth a materion cysylltiedig’ mewn trefniadau monitro gwell.

Rydym yn parhau i symud ymlaen â'n gwaith i gwblhau fframwaith trosfwaol i gefnogi ein dull o adrodd ar berfformiad yn unol â gofynion archwilio.</td></tr>
<tr><td rowspan="2">Camau penodol i’w cymryd (rhowch ✓ wrth ymyl un yn unig)</td><td>Gwybodaeth</td><td>Trafod</td><td>Sicrhau</td><td>Cymeradwyo</td></tr>
<tr><td></td><td></td><td>✓</td><td></td></tr>
<tr><td>Argymhellion</td><td colspan="4">Gofynnir i’r aelodau:
• Nodi’r diweddaraf am berfformiad</td></tr>
</table>

Adroddiad Perfformiad Integredig Medi, 2020-21

1. CYFLWYNIAD

Mae'r papur hwn ac Atodiad 1 yn rhoi'r diweddariad rheolaidd bob chwe mis i'r perfformiad ar ddiwedd mis 5, ac am ran o fis 6 lle mae ar gael.

2. CEFNDIR

Roedd effaith y pandemig COVID-19 yn golygu bod Llywodraeth Cymru wedi addasu’r cyfundrefnau cynllunio a pherfformiad arferol ar gyfer eleni, ac rydym bellach mewn proses gynllunio chwarterol. Mae'r adroddiad a'r atodiadau hyn yn crynhoi perfformiad yn erbyn Cynllun Gweithredol Chwarter 2 a mesurau perfformiad allweddol.

3. TROSOLWG PERFFORMIAD

Mae ein perfformiad cyffredinol yn parhau i fod yn dda, gyda gwelliant mewn sawl maes, er gwaethaf yr aflonyddwch a achoswyd gan COVID-19, y newid i raglenni gwaith a gynlluniwyd a gweithredu ffyrdd newydd o weithio. Mae uchafbwyntiau, dadansoddiad pellach a'r dangosfwrdd yn Atodiad 1.

Yn ystod y cyfnod adrodd hwn, rydym wedi nodi nifer o faterion arwyddocaol yn un o'n meysydd busnes sydd wedi ein harwain i roi'r swyddogaeth mewn trefniadau monitro gwell. Mae manylion pellach wedi'u cynnwys yn Atodiad 1 ac maent wedi'u crynhoi mewn papur ar wahân i'r Bwrdd y mis hwn. Nid oes unrhyw bryderon perfformiad arwyddocaol eraill i'w hadrodd i'r Bwrdd ar gyfer Chwarter 2.

4. MATERION LLYWODRAETHU A RISG

Mae'r adroddiad hwn yn cyflawni'r cytundeb ar gyfer adrodd ar berfformiad bob yn ail fis i'r Bwrdd. Cytunwyd ar y mesurau perfformiad allweddol a nodwyd yn y dangosfwrdd gyda'r Bwrdd yr hydref diwethaf.

Yn ystod y cyfnod ers ein hadroddiad diwethaf, rydym wedi parhau â gwaith i ddatblygu Fframwaith Rheoli Perfformiad ar gyfer AaGIC yn unol â disgwyliadau archwilio a llywodraethu da. Rydym yn glir bod angen i'n dull o adlewyrchu'r gwahaniaethau yn ein cylch gwaith o'i gymharu â rhai sefydliadau GIG eraill a'r ffaith mai prin yw'r targedau cenedlaethol sy'n berthnasol i'n swyddogaethau. O ystyried blaenoriaethau brys eraill, nid yw'r gwaith hwn wedi'i gwblhau eto. Mae hyn bellach yn flaenoriaeth a bydd drafft ar gael i'w drafod yn ystod mis Hydref. Bydd dyfodiad y Cyfarwyddwr Cynllunio, Perfformiad a Gwasanaethau Corfforaethol newydd ar 21 Medi 2020 yn darparu capasiti ychwanegol mawr ei angen ac yn sicrhau bod yr amserlen hon yn cael ei chyflawni.

5. GOBLYGIADAU ARIANNOL

Nid oes unrhyw oblygiadau ariannol penodol yn gysylltiedig â’r adroddiad hwn.

6. ARGYMHELLIAD

Argymhellir y dylai’r Aelodau: Nodi cynnwys yr adroddiad hwn a'r atodiadau am sicrwydd.

<table>
<tr><th colspan="4">Llywodraethu a Sicrwydd</th></tr>
<tr><td rowspan="4">Cysylltu ag amcanion strategol yr IMTP
(rhowch ✓)</td><td>Nod Strategol 1:
Arwain y broses o gynllunio a datblygu gweithlu cymwys, cynaliadwy a hyblyg, a sicrhau ei lesiant, er mwyn helpu i gyflawni ‘Cymru Iachach</td><td>Nod Strategol 2:
Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol</td><td>Nod Strategol 3:
Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel</td></tr>
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<tr><td>Nod Strategol 4:
Datblygu’r gweithlu er mwyn helpu i ddarparu diogelwch ac</td><td>Nod Strategol 5:
Bod yn gyflogwr rhagorol ac yn lle gwych i weithio ynddo</td><td>Nod Strategol 6:
Cael ei nabod fel partner, dylanwadwr ac arweinydd rhagorol</td></tr>
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<tr><td colspan="4">Amherthnasol</td></tr>
<tr><td colspan="4">Goblygiadau Ariannol</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau ariannol yn deillio o’r adroddiad hwn.</td></tr>
<tr><td colspan="4">Goblygiadau Cyfreithiol (gan gynnwys asesiad o gydraddoldeb ac amrywiaeth)</td></tr>
<tr><td colspan="4">Amherthnasol</td></tr>
<tr><td colspan="4">Goblygiadau Staffio</td></tr>
<tr><td colspan="4">Amherthnasol</td></tr>
<tr><td colspan="4">Goblygiadau Tymor Hir (gan gynnwys effaith Deddf Llesiant Cenedlaethau’r Dyfodol (Cymru) 2015)</td></tr>
<tr><td colspan="4">Amherthnasol</td></tr>
<tr><td>Hanes yr Adroddiad</td><td colspan="3">Dyma'r adroddiad perfformiad sefydliadol bob yn ail fis. Cyflwynwyd yr adroddiad blaenorol i'r Bwrdd ar 30 Gorffennaf 2020.</td></tr>
<tr><td>Atodiadau</td><td colspan="3">Atodiad 1 - Dangosfwrdd Adroddiad Perfformiad Integredig a dangosfwrdd</td></tr>
</table>

GIG CYMRU NHS WALES | Addysg a Gwella Iechyd Cymru (AaGIC) Health Education and Improvement Wales (HEIW)

Health Education and Improvement Wales

Integrated Performance Report 2020-21

September 2020

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Introduction & Overview

Section 1: Quarter 2 operational plan objectives

Section 2: Key performance measures

Annex: Dashboard

INTRODUCTION & OVERVIEW

This bi-monthly report provides an update on HEIW current performance to 31 August 2020, or early September where available, in delivering against the objectives set out in the Quarter 2 operational plan and the key measures in the HEIW performance dashboard (Annex 1).

Overall HEIW has continued to perform effectively during the period covered by this report. From the progress updates provided, objectives are on track to be completed within associated timeframes. The 8-10 weeks covered by this report have continued to be busy for the organisation as we look to make progress and restart a number of paused objectives, as we continue to support Welsh Government and NHS partners in response to COVID-19 and preparations for the winter and as we reach a key milestone in our significant strategic education review programme.

There have been a number of key achievements during this period that merit highlighting. These include:

- Positive fill rates overall across our medical and pharmacy pre-registration training programmes as well as higher intakes for our health professional education programmes
- The launch of the Gwella leadership portal, with immensely positive feedback from partners across the UK
- Strategic Education Review: finalisation of the draft Invitation to Tender and Contract Specification documents for consideration by ECQC and Board
- The agreement and implementation of single lead employer arrangements for the majority of trainees
- The finalisation of our first Strategic Equality Plan, in readiness for formal sign-off at September Board and publication on 1 October 2020
- The successful conclusion of negotiations with Welsh Government to secure their full recognition of HEIW's role around Apprenticeship Framework development and review.
- The smooth transfer of Safe Nurse Staffing Levels Team from Public Health Wales
- The absorption of the Widening Access agenda and agreement reached on the transfer of responsibility for TrainWorkLive campaign - both from Welsh Government to HEIW

Of significant note during this period is the decision taken during September to place one element of the business – bursary appeals and related matters – into enhanced monitoring. This is linked to the Bursary Tie In which requires students who have received the bursary to work in Wales for 2 years following graduation. This summer has seen the start of that tie in period. Whilst this has worked smoothly for the vast majority of students there are some pockets where it has been difficult to match students with jobs and this has required closer support and monitoring. Although the tracking process for students is ongoing, this currently equates to approximately 4% of the overall cohort. The information on student bursaries, appeals and repayments should be included in the performance dashboard as it is an important indicator, and this will be factored into future reports. In the meantime, an exception report on this issue will be taken to both the EQC and Audit Committees as the information becomes clearer.

The Performance Dashboard is now annexed to this report rather than embedded in the text, in line with the approach in other NHS organisations. Explanatory narrative to accompany the dashboard is at section 2 of this report.

No new metrics have been introduced this month. There are several areas where the data remains unchanged. The reasons for this were explained in the Integrated Performance Report presented to July Board report and these have not been replicated again this time, in line with other organisations.

In terms of corporate performance, throughout this reporting period we have continued to demonstrate the resilience and agility of the organisation, again with the lowest sickness rate of all NHS Wales organisations, and some improvements in compliance rates for PADR and Statutory & Mandatory Training.

SECTION 1: PERFORMANCE AGAINST QUARTER 2 PLAN OBJECTIVES

Our Quarter 2 operational plan was approved by Board in July and implemented.

All projects being monitored during Quarter 2 are, indicating that they are on track at 31 August 2020. Some of the key milestones for Quarter 2 have been completed and new areas of work will now be monitored during Quarter 3.

Strategic Aim 1 -To lead the planning, development and wellbeing of a competent, sustainable and flexible workforce to support the delivery of 'A Healthier Wales'

Objective 1.1: *Lead the development of a multi-professional CPD strategy & drive improvements in current CPD activity to ensure that the existing NHS Wales workforce has the skills & capabilities required for the future.*

Progress: Whilst work to produce a CPD strategy has been paused, other deliverables have been progressed. Work has been undertaken in this period in preparation for a formal tendering and award of contract for an all-HEIW course management system in early 2021.

In addition, the steering group has been reviewing the changes made to CPD delivery and scope as a consequence of COVID-19 to ensure that the learning and innovation is harnessed and embedded into future CPD activity.

Objective 1.2: *Lead, develop and implement a sustainable national workforce plan for key shortage professional areas to achieve a better match between demand and supply in Wales.*

Progress: Whilst the activity to develop national workforce plans had been deferred to next year, work has been progressed during this period to ensure that professional shortages and ‘hot spots’ are identified and that we are able to support NHS partners as they plan for the winter and potential future peaks.

We have commenced a round of discussions with CEOs and Directors of Workforce & OD in each organisation to get a better understanding of their pressures and to explore opportunities for HEIW to add its support. We have worked with Welsh Government to reactivate the workforce cell of the emergency planning arrangements to get a handle on the various workforce demands arising from COVID-19 including new vaccination staff, 111 and TTP.

The additional engagement with partners during September will ensure that we are able to build their requirements into our own plans as we gear up to produce the HEIW Quarter 3 – Quarter 4 winter plan and mobilise our priority work programmes.

Objective 1.3: *Lead, develop and embed a range of actions to support workforce and workplace wellbeing and colleague experience. (National)*

Progress: During this period, we have continued to add to the health and wellbeing resources available for the NHS workforce. Together with national staff side partners, we have made progress in training and engaging colleagues across NHS Wales in the new Health Working Relationships programme, approach and policy.

The team have shared with NHS organisations the learning of the pilot Health Needs Assessment in HEIW to provide a national toolkit, which was published July 2020. We have continued to work up proposals for a national staff survey in autumn 2020, to be led by HEIW on behalf of NHS Wales. We await confirmation from Welsh Government that the Minister is content to support.

We have appointed a strategic programme lead and adviser, on secondment into HEIW for 6 months, to build the business case for a once for Wales Occupational Health Service and an independent chair for the national health and wellbeing network.

Objective 1.4: *Improve access to careers in the health and care sector in partnership with Social Care Wales*

Progress: During this period, the careers team developed a think piece on ‘‘Grow your Own pathways for the current workforce’ for the Executive Team and are now currently developing this paper in more detail. In addition, following the transfer of responsibility for the Welsh Government Widening Access programme to HEIW in mid-July, the team have concentrated on meeting with project leads to develop our understanding of the funding, scope and benefits of the various inherited projects.

The team has developed a needs assessment survey in partnership with the Communications Team to be distributed to colleagues, including Careers Wales, Working Wales, DWP, Careers Development Institute, education providers, as part of their work to create a comprehensive website and social media presence. They also met with the RCN to discuss the Prince of Wales Nursing Cadet Scheme and will be presenting an options analysis to the Board shortly. They are currently developing a questionnaire to circulate to volunteering leads/managers with the HBs and Trusts to establish a baseline of current activity and understand the impact of COVID-19.

Objective 1.5: *Develop our workforce intelligence functions to improve the quality of workforce data, planning and modelling for NHS Wales.*

Progress: The team has undertaken some impressive work this quarter, most notably with the production of a 20-year overview of NHS Wales Workforce Trends, giving a baseline in readiness for implementation of the Workforce Strategy for Health and Social Care. This is due to be presented at a forthcoming Board Development Session. The team has also importantly supported the development of a detailed BAME Risk assessment data analysis for the "COVID-19 BAME Advisory Sub-Group Risk Assessment".

They have also met with WG and partners to learn lessons from COVID-19, reshaping the data landscape, building the case for investment and new systems. A request has been submitted to NWSSP for improved access and support from HB/Trusts in NHS Wales for access to increased fields in the NHS ESR Data Warehouse. The Team is now working on a clear case for ensuring access to a range of data to allow HEIW to fulfil its functions during Quarter 3.

During this reporting period, the team instigated partnership meetings with HIW, the GMC, the RCP and other bodies to explore the possibility of sharing data to enhance the effective improvement of data quality across ESR. They are also undertaking a review of data quality metrics with the view to report data quality issues locally and nationally.

Objective 1.6: *Develop Education and training to support NHS organisations to improve the quality of workforce planning expertise and capability across the system.*

Progress: The team developed and implemented a six-step standardised methodology for workforce planning across health and social care and will continue to roll this training out during Quarter 3.

The team refined and rolled out the workforce planning approach for primary care as identified in the Primary Care W&OD group plan to build a support network for Practice Managers. This approach, supporting resources and the initial training via a recorded webinar, were completed in August and will be launched on the HEIW and the Primary One websites shortly.

The review and updating of current workforce planning resources and the web page links have now been reviewed and revised workforce planning webpages will be uploaded to the new website in September.

Strategic Aim 2 -To improve the quality and accessibility of education and training for all healthcare staff ensuring that it meets future needs

Objective 2.1: *Lead the development and management of a multi-professional infrastructure and strategy for Simulation Based Education*

Progress: The newly appointed Simulation Leads, from across Wales, have begun to scope best practice and consider how a simulation-based education strategy could be taken forward across Wales. During Quarter 2, attention was focussed on developing a HEIW statement on the approach to Simulation Based Education (SBE), which has now been drafted and they are now developing a Communications plan.

Other early work includes the establishment and management of a multi-disciplinary Simulation Leads Network, with clear terms of reference to ensure robustness to the engagement and activity.

Plans are being made to showcase how simulation-based education has been used across Wales during COVID-19 and are exploring new opportunities to facilitate simulation-based learning that can then be made available on the Y Ty Dysgu learning platform, the first of which will be a webinar in October.

Objective 2.2: ***Develop an education strategy drawing on the outcome of the strategic review of health professional education & the Workforce Strategy.***

Progress: It was agreed by Board in May that the output for this objective be amended so that the focus was on producing a contract specification rather than a strategy.

The strategic education review has been a significant piece of work for the organisation since its establishment. Of note during this period has been the finalisation of:

- the procurement plan and strategy; and
- the ‘Invitation To Tender’ and Contract Specification

Following discussion at Executive Team w/c 7th September, these documents will be considered at the Education Quality and Commissioning Committee and Board later this month.

The team have recently recruited evaluators from across NHS Wales and internally and held a training event to ensure the nominated individuals are clear about our aims for the new contract and intentions. Engagement with partners has continued to be a key focus for the review team during this period. Further information has been provided to Board in a separate paper.

Objective 2.3: *Lead the development and implementation of an education and training infrastructure to support the multi-professional workforce model.*

Progress: during Quarter 2, the Medical Deanery reviewed and established clear standards and job specifications for medical Training Programme Directors (TPDs). A new tariff and CPD provision for medical TPDs has been set out in a Service Level Agreement and issued to TPDs and HBs. The team is now finalising the introduction of a new appraisal process to support the roles.

Current arrangements to support learning in practice have been scoped and defined e.g. TPD for medical. A new internal group has been established to scope the baseline of current configuration and support in non-medical areas with a view to establishing a consistent approach to infrastructural support and language for medical and non-medical educators across all parts of Wales.

An internal group has been established to scope placement areas across all healthcare professions managed by HEIW. Existing approaches to quality management and quality assurance will be reviewed to develop an overarching QM framework promoting a consistent approach.

Other key activity during this period included: working with partners to scope trainee and student placements and identify new placement opportunities in community and primary care. Also, the HEIW primary care workstream group began to engage with stakeholders and arrange a conference for October. These will enable HEIW to secure agreement to a future vision of education and training in primary care, and to agree a plan for education and training infrastructure in primary care, including standards, governance arrangements and funding approaches.

Objective 2.4: *Lead the development and implementation of a digital capability framework for the healthcare workforce.*

Progress: during Quarter 2, the digital team made good progress in defining and agreeing with partners the scope of and definition of 'A digital ready workforce'. This included the review of the definition internally within HEIW. The team also carried out a desktop review of approaches undertaken.

Objective 2.5: *Develop a plan in conjunction with Welsh Government for the future allocation of SIFT funding.*

Deferred to 2021-22.

Objective 2.6: *Maximise opportunities for work-based learning and apprenticeships in health.*

Progress: Colleagues have continued to progress the deliverables in relation to this objective. One of the significant developments this period has been the news that we have successfully reached agreement with Welsh Government to fully recognise HEIW's role around Apprenticeship Framework development and review. This means that HEIW will work in directly with them – they are now the Issuing Authority for Apprenticeship Frameworks - rather than through Skills for Health to get the Frameworks we need. The work will start in the autumn when WG have issued the new Health and Social Care Level 4 and 5 Frameworks. We will work directly with WG to develop and maintain a suite of health Apprenticeship frameworks and will jointly establish a Steering Group to oversee this work.

This was a key deliverable in our IMTP and so this is a big and important first step.

Objective 2.7: *Implement improvements to ensure equitable access to education and training for SAS and locally employed doctors.*

Paused until Quarter 3.

Objective 2.8: *Improve opportunities for trainees and students to undertake education and training through the medium of welsh*

Progress: this objective was paused until Quarter 3. However, a paper has recently been received by the Executive Team and will be considered at the Education Quality and Commissioning Committee in September. The paper begins to articulate how the Welsh language needs of trainees and students will be progressed by HEIW through its education commissioning functions and the new contract specification for non-medical education.

Objective 2.9: *Review career pathways and education opportunities for the clinical academic and research workforce.*

Deferred until 2021-22.

Strategic Aim 3 - To work with partners to influence cultural change within NHS Wales through building compassionate and collective leadership capacity at all levels

Objective 3.1: *Lead the implementation of the Health & Care Leadership Strategy through the NHS Wales Compassionate and Collective Leadership framework for action.*

Progress: during Quarter 2, the compassionate Leadership Principles have been updated to reflect feedback from the first consultation pre-COVID-19. Significant engagement has been undertaken with NHS Peer Groups and presentations well received. The date of the relaunch of the principles is yet to be agreed with Social Care Wales, which presents a risk to progress: our aim is to agree the final set and launch by the end of September 2020.

The team commenced the review and promotion of a range of existing evidence-based culture and leadership tools aimed at creating cultures of collective leadership across organisations and teams. In June 2020, the team submitted the Leadership paper to the Executive Team with the proposed approach and a contract was subsequently awarded to The Kings Fund for a series of leadership masterclasses (virtual). Section 1 and 2 of the compassionate leadership materials developed with Prof Michael West were converted into digital resources.

The HEIW Leadership Steering Group and Graduate Programme operational Group were both established with a view to creating a network of Collective Leadership Champions to support implementation and development/use of resources.

A significant focus for the team this quarter has been the development of a Festival of Leadership and Learning, entitled 'Talentbury', which is scheduled for October 2020 as part of the arrangements to provide an annual leadership conference and learning events aimed at enabling widespread adoption of best practice.

Building on the successful work during Quarter 1, and the well-received presentation to the Council of Deans of Wales, the team have gained support to include compassionate Leadership within the undergraduate syllabus. They have provided universities with access to the compassionate leadership resources to inform curricula design via Gwella during Quarter 2. Compassionate Leadership has also been included as a specification in the education commissioning tendering process. Finally, the team launched the Manager Core Skills Modules on Gwella, sourced from the Open University.

Objective 3.3: *Lead the implementation and management of the Digital Leadership portal.*

Progress: the new HEIW Leadership Portal for Wales ‘Gwella’ was launched in Quarter 2 and has been extensively marketed across NHS Wales and partners. Links to 'Partners' have been created on Gwella to promote widely all leadership events and resources, including those developed by others. The portal can now be used for managing conference events, master classes, etc., to reach diverse audiences.

At the time of writing we have just heard that the portal and resources, including in relation to NHS workforce wellbeing, have been shortlisted for a UK award in the category of Digital Transformation alongside companies such as SKY, Network Rail and Health Education England. This is a significant achievement.

Objective 3.4: *Lead the establishment and management of a Wales Leadership alumni and range of leadership networks.*

Objective delayed until Quarter 3 – Quarter 4 due to capacity within team and significant progress being made with other elements of the overall programme.

Objective 3.5: *Lead the adaptation, development and implementation of leadership programmes and resources for clinical leaders from a range of professional backgrounds.*

Objective paused due to lack of clinical capacity to engage and capacity within the HEIW team. Will be picked up during quarter 3-4.

Objective 3.6: *Lead the review, improvement and re-launch of the NHS Wales Graduate training scheme.*

Progress: the team has researched best practice models to re-establish and re-launch the NHS Wales graduate leadership scheme and has developed a Graduate Programme operating Model. Approval has been secured from NHS Wales CEOs and Welsh Government on the funding model and scope, with commencement of marketing from September 2021. A detailed business case has been prepared for submission to Welsh Government to secure the funding required for future years. This will be submitted by the Director of Finance following Executive Team sign off.

The team is currently developing a marketing strategy and engagement plan to attract graduate applicants to the NHS Leadership scheme. This is being supported by the Communications Team and through partnership working with key partners including Welsh universities. The team is also developing a recruitment process and includes addressing the issue about 'permission to work'. Tender for the success Profile development is now complete.

Finally, the team are exploring opportunities to establish an HEIW internship in the following corporate areas: Finance, Planning, Workforce & OD and Communications. A proposal Paper was approved by the Executive Team in principle in July 2020 and a further paper is to be considered for final approval w/c 14th September.

Strategic Aim 4 - To develop the workforce to support the delivery of safety and quality

Objective 4.1: *To develop a good practice toolkit and resource guide to support the workforce model in unscheduled care.*

Progress: a new Programme Manager for Urgent and Emergency Care commenced on 1 July 2020 and is currently undertaking a significant scoping exercise to determine existing support and provision relevant to the unscheduled care workforce and to define "what is unscheduled care" and the parameters of the programme. This has included scoping 'new models' and good practice of unscheduled care from across Wales and the UK to produce an interim report on their impact to workforce/service delivery. A project group(s) is being established to develop a good practice toolkit & resource guide to support the workforce model in unscheduled care, and initial contact has taken place with the lead Clinician in the National Collaborative for Unscheduled Care.

Objective 4.2: *Contribute to the workforce planning and workforce development requirements for the Major Trauma Network (MTN).*

Due to other pressures and capacity within HEIW this objective will be picked back up and our contribution reviewed in Quarter 3. The HEIW lead has continued to participate in meetings.

Objective 4.3: *Lead the workforce development and training requirements to support the Single Cancer Pathway.*

Progress: this continues to be a key area of focus for the organisation, in support of our NHS partners. The HEIW lead is working with colleagues in the NHS Wales collaborative structure to ensure that the needs in relation to training, education and workforce are understood. There have been some issues of clarification in relation to roles and responsibilities, which has led us to refocus our contribution and for the group we have been chairing to be split into two – education & training and workforce. As part of this shift we have also reviewed governance structures for training.

A proposal to bring the national training programme for clinical endoscopists and WIMAT into HEIW has been considered by the Executive Team and supported in principle.

The team has reviewed the actions from the National Endoscopy Action Plan in the light of COVID-19 and a series of new actions have been developed and submitted to the National Endoscopy Programme. The team has also been working to identify best practice workforce models to be adopted locally.

Work to identify national priorities for investment in extended/advanced roles across the endoscopy, imaging and pathology workforce will be led by the new Head of Science Transformation when appointed. Five nurse endoscopists were recruited to the endoscopy training programme rather than the twelve we had provided for. A second cohort is due to commence in January 2021. A review of all roles and the training programme have been undertaken in line with the COVID-19 Recovery Plan. The pandemic delayed training for the endoscopists.

Objective 4.4: *Develop a mental health workforce plan in collaboration with Welsh Government and Social Care Wales to support implementation of Together for Mental Health (this includes CAMHS).*

Progress: this is another key priority for HEIW, together with Social Care Wales, in support of the health and care system and as commissioned by Welsh Government. Progress this period includes the submission of a paper to the Mental Health Network Board and confirmation of the priorities and timelines for the remainder of this year. A virtual conference is being planned and the team will continue to liaise with the UK to review good practice. Arrangements to recruit a new Mental Health Programme Manager are underway.

Objective 4.5: *Improve post registration education, support and training pathways to ensure all health care professionals can develop beyond the point of initial registration.*

Progress: cross team working within the Nursing Directorate has ensured that links are in place with the professions with regard to the development and implementation of a learning and development framework for the Health Professional Workforce. The team has re-engaged with the service during Quarter 2 to ensure agreement with the general direction being taken via a virtual engagement event held in August. A briefing paper has been developed for the wider service to ensure communication is delivered at all levels. A proposed model has been developed and an expert working group has been established to further develop the model.

The team have been actively leading work on the introduction of new roles, such as the Anaesthesia Associate in NHS Wales, in partnership with the service. A report from the task and finish group has been completed and has been presented to the Medical Director. A business case is being developed to support training and introduction of the role within NHS Wales.

A business case to develop an all Wales strategic approach to behavioural science training has been prepared for the Executive Team to ensure a consistent approach across NHS Wales.

Objective 4.6: *Support implementation of primary care workforce model as part of the Strategic Programme for Primary Care (SPPC).*

Progress: A summary of progress on primary care is included in our first primary care workforce bulletin which we published earlier this month with our stakeholder briefing.

HEIW's Workforce Programme Manager is providing support to the development of workforce planning and modelling at cluster level. Work is being informed by work previously undertaken, but also by lessons learned from COVID-19, Cluster IMTP learning, and working with workforce planning leads in HBs.

The single lead employer model for Pharmacy (also dental and core medicine) trainees went live in August, which will contribute to the successful delivery of the actions around the pre-registration programme and increased numbers.

In order to develop proposals for an education/training infrastructure for primary and community care (academies/hubs), the HEIW primary care workstream group is developing plans for a stakeholder conference in October. The workstream held their first post COVID-19 meeting in early August.

The team continue to progress national frameworks and training for new roles. They have recently finalised the accredited Level 2 Primary Care Administration and Reception qualification and supporting resources. A Business Case has been developed to support structured delivery, assessment and quality assurance of work-based education and training in primary care.

A further Business Case has been developed to support rollout of Problem Based Small Learning Groups, initiation of discussions with WAST and Out of Hours (OOH) around career pathway development for Remote Consultation and Decision Making (RCDM) roles. The Level 2 Primary Care Administrative Resource (PCAR) is ready for launch but will not be released until supporting infrastructure can be determined, i.e. assessors, supervisors and verifiers. The Business Case to train assessors to support PCAR was approved and discussions are underway for rapid rollout of training. The Practice Management and Administration resource is in design with the Digital Team and workload capacity issues have slowed progress.

The team are also working on the development of a digitally enabled compendium of good practice for primary care. They are currently working through the technical issues within the current compendium, with a view to reinstating features and defining refreshed content. In collaboration with NWSSP (where the Compendium is currently hosted), the project plan has now been agreed and NWSSP has provided project support to map existing content against roles identified within the Wales National Workforce Reporting System. Corresponding job descriptions and roles are to be matched and new case studies identified during this process.

Objective 4.7: *Support workforce development requirements of integrated care models being developed by Regional Partnership Boards.*

Progress: There has been limited progress on the specific deliverables contained within this objective, partly because the opportunities to engage with regional partnership boards and/or achieve clarity of the emerging models has been impacted by COVID-19. However, one of the key pieces of work to flag as noteworthy commenced as a direct consequence of our response to COVID-19 to support care homes in relation to health education and training. It is an excellent example of cross Directorate matrix working with over 20 members of staff contributing to this agenda. During Quarter 2, we established a small internal task and finish group to develop a range of options further. We established communication links with relevant external stakeholders to gather information on other organisations involved with supporting care homes (Improvement Cymru, Welsh Government and the Royal College of Nursing) and the offers, in order to avoid duplication. A paper on options to support care homes was submitted to Executive Team and the next step is to establish an internal working group to coordinate a range of actions to support this agenda.

Objective 4.8: Support the implementation of the Maternity Care in Wales, A Five-year Vision for the future (2019-2024)

This objective is to be reactivated in Quarter 4.

Objective 4.9: *Secure the transfer of the Nurse Staffing Programme Team to HEIW and lead the further role out of the programme across NHS Wales***.**

Progress: another noteworthy event was the successful transfer to HEIW of the Nurse Staffing Programme Team, responsible for supporting NHS Wales in delivering the All Wales Nurse Staffing programme. Formerly part of Public Health Wales, the Nurse Staffing Programme team transitioned to HEIW on 1 July 2020. In addition to these staff, a Data Analyst and Mental Health Inpatient Project Lead will be recruited to the team. Programme management arrangements and accountabilities between Welsh Government, NHS Health Boards and Trusts and HEIW are being reviewed and revised and work will now continue to deliver the extension of the Act by April 2021.

Objective 4.10: *Assess the Critical Care workforce needs across Wales and provide a framework which allows healthcare organisations to develop their Critical Care workforce plans.*

As previously reported, this objective was refocussed to support COVID-19, with an understanding that this would remain a major focus and require our input potentially for the remainder of the year. Our contribution included creating 4 new ITU training posts at short notice in response to COVID and successfully filled all of them for august 2020. A further expansion of 4 planned for next year so we have successfully accelerated our plans to expand medical training numbers in intensive care medicine. An analysis of the critical care workforce needs has been completed and the findings used to inform recommendations within the Education and Training Plan 2021 for the medical workforce planning recommendations, to incorporate the impact of the shape of training in medicine. A review of the opportunity afforded by the contribution of Physician Associate (PA) roles within the critical care workforce has commenced with a workforce planning exercise to identify the span of current PA employment across Wales.

NEW Objective 4.11: Develop a plan in collaboration with Welsh Government and Social Care Wales to support implementation of the multi-professional workforce and training aspects of the Allied Health Professions Framework for Wales “Looking forward together”.

Progress: Following the appointment of the new Head of Allied Health Professional Transformation, this new objective has been added to the plan.

Engagement with service and education partners has been undertaken to identify priorities and development opportunities to optimise career pathways as part of our support with regard to Operating Department Practitioner (ODP) role development scoping. There is a requirement for centralised workforce intelligence data with regard to skills, knowledge, experience, competencies to support rapid service reconfiguration / workforce deployment. Early discussions have taken place with the service with regard to pilot sites and scope of the project and with Workforce Information Systems (WfIS) with regard to feasibility / alignment with priorities. A discussion paper is in preparation.

Work has commenced on the TUPE transfer to HEIW of the two Allied Health Professionals and Health Care Scientists Framework Implementation roles from the NHS Collaborative, which should be completed by end of Quarter 2 and anticipate commencing recruitment to vacancies in Quarter 3. The Executive Team supported the detailed plan for delivery of the transfers w/c 7th September 2020.

The team has also been developing COVID-19 Rehabilitation awareness training to support Health and Social Care professionals to adopt an 'enabling approach' to routine care after COVID-19. Content, has been piloted, disseminated and evaluated. The 'Rehabilitation is everybody's business' playlist is now undergoing accessibility assessment and translation prior to release in September 2020.

Strategic Aim 5 - To be an exemplar employer and a great place to work

Objective 5.1: *Implement the People, Inclusion and OD Strategy.*

Progress: Virtual staff roadshows and consultation sessions took place over the summer, to revisit the original outcomes and test whether they were still fit for purpose in light of our COVID-19 experience. The sessions generated excellent feedback to inform in the revised draft People & OD Strategy. The draft Strategy will be submitted to the Executive Team by the end of September and work to finalise and then implement the plan will continue virtually in line with new timescales.

Objective 5.2: *Lead, develop and embed a range of actions to support workforce and workplace wellbeing and excellent colleague experience within HEIW.*

Progress: The next Health Needs Assessment survey will be run in October 2020, and a communication plan will be developed to share the results. The team continues to develop and pilot health and wellbeing information, resources and evaluation tools in HEIW prior to sharing across NHS Wales. They are currently developing a range of health and wellbeing resources. These include: the Wellbeing in Work Impact Resource (WIWIR), which will include the 9 protected characteristic of the Equality Impact Assessment; a Health Needs Assessment Template that will include the Stonewall questions; and a Health and Wellbeing Framework for NHS Wales that will include a dedicated section on identifying and providing health and wellbeing resources specifically to under-represented staff or those who are more affected not only by COVID-19, but in general.

Objective 5.3: *Implement and embed the Welsh Language framework within HEIW.*

Progress: During Quarter 2, steady progress has been made with the Welsh Language Commissioner on the Welsh Language Scheme. Plans are in place to go to public consultation in Quarter 3 – Quarter 4. The team has implemented the existing plan with the production of vlogs, various information pieces produced for the Intranet, the introduction of the new Welsh Language Translator, and recruitment of a new cohort of learners. The new Welsh Language Translator will significantly improve the translation services provided by HEIW and the dashboard shows an increase to internal capacity of c.50% in just two weeks.

Objective 5.4: *Implement and embed the HEIW Strategic Equality Plan and further develop equality and inclusion agenda including partnership working across the public sector.*

Progress: Work recommenced on the HEIW Strategic Equality Plan in July 2020 with an initial focus on reviewing objectives in light of COVID-19 and a series of internal focus groups were held as part of review. The plan was resubmitted to the Executive Team and discussed at the Board Development Session in August. The draft was well received, and a small number of amendments have been made to the document in light of feedback. The final draft will be presented for formal approval to September Board with a view to publication by 1st October 2020. Production of the Directorate actions plan will commence in October for completion by December 2020.

Objective 5.5: *Progress opportunities for organisational approaches to combat climate change.*

Progress: Work commenced during Quarter 2 to scope the impacts, risks, opportunities and threats from climate change over the short, medium and long term with a focus on low carbon and being more efficient with our resources. An internal stakeholder group was established to identify opportunities and challenges and an action plan is being developed. Plans are progressing to undertake a strategic assessment of energy efficiency opportunities with consultancy support from the Welsh Government Energy Service, allowing HEIW to reduce carbon emissions further.

Strategic Aim 6 - To be recognised as an excellent partner, influencer & leader

Objective 6.1: *Implementing HEIW Communications and engagement strategy; brand awareness and influencing for success.*

Progress: Implementation has continued and in some areas been accelerated in response to COVID-19 demands. In light of the pandemic and the increased workload on colleagues and the department, the planned review of the strategy review has been scaled back. Nevertheless, the team has reviewed the scope for influencing national programmes through targeted communications and engagement with regulators and politicians. Plans going forward have been agreed via the Executive Team, and targeted communications and engagement work is underway. For example, Executive Directors will be meeting a number of professional bodies, the Council of Deans for Health, and CEOs of the other 10 NHS organisations this month. Plans for the Annual General Meeting have been designed to encourage wide participation and engagement. This will be particularly important in engagement opportunities with MSs and MPs given the Welsh Government elections in May 2021.

In addition, the team have developed a forward plan of news articles / blogs etc., subject, and publication date, targeted at specific publications. Many of the projects reported here have been supported by communications plans and it is hoped that this work will continue further to maximise communications and engagement opportunities with key stakeholders.

During Quarter 2, new HEIW branding guidelines were released and have been adopted across the organisation. The 2019-20 annual report has been produced and the team has dealt with a number of enquiries from the public and partners, this included facilitating BBC Wales interviews of our Nursing and Medical Directors.

Objective 6.2: *Supporting HEIW business areas on key national programmes of work through the development and delivery of highly effective communications / engagement / marketing interventions.*

Progress: this objective was initially paused, but many projects have continued and have been supported by communication plans and professional input form the team (e.g. the Graduate programme; Leadership portal; Mental Health Conference; E&D Annual Plan; Careers Campaigns Support; Health Needs Assessment).

Objective 6.3: *Review the alignment of internal digital systems and functions, and opportunities to support the Education and training experience for trainees in Wales.*

Progress: The restoration of Eduroam following a trial period was completed during quarter 2. Eduroam is now being utilised across health board settings and accounts have been rolled out to staff in HEIW. We continue to work with NWIS to review infrastructure issues restricting the rollout of the network to additional sites and HBs. We have successfully worked with CTM HB who have now installed infrastructure to broadcast Eduroam.

During Quarter 2, an indicative new structure was developed, and staff were appointed to the Head of Digital Services and Solutions Design and Development. Work is being undertaken to revise job descriptions of E-Learning roles following resignations. The Digital Director vacancy was advertised w/c 7th September.

SECTION 2: ORGANISATIONAL PERFORMANCE

Education and Training Activity: Commissioned Places

The impact of the A level arrangements this year has meant some changes to training and education programmes. Whilst undergraduate medical education is not our direct responsibility, we have been integral to discussions and influencing the consideration of the revised A level assessments this year, given the links with our clear proposals and ambitions for increasing foundation training places. We continue to foster close working relationships with medical schools and were pleased to indicate our support for the increase in medical school places as a result of the revised A level outcomes.

Foundation Training

From August 2020 we have established 4 new foundation rotations (12 posts) – one each in BCUHB, Hywel Dda UHB, CTM UHB and ABUHB. These are innovative in that each doctor will be allocated to a general practice and spend a day a week in the same general practice for the whole year. This is the first inclusion of foundation year one doctors in general practice setting and they have been highly competed for in recruitment. (called LIFT- longitudinal integrated foundation placements- we are the only place in the UK offering them currently)

We also created priority foundation posts in Bronglais to encourage recruitment- these were advertised in advance of the main recruitment process and applicants were offered protected time and training to develop teaching skills by Cardiff University. These didn't achieve 100% fill rates but give us a good platform to develop the concept next year.

Secondary Care

At the end of Month 5, we have undertaken Round 1, Round 1 Re-advert and Round 2 recruitment processes. Over 99% of core training posts across Wales were filled in Round 1, which is an increase of over 5% from the previous year and up 10% from 2018. According to data published by the UK Medical and Dental Recruitment and Selection Board, Wales has also achieved the highest fill rates across the UK. The number of training posts available in Round 1 has also increased from 415 to 424. Of this 424, only three places were not filled this year across 15 different specialties, with 12 specialties achieving 100%.

In addition, Round 2 recruitment was successful in achieving an 80% fill rate (135 posts filled of 168 advertised). This is 5% lower than in the previous year but broadly comparable given the variables in the recruitment processes including the mix of specialty training posts each year. Round 2 recruitment continues, and actual fill rates will be available at the end of the year.

In totality, our current recruitment position following the completion of processes to date stands at 94%.

GP training

For Primary Care, R1 and R1 Re-advert have been completed for posts commencing in August 2020. R2 recruitment to posts commencing in February 2021 started in July. 24 vacancies have been advertised in Wales. A total of 104 applications were received with a first choice Scheme in Wales. This is an increase from 65 applications received for R2 last year. R2 will conclude at the end of October 2020 and will be reported in November.

Pharmacy

Pre-registration pharmacist fill rate for the 2020 intake is 83% compared with an expected rate 97%. 12 offered posts were not filled due to degree exam failures and COVID-19. Despite the rate being lower than expected, the total number of students is 38% up on 2019 and the previous fill rates of 65%.

[Please note: the data on pharmacy fill rates in the dashboard relates to pre-registration only. This is because the 2020 figures for the other areas are not yet available. We have adjusted the 2019 rate to ensure comparability across the years. We will revert to the rate across all areas of Pharmacy in the November report.]

The preparation and planning for the single lead employment of pharmacists, medical and dental trainees has been intense but was successfully implemented by the start of the new year. In pharmacy, the additional transformation of the delivery of the pre-registration pharmacist programme to multi-sector training has required enormous effort by the HEIW team and the training providers.

In relation to COVID-19, disruption to progression of pharmacy students has been minimal with respect to their achievement of competence to practice. Provisional pharmacists are still waiting for a date for the GPhC registration assessment. The 2020 intake to the Cardiff School of Pharmacy and Pharmaceutical Sciences has increased from a historical intake of circa 120 to 160. This is due to the A level grades being awarded on the basis of predicted grades.

Health Professional Education

The Education and Training plan for 2020-21, approved by the Welsh Government, provides the highest number of health professional students commissioned in Wales. The increases mean that students will benefit from an expansion of opportunities including part-time and shortened programmes, distance learning programmes and opportunities for part-time nursing placements in the care home sector.

Despite COVID-19, the new conditions contracted HEI's are working under and the changes to the methodology surrounding the award of A levels, applications have remained high and, through meetings with the Universities it is anticipated commissioning levels will increase. Over the summer, HEIW led work to develop placement recovery guidelines. These were developed in light of the impact of the COVID-19 pandemic on student training to ensure that student learning continues, and their safety is at the forefront of decision-making regarding programme progression.

Students are currently commencing their courses and HEIW have planned Contract Business Meetings with Universities scheduled for October where the final commissioning fill rates for 2020/21 will be discussed. The impact of this will be reported in the November report.

The 2021/22 Education and Training Plan was submitted to Welsh Government for approval at the start of this period. An update regarding the outcome of the final decisions surrounding the Education and Training Plan 2021/22 will be highlighted in the November report.

Continuing Professional Development (CPD) Course Activity

The dashboard shows the number of attendees at face-to-face and online CPD events for the period 1 April 2020 to 30 June 2020 compared to the same period last year. As expected, there has been a significant increase in attendees at online events, as HEIW cancelled all face-to-face events over the period. (Please note a slight discrepancy between the reporting period in 2020 compared to 2019, which is due to a change from quarterly reporting to year-to-date reporting.) The vast majority of CPD provision stems from the Pharmacy and Dental Deaneries, and RSU.

All areas postponed face-to-face events during the lockdown and have been working towards plans for CPD delivery from September 2020 onwards, all of which include a mix of face-to-face and online delivery, incorporating elements.

In Dental, owing to the risks inherent within clinical aspects of dentistry, hands-on clinical training has been severely impacted, and a detailed plan has been put in place to manage this in postgraduate centres.

In RSU, the online CPD website remains available and 3 new modules have been launched in the reporting period, increasing the number of modules from 38 to 41. As in Q1, the data shows a decrease in the number of page hits this quarter compared to the same period last year. However, we anticipated this as a direct impact of the COVID crisis and, potentially, an indirect impact of the temporary suspension of the Medical Appraisal process by the CMO on the 27 March.

RSU have also launched a new series of short CPD e-resources entitled the 'vital' session series (VSS). This series of accessible, open access resources is designed to provide bite size chunks of vital information on key topics. Our first vital resource on Trans-gender health launched in **https://ytydysgu.heiw.wales/go/qljpl3**

The Developing Doctors to Deliver (3D) programme has been re-designed to be delivered in a virtual format utilising the new HEIW Gwella portal. Applications for the next cohort have closed and the programme remains oversubscribed with 53 applications for 20 spaces in 2020/21.

In Pharmacy, there were no scheduled live CPD events, virtual or otherwise, although existing eLearning resources remained available on the website. The CPD programme of (virtual) events for Sept-Dec 20 has been cascaded across all relevant networks.

Flu training was provided for contactors wishing to deliver the NHS service, with 11 events delivered for 65 delegates during August.

For COVID-19 resources, the medicines administration module for support staff workforce in social care settings has now been completed by 584 individuals.

Quality and Outcomes

Quality Management

In Quarter 2, a pilot virtual visit was undertaken to a primary care setting, and this proved to be an effective means of visiting small settings. Steps are now being undertaken for virtual visits to secondary care settings during Quarter 3. Up to the end of Quarter 2 there are 6 completed or planned visits. It is expected that the number of planned visits will increase later in the year as previously postponed visits are rescheduled at an appropriate time. Remote monitoring will continue in the interim.

Quality management activity has continued throughout the pandemic albeit in a different way. Whilst active Targeted Visits were postponed during the first quarter, the need to ensure patient safety and effective learning environments has remained as important as ever. Effective relationships with Local Education Providers, (LEPs) and the GMC have been maintained. In addition to reviewing options for resuming quality management activity, key pieces of work undertaken in the current reporting period relate to concerns management, additional emergency hospitals, and regulator engagement. Further detail can be found in our Performance Report to Board of July 2020.

GMC Trainee Survey Results

The GMC has postponed the traditional National Training Surveys in the light of the COVID-19 pandemic. However, in recent weeks a shorter survey designed to capture trainee and trainer experiences of the pandemic has been launched across the UK. The GMC has changed the operational arrangements for this particular survey thereby preventing us from tailoring publicity to individuals. However, despite this we have been able to encourage completion without creating additional pressure in difficult circumstances. The surveys closed on 12 August 2020. This was an experimental survey with a shorter completion window and, as predicted, response rates have been lower than in previous years. The final response rates for HEIW are outlined below:

- Trainee survey – 53.26% against a national average of 48.67%. HEIW's response rate was the second highest in the UK, after Defence Deanery.
- Trainer survey – 33.8% against a national average of 24.3%. HEIW obtained the highest response rate in the UK.

The GMC are currently exploring the most appropriate way to report the results.

Annual Review of Competence Progression (ARCP)

The Annual Review of Competence Progression (ARCP), or Review of Competence Progression (RCP) in Dental Foundation Training (DFT) and Dental Core Training (DCT) (twice a year), is the formal method by which a trainee's progression through their training programme is monitored and recorded.

In late 2019-20 (and early 2020-21), for upcoming annual reviews, guidance was issued (on a four-nation basis) about panel composition, process and new outcomes to be used should progression be impacted as a result of trainees supporting COVID-19. As a result, review panels were held online rather than face to face events. Early feedback from this indicates the revised process was well received and offers significant benefits in terms of panel availability, flexibility, time and cost. The new outcome codes and revised decision aids have been used for ARCPs conducted in the period 1 April to 31 August 2020. Work is underway to validate this year's ARCP outcomes and test reporting in preparation for the GMC report which needs to be returned by early November 2020. The final report will be run from Intrepid in late October

Where outcomes are available, they have been uploaded to Intrepid. The system is being tested and missing outcomes and queries are being addressed. There are a number of identified queries still to be dealt with for the new COVID-19 outcomes. As a result, the data is not available for the majority of the ARCPs undertaken in the period.

Interim ARCPs for DFT and DCT take place in February and March each year and were reported in the March 2020 report. Final RCPs took place in July for both programmes: 68 in DFT (66 Outcome 6s, 1 Outcome 3 and 1 Outcome 4); and 62 in DCT (61 Outcome 1 and 1 Outcome 10).

Professional Support Unit (PSU)

At 31 August 2020, there were 317 active cases (compared to 345 at 30 June 2020). This is a drop of 28 active cases since 31 March 2020. However, as reported in July, data shows a decrease in uptake of support since the start of lockdown in March 2020 compared to the same point in previous years. This is mirrored across all four countries of the UK (as reported in the COPMeD PSU Group Meeting in June 2020), as trainees have focused on service provision.

With the restarting of the Royal College exams, the requests for exam-related support is reaching expected levels.

During Quarter 2, the PSU have also developed and delivered 8 webinars for trainees and trainers. The webinars were run in the evening to maximise attendance and included:

- 'Maintaining your Strength & Wellbeing'
- 'Strengthening your Emotional Wellbeing' with Dr Emma Lishman, Hammet Street Consultants Ltd
- 'Getting the most out of Mentoring (for mentors and mentees)' Part 1
- 'Getting the most out of Mentoring (for mentors and mentees)' Part 2
- 'Crucial conversations: Giving and receiving feedback'

In response to requests for exam preparation guidance we are preparing a series of 3 webinars and a support pack for trainees. The webinars will be delivered as evening sessions (to enable maximum delegate attendance) and recorded for reference.

Trainee Progression Governance (TPG)

The main role of TPG is to coordinate Reviews and Appeals of Annual Reviews of Competence Progression (ARCP) Outcomes (and more recently Appeals from Foundation Dentists and Appeals following removal of National Training Number, NTN). Approximately 2,500 ARCPs are held each year with a range of nationally prescribed Outcomes. Trainees prescribed Outcome 3 or Outcome 4 can Appeal. The dashboard provided data on the appeal outcomes in 2020, compared to 2019 and 2018.

In the period 1 April to 31 August 2020, we successfully conducted 2 virtual appeals.

Medical Appraisal and Revalidation

The GP Appraisal process was suspended in March in light of COVID-19 and our GP appraisers' time was released to support Primary Care services across Wales. We have participated in four nations discussions in preparation for the recommencement of the appraisal process. Medical appraisal will recommence across all sectors in Wales on 1 October with a focus on wellbeing and support. This is in-line with Scotland and England. We have developed an operational plan to manage the recommencement, which includes training and support for our appraisers who returned from service on 1 August, as well as a communications plan for all appraisees, appraisers and HB contacts. We have also developed two new resources to provide guidance on how returning to medical appraisal can be carried out considerately and effectively with a focus on well-being and support:

- 'Returning to appraisal', developed in collaboration with Dr Rob Morgan, GP Appraiser and Vice-Chair of RCGP Wales (open access): https://gpcpd.heiw.wales/non-clinical/returning-to-appraisal/
- 'Guidance for virtual appraisals', developed with contributions from Dr Roger Morris, GP Appraisal Co-ordinator Cardiff, Dr Esther Youd, Appraiser Cwm Taf Morgannwg, Katie Leighton and Miriam Davies RSU: https://gpcpd.heiw.wales/non-clinical/virtual-appraisal-guidance/

The dashboard shows the number of appraisals completed on both MARS and the Primary Care instance of MARS, for the period 1 April – 31 August 2020 (584). The appraisal completed data is based on the date the appraisal summary is agreed, not the date of the meeting. Therefore, these completed appraisals will have taken place prior to the suspension of appraisal on the 27 March. This data is not comparable with the same period last year due to the temporary suspension of medical appraisal. Appraisals due to take place during this period are classed as an 'approved missed' appraisal, therefore affected doctors will not be due to undertake their next appraisal until 2021.

As at 31 August 2020:

- there were 140 registered on the **Dental Appraisal System (DAS) for Community Dentists**, approximately 90% of all Community Dentists;
- 669 users had registered on the **Orbit360™** system (to support doctors with gathering patient and colleague feedback), an increase of 103 compared to the previous quarter which reflects a growing increase in traffic to the site.

Corporate Performance	
HEIW Performance Metrics	

Workforce Movement

The HEIW headcount has risen from 417 to 435 since the last report to Board (June data). We have successfully onboarded and inducted staff whilst working from home, with positive feedback from our new employees. This includes the TUPE transfer of staff from Public Health Wales (Safe Nurse Staffing Levels Team) and secondees.

Turnover

The 12-month rolling turnover rate for HEIW for the period to August 2020 was 8%, an increase of 0.3% since the previous report. This is still relatively low given our newness but is at a level which continues to support business continuity and organisational memory whilst also bringing in new thinking and new ideas.

Sickness

HEIW continues to have the lowest sickness rate of all the 11 NHS Wales organisations, with a rolling 12-month sickness rate of 2.1% to August 2020. This is down 0.1% since the last period and significantly below the NHS Wales sickness target of 4.2%. When examined in the light of periods of organisational change and COVID-19, the current rates indicate a good degree of organisational resilience and positive health.

Short-term sickness absence makes up 29% of our total sickness absences, which is broadly consistent with the ratio over the past year. Given the overall low levels of absence, any single long-term episode has a significant impact on the overall picture within the organisation and the small number of cases that HEIW are sympathetically and appropriately managing. The most days lost to sickness have typically been for reasons of anxiety/stress, but it is worth noting that absence due to tumors/cancers is now at the same level.

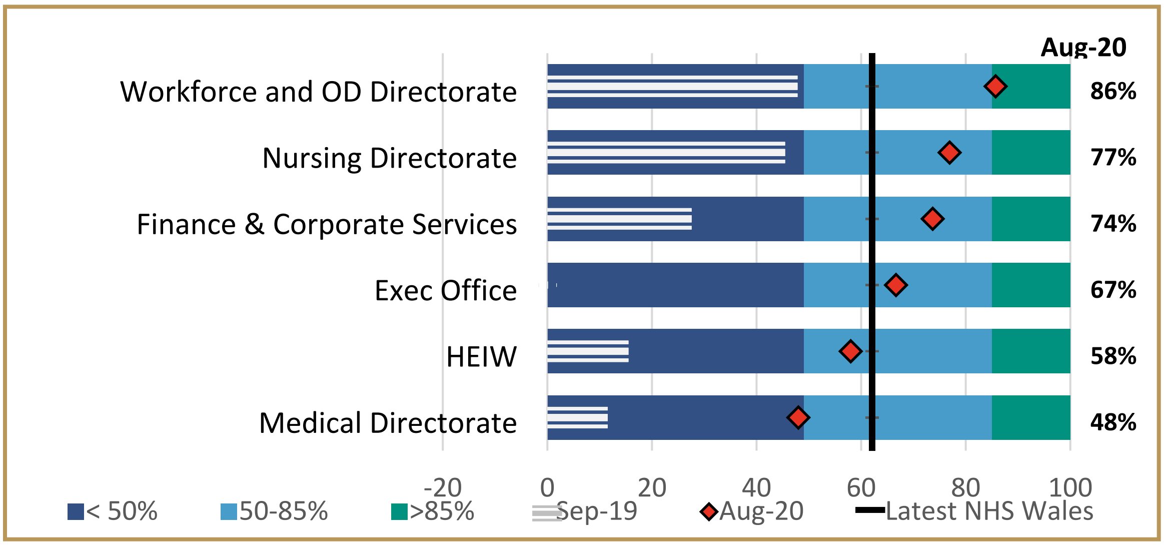
Disciplinary & Grievance

There were no disciplinaries, grievances or staff complaints in the period.

Personal Appraisal Development Review (PADR)

Personal Appraisal Development Review (PADR) forms part of contractual arrangements for staff and is one of the key performance indicators in the NHS Wales delivery framework set by Welsh Ministers. The target rate for PADR/Appraisal is 85% as recorded on the ESR system. This is an agreed measure, which recognises that factors such as long-term sickness, maternity leave, career breaks would mean that 100% compliance is difficult to achieve. New starters are excluded from PADR compliance figures for the first 3 months in post.

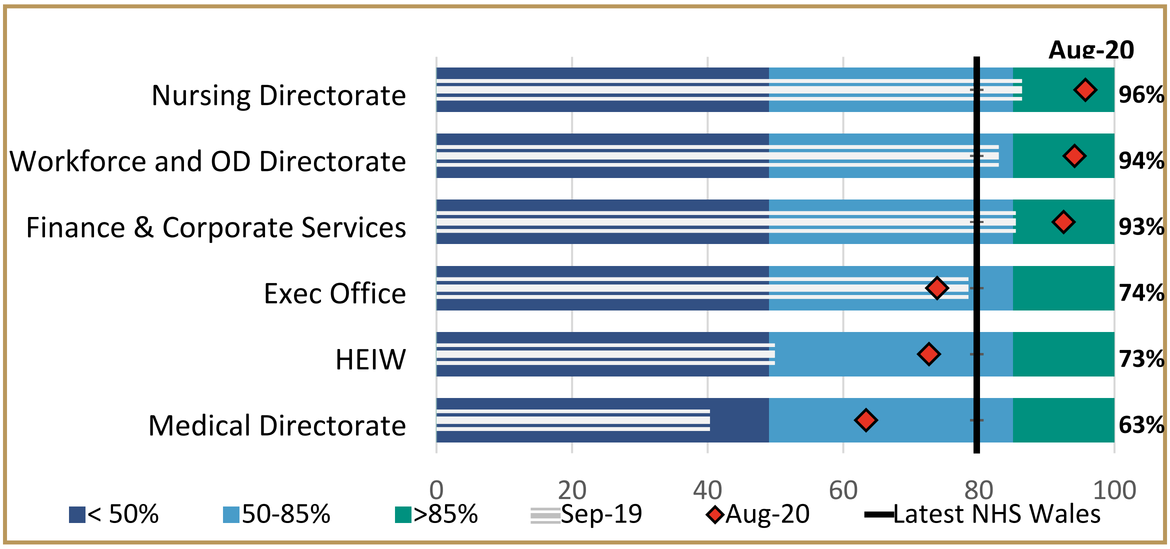
The overall compliance level for HEIW core staff (excluding GP Appraisers/Pharmacy Assessors/Facilitators whose prime employment is generally elsewhere) was 58% at end August 2020 up 5% from the end of June position and broadly in line with the level of compliance across NHS Wales. Four of our business areas are now above the NHS Wales average with one achieving the target of 85%. Whilst there is still some way to go to achieve the target across HEIW, this is a positive shift from the previous report, during a period when staff have continued to work from home and also to take their summer leave. Further detail is shown in the table below.



Statutory & Mandatory Compliance

The Welsh Government KPI requires 85% compliance at a minimum level 1 in the 10 UK Core Skills Framework for NHS Staff, hosted on the ESR system. The majority of these learning modules require a 3-year refresher period, although specific modules may differ in this. New starters are excluded from this report for the first 3 months in post.

The HEIW compliance rate for core staff (excluding GP Appraisers/Pharmacy Assessors/Facilitators) at end August 2020 was 72.38%. This represents an improvement of 2.38% since the end of year figures were reported, with three of our 5 business areas achieving in excess of 93%. However, it remains short of the 85% target figure and whilst it remains the responsibility of individual staff and managers to ensure that they achieve compliance in statutory/mandatory training requirements, the People Team and the wider Workforce & OD teams will continue to support and encourage staff in this process.



There have been positive increases in rates of statutory and mandatory training in respect of Health & Safety and Fire Safety, as well as Information Governance.

Equality Data

Compliance in recording equality data has improved again since March 2020, with the compliance rate increasing to 62%, from 59% in March.

Welsh Language

Compliance in compiling Welsh language data has also improved slightly since March 2020, with the rate increasing again this period to 31%.

In Q2 (July and August), over 488k words were translated, an increase of over 300% on the same period last year (when just under 144k words were translated). Just under 400k words were translated in Q1, so there is expected to be another significant increase by the end of the full quarter (July-Sept). Although there are some known peaks of work related to Board and Committee Meetings and corporate documentation, the work is otherwise still largely unpredictable, and is still growing in volume.

Our new Translation Manager joined the team in mid-August, not only doubling internal capacity, but also bringing a wealth of knowledge and expertise, which is already showing considerable cost saving and improving service levels.

Staff Survey & Health Needs analysis

The data has not changed since the previous period.

Online communication/engagement

Social media figures are growing as the communications and engagement team proactively promote HEIW work and engage with stakeholders.

Internally we continue to share regular COVID 19 and wellbeing related information with staff including the Samaritans wellbeing support line and COVID 19 risk assessment tool. In addition, we have been sharing a number of staff education and training sessions and opportunities for staff to get involved and inform HEIW polices and processes such as the Strategic Equality Plan and flexible working policy. Staff open forums are continuing to be held on a monthly basis attracting over 80 members of staff.

August also saw the communications and engagement team support the People team with the HEIW fun factor. A virtual event providing a few hours of light-hearted fun for staff giving them the opportunity to catch up with colleagues from across the organisation. In addition, with colleagues across NHS Wales we celebrated and showed our support for Pride 2020.

Work on the merger of the three legacy websites is progressing well. In partnership with the HEIW equality manager and colleagues from the Digital team we are arranging website and document accessibility training for staff to ensure our content is accessible to all and meets appropriate standards.

Externally, we have continued to regularly post and share COVID 19 messages and resources on social media, as well send messages directly to stakeholders such as students, trainees, trainers, employers and partners. The COVID NHS staff wellbeing resources have been moved to a new permanent home with additional resources added and promoted including

Samaritans support line. With the pharmacy team we have promoted an online area to support provisionally registered pharmacists whose permanent registration has been delayed by the COVID 19 pandemic. In addition, the Medical and Nursing Directors both contributed to a positive BBC Wales news story about the effects of Covid on healthcare students and trainees.

Work has also continued on non-COVID related programmes with the successful promotion of the new leadership portal 'Gwella', and the relaunch of Orbit360 our 360 feedback system for doctors. Further learning materials have also been shared and promoted including the bitesize online guidance for GPs, a framework supporting the career development of pharmacy technicians, as well as celebrating student successes and Pride 2020. We also celebrated our 99% fill rate for the year so far as well as promoting careers in the NHS as GCSE and A-level results were released.

The performance section of the HEIW Annual Report 2019-20 has been written and the whole report put into publication format in time for submission to Welsh Government at the end of August.

Finance

HEIW has met the PSPP target of 95% for the past two months. The Director of Finance has prepared a separate report for month 5 which is on the Board agenda.

Agency expenditure has increased over the summer months as a result of resignations and unsuccessful recruitment to a handful of posts in the Digital Team, as well as the need for additional capacity across some of our priority areas.

Freedom of Information Requests

HEIW received 6 FOI requests during this period. The compliance rate (response within the 20 working days) remains at 100%. There have been no requests for review.

Accidents and Incidents

In the period 1 April to 31 August 2020, there were no health and safety accidents, or incidents reported/recorded.

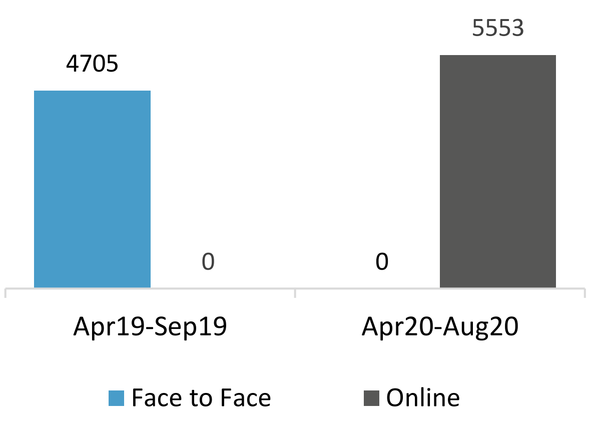
END

Health Education and Improvement Wales Performance Dashboard (2020/21)

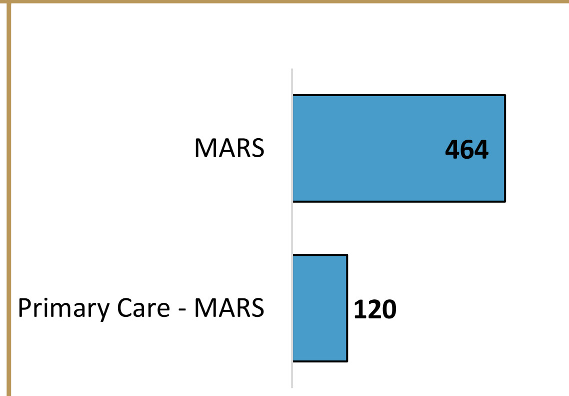
GIG CYMRU NHS WALES | Addysg a Gwella Iechyd Cymru (AaGIC) Health Education and Improvement Wales (HEIW)

Departmental Information

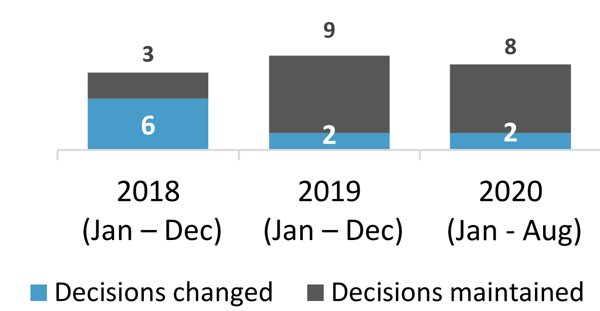
HEIW Face to Face & Online CPD Activity (Actual Attendees) : Apr-Aug



№ of Medical Appraisals Completed Apr20-Aug20



Trainee Progression Governance: № of Appeals



Total number of Hearings	2018	2019	2020
	4	4	2

Professional Support Unit (Aug-20)

Active Cases: 317

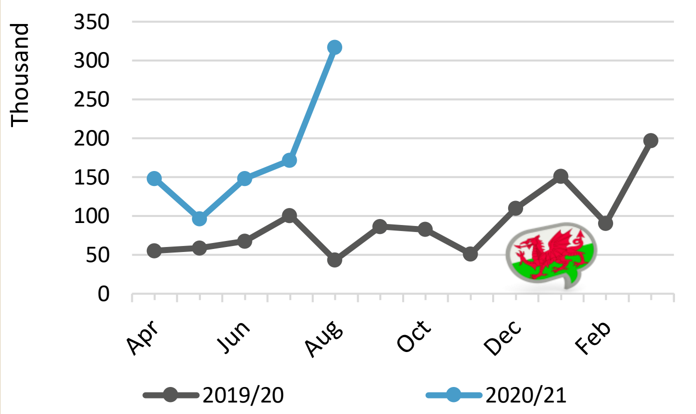
Referrals to Hammet Street: 85

People Team (Aug-20)

Disciplinary & Grievance: 0

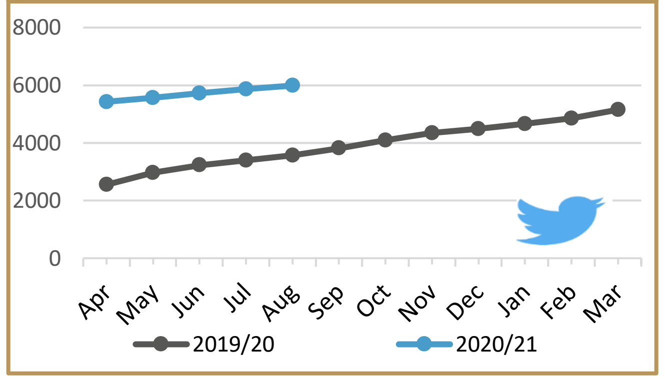
№ Complaints: 0

№ Words Translated

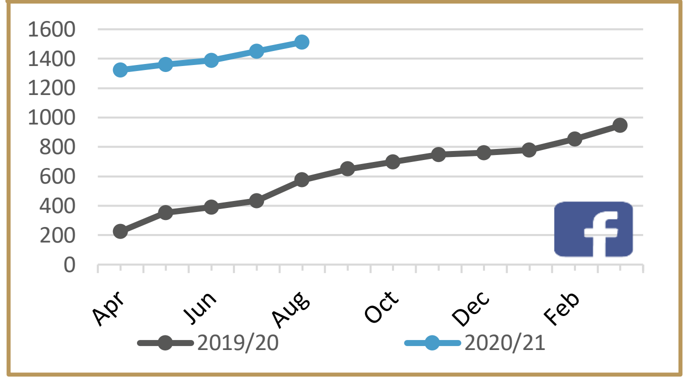


Online Communication / Engagement (Aug-20)

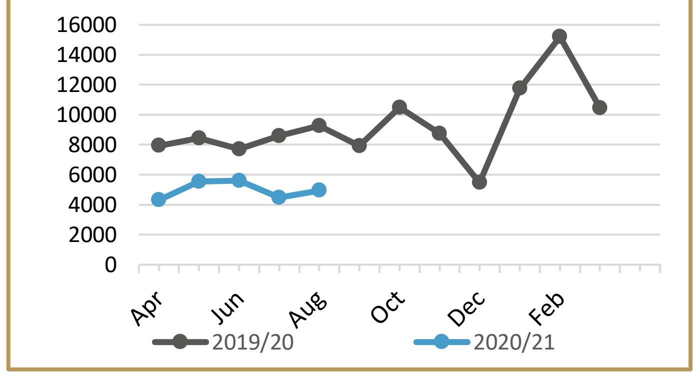
Twitter: № Followers



Facebook: № Page likes



RSU Online page hits: as at Aug-20

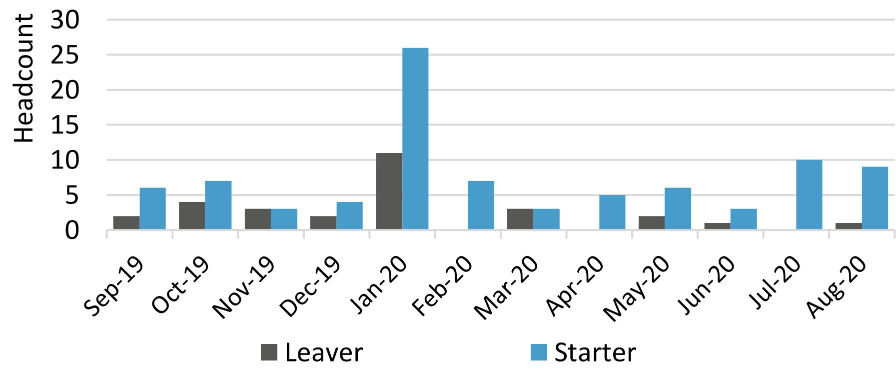


Staff in Post (Aug-20)

Headcount: **435**

Sep-19	Change
380	▲55

Monthly Staff Change between Sep-19 to Aug-20



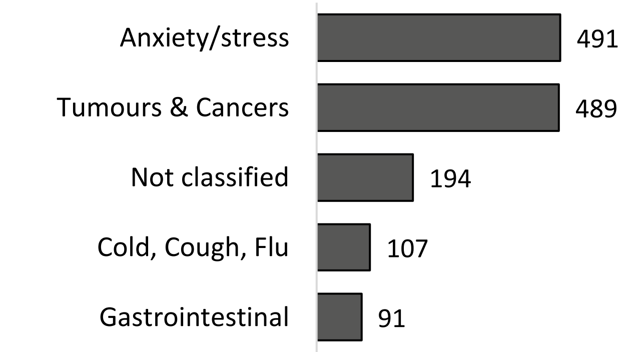
12 Month Rolling Turnover

12 Month Rolling: **8.0%**

№ of Post Advertised

Posts:	10
FTE:	11.1

FTE Days Lost by Sickness Reason (Sep19-Aug20)



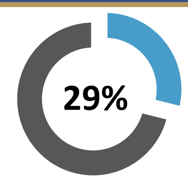
12 month Sickness

Sickness

Sickness: **2.1%**

NHS Wales Target: 4.1%

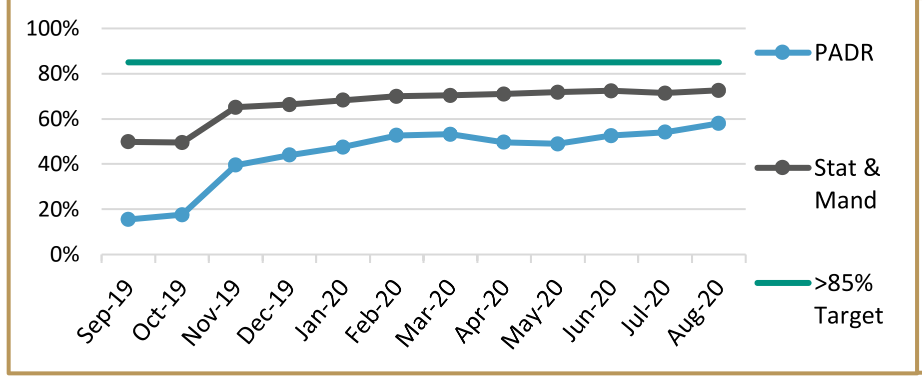
Short Term sickness



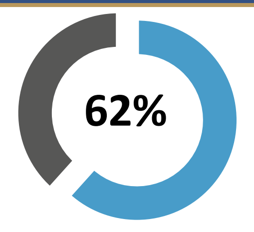
FTE Days Lost

Short term :	494.5
Long term:	1216.9

PADR and Statutory & Mandatory: Sep19-Aug20	Information Governance	Welsh Language	Equality Data	№ completed FOI requests Sep19-Aug20



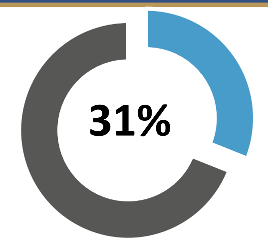
Information Governance



Sep-19

51.7%

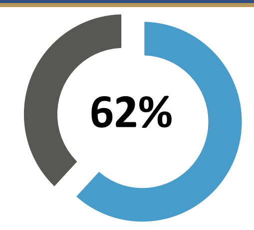
Welsh Language



Sep-19

23.7%

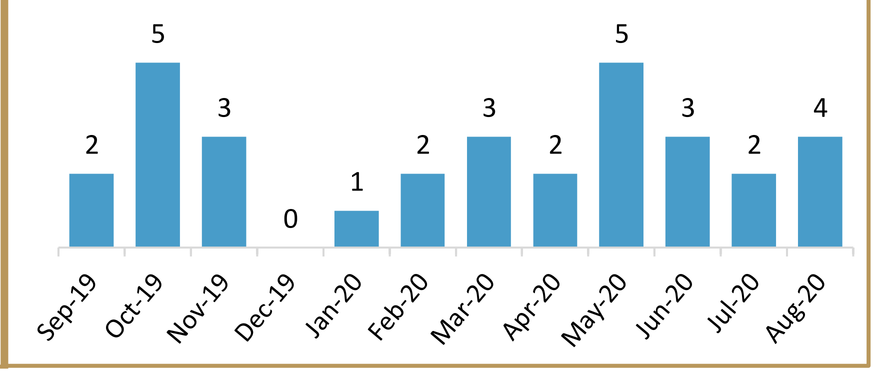
Equality Data



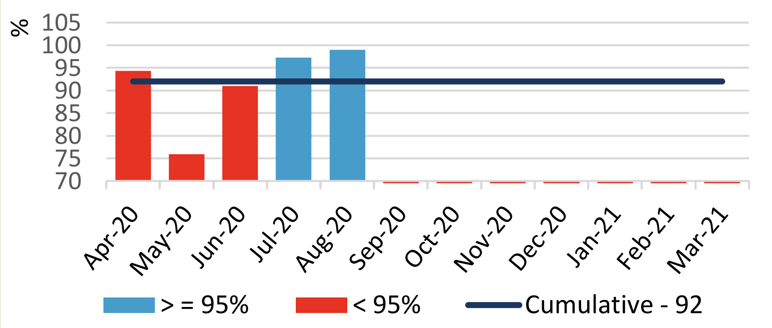
Sep-19

51.4%

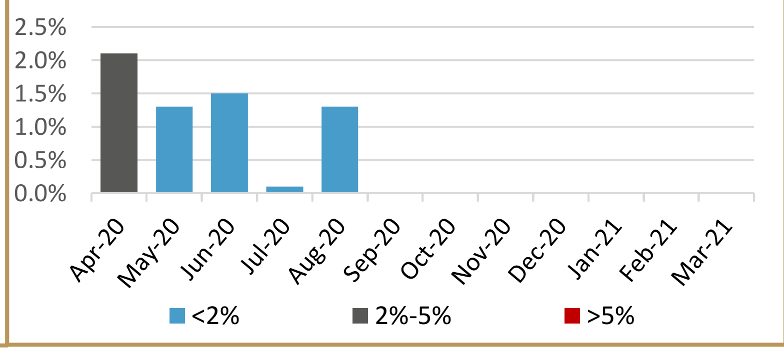
№ completed FOI requests Sep19-Aug20



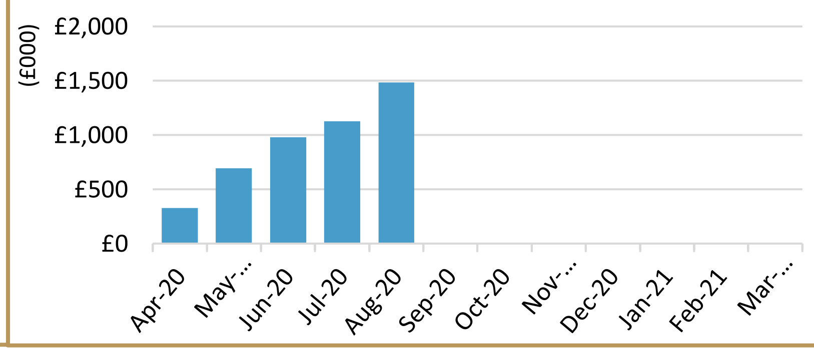
Finance PSPP (Non-NHS Invoices)



Agency as percentage of Total Pay



Financial Position: Cumulative Underspend (Aug-20)

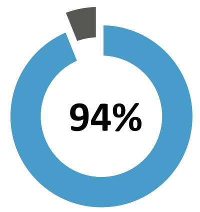
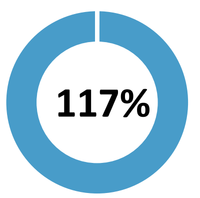
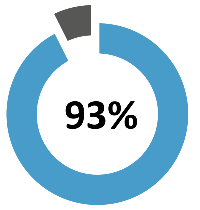
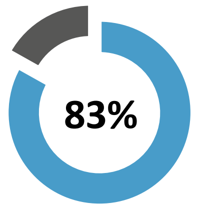
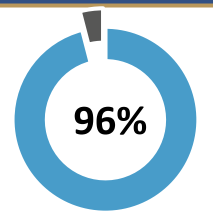
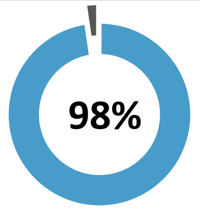
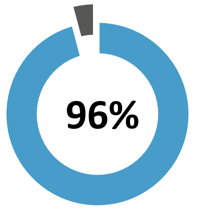


Health and Safety

Mandatory Training

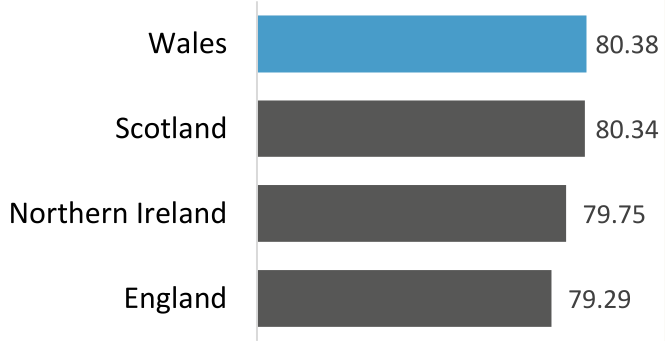
Fire Safety	59%
Health & Safety	63%
№ of Incidents	0

Recruitment to Commissioned Places (Recruitment Rate) - Aug-20

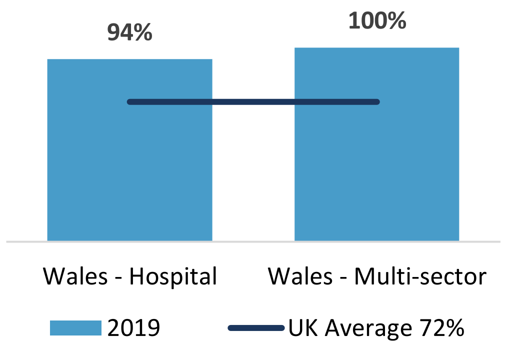
	Medical	Primary Care	Dental	Pharmacy - Pre Reg	Nursing & Midwifery	AHPs	Health Care Scientists
Recruitment Rate							
Last Year's	95%	99%	99%	100%	93%	98%	99%

Benchmarking Information - 2019

GMC National Trainee Survey - Overall Satisfaction Scores (2019)

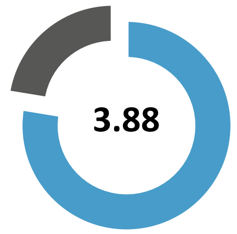


Pre-registration trainee pharmacists - Pass rate



Staff Survey 2019

Engagement Index



NHS Wales = 3.82/5

Response Rates

HEIW

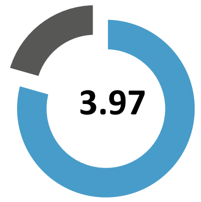
48%

NHS Wales

29%

Health Needs Assessment Score 2019

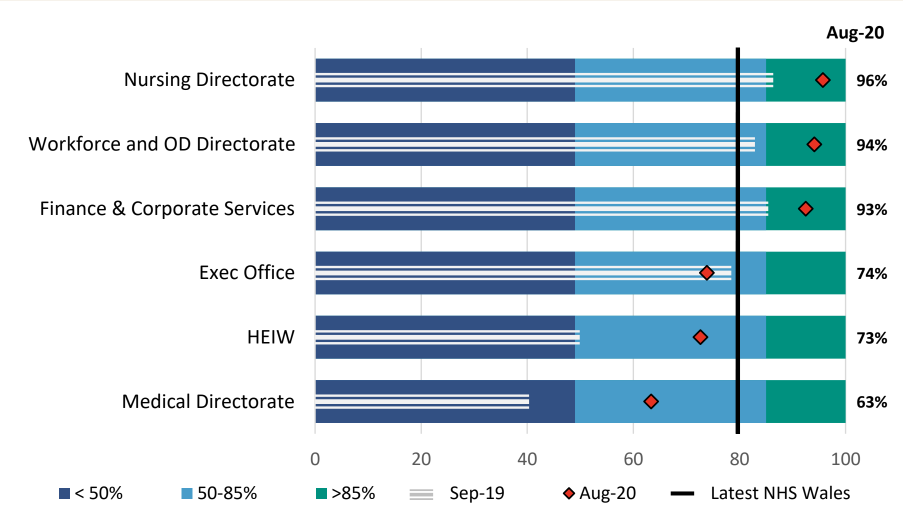
The Engagement Index (out



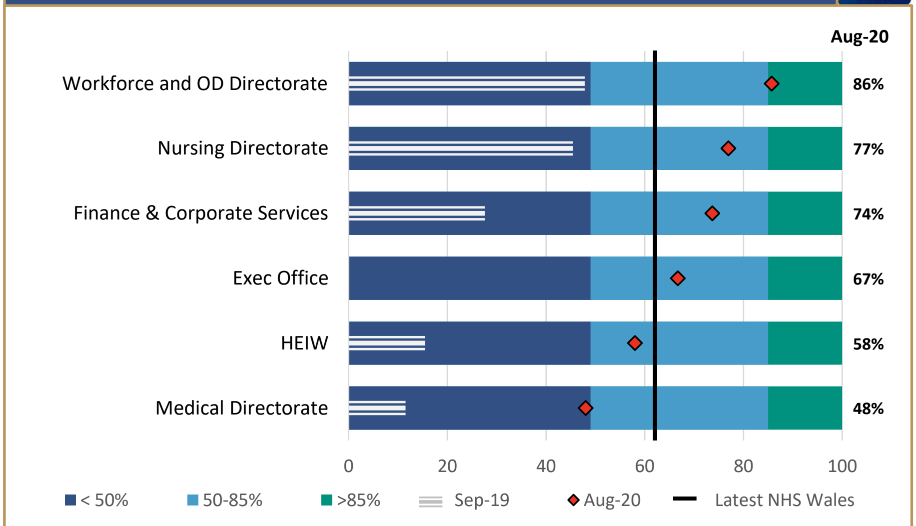
Response Rate

45%

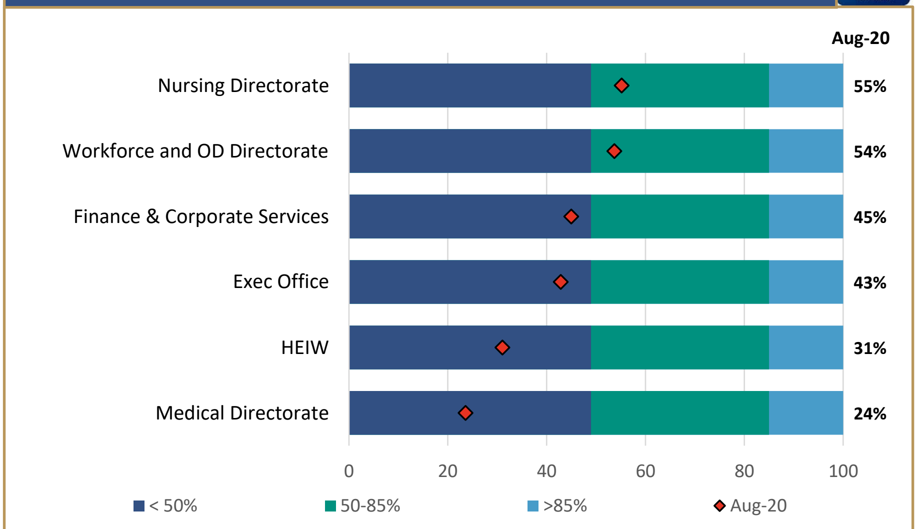
Statistical & Mandatory Training Rates by Department: Sep-19 - Aug-20

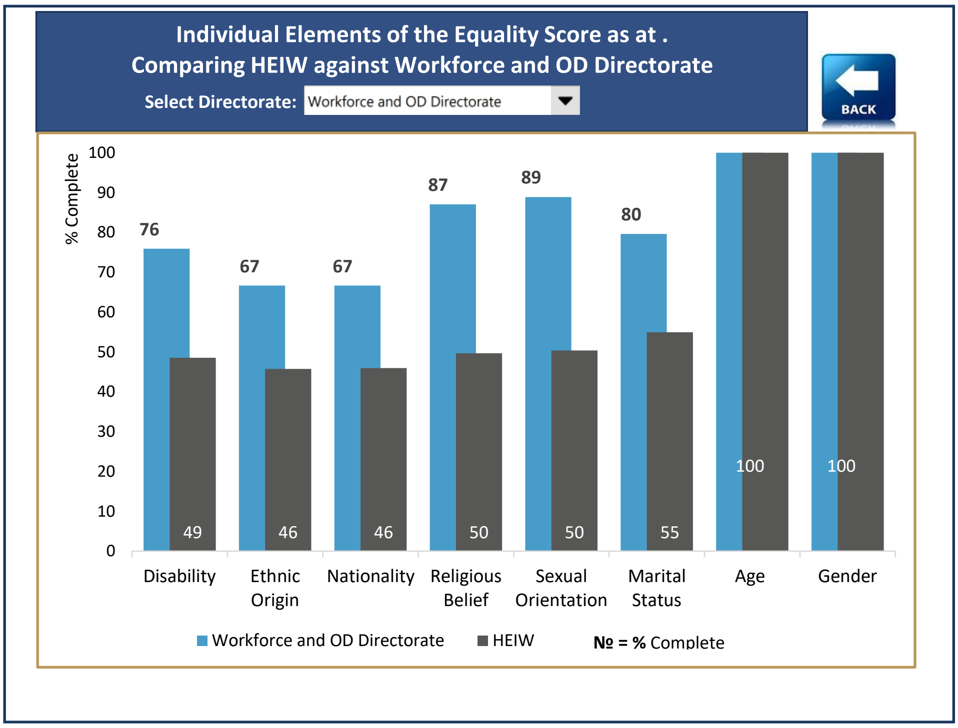


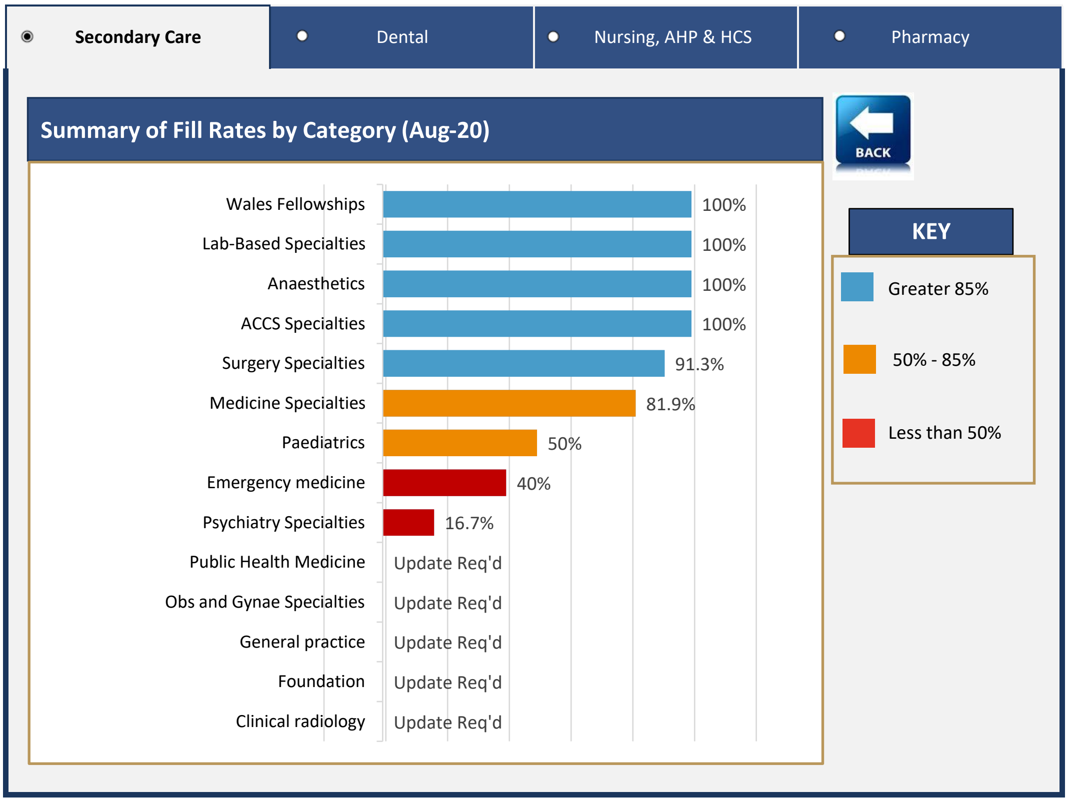
PADR Completion Rates by Department (Entered into ESR):



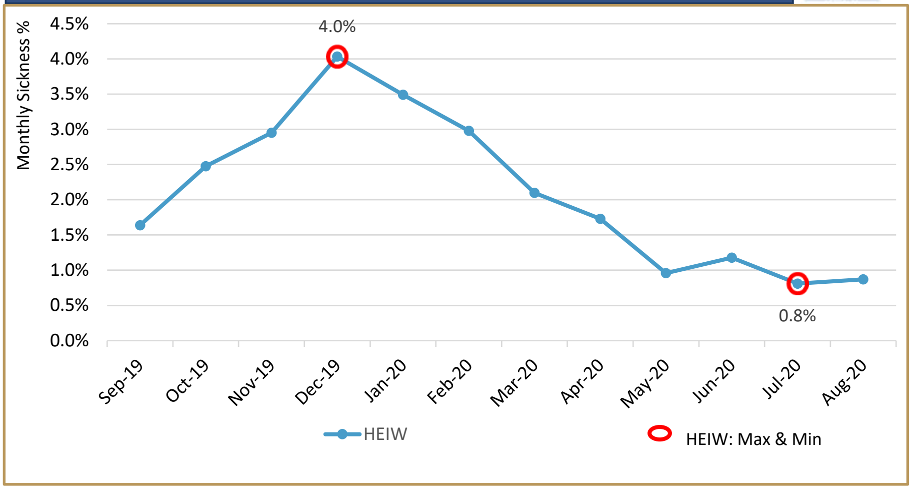
Welsh Language Competency Completion Rates by Department for




Individual Elements of the Equality Score as at .
Comparing HEIW against Workforce and OD Directorate
Select Directorate: Workforce and OD Directorate
BACK
% Complete
100
90
80
70
60
50
40
30
20
10
0
76
67
67
87
89
80
49
46
46
50
50
55
100
100
Disability
Ethnic Origin
Nationality
Religious Belief
Sexual Orientation
Marital Status
Age
Gender
Workforce and OD Directorate
HEIW
№ = % Complete


Secondary Care
Dental
Nursing, AHP & HCS
Pharmacy
Summary of Fill Rates by Category (Aug-20)
BACK
Wales Fellowships 100%
Lab-Based Specialties 100%
Anaesthetics 100%
ACCS Specialties 100%
Surgery Specialties 91.3%
Medicine Specialties 81.9%
Paediatrics 50%
Emergency medicine 40%
Psychiatry Specialties 16.7%
Public Health Medicine Update Req'd
Obs and Gynae Specialties Update Req'd
General practice Update Req'd
Foundation Update Req'd
Clinical radiology Update Req'd
KEY
Greater 85%
50% - 85%
Less than 50%

HEIW Monthly Sickness Absence Trend:



The numbers shown are the most up-to-date figures (refresh over a 6 month period). The sickness figures shown in previous dashboard will be differnet due to managers retrospectively entering sickness

GIG CYMRU NHS WALES

Addysg a Gwella Iechyd Cymru (AaGIC)

Health Education and Improvement Wales (HEIW)

<table>
<tr><td>Dyddiad y Cyfarfod</td><td colspan="2">24 Medi 2020</td><td>Eitem ar yr Agenda</td><td>4.3</td></tr>
<tr><td>Teitl yr Adroddiad</td><td colspan="4">Cofrestr Risgiau Corfforaethol</td></tr>
<tr><td>Awdur yr Adroddiad</td><td colspan="4">Kay Barrow, Rheolwr Llywodraethu Corfforaethol</td></tr>
<tr><td>Noddwr yr Adroddiad</td><td colspan="4">Dafydd Bebb, Ysgrifennydd y Bwrdd</td></tr>
<tr><td>Cyflwynwyd gan</td><td colspan="4">Dafydd Bebb, Ysgrifennydd y Bwrdd</td></tr>
<tr><td>Rhyddid Gwybodaeth</td><td colspan="4">Caeëdig</td></tr>
<tr><td>Pwrpas yr Adroddiad</td><td colspan="4">Darparu trosolwg o’r risgiau a nodir ar hyn o bryd yn y Gofrestr Risgiau Corfforaethol.</td></tr>
<tr><td>Materion Allweddol</td><td colspan="4">Mae’r adroddiad yn rhoi’r wybodaeth ddiweddaraf am y Gofrestr Risgiau Corfforaethol, sydd wedi’i hatodi yn Atodiad 1.
Mae’r Gofrestr Risgiau Corfforaethol yn cadarnhau’r canlynol:
- un risg statws ‘coch’;
- wyth risg statws ‘melyn’;
- pedwar risg statws ‘gwyrdd’.</td></tr>
<tr><td rowspan="2">Camau penodol i’w cymryd (rhowch un ✓ yn unig)</td><td>Gwybodaeth</td><td>Trafodaeth</td><td>Sicrwydd</td><td>Cymeradwyo</td></tr>
<tr><td></td><td></td><td>✓</td><td></td></tr>
<tr><td>Argymhelliad</td><td colspan="4">Gofynnir i’r Bwrdd:
Nodi cynnwys yr adroddiad er sicrwydd.</td></tr>
</table>

COFRESTR RISGIAU CORFFORAETHOL

1. CYFLWYNIAD

Gofynnir i'r Bwrdd nodi'r sefyllfa gyfredol mewn perthynas â'r Gofrestr Risgiau Corfforaethol (**Atodiad 1**) fel yr amlinellir yn yr adroddiad hwn.

Yng Nghwestiwn 1, roedd y Gofrestr Risgiau Corfforaethol yn cyd-fynd i raddau helaeth â'r risgiau a gododd yn sgil pandemig COVID-19. Wrth i AaGIC addasu i weithio yn ôl y 'drefn newydd', cynhaliodd y Tîm Gweithredol archwiliad manwl o'r Gofrestr Risgiau Corfforaethol ar 9 Gorffennaf a sicrhau ei fod yn cyd-fynd â'r amcanion a nodir yng Nghynllun Gweithredol IMTP ar gyfer 2020/21 ac unrhyw feysydd eraill sy'n cyflwyno risg posib.

2. ASESIAD

Ar hyn o bryd mae yna **13** o risgiau ar y Gofrestr Risgiau Corfforaethol. Mae'r risgiau hyn wedi'u hasesu fel a ganlyn: **un** statws 'coch', **wyth** statws 'melyn' a **phedwar** statws 'gwyrdd'. Ac eithrio paragraff 2.1, mae'r sylw isod yn amlygu'r newidiadau i'r Gofrestr Risgiau Corfforaethol yn ystod y mis diwethaf.

2.1 Risgiau Coch

- **Risg 8 –** Os nad yw AaGIC yn sicrhau bod yr holl gamau rhesymol yn cael eu cymryd mewn perthynas â seiberddiogelwch, gall fod yn agored i achos o dorri data, dirwyon posibl gan Swyddfa'r Comisiynydd Gwybodaeth a chyhoeddusrwydd gwael cysylltiedig.

  Camau Lliniaru: Mae'r argymhellion yn adroddiad asesu Seiberddiogelwch AaGIC wedi'u rhoi ar waith neu wrthi'n cael eu rhoi ar waith. Ymunodd Pennaeth newydd Seiberddiogelwch ag AaGIC ar 29 Mehefin ac mae wedi dechrau gweithio ar Gynllun newydd ar gyfer Gweithredu Seiberddiogelwch.

2.2 Risg â Chynnydd yn y Sgôr

Nid oes unrhyw risgiau sydd â chynnydd yn y sgôr ers yr adroddiad diwethaf.

2.3 Risg â Gostyngiad yn y Sgôr

- **Risg 14 –** Os nad yw'r broses gomisiynu ar gyfer Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol yn cyd-fynd â'r amserlen a dyheadau'r dyfodol, fel y cytunwyd gan AaGIC, bydd hyn yn effeithio ar addasrwydd ac ansawdd addysg yn y dyfodol.

  Camau Lliniaru: Sicrhau bod trefniadau cadarn ar gyfer rheoli'r prosiect ar waith. Dylid sicrhau adnoddau ychwanegol ar gyfer y prosiect. Dylid sicrhau proses ymgysylltu gadarn â rhanddeiliaid. Dylid sicrhau ei fod yn cysylltu â'r strategaeth iechyd a gofal cymdeithasol 10-mlynedd.

Asesu: Mae cynlluniau'r prosiect yn eu lle, ac mae yna amserlen ddiwygiedig mewn ymateb i COVID 19, ac mae ar y trywydd iawn i gyflawni gwaith caffael ar gyfer addysg gweithwyr iechyd proffesiynol.

Mae gwaith ymgysylltu â Sefydliadau Addysg Uwch a Byrddau Iechyd/Ymddiriedolaethau wedi'i wneud ac roedd yn canolbwyntio ar y strategaeth brisiau. Ar hyn o bryd, mae Cam 2 yr Adolygiad yn cael ei asesu. Cynhelir y digwyddiad olaf i Randdeiliaid ar 11/09/20. Mae'r holl ddogfennau wedi'u cwblhau ac yn barod i'w hanfon i'r farchnad yn dilyn cytundeb y Tîm Gweithredol a'r Bwrdd. Yn seiliedig ar y camau lliniarol hyn, mae'r risg weddilliol wedi lleihau'n sylweddol ac wedi'i hasesu'n un statws 'Gwyrdd'.

2.4 Risgiau a Ddiddymwyd

Nid oes unrhyw risgiau wedi'u diddymu.

2.5 Risgiau Newydd

Mae yna ddau risg newydd:

- **Risg 15 -** Os nad oes digon o gyfleoedd cyflogaeth ar gael ar gyfer myfyrwyr sy'n graddio o gyrsiau Proffesiynau Perthynol i Iechyd (AHP) a Gwyddor Gofal Iechyd (HCS), bydd myfyrwyr sydd wedi dewis bwrsari cysylltiedig, y buddsoddir mewn addysg ar gyfer y myfyrwyr hyn, yn cael eu colli.

  Camau Lliniaru: Cynhaliwyd archwiliad manwl er mwyn ymchwilio i'r rhesymau sy'n sail i'r prinder swyddi ac i broses apeliadau bwrsarïau sy'n rhyddhau/gorfodi myfyrwyr o'u cyfrifoldebau bwrsari. Y canlyniad oedd y camau lliniaru canlynol –
  - Mwy o waith monitro ar y swyddi sydd ar gael a'r apeliadau ynghylch bwrsarïau
  - Ymgysylltu â WoDs a Chyfarwyddwyr Cyllid er mwyn amlygu'r bwlch rhwng ceisiadau comisiynu a chyfleoedd cyflogaeth.

  Asesu: Mae gwaith monitro cynyddol a sgyrsiau â gwasanaethau yn symud ymlaen. Yn seiliedig ar y camau lliniarol, mae'r risg weddilliol wedi'i hasesu fel un statws 'Melyn.

- **Risg 16 –** Os oes cynnydd mewn achosion o COVID 19 sy'n effeithio ar ddarpariaeth 'arferol' y gwasanaeth, gall hynny arwain at amharu ar gyfleoedd am leoliadau gwaith i fyfyrwyr ac felly bydd yn effeithio ar allu myfyrwyr i gamu ymlaen neu raddio yn eu proffesiynau. Bydd hyn yn ei dro yn effeithio ar y gweithlu a bydd diffygion a allai gael effaith hirdymor ar ddarpariaeth gwasanaethau.

  Camau Lliniaru: Oedi parhaus yn y gwaith o fapio cohortau/rhaglenni. Cefnogi EPs a gwasanaethau er mwyn rhoi ar waith egwyddorion adfer lleoliadau gwaith AaGIC. Ymgysylltu'n barhaus â rheoleiddwyr, EPs a CoDs er mwyn sicrhau parhad addysg. Egwyddorion adfer lleoliadau gwaith.

Asesu: Mae'r Gyfarwyddiaeth yn cael sgyrsiau parhaus â rheoleiddwyr, EPs a CoDs. Yn seiliedig ar y camau lliniaru, mae'r risg weddilliol wedi'i hasesu fel un statws 'Melyn'.

3. MATERION LLYWODRAETHU A RISG

Mae rheoli risgiau drwy'r Gofrestr Risgiau Corfforaethol yn adnodd craidd ar gyfer llywodraethu risgiau yn AaGIC.

4. GOBLYGIADAU ARIANNOL

Mae rheoli risgiau drwy'r Gofrestr Risgiau Corfforaethol yn un o swyddogaethau craidd AaGIC fel Awdurdod Iechyd Arbennig. Ni ragwelir bod yna oblygiadau o ran costau ychwanegol.

5. ARGYMHELLIAD

Gofynnir i'r Bwrdd:

- **Nodi** cynnwys yr adroddiad er sicrwydd.

Llywodraethu a Sicrwydd			
Cysylltu ag amcanion strategol yr IMTP *(rhowch ✓)*	**Nod Strategol 1:** Arwain y broses o gynllunio a datblygu gweithlu cymwys, cynaliadwy a hyblyg, a sicrhau ei lesiant, er mwyn helpu i gyflawni *'Cymru Iachach'*	**Nod Strategol 2:** Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol	**Nod Strategol 3:** Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel
		✓	
	Nod Strategol 4: Datblygu'r gweithlu er mwyn helpu i ddarparu diogelwch ac ansawdd	**Nod Strategol 5:** Bod yn gyflogwr rhagorol ac yn lle gwych i weithio ynddo	**Nod Strategol 6**: Cael ei nabod fel partner, dylanwadwr ac arweinydd rhagorol
Ansawdd, diogelwch a phrofiad y claf			
Y Gofrestr Risgiau Corfforaethol yw'r adnodd craidd er mwyn sicrhau bod risgiau'n cael eu rheoli'n effeithiol yn AaGIC. Mae dull cadarn o reoli risg yn fwy tebygol o gael effaith ffafriol ar ddiogelwch a phrofiadau cleifion a staff.			
Goblygiadau ariannol			
Mae rheoli risgiau yn un o swyddogaethau craidd AaGIC fel Awdurdod Iechyd Arbennig. Ni ragwelir bod yna gostau ychwanegol.			
Goblygiadau cyfreithiol (gan gynnwys asesiad o gydraddoldeb ac amrywiaeth)			
Amherthnasol			
Goblygiadau staffio			
Nid oes unrhyw oblygiadau ychwanegol o ran staffio.			

Goblygiadau hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)	
Y Gofrestr Risgiau Corfforaethol yw adnodd craidd AaGIC er mwyn rheoli risgiau wrth symud ymlaen.	
Hanes yr Adroddiad	Cyflwynir y Gofrestr Risgiau i'r Tîm Gweithredol a'r Uwch Dîm Arweinyddiaeth bob mis. Mae'r Pwyllgor Archwilio a Sicrwydd yn adolygu bob chwarter.
Atodiadau	Atodiad 1 – Cofrestr Risgiau Corfforaethol

HEIW CORPORATE RISK REGISTER (SEPTEMBER 2020)

Date Added	Ref (Risk Area)	Risk Description and Executive Owner	Inherent Risk			Risk Appetite	Mitigating Action	Residual Risk			RAG Status	Progress
		Details of risk If…then… impact…	**Impact**	**Probability**	**Overall Score**	**R/A/G**	**Summary of action to date or proposed action to reduce risk impact or proximity – this should include a deadline or timetable for completing actions**	**Impact**	**Probability**	**Overall Score**	**R/A/G & trend**	
1. Apr 2020		If additional support is not put in place in response to the impact to education and training programmes as a result of COVID-19 there will be an adverse impact on progression and outcomes for students and trainees, which will also impact on NHS workforce in the medium term. **Medical Director** **Director of Nursing**	**5**	**4**	**20**	6	HEIW is entering into dialogue with the regulators, Royal Colleges, Universities and other national bodies to seek alternative solutions to mitigate the impact on students and trainees. HEIW is also reviewing the infrastructure to establish and identify the support that will be available for students. We are aiming to achieve an agreement based on a 4 nation approach where possible. Consideration given to Virtual approach to learning competencies to be recognised.	**4**	**3**	**12**		From a Medical and Dental point of view, the ARCP process has been modified to allow trainees to progress without detriment if their progression has been hampered by COVID 19. The impact of the pandemic on student progression has been closely monitored and to date there is only one cohort of Radiography students whose programme completion (at the current time) may be delayed by 3 weeks. It is estimated it will be a further six months before a normal placements cycle can be resumed. Regarding Nursing and Midwifery, the NMC will be phasing out many of the emergency standards that came into operation early in the pandemic on 30 September 2020. This will support students returning to their normal studies and supernumerary placements. The NMC standards are facilitative rather than directive which means Wales can choose to return to normal ahead of that date. The NMC have identified a number of emergency programme standards which will be retained as recovery standards. These facilitative standards include removal of the 12-week rule, and adoption of the Standards for Student Supervision and Assessment. The NMC are also recommending flexibility in how theoretical instruction is given, moving from distance to blended learning as university campuses begin to reopen.

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3. Apr 2020	**2**	If there is a delay in recruiting to PGME rotations this may create a workforce problem for the NHS in the medium term. **Medical Director**	**4**	**4**	**16**	6	HEIW to ensure all alternatives are explored to minimise impact on recruitment processes. 4 nation agreement and contingency planning being developed. Foundation trainees are being deployed to obtain key skills in medicine as required by their programme. In other specialties additional training time will be required in these key areas. This will be managed through revisions to programme management over the coming months.	**1**	**1**	**1**		Recruitment has been undertaken Different discriminating methods to allow for selection have been developed No longer a risk

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4. Apr 2020	**3**	If current pressures affect the major change programmes relating to GP Trainee and Pharmacy Pre reg programme there is a risk to delivery, and impact on future workforce increases in the medium term **Medical Director**	**4**	**4**	**16**	6	HEIW to protect resources to maintain these programmes. Maintain regular updates on progress	**3**	**3**	**9**		Alternative digital methods of training are being implemented across Primary Care. PEER group discussion, small group case discussions. Online Prospective Trainer course being developed to improve trainer capacity – awaiting Health Boards response to launching this.

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5. Apr 2020	**4**	If HEIW does not re-assess its IMTP and Quarterly Plans in the context of COVID-19 it will not be able to re-allocate resources to provide the necessary support to the NHS workforce during the crisis and fail to manage expectations in respect of the IMTP objectives. **All Executive Team**	**4**	**4**	**16**	6	HEIW identified and paused the objectives within its IMTP in Q1 in the light of the challenges posed by COVID-19.	**3**	**1**	**3**		The decision to pause elements of the IMTP was implemented in Q1. This enabled resources to be re-allocated to support the NHS workforce during this period.

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8. Apr 2020	**8**	If HEIW does not ensure that all reasonable steps are taken in respect of cyber security it may be vulnerable to a data breach, possible fines from the Information Commissioner's Office and associated bad publicity. **Board Secretary**	**5**	**5**	**25**	6	This requires the implementation of recommendations highlighted within HEIW's Cyber Security assessment report. This includes the recruitment of a Head of Cyber Security.	**5**	**4**	**20**		The recommendations within HEIW's Cyber Security assessment report have or are being implemented. The new Head of Cyber Security joined HEIW on 29 June and has commenced working on a new Cyber Security Implementation Plan.

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9. Apr 2020	**5**	If the pharmacy preregistration cohort and GP trainees are not able to progress at the end of their programmes due to exit exams being cancelled, there could be financial consequences for HEIW. **Medical Director**	**3**	**4**	**12**		This has already been highlighted by the HEIW Director of Finance with WG and the magnitude of the financial risk has been identified. We are awaiting input from the Pharmacy Regulator (GPhC) for details of a possible temporary Register for these individuals which would allow progression to post registration roles Capacity for parallel training to be implemented for both Pharmacy and GP trainees a period is being identified.	**2**	**1**	**2**		GP exams will take place on time as new approach adopted. There will be a postponement in the Pharmacy preregistration exam GPhC has introduced a provisional Register which allows those who have completed their pre-registration year to practice under certain conditions. Those individuals at risk have either been found suitable employment or found extensions to their training which HEIW have funded at a modest cost.

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10. May 2020	**1.**	The suspension of routine dentistry and the suspension of aerosol producing procedures in response to COVID-19 is affecting dental training processes both in undergraduate and postgraduate arenas. This will affect when, and, how dental students and foundation dentists gain the relevant level of experience in order to qualify, and therefore contribute to the NHS workforce. **Medical Director**	**4**	**4**	**16**		The matter is being considered at a 4 nations level to ensure a co-ordinated response. Changes to the training programmes will be developed. This will include: • Mandatory clinical skills test before starting on patients • Redirection of training programme based on contract reform principles • Front loading of Simulation and classroom elements of training from Sept 2020- Jan 2021 • Practical clinical elements of training to be undertaken in later in the training programmes	**3**	**3**	**9**		Undergraduates were not prevented from qualifying in 2020. They have progressed to Foundation across the UK. The majority of Foundation trainees had gained sufficient competencies to progress. All of our Core Training and Specialist Training posts have been filled The risk for next year remains though Dentistry has recommenced with appropriate protection.

Date Added	Ref (Risk Area)	Risk Description and Executive Owner	Inherent Risk			Risk Appetite	Mitigating Action	Residual Risk			RAG Status	Progress
		Details of risk **If…then…** **impact…**	**Impact**	**Probability**	**Overall Score**	**R/A/G**	**Summary of action to date or proposed action to reduce risk impact or proximity – this should include a deadline or timetable for completing actions**	**Impact**	**Probability**	**Overall Score**	**R/A/G & trend**	
11. July 2020		If there is a second or multiple peaks of COVID-19 and HEIW does not re-assess its Quarterly Plan it will not be able to re-allocate resources to provide the necessary support to the NHS workforce during the crisis and fail to manage expectations in the delivery of its objectives. **All Executive Team**	**4**	**4**	**16**		HEIW has undertaken a review and pause of its IMTP objectives in Q1 and lessons learnt from this process are to be captured and utilised going forward.	**4**	**3**	**12**		

Date Added	Ref (Risk Area)	Risk Description and Executive Owner	Inherent Risk			Risk Appetite	Mitigating Action	Residual Risk			RAG Status	Progress
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12. July 2020		If HEIW is unable to access workforce data from other NHS organisations then its workforce will not be able to provide modelling data and fail to meet expectations in respect of the same and have an adverse impact on NHS workforce planning. **Director of workforce and Organisational Development**	**4**	**3**	**12**		HEIW to request access to live data from ESR and other workforce information systems as well as the current Data Warehouse information Requests for additional access to information in line with NHS Digital/Health Education England.	**4**	**2**	**8**		Discussions with Welsh Government and NWSSP to take place to understand the remit and responsibilities for each organisation. Data access discussions with NWSSP in progress

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13. July 2020		If HEIW does not have sufficient capacity this may have an impact on the delivery of IMTP and Quarterly Plan Objectives and result in a failure to deliver agreed commitments and levels of performance.] **Director of workforce and Organisational Development**	**4**	**4**	**16**		Assessment and costing of workforce requirements made as part of the development of the IMTP plans	**4**	**2**	**8**		Quarterly plans reviewed and monitored to assess delivery trajectories and inform revisions/mitigation

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14. July 2020		If the commissioning process for the Strategic Review of Health Professional Education does not meet the timescale and future aspirations, as agreed by HEIW, this will impact on the suitability and quality of education in the future. **Director of Nursing**	**5**	**3**	**15**		Ensure robust project management arrangements are in place Secure additional resource for the project Ensure robust stakeholder engagement Ensure it links to the 10 year health and social care strategy.	**4**	**1**	**4**		Project plans are in place, with a revised timetable in response to COVID 19, and on target to undertake the procurement of health professional education. Engagement with HEI and HB/Trusts currently underway and a further stakeholder event focused on the pricing strategy is scheduled for July 2020. Stage 2 of the Review is currently being scoped. 7/9/20 – Final stakeholder event to take place on 11/9/20. All documentation has been completed to go out to the market following Exec and Board agreement– residual risk has been substantially reduced

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15. Aug 2020		If there are insufficient employment opportunities available for graduating AHPs and HCS students who have opted into the bursary tie in the investment in education for these students may be lost. Director of Nursing	**3**	**5**	**15**		A deep dive has been undertaken to examine underlying reasons for employment shortages and the bursary appeals process that releases/enforces students from their bursary responsibilities. The outcome of which are the following mitigating actions – • Enhanced monitoring of available posts and bursary appeals • Engagement with WoDs and DoFs to highlight the gap between commissioning requests and employment opportunities.	**3**	**3**	**9**		Enhanced monitoring and conversations with service proceeding

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16. Aug 2020		If there is an increase in cases of COVID 19 that impacts on 'usual' service delivery there may be disruptions to placement opportunities for students thereby impacting students ability to progress or graduate in their professions. This in turn will impact the workforce with shortages that may have a long term effect on service delivery. **Director of Nursing**	**4**	**3**	**12**		• Continuation of the mapping of cohort/programme delays • Supporting Eps and service to implement HEIWs placement recovery principles • Continuous engagement with regulators, EPs and CoDs to ensure continuity of education. • Placement recovery principles.	**3**	**3**	**9**		The Directorate is in continuous conversations with regulators, Eps and CoDs

Risk Scoring Matrix

LIKELIHOOD						
	Probable	5	10	15	20	25
	Likely	4	8	12	16	20
	Possible	3	6	9	12	15
	Unlikely	2	4	6	8	10
	Rare	1	2	3	4	5
		Negligible	**Minor**	**Moderate**	**Major**	**Critical**
		IMPACT				

Level	**Colour**	**Score Range**
Low		1 – 6
Moderate		7 – 14
High		15 – 25

Risk Appetite Levels

Appetite Level	Described as:	What this means
None	Avoidance of risk and uncertainty is a key organisational objective.	Avoidance of loss is key objective, play safe, avoidance of developments. Priority for tight controls and oversight.
Low	Minimal, or as little as reasonably possible, is preferred for ultra-safe delivery options that have a low degree of inherent risk and only for limited reward potential.	Prepared to accept the possibility of very limited financial loss if essential. Win any challenges re compliance. Innovations avoided unless essential.
Moderate	Cautious is preferred for safe delivery options that have low degree of inherent risk and may only have limited potential for reward.	Prepare to accept some possibility of some financial loss. Limited tolerance for sticking neck out. Tendency to stick with status quo, innovation in practice avoided unless really necessary
High	Open and willing to consider all potential delivery options and choose while also providing an acceptable level of reward (and Value for Money).	Prepared to invest for return & minimise the possibility of financial loss. Value and benefits considered. Gains outweigh adverse consequences. Innovation supported.
Very High	Seek and be eager to be innovative and too chose options offering potentially higher business rewards (despite greater inherent risk). Or also described as mature and confident in setting high levels of risk appetite because controls, forwards scanning and responsiveness systems are robust.	Investing for best possible return & acceptance of possibility of financial loss. Chances of losing any challenge are real and consequences would be significant. Desire to break the mould. High levels of devolved authority – management by trust not control.

Dyddiad y Cyfarfod	**24 Medi 2020**		**Eitem ar yr Agenda**		**4.4**
Teitl yr Adroddiad	**Disodli adrannau penodol o'r Statudau a'r Ordinhadau gyda pholis(ïau) GIG Cymru cyfwerth yn cwmpasu Disgyblaeth, Galluogrwydd, Cwynion ac Urddas yn y Gwaith**				
Awdur yr Adroddiad	Julie Rogers Dirprwy Brif Swyddog Gweithredol, Cyfarwyddwr y Gweithlu a Datblygu Sefydliadol				
Noddwr yr Adroddiad	Julie Rogers				
Cyflwynwyd gan	Julie Rogers				
Rhyddid Gwybodaeth	Agored				
Pwrpas yr Adroddiad	Gofyn am gymeradwyaeth y Bwrdd i ddisodli adrannau penodol o'r Statudau a'r Ordinhadau gyda pholisïau GIG Cymru/AaGIC perthnasol				
Materion Allweddol	Yn y gorffennol, mae'r Bwrdd wedi cefnogi dechrau trafodaethau gyda staff ac undebau llafur i ddileu'r statudau a'r ordinhadau a'u disodli gyda fersiynau GIG cyfwerth. Daeth y trafodaethau i ganlyniad cadarnhaol. Mynegodd y Pwyllgor Cyflogau a Thelerau Gwasanaeth ei gefnogaeth i weithredu'r newid yn ei gyfarfod ym mis Awst 2020.				
Camau penodol i'w cymryd ***(rhowch un ✓ yn unig)***	**Gwybodaeth**	**Trafodaeth**	**Sicrwydd**	**Cymeradwyo**	
				√	
Argymhellion	Gofynnir i'r Bwrdd **gymeradwyo'r** gweithredu fel y nodwyd yn y papur hwn.				

DISODLI ADRANNAU PENODOL O'R STATUDAU A'R ORDINHADAU GYDA PHOLISI(ÏAU) GIG CYMRU CYFWERTH YN CWMPASU DISGYBLAETH, GALLUOGRWYDD, CWYNION AC URDDAS YN Y GWAITH

1. CEFNDIR

Mae'r Statudau a'r Ordinhadau'n cyflwyno cyfres o ddogfennau sy'n cynnwys y fframwaith (y Statudau) a'r prosesau (Ordinhadau) sy'n darparu ar gyfer ymdrin â materion ymddygiad, galluogrwydd a chwynion sy'n gysylltiedig â rhai o staff Prifysgol Caerdydd a aeth i weithio i AaGIC drwy Reoliadau Trosglwyddo Ymgymeriadau (Diogelu Cyflogaeth) (TUPE) ym mis Hydref 2018. Yn gyffredinol, mae'r prosesau yr un fath/yn debyg i'r prosesau cyfatebol o dan bolisïau GIG Cymru/AaGIC ond mae yna rai eithriadau a rhai nodweddion sy'n golygu na ellir eu defnyddio yn AaGIC. Er gwybodaeth, dyma'r adrannau perthnasol y bwriedir eu disodli:

- <u>Statudau</u>
  Statud XV yn benodol RHAN III, RHAN IV, RHAN V, RHAN VI
- <u>Ordinhadau</u>
  Ordinhad 12

Mae'r Statudau a'r Ordinhadau'n ffurfio rhan o gontractau cyflogaeth staff Prifysgol Caerdydd a ddaeth i AaGIC drwy TUPE ar raddau CU 5 ac uwch. Fel arfer, mae TUPE yn diogelu amodau cytundebol a drosglwyddwyd am gyfnod amhenodol, ond os nad oes anfantais yn cael ei achosi wrth newid neu ddileu elfennau o delerau ac amodau TUPE caniateir ail-drafod telerau o'r fath ar ôl i 12 mis fynd heibio ers y trosglwyddo.

2. ACHOS DROS NEWID A PHROSES

Cymeradwyodd y Bwrdd ddechreuad y trafodaethau â staff ac undebau llafur yn gynharach yn y flwyddyn ar y sail mai dyma oedd y peth gorau i'w wneud i staff sydd wedi'u heffeithio a'r sefydliad.

Er mwyn cydymffurfio â Rheoliadau TUPE a mabwysiadu proses deg a thryloyw, ymgynghorwyd yn llawn ar y cynnig gydag undebau llafur a staff. Ar ôl ymestyn y cyfnod ymgynghori i egluro'r cynnig a'r sail resymegol drosto, ni fynegodd y staff unrhyw faterion a oedd yn destun pryder yn ystod yr ymgynghoriad. Cytunodd y Fforwm Partneriaeth Lleol ar y cynnig a chafodd ei drafod a'i gymeradwyo ym Mhwyllgor RATS ym mis Awst 2020.

3. CYNNIG

Y cynnig yw disodli Statud XV - Rhannau III, IV, V a VI ac Ordinhad 12 gyda'r polisïau GIG Cymru/AaGIC mabwysiedig canlynol:

- Polisi Galluogrwydd Cymru gyfan
- Proses Urddas yn y Gwaith Cymru gyfan
- Polisi Cwynion Cymru gyfan
- Polisi Disgyblu Cymru gyfan

4. MATERION LLYWODRAETHU A RISG

Mae’r symudiad i bolisïau’r GIG yn lliniaru risg drwy sicrhau defnydd o brosesau tecach y gellir ymdopi’n well â nhw yn y dyfodol.

5. GOBLYGIADAU ARIANNOL

Nid oes unrhyw oblygiadau ariannol.

6. ARGYMHELLIAD

Gofynnir i’r Bwrdd gymeradwyo gweithredu’r newidiadau a amlinellir yn y papur hwn.

<table>
<tr><th colspan="4">Llywodraethu a Sicrwydd</th></tr>
<tr><td rowspan="4">Cysylltu ag amcanion strategol yr IMTP
(rhowch ✓)</td><td>Nod Strategol 1:
Arwain y broses o gynllunio a datblygu gweithlu cymwys, cynaliadwy a hyblyg, a sicrhau ei lesiant, er mwyn helpu i gyflawni ‘Cymru Iachach</td><td>Nod Strategol 2:
Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol</td><td>Nod Strategol 3:
Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel</td></tr>
<tr><td></td><td></td><td></td></tr>
<tr><td>Nod Strategol 4:
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Bod yn gyflogwr rhagorol ac yn lle gwych i weithio ynddo</td><td>Nod Strategol 6:
Cael ei nabod fel partner, dylanwadwr ac arweinydd rhagorol</td></tr>
<tr><td></td><td>√</td><td></td></tr>
<tr><td colspan="4">Ansawdd, diogelwch a phrofiad y claf</td></tr>
<tr><td colspan="4">Dim goblygiadau.</td></tr>
<tr><td colspan="4">Goblygiadau ariannol</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau ariannol ychwanegol.</td></tr>
<tr><td colspan="4">Goblygiadau cyfreithiol (gan gynnwys asesiad o gydraddoldeb ac amrywiaeth)</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau cyfreithiol.</td></tr>
<tr><td colspan="4">Goblygiadau staffio</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau staffio.</td></tr>
<tr><td colspan="4">Goblygiadau hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau’r Dyfodol (Cymru) 2015)</td></tr>
<tr><td colspan="4"></td></tr>
<tr><td>Hanes yr adroddiad</td><td colspan="3">Papurau Bwrdd a Phwyllgor RATS blaenorol</td></tr>
<tr><td>Atodiadau</td><td colspan="3">Dim</td></tr>
</table>

GIG CYMRU NHS WALES | Addysg a Gwella Iechyd Cymru (AaGIC) Health Education and Improvement Wales (HEIW)

Dyddiad y Cyfarfod	**24 Medi 2020**	**Eitem ar yr Agenda**	**4.5**
Teitl yr Adroddiad	**Adolygiad o Aelodaeth Pwyllgorau'r Bwrdd**		
Awdur yr Adroddiad	Kay Barrow, Rheolwr Llywodraethu Corfforaethol		
Noddwr yr Adroddiad	Dafydd Bebb, Ysgrifennydd y Bwrdd		
Cyflwynwyd gan	Dafydd Bebb, Ysgrifennydd y Bwrdd		
Rhyddid Gwybodaeth	Agored		
Pwrpas yr Adroddiad	Mae'r papur hwn yn cyflwyno canlyniad adolygiad a gynhaliwyd gan Gadeirydd aelodaeth y Pwyllgor Archwilio a Sicrwydd (A&AC) a'r Pwyllgor Addysg, Comisiynu ac Ansawdd (EC&QC).		
Materion Allweddol	Daw deiliadaeth aelodaeth bresennol y Pwyllgor Archwilio a Sicrwydd i ben ar ddiwedd mis Medi 2020 ac mae angen ystyried a chymeradwyo ailbenodiadau aelodau'r Pwyllgor. Bydd ailbenodi aelodau'r Pwyllgor Addysg, Comisiynu ac Ansawdd yn cael ei ddwyn ymlaen i fis Medi 2020 fel bod dyddiad penodi'r Pwyllgor hwn yn cyd-fynd â'r Pwyllgor Archwilio a Sicrwydd. Cynyddu aelodaeth pob Pwyllgor, fel y manylir ymhellach yn y cynnig, i ddarparu gwytnwch a gallu pellach.		

Angen Gweithredu Penodol ***(ticiwch un ✓ yn unig)***	**Gwybodaeth**	**Trafodaeth**	**Sicrhad**	**Cadarnhad**
				✓

Argymhellion	• Gofynnir i'r aelodau: • Gymeradwyo ailbenodi'r aelodau A&AC ac EC&QC presennol, fel y manylir yn y cynnig, am dymor blwyddyn arall. • Cymeradwyo'r aelodau newydd i'r A&AC a'r EC&QC fel yr amlinellwyd yn y cynnig am gyfnod o flwyddyn • Cymeradwyo penodiadau Cadeiryddion yr A&AC a'r EC&QC fel y manylir yn y cynnig am gyfnod o flwyddyn. • Cymeradwyo penodiadau Is-gadeiryddion yr A&AC a'r EC&QC fel y manylir yn y cynnig am gyfnod o flwyddyn.

Adolygiad o Aelodaeth Pwyllgorau'r Bwrdd

1. CYFLWYNIAD

Mae'r papur hwn yn cyflwyno canlyniad adolygiad a gynhaliwyd gan Gadeirydd aelodaeth y Pwyllgor Archwilio a Sicrwydd (A&AC) a'r Pwyllgor Addysg, Comisiynu ac Ansawdd (EC&QC).

2. CEFNDIR

O ganlyniad i Pandemig COVID-19, mae'r Cadeirydd a gefnogir gan Ysgrifennydd y Bwrdd wedi cynnal adolygiad llywodraethu o aelodaeth Pwyllgorau'r Bwrdd. Mae'r Cadeirydd hefyd wedi cyfarfod â phob un o'r Aelodau Annibynnol fel rhan o'u proses arfarnu flynyddol ac wedi ystyried cefndiroedd yr Aelodau a meysydd diddordeb ac arbenigedd.

3. CYNNIG

Er mwyn darparu gwytnwch pellach a chynyddu'r gallu i Bwyllgorau'r Bwrdd, cynigir bod y Bwrdd yn cadarnhau'r penodiadau canlynol:

- **Pwyllgor Archwilio a Sicrwydd**

Cadeirydd:	Gill Lewis (ail-benodiad)
Is-Gadeirydd:	John Hill-Tout (ail-benodiad)
Aelodau:	Dr Ruth Hall (ail-benodiad)
	Dr Heidi Phillips (penodiad newydd)

- **Pwyllgor Addysg, Comisiynu ac Ansawdd**

Cadeirydd:	Dr Ruth Hall (ail-benodiad)
Is-Gadeirydd:	Tina Donnelly (ail-benodiad)
Aelodau:	Ceri Phillips (penodiad newydd)
	Deon Deintyddiaeth (Yr Athro David Thomas – penodiad newydd)
	Deon Fferylliaeth (Yr Athro Margaret Allan – penodiad newydd)
	Deon Meddygol Ôl-raddedig (Dr Tom Lawson – penodiad newydd)
Is-Aelod:	Gill Lewis (ail-benodiad)

4. MATERION LLYWODRAETHU A RISG

Arfer llywodraethu da yw adolygu aelodaeth pwyllgorau yn rheolaidd i gefnogi trefniadau craffu a sicrhau priodol.

5. GOBLYGIADAU ARIANNOL

Nid oes unrhyw effaith ariannol uniongyrchol yn gysylltiedig â'r cynigion.

6. ARGYMHELLION

• **Cymeradwyo** ailbenodi'r aelodau A&AC ac EC&QC presennol, fel y manylir yn y cynnig, am dymor blwyddyn arall
• **Cymeradwyo'r** aelodau newydd i'r A&AC a'r EC&QC fel yr amlinellwyd yn y cynnig am gyfnod o flwyddyn.
• **Cymeradwyo** penodiadau Cadeiryddion yr A&AC a'r EC&QC fel y manylir yn y cynnig am gyfnod o flwyddyn.
• **Cymeradwyo** penodiadau Is-gadeiryddion yr A&AC a'r EC&QC fel y manylir yn y cynnig am gyfnod o flwyddyn.

Llywodraethu a Sicrwydd			
Cysylltu ag amcanion strategol yr IMTP *(rhowch ✓)*	**Nod Strategol 1:** Arwain y broses o gynllunio a datblygu gweithlu cymwys, cynaliadwy a hyblyg, a sicrhau ei lesiant, er mwyn helpu i gyflawni 'Cymru Iachach	**Nod Strategol 2:** Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol	**Nod Strategol 3:** Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel
	Nod Strategol 4: Datblygu'r gweithlu er mwyn helpu i ddarparu diogelwch ac	**Nod Strategol 5:** Bod yn gyflogwr rhagorol ac yn lle gwych i weithio ynddo	**Nod Strategol 6**: Cael ei nabod fel partner, dylanwadwr ac arweinydd rhagorol

Ansawdd, Diogelwch a Phrofiad y Claf	
Sicrhau bod y Bwrdd yn cyflawni ei fusnes yn briodol trwy eiMae pwyllgorau ac sy'n cyd-fynd â'i reolau sefydlog yn ffactor allweddol yn ansawdd a phrofiad myfyrwyr a hyfforddeion	
Goblygiadau Ariannol	
Nid oes unrhyw oblygiadau ariannol yn deillio o'r argymhellion.	
Goblygiadau Cyfreithiol (gan gynnwys asesiad o gydraddoldeb ac amrywiaeth)	
Mae'n hanfodol bod AaGIC yn cydymffurfio â'i Rheolau Sefydlog.	
Goblygiadau Staffio	
Nid oes unrhyw effaith staffio uniongyrchol yn gysylltiedig â'r cynigion.	
Goblygiadau Tymor Hir (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)	
Dim goblygiadau hirdymor uniongyrchol.	
Hanes yr Adroddiad	Dyma'r adroddiad perfformiad sefydliadol bob yn ail fis. Cyflwynwyd yr adroddiad blaenorol i'r Bwrdd ar 30 Gorffennaf 2020.

Atodiadau	Atodiad 1 - Dangosfwrdd Adroddiad Perfformiad Integredig a dangosfwrdd

Dyddiad y Cyfarfod	**25 Medi 2020**		**Eitem ar yr Agenda**	**4.6**
Teitl yr Adroddiad	**Adroddiad Cadeirydd y Pwyllgor - Pwyllgor Addysg, Comisiynu ac Ansawdd**			
Awdur yr Adroddiad	Kay Barrow, Rheolwr Llywodraethu Corfforaethol			
Noddwr yr Adroddiad	Dafydd Bebb, Ysgrifennydd y Bwrdd			
Cyflwynwyd gan	Ruth Hall, Cadeirydd			
Rhyddid Gwybodaeth	Agored			
Pwrpas yr Adroddiad	Pwrpas yr adroddiad yw amlinellu trafodaethau a gynhaliwyd gan y Pwyllgor Addysg, Comisiynu ac Ansawdd.			
Materion Allweddol	Mae'r adroddiad hwn yn canolbwyntio ar y materion allweddol a godwyd yng nghyfarfod y Pwyllgor Addysg, Comisiynu ac Ansawdd a gynhaliwyd ar 16 Medi 2020. Gofynnir i'r Bwrdd nodi'r crynodeb gan y Cadeirydd am sicrwydd.			
Camau penodol i'w cymryd *(rhowch ✓ wrth ymyl un yn unig)*	**Gwybodaeth**	**Trafod**	**Sicrhau**	**Cymeradwyo**
			✓	
Argymhellion	Gofynnir i aelodau: • **Nodi**'r adroddiad er gwybodaeth**.**			

Adroddiad Cadeirydd y Pwyllgor - Pwyllgor Addysg, Comisiynu ac Ansawdd

1. CYFLWYNIAD

Pwrpas yr adroddiad yw rhoi diweddariad ar faterion a ystyriwyd gan y Pwyllgor Addysg, Comisiynu ac Ansawdd. Gofynnir i'r Bwrdd nodi'r adroddiad cryno gan y Cadeirydd.

2. CEFNDIR

Bydd y Bwrdd yn ymwybodol bod tri phwyllgor wedi'u sefydlu o dan reoliadau sefydlog AaGIC: y Pwyllgor Archwilio a Sicrwydd; y Pwyllgor Taliadau a Thelerau Gwasanaeth a'r Pwyllgor Addysg, Comisiynu ac Ansawdd. Bydd pob pwyllgor yn cyflwyno adroddiadau i'r Bwrdd yn ystod y flwyddyn yn amlinellu trafodaethau, materion a risgiau allweddol a drafodwyd yn ystod cyfarfodydd.

3. ADRODDIAD CADEIRYDD Y PWYLLGOR

Gofynnir i'r Bwrdd **dderbyn** a **nodi** crynodeb Cadeirydd y Pwyllgor Addysg, Comisiynu ac Ansawdd o'r cyfarfod a gynhaliwyd ar 16 Medi 2020.

Mae'r argymhellion a wnaed gan y Pwyllgor mewn perthynas â'r Contractau Addysg Gweithwyr Proffesiynol Iechyd yn cael eu hystyried heddiw gan y Bwrdd o dan eitem ar wahân ar yr agenda.

4. MATERION LLYWODRAETHU A RISG

Rheolir unrhyw risgiau a materion llywodraethu trwy gyfarfodydd y pwyllgor a darperir adroddiadau eithriad i'r Bwrdd gan y cadeiryddion priodol.

5. GOBLYGIADAU ARIANNOL

Nid oes unrhyw oblygiadau ariannol i'r Bwrdd eu hystyried/cymeradwyo.

6. ARGYMHELLIAD

Gofynnir i'r Aelodau i:

- **Nodi** cynnwys yr adroddiad er sicrhad.

<table>
<tr><td colspan="4">Llywodraethu a Sicrwydd</td></tr>
<tr><td rowspan="4">Cysylltu ag amcanion strategol yr IMTP
(rhowch ✓)</td><td>Nod Strategol 1:
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Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol</td><td>Nod Strategol 3:
Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel</td></tr>
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<tr><td colspan="4">Ansawdd, Diogelwch a Phrofiad y Claf</td></tr>
<tr><td colspan="4">Mae sicrhau bod y Bwrdd yn cyflawni ei fusnes yn briodol trwy ei Bwyllgorau ac yn cyd-fynd â'i reolau sefydlog yn ffactor allweddol wrth alluogi ansawdd, diogelwch a phrofiad cleifion sy'n derbyn gofal.</td></tr>
<tr><td colspan="4">Goblygiadau Ariannol</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau adnoddau uniongyrchol i'r Bwrdd fod yn ymwybodol ohonynt.</td></tr>
<tr><td colspan="4">Goblygiadau Cyfreithiol (gan gynnwys asesiad o gydraddoldeb ac amrywiaeth)</td></tr>
<tr><td colspan="4">Mae'n hanfodol bod y Bwrdd yn cydymffurfio â'i reolau sefydlog, sy'n cynnwys derbyn diweddariadau gan ei bwyllgorau.</td></tr>
<tr><td colspan="4">Goblygiadau Staffio</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau staffio i'r Bwrdd fod yn ymwybodol ohonynt.</td></tr>
<tr><td colspan="4">Goblygiadau Tymor Hir (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)</td></tr>
<tr><td colspan="4">Mae'r adroddiad yn amlinellu'r gwaith a wnaed gan y Pwyllgor i gynghori a sicrhau'r Bwrdd mewn perthynas ag addysg, comisiynu addysg a rheoli ansawdd darpariaeth a chontractau addysg. Nod strwythur llywodraethu'r Pwyllgor yw nodi materion yn gynnar er mwyn atal gwaethygu; gweithio'n agos gyda'r Pwyllgor Archwilio a Sicrwydd ac integreiddio i drefniadau cyffredinol y Bwrdd.</td></tr>
<tr><td>Hanes yr Adroddiad</td><td colspan="3">Bydd yr adroddiad hwn yn eitem sefydlog ar agenda'r Bwrdd</td></tr>
<tr><td>Atodiadau</td><td colspan="3">Crynodeb y Cadeirydd - Pwyllgor Addysg, Comisiynu ac Ansawdd (Atodiad 1).</td></tr>
</table>

Appendix 1

Meeting Date	**24 September 2020**	**Agenda Item**	**4.6.1**
Freedom of Information Status	Open		
Reporting Committee	**Education, Commission and Quality Committee**		
Report Author	Kay Barrow, Corporate Governance Manager		
Chaired by	Ruth Hall		
Lead Executive Director(s)	Angela Parry and Professor Pushpinder Mangat		
Date of last meeting	16 September 2020		

Summary of key matters considered by the committee and any related decisions made:

Due to the restrictions imposed by the Welsh Government as a result of the COVID-19 Pandemic, HEIW was unable to hold its Education, Commissioning & Quality Committee on 2 July 2020 in public. However, following due process, the meeting took place via Skype/Teleconference.

The Committee considered in detail the final procurement proposals in relation to the **Health Professional Education Contracts**. The Strategic Review of Health Professional Education Phase 1 seeks to secure pre-registration health professional education for Wales for the next 7 to 10 years. The programme of work has been an opportunity to undertake a whole system review of the shape and focus of the current education and training provision; consider the education specifications and programmes required to support the NHS in Wales going forward; and taking into account lessons learnt as a result of COVID 19 with the increased use of virtual technology in place of face to face teaching.

The Review Programme included work carried out by KPMG involving extensive stakeholder engagement and research of international best practice. The key emerging principles from the review align with 'A Healthier Wales'; the new Workforce Strategy for Health & Social Care and HEIW's Strategic Aims and Objectives. These key components have been included within the new contracts in order to ensure innovation and delivery of high-quality education provision. The contracts also facilitate partnership working within health and social care. However, concerns were raised regarding the interprofessional and blended learning and the need to reflect this more explicitly within the covering report.

The Review supported the approach to the Lotting Strategy, which enhanced widening access to education and training to provide increased opportunities for students from all parts of Wales, and moves away from one supplier provision, where viable. Some concerns were expressed about the capacity and resources within universities to meet the delivery requirements. The Committee was reassured that the Strategy had been based on the findings from the Strategic Review Programme.

The Committee raised questions in relation to the pricing model and the financial implications of a fixed fee per student, noting that enhancements would be paid to those educations providers who meet certain criteria to widen access and encourage educational attainment. The financial approach was consistent with the Welsh Government's emerging policy "A More Equal Wales – Commencing the Socio-economic Duty". Prior to agreeing the financial model, the education providers had been consulted on the approach to setting a fixed fee. The analysis of projections and cost benefits needed to be made more explicit within the covering report.

Concerns were raised in relation to attrition and the way it had been articulated within the documentation. This needed to be made more explicit in terms of how it was to be monitored and challenged. The governance arrangements within the contract specification, which detailed the requirement for three contract business meetings each year to review the finance, performance and quality for each provider, needed to be made more explicit within the covering report.

The Committee queried the membership of the Evaluation Panel and the potential for conflicts of interest. Whilst there were processes in place for the appointment of appropriate Panel members in terms of declaring interests and potential conflicts, this needed to be made explicit within the covering report. The Committee felt that due to variation in standards across the UK that the Panel needed to consist of academics and representatives from across the four nations.

The Committee queried the digital element within the evaluation at 5% and questioned whether there would be challenge on this percentage level.

The requirement for the Board's inclusion in the governance arrangements needed to be more explicit in the covering report.

Subject to the amendment of the documentation for the Board to reflect the Committee discussion, the Committee agreed to:

- Endorse the plan and procurement strategy;
- Recommend submission of the ITT and Contract Specification to the Board;
- Recommend to the Board that the Procurement Report be submitted to the Director of Procurement Services in NWSSP and the Welsh Government.

The Committee was pleased to see measures taken to strengthen **Welsh Language Provision within the Health Professional Education Contract Specification** aimed to create an environment that will support providers in the provision of Welsh language education and enhance the Welsh language skills of the future NHS workforce.

The Committee considered the revised **Terms of Reference** for the two new Advisory Groups - Multi-Professional Quality and Education Group (MPQEG) and Education Advisory Group (EAG). A number of changes were approved and it was agreed that each of the new Advisory Groups would review their Terms of Reference at their inaugural meetings.

Key risks and issues/matters of concern of which the Board needs to be made aware:

Following the Committee's consideration of the final procurement proposals in relation to the **Health Professional Education Contracts**, subject to the

amendment of the documentation to reflect the Committee discussion, the Committee agreed to: • Endorse the plan and procurement strategy, for consideration by the Board; • Recommend submission of the ITT and Contract Specification to the Board; • Recommend to the Board that the Procurement Report be submitted to the Director of Procurement Services in NWSSP and the Welsh Government.
Delegated action by the Committee
N/A
Main sources of information received
• Health Professional Education Contracts • Welsh Language provisions within the Health Professional Education Contract Specification • Terms of Reference - Multi-Professional Quality and Education Group (MPQEG) and Education Advisory Group (EAG).
Highlights from sub-groups reporting into this committee
N/A
Matters referred to other Committees
N/A

GIG CYMRU NHS WALES
Addysg a Gwella Iechyd Cymru (AaGIC)
Health Education and Improvement Wales (HEIW)

Dyddiad y Cyfarfod	**24 Medi 2020**		**Eitem ar yr Agenda**	**4.7**
Teitl yr Adroddiad	**Materion yr adroddwyd arnynt mewn-pwyllgor**			
Awdur yr Adroddiad	Kay Barrow, Rheolwr Llywodraethu Corfforaethol			
Noddwr yr Adroddiad	Dafydd Bebb, Ysgrifennydd y Bwrdd			
Cyflwynwyd gan	Dafydd Bebb, Ysgrifennydd y Bwrdd			
Rhyddid Gwybodaeth	Agored			
Pwrpas yr Adroddiad	Nodi'r materion allweddol a drafodwyd yng Nghyfarfod mewn-pwyllgor y Bwrdd a gynhaliwyd ar 30 Gorffennaf 2020/			
Materion Allweddol	Yn unol â Rheolau Sefydlog, gofynnir i AaGIC adrodd ar unrhyw benderfyniadau a wnaed mewn sesiwn breifat i gyfarfod cyhoeddus nesaf y Bwrdd. Mae'r adroddiad yn nodi'r penderfyniadau a wnaed gan Bwyllgor y Bwrdd ar 30 Gorffennaf 2020.			
Camau penodol i'w cymryd *(rhowch un ✓yn unig)*	**Gwybodaeth**	**Trafodaeth**	**Sicrwydd**	**Cymeradwyo**
	✓			
Argymhellion	Gofynnir i'r aelodau: • **Nodi'r** adroddiad er gwybodaeth.			

PENDERFYNIADAU A WNAED YN YSTOD CYFARFOD MEWN-PWYLLGOR Y BWRDD A GYNHALIWYD AR 30 GORFFENNAF 2020

1. CYFLWYNIAD

Pwrpas yr adroddiad hwn yw adrodd ar eitemau a ystyriwyd gan gyfarfod mewn-pwyllgor y Bwrdd a gynhaliwyd ar 30 Gorffennaf 2020.

2. CEFNDIR

Bydd y Bwrdd yn cynnal cymaint â phosibl o'i fusnes ffurfiol yn gyhoeddus. Efallai y bydd yna amgylchiadau lle na fyddai trafod mater yn gyhoeddus o fudd i'r cyhoedd. Mewn achosion o'r fath, bydd y Cadeirydd (gyda chyngor Ysgrifennydd y Bwrdd lle bo'n briodol) yn trefnu'r materion hyn yn briodol ac yn gofyn i unrhyw sylwedydd adael y cyfarfod. Wrth wneud hynny, bydd y Bwrdd yn penderfynu:

"y dylai cynrychiolwyr y wasg ac aelodau eraill o'r cyhoedd gael eu heithrio o weddill y cyfarfod hwn o ystyried natur gyfrinachol y busnes i'w drafod, y byddai cyhoeddusrwydd amdano'n niweidiol i fudd y cyhoedd"

Dan amgylchiadau o'r fath, pan na fydd y Bwrdd yn cyfarfod mewn sesiwn gyhoeddus bydd yn gweithredu mewn sesiwn breifat, gan adrodd yn ffurfiol ar unrhyw benderfyniadau a wnaed yng nghyfarfod nesaf y Bwrdd mewn sesiwn gyhoeddus.

3. MATERION LLYWODRAETHU A RISG

Trafodwyd yr eitemau canlynol yng **nghyfarfod mewn-pwyllgor Bwrdd AaGIC ar 30 Gorffennaf 2020:**

- **Adroddiad y Cadeirydd** – Derbyniodd a nododd y Bwrdd ddiweddariad llafar gan y Cadeirydd.
- **Adroddiadau Materion Allweddol gan Gadeirydd Sesiynau Caeedig y Pwyllgor Archwilio a Sicrwydd** – Derbyniodd a nododd y Cadeirydd adroddiadau materion allweddol ar Sesiynau Caeedig y Pwyllgor Archwilio a Sicrwydd a gynhaliwyd ar 23 Mehefin 2020 a 16 Gorffennaf 2020 at ddibenion sicrwydd.
- **Adroddiad Materion Allweddol gan Gadeirydd y Pwyllgor Cyflogau a Thelerau Gwasanaeth –** Derbyniodd a nododd y Bwrdd adroddiad materion allweddol y Cadeirydd ar Sesiwn Gaeedig y Pwyllgor Addysg, Comisiynu ac Ansawdd a gynhaliwyd ar 2 Gorffennaf 2020 at ddibenion sicrwydd.

4. GOBLYGIADAU ARIANNOL

Nid oes unrhyw oblygiadau ariannol wrth nodi'r diweddariad. Fodd bynnag, byddai'n rhaid nodi unrhyw oblygiadau adnoddau yn y cais gwreiddiol am gadarnhad.

5. ARGYMHELLIAD

Gofynnir i'r aelodau **nodi'r** adroddiad er gwybodaeth.

<table>
<tr><td colspan="4">Llywodraethu a Sicrwydd</td></tr>
<tr><td rowspan="4">Cysylltu ag amcanion strategol yr IMTP
(rhowch ✓)</td><td>Nod Strategol 1:
Arwain y broses o gynllunio a datblygu gweithlu cymwys, cynaliadwy a hyblyg, a sicrhau ei lesiant, er mwyn helpu i gyflawni ‘Cymru Iachach</td><td>Nod Strategol 2:
Gwella ansawdd a hygyrchedd addysg a hyfforddiant ar gyfer yr holl staff gofal iechyd er mwyn sicrhau ei fod yn diwallu anghenion y dyfodol</td><td>Nod Strategol 3:
Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol yn GIG Cymru drwy ddatblygu capasiti arwain tosturiol a chydweithredol ar bob lefel</td></tr>
<tr><td>✓</td><td>✓</td><td>✓</td></tr>
<tr><td>Nod Strategol 4:
Datblygu’r gweithlu er mwyn helpu i ddarparu diogelwch ac ansawdd</td><td>Nod Strategol 5:
Bod yn gyflogwr rhagorol ac yn lle gwych i weithio ynddo</td><td>Nod Strategol 6:
Cael ei nabod fel partner, dylanwadwr ac arweinydd rhagorol</td></tr>
<tr><td>✓</td><td>✓</td><td>✓</td></tr>
<tr><td colspan="4">Ansawdd, diogelwch a phrofiad y claf</td></tr>
<tr><td colspan="4">Mae sicrhau bod y Bwrdd a’i Bwyllgor yn gwneud penderfyniadau hollol wybodus yn dibynnu ar ansawdd a chywirdeb y wybodaeth a gyflwynir ac a ystyrir gan y rhai sy’n gwneud penderfyniadau. Mae penderfyniadau gwybodus yn fwy tebygol o gael effaith ffafriol ar ansawdd, diogelwch a phrofiad cleifion a staff.</td></tr>
<tr><td colspan="4">Goblygiadau ariannol</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau adnoddau uniongyrchol yn gysylltiedig â’r adroddiad hwn. Fodd bynnag, byddai’n rhaid nodi unrhyw oblygiadau o ran adnoddau yn y ceisiadau gwreiddiol am gadarnhad.</td></tr>
<tr><td colspan="4">Goblygiadau cyfreithiol (gan gynnwys asesiad o gydraddoldeb ac amrywiaeth)</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau cyfreithiol yn yr adroddiad hwn. Fodd bynnag, bydd effaith benodol, lle bo’n berthnasol, wedi’i hystyried mewn adroddiadau unigol y cyfeirir atynt yn y diweddariad hwn.</td></tr>
<tr><td colspan="4">Goblygiadau staffio</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau staffio uniongyrchol yn gysylltiedig â’r adroddiad hwn. Fodd bynnag, bydd effaith benodol, lle bo’n berthnasol, wedi’i hystyried mewn adroddiadau unigol y cyfeirir atynt yn y diweddariad hwn.</td></tr>
<tr><td colspan="4">Goblygiadau hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau’r Dyfodol (Cymru) 2015)</td></tr>
<tr><td colspan="4">Nid oes unrhyw oblygiadau uniongyrchol ar y Ddeddf. Fodd bynnag, bydd effaith benodol, lle bo’n berthnasol, wedi’i hystyried mewn adroddiadau unigol y cyfeirir atynt yn y diweddariad hwn.</td></tr>
<tr><td>Hanes yr adroddiad</td><td colspan="3">Mae’r adroddiad hwn yn cael ei ddarparu ym mhob cyfarfod o’r Bwrdd.</td></tr>
<tr><td>Atodiadau</td><td colspan="3">Dim</td></tr>
</table>