

Dogfen ir Cyhoedd



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Mr Richard Parry Jones, BA, MA.
Prif Weithredwr – Chief Executive
CYNGOR SIR YNYS MÔN
ISLE OF ANGLESEY COUNTY COUNCIL
Swyddfeydd y Cyngor - Council Offices
LLANGFNI
Ynys Môn - Anglesey
LL77 7TW

Ffôn / tel (01248) 752500
Ffacs / fax (01248) 750839

RHYBUDD O GYFARFOD	NOTICE OF MEETING	
PWYLLGOR GWASANAETHAU DEMOCRATAIDD	DEMOCRATIC SERVICES COMMITTEE	
DYDD LLUN, 17 RHAGFYR 2012 am 2.00 o'r gloch	MONDAY, 17 DECEMBER 2012 at 2.00 pm	
SIAMBR Y CYNGOR – SWYDDFEYDD Y CYNGOR, LLANGFNI	COUNCIL CHAMBER- COUNCIL OFFICES, LLANGFNI	
Swyddog Pwyllgor	Mairwen Hughes (01248) 752 516	Committee Officer

AELODAU / MEMBERS

Cynghorwyr / Councillors:-

Annibynnol Gwreiddiol / Original Independent

A M Jones, Eric Roberts, G W Roberts OBE, E Schofield a Ieuan Williams

Llafur / Labour

C LI Everett

Llais i Fôn

S Williams

Plaid Cymru / The Party of Wales

Mrs Fflur Hughes a W I Hughes

Heb Ymaelodi / Unaffiliated

H E Jones

R H A G L E N

1 **DATGANIAD O DDIDDORDEB**

Derbyn unrhyw ddatganiad o ddiddordeb gan unrhyw Aelod neu Swyddog mewn perthynas ag unrhyw eitem o fusnes.

2 **COFNODION** (Tudalennau 1 - 2)

Cyflwyno, i'w cadarnhau, gofnodion y cyfarfod a gafwyd ar 18 Hydref, 2012.

3 **CYNLLUN GWAITH DATBLYGU AELODAU** (Tudalennau 3 - 8)

(a) Cyflwyno adroddiad gan y Prif Swyddog Datblygu mewn perthynas â'r uchod.

(b) Cyflwyno, er gwybodaeth, adroddiad ar Hyfforddiant Aelodau gan y Cyfreithiwr i'r Swyddog Monitro a gyflwynwyd i'r Pwyllgor Safonau a gafwyd ar 31 Hydref, 2012.

4 **SIARTER CYMRU AR GYFER CEFNOGI A DATBLYGU AELODAU** (Tudalennau 9 - 26)

(a) Derbyn cyflwyniad gan Ms. Sarah Titcombe, C.L.I.L.C., mewn perthynas â'r uchod.

(b) Mae copi o Feini Prawf Asesu'r Siarter ynghlwm.

5 **RHAGLEN WAITH Y PWYLLGOR** (Tudalennau 27 - 30)

Cyflwyno adroddiad gan y Pennaeth Gwasanaethau Democrataidd Dros Dro.

PWYLLGOR GWASANAETHAU DEMOCRATAIDD

Cofnodion y cyfarfod a gynhaliwyd ar 18 Hydref 2012

- YN BRESENNOL:** Y Cynghorydd H Eifion Jones – Cadeirydd
- Y Cynghorwyr C L Everett, W I Hughes, Aled M Jones, Eric Roberts, Elwyn Schofield, Ieuan Williams, Selwyn Williams.
- WRTH LAW:** Prif Weithredwr
Dirprwy Brif Weithredwr
Swyddog Cyfathrebu (GJ)
Swyddog Pwyllgor (MEH)
Cynorthwy-ydd Gweinyddol (SAC)
- YMDDIHEURIADAU:** Y Cynghorwyr Mrs Fflur M Hughes, G W Roberts OBE.
- HEFYD YN BRESENNOL:** Y Cynghorwyr W J Chorlton, Bryan Owen.
-

Estynnodd y Cadeirydd groeso i'r Swyddogion a'r Aelodau i'r cyfarfod cyntaf o'r Pwyllgor Gwasanaethau Democrataidd.

1. ETHOL IS-GADEIRYDD

Etholwyd y Cynghorydd Ieuan Williams yn Is-gadeirydd.

2. DATGANIAD O DDIDDORDEB

Ni chafwyd yr un datganiad o ddiddordeb.

3. SEFYDLU PWYLLGOR GWASANAETHAU DEMOCRATAIDD

Cyflwynwyd – adroddiad gan y Prif Weithredwr ar yr uchod.

Cyfeiriodd y Prif Weithredwr at y prif faterion yn yr adroddiad a nododd fod Mesur Llywodraeth Leol (Cymru) 2011 yn rhoi dyletswydd ar yr awdurdod lleol i sefydlu Pwyllgor Gwasanaethau Democrataidd. Prif swyddogaeth y pwyllgor fydd sicrhau fod y Cyngor yn cael ei redeg yn dda, hyrwyddo sgrwtini cadarn a phroses gwneud penderfyniadau sy'n agored ac yn dryloyw a darparu cyfleon ar gyfer ymgysylltiad cymunedol effeithiol.

Gyda'r Cyngor hefyd yn moderneiddio'r modd y mae'n gweithio, disgwylir hefyd y bydd y Pwyllgor yn canolbwyntio ar gyfleon hyfforddiant a datblygiad ar gyfer Aelodau gan gynnwys y defnydd o TGCh i'w helpu i gyflawni eu swyddogaethau.

Dywedwyd ymhellach fod Mesur Llywodraeth Leol (Cymru) 2011 yn rhoi dyletswydd ar awdurdodau lleol i benodi Uwch Swyddog i arwain ym maes Gwasanaethau Democrataidd.

Materion a godwyd gan Aelodau'r Pwyllgor:-

- Roedd rhai aelodau'n anghyfforddus gyda phenodi Uwch Swyddog i swydd Pennaeth Gwasanaethau Democrataidd ar sail dros dro yn hytrach na pharhaol;
- Dylid cysylltu gydag awdurdodau lleol sydd o faint tebyg i Ynys Môn er mwyn gweld pa weithdrefnau a fabwysiadwyd ganddynt o ran Gwasanaethau Democrataidd;
- Angen gwella TGCh ar gyfer Aelodau;
- Ymgeiswyr posibl ar gyfer etholiadau'r Cyngor Sir a gynhelir mis Mai nesaf i fod yn ymwybodol fod yr awdurdod yn bwriadu gwella ei gyfleusterau TGCh, h.y. bydd Papurau Rhaglenni ar gael ar y rhyngwrdd yn hytrach na chopiau papur fel sy'n digwydd ar hyn o bryd;

Yn dilyn trafodaethau pellach, **PENDERFYNWYD:**

- Cymeradwyo penodi'r Pennaeth Polisi fel Pennaeth Gwasanaethau Democrataidd Dros Dro hyd oni fydd y mater yn cael ei adolygu gan y Cyngor newydd yn dilyn yr etholiadau ym mis Mai 2013;
- Mabwysiadu'r disgrifiad swydd drafft ar gyfer swyddogaeth a chyfrifoldebau Cadeirydd ac Aelodau'r Pwyllgor;
- Argymhell i'r Cyngor Sir:-
 - Ei fod yn ymestyn cylch gorchwyl y Pwyllgor i gynnwys cyfrifoldebau am y rhaglen hyfforddi a datblygu Aelodau gan gynnwys eu sgiliau TG a chefnogaeth ar gyfer hynny;
 - Bod y Pwyllgor yn cynnal tri chyfarfod cyffredinol yn ychwanegol at ei Gyfarfod Blynyddol bob blwyddyn, gyda'r hawl i drefnu cyfarfodydd pellach yn ôl yr angen;
- Penderfynu ar ei raglen waith hyd at 30 Ebrill 2012.

**Y CYNGHORYDD H EIFION JONES
CADEIRYDD**

CYNGOR SIR YNYS MÔN	
CYFARFOD:	PWYLLGOR SAFONAU
DYDDIAD:	17EG RHAGFYR 2012
TEITL YR ADRODDIAD:	DATBLYGU AELODAU
ADRODDIAD GAN:	UWCH SWYDDOG DATBLYGU ADNODDAU DYNOL
SWYDDOG CYSWLLT:	MIRIAM WILLIAMS (est 2512)
PWRPAS YR ADRODDIAD:	I DDIWEDDARU AR FATERION DATBLYGU AELODAU

Cefndir

Pwrpas yr adroddiad hwn yw diweddarau'r Pwyllgor Gwasanaethau Democraataidd gyda throsolwg o'r cynnydd sydd wedi ei wneud dros y ddwy flynedd diwethaf ynghylch hyfforddiant Datblygu Aelodau.

Gweithgor Datblygu Aelodau (GDA)

Sefydlwyd y GDA yn ystod cyfnod adfer yr Awdurdod a bu i'r grŵp gael y dasg o yrru pob agwedd o ddatblygu aelodau, gan weithredu fel ffocws ar gyfer anghenion aelodau.

'Roedd aelodaeth y grŵp gwreiddiol yn cynnwys dau Aelod Etholedig (gydag un ohonynt wedi eu henwebu fel Pencampwr Datblygu Aelodau); Aelod o'r Pwyllgor Safonau; Swyddog Monitro; Rheolwraig Hyfforddiant a Datblygu ynghyd â Sarah Titcombe o'r CLILC (swyddogaeth ymgynghorol).

Rôl y Cyfranogwyr oedd i:

- Gynrychioli anghenion yr holl aelodau, siarad ag arweinyddion grwpiau a phwyllgorau fel bôr angen
- Ymgymryd â datblygiad ymarferol cynlluniau a strategaethau
- Bod yn bencampwyr datblygu aelodau drwy'r cyngor
- Monitro gweithrediad yn ymwneud â datblygu aelodau

Rôl y Pencampwr oedd i:

- Bod yn bencampwr dros achos datblygu aelodau ymysg cyrff aelodau ehangach
- I gynrychioli anghenion datblygu'r holl aelodau

- I fod yn bencampwr i'r rhaglen datblygu aelodau
- I gynrychioli Môn ar y grŵp Rhwydweithio Pencampwyr Datblygu Aelodau a hwylusir gan CLILC

Yn ogystal, bu disgwyl i'r GDA adrodd i'r Cyngor llawn a/neu'r Pwyllgor Safonau fel bo'n briodol a hefyd i'r Arweinydd/Grwpiau.

Yn nhymor diweddaraf y grwp, cafodd aelodaeth y grwp ei ymestyn i gynnwys y Rheolwr Sgriwtini yn ogystal â'r Comisiynydd cyfrifol.

Mae nifer o gynlluniau datblygu wedi eu cynhyrchu yn ystod y cyfnod yma ac mae mewnbwn o nifer o ffynonellau e.e. anghenion statudol; ceisiadau gan Aelodau unigol a.y.b. wedi cyfrannu tuag at y cynlluniau yma. Mae'r cynlluniau sy'n cael eu cynhyrchu yn naturiol yn "ddogfennau gweithiol" sy'n cael eu hadolygu/diweddaru'n rheolaidd i ddiwallu anghenion yr Awdurdod/Aelodau Etholedig.

Mae manylion yr holl hyfforddiant sydd wedi ei gydlynu drwy'r Gwasanaeth Adnoddau Dynol wedi eu cofrestru, ac mae'n cynnwys adborth ar sesiynau penodol/manylion presenoldeb a.y.b. Mae cofnod hefyd yn cael ei gadw ar record bersonol unigol Aelodau Etholedig sy'n adlewyrchu'r hyfforddiant a gynigir/fynychir.

Ers ei gychwyn, mae'r gweithgor yn cyflwyno adroddiadau rheolaidd i'r PS ac yn ddiweddar gofynnwyd am gynllun Anwytho drafft ar gyfer Aelodau Presennol/Newydd mewn darpariaeth ar gyfer yr etholiadau sydd ar ddigwydd yn Mai 2013. Bydd angen mewnbwn o bob adran er mwyn sicrhau fod y cynlluniau mor gyfredol â phosib.

I arddangos ymrwymiad yr Awdurdod i ddatblygu aelodau, mae'r sefydliad yn y flwyddyn ddiwethaf wedi cyflwyno Adolygiadau Datblygu Personol i bob un o'r Aelodau Etholedig. Mae'r broses yma yn galluogi unigolion i roi adborth ar ei anghenion datblygu/profiadau mewn swyddogaethau penodol, fydd gobeithio yn rhoi mewnbwn gwerthfawr i greu cynlluniau datblygu yn y dyfodol ar gyfer yr Awdurdod.

Ymhellach i'r ymrwymiad yma, mae'r Awdurdod hefyd yn awyddus i geisio am statws Siarter Datblygu Aelodau sy'n darparu cydnabyddiaeth o'r datblygiad/cefnogaeth mae Aelodau Etholedig yn ei dderbyn yn eu rôl. Er mwyn symud ymlaen gyda'r cais, bydd angen i'r Awdurdod wneud hunanasesiad yn y lle cyntaf i amlygu "lle da ni rwan" yn nhermau'r anghenion.

Symud Ymlaen

Gan fod y newidiadau a amlygir ym Mesur Llywodraeth Leol Cymru (2011) yn golygu fod cyfrifoldeb am ddatblygu aelodau bellach wedi ei drosglwyddo i'r Pwyllgor Gwasanaethau Democrataidd, mae gwaith y GDA wedi terfynu erbyn hyn.

Yn naturiol, mae ymrwymiad Gwasanaethau Adnoddau Dynol i drefnu a chefnogi hyfforddiant ar gyfer Aelodau'n parhau.

**Miriam Williams - Uwch Swyddog Datblygu AD
Rhagfyr 2012**

CYNGOR SIR YNYS MÔN

Cyfarfod:	Pwyllgor Safonau
Dyddiad:	31 Hydref 2012
Teitl:	Adroddiad ar Hyfforddiant Aelodau
Adroddiad gan:	Cyfreithiwr i'r Swyddog Monitro
Pwrpas yr Adroddiad:	Ystyried mater hyfforddiant i Aelodau ar y Côd Ymddygiad ac agweddau eraill gan gynnwys hyfforddiant gorfodol mewn perthynas â'r Côt ac ymgymryd â datblygiad proffesiynol parhaus bob blwyddyn a'i gofnodi.
Swyddog Cyswllt:	Meirion Jones, Cyfreithiwr i'r Swyddog Monitro (est 2563)

1. Mae mater hyfforddi Cyngorwyr yn bwysig ac o arwyddocâd cynyddol. Adlewyrchir hyn ym Mreinlen Cymru CLILC ar gyfer Cefnogi a Datblygu Aelodau. Mae Arweinyddion Grŵp wedi gwneud ymrwymiad y bydd y Cyngor yn rhan o'r Freinlen ac yn cefnogi ei hamcanion yn llawn gan gynnwys penodi Eiriolwr Datblygu Aelodau a sicrhau ymrwymiad Aelodau unigol i hyfforddiant a pharhau i adolygu hyn. Caiff yr ymrwymiad hwn ei gynnwys yn y Protocol Hunanreoleiddio sydd hefyd yn cynnwys fel un o'i egwyddorion cyffredinol "Bydd Aelodau yn ymrwmo i hyfforddiant a datblygiad i gefnogi'r Protocol hwn". Mae Ombwdsmon Gwasanaethau Cyhoeddus Cymru hefyd wedi nodi y bydd yn disgwyl i bob Aelod fanteisio ar hyfforddiant.

2. Mae CLILC yn cyflwyno ei Breinlen dan y pennawd "Beth yw'r Freinlen?" gan fod "sawl her o flaen cyngorwyr y dyddiau yma. Dan amodau'r rhaglen foderneiddio, mae disgwyl iddyn nhw gyflawn amryw ddyletswyddau, megis arwain y gymuned ac ysgwyddo cyfrifoldebau penodol yn y Cyngor. Mae awdurdodau ledled Cymru yn ceisio rhoi'r cymorth gorau posibl i'r cyngorwyr i'w galluogi nhw i ateb pob her o'r fath. Mae'r cymorth ar ffurf cyrsiau (megis meithrin medrau), cyfleusterau a gwasanaethau. Mae Cymdeithas Llywodraeth Leol Cymru yn cynorthwyo'r awdurdod lleol i gynnal y gweithgareddau hynny ..."

3. Yn ddiweddar, mae Ombwdsmon Gwasanaethau Cyhoeddus Cymru (Medi 2012) wedi cyhoeddi Canllawiau diwygiedig ar y Côt Ymddygiad ar gyfer Aelodau Awdurdodau Lleol yng Nghymru. Yn ei ragarweiniad, fe ddywed inter alia "Fel aelod, cynigir hyfforddiant i chi ar y Côt, naill ai gan Swyddog Monitro neu gorff cynrychioliadol. Rwy'n disgwyl i bob aelod fanteisio ar unrhyw hyfforddiant o'r fath, gan gynnwys cyrsiau gloywi, i sicrhau eu bod yn gwbl ymwybodol o'r darpariaethau yn y Côt a sut y caiff ei ddehongli". Felly, mae'r Ombwdsmon yn disgwyl i Gynghorwyr fynychu cyrsiau hyfforddi, nid rhywbeth dewisol mohono.

4. Mae Sir Ddinbych wedi cydnabod hyn. Yn gynharach eleni, argymhellodd y Pwyllgor Safonau i'w Gyngor llawn y dylid diwygio'r Côt Ymddygiad i wneud hyfforddiant ar y Côt Ymddygiad yn orfodol ac y dylai Aelodau fynychu un sesiwn hyfforddi pob blwyddyn.

Byddir yn gwerthfawrogi y gellir ychwanegu at y Côd Ymddygiad enghreifftiol (ar yr amod nad yw'r ychwanegiadau'n anghyson) ac mae Sir Ddinbych wedi ychwanegu'r cymal isod at ei Gôd ar gyfer Aelodau -

"4. Rhaid i chi –

(d) mynychu un sesiwn hyfforddi o leiaf yn ystod pob cyfnod swydd llawn ar Gôd Ymddygiad yr Aelodau fel a ddarparwyd gan Swyddog Monitro'ch Awdurdod neu berson a enwebwyd ar eu rhan."

5. Mae'r Alban wedi cyflwyno'r Fframwaith Datblygiad Proffesiynol Parhaus ar gyfer Aelodau Etholedig llywodraeth leol yn Yr Alban. Fe'i cyflwynwyd dwy flynedd yn ôl a rhydd i Gynghorwyr "professional and personal development opportunities and is designed to generate comprehensive, constructive feedback and how they exercise a wide range of critically important political skills." Rhaid i Gynghorau unigol gytuno i weithredu'r Fframwaith. Mae nifer o Gynghorau wedi mabwysiadu'r Fframwaith gan gynnwys Cyngor Dinas Glasgow (yr awdurdod lleol mwyaf yn yr Alban) a Swydd Aberdeen.

6. Bydd Cyngor Swydd Aberdeen yn "provide a range of training opportunities including induction, democratic process skills, the rights and responsibilities of Councillors, local government finance and media communication skills." I chwarae ei ran neu ei rhan yn llawn fel Cynghorydd, rhaid i Gynghorydd ofalu ei fod/ei bod yn derbyn y cyfleoedd hyfforddiant a ddarperir ar ei gyfer/ei chyfer. Fel rhan o'r Fframwaith "It is agreed that Aberdeenshire Council Councillors will undertake and record at least five days (36.25 hours) of Continuous Professional Development (CPD) per annum".

7. Ni fedrir cymryd camau gorfodaeth uniongyrchol mewn perthynas â hyfforddiant ond mae'n arwyddocaol os gwneir cwyn dan y Protocol Hunanreoleiddio neu dan weithdrefn Gwynion Ombwdsmon Gwasanaethau Cyhoeddus Cymru, ac mae er budd gorau'r Cyngor o ran ei enw da a barn Rheoleiddwyr y Cyngor ohono. O'r herwydd, argymhellir y dylid rhoi gwybod i'r Aelodau am argymhellion y Pwyllgor Safonau ac ymgynghori gyda nhw ar y cynigion.

8. Bwriedir cyflwyno'r newidiadau i'r Cyfansoddiad i'r cyfarfod o'r Cyngor ym mis Mawrth 2013.

9. Gofynnir i'r Pwyllgor Safonau ystyried yr opsiynau canlynol:-

9.1 Gadael pethau fel y maent a pheidio ag argymell unrhyw newidiadau

9.2 Bod y Pwyllgor Safonau'n argymell i'r Cyngor llawn y dylid diwygio'r Côd Ymddygiad i wneud hyfforddiant at y Côd Ymddygiad yn orfodol a bod rhaid i Aelodau fynychu un sesiwn hyfforddi bob blwyddyn a diwygio'r Cyfansoddiad i gynnwys y cymal isod

"Rhaid i chi –

(d) fynychu o leiaf un sesiwn hyfforddi ar y Côd Ymddygiad i Aelodau yn ystod pob cyfnod swydd llawn fel a ddarparwyd gan Swyddog Monitro'ch Awdurdod neu berson a enwebwyd ar eu rhan."

"Bydd pob Cynghorydd yn ymgymryd ag o leiaf diwrnod (oriau) o Ddatblygiad Proffesiynol Parhaus (DPP) bob blwyddyn ac yn eu cofnodi".

Gotynnir i'r Pwyllgor Safonau wneud argymhellad o'r dewis o opsiynau a restrir ym mharagraff 9 a rhoi gwybod i'r Aelodau am argymhellion y Pwyllgor Safonau ac ymgynghori â nhw ar y cynigion hynny.

ARGYMHELLIAD

9.5 Bydd angen i'r Pwyllgor Safonau gymryd camau i adolygu'r opsiwn y mae'n ei gynnig.

"Bydd pob Cynghorydd yn ymgymryd ag o leiaf diwrnod (oriau) o Ddatblygiad Proffesiynol Parhaus (DPP) bob blwyddyn ac yn eu cofnodi".

9.4 Bod y Pwyllgor Safonau'n argymhell i'r Cynngor llawn fod Cyfansoddiad y Cynngor yn cael ei ddiwygio i gynnwys y cymal isod:

"fynychu o leiaf un sesiwn hyfforddi ar y Còd Ymddygiad i Aelodau yn ystod pob cyfnod swydd llawn fel a ddarparwyd gan Swyddog Monitro'ch Awdurdod neu berson a enwebwyd ar eu rhan

9.3.2 Bod y Pwyllgor Safonau'n argymhell i'r Cynngor llawn fod Cyfansoddiad y Cynngor yn cael ei ddiwygio i gynnwys y cymal isod:

a
(d) "fynychu o leiaf un sesiwn hyfforddi ar y Còd Ymddygiad i Aelodau yn ystod pob cyfnod swydd llawn fel a ddarparwyd gan Swyddog Monitro'ch Awdurdod neu berson a enwebwyd ar eu rhan."

"Rhaid i chi -

isod
fynychu un sesiwn hyfforddi bob blwyddyn a diwygio'r Cyfansoddiad i gynnwys y cymal ddiwygio i wneud hyfforddiant ar y Còd Ymddygiad yn ortodol a bod rhaid i Aelodau 9.3.1 Bod y Pwyllgor Safonau'n argymhell i'r Cynngor llawn bod y Còd Ymddygiad yn cael ei

This page is intentionally left blank

The Wales Charter for Member Support and Development



The New Criteria and Assessment Process
October 2012

What is the Charter?

Elected members today face increasing challenges. Under the modernisation agenda, there are heightened expectations on them to undertake a diversity of roles ranging from that of community leader to their special responsibilities within the Council. Throughout Wales, authorities are striving to provide the best possible support for their members to enable them to meet these challenges. This takes the form of skill and knowledge development, support facilities, and support services.

The Welsh Local Government Association has a long history of working with authorities to help them develop these activities. To provide structure to the national programme of support, the Wales Charter for Member Support and Development was developed collaboratively by the Association, members representing each of the political groups and member support officers from each authority.

The Charter aims to provide a broad framework for local planning, self-assessment, action and review together with networking and comparison amongst authorities and the sharing of good and innovative practice. Its wide adoption has raised the overall amount and standard of support given to members in Wales.

What is the Current position?

The Charter and Advanced Charter have been awarded to the following authorities.

2007

Caerphilly County Borough Council
Rhondda Cynon Taf County Borough Council
The Vale of Glamorgan Council

2008

Flintshire County Council
Mid and West Wales Fire Authority
Wrexham County Borough Council

2009

Brecon Beacons National Park Authority
Conwy County Borough Council
Denbighshire County Council
North Wales Fire and Rescue Authority
Gwynedd County Council
Snowdonia National Park Authority

2010

Bridgend County Borough Council

Merthyr Tydfil County Borough Council
Pembrokeshire Coast National Park Authority
Rhondda Cynon Taf County Borough Council - Advanced Level
South Wales Fire and Rescue Service

2011

Blaenau Gwent County Borough Council
Brecon Beacons National Park Authority - Advanced Level
Caerphilly County Borough Council (Renewed)
Flintshire County Council (Renewed)
Powys County Council
Torfaen County Borough Council

The Local Government (Wales) Measure 2011 has introduced legislative requirements for corporate governance and member support and development. Therefore in 2012 the Charter criteria have been developed to enhance and enable these legal requirements. For example, the Measure requires Personal Development Reviews to be provided to members on request. The Charter requires members to be provided with role descriptions which support the Personal Development Reviews. Members and support officers have worked with the WLGA to make changes. These new criteria are the result of this work.

The New Assessment Process

Authorities will continue to apply for the Charter followed by the Advanced Charter. These awards will need to be renewed every three years.

Assessment for the **Charter** will be a self assessment undertaken by the Authority and submitted to the WLGA who will review the submission and make the award. The Charter is designed to establish that an essential range of support and development *arrangements are in place*.

Assessment for the **Advanced Charter** will be a peer assessment including a site visit undertaken by officers, and member peers from Wales and England. The Advanced Charter is designed to recognise that the arrangements required for the Charter are **working effectively**.

Reassessments at both Charter and Advanced Charter level will be assessed through written submission

The Excellent or Innovative Practice Award for Member support and Development will be made in recognition of **discrete aspects** of practice where councils have made a difference to the **performance** of members due to support and development activities. These can be outside the scope of the Charter but must be within the area of member support and development. Awards will be made on the basis of a written submission and a review by the Association.

Criteria September 2012

A. Member Roles and Responsibilities	Charter Requirement	Charter Expansion and Clarification	Advanced Charter Requirements	Advanced Charter Expansion and Clarification
<p>1. Members are supported with role descriptions</p>	<p>Role descriptions are adopted for the:</p> <ul style="list-style-type: none"> • Leader • Deputy Leader • Cabinet Members • Scrutiny members • Scrutiny Chairs • Scrutiny Co-optees • Chairs of statutory committees • Chairs of area committees • Chair of the Audit Committee • Members of Audit Committee • Chair of Democratic Services • Member of Democratic Services • Ward Member, including community leadership and case work • Chair of Standards committee • Member of 	<p>What does adopted mean? Role descriptions exist and have been formally adopted for all the roles listed. There is no need at this level for members to evidence that they perform the roles outlined in the descriptions but they should understand what their role is for and what is expected of them. What can be defined as a role description?</p> <p>See</p> <ul style="list-style-type: none"> ▪ the WLGA model role descriptions for Welsh Authorities and ▪ the WLGA document <i>The Role of Members in Collaboration</i> and ▪ The Model Role description for a Scrutiny Co optee Appendix A local Government (Wales) 	<p>Role descriptions are available for all members covering all aspects of their role.</p> <p>Members are undertaking the responsibilities described in the role descriptions.</p> <p>Role descriptions inform the PDR process</p>	<p>Every member has a role description which matches what they do. In addition to the first level this also includes descriptions for champions/lead members, and guidance for members of a working or task and finish group – not a role description as such but some information to help members understand what is expected of them.</p> <p>All members would need to be undertaking their roles in accordance with their role descriptions evidenced by having individually developed and/or agreed their RD.</p>

	<p>Standards Committee</p> <ul style="list-style-type: none"> • Leader of the Opposition • Member Champion <p>Guidance is provided to members on their role on outside bodies.</p>	<p>Measure 2011</p> <p>Outside Bodies Where members are responsible for formally representing the authority or making decisions that could impact on the authority or have legal obligations as - for example trustees of an organisation, they should be provided with a role description. In all instances members should be provided with guidance on their role on the outside body. Officers should secure (where available) terms of reference from outside bodies.</p>		
<p>2. Members are supported in undertaking their duties according to high standards of conduct.</p>	<p>All members are provided with training and development in the detail of the local code of conduct, taking into account any changes in the model or local codes as they emerge.</p>	<p>What can be interpreted as training and development? Any activities which help members understand what the code is and how they need to work within it. This could include written guidance, induction sessions, workshops, Q&A sessions.</p>	<p>Training is updated and delivered regularly. Potential breaches are addressed internally. As set out in the Ombudsman's report there are few justifiable referrals to the ombudsman because members do not understand the Code.</p>	
<p>3. Members are</p>	<p>All members have received</p>	<p>Training has been made</p>	<p>The Constitution and</p>	<p>Changes include</p>

<p>supported in understanding their roles and responsibilities as set out in the Constitution.</p>	<p>training on and understand the contents of the constitution, including:</p> <ul style="list-style-type: none"> • the roles, responsibilities and limits to the roles of committees • the role of individual members and officers. • Member/officer protocols • meeting practice, • standing orders, • rules of debate 	<p>available to all members and take up of this has been high.</p> <p>The constitution sets out the roles and responsibilities of every committee and broadly the role of the key players at each committee, for example chairs support officers, regular/key participants. Role descriptions may be in the constitution or as a separate document but should be formally adopted and valued</p>	<p>related documents listed at level one change in line with requirements.</p>	<p>governance arrangements due to the introduction of structures to support collaborative services.</p>
<p>B. Member Development</p> <p>B1. A Member Learning and Development Strategy has been adopted.</p>	<p>A local Member Development Strategy is in place. The Strategy sets out the approach that the authority and the Democratic Services Committee takes to member development. It includes:</p> <ul style="list-style-type: none"> • a commitment to and methodology for undertaking development needs analyses through a 		<p>All aspects of the strategy are in place and functioning effectively, with an effective methodology for monitoring and reviewing the strategy over time.</p>	

<p>B2. Arrangements are in place for <u>all</u> members to be offered a PDR.</p>	<p>PDR scheme or TNA for those members not requesting a PDR, which identifies the local and national, collective and individual development needs of all members.</p> <ul style="list-style-type: none"> • a commitment to and methodology for developing members according to the needs of the organisation. • a commitment and methodology for creating personal development <u>plans</u> for all members • a methodology for responding to the development needs of members identified in their personal support and development reviews or TNAs 	<p>What is a PDR? An opportunity for a member to discuss with any senior member or suitably qualified</p>	<p>The Majority of members undertake PDRs regularly and at least annually according</p>	<p>The outcomes effectively and regularly inform the member development strategy and</p>
---	--	--	---	--

<p>B3. A Development</p>	<p>descriptions</p> <ul style="list-style-type: none"> • contribute to personal development plans • are conducted by senior members or other deemed suitably qualified as set out in the Measure guidance • are <u>made available</u> for all members and <u>must be undertaken</u> by members in a receipt of a senior/civic salary <p>Note, although the measure does not require the leader to undertake a review, the Charter does. The Charter requires that all members in receipt of a senior salary undertake this. The Measure is voluntary but for all members.</p>	<p>person their own requirements for training and development. This should include some examination of current duties as set out in the role descriptions listed above and may include some self or supported reflection on current performance as a starting point. The outcomes of the discussion should feed into a personal development plan held by the member with the required development activities also recorded by the authority so that development activities can be arranged to support every members needs. The WLGA document Personal Development Review Guidance for Authorities provides guidance in this area. Anyone conducting reviews should have received training in their purpose and methodology.</p>	<p>to the requirements set out in the first level. The PDR provides opportunities for members to identify the level at which development is required.</p>	<p>programme. Members report that the process is useful and that their needs are, where possible, being met in terms of content and level.</p>
<p>An annual development</p>	<p>There is an annual</p>	<p>The development</p>		

<p>programme for Councillors is in place with a mechanism for its annual review.</p> <p>All councillors are made aware of, guided to and are able to access the development activities equally.</p>	<p>programme informed by the member development strategy is in place</p> <ul style="list-style-type: none"> • The annual development programme is planned and publicised in advance. • Members are made aware of development opportunities provided in response to their needs. <p>The timings and settings of activities are varied to enable equal access by all, including those members who are working, are carers or have child care responsibilities.</p>	<p>programme of events and learning opportunities for members both collectively and individually. This programme is informed by the organisational priorities set out in the Strategy and in any requirements available from Personal Development Plans which emerge from PDRs and TNAs. The programme should be developed by relevant officers and members for example the DSC/MDWG/MD Champion, DS/HR officers and Directors/service heads.</p> <p>The programme includes 'specialist' areas of development reflecting the needs of members in developing skills and understanding in both corporate governance and thematic or service areas.</p> <p>The programme is provided to members giving sufficient notice for attendance.</p> <p>Members are notified of specific events in which they</p>	<p>programme is updated every year following monitoring and evaluation of the previous year and is demonstrably in line with member needs and the MD strategy.</p> <p>The content of the programme is made available to suit the need of members with different skills and experience. i.e there is some <u>levelling</u> to development activities.</p>
---	--	--	--

		<p>have expressed an interest</p> <p>The programme is designed to offer choice or variety of opportunities to attend.</p>		
<p>B4. Prospective candidates, candidates and new members are informed of their potential role and responsibilities.</p>	<ul style="list-style-type: none"> ▪ The Council uses the national guidance and support materials available for candidates and prospective candidates. ▪ All new or returning members are provided with a programme of induction 	<p>What is the national Guidance?</p> <p>This refers to the materials provided by the Association and others, to people in the community (not just those who have decided to stand) to encourage them to stand for office and to those who have already declared their intention to stand. These will be different for each election and at different times in the political calendar. The Association will have an overview of what is available.</p> <p>What constitutes an induction programme?</p> <p>This will vary between authorities but should at the base level be any activity that introduces new members to their roles both within and outside the Council and the work of the</p>	<p>Use is/planned or made of the national questionnaire to inform the development of candidates information for the next elections</p> <ul style="list-style-type: none"> • The candidates profile is measured in the national questionnaire and steps are taken or planned to inform groups or individuals who are not standing in the next elections • Local information is provided to candidates in addition to that available nationally. 	<p>Notable practice might include road shows, media/social media campaigns. Website/printed promotional material.</p>

		<p>authority.</p> <p>Use is made of the national induction materials provided by the WLGA.</p>	<p>Every member moving to a new role has received an induction for that role.</p>	
<p>B5. Development activities are relevant and of high quality.</p>	<p>Learning activities are provided in appropriate styles and settings based on identified learning needs and styles of the individuals and teams The authority has a systematic and effective approach to commissioning, developing, providing and evaluating its training and development activities. This could include internal, external and collaborative arrangements</p>	<p>What are appropriate styles and settings? A mix of for example formal/informal group/individual, interactive/passive working environment/away day The authority would need to demonstrate an effective selection process for commissioning training. This might include working with the WLGA and should include working collaboratively where appropriate with other authorities to share intelligence or undertake joint procurement.</p> <p>Internal training,(rather than briefing) should be designed and provided with the support of training/OD professionals in addition to member support or policy/service officers.</p>	<p>Training and development is provided to a consistently high standard, commissioning and evaluation is effective and systematic.</p> <p>The authority works regularly with other authorities to pool experiences and consider the sharing or coordination of joint programmes.</p>	

<p>B6. There is a clear responsibility for leading the programme, driving the Strategy and monitoring the out comes.</p>	<p>The Authority has clearly defined the arrangements for developing, implementing and monitoring its strategy for member support and development. Individual members and officers have clear roles in leading and championing this area. The needs of all political groups and independent members are taken into account regardless of political affiliation.</p>	<p>This role should be undertaken by the Democratic Services Committee and its chair or other appropriate fora such as a member support and development working group. Individual member(s) and officer(s) have clear overall responsibility for developing, implementing and monitoring the strategy and progress of the programme.</p>	<p>These arrangements are mature and effective in representing the views of all members and the needs of the organisation in sponsoring and developing the strategy and monitoring the training programme and outcomes. Attendance, satisfaction and outcomes for members are monitored and low levels of attendance addressed.</p>
<p>B7. Resources are identified and provided for member development.</p>	<p>Dedicated resources are identified and provided for member development activities.</p> <p>The authority provides the "reasonable level" of development required by the Measure.</p>	<p>How dedicated is Resources are specifically put aside and used for member development. The development activity can be very widely interpreted but should not be the usual business of the council. It could include traditional briefing, workshops or seminars handbooks, e. learning, induction activities. Resources should also include staff time, shared</p>	<p>Resources, whether people or money, are allocated according to the priorities in the strategy arising from organisational needs or those expressed by members in PDR and TNA.</p> <p>Consideration has been given to sharing resources between authorities and where a clear benefit exists</p>

		where possible between authorities.	collaborative arrangements have been made.	
<p>B8 Members are offered the opportunity to be mentored by member peers.</p>	<p>The authority is exploring the needs of members to be mentored. Any member who has requested a mentor is provided with one. Mentors are trained in mentoring skills.</p>	<p>The authority is speaking to members about the concept and benefits of mentoring to gauge interest. Mentoring might include member to member or working with member or officer "buddies" The authority should be exploring the need to provide Leadership mentoring for the Leader and Cabinet if requested</p>	<p>The Authority has a mentoring strategy to support the needs of members who have requested mentors.</p>	
<p>C. Member Support</p>				
<p>C1. Officer support is provided for member development, support and scrutiny.</p>	<p>Every member committee, panel, forum etc. has officer support provided. Members are also supported in their case work.</p> <p>Overview and Scrutiny committees have dedicated support from officers who can provide impartial research, support and advice.</p> <p>The nature of the support</p>	<p>Officer support should be provided for every council meeting and committee.</p> <p>Systems should be in place to support members in non Party Political case and community work whether from member support or other service areas. Support for collaborative governance arrangements such as joint committees and commissioning boards should</p>	<p>Members are satisfied with the level of support provided.</p>	

<p>C2. Arrangements made for the business of the Council are flexible and enable members to participate fully regardless of personal circumstances</p>	<p>has been clearly articulated to members</p>	<p>also be evidenced.</p> <p>There needs to be a resource (dedicated or otherwise) in the authority who can provide members with advice in relation to the discharge of the authority's scrutiny function, and support for scrutiny members or committees by impartially researching information. This should be in direct response to the needs of members when they are undertaking their legitimate scrutiny role.</p>		
	<p>A review of the arrangements for council business has taken place and as a result, meeting times, arrangements and venues reflect the needs of members as closely as possible.</p> <p>Members have been involved in developing the approaches to remote attendance as set out in the standing orders and as/when required by the Measure</p>	<p>Authorities should have undertaken a review in line with Measure guidance i.e at least once every term, preferably shortly after the new council is elected which at least measures whether daytime or evenings are preferred and if particular times cause problems for individual members. Individual committees should be able to define what is convenient for members of that committee. What should be demonstrated is an</p>	<p>The authority can demonstrate that it knows the requirements of its current members and has met them.</p> <p>Arrangements for remote attendance should be in place. <u>Note</u> The criteria for remote attendance should only be applied when the requirements of the Measure have been enacted.</p>	<p>i.e meetings are arranged to suit the convenience of the majority of members expected to attend the meeting. Special arrangements are made for those members who have special access requirements.</p>

			awareness of the restrictions placed on members by holding council meetings at certain times and some evidence of flexibility in meeting arrangements as a result.	
C3. Contact management and communication	Systems are in place to enable members to liaise with council officers regarding services provided both within and outside the authority. Community groups and individuals are also assisted in contacting local members. Members are able to contact stakeholders	These systems should include agreed standards for response times, complaints procedures and processes to support community and casework. Members should be provided with information regarding which officers to contact regarding complaints, and casework relating to any service delivered by or on behalf of the council.	The systems required for level one are working effectively. Members can effectively access officers regarding service delivery and individuals and communities can access members.	
C4. Annual Reports	The authority makes arrangements for all members to be able to publish annual reports, according to the guidance in the measure.	Members are provided with support and guidance on using the authority's systems.	Members in receipt of a Senior/Civic Salary publish annual reports	
C5. Personal support for Members	Members are provided with access to guidance on their rights and benefits as members.	Members are provided with general advice on what might be described as 'employment' rights and	Members report that this information and advice is adequate.	

		<p>benefits relating to their role as councillors. This includes member salaries, family absence, allowances, tax and benefits, pensions, indemnities, data protection and Freedom of Information.</p>		
<p>D. Member Facilities</p> <p>D1. All members are provided with adequate access to ICT.</p>	<ul style="list-style-type: none"> ▪ Members are provided with the equipment, or connectivity required to undertake their role. ▪ Basic training is provided in its use and help desk facilities are available. ▪ Members are supported in remote working through the use of remote access codes and Skype etc. ▪ Members are provided with support to enable them to remotely attend 	<p>Members are provided with equipment for their individual use to undertake council business.</p> <p>They are shown how to use the equipment and packages.</p> <p>They are able to have assistance if they are experiencing problems with using the equipment or it is faulty.</p> <p>Members are advised on the use of mobile communications and digital and social media and have access to relevant social media sites, discussion fora and communities of practice such as is required to</p>	<p>Members are routinely using the provisions required for level one and report that this is sufficient.</p>	

	meetings according to the standards set out in the standing orders (when implemented through the Measure). <ul style="list-style-type: none"> Members are able to communicate with the council and the public electronically. 	undertake their role. All council agendas and meeting papers are provided electronically.	
D2. Information resources are provided	A central collection of information dedicated to member needs is provided as part of the information and research support available to members.	An up to date and regularly revised collection of information resources is available specifically for members. This contains agendas, minutes, training opportunities, links to web resources and access to performance data. Members are informed about the information that is available.	Members routinely use the provisions required for level one and report that this is sufficient.
D3. Facilities for members to work in the Council are available.	Member needs have been reviewed and where required the following are provided:	The needs of members must have been assessed. Rooms must be available but not necessarily permanently	Members report that facilities are sufficient and that their needs are regularly reviewed.

	<ul style="list-style-type: none"> ▪ Shared areas for example for each political group. ▪ Private rooms for meetings. ▪ Offices for senior office holders 	dedicated.		
--	--	------------	--	--

This page is intentionally left blank

CYNGOR SIR YNYS MÔN	
ENW'R PWYLLGOR:	PWYLLGOR GWASANAETHAU DEMOCRATAIDD
DYDDIAD Y PWYLLGOR:	17 RHAGFYR 2012
TEITL:	RHAGLEN WAITH Y PWYLLGOR
AWDUR:	PENNAETH GWASANAETHAU DEMOCRATAIDD DROS DRO

1) Cyflwynodd y Prif Weithredwr adroddiad i'r Pwyllgor hwn ar 18 Hydref ar gylch gorchwyl y Pwyllgor hwn. Derbyniwyd ef gan y Pwyllgor a gwnaed argymhellion pellach i'r Cyngor Sir i estyn cylch gorchwyl y Pwyllgor fel a ganlyn:

- *Ei fod yn ymestyn cylch gorchwyl y Pwyllgor i gynnwys cyfrifoldebau am raglen hyfforddi a datblygu'r Aelodau, gan gynnwys sgiliau a chefnogaeth TG;*
- *Bod y Pwyllgor yn cynnal tri o gyfarfodydd cyffredinol pob blwyddyn ddinesig yn ogystal â'i gyfarfod blynyddol, gyda'r hawl i drefnu rhagor o gyfarfodydd fel y cyfyd yr angen.*

Mabwysiadwyd yr argymhellion hyn gan y Cyngor yn ei gyfarfod ar 6 Rhagfyr 2012.

Ar hyn o bryd mae'r pwyllgor yn canolbwyntio ar ddatblygu a hyfforddi Aelodau a bwrw ymlaen gyda gwaith y Gweithgor Datblygu Aelodau. Canolbwyntir hefyd ar fwrw ymlaen gyda'r gwaith mewn perthynas â chwrdd â gofynion Siarter Cymru ar Gyfer Cefnogi a Datblygu Aelodau.

2) Symud Ymlaen

Mae Cymdeithas Llywodraeth Leol Cymru yn rhoi cymorth cymheiriaid i adolygu cynnydd y Cyngor o ran cwrdd â'r safonau a amlinellir yn y Siarter. Mae hyn yn golygu bod angen i'r Cyngor gynnal hunan asesiad o'r gofynion fel sail ar gyfer paratoi cynllun gweithredu i'w gwblhau erbyn Ionawr 2013. Bydd hyn yn llywio'r amserlen ar gyfer cyflwyno cais am Statws Siarter ac a oes modd cyflawni hynny cyn Mai 2013.

Fel rhan o'r cymorth gan CLILC darperir cefnogaeth hefyd i adolygu arferion gweithio, systemau ac adnoddau cyfredol i gefnogi Aelodau mewn paratoad ar gyfer y Cyngor newydd.

Nodir y dylai'r cyfarfod nesaf ganolbwyntio ar y materion isod:

- Adroddiad gwaith ar gais am Siarter Datblygu Aelodau;
- Y ddarpariaeth TGCh ar gyfer Aelodau gan gynnwys gwefan y Cyngor i hyrwyddo democratiaeth;
- Goblygiadau i'r Gwasanaethau Democrataidd mewn perthynas â chynigion cyllidebol 2013/14.
- Anwytho Aelodau (Mai 2013 ymlaen).

Huw Jones
Pennaeth Gwasanaeth Democrataidd Dros Dro
07/12/12

Huw Jones

07.12.12

This page is intentionally left blank