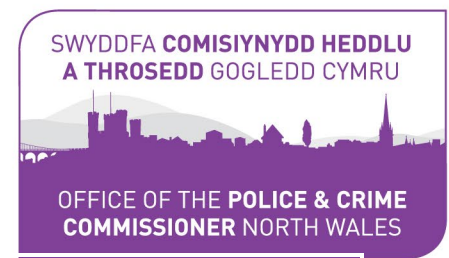


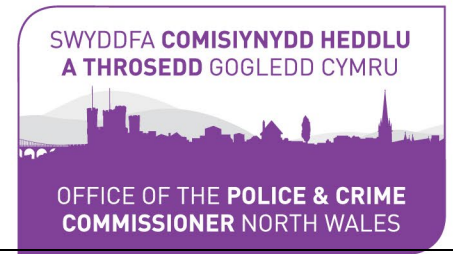
**Cofnod Penderfyniadau:
Comisiynydd Heddlu a Throsedd Gogledd Cymru**

**Decision Record:
Police and Crime Commissioner for North Wales**





Rhan 1/Part 1	
Cyf/Ref: DM.2022.02	
Teitl:	Title:
Cyflog Byw Gwirioneddol	Real Living Wage
Crynodeb Gweithredol:	Executive Summary:
<p>Mae Cynllun Gweithredu Gwerth Cymdeithasol y Comisiynydd Heddlu a Throsedd yn cynnwys ymrwymiad i ystyried:</p> <ul style="list-style-type: none"> a) gweithredu'r Cyflog Byw Gwirioneddol o fewn yr Heddlu ac b) yr opsiwn i'r Heddlu ddod yn Gyflogwr Cyflog Byw. <p>Cyflwynwyd adroddiad i Fwrdd Pobl Strategol yr Heddlu ar a ddylai Heddlu Gogledd Cymru weithredu'r Cyflog Byw Gwirioneddol o 1 Ebrill 2022. Cymeradwywyd yr adroddiad ac fe'i cefnogwyd gan y Prif Gwnstabl. Mae hyn rŵan angen cymeradwyaeth y Comisiynydd Heddlu a Throsedd. Mae crynodeb o'r adroddiad a gyflwynwyd i Fwrdd Strategol yr Heddlu wedi'i roi gyda'r Hysbysiad Penderfyniad hwn er mwyn i'r Comisiynydd Heddlu a Throsedd a Phrif Weithredwr SCHTh eu hystyried.</p> <p>Y cam nesaf yn y broses ydy i'r Heddlu ddod yn Gyflogwr Cyflog Byw achrededig. Mae cost achrediad yn amrywio yn ôl maint y sefydliad. I Heddlu Gogledd Cymru, sefydliad sector cyhoeddus gyda thros 500 o weithwyr, byddai'r gost flynyddol i'r Sefydliad Cyflog Byw oddeutu £480.</p> <p>Felly, gofynnir i'r Comisiynydd Heddlu a Throsedd gymeradwyo: -</p> <ul style="list-style-type: none"> • gweithredu'r Cyflog Byw Gwirioneddol o 1 Ebrill 2022 ac • i'r Heddlu weithio tuag at gael achrediad. <p>Bydd y Bwrdd Pobl Strategol hefyd yn adolygu cyflog Prentisiaid a'r Rhaglenni Doniau Ieuenctid, ond roedd angen mwy o waith cyn y caed penderfyniad ar gyfer y ffrydiau gwaith hyn.</p>	<p>The Police and Crime Commissioner's Social Value Action Plan includes a commitment to consider:</p> <ul style="list-style-type: none"> a) the implementation of the Real Living Wage within the Force and b) the option of the Force becoming a Living Wage Employer. <p>A report was put to the Force's Strategic People Board on whether North Wales Police should implement the Real Living Wage from 1 April 2022, the report was approved and supported by the Chief Constable. This now requires the approval of the Police and Crime Commissioner. A summary of the report put to the Force's Strategic Board has been provided with this Decision Notice for the consideration of the Police and Crime Commissioner and OPCC Chief Executive.</p> <p>The next step in the process is for the Force to become an accredited Living Wage Employer. The cost of accreditation varies according to the size of the organisation. For North Wales Police, a public sector organisation with over 500 employees, the annual cost to the Living Wage Foundation would be circa £480.</p> <p>The Police and Crime Commissioner is therefore asked to approve: -</p> <ul style="list-style-type: none"> • implementing the Real Living Wage as from 1 April 2022 and • for the Force to work towards obtaining accreditation. <p>The People Strategic Board will also be reviewing the pay for Apprentices and Youth Talent Programmes, but more work was required before a decision is required for those workstreams.</p>
Goblygiadau:	Implications:
Mae goblygiad ariannol i'r cais hwn fel y manylir yn y crynodeb ynghlwm. Ond y manteision ydy: -	There is a financial implication to this request as detailed in the attached summary, but the benefits are: -

**Cofnod Penderfyniadau:
Comisiynydd Heddlu a Throsedd Gogledd Cymru**



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<ul style="list-style-type: none">• Cyfrifoldeb Cymdeithasol• Perwyl/gwerthoedd sefydliadol• Enw da fel cyflogwr da	<ul style="list-style-type: none">• Social Responsibility• Organisational mission/values• Reputation as a good employer
Prif Weithredwr a Swyddog Monitro:	Chief Executive and Monitoring Officer:
Rwyf yn cadarnhau fod hwn yn cais priodol i'w gyflwyno i'r Comisiynydd Heddlu a Throsedd. Mae'r ddogfen hon yn addas i'w chyhoedd gyda dim eithriadau.	I confirm that this is an appropriate request to be submitted to the Police and Crime Commissioner. This document is suitable for publication with no exemptions.
Llofnod / Signature: 	Dyddiad/Date 15.02.2022

Cymeradwyaeth a sylwadau'r Comisiynydd Heddlu a Throsedd	Approval and comments of Police and Crime Commissioner
<i>Gallaf gadarnhau fy mod yn cymeradwyo'r hyn a nodwyd uchod</i>	<i>I confirm that the above request has my approval</i>
Llofnod / Signature: 	
<p><i>Andy Dunbobbin</i> <i>Comisiynydd Heddlu a Throsedd – Police and Crime Commissioner</i> <i>Dyddiad/Date: 15 Chwefror / February 2022</i></p>	