

Cyf:	Argymhelliad	Ymateb yr Awdurdod
R1	<p>Mae'r Awdurdod wedi gwneud rhai gwelliannau yn ei fframwaith rheoli perfformiad, fodd bynnag gellir cyflawni gwelliannau pellach. Mae'r meysydd ar gyfer gwelliant pellach fel a ganlyn:</p> <ul style="list-style-type: none"> • Er bod gan rai amcanion weithrediadau sy'n bodloni meini prawf SMART (h.y. Penodol, Mesuradwy, Cyraeddadwy, Realistig ac o fewn cyfyngiadau Amser), ni ellir edrych ar nifer o'r camau a bennwyd yn y fath fodd. Mae hynny'n ei gwneud yn anodd i'r Awdurdod ddangos ei fod wedi cyflawni'r amcanion y mae wedi'u gosod ar gyfer ei hun. • Mae angen gwella sut yr adroddir am berfformiad trwy ddefnyddio ystod ehangach o Ddangosyddion Perfformiad cenedlaethol a lleol. • Gellid gwella data cymharol â'r ddau barc cenedlaethol arall ynghyd â sefydliadau perthnasol eraill er mwyn dangos yn well y gwelliant i berfformiad yr Awdurdod. • Gellid gwella strwythur y Cynllun Gwelliant â chysylltiadau gwell rhwng gwahanol elfennau'r ddogfen. Er enghraifft, mae rhannau penodol yn y Cynllun sydd a wnelo ag amcanion, gwybodaeth ariannol, gwybodaeth am berfformiad, mesurau a thargedau. Fodd bynnag, byddai gan ddarllenwyr y ddogfen well dealltwriaeth o berfformiad yr Awdurdod petai cysylltiadau penodol rhwng gwahanol rannau'r ddogfen. 	<p>Mae'r Awdurdod yn ddiolchgar fod y gwelliannau a wnaed i'w fframwaith rheoli perfformiad hyd yma wedi'u cydnabod. Mae'r Awdurdod yn derbyn mai proses barhaus yw hon a bod yna feysydd ar gyfer gwelliant pellach:</p> <ul style="list-style-type: none"> • Yn ystod 2009-10, aeth yr Awdurdod ati i adolygu ei amcanion corfforaethol. Lluniwyd cyfres newydd o Ganlyniadau Blaenoriaeth ar gyfer cyfnod 2010-13 a chefnogir y rheiny gan ystod o amcanion corfforaethol sy'n bodloni meini prawf SMART. Yr her i'r Awdurdod yn ystod y cyfnod hwn fydd sicrhau bod y camau gweithredu blynyddol a nodir yn y Cynllun Gwaith Corfforaethol yn cefnogi'r amcanion corfforaethol, a bod y rheiny hefyd yn bodloni meini prawf SMART. • Fel rhan o ddatblygiad parhaus Ffynnon, mae'r Awdurdod wrthi'n cytuno ar nifer o Ddangosyddion Perfformiad Adnoddau Dynol, ariannol a TGCh gyda'r ddau Barc arall fydd yn sicrhau meincnodi effeithiol. Bydd hynny'n ychwanegu at y dangosyddion perfformiad craidd sydd eisoes yn cael eu casglu gan dri Pharc Cymru, fydd wedyn yn galluogi ymgymryd â dadansoddiad gwell trwy'r Parciau i gyd. Bwriedir adrodd yn rheolaidd i'r Pwyllgor Perfformiad ac Adnoddau ynghylch y canlyniadau. • Gweler yr ymateb uchod. • Mae Mesur Llywodraeth Leol (Cymru) 2009 yn gosod ymrwymiad ar awdurdodau i gyhoeddi eu hamcanion gwella ar ddechrau'r flwyddyn ariannol ac i'r wybodaeth ail wedd gael ei chyhoeddi cyn 31 Hydref yn ystod y flwyddyn ariannol ar ôl y flwyddyn y mae'r wybodaeth yn ymwneud â hi. Bydd hyn yn golygu newid ffurf y Cynllun Gwelliant, a dyma destun trafodaethau a fwriedir gyda Swyddfa Archwilio Cymru dros y ddau fis nesaf.

Ref:	Recommendation	Authority Response
R1	<p>The Authority has made some improvements in its performance management framework however, further improvements can be achieved. The areas for further improvement are:</p> <ul style="list-style-type: none"> • Whilst some objectives have actions which satisfy SMART (Specific, Measurable, Attainable, Relevant and Time based) criteria, many identified actions cannot be viewed in this way. This makes it difficult for the Authority to demonstrate it has achieved the objectives it has set itself. • Performance reporting needs to be improved by using a wider range of both national and local PIs. • Comparative data with both other national parks and other relevant organisations could be improved to better demonstrate the Authority's performance improvement. • The structure of the Improvement Plan could be improved with better links between the different elements of the document. For example there are specific sections within the Plan relating to objectives, financial information, performance information, measures and targets. However, the reader of the document would have a better understanding of the Authority's performance if there were specific links between the different sections of the document. 	<p>The Authority is grateful that the improvements made to its performance management framework to date have been recognised. The Authority accepts that this is an ongoing process and that there are further areas for improvement:</p> <ul style="list-style-type: none"> • During 2009-10 the Authority undertook a review of its corporate objectives. A new set of Priority Outcomes has been devised for the period 2010-13 and these are supported by a range of corporate objectives that are SMART. The challenge to the Authority during this period will be to ensure that the annual actions set out in the Corporate Work Plan support the corporate objectives and are themselves SMART. • As part of the continuing development of Ffynnon the Authority is currently in the process of agreeing a number of HR, financial and ICT PIs with the other two Parks that will ensure effective benchmarking. This will add to the core performance indicators that are already collected by the three Welsh Parks and so will enable a better cross Park analysis to be made. The results will be regularly reported to the Performance and Resources Committee. • Please see response above. • The Local Government (Wales) Measure 2009 creates an obligation on authorities to publish their improvement objectives at the start of the financial year and for the second stage information to be published before 31st October in the financial year after the year to which the information relates. This will involve change to the format of the Improvement Plan and this is the subject of planned discussions with the Wales Audit Office over the next two months.