

Digwyddiad Ymgysylltu â Rheolwyr Pobl

People Manager Engagement Event



25 Mehefin/June 2025

Rhaglen Programme

Croeso, Jake Morgan, Cyfarwyddwr Cymunedau	9.30am/1.30pm	Welcome, Jake Morgan, Director for Communities
Catherine Evans, Uwch-reolwr, Perfformiad a Thrawsnewid Digidol	9.45am/1.45pm	Catherine Evans, Senior Manager, Performance and Digital Transformation
Lluniaeth	11.00am/3.00pm	Refreshments
Cydnabyddiaeth i Weithwyr	11.15am/3.15pm	Employee Recognition
Mae eich lechyd yn Bwysig - Hywel Thomas/Mari A Jones	12:15pm/4.15pm	Your Health Matters – Hywel Thomas/Mari A Jones
Sylwadau Clo, Jake Morgan, Cyfarwyddwr Cymunedau	12.25pm/4.25pm	Closing Remarks, Jake Morgan, Director for Communities

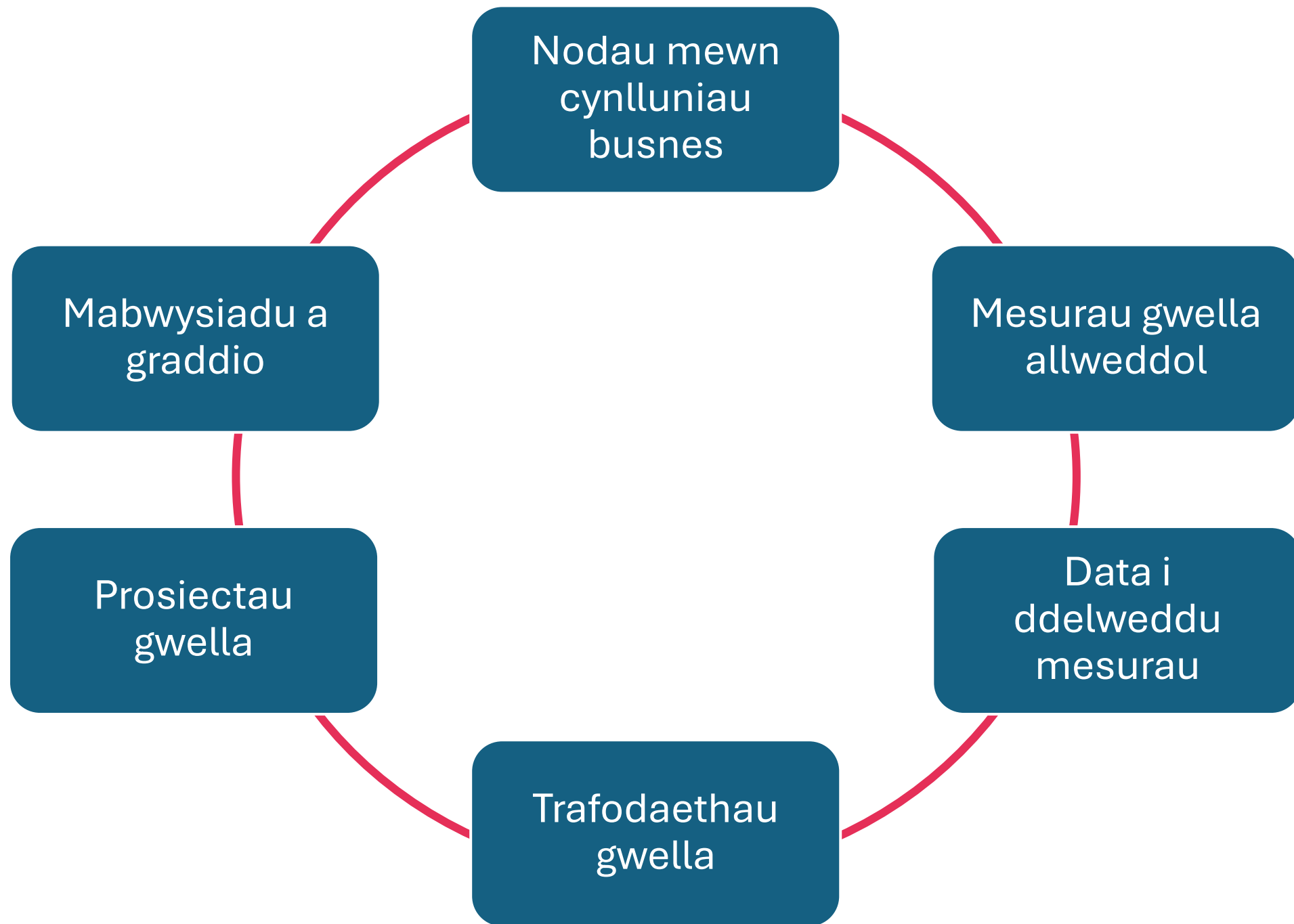
Jake Morgan

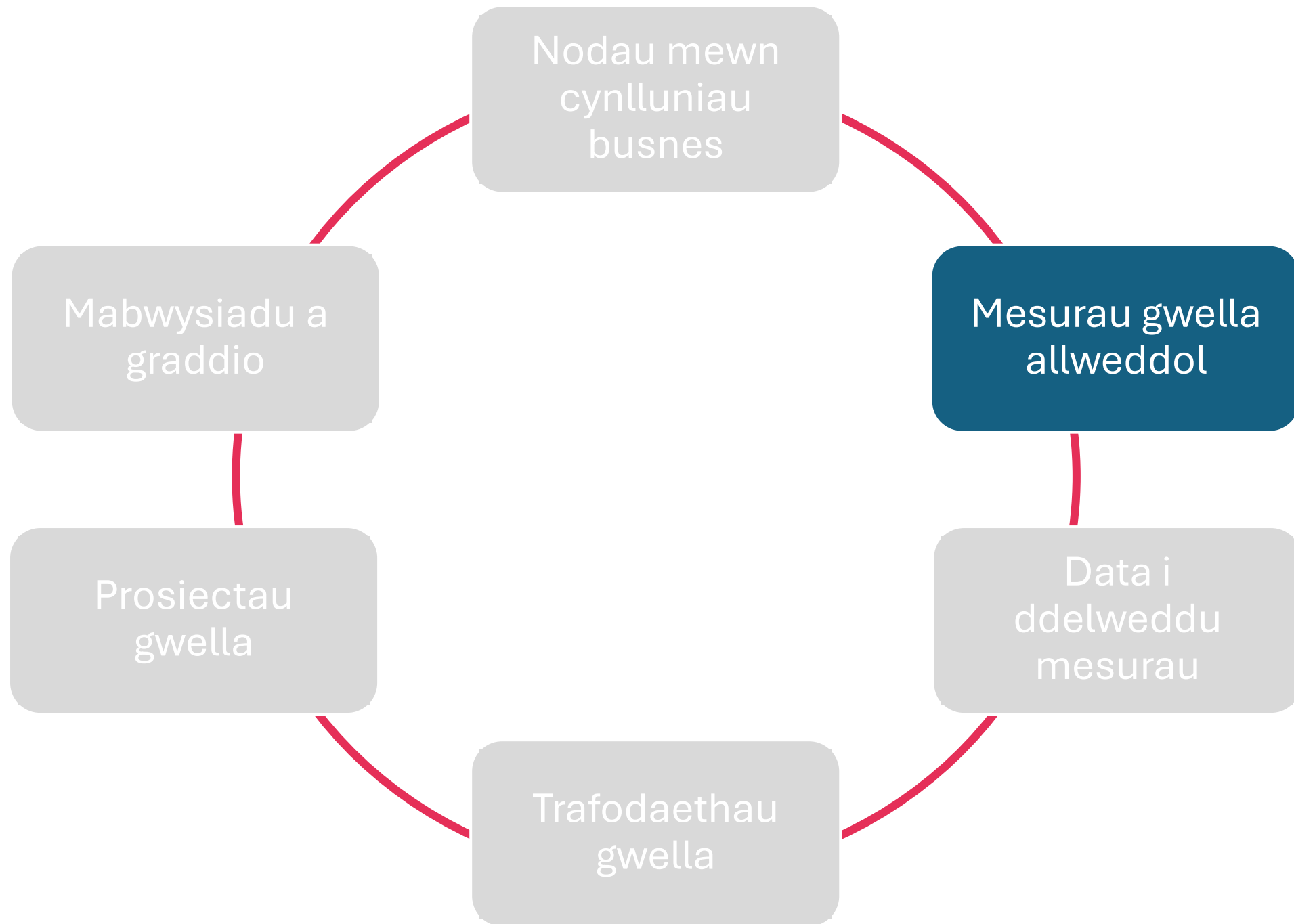
Cyfarwyddwr Cymunedau

Director for Communities



Catherine Evans
Uwch-reolwr
Perfformiad a Thrawsnewid Digidol
Senior Manager
Performance &
Digital Transformation





Cerdyn Sgorio Gwasanaethau Cymdeithasol a Thai

Ein Gweledigaeth: 'dechrau'n dda', 'byw'n dda' a 'heneiddio'n dda'

Ansawdd a Diogelwch

Yn 2025 / 26, ein nod yw darparu gwasanaethau diogel a chydymffurfiol

Adnoddau

Yn 2025 / 26 mae gennym uchelgais i ddarparu gwasanaethau sy'n effeithlon ac yn gynaliadwy yn ariannol

Profiad Pobl

Yn 2025 / 26 mae gennym uchelgais i gael gwasanaethau rhagorol gyda chanlyniadau da

Y Gweithlu

Yn 2025 / 26 mae gennym uchelgais i ddenu a chadw gweithlu effeithiol, ymgysylltiedig sy'n cael ei cefnogi.

Ansawdd a Diogelwch: Ein nod yw darparu gwasanaethau diogel a chydymffurfiol

- Asesiadau **risg tân**
- **Gwaith adferol tân** wedi'i gwblhau
- **Adroddiadau Cyflwr y Gosodiadau Trydanol (EICRs)** o fewn dyddiad a'u cyflwyno i ddeiliad y contract
- Gwella'r % o wasanaethu o fewn dyddiad ar gyfer yr holl **elfennau gwresogi**
- Cwblhau ymyriadau mewn **sefydliadau Busnes Bwyd Risg Uchel**
- Lleihau'r amseroedd aros ar gyfer **Gwybodaeth, Cyngor a Chymorth**
- Cynyddu nifer y **gofalwyr di-dâl** sy'n cael mynediad at gymorth
- Lleihau'r nifer mewn **llety dros dro** a'r gost gysylltiedig

Adnoddau: Darparu gwasanaethau sy'n effeithlon ac yn gynaliadwy yn ariannol

- Cynyddu nifer yr **unedau llety** a ddatblygwyd
- Cynyddu **incwm** ac aelodaeth **campfeydd a nofio**
- Rheoli **gwariant o fewn y gyllideb a ddyrannwyd**
- Cyflawni'r % o ran **arbedion cyllideb**
- Gwella **cyfraddau deiliadaeth**
- Lleihau'r **ôl-ddyledion rhent** fel % o'r debyd
- Gwella lefelau o ran **adennill dyledion**
- Lleihau nifer a chost **atgyweiriadau brys**
- Lleihau nifer yr **hawliadau atgyweirio**
- Lleihau'r # o **dai gwag**

Profiad Pobl:

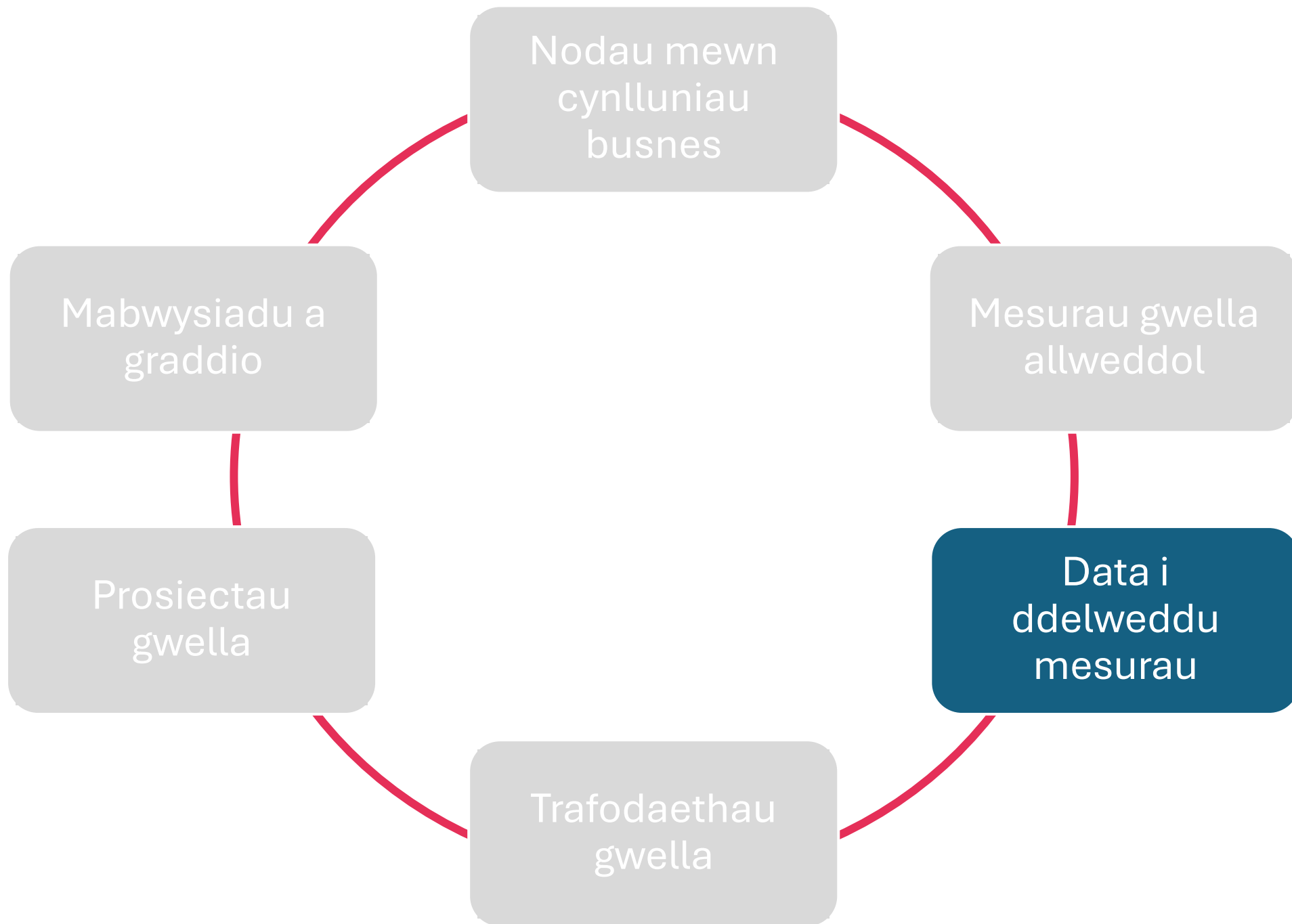
Gwasanaethau rhagorol gyda chanlyniadau da

- Gwella'r % o **gwynion gofal cymdeithasol** sy'n derbyn ateb rheoledig o fewn yr amserlenni statudol
- Nifer y **Canmoliaeth** a dderbyniwyd

Y Gweithlu: Denu a chadw gweithlu effeithiol, ymgysylltiedig sy'n cael ei cefnogi

- Lleihau diwrnodau Cyfwerth ag Amser Llawn a gollwyd fesul Cyfwerth ag Amser Llawn oherwydd **salwch staff**
- **Cyfradd trosiant** (lefel is-adrannol)
- Gwella'r % o staff sydd wedi cael **arfarniad** yn ystod y 12 mis blaenorol
- Gwella'r % o staff sy'n cwblhau **hyfforddiant gorfodol** (gan gynnwys diogelu)
- Lleihau nifer yr oriau a'r gost sy'n gysylltiedig â **gweithwyr asiantaeth**
- **Arolwg Staff:** Mae fy syniadau a'm barn yn cael eu clywed a'u defnyddio i wella'r ffordd y mae pethau'n cael eu gwneud, rwy'n gwybod beth sy'n digwydd ar draws y sefydliad, rwy'n derbyn cydnabyddiaeth neu ddiolch gan eraill yn rheolaidd am wneud gwaith da, rwy'n gwybod beth mae fy rheolwr yn ei ddisgwyl gennyf fi. (Arolwg staff chwarterol – grŵp ffocws staff i weithio i fyny)

Pa fetrigau sy'n bwysig i'ch tîm?



Data ar gyfer Cerdyn Sgorio

Communities Directorate Scorecard:

Our vision and key goals

Social Services & Communities Directorate: Our vision: 'start well', 'live well' and 'age well'



Contents			
Summary			
Quality & Safety	Work Force	Peoples Experience	Resources
Fire risk assessments	% Staff sickness absence rate	Net promotor score (Leisure)	Residential care, Home care, direct payments, supported living
Fire remedial works	Turnover rate	Housing repairs service satisfaction	New accommodation units
Electrical Installation Condition Reports (EICRs)	Staff appraisals	Complaints: Adult Social Care Stage 1&2	Gym and Swim income
Lifting operations and lifting equipment regulations (LOLER)	Staff mandatory training	Complaints: Children Services stage 1&2	Spend against allocated budget
Heating Servicing	Agency workers	Compliments	Budget savings achieved
Completed hygiene interventions at High Risk Food Businesses	Staff survey scores		Occupancy rates
Completed standards interventions at High Risk Food Businesses			Rent arrears
Audit & inspection actions			Debt recovery
Wait times for Information, Advice and Assistance			Emergency and urgent repairs
Unpaid carers accessing support			Disrepair claims
Number in temporary accommodation and cost			Housing voids



% of fire risk assessments up to date



Increase the % of fire risk assessments up to date (Sheltered Scheme Complexes, Communal Blocks and Walk-ups)																											
	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Managers Opinion		HPSP
Total							405	405	405	405	405	405	405	406	406												
Total Valid							47	58	97	108	113	182	228	263	329												
Total %							12%	14%	24%	27%	28%	45%	56%	64%	81%												

of fire risk assessments up to date

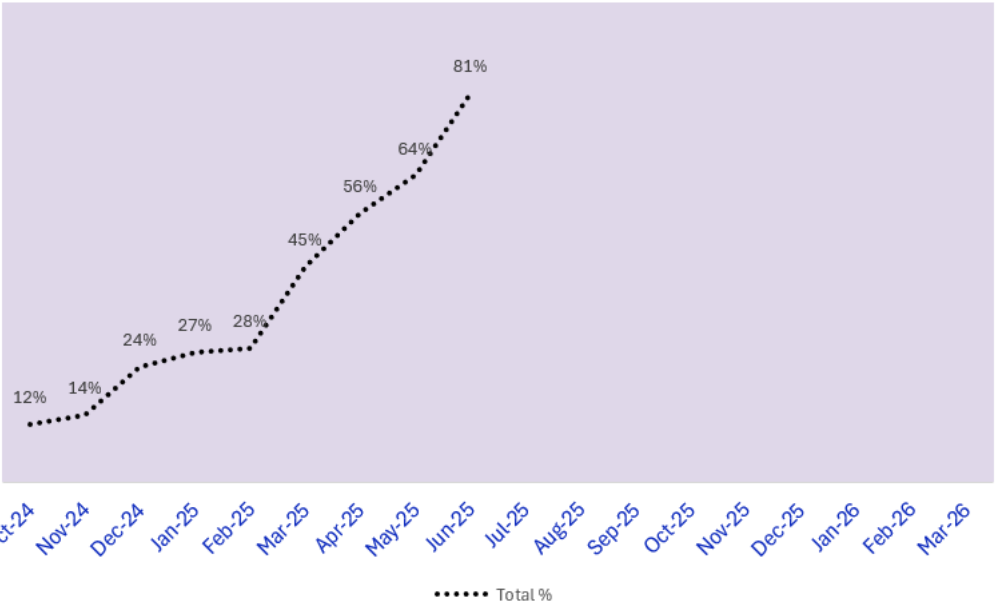


Comments

Steady progress is being made toward full FRA compliance. Currently, 81% of buildings have a valid Fire Risk Assessment (FRA) in place. All remaining assessments are scheduled to be completed by the end of August, ensuring 100% compliance.

QS)-% Heat Serv. (QS) - EICRs (QS) - Fire Remedial Works (QS)-Fire Risk Assessments (PE) - Adult Comple

% of fire risk assessments up to date



Home

Responsible Officers Source

Summary

(QS)-% Heat Serv.

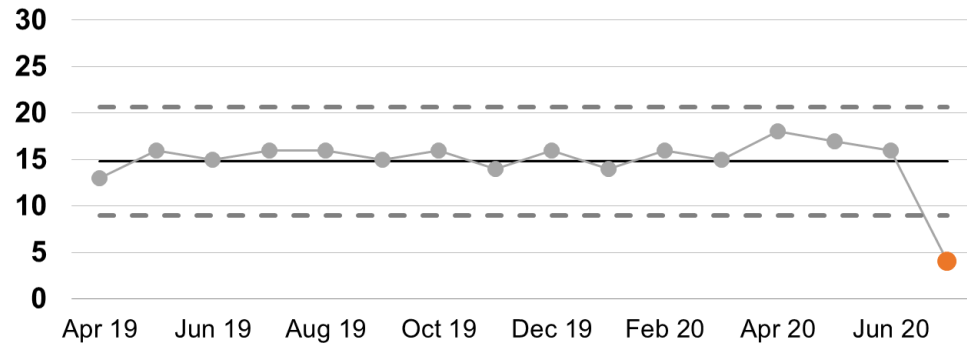
(QS) - EICR

Trosolwg: Beth yw SPC (Rheoli Proses Ystadegol)

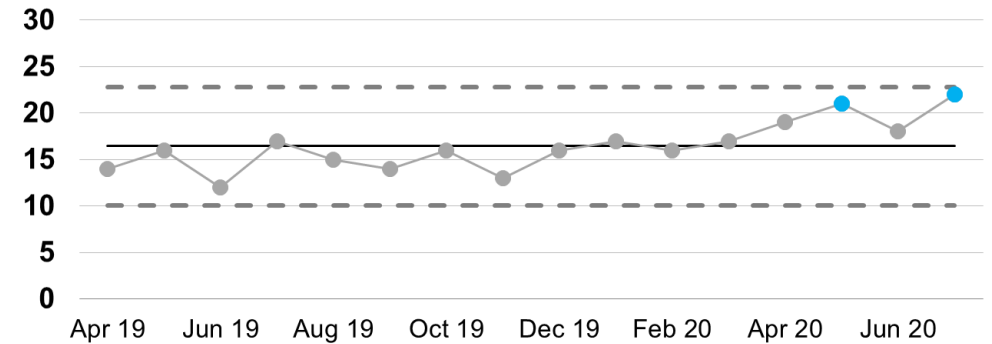
- Mae siart SPC, neu siart Rheoli Proses Ystadegol, yn offeryn a ddefnyddir i fonitro newid dros amser.
- Mae'n helpu i wahaniaethu rhwng amrywiad ar hap ac amrywiad nad yw ar hap, gan ganiatáu ar gyfer nodi pryd mae proses "allan o reolaeth" ac yn gofyn am sylw.
- Gall plotio data dros amser helpu i wneud penderfyniadau gwell.

Rheolau SPC

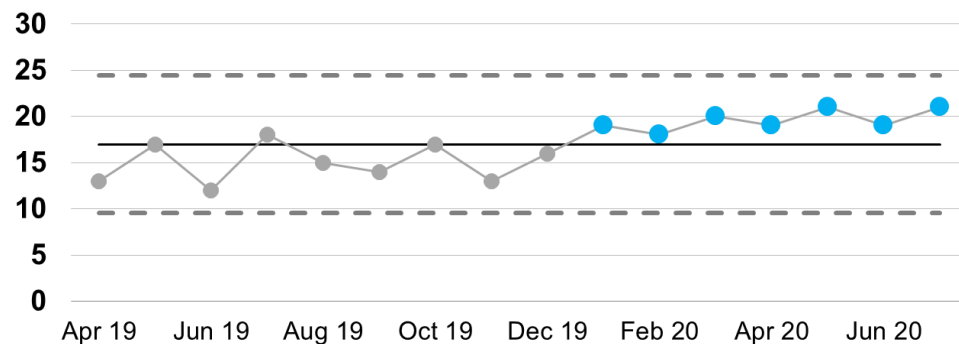
A single point outside the process limits



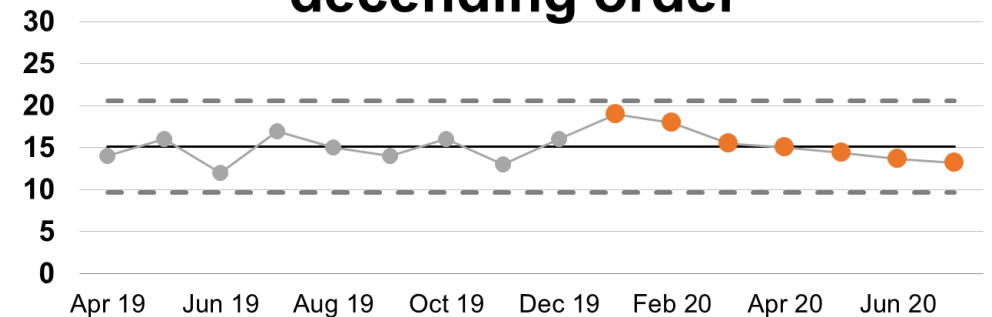
Two out of three points close to a process limit



A shift of points above / below the mean



A run of points in consecutive ascending or descending order



**Sut ydych chi'n mesur y metrigau sy'n
bwysig i'ch tîm?**

Cymorth / Hyfforddiant Data

Coleg Sir Gar Courses

Page updated: 06/06/2023



Course Directory

Browse the full list of courses available to book onto



Expression

Fill in this form to book onto a course you are interested in

Short Courses on Microsoft Excel (other versions of Excel are available) (Fully funded for all) ▶

Excel 2021 - Course 1 - Introduction and Basics	2 Hours 20 Minutes
Excel 2021 - Course 2 - Cells and Worksheets	2 Hours 20 Minutes
Excel 2021 - Course 3 - Views and Layout	3 Hours
Excel 2021 - Course 4 - Formatting and Proofing	3 Hours 15 Minutes
Excel 2021 - Course 5 - Formulas and Functions	3 Hours 15 Minutes
Excel 2021 - Course 6 - Presenting Data Visually	2 Hours 10 Minutes
Excel 2021 - Course 7 - Sharing and Validating Data 2	2 Hours 10 Minutes
Excel 2021 - Expert - Advanced Charting and Data Analysis	2 Hours 45 Minutes
Excel 2021 - Expert - Advanced Functions, Consolidating and Auditing	2 Hours 45 Minutes
Excel 2021 - Expert - Advanced Formulas, Macros and External Data	3 Hours 30 Minutes
Excel for Business Analysts	7 Hours
Pivot Tables for Beginners	5 Hours 30 Minutes
Advanced PivotTables in Excel	7 Hours 30 Minutes



Cymorth / Hyfforddiant Data

Presenting Data

START COURSE

Presenting Data

0% COMPLETE

- What is Presenting Data?
- Presenting Numbers
- Tables
- Charts
- Maps
- Infographics**
- Data presentation tools

What are infographics?

Infographics are a great way to present information visually. They simplify complex data, making it easier to understand by using colours, images, and icons. This helps grab the audience's attention and keeps them engaged.

Infographics are also easy to share on platforms like social media, making them a cost-effective tool for spreading key messages. They can attract viewers to explore more detailed content, such as a website or report.

WELSH LIBRARIES

more detailed content, such as a website or report.

The infographic for Welsh Libraries features a variety of data points presented in a visually appealing way. It includes large numbers for visits (13,505,470), downloads (1.9 million), libraries (181), and active borrowers (600,000). It also mentions that libraries are free to join and that there are over 10.1 million books borrowed. The infographic uses icons, such as a book and a person, to represent different aspects of the data. It also includes a 'Did you know?' section with interesting facts about libraries and a 'Try it yourself!' section encouraging people to visit a library.

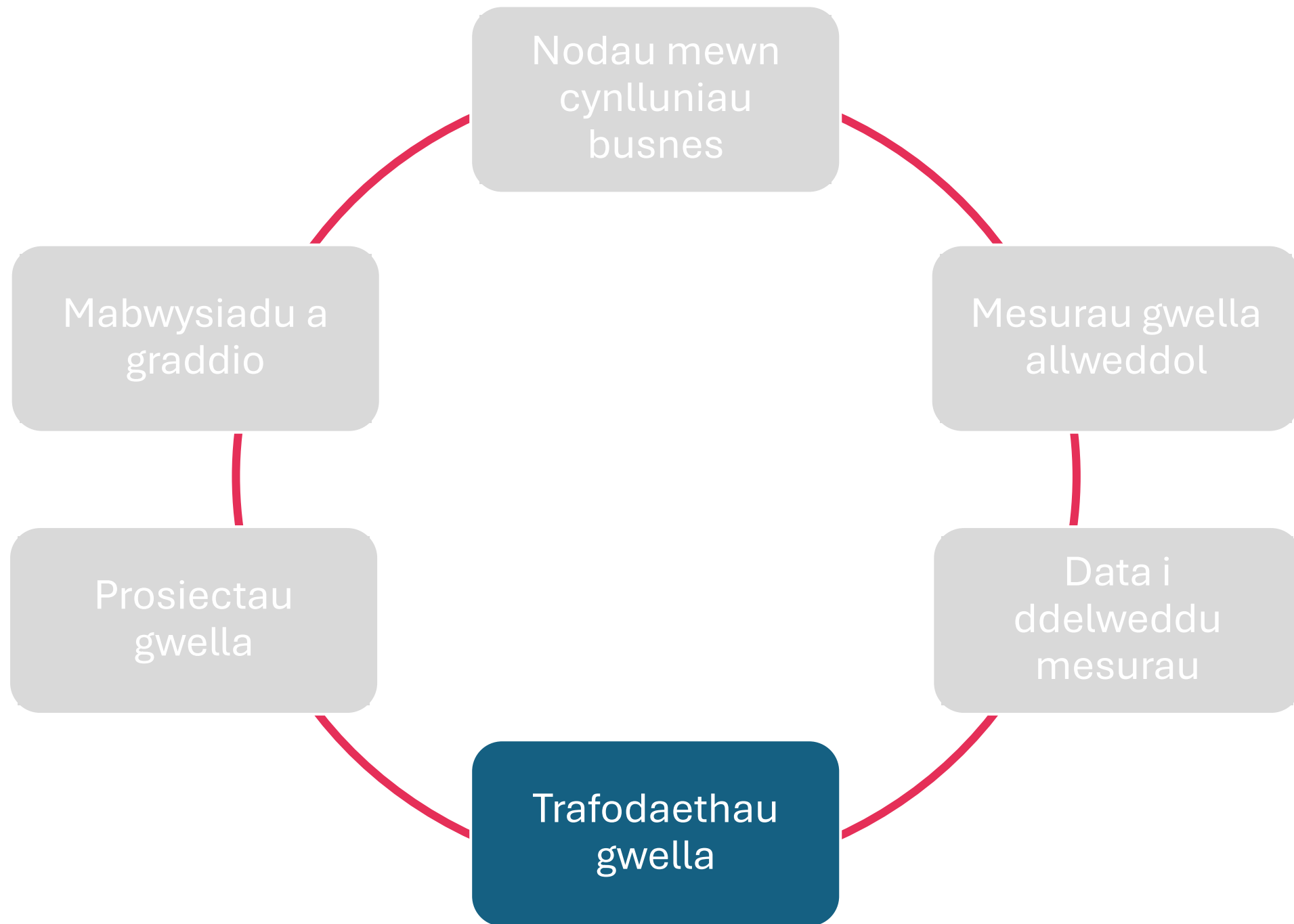
Presenting Data

0% COMPLETE

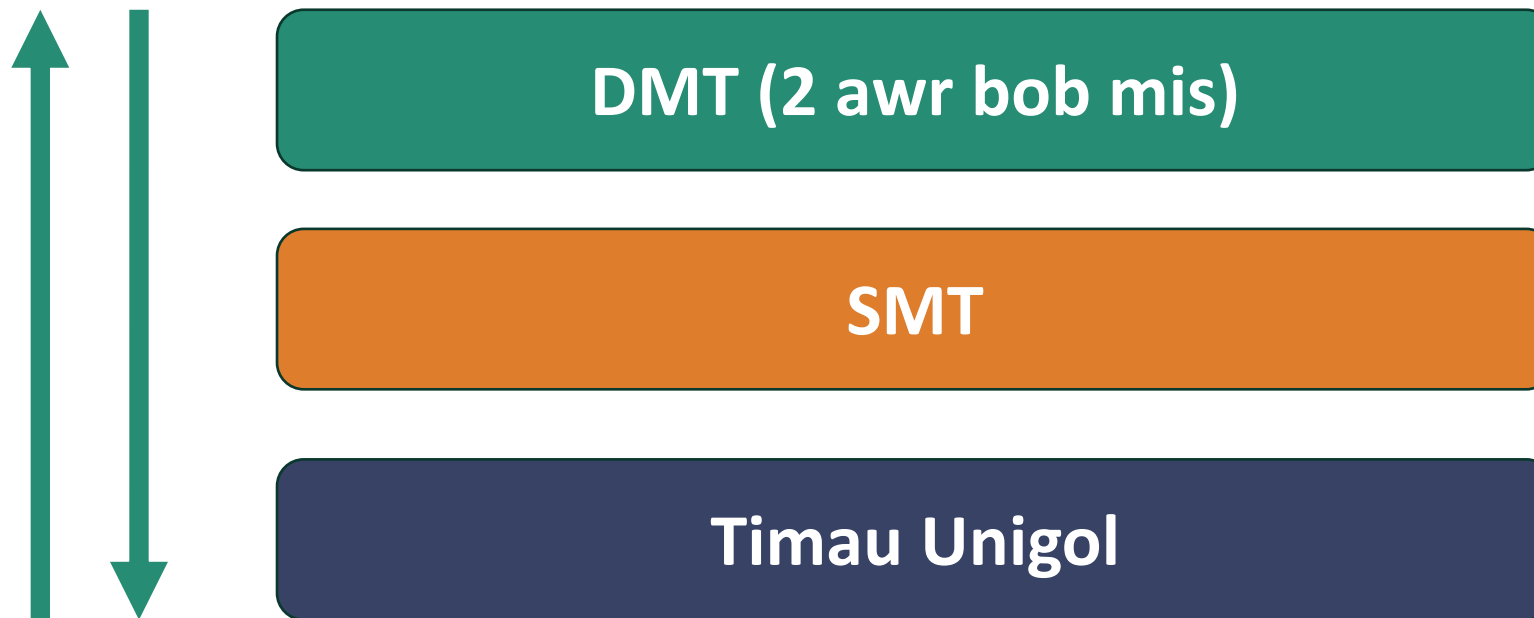
- What is Presenting Data?
- Presenting Numbers
- Tables
- Charts
- Maps
- Infographics**
- Data presentation tools

This is an example of an infographic which is simple and informative.

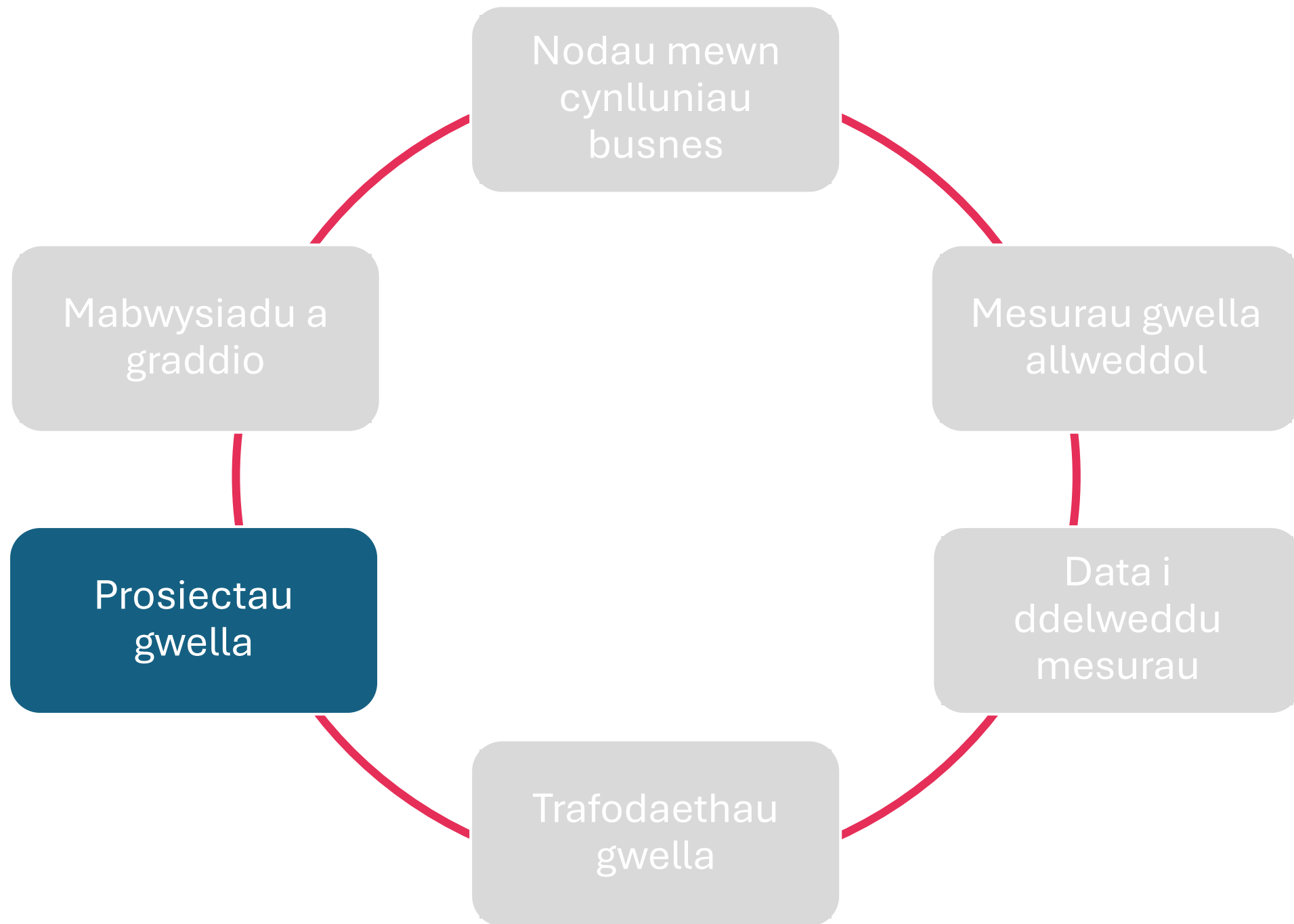
It contains clear sourcing for the data and all appropriate copywriting information.



Trafodaethau Gwella



**Sut ydych chi'n neilltuo amser i drafod
perfformiad eich tîm?**



Trafodaethau Gwella Strwythuredig

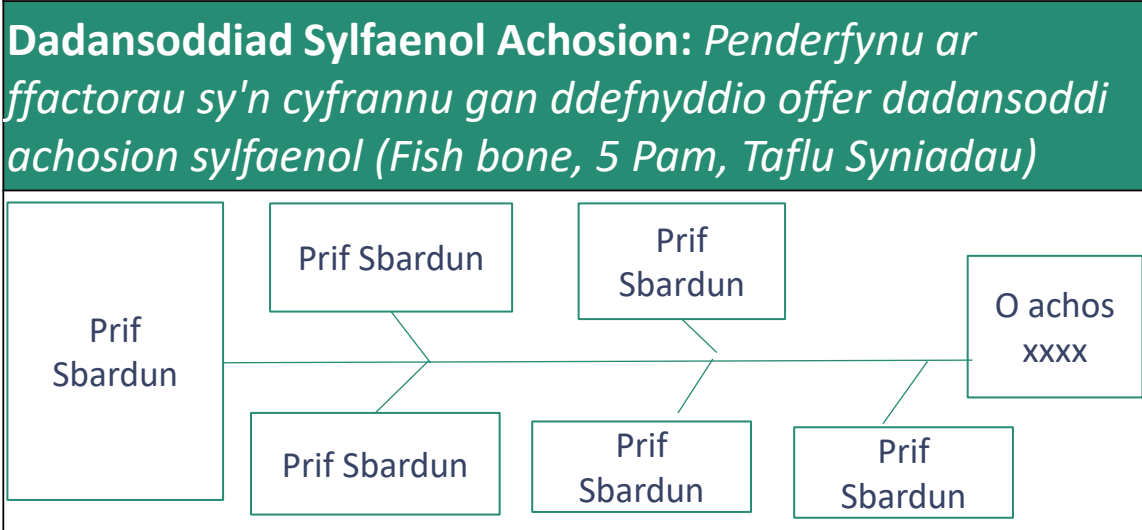
- Mae'r templed canlynol yn offeryn gwella a ddatblygwyd gan Toyota.
- Gellir ei ddefnyddio ar gyfer datrys problemau, gwneud penderfyniadau, cynllunio neu adrodd ar fater penodol.
- Mae'n annog diffiniad clir o broblem, ei ddadansoddiad ac yn helpu i gefnogi camau gweithredu clir ar gyfer gwella
- Annog timau i wirioneddol ddeall y mater a sut y gellir ei ddatrys

Trafodaethau Gwella Strwythuredig

Teitl:		Arweinydd:	
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Cefndir a chyflwr cyfredol –
Beth, ble, pryd a pha mor fawr yw'r broblem?

Nod: Beth yw ystyr da? a pha fetrigau fyddwch chi'n eu holrhain?



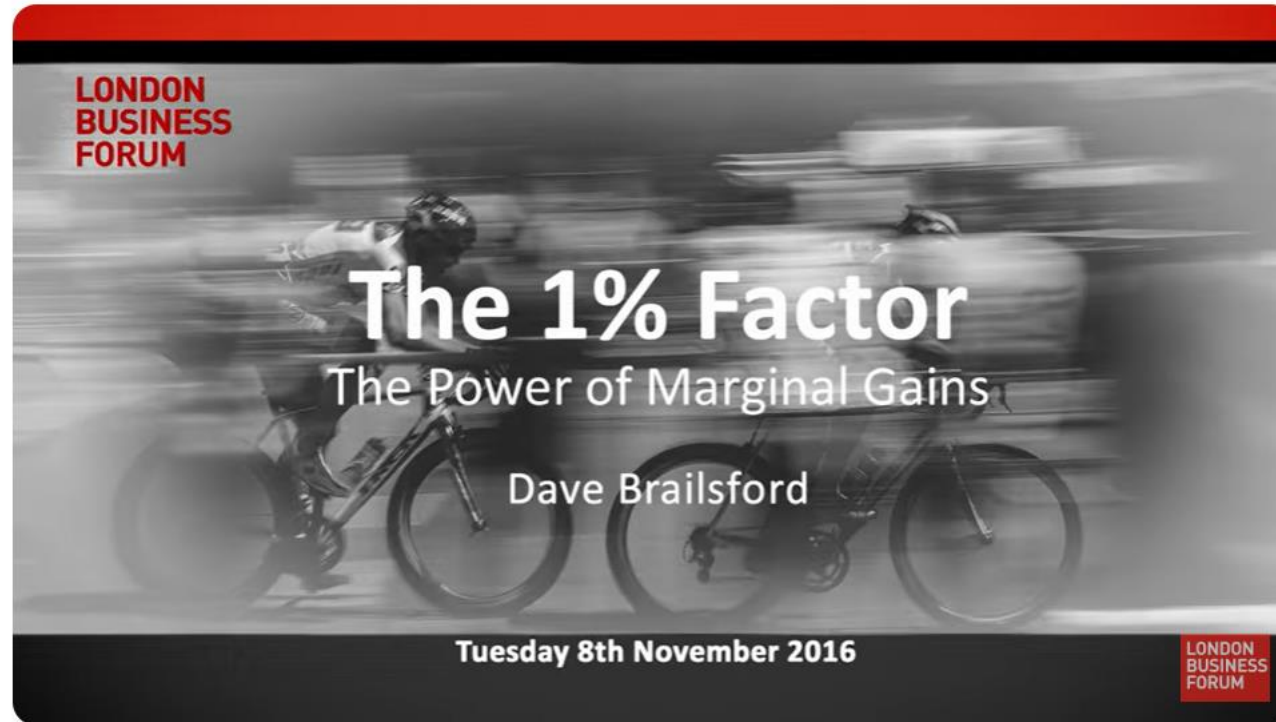
Cynllun gweithredu (Nodi atebion posibl a blaenoriaethu yn seiliedig ar werth a rhwyddineb gweithredu, camau gweithredu, perchnogion, dyddiadau cau a dyddiadau adolygu)	Perche nnog	Erbyn Pryd	Wedi'i gwblh au le/Na

Offer Gwella – 5 pam



<https://youtu.be/BEQvq99PZwo>

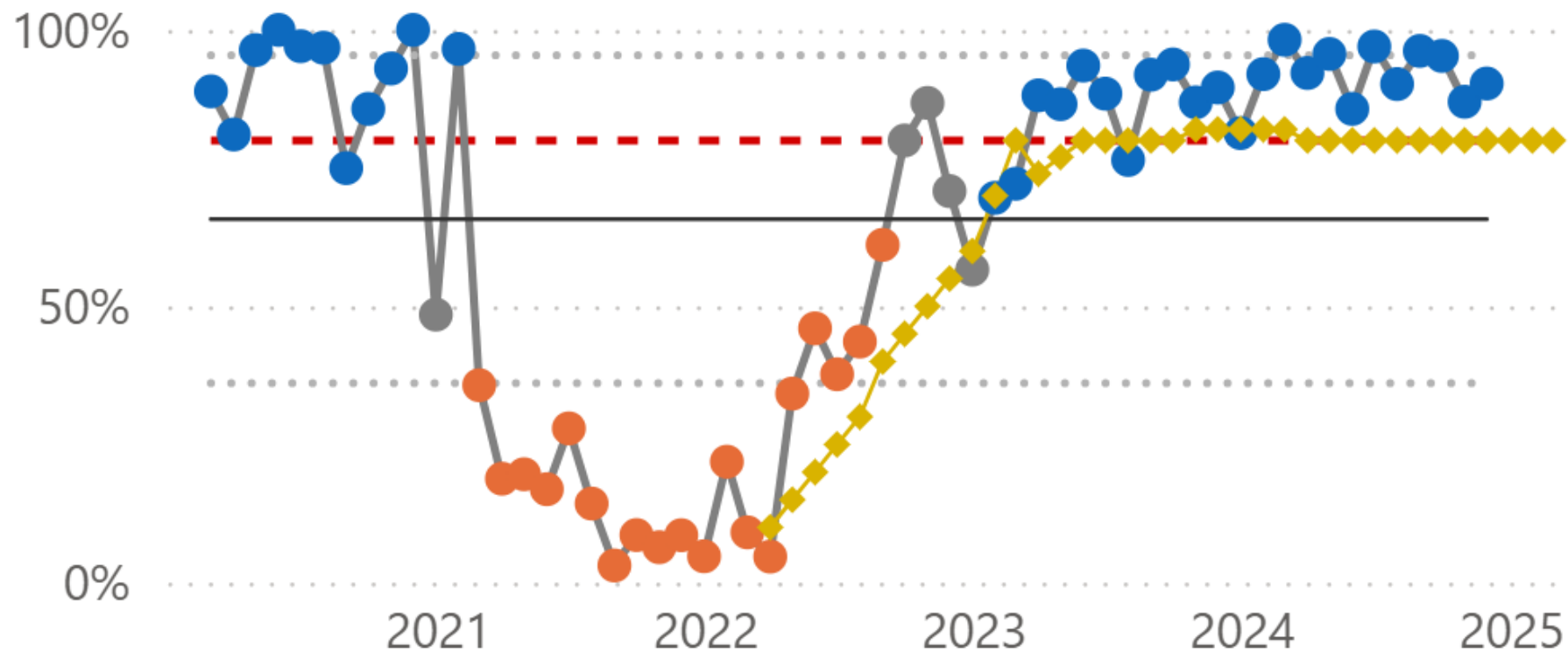
Enillion ymylol

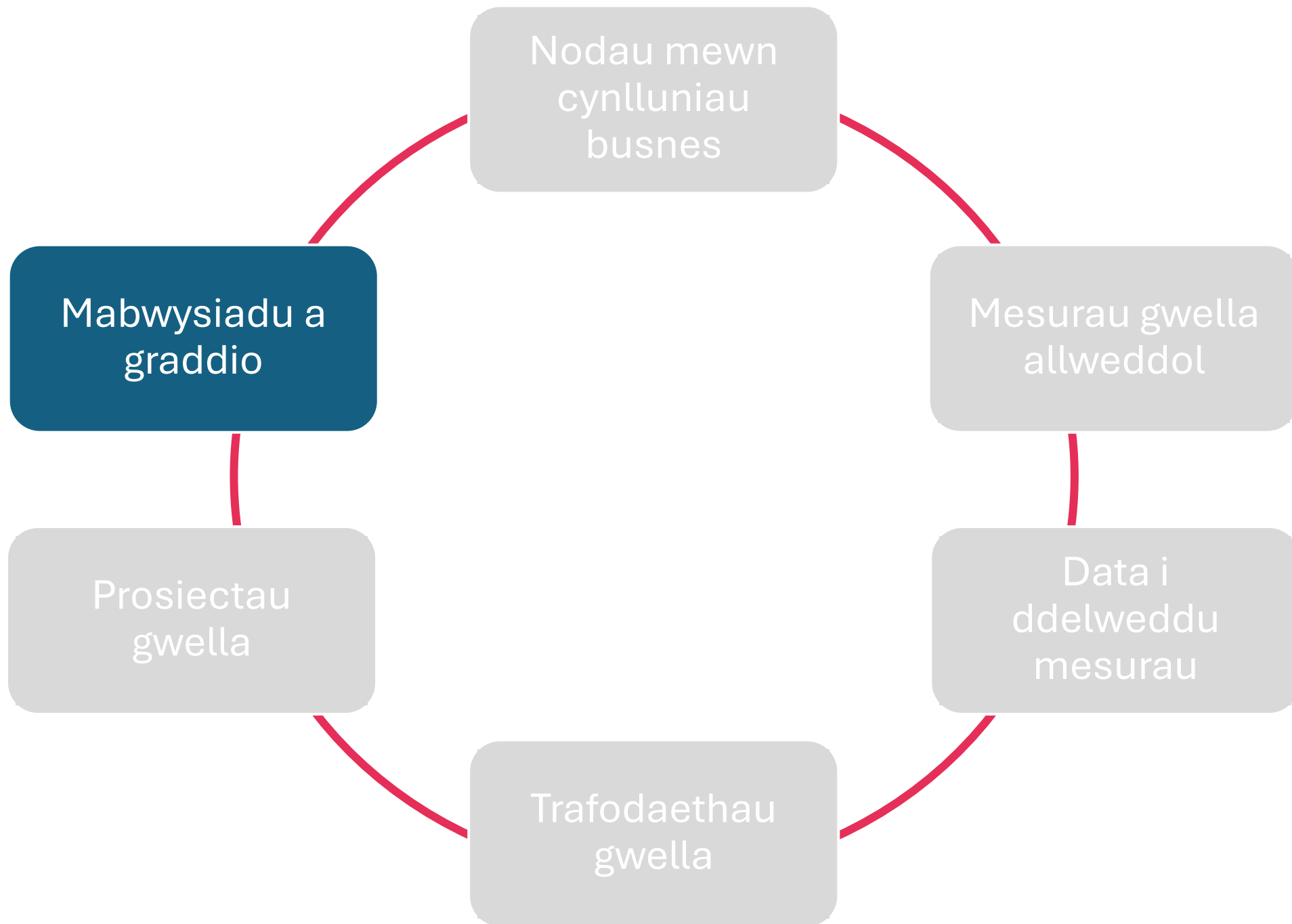


Sir Dave Brailsford - The 1% Factor

<https://www.youtube.com/watch?v=NQxYlu12ji8&feature=youtu.be>

**% mental health assessments undertaken within 28 days
(persons age 0-17)**





Mabwysiadu a graddio

Mabwysiadu a graddio: Data a Pherfformiad

Cyngor Sir Gâr
Carmarthenshire
County Council
Ein Pabell • Our People

Menu

Our people / Communities / Performance and Digital Transformation Team / Data

Data

Within the Communities Directorate, we are on a journey to ensure that data is accessible, understood and utilised in decision making at all levels. Over the coming year, we will be developing various Power BI dashboards and tools to support each service area. Currently under development are:

Adult Social Care

✓ Integrated Social Care

✓ Children and Family Services

✓ Housing and Housing Property

✓ Workforce Data

✓ Social Services Complaints

Communities Departmental Scorecard

We are currently developing a Communities Departmental Scorecard, a strategic performance tool designed to track and evaluate progress against key objectives aligned with the Council's vision and mission. The Scorecard enables teams to monitor performance, identify areas for development, and make informed, data-driven decisions. Performance data is collected monthly and presented in a clear and concise format. Where performance metrics raise concerns, a focused 'deep dive' is conducted. Findings from these reviews are then presented back to the Performance Framework meeting. The performance tool will be updated monthly and will be available for all by clicking the icon below.

MORE FROM COMMUNITIES



Performance Tool

June 2025





Training and Support

There are training and support resources to help you further in understanding data. Presenting data course via Learner Experience Platform and Learning Management System Thingiverse

LEARNING AND DEVELOPMENT

Cyngor Sir Gâr
Carmarthenshire
County Council



31

Ymarfer

- Ymgymryd â Thrafodaeth Gwella Strwythuredig ar gyfer y mesur ar eich bwrdd
- Gweithio fel bwrdd neu weithio mewn parau i lunio cynllun gwella ar gyfer mesur
- Dewiswch rywun i roi adborth ar bwyntiau dysgu / gweithredu allweddol

Lluniaeth

Refreshments

Cydnabyddiaeth i Weithwyr

Employee Recognition

**Gwasanaethau Tai
Housing Services**

Rebecca Miller
Monika Zeberkiewicz
Gruff Rees

**Gofal Cymdeithasol i Oedolion
Adult Social Care**

Lukasz Lukasik
Sian Rowlands
Rebecca Mock

**Eiddo Tai a Phrosiectau Strategol
Housing Property & Strategic Projects**

Danielle Williams
Elaine Cummins

**Gwasanaethau
Hamdden /
Leisure Services**

Huw Jones
Vivienne Jones
Alison Moody

**Gwasanaethau Integredig
Integrated Services**

Maud Sinoia

**Cymorth Busnes a Chomisiynu
Business Support and Commissioning**

Vicki Bassett

**Cynrychiolwyr Adrannol
Divisional Representatives**



**Cydnabyddiaeth a
Gwerthfawrogiad Personol**



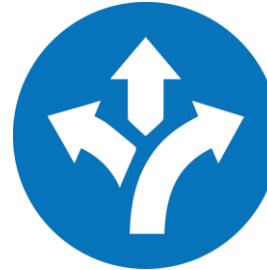
**Personal Recognition
and Appreciation**

Cydnabyddiaeth i Dimau



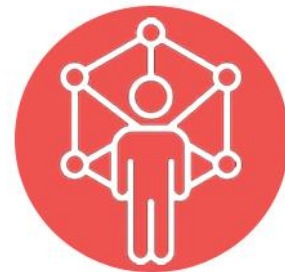
Team Recognition

Arferion Rheoli Hyblyg



**Flexible Management
Practices**

Eich Rôl fel Rheolwyr



Your Role as Managers



Cydnabyddiaeth a Gwerthfawrogiad Personol

Personal Recognition and Appreciation



What
Beth

Who
Pwy



When and How
Pryd a Sut

Why
Pam



Cydnabyddiaeth i Dimau

- Mae cydnabod y tîm yn bwysig!
- Gwneud Amser
- Cysylltu
- Buddion

Team Recognition

- Recognising the team is important!
- Making Time
- Connecting
- Benefits



Arferion Rheoli Hyblyg

1. Oriau Gwaith Hyblyg
2. Opsiynau Gweithio o Bell a Hybrid
3. Ymreolaeth o fewn y Swydd
4. Cynlluniau Datblygu Personol
5. Cydnabyddiaeth ac Adborth
6. Amgylchedd Gwaith Cefnogol



Flexible Management Practices

1. Flexible Working Hours
2. Remote and Hybrid Working Option
3. Job Autonomy
4. Personalised Development Plans
5. Recognition and Feedback
6. Supportive Work Environment



Eich Rôl fel Rheolwyr

Beth yw eich rôl fel rheolwr?

**Beth ydych chi'n mynd i'w
wneud?**

**Yn eich gwahanol leoliadau sut
ydych chi'n sicrhau bod yna
ddiwylliant o wneud mwy?**

Your Role as Managers

**What is your role as a
manager?**

What are you going to do?

**In your different settings how
do you ensure that there is a
culture of doing more?**



Mae Eich Iechyd yn Bwysig Your Health Matters



Mae Eich Iechyd yn Bwysig

Your Health Matters



Cefnogi Eich Tîm, Cryfhau Ein Cyngor – Pam Mae Eich Iechyd yn Bwysig

Mae Eich Iechyd yn Bwysig yn rhaglen newid ymddygiad 16 wythnos o hyd i helpu gweithwyr sydd mewn perygl o absenoldeb neu sy'n profi absenoldeb ar hyn o bryd oherwydd pryderon iechyd.

Supporting Your Team, Strengthening Our Council – Why Your Health Matters

Your Health Matters' is a 16-week behavioural change programme to help employees at risk of or currently experiencing absence due to health concerns.

Cyflwyniad

Introduction

- Mae rheolwyr yn chwarae rôl allweddol wrth leihau absenoldeb salwch a chefnogi llesiant staff.
- Mae eich Iechyd yn Bwysig yn rhaglen strwythuredig sydd wedi'i thargedu ar gyfer pobl sy'n profi problemau sy'n gysylltiedig â diabetes, rhoi'r gorau i ysmegu, BMI uchel ac sydd eisiau gwella iechyd a llesiant cyffredinol.
- O fudd i chi, eich tîm, y staff, a'r cyngor yn ei gyfanrwydd - *Mae Eich Iechyd yn Bwysig yn mynd i'r afael â'r heriau hyn yn uniongyrchol.*
- Managers play a key role in reducing sickness absence and supporting staff well-being.
- *Your Health Matters* is a structured programme targeted at people experiencing issues linked to diabetes, smoking cessation, high BMI and wanting to improve general health and wellbeing.
- Benefit you, your team, the staff, and the council as a whole - *Your Health Matters* addresses these challenges **head-on.**

Sut mae'n gweithio?

How does it work?

Rhaglen 16 wythnos sy'n cynnig:

- ✓ Hyfforddiant iechyd a llesiant dan arweiniad arbenigwyr
- ✓ Cymorth gyda rheoli pwysau, risg diabetes, rhoi'r gorau i ysmegu, a gweithgarwch corfforol
- ✓ Gosod nodau wedi'u personoli a chynllunio camau gweithredu
- ✓ Data mesuradwy

A 16-week programme offering:

- ✓ Expert-led health and well-being coaching
- ✓ Support with weight management, diabetes risk, smoking cessation, and physical activity
- ✓ Personalised goal setting and Action planning
- ✓ Measurable data

Manteision i CHI

Benefits to YOU

✓ **Cyfraddau Absenoldeb Llai** – Mae cymorth iechyd rhagweithiol yn arwain at lai o ddiwrnodau o salwch.

✓ **Gwell Cynhyrchiant** – Mae staff iachach yn fwy ymgysylltiedig ac effeithiol.

✓ **Gwell Morâl Tîm** – Mae amgylchedd gwaith cadarnhaol yn rhoi hwb i gymhelliant.

✓ **Gwell Cyfraddau Cadw Staff**- Mae gweithwyr yn teimlo eu bod yn cael eu cefnogi a'u gwerthfawrogi.

✓ **Arbedion Cost** – Mae costau absenoldeb is o fudd i'r cyngor cyfan.

✓ **Reduced Absence Rates** – Proactive health support leads to fewer sick days.

✓ **Improved Productivity** – Healthier staff are more engaged and effective.

✓ **Better Team Morale** – A positive work environment boosts motivation.

✓ **Stronger Retention** – Employees feel supported and valued.

✓ **Cost Savings** – Lower absence costs benefit the entire council.

Manteision i STAFF

Benefits to STAFF

- ✓ **Asesiad ymlaen llaw i sicrhau'r ffit cywir**
- ✓ **Cymorth wedi'i bersonoli** – Canllawiau wedi'u teilwra i fynd i'r afael â'u hanghenion iechyd penodol.
- ✓ **Gwell Llesiant** - Gwell iechyd corfforol a meddyliol, sy'n arwain at fywyd hapusach.
- ✓ **Mwy o Hyder** - Mae nodau cyraeddadwy yn helpu i feithrin cymhelliant a hunan-barch.
- ✓ **Aelodaeth Actif Platinwm 1 mis** – mynediad i gyfleusterau Actif ac Actif Unrhyw Le
- ✓ **Gwelliannau Iechyd Hirdymor** – Arferion Cynaliadwy ar gyfer dyfodol iachach.

- ✓ **Pre-assessment to ensure the right fit**
- ✓ **Personalised Support** – Tailored guidance to address their specific health needs.
- ✓ **Improved Well-being** – Better physical and mental health, leading to a happier life.
- ✓ **Increased Confidence** – Achievable goals help build motivation and self-esteem.
- ✓ **1-month Platinum Actif membership** – access to Actif facilities & Actif Anywhere
- ✓ **Long-Term Health Improvements** – Sustainable habits for a healthier future.

Beth sydd angen i chi ei wneud?

What do you need to do?

- Nodi staff a allai fod mewn perygl o absenoldeb neu sydd i ffwrdd o'r gwaith ar hyn o bryd oherwydd salwch.
- Cyfeiriwch nhw at *Mae eich lechyd yn Bwysig* – rydym yn delio â'r gweddill.
- Annog cyfranogiad a chefnogi eu taith lesiant
- Sesiynau galw heibio ac ar-lein i gael rhagor o wybodaeth

- Identify staff who may be at risk of absence or currently away from work due to health concerns mentioned
- Refer them to *Your Health Matters* – we handle the rest.
- Encourage participation and support their well-being journey
- Online and in person Drop ins for more information



**Gadewch i ni weithio
gyda'n gilydd i gadw ein
timau yn iach ac yn ffynnu.**



**Let's work together to
keep our teams healthy
and thriving.**



“

Erbyn diwedd 2023 roeddwn wedi cael digon, ac roedd yn amser newid. Fi oedd y trymaf i mi fod erioed ac yn dioddef o bryder ac iselder.

Ers i'r rhaglen ddod i ben, mae fy iechyd meddwl yn dda a'r gorau ers blynnyddoedd.

Daeth y rhaglen ar adeg pan oeddwn ei angen fwyaf a byddwn yn annog unrhyw un i ymuno. Dydw i ddim yn gwybod ble byddwn i bod hebdo.

”



“

By the end of 2023 I'd had enough, and it was time to change. I was the heaviest I'd ever been and suffering with anxiety and depression.

Since the programme has finished, my mental health is good and the best it has been years.

The programme came at a time when I needed it the most and i would encourage anyone to join. I don't know where i would be without it.

”



Jake Morgan

Cyfarwyddwr Cymunedau

Director for Communities



Adborth

Hoffem glywed eich barn ar
y digwyddiad. Os gwelwch yn dda a allech chi gymryd
cwpl o funudau i gwblhau'r ffurflen werthuso,
trwy sganio'r Cod QR neu ewch i:

<https://carmarthenshire.welcomesyourfeedback.net/revg9s>

Feedback

We would like to hear your views on
the event. Please could you take a
couple of minutes to complete an evaluation form,
by scanning the QR Code or visit:

<https://carmarthenshire.welcomesyourfeedback.net/revg9s>



Diolch
Thank you

sirgar.llyw.cymru
carmarthenshire.gov.wales

