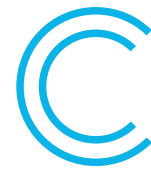
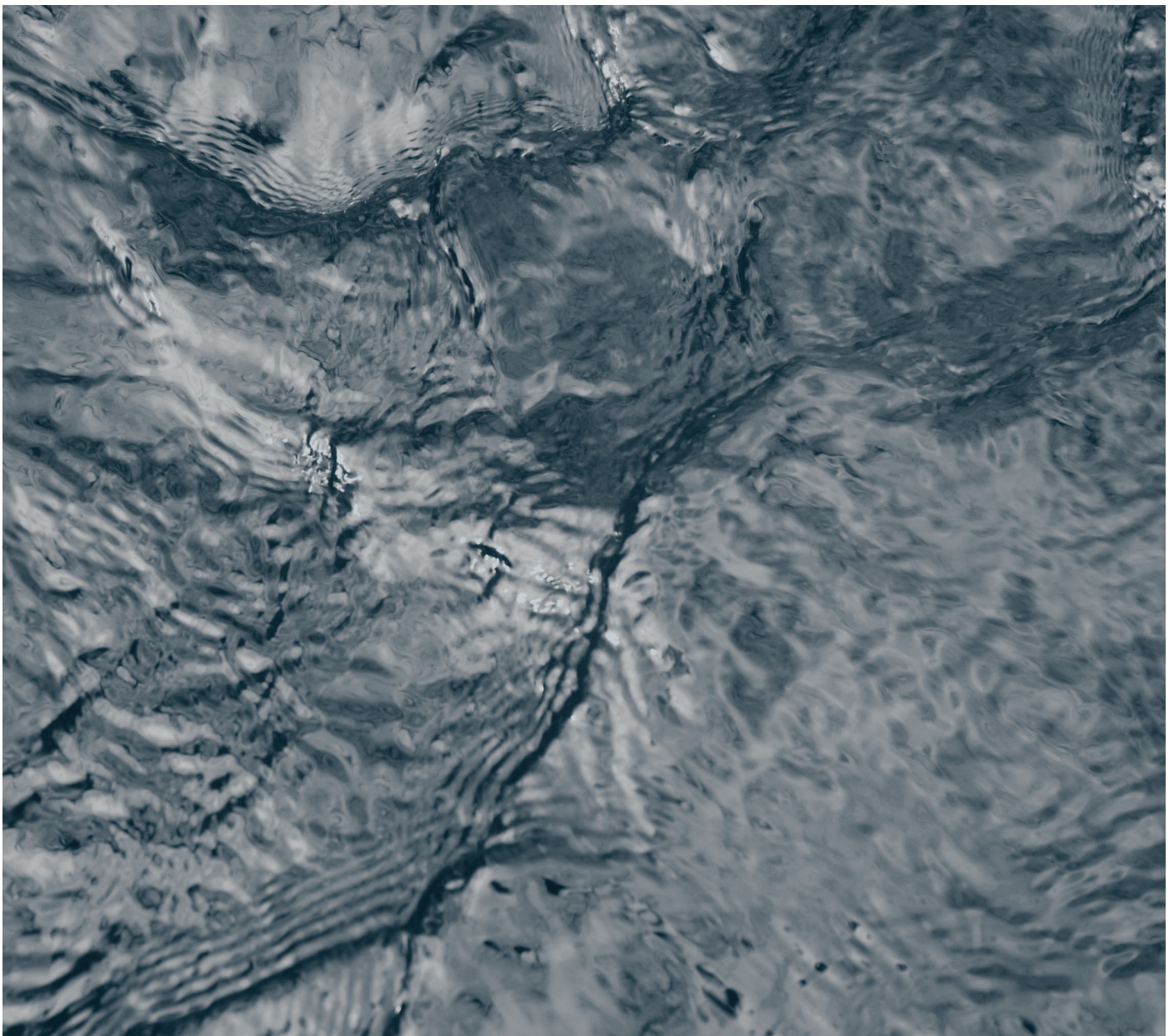

Adroddiad Blynyddol 2015-16

Annual Report 2015-16



Comisiynydd y
Gymraeg
Welsh Language
Commissioner



**Adroddiad Blynyddol
2015-16**

**Annual Report
2015-16**

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Rhagair

Ar 30 Mawrth eleni daeth hawliau newydd i bobl Cymru ddefnyddio'r Gymraeg. Daeth yr hawliau hyn yn sgil gosod safonau ar awdurdodau lleol, Llywodraeth Cymru a'r parciau cenedlaethol.

Mae hi wedi bod yn daith hir i gyflawni'r holl gamau statudol er mwyn gosod y safonau i ddod â'r hawliau hyn yn weithredol; roedd hi felly'n destun balchder i mi gyhoeddi'r hawliau newydd i ddefnyddio'r Gymraeg ddiwedd mis Mawrth. Dyma'r hawliau fydd yn gwireddu statws swyddogol y Gymraeg ac yn galluogi pobl, ym mhob rhan o Gymru, i ddefnyddio'r Gymraeg yn eu bywydau pob dydd.

Mae'r safonau'n berthnasol yn y lle cyntaf i 26 o sefydliadau, ond dim ond dechrau'r daith yw hynny. Dros y misoedd sydd i ddod bydd dyletswyddau i ddefnyddio'r Gymraeg yn cael eu gosod ar 54 o sefydliadau eraill, gan gynnwys Cyfoeth Naturiol Cymru, y BBC, yr heddluoedd, Gardd Fotaneg Genedlaethol Cymru a Chanolfan Mileniwm Cymru. Rydym hefyd yn disgwyl gweld rhagor o sefydliadau yn cael eu cynnwys yn y gyfundrefn safonau wrth i Lywodraeth Cymru wneud rheoliadau ar gyfer sectorau eraill, gan gynnwys y sector iechyd; addysg bellach ac uwch; cymdeithasau tai; a chwmnïau dŵr.

Ar yr un pryd â gosod safonau a rheoleiddio cydymffurfiaeth â nhw, rydym fel swyddfa'n pwyso ar lywodraethau a llunwyr polisi i osod y Gymraeg yn ganolog ym mhob penderfyniad neu ddeddf sy'n effeithio ar fywyd yng Nghymru.

Gwelsom y gwaith o ddylanwadu ar bolisi yn dwyn ffrwyth yn ystod y flwyddyn aeth heibio, gyda Deddf Cynllunio (Cymru) 2015 yn dod i rym. Dyma ddeddfwriaeth sydd, am y tro cyntaf, yn ei gwneud hi'n ofyniad statudol i ystyried y Gymraeg wrth wneud penderfyniadau am godi tai a datblygiadau allweddol eraill. Mae penderfyniadau cynllunio yn gallu cael effaith ar dueddiadau mudo ac er bod gwaith i'r Llywodraeth ac awdurdodau lleol i'w wneud i roi trefniadau ymarferol gweithredu'r Ddeddf yn eu lle, mae egwyddor y Ddeddf yn sicr yn gam pwysig ymlaen.

Profiad y claf wrth dderbyn gwasanaethau iechyd fu un o fy mhrif feysydd blaenoriaeth i ers dod yn Gomisiynydd. Yn 2014 fe gyhoeddais adroddiad 'Fy Iaith Fy Iechyd: Ymholiad i'r Gymraeg mewn Gofal Sylfaenol', a gwneud argymhellion ar gyfer gwella'r gwasanaeth ar sail ymchwil a thystiolaeth gan aelodau'r cyhoedd ac o fewn y sector. Ers cyhoeddi'r adroddiad, rwy'n teimlo nad yw anghytundeb ynghylch y pwnc mwyach yn bodoli a bod cydnabyddiaeth, bellach, bod darparu gwasanaethau iechyd yn Gymraeg yn rhan annatod o wasanaeth iechyd o ansawdd ac yn rhan o effeithiolrwydd gofal clinigol. Y sialens yn awr yw gweithredu ar y gydnabyddiaeth hon er budd y claf.

Foreword

From 30 March this year the people of Wales have new rights to use the Welsh language. These rights came as a result of imposing standards on local authorities, the Welsh Government and the national parks.

The journey to complete all the statutory stages to impose the standards in order to put these rights into operation has been a long one; it therefore gave me great pride to announce the new rights to use Welsh at the end of March. These are the rights which realize the official status of the Welsh language and enable people, in every part of Wales, to use the language in their everyday lives.

In the first instance the standards apply to 26 organisations, but this is only the beginning. Over the coming months, duties to use Welsh will be placed on 54 further organisations, including Natural Resources Wales, the BBC, Welsh police forces, the National Botanic Garden of Wales and the Wales Millennium Centre. We also expect to see more organisations included in the standards regime as the Welsh Government publish regulations relevant to other sectors, including the health sector; further and higher education; housing associations; and water companies.

At the same time as imposing standards and regulating compliance with them, we as an office are pressing on governments and policy makers to include the Welsh language as central consideration in every decision or legislation affecting life in Wales.

The work of influencing policy bore fruit during the year, with the Planning Act (Wales) 2015 coming into force. This legislation, for the first time ever, made it a statutory requirement to consider the Welsh language when making decisions about building houses and other key developments. Planning decisions can have an impact on migration trends and while the Government and local authorities have some work to do to implement the practical aspects of the Act, the principle of the Act is certainly an important step forward.

The patient's experience when receiving healthcare services has been one of my main areas of priority since becoming Commissioner. In 2014 I published a report 'My Language, My Health: Inquiry into the Welsh Language in Primary Care', and made recommendations for improving services based on research and evidence gathered from members of the public and from within the sector. Since publishing the report, I feel that disagreement surrounding the subject no longer exists and that there is now recognition that providing a Welsh language health service is an integral part of a quality service and part of the effectiveness of clinical care. The challenge now is to act on this recognition for the benefit of the patient.

Er mwyn gallu cynnig gwasanaethau Cymraeg a rhoi cyfleoedd rhagweithiol i bobl allu defnyddio'r iaith, mae angen creu gweithlu sydd â'r hyder a'r sgiliau i weithio yn Gymraeg. Fe ddangosodd yr Arolwg Defnydd Iaith, a gomisiynwyd a chyhoeddwyd ar y cyd â Llywodraeth Cymru, mai addysg yw prif ffynhonnell creu siaradwyr Cymraeg, ond mae yna lawer gormod o fylchau yn y ddarpariaeth ar hyn o bryd. Un o'r heriau i'r Llywodraeth newydd fydd gweithredu ar weledigaeth uchelgeisiol ar gyfer addysg Gymraeg, o'r blynyddoedd cynnar, drwy'r blynyddoedd ysgol, i addysg bellach ac uwch gan gynnwys dysgu gydol oes.

Wrth i ragor o sefydliadau ddod o dan y gyfundrefn safonau ac wrth i ni arfer ein pwerau gorfodi newydd, bydd ein gwaith yn dwysau yn ystod y flwyddyn nesaf. Byddwn yn gwneud hyn dan gysgod toriad yn ein cyllideb sy'n gyfwerth â 36%, mewn termau real, ers 2012. Cydnabyddir ei bod hi'n amser o gynni, ond mae'n amser gofyn cwestiynau caled ynghylch pa mor gymesur yw'r toriadau hyn a sut caiff swyddfa'r Comisiynydd ei hariannu. Byddai rhagor o doriadau yn sicr o effeithio ar ein gallu i weithredu mor effeithiol ag y buaswn yn dymuno, ac mor effeithiol ag y mae pobl Cymru yn ei haeddu.



Meri Huws

Meri Huws
Comisiynydd y Gymraeg

We need to create a workforce which has the confidence and skills to operate through the medium of Welsh to be able to offer Welsh language services and proactively provide opportunities for people to use Welsh. The Language Use Survey, jointly commissioned and published with the Welsh Government, showed that education is the main source for creating Welsh speakers, but there are far too many gaps in the education provision currently. One of the challenges for the new Government is to act on an ambitious vision for Welsh medium education, from the early years, through the school years, to further and higher education including lifelong learning.

As more organisations come under the standards regime and as we exercise our new enforcement powers, our work will intensify over the next year. We do this under the shadow of a cut to our budget equivalent to 36%, in real terms, since 2012. It is recognised that these are times of austerity, but it is time to ask hard questions about how proportionate these cuts are and how the Commissioner's office is funded. Any further cuts would certainly affect our ability to operate as effectively as we would wish, and as effectively as the people of Wales deserve.



Meri Huws

Meri Huws
Welsh Language Commissioner

Nod, gweledigaeth a gwerthoedd

Nod

Prif nod Comisiynydd y Gymraeg yw hybu a hwyluso defnyddio'r Gymraeg. Wrth wneud hynny bydd y Comisiynydd yn ceisio cynyddu defnydd o'r Gymraeg yng nghyswllt darparu gwasanaethau, a thrwy gyfleoedd eraill. Yn ogystal, bydd y Comisiynydd yn rhoi sylw i statws swyddogol y Gymraeg yng Nghymru ac i ddyletswyddau i ddefnyddio'r Gymraeg sydd wedi'u gosod drwy gyfraith, a'r hawliau sy'n deillio o allu gorfodi'r dyletswyddau hynny. Mae dwy egwyddor yn sail i'r gwaith, sef yr egwyddor na ddylid trin y Gymraeg yn llai ffafriol na'r Saesneg yng Nghymru ac y dylai personau yng Nghymru allu byw eu bywydau drwy gyfrwng y Gymraeg os ydynt yn dymuno gwneud hynny. Mae Cynllun Strategol Comisiynydd y Gymraeg 2015–17 yn egluro sut yn union y bwriedir gweithio tuag at gyflawni nod cyffredinol y Comisiynydd.

Gweledigaeth a gwerthoedd

Dros amser, dyhead Comisiynydd y Gymraeg yw gweld:

- Y Gymraeg wrth galon polisi yng Nghymru
- Defnydd o'r Gymraeg yn cynyddu
- Gwell profiad i ddefnyddwyr y Gymraeg yn sgil gwaith rheoleiddio
- Mynediad at gyfiawnder i unigolion mewn perthynas â'r Gymraeg
- Arloesi wrth hybu a hwyluso isadeiledd y Gymraeg.

Wrth gyflawni ei swyddogaethau statudol a gwireddu camau cychwynnol y weledigaeth, bydd y Comisiynydd a'i swyddogion yn gweithredu ar sail gwerthoedd craidd. Wrth ffurfio barn bydd y Comisiynydd yn gadarn gan roi sicrwydd i'r defnyddiwr. Bydd yn defnyddio pob cyfle i fod yn rhagweithiol ac i dorri tir newydd er mwyn ysgogi newid a gwella parhaus. Er mwyn cyfrannu at gynyddu defnydd o'r Gymraeg, bydd yn llais dros siaradwyr Cymraeg. I feithrin amgylchedd gweithio iach sy'n cefnogi ei weithwyr ac yn ceisio eu barn, ac er mwyn bod yn sefydliad sy'n dysgu o brofiad, bydd yn agored ac yn deg.

Aim, vision and values

Aim

The principal aim of the Commissioner is to promote and facilitate the use of the Welsh language. In so doing, the Commissioner will try to increase the use of Welsh in the provision of services, and through other opportunities. Also, the Commissioner will focus on the official status of the Welsh language in Wales and on the duties, imposed by law, to use the Welsh language, and the rights arising from the ability to enforce those duties. Two principles underpin the work of the Commissioner. The first is the principle that in Wales the Welsh language should be treated no less favourably than the English language and secondly that persons in Wales should be able to live their lives through the medium of Welsh if they choose to do so. The Welsh Language Commissioner's Strategic Plan 2015-17 explains how exactly it proposes to work towards attaining the Welsh Language Commissioner's general aim.

Vision and values

Over time, the Welsh Language Commissioner desires to see:

- The Welsh language at the heart of policy in Wales
- Use of the Welsh language increasing
- A better experience for Welsh language users as a result of regulation
- Access to justice for individuals in respect of the Welsh language
- Innovation in promoting and facilitating the infrastructure of the Welsh language.

In carrying out statutory functions and realising the initial stages of this vision, the Commissioner and the Commissioner's officers will operate on the basis of core values. In forming an opinion the Commissioner will be firm, providing assurance to the user. The Commissioner will take every opportunity to be proactive and innovative in order to encourage continuous change and improvement. In order to contribute towards increasing the use of the Welsh language, the Commissioner will be a voice for Welsh language users. In order to develop a healthy working environment that supports its workers and seeks their opinions, and in order to be an organisation that learns from experience, the Commissioner will be open and fair.

Cyd-destun y Gymraeg 2015–16

Ar 26 Tachwedd 2015 cyhoeddodd Llywodraeth Cymru a Chomisiynydd y Gymraeg ganlyniadau Arolwg 'Y defnydd o'r Gymraeg yng Nghymru 2013-15'. Mae'r arolwg yn rhoi darlun cynhwysfawr o'r defnydd y mae siaradwyr Cymraeg yn ei wneud o'r iaith. Comisiynwyd yr arolwg ar y cyd er mwyn deall beth yw lefelau gallu pobl yn yr iaith, pa mor aml y maent yn ei defnyddio ac ym mha gyd-destunau. Prif ganlyniadau'r arolwg yw:

- Mae canran a nifer y siaradwyr Cymraeg rhugl yn eithaf cyson â'r ganran a'r nifer yn Arolwg Defnydd Iaith 2004-06, ond mae 130,700 yn fwy o bobl yn dweud eu bod yn siarad Cymraeg ond ddim yn rhugl erbyn hyn.
- Nid yw'r ganran o boblogaeth Cymru sydd yn siarad Cymraeg bob dydd wedi newid o'i gymharu ag Arolwg Defnydd Iaith 2004-06, ac mae cyswllt clir rhwng rhuglder ac amllder defnydd o'r Gymraeg.
- Mae siaradwyr Cymraeg ifanc yn fwy tebygol o fod wedi dysgu siarad Cymraeg yn yr ysgol nag yn unrhyw le arall. Mae siaradwyr Cymraeg hŷn yn fwy tebygol o fod wedi dysgu'r Gymraeg gartref pan oeddent yn blant ifanc nag yn unrhyw le arall.
- Mae pobl ifanc yn fwy tebygol na phobl hŷn o fod wedi derbyn eu haddysg trwy gyfrwng y Gymraeg yn unig neu'n bennaf.
- Mae pobl ifanc yn fwy tebygol o siarad Cymraeg bob amser, neu bron bob amser, yn yr ysgol nag ydynt o wneud hynny gyda'u ffrindiau neu gartref.
- Mae ychydig dros chwarter o holl siaradwyr Cymraeg sydd yn defnyddio neges destun yn defnyddio o leiaf gymaint o'r Gymraeg â'r Saesneg i anfon negeseuon testun o ffôn symudol at ffrind.
- Mae ychydig dros hanner siaradwyr Cymraeg yn ceisio defnyddio'r Gymraeg, yn achlysurol man lleiaf, wrth ddelio â sefydliadau cyhoeddus.

Rhai ystadegau nodedig

Gallu / rhuglder

- Amcangyfrifir bod 11% (310,600) o bobl 3+ oed yn rhugl yn y Gymraeg yng Nghymru, 12% yn 2004-06 (317,300).
- Cyfradd uchaf o ruglder ymysg pobl ifanc 3-15 oed (15% o'r holl boblogaeth, 35% ymysg siaradwyr Cymraeg).
- Cynnydd yn y gallu i siarad dipyn / rhywfaint o Gymraeg ymysg pob grŵp oedran. 13% yn medru'r Gymraeg ond nid yn rhugl o'i gymharu â 9% yn 2004-06.
- Cynnydd yn y niferoedd o oedolion sy'n medru ysgrifennu Cymraeg yn dda neu'n dda iawn (281,000 yn 2013-14, 257,000 yn 2004-06).

The context of the Welsh language in 2015-16

On 26 November 2015, the Welsh Government and the Welsh Language Commissioner published the results of the 'Welsh language use in Wales 2013-15' Survey. The survey presents a comprehensive view of Welsh speakers' use of the language. The survey was jointly commissioned in order to understand people's language ability, how often they use it and in which contexts. The survey's main results are as follows:

- The percentage and number of fluent Welsh speakers are fairly consistent with the percentage and number of the 2004-06 Welsh Language Use Surveys, although 130,700 more people now say that they speak Welsh but not fluently.
- The percentage of the Welsh population who speak Welsh daily has not changed in comparison to the 2004-06 Welsh Language Use Surveys and there is a clear link between fluency and frequency of Welsh language use.
- Young Welsh speakers are more likely to have learnt Welsh at school than anywhere else. Older Welsh speakers are more likely to have learnt to speak Welsh at home as young children than anywhere else.
- Young people are more likely than older people to have received their education only or mainly through the medium of Welsh.
- Young people are more likely to always speak Welsh or mostly all of the time in school than with friends or at home.
- Just over a quarter of all Welsh speakers who use text messaging use at least as much Welsh as English to send a text message from a mobile phone to a friend.
- Just over half of all Welsh speakers try to use Welsh at least occasionally when dealing with public organisations.

Some notable statistics

Ability / fluency

- It is estimated that 11% (310,600) aged 3+ are fluent in Welsh in Wales, 12% in 2004-06 (317,300).
- The highest proportion of fluency is amongst young people aged 3-15 (15% of the total population, 35% amongst Welsh speakers).
- An increase in the ability to speak a fair amount of Welsh / some Welsh amongst each age group. 13% able to speak Welsh but not fluent compared to 9% in 2004-06.
- An increase in the number of adults able to write Welsh well or very well (281,000 in 2013-14, 257,000 in 2004-06).

Lefelau defnydd

- 13% o'r boblogaeth (360,900) yn siarad Cymraeg bob dydd o'i gymharu â 13% (342,300) yn 2004-06. 84% o siaradwyr rhugl yn siarad Cymraeg bob dydd o'i gymharu â 87% yn 2004-06.
- 61% o bobl ifanc sy'n rhugl yn siarad Cymraeg bob amser yn yr ysgol. 22% ohonynt sy'n siarad Cymraeg bob amser gyda'u ffrindiau.
- Defnydd isel ond sylweddol o'r Gymraeg yn y cyfryngau cymdeithasol gan siaradwyr Cymraeg - 9% bob amser neu'n bennaf yn defnyddio'r Gymraeg ar Facebook, 6% Twitter. Nid yw'r data yn dangos faint sy'n defnyddio'r Gymraeg yr un faint â Saesneg, neu weithiau'n defnyddio'r Gymraeg.
- 43% o oedolion sy'n siarad Cymraeg wedi bod i ddigwyddiad diwylliannol yn Gymraeg yn y 12 mis diwethaf a 18% i ddigwyddiad Cymraeg (mae'r Comisiynydd yn cydweithio â sefydliadau chwaraeon i gynnig mwy o gyfleoedd i gymryd rhan mewn chwaraeon yn Gymraeg).

Addysg

- Cyfran uwch o siaradwyr Cymraeg dan 45 oed wedi bod i ysgol feithrin, cynradd neu uwchradd cyfrwng Cymraeg na phobl dros 45 oed.
- 86% o siaradwyr Cymraeg a fynychodd ysgol uwchradd lle mai'r Gymraeg (yn unig neu'n bennaf) oedd iaith yr addysg yn dweud eu bod yn rhugl yn y Gymraeg.
- Hyn o'i gymharu â 33% o'r rheini a fynychodd ysgol uwchradd lle'r oedd yr addysg yn Saesneg (yn unig neu'n bennaf) neu yn Gymraeg a Saesneg yn weddol gyfartal.

Levels of use

- 13% of the population (360,900) speak Welsh every day compared to 13% (342,300) in 2004-06. 84% of fluent Welsh speakers speak Welsh every day compared to 87% in 2004-06.
- 61% of young people who are fluent speak Welsh at school all the time. 22% of them speak Welsh all the time with their friends.
- Low but significant use of the Welsh language in social media by Welsh speakers - 9% using Welsh on Facebook all the time or most of the time, with 6% on Twitter. The data does not show how many use as much Welsh as English or how many use Welsh sometimes.
- 43% of adults who speak Welsh have been to a Welsh language cultural event in the past 12 months and 18% have been to a Welsh language event (the Commissioner is working with sports bodies to offer more opportunities to participate in sports through the medium of Welsh).

Education

- A higher proportion of Welsh speakers under the age of 45 have been to a Welsh medium nursery, primary or secondary school than those over 45.
- 86% of Welsh speakers who attended a secondary school where Welsh was the (only or main) medium of education say that they are fluent in Welsh.
- This is in comparison to 33% of those who attended secondary school where English was the (only or main) medium or where Welsh and English were fairly equal.

Heriau sylweddol sy'n wynebu'r sefydliad

Cyllid

Cyllideb y Comisiynydd ar gyfer 2015-16 oedd £3,390,000. Roedd hyn 8.1% yn llai na'r gyllideb ar gyfer y flwyddyn flaenorol o £3,690,000. Cafwyd cadarnhad mai £3,051,000 fyddai'r gyllideb ar gyfer 2016-17, sef toriad pellach o 10%.

Bu'r Comisiynydd yn ceisio canfod arbedion ac ystyried y rhagolygon ansicr ar gyfer y blynyddoedd dilynol. Ochr yn ochr â hynny bu hefyd yn edrych yn ôl dros y patrwm cyllido, ac mewn llythyr at Brif Weinidog Cymru ar 27 Ionawr 2016, mynegodd gonsyn difrifol am y sefyllfa ariannol.

Tynnodd y Comisiynydd sylw at y lleihad cronus i gyllideb Comisiynydd y Gymraeg ers ei sefydlu, a bod y lefel ariannu wedi gostwng i £3,051,000 o'i gymharu â £4,100,000 ar gyfer 2013-14. Mae hyn yn doriad o dros 25% mewn termau ariannol. Wrth ystyried effaith chwyddiant (RPI) ar gostau'r sefydliad mae'r effaith yn doriad o 32% mewn termau real o'i gymharu â'r flwyddyn y sefydlwyd y Comisiynydd.

Tynnodd y Comisiynydd sylw hefyd at anghysondeb yn y toriadau mewn cymhariaeth â thoriadau'r Llywodraeth ei hun a thoriadau sefydliadau eraill sydd â chyfrifoldebau rheoleiddio a gosod dyletswyddau statudol.

Nododd y Comisiynydd nad yw'r adnoddau presennol yn ddigon i ehangu gafael y Mesur dros wahanol sectorau'n fuan. Eglurodd nad yw'r adnoddau digonol ar gael i orfodi sefydliadau i gydymffurfio â'r gofynion sydd arnynt ac i roi arweiniad ar sut i osgoi methiant i gydymffurfio er mwyn sicrhau rhagor o gyfleoedd i ddefnyddio'r iaith. Rhybuddiodd bod y gwaith o osod safonau'n sugno adnoddau oddi wrth weithredu agweddau pwysig eraill o'i chenhadaeth, ac na fyddai'n bosibl iddi weithredu'n effeithiol heb yr adnoddau i'w gyflawni.

Er mwyn lliniaru effaith y toriadau nododd y Prif Weinidog y bydd £150,000 yn ychwanegol ar gael ar gyfer 2015-16 er mwyn cynorthwyo'r Comisiynydd â'r gwaith o osod safonau.

Yn ogystal â gosod a rheoleiddio safonau'r Gymraeg, mae gofynion statudol eraill ar y Comisiynydd, gan gynnwys hybu a hwyluso defnyddio'r Gymraeg, cynhyrchu adroddiad 5-mllynedd ar sefyllfa'r Gymraeg, cynnal ymholiadau, cychwyn neu ymyrryd mewn achosion cyfreithiol, a rhoi cyngor neu wneud argymhellion ar wahanol faterion perthnasol. Mae gwneud y gwaith yn gynyddol anodd gyda thoriadau cyson i'r gyllideb, ac mae risg o fethu â chyflawni targedau'n uchel os nad oes digon o adnoddau ar gael.

Significant challenges facing the organisation

Funding

The Commissioner's budget for 2015-16 was £3,390,000. This was 8.1% less than the budget for the previous year, which was set at £3,690,000. The budget for 2016-17 has been confirmed as £3,051,000, a further cut of 10%.

The Commissioner had been seeking savings and considering the uncertain forecast for the years that follow. Alongside this, the Commissioner has been reviewing the funding pattern and in a letter to the First Minister on 27 January 2016, outlined her grave concern over the financial situation.

The Commissioner highlighted the accumulated reduction in the budget since the establishment of the Welsh Language Commissioner and that the funding level has decreased to £3,051,000 compared to £4,100,000 for 2013-14. This is a cut of over 25% in financial terms. Bearing in mind the effect of inflation (RPI) on organisation costs, in effect, the cut is 32% in real terms, compared to the year when the Welsh Language Commissioner was established.

The Commissioner also highlighted the inconsistency of the cuts in comparison to the Government budget cuts and cuts to other organisations with regulatory responsibilities and responsibilities related to the imposition of statutory obligations.

The Commissioner noted that the existing resources are not sufficient to extend the hold of the Welsh Language Measure on different sectors in the near future. She explained that the adequate resources are not available to enforce compliance with the requirements imposed on organisations and to provide guidance on how to avoid failure to comply in order to ensure greater opportunities to use the language. She warned that the work of imposing standards takes up resources which would otherwise be used for implementing other important aspects of her mission, and that it would not be possible for her to operate effectively without the adequate resources.

To mitigate the impact of the cuts, the First Minister noted that an additional £150,000 would be made available for the Commissioner in 2015-16 to assist with the work of imposing standards.

In addition to the imposition and regulation of the Welsh language standards, the Commissioner has other statutory responsibilities, including promoting and facilitating the use of Welsh, producing a 5-year report on the Welsh language, conducting inquiries, launching or intervening in legal cases and providing advice or making recommendations on various relevant issues. With continuous cuts to the budget, conducting this work is increasingly difficult, and with insufficient resources, there is a high risk of failing to meet targets.

Gweithgareddau a chyflawniadau

Mae Cynllun Strategol Comisiynydd y Gymraeg 2015-17 yn gosod seiliau gwaith a blaenoriaethau'r Comisiynydd.

Amcanion strategol:

- 1. Dylanwadu ar yr ystyriaeth a roddir i'r Gymraeg mewn datblygiadau polisi**
- 2. Sicrhau cyfiawnder i ddefnyddwyr y Gymraeg**
- 3. Gosod dyletswyddau statudol a'u rheoleiddio**
- 4. Annog, hybu a hwyluso defnydd o'r Gymraeg ar sail wirfoddol**
- 5. Gweithredu a chyfathrebu'n briodol ac effeithiol**

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Activities and Achievements

The Welsh Language Commissioner's Strategic Plan 2015–17 lays the foundations for the Commissioner's work and priorities.

Strategic objectives:

- 1. To influence the consideration given to the Welsh language in policy developments**
- 2. To ensure justice for Welsh language users**
- 3. To impose statutory duties and regulate them**
- 4. To encourage, promote and facilitate the use of the Welsh language on a voluntary basis**
- 5. To operate and communicate appropriately and effectively**

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Amcan strategol 1: Dylanwadu ar yr ystyriaeth a roddir i'r Gymraeg mewn datblygiadau polisi

Mae swyddogaethau statudol y Comisiynydd yn cynnwys gwneud gwaith ymchwil, gwneud argymhellion i Weinidogion Cymru, a rhoi cyngor i unrhyw berson, ac mae'r pŵer hwn yn gyfle i ddylanwadu ar bolisi.

Cyfarfodydd strategol

Yn ystod y flwyddyn cynhaliwyd cyfarfodydd â gweinidogion Llywodraeth Cymru a Phrydain i drafod effaith penderfyniadau polisi a deddfwriaeth ar y Gymraeg a sut gellir ystyried yr effaith ar yr iaith yn well wrth wneud penderfyniadau a datblygu polisiau yn y dyfodol. Roedd y rhain yn cynnwys cyfarfodydd â Phrif Weinidog Cymru, y Gweinidog Iechyd a Gwasanaethau Cymdeithasol, y Gweinidog Addysg a Sgiliau ac Ysgrifennydd Gwladol Cymru.

Cynhaliwyd cyfarfodydd rheolaidd â llefarwyr y pleidiau ar y Gymraeg, ynghyd â chyfarfodydd â gwleidyddion eraill, gan gynnwys Aelodau Seneddol newydd a etholwyd i gynrychioli etholaethau yng Nghymru ym mis Mai 2015.

Yn ychwanegol at gyfarfodydd â gwleidyddion, trefnwyd nifer o gyfarfodydd â gweision sifil, asiantaethau a mudiadau i drafod prif-ffrydio'r Gymraeg i benderfyniadau polisi.

Nodiadau briffio etholiadol

Cyhoeddwyd nodiadau briffio etholiadol ar gyfer Etholiad Cyffredinol 2015 ac Etholiad y Cynulliad 2016 er mwyn dylanwadu ar yr hyn byddai'r pleidiau'n eu cynnwys yn eu maniffestos. Ymysg gofynion y Comisiynydd roedd gwella ac ehangu addysg cyfrwng Cymraeg a gweithredu'r darpariaethau sy'n ymwneud â'r Gymraeg yn Neddf Cynllunio (Cymru) 2015.

Cyflwyno tystiolaeth ac ymateb i ymgynghoriadau

Ymatebwyd i 24 o ymgynghoriadau ar bolisi a deddfwriaeth yn ystod y flwyddyn. Darparwyd tystiolaeth ysgrifenedig i bwyllgorau'r Cynulliad ar 10 achlysur wrth iddynt graffu ar ddeddfwriaeth a chynnal ymchwiliadau polisi; roedd y rhain yn ymwneud â chynlluniau strategol y Gymraeg mewn addysg, gwarchodaeth i enwau llefydd, darlledu, gwaith Ombwdsmon Gwasanaethau Cyhoeddus Cymru ac iechyd y cyhoedd. Darparwyd tystiolaeth i ddau o bwyllgorau Senedd San Steffan wrth iddynt ymchwilio i agweddau ar ddarlledu yng Nghymru.

Strategic objective 1: To influence the consideration given to the Welsh language in policy developments

The statutory functions of the Commissioner include research, making recommendations to Welsh Ministers and providing advice to any person. This power gives the Commissioner the opportunity to influence policy.

Statutory meetings

During the year, meetings were held with ministers from the Welsh Government and the UK Government to discuss the impact of legislative and policy decisions on the Welsh language and how to better consider the impact on the language when making decisions and developing future policy development. These meetings included meetings with the First Minister, the Health and Social Services Minister, the Education and Skills Minister and the Secretary of State for Wales.

Regular meetings were held with the parties' spokespersons on the Welsh language, as well as with other politicians, including new Members of Parliament elected to represent Welsh constituencies in May 2015.

In addition to meeting with politicians, a number of meetings were arranged with civil servants, agencies and organisations to discuss mainstreaming the Welsh language into policy decisions.

Election briefing notes

Election briefing notes were published for the 2015 General Election and the 2016 Assembly Election in order to extend influence on the contents of the parties' manifestos. The issues raised included the Commissioner's call for improving and expanding Welsh medium education and the implementing the provision in The Planning (Wales) Act 2015 relating to the Welsh language.

Giving evidence and responding to consultations

The Commissioner responded to 24 consultations on policy and legislation during the year. Written evidence was provided to Assembly committees on 10 occasions during the scrutiny of legislation and policy; this involved the Welsh in education strategic plans, preservation of place names, broadcasting, the Public Services Ombudsman for Wales' work and public health. Evidence was given to two Westminster committees on aspects of broadcasting in Wales.

Fe ymddangosodd y Comisiynydd hefyd o flaen y Pwyllgor Plant a Phobl Ifanc a'r Pwyllgor Cymunedau, Cydraddoldeb a Llywodraeth Leol yn y Cynulliad a Phwyllgor Materion Cymreig San Steffan i roi tystiolaeth ar lafar.

Prif feysydd polisi y canolbwyntiwyd arnynt Llywodraeth Leol

Wrth i Lywodraeth Cymru barhau â'i bwriadau i ad-drefnu llywodraeth leol, tynnwyd sylw'r Gweinidog Gwasanaethau Cyhoeddus, Comisiwn Staff y Gwasanaethau Cyhoeddus a Gweithgor ar yr Iaith Gymraeg ym maes Datblygu Economaidd a Gweinyddu Llywodraeth Leol at bwysigrwydd sicrhau bod y cynlluniau'n cynnwys mesurau i ddiogelu a chynyddu'r defnydd o'r Gymraeg, yn arbennig o safbwynt gweinyddiaeth fewnol.

Tynnwyd sylw at bwysigrwydd ystyried y Gymraeg hefyd fel rhan o'r agenda o allanoli gwasanaethau cyhoeddus a darparu modelau amgen gan ymateb i ymgynghoriadau ynghylch y maes, trafod â Gweinidogion a'r Grŵp Ymgynghori Allanol ar Drosoglwyddo Asedau Cymunedol a oedd yn gyfrifol am ddiwygio Canllawiau Arferion Gorau ar Drosoglwyddo Asedau Cymunedol yng Nghymru.

Iechyd a gofal

Yn sgil cyhoeddi adroddiad ymholiad cyntaf y Comisiynydd dan Adran 7 Mesur y Gymraeg (Cymru) 2011, 'Fy Iaith, Fy Iechyd' yn 2014, aed ati yn ystod y flwyddyn i sicrhau bod argymhellion yr ymholiad yn cael eu gweithredu. Gwnaed hynny trwy gynnal cyfarfodydd cyson â'r Gweinidog Iechyd a Gwasanaethau Cymdeithasol a'i weision sifil, ymateb i ymgynghoriadau a chyfrannu tystiolaeth i Bwyllgor Iechyd a Gofal y Cynulliad.

Wrth ymateb i dystiolaeth y Comisiynydd i'r Pwyllgor Iechyd a Gofal mewn perthynas â Bil Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru), nododd y Gweinidog Iechyd y byddai safonau'n ymwneud â darpariaeth gwasanaethau Cymraeg yn rhan o'r fframwaith safonau gofal cymdeithasol a baratoir yn unol â gofynion y Bil hwnnw sydd bellach yn ddeddf.

Cynllunio

Ar 5 Mai 2015 fe gymeradwywyd y Bil Cynllunio gan y Cynulliad Cenedlaethol a daeth Deddf Cynllunio (Cymru) 2015 i rym. Mae'r Ddeddf yn sefydlu sail statudol i'r angen i ystyried y Gymraeg yn y gyfundrefn gynllunio am y tro cyntaf. Bu'r broses o ystyried y Gymraeg mewn penderfyniadau cynllunio yn ddibynnol ar gyngor a chanllawiau yn unig cyn hynny, ond trwy'r Ddeddf mae dyletswyddau statudol ar awdurdodau cynllunio i asesu effaith eu polisiâu cynllunio ar y Gymraeg. Mae'r Ddeddf

The Commissioner also gave evidence in person before the Children and Young People Committee and the Communities, Equalities and Local Government Committee in the Assembly and the Westminster Welsh Affairs Committee.

The main policy areas focussed on Local Government

With the Welsh Government's intention to reorganise local government, the Commissioner drew the attention of the Public Services Minister, the Staff and Public Services Commission and the Working Group on the Welsh Language in Local Government Administration and Economic Development, to the importance of ensuring that plans include measures to safeguard and increase the use of the Welsh language, particularly in the context of internal administration.

Attention was also drawn to the importance of considering the Welsh language as part of the agenda of outsourcing public services and providing alternative models, in response to consultations in this area, together with discussions held with Ministers and the External Advisory Group on Community Asset Transfers responsible for the revision of the Community Asset Transfers in Wales: a Best Practice Guide.

Health and care

Following the publication of the Welsh Language Commissioner's first inquiry under Section 7 of the Welsh Language (Wales) Measure 2011, 'My Language, My Health' in 2014, the Commissioner undertook work during the year to ensure that the inquiry's recommendations were being implemented. This included holding regular meetings with the Health and Social Services Minister and his civil servants, responding to consultations and providing evidence to the Assembly's Health and Social Care Committee.

In response to the Commissioner's evidence to the Health and Social Care Committee in relation to the Regulation and Inspection of Social Care (Wales) Bill, the Health Minister noted that the standards in relation to Welsh language service provision would be part of the social care standards framework prepared in accordance with the requirements of that Bill which has subsequently come into force.

Planning

On 5 May 2015 the Planning Bill was approved by the National Assembly and The Planning (Wales) Act 2015 came into force. The Act establishes a statutory basis for the need to consider the Welsh language within the planning process for the first time. Before this, the process for considering the language in planning decisions was dependent on

hefyd yn cadarnhau gall y Gymraeg fod yn ystyriaeth wrth benderfynu ar geisiadau cynllunio unigol, ac mae hyn yn gam sylweddol ymlaen.

Roedd cynnwys y Gymraeg yn y Ddeddf yn ganlyniad i waith dylanwadu gan y Comisiynydd ac eraill wrth i'r Bil gael ei ystyried gan y Llywodraeth a chan y pwyllgor craffu. Nododd y Comisiynydd y byddai angen i ganllawiau a pholisi cynllunio'r Llywodraeth gael ei addasu er mwyn bod yn gyson â gofynion newydd y Ddeddf. Ym mis Mawrth 2016, fe ymatebodd y Comisiynydd i ymgynghoriad Llywodraeth Cymru ar ddiwygio Nodyn Cyngor Technegol 20, sef y canllaw i awdurdodau lleol ar sut i ystyried y Gymraeg yn y gyfundrefn gynllunio.

Addysg a Sgiliau

Wrth gyflwyno tystiolaeth i ymchwiliad y Pwyllgor Plant, Pobl Ifanc ac Addysg i gynlluniau strategol y Gymraeg mewn addysg, nododd y Comisiynydd mai'r gyfundrefn addysg yw prif ffynhonnell creu siaradwyr Cymraeg newydd a'i bod hi'n hollbwysig bod unrhyw ddiffygion yn cael eu datrys. Pwysleisiodd hefyd bwysigrwydd prif-ffrydio materion yn ymwneud ag addysg Gymraeg i bolisiâu a strategaethau eraill Llywodraeth Cymru – materion fel polisiâu cludiant a strategaethau anghenion dysgu ychwanegol. Dywedodd y dylai'r Llywodraeth fod yn fwy eglur gydag awdurdodau lleol beth yw'r disgwyliadau ohonynt wrth hyrwyddo addysg Gymraeg; ac y dylai'r Gweinidog Addysg ddefnyddio ei bwerau statudol i ymyrryd pan fyddai awdurdodau lleol yn methu â chyflawni eu cynllun strategol.

Adleisiwyd yr holl bwyntiau hyn fel argymhellion yn adroddiad y Pwyllgor a gyhoeddwyd ym mis Rhagfyr 2015.

Enwau Lleoedd

Pasiwyd Deddf yr Amgylchedd Hanesyddol (Cymru) 2016. Tynnwyd sylw at bwysigrwydd amddiffyn enwau lleoedd Cymru fel rhan o'r broses o graffu ar y Bil. Er nad yw'r Ddeddf yn amddiffyn enwau lleoedd mae'n ei gwneud yn ofynnol i Weinidogion Cymru lunio a chynnal rhestr o enwau lleoedd hanesyddol yng Nghymru.

advice and guidelines only, but as a result of this Act, there are statutory requirements on planning authorities to assess the impact of their planning policies on the Welsh language. The Act also confirms that the Welsh language may be a consideration in determining individual planning applications, and this is a considerable step forward.

The inclusion of the Welsh language in the Act was the result of the influence of the Commissioner's work and others during the Bill's consideration by the Government and the scrutiny committee. The Commissioner noted that the Government's planning policy and guidelines will need to be amended to ensure consistency with the Act's new requirements. In March 2016, the Commissioner responded to the Welsh Government's consultation on the amendment of Technical Advice Note 20, the guidelines for local authorities on how to consider the Welsh language within the planning process.

Education and skills

In giving evidence to the Children, Young People and Education Committee's inquiry into the Welsh in education strategic plans, the Commissioner noted that the main source of creating new Welsh speakers is education and that it is imperative to resolve any failings. The Commissioner also emphasised the importance of mainstreaming issues relating to the Welsh language in terms of the Welsh Government's other policies and strategies - issues such as transport policies and additional learning needs strategies. The Commissioner noted that the Government should be clearer with local authorities on what is expected from them in terms of promoting Welsh medium education; and that the Education Minister should use his statutory powers to intervene when local authorities fail to achieve their strategic plans.

All these points were echoed in the recommendations in the Committee's report published in December 2015.

Place Names

The Historic Environment (Wales) Act 2016 was passed. During the Bill's scrutiny process, attention was drawn to the importance of safeguarding Welsh place names. Although the Act does not protect place names, it requires Welsh Ministers to create and maintain a register of historic place names in Wales.

Darlledu

Cyfrannwyd tystiolaeth i ystod o sefydliadau ar ddarlledu cyfrwng Cymraeg a'i bwysigrwydd i ffyniant y Gymraeg a chodwyd y mater mewn trafodaethau gydag aelodau etholedig. Ymysg gofynion y Comisiynydd roedd ariannu teg ar gyfer darlledu cyfrwng Cymraeg ac ehangu'r cynnwys Cymraeg sydd ar gael ar y teledu, radio, mewn print ac ar y we. Ar 3 Chwefror 2016 rhoddwyd sicrwydd ariannol am flwyddyn i'r unig sianel deledu cyfrwng Cymraeg, S4C.

Cyfeiriwyd at dystiolaeth y Comisiynydd yn adroddiad terfynol y Pwyllgor Cymunedau, Cydraddoldeb a Llywodraeth Leol; a Phwyllgor Cyfathrebu Tŷ'r Arglwyddi. Nodwyd yn benodol sylwadau ynghylch pwysigrwydd diwylliannol y Gymraeg, rôl allweddol y cyfryngau wrth gefnogi'r iaith a phryderon y Comisiynydd dros lefelau cyllido teg ar gyfer S4C.

Ymchwil

Er mwyn cael sail dystiolaeth gadarn i weithredu arno ac i lywio'r blaenoriaethau dylanwadu ar bolisi, mae'r Comisiynydd yn cynnal gwaith ymchwil ac yn comisiynu ymchwil gan eraill.

Arolygon Omnibws Cymru

Comisiynwyd cwestiynau deirgwaith o fewn arolygon omnibws cwmni Beaufort Research. Defnyddiwyd Arolwg Omnibws Cymru ddwywaith i holi barn sampl o boblogaeth Cymru, y tro cyntaf ynghylch eu hagweddau tuag at y Gymraeg a'r eildro i holi barn ynghylch defnydd y Gymraeg gan archfarchnadoedd. Yn ogystal, defnyddiwyd yr Arolwg Omnibws Siaradwyr Cymraeg i holi am farn siaradwyr Cymraeg ynghylch gwasanaethau Cymraeg. Defnyddir canlyniadau'r gwaith yma fel sail i agweddau amrywiol ar waith y Comisiynydd gan gynnwys y gwaith rheoleiddio a byddant yn cael eu cyhoeddi yn yr Adroddiad 5 Mlynedd ar Sefyllfa'r Gymraeg.

Arolwg Defnydd Iaith

Cwblhawyd y gwaith o gasglu tystiolaeth a chyhoeddwyd adroddiad ar y cyd rhwng Comisiynydd y Gymraeg a Llywodraeth Cymru ym mis Tachwedd 2015. Mae'r arolwg yn darparu darlun cynhwysfawr o sgiliau Cymraeg poblogaeth Cymru a'r defnydd a wneir o'r Gymraeg.

Ceir crynodeb o ganlyniadau'r Arolwg Defnydd Iaith ar ddechrau'r Adroddiad hwn.

Broadcasting

Evidence was provided to a range of organisations on Welsh medium broadcasting and its importance for the growth of the language and this issue was raised in discussions with elected members. The Commissioner's recommendations included fair funding for Welsh medium broadcasting and the expansion of Welsh language content available on television, radio, in print and online. On 3 February 2016, S4C, the only Welsh language television channel was given assurance of funding for one year.

The Communities, Equalities and Local Government Committee's final report referred to the Commissioner's evidence; as did the House of Lords' Communications Committee. Noted in particular were the comments regarding the cultural importance of the Welsh language, the vital role of the media in supporting the language and the Commissioner's concerns regarding fair levels of funding for S4C.

Research

In order to establish a firm evidence base and to steer priorities in terms of influencing policy, the Commissioner both conducts research and commissions research from other parties.

Wales Omnibus Surveys

Three lots of questions were commissioned in the Beaufort Research omnibus surveys. The Wales Omnibus Survey was used twice to survey a sample of the Welsh population; firstly about their attitudes towards the Welsh language, and secondly on their opinions on the use of Welsh by supermarkets. In addition, the Omnibus Survey of Welsh Speakers was used to ask Welsh speakers about their opinion on Welsh language services. The results of this work are used as a basis for various aspects of the Commissioner's work, including regulatory work and will be published in the 5 Year Report on the position of the Welsh Language.

Language Use Survey

The evidence gathering was concluded and the Commissioner and the Welsh Government's joint report was published in November 2015. The survey provides a comprehensive picture of the Welsh language skills of the population in Wales and the use of the Welsh language.

A summary of the Language Use Survey is given at the beginning of this Report.

Arolwg Defnydd Gwasanaethau Awdurdodau Lleol

Comisiynwyd cwmni ymchwil i gasglu tystiolaeth am brofiadau sampl o 1,000 o bobl wrth ddefnyddio gwasanaethau Cymraeg awdurdodau lleol. Holwyd y bobl beth yw eu dymuniadau a'u dyheadau o ran gwasanaethau Cymraeg a sut maent yn teimlo bod eu profiadau go iawn yn cymharu â'r dyheadau.

Cyhoeddwyd yr adroddiad ym mis Hydref 2015. Rhannwyd crynodeb o'r canfyddiadau gydag awdurdodau lleol Cymru.

Prif gasgliadau'r Arolwg oedd bod:

- o mwyafrif helaeth siaradwyr Cymraeg rhugl o'r farn ei bod yn bwysig gallu cael mynediad at wasanaethau a gwybodaeth gan awdurdodau lleol yn Gymraeg;
- o 7 o bob 10 o'r rhai sydd yn dymuno ymwneud â'u hawdurdod lleol yn Gymraeg wedi derbyn neu ddefnyddio'r gwasanaeth yn Gymraeg ar yr achlysur diwethaf;
- o tua 1 o bob 6 sydd yn dymuno defnyddio'r Gymraeg wrth gysylltu â'u hawdurdod lleol heb dderbyn y gwasanaeth Cymraeg yr oeddynt wedi ei ddymuno;
- o diffyg argaeledd gwasanaethau Cymraeg yn un o'r prif rwystrau i siaradwyr Cymraeg rhugl wrth geisio defnyddio'r Gymraeg gyda'u hawdurdod lleol;
- o siaradwyr Cymraeg yn fwy tebygol o ddefnyddio gwasanaeth Cymraeg os yw'n cael ei gynnig ar y cychwyn cyntaf.

Mae toriadau cyson i gyllideb y Comisiynydd yn debygol o gyfyngu'n sylweddol ar ei gallu i gynnal a chomisiynu ymchwil o'r newydd. Bydd rhaid ystyried dulliau eraill o gaffael gwaith ymchwil yn y cyfnod nesaf gan gynnwys cydweithio gyda sefydliadau a rhanddeiliaid allanol. Effaith y toriadau fodd bynnag fydd llai o ymchwil gwreiddiol gan y Comisiynydd yn y dyfodol.

Survey of the Use of Local Authority Services

A research company was commissioned to collect evidence about the experiences of a sample of 1,000 people in using the Welsh language services of local authorities. People were asked what their hopes and aspirations were in terms of Welsh language services and how they feel their real life experiences compare with those aspirations.

The report was published in October 2015. A summary of the findings was shared with Welsh local authorities.

The Survey's main findings were that:

- o the majority of fluent Welsh speakers were of the opinion that it is important to be able to access local authority services and information through the medium of Welsh;
- o 7 in every 10 of those who wish to engage with their local authority through the medium of Welsh have received or used the service in Welsh during their previous interaction;
- o around 1 in every 6 who wish to use Welsh when contacting their local authority have not received the Welsh language service they would have liked;
- o the lack of availability of Welsh language services is one of the main barriers for fluent Welsh speakers in attempting to use Welsh with their local authority;
- o Welsh speakers are more likely to use the Welsh language service if offered at the outset.

Regular cuts to the Commissioner's budget are likely to curtail her ability considerably in terms of conducting and commissioning new research. It will be necessary to consider other methods of procuring research during this next period, including working with external organisations and stakeholders. However, the impact of the cuts will mean fewer examples of original research by the Commissioner in the future.

Amcan strategol 2: Sicrhau cyfiawnder i ddefnyddwyr y Gymraeg

Mae gan y Comisiynydd bŵer i ymchwilio i amheuon o fethiannau gan sefydliadau cyhoeddus i weithredu eu dyletswyddau statudol ac i ystyried achosion o ymyrraeth â rhyddid unigolion i ddefnyddio'r Gymraeg gydag eraill yng Nghymru.

Cyfeiriwyd 250 o achosion at y Comisiynydd yn ystod y flwyddyn gan unigolion a oedd yn teimlo nad oeddent wedi derbyn gwasanaeth derbynol yn y Gymraeg.

Dadansoddiad o'r cwynion

Mae adran 18 Deddf yr Iaith Gymraeg 1993 yn diffinio cwyn statudol fel un sydd:

- o wedi ei chyflwyno yn ysgrifenedig gan berson sy'n honni bod methiant gan gorff cyhoeddus i gyflawni ei gynllun iaith wedi effeithio'n uniongyrchol arno
- o wedi ei gwneud i'r Comisiynydd o fewn deuddeg mis o ddyddiad y methiant
- o wedi ei chyfeirio at sylw'r corff cyhoeddus y cwynid amdano er mwyn rhoi cyfle rhesymol iddo ystyried ac ymateb.

Mae tabl yn nodi pob cwyn a ddaeth i law i'w weld yn yr atodiad yng nghefn yr adroddiad hwn.

Fel y gwelir o'r tabl canlynol, nid oedd rhai o'r achosion yn cydymffurfio â'r diffiniad statudol o gŵyn o dan Ddeddf yr Iaith Gymraeg 1993.

Cwynion dilys yn erbyn cyrff cyhoeddus am achos o dorri cynllun iaith Gymraeg statudol ac yn cwrdd â meini prawf adran 18 Deddf yr Iaith Gymraeg	44
Cwynion dilys yn erbyn cyrff cyhoeddus am achos o dorri cynllun iaith Gymraeg statudol ond heb fod yn cwrdd â meini prawf adran 18 Deddf yr Iaith Gymraeg	126
Cwynion dilys yn erbyn cyrff y Goron am achos o dorri am achos o dorri cynllun iaith Gymraeg statudol ac yn cwrdd â meini prawf adran 18 Deddf yr Iaith Gymraeg	18
Cwynion dilys yn erbyn cyrff y Goron am achos o dorri am achos o dorri cynllun iaith Gymraeg statudol ond heb fod yn cwrdd â meini prawf adran 18 Deddf yr Iaith Gymraeg	60
Cwynion yn erbyn cwmni preifat yn gweithredu cynllun iaith	2

Strategic objective 2: To ensure justice for Welsh Language users

The Commissioner has the power to investigate suspicions of failure by public organisations to implement their statutory duties and to consider cases of interference with the freedom of individuals to use Welsh with others in Wales.

A total of 250 cases were referred to the Commissioner during the year by individuals who felt that they had not received an acceptable service in Welsh.

Analysis of the complaints

Section 18 of the Welsh Language Act 1993 defines a statutory complaint as one that has been:

- o submitted in writing by a person who claims to have been directly affected by a failure of a public body to carry out its language scheme
- o made to the Commissioner within twelve months of the date of the failure
- o referred to the attention of the public body complained about in order to provide it with a reasonable opportunity to consider and respond.

A table noting each complaint received is in the appendix to this report.

As can be seen from the following table, some of the cases did not comply with the statutory definition of a complaint under the Welsh Language Act 1993.

Valid complaints against public bodies for cases of breaching a statutory Welsh language scheme and meeting the criteria of section 18 of the Welsh Language Act	44
Valid complaints against public bodies for cases of breaching a statutory Welsh language scheme but <u>not</u> meeting the criteria of section 18 of the Welsh Language Act	126
Valid complaints against Crown bodies for cases of breaching a statutory Welsh language scheme and meeting the criteria of section 18 of the Welsh Language Act	18
Valid complaints against Crown bodies for cases of breaching a statutory Welsh language scheme but <u>not</u> meeting the criteria of section 18 of the Welsh Language Act	60
Complaints against a private company implementing a language scheme	2

Cwynion a dderbyniwyd yn ôl sector

Cyhoeddus	170
Cyrff y Goron	78
Preifat dan ddyletswydd statudol	2

Cwynion a dderbyniwyd yn ôl categori

Gohebiaeth	41
Cyhoeddiadau	4
Gwefannau	51
Arwyddion	15
Gwasanaethau ffôn	29
Cyfarfodydd wyneb yn wyneb	10
Ffurflenni	16
Arall	84

Cwynion a ystyriwyd

Deliwyd â nifer helaeth o'r achosion hyn heb fynd trwy'r camau o gynnal ymchwiliad statudol.

Un enghraifft o achos a ddatryswyd yn foddhaol oedd lle cysylltodd unigolion â'r Comisiynydd i gwyno nad oedd modd i gleifion wyllo S4C ar wardiau yn Ysbyty Maelor Wrecsam. Ar ôl gohebu â'r Bwrdd Iechyd, cafwyd cadarnhad bod y sefyllfa bellach wedi ei datrys ac y gall cleifion yn awr wyllo S4C yn yr ysbyty.

Ym mis Hydref 2015 fe gysylltodd y Mudiad Meithrin â'r Comisiynydd i fynegi pryder difrifol bod Swyddfa Eiddo Deallusol y DU wedi gwrthod cais am hawlfraint i'r enwau 'Mudiad Meithrin' a 'Cylch Meithrin'. Yn dilyn gohebiaeth gychwynnol, cafwyd hawlfraint i enw'r Mudiad Meithrin, ond roedd y Swyddfa Eiddo Deallusol yn gwrthwynebu rhoi hawlfraint i'r enw 'Cylch Meithrin'. Sail y gwrthwynebiad, yn ôl y Swyddfa Eiddo Deallusol, oedd bod 'Cylch Meithrin' yn cyfieithu i 'Nursery Group' a chydâ'r cyfieithiad mewn golwg roedd o'r farn ei fod yn ddisgrifiad o'r math o wasanaeth a gaiff ei ddarparu a phwrpas y gwasanaeth. Cysylltodd y Comisiynydd â'r Swyddfa Eiddo Deallusol i egluro bod 'Cylch Meithrin' yn enw oedd yn cael ei gydnabod yn eang yn y Gymraeg a'r Saesneg yng Nghymru ac i dynnu sylw at statws swyddogol y Gymraeg. Yn sgil sylwadau'r Comisiynydd, hysbyswyd y Mudiad Meithrin ym mis Ionawr 2016 fod y Swyddfa Eiddo Deallusol wedi newid y penderfyniad a bod y cais i gofrestru'r enw 'cylch meithrin' bellach wedi ei dderbyn.

Complaints received according to sector

Public	170
Crown Bodies	78
Private under statutory duty	2

Complaints received according to category

Correspondence	41
Publications	4
Websites	51
Signs	15
Phone services	29
Face to face meetings	10
Forms	16
Other	84

Complaints considered

A large number of these cases were dealt with without the need to conduct a statutory investigation.

One example of a case in which a satisfactory resolution was achieved was one where individuals contacted the Commissioner to complain that patients were unable to watch S4C on the wards at Wrexham Maelor Hospital. Following correspondence with the Health Board, confirmation was given that the situation had been resolved and that hospital patients could now watch S4C.

In October 2015, Mudiad Meithrin contacted the Commissioner to express their grave concern that the UK Intellectual Property Office had refused an application for copyright on the names 'Mudiad Meithrin' and 'Cylch Meithrin'. Following initial correspondence, copyright was secured for the name of Mudiad Meithrin, but the Intellectual Property Office opposed granting copyright to the name 'Cylch Meithrin'. The basis for this refusal, according to the Intellectual Property Office, was that 'Cylch Meithrin' translates to 'Nursery Group' and with this translation in mind the Office was of the opinion that it is a description of the type and purpose of service provided. The Commissioner contacted the Intellectual Property Office to explain that 'Cylch Meithrin' is a name widely recognised in Welsh and English in Wales, and to highlight the official status of the Welsh language. Following the representations by the Commissioner, Mudiad Meithrin were informed in January 2016, that the Intellectual Property Office had reversed their decision and that the application to register the name 'cylch meithrin' had been accepted.

Ymchwiliadau statudol dan adran 17 Deddf yr Iaith Gymraeg 1993

Cynhaliodd y Comisiynydd ymchwiliad statudol i fethiannau honedig gan sefydliadau cyhoeddus i gydymffurfio â gofynion eu cynlluniau iaith Gymraeg. Cwblhawyd wyth ymchwiliad statudol yn ystod y flwyddyn. Cydweithredodd y sefydliadau â'r Comisiynydd ym mhob achos wrth i'r ymchwiliadau fynd rhagddynt. Dyma grynodebau o'r ymchwiliadau a gynhaliwyd:

Llywodraeth Cymru

Ar 8 Mai 2015 cyhoeddwyd adroddiad ymchwiliad statudol i weithrediad Cynllun Iaith Gymraeg Llywodraeth Cymru. Cynhaliwyd yr ymchwiliad ar sail amheuan y Comisiynydd ynghylch gofynion ieithyddol wrth recriwtio Comisiynydd Plant Cymru newydd, a'r ystyriaeth a roddwyd i Gynllun Iaith Gymraeg y Llywodraeth wrth ddiwygio'r fanyleb swydd wreiddiol.

Daeth y Comisiynydd i'r casgliad bod y Llywodraeth wedi methu â gweithredu dau gymal o'i Gynllun Iaith yn rhan o'r ymarferiad recriwtio. Ar sail y wybodaeth a dderbyniwyd yn ystod yr ymchwiliad roedd y Comisiynydd o'r farn y dylai'r Llywodraeth weithredu'n unol â'r pedwar argymhelliad canlynol:

- o gosod trefniadau ar droed er mwyn cadw cofnod o'r ystyriaeth a roddir i'r sgiliau iaith Gymraeg sydd eu hangen ar gyfer pob swydd a hysbysebir ganddi, boed yn swydd newydd neu'n swydd sy'n cael ei hail hysbysebu.
- o yn unol â'r cynllun iaith Gymraeg, pan asesir bod sgiliau iaith Cymraeg yn ddymunol neu'n hanfodol ar gyfer unrhyw swydd, dylai'r Llywodraeth wneud hynny'n gwbl eglur yn y pecyn gwybodaeth i ymgeiswyr, gan gynnwys unrhyw hysbyseb swydd neu swydd ddisgrifiad cysylltiedig.
- o diwygio'r canllaw ar gyfer gwneud apwyntiadau cyhoeddus yng Nghymru er mwyn cynnwys cyfeiriad at y ddyletswydd, yn unol â'r cynllun iaith Gymraeg, i ystyried gofynion ieithyddol penodiadau ar ddechrau pob ymarferiad recriwtio.
- o gosod trefniadau ar droed er mwyn cadw cofnod o'r ystyriaeth a roddir i'r sgiliau iaith Gymraeg sydd eu hangen ar gyfer pob penodiad cyhoeddus a hysbysebir ganddi, boed yn benodiad newydd neu'n benodiad sy'n cael ei hail hysbysebu.

Bwrdd Iechyd Prifysgol Caerdydd a'r Fro

Ar 16 Medi 2015 cyhoeddwyd adroddiad ymchwiliad statudol i ddiffyg gweithrediad Cynllun Iaith Gymraeg Bwrdd Iechyd Prifysgol Caerdydd a'r Fro. Cynhaliwyd yr ymchwiliad yn dilyn cwyn gan aelod o'r cyhoedd bod y Bwrdd Iechyd wedi anfon gohebiaeth uniaith Saesneg ynglŷn ag apwyntiad yn Ysbyty Athrofaol Cymru, Caerdydd.

Statutory investigations under Section 17 of the Welsh Language Act 1993

The Commissioner conducted statutory investigations into alleged failures by public bodies to comply with the requirements of their Welsh language schemes. A total of eight statutory investigations were completed during the year. In every case the organisations cooperated with the Commissioner as the investigations were held. The following are summaries of the investigations conducted.

Welsh Government

On 8 May 2015 the report of the statutory investigation into the implementation of the Welsh Government's Welsh Language Scheme was published. The investigation was conducted on the basis of the Commissioner's suspicions regarding the linguistic requirements related to the recruitment of the new Children's Commissioner for Wales, and the consideration given to the Government's Welsh Language Scheme in amending the original job specification.

The Commissioner concluded that the Government had failed to implement two clauses of its Language Scheme as part of the recruitment exercise. On the basis of the information received during the investigation, the Commissioner was of the opinion that the Government should act in accordance with the following four recommendations:

- o put arrangements in place in order to keep a record of the consideration given to the Welsh language skills required for every advertised post, including new and re-advertised posts.
- o in accordance with the Welsh language scheme, when Welsh language skills are deemed essential or desirable for any post, the Government should make this explicitly clear in the information pack for candidates, including any accompanying job advertisement or job description.
- o amend the guide to making public appointments in Wales to include reference to the responsibility, in accordance with the Welsh language scheme, to consider the need for Welsh language skills at the start of each appointment exercise.
- o put arrangements in place in order to keep a record of the consideration given to the Welsh language skills required for every advertised public appointment, including new and re-advertised public appointments.

Cardiff and Vale University Health Board

On 16 September 2015, the report of the statutory investigation into the failure of Cardiff and Vale University Health Board to implement its Welsh Language Scheme was published. The investigation was carried out following a complaint by a member of the public that the Health Board had sent out English only correspondence regarding an appointment at the University of Wales Hospital, Cardiff.

Daw adroddiad yr ymchwiliad i'r casgliad bod y Bwrdd Iechyd wedi methu â chydymffurfio â dau gymal yn ei Gynllun Iaith. Daw i'r casgliadau hyn ar y sail nad yw'r Bwrdd Iechyd yn anfon gohebiaeth ddwyieithog pan nad yw dewis iaith y claf yn hysbys ac am nad yw'n anfon llythyrau dwyieithog safonol at gleifion fel mater o drefn.

Gwnaed tri argymhelliad i'r Bwrdd Iechyd er mwyn adfer y sefyllfa a'i alluogi i gydymffurfio â'i Gynllun Iaith yn y dyfodol. Roedd a wnelo'r argymhellion hynny â gosod trefniadau ar droed er mwyn:

- o anfon gohebiaeth i gleifion neu unigolion eraill yn eu dewis iaith pan fo'r dewis hwnnw'n hysbys iddo o ganlyniad i sgwrs, gyfarfod neu ohebiaeth arall.
- o anfon gohebiaeth ddwyieithog pan na fo dewis iaith y derbynnydd yn glir.
- o anfon gohebiaeth gyffredinol a ddechreuir ganddo, megis llythyrau apwyntiad safonol, yn ddwyieithog.

Cyngor Dinas a Sir Abertawe

Ar 18 Medi cyhoeddwyd adroddiad ymchwiliad statudol i ddiffyg gweithrediad Cynllun Iaith Gymraeg Cyngor Dinas a Sir Abertawe. Cynhaliwyd yr ymchwiliad yn dilyn honiad gan aelod o'r cyhoedd bod y Cyngor wedi hysbysebu 19 o swyddi ar ei wefan yn uniaith Saesneg ym mis Mehefin 2015.

Wrth ymchwilio dealodd y Comisiynydd fod adran yn y Cyngor wedi penderfynu rhoi'r gorau i hysbysebu swyddi yn y Gymraeg ar y wefan am gyfnod yn 2015. Gwnaed y penderfyniad heb ymgynghori gydag uwch swyddogion adran Adnoddau Dynol y Cyngor.

Daw'r Comisiynydd i'r casgliad bod y Cyngor wedi methu â chyflawni cymal yn ei Gynllun Iaith drwy beidio â hysbysebu swyddi ar ei wefan yn Gymraeg. Gwnaed y Comisiynydd ddau argymhelliad i'r Cyngor. Mae a wnelo'r argymhellion hynny â gosod trefniadau ar droed er mwyn:

- o sicrhau bod pob swydd a hysbysebir yn cael ei hysbysebu yn Gymraeg a Saesneg, ac eithrio mewn amgylchiadau lle mae'r Gymraeg yn hanfodol, pan fyddant yn cael eu hysbysebu yn Gymraeg yn unig gyda llinell o esboniad yn Saesneg.
- o sicrhau bod unrhyw benderfyniadau sy'n debygol o effeithio ar weithrediad y cynllun iaith yn cael ystyriaeth briodol gan uwch aelodau perthnasol o staff.

Awdurdod Parc Cenedlaethol Bannau Brycheiniog

Ar 25 Medi 2015 cyhoeddwyd adroddiad ymchwiliad statudol i ddiffyg gweithrediad Cynllun Iaith Gymraeg Awdurdod Parc Bannau Brycheiniog.

The investigation report concludes that the Health Board failed to comply with two clauses in its Language Scheme. These conclusions are reached based on the findings that the Health Board does not send out bilingual correspondence when the patient's chosen language is not known and that it does not send out bilingual correspondence to patients as standard.

The Commissioner made three recommendations to the Health Board in order to rectify the situation and enable it to comply with its Language Scheme in future. These recommendations were related to putting arrangements in place in order to ensure that:

- o where the preferred language of a patient or other recipient is known, as a result of a conversation, meeting or other correspondence, correspondence will be sent in that language.
- o if a recipient's chosen language is not known, correspondence will be sent bilingually.
- o any general public correspondence initiated by the organisation, such as standard appointment letters, are bilingual.

Swansea City and County Council

On 18 September, the report of the statutory investigation into the failure of Swansea City and County Council to implement its Welsh Language Scheme was published. The investigation was carried out following an allegation by a member of the public that the Council had advertised 19 posts through the medium of English only on its website in June 2015.

On investigation, it came to light that a department within the Council had decided not to advertise posts in Welsh on the website for a period during 2015. This decision was made without consulting with senior officers within the Council's Human Resources department.

The Commissioner came to the conclusion that the Council had failed to implement a clause in its Language Scheme by failing to advertise posts on its website through the medium of Welsh. The Commissioner made two recommendations to the Council. These recommendations were related to putting arrangements in place in order to:

- o ensure that all vacant posts are advertised in Welsh and English, unless Welsh is deemed essential for the position, when they will be advertised in Welsh only with a line of explanation in English.
- o ensure that any decision which is likely to affect the implementation of the language scheme receives appropriate consideration from relevant senior members of staff.

Brecon Beacons National Park Authority

On 25 September 2015, the report of the statutory investigation into the failure of Brecon Beacons National Park Authority to implement its Welsh Language Scheme was published.

Penderfynodd y Comisiynydd gynnal ymchwiliad statudol dan adran 17 Deddf yr Iaith Gymraeg 1993 yn dilyn derbyn adroddiad monitro blynyddol yr Awdurdod. Wrth gynnal yr ymchwiliad nod y Comisiynydd oedd canfod a fu methiant gan yr Awdurdod i weithredu ei gynllun iaith Gymraeg wrth lansio'r wefan www.breconbeacons.org.

Yn ei hadroddiad mae'r Comisiynydd o'r farn bod yr Awdurdod wedi cyflawni cymal 3.1 o'i gynllun iaith drwy roi ystyriaeth i'r angen i ddarparu fersiwn ddwyieithog o'r wefan wrth lunio'r tendr cychwynnol. Ond ar ôl ystyried y dystiolaeth fe ddaeth hefyd i'r casgliad bod yr Awdurdod wedi methu â chyflawni cymal 4.5 yn ei gynllun iaith drwy beidio â lansio gwefan oedd yn arddangos testun Cymraeg a methu gwneud trefniadau pwrpasol i gyfieithu testun Saesneg y wefan.

Ymhellach, o'r wybodaeth a ddarparwyd, fe ddaeth y Comisiynydd i'r casgliad bod yr Awdurdod wedi methu â chyflawni cymal 6.6.2 o'i gynllun iaith gan nad oedd unrhyw dystiolaeth ei fod wedi annog y bartneriaeth yr oedd yn gweithredu ynddi i fabwysiadu polisi dwyieithog. Gwnaed pedwar argymhelliad i'r Awdurdod:

- o llunio cynllun adfer manwl gyda'r nod o sicrhau gwefan gyrchfan ddwyieithog.
- o diwygio canllawiau golygyddol ei wefan er mwyn osgoi cyhoeddi gwefannau nad ydynt yn ddwyieithog yn y dyfodol.
- o annog Partneriaeth Cyrchfan Cynaliadwy Bannau Brycheiniog i fabwysiadu polisi dwyieithog.
- o gosod trefn mewn lle i sicrhau bod unrhyw ddeunydd marchnata a gyhoeddir gan yr Awdurdod, pan mae'n gweithredu fel partner mewn consortiwm, yn ddwyieithog.

Cyngor Nyrsio a Bydwreigiaeth

Ar 5 Hydref 2015 cyhoeddwyd adroddiad ymchwiliad statudol i ddiffyg gweithrediad Cynllun Iaith Gymraeg y Cyngor Nyrsio a Bydwreigiaeth. Roedd gan y Comisiynydd amheuaeth na wnaeth y sefydliad ystyried ei gynllun iaith Gymraeg wrth ddiwygio ei god ymarfer ar gyfer nyrsys a bydwreagedd. Roedd rhan o'r cod ymarfer yn ymwneud â chyfathrebu'n glir ac yn nodi y dylai nyrsys a bydwreagedd cofrestredig allu cyfathrebu yn glir ac yn effeithiol yn y Saesneg.

Ar y sail na aseswyd goblygiadau ieithyddol y cod ymarfer diwygiedig i sicrhau eu bod yn cyflawni ymrwymadau cynllun iaith Gymraeg y Cyngor Nyrsio a Bydwreigiaeth, cesglir bod y corff wedi methu â chyflawni cymal 9 o'r cynllun hwnnw.

The Commissioner decided to conduct a statutory investigation under section 17 of the Welsh Language Act 1993, following receipt of the Authority's annual monitoring report. In conducting the investigation, the aim of the Commissioner was to determine whether the Authority had failed to implement its Welsh language scheme when launching the website www.breconbeacons.org.

In the report the Commissioner is of the opinion that the Authority had complied with clause 3.1 of its language scheme by giving consideration to the need to provide a bilingual version of the website in drawing up the initial tender. However, after consideration of the evidence, the Commissioner concluded that the Authority had failed to comply with clause 4.5 of its language scheme by failing to launch a website with Welsh content and failing to make suitable arrangements to translate the website's English content.

Furthermore, from the information provided, the Commissioner concluded that the Authority had failed to carry out clause 6.6.2 of its language scheme, as there was no evidence that it had encouraged the partnership within which it was operating to adopt a bilingual policy. Four recommendations were made to the Authority:

- o formulate a detailed recovery plan with the aim of achieving a bilingual destination website.
- o amend the editorial guidelines of its website in order to avoid publishing websites in English only in the future.
- o encourage Brecon Beacons Sustainable Destination Partnership to adopt a bilingual policy.
- o have a procedure in place to ensure that any marketing material published by the Authority in its role as a consortium partner, is bilingual.

The Nursing and Midwifery Council

On 5 October 2015, the report of the statutory investigation into the failure of the Nursing and Midwifery Council to implement its Welsh Language Scheme was published. The Commissioner suspected that the organisation had failed to consider its Welsh language scheme when revising its code of practice for nurses and midwives. Part of the code of practice related to clear communication, and noted that registered nurses and midwives should be able to communicate clearly and effectively in English.

On the basis that the linguistic implications of the revised code of practice were not assessed to ensure that they met the Nursing and Midwifery Council's Welsh language scheme commitments, the conclusion was that the body had failed to meet clause 9 of the scheme.

Gwnaed pedwar argymhelliad i'r Cyngor:

- o ailedrych ar sut y mae'n asesu goblygiadau ieithyddol ei bolisiau a'i fentrau newydd er mwyn sicrhau ei fod yn diwallu gofynion ei gynllun iaith Gymraeg yn llawn.
- o ailystyried y cod ymarfer diwygiedig yr ymgynghorwyd arno yng nghyswllt yr iaith Gymraeg.
- o diwygio ei ganllawiau i staff ar sut i gynnal dadansoddiadau o effaith polisiau ar gydraddoldeb er mwyn sicrhau eu bod yn adlewyrchu dyletswydd statudol y corff i asesu goblygiadau ieithyddol polisiau a mentrau newydd o dan ei gynllun iaith Gymraeg.
- o gosod trefniadau ar droed ar gyfer cadw cofnod cynhwysfawr o'r ystyriaeth a roddir i oblygiadau ieithyddol ei bolisiau a'i fentrau newydd.

Cyngor Sir Gâr

Ar 25 Tachwedd 2015 cyhoeddwyd adroddiad ymchwiliad statudol i ddiffyg gweithrediad Cynllun iaith Gymraeg Cyngor Sir Gaerfyrddin. Cynhaliwyd yr ymchwiliad wedi i'r Cyngor osod hysbyseb ar gyfer dwy swydd uwch reolwr ym mhapur newydd y Western Mail ar 4 Gorffennaf 2015. Nid oedd yr hysbyseb yn nodi bod sgiliau dwyieithog yn cael eu hystyried yn ddymunol neu hanfodol ar gyfer y swyddi.

Roedd yr hysbyseb yn codi amheuaeth bod Cyngor Sir Gâr wedi methu â chydymffurfio â'i gynllun iaith Gymraeg trwy beidio â datgan yn yr hysbyseb bod sgiliau dwyieithog yn cael eu hystyried yn ddymunol neu'n hanfodol ar gyfer y swyddi.

Daeth y Comisiynydd i'r casgliad bod y Cyngor wedi methu â chyflawni tri chymal yn ei Gynllun iaith.

Cesglir bod y Cyngor wedi gweithredu'n groes i'w gynllun iaith, drwy newid ei bolisi hysbysebu gofynion iaith, a thrwy hynny newid y cynllun iaith heb ymgynghori â'r Comisiynydd. Dylai'r Cyngor fod wedi gohebu â'r Comisiynydd am ei resymau dros fod eisiau newid telerau'r cynllun iaith cyn mynd rhagddi i weithredu'r newid fel y gwnaeth. Trwy fethu â datgan yn yr hysbyseb bod sgiliau dwyieithog yn cael eu hystyried yn hanfodol ar gyfer y swyddi, cesglir bod y Cyngor wedi methu â chyflawni cymal o'i gynllun iaith Gymraeg. Gwnaed dau argymhelliad i'r Cyngor, sef:

- o adfer gweithrediad cymal sy'n ymwneud â gwneud datganiad dwyieithog yn esbonio bod sgiliau dwyieithog yn cael eu hystyried yn hanfodol ar gyfer y swydd yn rhan o hysbysebion ar gyfer swyddi.
- o ymgynghori â'r Comisiynydd cyn penderfynu diwygio ei gynllun iaith Gymraeg.

Four recommendations were made to the Council:

- o review the way in which it assesses the impact of its new policies and initiatives on the Welsh language to ensure that it fulfils the requirements of its Welsh language scheme in full.
- o reconsider the revised code of practice consulted upon in relation to the Welsh language.
- o amend its guidance to staff on equality impact assessments to ensure that it reflects the body's statutory duty, under the Welsh language scheme, to assess the language implications of new policies and initiatives.
- o put arrangements in place to ensure that comprehensive records are kept of the consideration given to the language implications of its new policies and initiatives.

Carmarthenshire County Council

On 25 November 2015, the report of the statutory investigation into the failure of Carmarthenshire County Council to implement its Welsh Language Scheme was published. The investigation was conducted after the Council placed an advertisement for two senior management posts in the Western Mail newspaper on 4 July 2015. The advertisement did not state that bilingual skills were considered desirable or essential for the posts.

The advertisement gave cause to suspect that Carmarthenshire County Council had failed to comply with its Welsh language scheme by not stating in the advertisement that bilingual skills were considered desirable or essential for the posts.

The Commissioner concluded that the Council had failed to meet three clauses in its Language Scheme.

It was found that the Council had breached its language scheme by changing its policy on advertising language requirements, thus changing its language scheme without consulting the Commissioner. The Council should have corresponded with the Commissioner regarding its reasons for wanting to change the terms of the language scheme before proceeding to implement the change as it did. By failing to state in the advertisement that bilingual skills were considered essential for the roles, the conclusion is that the Council has failed to comply with a clause in its Welsh language scheme. Two recommendations were made to the Council:

- o to reinstate the implementation of the clause that refers to making bilingual statements explaining that bilingual skills are considered essential for the post as part of the advertisements for the posts.
- o to consult with the Commissioner before deciding to amend its Welsh language scheme.

Bwrdd Iechyd Prifysgol Betsi Cadwaladr

Ar 7 Ionawr 2016 cyhoeddwyd adroddiad ymchwiliad statudol i weithrediad Cynllun Iaith Gymraeg Bwrdd Iechyd Prifysgol Betsi Cadwaladr. Cynhaliwyd yr ymchwiliad yn dilyn derbyn cwyn gan aelod teulu ar ran plentyn a fethodd â chael asesiad gwybyddol yn y Gymraeg.

Daeth adroddiad yr ymchwiliad i'r casgliad bod y Bwrdd Iechyd wedi cyflawni pum cymal o'i gynllun iaith oedd o dan sylw ond wedi methu a gweithredu dau gymal o'r cynllun. Roedd y cymalau hynny'n ymwneud a darparu gwasanaethau a safon y gwasanaeth. Nid oedd y Bwrdd Iechyd yn gallu cyflawni un cymal o'r cynllun iaith.

Ar sail canfyddiadau'r ymchwiliad roedd y Comisiynydd o'r farn y dylai'r Bwrdd Iechyd weithredu'n unol â'r argymhelliad canlynol:

- o tynnu sylw partneriaid perthnasol, gan gynnwys Llywodraeth Cymru, at absenoldeb asesiadau neu declynnau Cymraeg sy'n llesteirio eu gallu i drin y Gymraeg a'r Saesneg ar y sail eu bod yn gyfartal wrth gynnal busnes cyhoeddus.

Cyngor Dinas Casnewydd

Ar 18 Mawrth 2016 cyhoeddwyd adroddiad ymchwiliad statudol i weithrediad Cynllun Iaith Gymraeg Cyngor Dinas Casnewydd.

Cynhaliwyd yr ymchwiliad yn dilyn derbyn cwyn gan aelod o'r cyhoedd am arwyddion uniaith Saesneg y tu allan i adeilad y Cyngor ac am ysgrifen safonol uniaith Saesneg ar lythyrau a dderbyniodd yr achwynydd gan gwmni oedd yn gweithredu ar ran y Cyngor.

Daeth adroddiad yr ymchwiliad i'r casgliad nad oedd y Cyngor wedi methu â chyflawni pedwar cymal o'i gynllun iaith, ond ei fod wedi methu â chyflawni dau gymal.

Cymerodd y Cyngor gamau i ddelio â'r diffygion ac oherwydd hyn ac oherwydd bod Cynllun Iaith y Cyngor yn dod i ben ar 30 Mawrth 2016 wrth i safonau ddod i rym, ni wnaed argymhellion i'r Cyngor.

Rhyddid i ddefnyddio'r Gymraeg

Gall unigolion sy'n teimlo bod person wedi ymyrryd â'u rhyddid i ddefnyddio'r Gymraeg ofyn i'r Comisiynydd ymchwilio i'w hachos. Mae adran 111 (1) y Mesur yn datgan:

Betsi Cadwaladr University Health Board

On 7 January 2016 the report of the statutory investigation into the implementation of the Welsh Language Scheme of the Betsi Cadwaladr University Health Board was published. The investigation was conducted following a complaint made by a family member on behalf of a child who failed to receive a cognitive assessment in Welsh.

The report reached the conclusion that the Health Board had complied with five of the clauses in question in its language scheme but had failed to implement two clauses of the scheme. These clauses related to the provision of services and the standard of services. The Health Board was not able to carry out one clause of its language scheme.

On the basis of the investigation's findings, the Commissioner was of the opinion that the Health Board should operate in accordance with the following recommendation:

- o draw the attention of relevant partners, including the Welsh Government, to the absence of Welsh language tools or assessments which hinder their ability to treat the Welsh and English languages on a basis of equality in the conduct of public business.

Newport City Council

On 18 March 2016 the report of the statutory investigation into the implementation of the Newport City Council's Welsh Language Scheme was published.

The investigation was carried out following a complaint from a member of the public regarding English only signage outside the Council building and regarding English-only standard text on letters the complainant received from a company operating on behalf of the Council.

The investigation report came to the conclusion that the Council had not failed to comply with four clauses of its language scheme, but had failed to comply with two clauses.

The Council took steps to deal with the failings and because of this and because the Council's Welsh Language Scheme was coming to an end on 30 March 2016, being replaced by the standards, no recommendations were made to the Council.

Freedom to use Welsh

Individuals who feel that a person has interfered with their freedom to use the Welsh language may ask the Commissioner to investigate their case. Section 111(1) of the Measure states:

Caiff unigolyn (P) wneud cais i'r Comisiynydd yn gofyn i'r Comisiynydd ymchwilio i a yw person (D) wedi ymyrryd â rhyddid P i ymgymryd â chyfathrebiad Cymraeg ag unigolyn arall (R) ("yr ymyrraeth honedig").

Yn ystod 2015–16 derbyniwyd pedwar cais o'r newydd.

Ar ddiwedd y cyfnod adrodd roedd un o'r ceisiadau yn parhau i dderbyn ystyriaeth gan y Comisiynydd. Nid oedd tystiolaeth benodol gydag un o'r ceisiadau a dderbyniwyd fod ymyrraeth wedi bod â rhyddid unigolyn i ddefnyddio'r Gymraeg. Nid oedd cais arall yn cwrdd â gofynion adran 111 y Mesur, ac fe gaewyd yr achos arall ar sail diffyg tystiolaeth gan nad ymatebwyd i geisiadau'r Comisiynydd am wybodaeth.

Mewn cysylltiad â'r 15 o geisiadau perthnasol a dderbyniwyd ers sefydlu'r Comisiynydd yn 2012 nodir nad yw 12 cais yn cyd-fynd â gofynion diffiniedig adran 111 Mesur y Gymraeg.

Mae'r gofynion cyfreithiol fel a ganlyn:

- Rhaid i'r cais fod yn ysgrifenedig oni bai bod amgylchiadau personol yr ymgeisydd yn golygu na fyddai'n rhesymol iddo wneud cais ysgrifenedig;
- Rhaid i'r cais roi cyfeiriad lle y caiff y Comisiynydd gysylltu â'r ymgeisydd (boed y cyfeiriad yn gyfeiriad post, electronig neu'n gyfeiriad ddisgrifiad arall);
- Rhaid i'r cais adnabod pwy sy'n gyfrifol am yr ymyrraeth honedig a'i gwneud yn hysbys beth yw'r ymyrraeth honedig.

Ni chaiff y Comisiynydd ystyried ceisiadau gan unigolion nad effeithiwyd arnynt yn uniongyrchol gan yr ymyrraeth honedig. Er hynny, os yw achos yn ymwneud â rhyddid plentyn neu rywun bregus i ddefnyddio'r Gymraeg gall y Comisiynydd ymchwilio i gais gan riant neu eiriolwr ar ei ran.

Ers ei sefydlu, mae'r Comisiynydd wedi cynnal ymchwiliad a dyfarnu ar ddau achos o dan adran 111 y Mesur. Cyhoeddwyd y ddau adroddiad yn ystod 2014–15.

An individual (P) may apply to the Commissioner for the Commissioner to investigate whether a person (D) has interfered with P's freedom to undertake a Welsh communication with another individual (R) (the "alleged interference").

During 2015-16 four new applications were received.

At the end of the reporting period, one of the applications was still being considered by the Commissioner. One application received did not contain specific evidence of interference with the freedom of an individual to use Welsh. Another application did not meet the requirements of section 111 of the Measure and the other case was closed due to lack of evidence, as the Commissioner's requests for information were not responded to.

In respect of the 15 relevant applications received since the establishment of the Commissioner in 2012, 12 applications do not meet the defined requirements of section 111 of the Welsh Language Measure.

The legal requirements are as follows:

- The application must be made in writing, unless the applicant's personal circumstances are such that it would not be reasonable for him/her to make the application in writing;
- The application must give an address at which the Commissioner may contact the applicant (whether the address is postal, electronic or of another description);
- The application must identify who is responsible for the alleged interference and identify the alleged interference.

The Commissioner may not consider applications by individuals who have not been directly affected by the alleged interference. However, if the case involves the freedom of a child or a vulnerable person to use Welsh, the Commissioner may investigate following an application by a parent or advocate on their behalf.

Since being established, the Commissioner has conducted an investigation and determined on two cases under section 111 of the Measure. Both reports were published during 2014-15.

Pryderon

Pryderon yw mynegiad o bryder am wasanaeth neu ddiffyg gwasanaeth gan unrhyw sefydliad nad yw'n gweithredu o fewn y gyfundrefn safonau, ac nad oes ganddo gynllun iaith statudol neu gynllun iaith gwirfoddol gan gorff statudol. Mae'n bosibl, serch hynny, bod y sefydliad yn gweithredu cynllun iaith gwirfoddol trydydd sector neu bolisi iaith gwirfoddol sector preifat sy'n cynnwys ymrwymiad at y gwasanaeth dan sylw. Nid oes gan y Comisiynydd bwerau gorfodi yn achos y sefydliadau hyn.

Er hynny, gan fod y sefydliadau hyn yn cael dylanwad sylweddol ar fywydau pobl, mae'r Comisiynydd yn gwahodd unigolion i leisio barn a phryderon am ddefnydd o'r Gymraeg gan sefydliadau trydydd sector neu sector preifat yng Nghymru; bydd yn mynd ati drwy berswâd i geisio datrysiaid i'r mater.

Pan fydd newidiadau cadarnhaol yn deillio o'r pryderon a godwyd bydd y Comisiynydd yn cysylltu â'r unigolyn. Cedwir cofnod o'r holl bryderon a godir a'u defnyddio i lywio'r gwaith hybu a hwyluso a cheisio newid polisi ac arferion sefydliadau sector preifat a thrydydd sector.

Adolygiad o fanciau'r stryd fawr

Cynhaliodd y Comisiynydd yr arolwg o dan ran 2 Mesur y Gymraeg wedi iddi weld cynnydd sylweddol yn nifer y pryderon roedd hi'n eu derbyn gan aelodau o'r cyhoedd ynglŷn â diffyg gwasanaethau Cymraeg gan y banciau. Sail yr arolwg oedd tystiolaeth gan aelodau'r cyhoedd a chyfweliadau gydag uwch swyddogion yn y banciau.

Lluniwyd wyth o argymhellion i'r banciau. Roedd yr argymhellion yn ymwneud â'r angen i adolygu eu polisiâu iaith a pharatoi rhai newydd, gosod amserlen ar gyfer sefydlu gwasanaethau Cymraeg ar-lein ac apiau bancio symudol, cyflwyno gwybodaeth Gymraeg ar eu gwefannau, cyflwyno datganiad ynglŷn â'r gwasanaethau Cymraeg sydd ar gael a chysoni'r defnydd o'r Gymraeg ar draws eu canghennau.

Cynhaliwyd seminar gyda rhanddeiliaid i drafod yr adolygiad; a dwy seminar ar wahân gyda chynrychiolwyr o'r banciau i drafod yr argymhellion a syniadau a chynnydd. Bydd y Comisiynydd yn adolygu cynnydd yn ystod y flwyddyn nesaf drwy gasglu adborth a thystiolaeth gan y banciau.

Concerns

Concerns are an expression of concern about a service or lack of service by any organisation which does not operate within the standards system, and which does not have a statutory language scheme or voluntary language scheme by a statutory body. It is possible, however, that the organisation is implementing a third sector voluntary language scheme or private sector voluntary language policy which includes a commitment to the service in question. The Commissioner does not have enforcement powers in the case of such organisations.

However, as these organisations have a substantial influence on people's day to day lives, the Commissioner invites individuals to voice opinions and concerns regarding the use of the Welsh language by third sector or private sector organisations in Wales; and will endeavour to persuade such bodies to reach a resolution.

When any positive changes result from the concerns, the Commissioner will contact the individual. A record of all the concerns raised is kept and used to steer the work of promoting, facilitating and attempting to change the policies and practices of private sector and third sector organisations.

Review of the high street banks

The Commissioner held a review under part 2 of the Welsh Language Measure having witnessed a significant increase in the number of concerns raised by members of the public regarding a lack of Welsh language services in banks. The review was based on evidence from the public and interviews with senior officers from the banks.

Eight recommendations were given to the banks. The recommendations related to the need for them to review their language policies and prepare new ones, setting timescales for establishing Welsh language online services and mobile banking apps, providing information in Welsh on their websites, making a statement on available Welsh language services and ensuring consistency in the use of Welsh across all branches.

A seminar was held with stakeholders to discuss the review; with two separate seminars with representatives from the banks to discuss the recommendations, ideas and progress. The Commissioner will review progress during the next year by gathering feedback and evidence from the banks.

Adolygiad barnwrol ac achosion cyfreithiol eraill

Mae adrannau 8-10 Mesur y Gymraeg yn caniatáu i Gomisiynydd y Gymraeg gychwyn achos cyfreithiol yng Nghymru a Lloegr neu ymyrryd mewn achos os yw mater yn berthnasol i waith y Comisiynydd. Gellir hefyd ddarparu cymorth i unigolion gan gynnwys cymorth cyfreithiol.

Cynhaliwyd symposiwm y Gymraeg a'r gyfraith gyda chynrychiolwyr ar draws ystod eang o feysydd - yn gyfreithwyr, yn ymgyrchwyr, ac yn gynrychiolwyr o'r byd academiaidd a'r trydydd sector - er mwyn ennill dealltwriaeth a gwranddo ar wahanol safbwyntiau ynghylch y math o achosion i'w hystyried.

Ar 1 Rhagfyr 2015 cyhoeddodd y Comisiynydd fframwaith yn egluro pa bryd a sut yr arfaetha arfer y pwerau hyn. Gellir gweld y fframwaith ar wefan y Comisiynydd.

Judicial review and other legal proceedings

Sections 8-10 of the Welsh Language Measure allow the Commissioner to instigate legal action in England and Wales or to intervene in a case if the matter is relevant to the work of the Commissioner. Assistance can also be provided to individuals including legal assistance.

A symposium on the Welsh language and law was held with representatives from a wide range of fields - lawyers, campaigners, representatives from the academic world and third sector - in order to gain an understanding and to hear different viewpoints regarding the nature of cases to be considered.

On 1 December 2015 the Commissioner published a framework outlining how and when the Commissioner intends to put these powers into practice. The framework has been published on the Commissioner's website.

Amcan strategol 3: Gosod dyletswyddau statudol a'u rheoleiddio

Cyflwyno safonau'r Gymraeg

Mae Mesur y Gymraeg yn creu trefn o gyflwyno dyletswyddau ar sefydliadau ar ffurf safonau'r Gymraeg. Ceir pum gwahanol fath o safon, sef cyflenwi gwasanaethau, llunio polisi, gweithredu, hybu a chadw cofnodion, ac mae safonau'n ymwneud â gweithgareddau penodol o dan y penawdau hyn.

Mae tri phrif gam i'r broses o osod safonau. Y cam cyntaf yw cynnal ymchwiliad safonau. Swyddogaeth y Comisiynydd yw hynny ac mae'n ymgynghoriad cychwynnol gyda'r sefydliadau dan sylw a'r cyhoedd er mwyn penderfynu pa fath o safonau a allai fod yn gymwys i'w gosod os o gwbl. Bydd y Comisiynydd yn paratoi adroddiad ac argymhellion i Weinidogion Cymru ar ganfyddiadau'r ymchwiliad safonau.

Gweinidogion Cymru sydd yn gweithredu ail gam y broses, sef llunio safonau mewn rheoliadau. Mae'n rhaid i'r rheoliadau gael eu cymeradwyo gan y Cynulliad. Pan fydd hynny'n digwydd, mae'n awdurdodi'r Comisiynydd i gychwyn rhan olaf y broses, sef rhoi hysbysiadau cydymffurfio i sefydliadau a enwyd yn y rheoliadau. Yr hysbysiad cydymffurfio yw'r ddogfen sy'n egluro'n union pa safonau sy'n cael eu gosod ar sefydliad. Dyma'r ddogfen y bydd yn rhaid i'r sefydliad gydymffurfio â hi.

Oherwydd bod sawl cam statudol i'w dilyn wrth osod safonau, cynhaliodd y Comisiynydd ymchwiliadau safonau mewn gwahanol gylchoedd. Isod ceir crynodeb o'r camau a gymerwyd gyda'r gwahanol gylchoedd yn ystod y flwyddyn.

Cylch 1

Mae 26 o sefydliadau yng Nghylch 1, sef Cynghorau Sir a Chynghorau Bwrdeistref Sirol Cymru, Awdurdodau Parciau Cenedlaethol a Gweinidogion Cymru.

Yn dilyn pasio Rheoliadau Safonau'r Gymraeg (Rhif 1) 2015 ar 22 Mawrth 2015, fe awdurdodwyd y Comisiynydd i roi hysbysiadau cydymffurfio i gynghorau sir a chynghorau bwrdeistref sirol yng Nghymru, awdurdodau parciau cenedlaethol a Gweinidogion Cymru.

Cychwynnodd y Comisiynydd ymgynghori ar gynnwys hysbysiadau cydymffurfio â'r sefydliadau, a hynny'n unol ag adran 47 y Mesur ar 22 Mehefin 2015. Daeth y cyfnod ymgynghori hwnnw i ben ar 20 Gorffennaf 2015. Yn dilyn hynny, rhoddwyd sylw dyladwy i'r holl dystiolaeth cyn rhoi hysbysiadau cydymffurfio i bob sefydliad ar 30 Medi 2015. Daeth y safonau cyntaf i rym ar 30 Mawrth 2016.

Strategic objective 3: To impose statutory duties and regulate them

Introducing Welsh language standards

The Welsh Language Measure creates a system for imposing Welsh language duties on organisations through Welsh language standards. There are five different kinds of standard, namely service delivery, policy making, operational, promotion and record keeping, and standards relate to specific activities under these headings.

There are three main steps to the process of imposing standards. The first step is to conduct a standards investigation. This is one of the Commissioner's functions and the Commissioner conducts a preliminary consultation with the organisations in question and the public in order to determine what kind of applicable standards to impose, if at all. The Commissioner prepares a report and recommendations for Welsh Ministers on the findings of the standards investigation.

Welsh Ministers then implement the second stage in the process, which is to draw up standards in regulations. The regulations must then be approved by the Assembly. When this happens the Commissioner is authorised to commence the final stage of the process, which is to give compliance notices to those organisations named in the regulations. The compliance notice is the document which explains which standards exactly are being imposed on the organisation. This is the document with which the organisation has to comply.

Because there are a number of statutory stages to be followed in the imposition of standards, the Commissioner held standards investigations in different rounds. Below, there is a summary of the steps taken with the different rounds during the year.

Round 1

There are 26 organisations in Round 1: the County Councils and County Borough Councils in Wales, National Park Authorities and Welsh Ministers.

After the Welsh Language Standards Regulations (Number 1) 2015 were passed on 22 March 2015, the Commissioner was authorized to give compliance notices to the county councils and county borough councils in Wales, national park authorities and Welsh Ministers.

The Commissioner began consultation on the content of the compliance notices with those organisations, in accordance with section 47 of the Measure, on 22 June 2015. This consultation period closed on 20 July 2015. Following this, due regard was given to all the evidence before giving compliance notices on 30 September 2015. The first standards came into force on 30 March 2016.

Mae gan sefydliadau perthnasol hawl i herio'r dyletswyddau a roddir arnynt yn yr hysbysiad cydymffurfio drwy wneud cais i'r Comisiynydd dan Adran 54 neu Adran 55 Mesur y Gymraeg. Mae hawl ganddynt hefyd i apelio i Dribiwnlys y Gymraeg yn erbyn dyfarniad y Comisiynydd.

Ar ôl rhoi'r hysbysiad cydymffurfio i sefydliadau Cylch 1 ar 30 Medi 2015, gwnaeth 18 sefydliad gais i'r Comisiynydd. Gweithredodd y Comisiynydd yn unol â'i Gweithdrefn Herio ac Apelio: Hysbysiadau Cydymffurfio i brosesu a dilysu'r ceisiadau. Ar ddiwedd y flwyddyn ariannol roedd y broses ddyfarnu yn parhau i fynd rhagddi.

Cylch 2

Yn ystod Ionawr i Fawrth 2015 cynhaliodd y Comisiynydd ymchwiliad safonau i 119 o sefydliadau yng Nghylch 2, gan gynnwys byrddau a chyrff iechyd, prif gwnstablaid a chomisiynwyr heddlu a throseddau Cymru, corfforaethau addysg bellach ac addysg uwch, a chyrff cyhoeddus eraill yng Nghymru. Cyflwynwyd adroddiadau ar ganfyddiadau'r ymchwiliad i Weinidogion Cymru yn ystod Mai a Mehefin 2015.

Ers hynny, mae'r Llywodraeth wedi datblygu rheoliadau safonau ar gyfer nifer o'r 119 sefydliad. Cafodd Rheoliadau Rhif 2 eu cymeradwyo gan y Cynulliad ar 9 Chwefror 2016. Mae'r rheoliadau yn cynnwys 32 o gyrff gan gynnwys Cyfoeth Naturiol Cymru, y Llyfrgell Genedlaethol, Estyn, BBC, a'r Swyddfa Gyfathrebiadau (Ofcom).

Cymeradwywyd Rheoliadau Rhifau 4 a 5 ar 15 Mawrth 2016, oedd yn cynnwys Tribiwnlysoedd Cymru a'r Cyngor Gweithlu Addysg, Heddluoedd, Comisiynwyr Heddlu, Awdurdodau Heddlu, ac Awdurdodau Tân ac Achub. Yn dilyn dadl a phleidlais ni chafodd Rheoliadau Rhif 3 a oedd yn cynnwys cyrff addysg bellach ac uwch eu cymeradwyo gan y Cynulliad. Felly nid oes gan y Comisiynydd awdurdodaeth i roi hysbysiadau cydymffurfio iddynt hwy. Bydd y Comisiynydd yn cychwyn ar y broses o gyflwyno hysbysiadau cydymffurfio i'r sefydliadau hynny wedi i'r rheoliadau gael eu hailgyflwyno gan Weinidogion Cymru a'u pasio gan y Cynulliad.

Mae'r Comisiynydd wedi cychwyn ar y broses o osod safonau ar y cyrff a enwir yn Rheoliadau Safonau'r Gymraeg (Rhif 2) 2016 trwy gyflwyno hysbysiadau cydymffurfio drafft iddynt. Cyflwynwyd yr hysbysiadau hynny ar 31 Mawrth 2016. Daw'r cyfnod ymgynghori i ben ar 26 Mai 2016.

Relevant organisations have a right to challenge the duties imposed on them in the compliance notice by making an application to the Commissioner under Section 54 or Section 55 of the Welsh Language Measure. They also have a right to appeal to the Welsh Language Tribunal against the Commissioner's ruling.

After issuing the compliance notice to the organisations in Round 1 on 30 September 2015, 18 organisations made an application to the Commissioner. The Commissioner acted in accordance with the Challenges and Appeals Procedure: Compliance Notices to process and validate the applications. At the end of the reporting period the process of determining the applications was ongoing.

Round 2

During January to March 2015, the Commissioner held a standards investigation with regard to 119 organisations in Round 2, including health boards and bodies, the chief constables and the police and crime commissioners in Wales, further and higher education corporations and other public bodies in Wales. Reports on the findings of the investigation were presented to Welsh Ministers during May and June 2015.

Since then the Government has developed standards regulations for a number of the 119 organisations. Regulations Number 2 were approved by the Assembly on 9 February 2016. The regulations include 32 bodies including Natural Resources Wales, the National Library of Wales, Estyn, the BBC and the Office of Communications (Ofcom).

Regulations Numbers 4 and 5 were approved on 15 March 2016, which included, Tribunals in Wales and the Education Workforce Council, Police, Police Commissioners, Police Authorities and Fire and Rescue Authorities. Following a debate and vote, Regulations Number 3 which included further and higher education institutions, were not approved by the Assembly. Therefore the Commissioner does not have the authority to give compliance notices to these bodies. The Commissioner will begin the process of issuing compliance notices to those institutions once the regulations have been re-submitted by Welsh Ministers and passed by the Assembly.

The Commissioner has begun the process of imposing standards on those bodies named in The Welsh Language Standards (No. 2) Regulations 2016, by issuing draft compliance notices to them. Those notices were issued on 31 March 2016. The consultation period ends on 26 May 2016.

Mae'r Comisiynydd yn aros am reoliadau i gael eu cyflwyno gan Weinidogion Cymru mewn perthynas â nifer o sefydliadau eraill a oedd yn rhan o gylch 2 ymchwiliadau safonau. Mae'r rhain yn cynnwys cyrff iechyd, a hynny oherwydd bwriad Llywodraeth Cymru i ymgynghori'n ehangach ar reoliadau drafft.

Cylch 3

Mae 64 o sefydliadau'n rhan o'r cylch hwn, gan gynnwys adrannau Llywodraeth y DU, darparwyr tai cymdeithasol, cwmnïau dŵr, Grŵp y Post Brenhinol a Swyddfa'r Post.

Cynhaliodd y Comisiynydd ymchwiliadau safonau mewn perthynas â hwy rhwng 26 Mai ac 18 Awst 2015. Yn dilyn hynny, cyflwynwyd adroddiadau safonau i Weinidogion Cymru ar 30 Hydref a 30 Tachwedd, gan ddod i gasgliadau ar ba safonau y dylai Gweinidogion Cymru eu gwneud yn benodol gymwys iddynt.

Nid yw Llywodraeth Cymru wedi llunio rheoliadau safonau ar gyfer cyrff Cylch 3 hyd yma.

Cwmnïau bws a thrên

Ar 4 Mawrth 2016 anfonwyd llythyr a hysbysiad rhagymchwilio at 125 o gwmnïau bysiau, pedwar cwmni trên a Network Rail, yn nodi y bydd y Comisiynydd yn cynnal ymchwiliadau safonau mewn perthynas â hwy.

Dechreuodd cyfnod yr ymchwiliadau safonau ar 30 Mawrth 2016 a bydd y Comisiynydd yn parhau i gasglu tystiolaeth gan y cwmnïau, y cyhoedd a Phanel Cynghori'r Comisiynydd hyd 30 Mehefin 2016.

Fframwaith Rheoleiddio

Gyda dyfodiad y drefn safonau bu i'r Comisiynydd adolygu agweddau ar ei gwaith rheoleiddiol yn ystod 2015-16 ac ar 1 Ebrill 2016 daeth Fframwaith Rheoleiddio Comisiynydd y Gymraeg yn weithredol a chafodd ei ddsbarthu i bob sefydliad sy'n gweithredu cynllun iaith Gymraeg neu a fydd yn ddarostyngedig i safonau'r Gymraeg a'i gyhoeddi ar wefan y Comisiynydd.

Barn y Comisiynydd yw nad trwy orfodi'n unig y mae sicrhau cydymffurfedd. Mae'r fframwaith yn egluro sut y mae'r Comisiynydd yn cynnal rhaglen waith sy'n cymhell cydymffurfedd ac yn gymorth i alluogi pethau i ddigwydd fel y dylent.

The Commissioner is awaiting regulations from Welsh Ministers in relation to a number of other organisations that were part of the second round of standards investigations. These include health bodies, and this is due to the Welsh Government's intention of consulting more widely on the draft regulations.

Round 3

There are 64 organisations included in this round, including UK Government departments, social housing providers, water companies, the Royal Mail Group and the Post Office.

The Commissioner held a standards investigation in relation to these bodies between 26 May and 18 August 2015. Following this, standards reports were presented to Welsh Ministers on 30 October and 30 November, outlining the Commissioner's conclusions regarding which standards Welsh Ministers should make specifically applicable to them.

As yet, the Welsh Government has not drawn up standards regulations for the bodies in Round 3.

Bus and train companies

On 4 March 2016, a letter and exploration notice was sent to 125 bus companies, four train companies and Network Rail, noting that the Commissioner was to conduct a standards investigation in relation to them.

The standards investigation period began on 30 March 2016 and the Commissioner will continue to gather evidence from the companies, the public, and the Commissioner's Advisory Panel up to 30 June 2016.

Regulatory Framework

With the standards system coming into force, the Commissioner reviewed aspects of her regulatory work during 2015-16 and on 1 April 2016, the Commissioner's Regulatory Framework became operational and was distributed to organisations who are operating Welsh language schemes or who will be subject to Welsh language standards, and it was published on the Commissioner's website.

The Commissioner is of the view that compliance is not ensured by enforcement alone. The framework explains how the Commissioner conducts a programme of work to encourage compliance and provide support in order to enable things to happen as they should.

Yn ystod misoedd Hydref a Thachwedd 2015, cynhaliwyd cyfres o seminarau ledled Cymru er mwyn egluro trefn reoleiddio'r Comisiynydd. Gwahodwyd cynrychiolwyr o'r cyrff sy'n destun i Reoliadau Safonau'r Gymraeg (Rhif 1) 2015 i drafod swyddogaethau gosod a gorfodi'r Comisiynydd, prif ganfyddiadau'r adroddiad sicrwydd cyntaf a rhannu arferion da, a pholisi gorfodi'r Comisiynydd.

Adroddiad Sicrwydd ar gyfer 2014-15: Mesur newydd: meddylfryd newydd

Ar 4 Tachwedd 2015, cyhoeddwyd adroddiad sicrwydd cyntaf y Comisiynydd, Mesur Newydd: Meddylfryd Newydd. Mae'r adroddiad yn ystyried profiadau pobl wrth ddefnyddio gwasanaethau Cymraeg yn y sector cyhoeddus, ac yn rhoi trosolwg cyffredinol o sut mae sefydliadau'n gwireddu eu hymrwymadau ieithyddol.

Edrychwyd yn benodol ar y gwasanaethau a ddarperir mewn derbynfydd ac ar-lein a sut ystyrir y Gymraeg wrth asesu effaith polisi ac wrth recriwtio ac ar drefniadau adrodd i'r Comisiynydd am gapasiti sgiliau iaith Gymraeg y gweithlu.

Sail yr adroddiad oedd cyfres o arolygon ac astudiaethau achos o arferion da. Roedd y canfyddiadau'n dangos bod lefel y gwasanaethau a'r ystyriaeth i'r Gymraeg yn amrywio o ardal i ardal a bod cryn fylchau yn y ddarpariaeth, er bod enghreifftiau o arferion da i'w gweld yn ogystal mewn gwahanol rannau o'r wlad.

Wrth roi barn ar y canfyddiadau, dywedodd y Comisiynydd bod angen meddylfryd newydd er mwyn cynllunio'n bwrpasol ar gyfer cyflenwi gwasanaethau cyhoeddus drwy gyfrwng y Gymraeg. Anfonwyd copi o'r adroddiad at benaethiaid pob corff oedd yn gweithredu cynllun iaith Gymraeg a gwnaed cyflwyniadau ar yr adroddiad mewn sesiynau briffio i sefydliadau oedd ar fin dod yn ddarostyngedig i safonau'r Gymraeg.

Arolygon profiadau defnyddwyr

Rhwng mis Ebrill 2015 a mis Mawrth 2016 cynhaliwyd cyfres o arolygon er mwyn profi gwasanaethau Cymraeg mewn modd annibynnol er mwyn deall beth yw profiadau gwasanaeth gwirioneddol defnyddwyr y Gymraeg. Roedd y gwaith hwn yn gyfuniad o arolygon siopwr cudd er mwyn asesu profiad defnyddwyr y Gymraeg ac arolygon thematig er mwyn mesur agweddau rheolaethol cyrff tuag at y Gymraeg.

Cynhaliwyd pum arolwg siopwr cudd yn ystod 2015-16 er mwyn dysgu am brofiad gwasanaeth cyfrwng Cymraeg o fewn y meysydd canlynol: gwefannau a gwasanaethau ar-lein, ffurflenni, derbynfydd cyhoeddus, gwasanaethau ffôn a gohebu â chyrrff.

During October and November 2015, a series of seminars were conducted around Wales in order to explain the Commissioner's regulatory procedures. Representatives from those bodies subject to The Welsh Language Standards (No. 1) Regulations 2015 were invited to discuss the Commissioner's imposition and enforcement functions, the main findings of the first assurance report and sharing of good practice, and the Commissioner's enforcement policy.

The Commissioner's Assurance Report for 2014-15: A new measure: a new mind-set

On 4 November 2015, the Commissioner's first assurance report was published, A new measure: a new mind-set. The report considers the experiences of people when using Welsh language services in the public sector and provides a general overview of how organisations meet their language commitments.

The report looked in particular at services provided in reception areas and online and how the language is considered in impact assessments and recruitment and how organisations report to the Commissioner on the language skills capacity of their workforce.

The report was based on a series of reviews and good practice case studies. The findings showed that levels of service and consideration of the Welsh language varied from area to area and that there were significant gaps in provision, although examples of good practice were seen also in different areas across the country.

In her views on the findings, the Commissioner stated that a new mind-set is required in order to plan purposefully to deliver public services through the medium of Welsh. A copy of the report was sent to the head of each body operating a Welsh language scheme, and a presentation on the report was given during briefing sessions to organisations due to become subject to the imposition of Welsh language standards.

Reviews of service users' experience

Between April 2015 and March 2016, a series of reviews were held in order to determine independently the real life experiences of Welsh language users. This work was a combination of mystery shopper exercises in order to assess the experience of Welsh language users and thematic reviews in order to measure the regulatory attitudes of organisations towards the Welsh language.

Five mystery shopper reviews were held during 2015-16 to learn about the Welsh language experience when accessing services in the following areas: websites and online services, forms, public reception areas, telephone services and correspondence with organisations.

Tu hwnt i ddulliau siopwr cudd, edrychwyd hefyd ar arferion cyrff cyhoeddus wrth iddynt hysbysebu swyddi gwag a newydd. Yn ystod y cyfnod dan sylw, cofnodwyd gwybodaeth am fwy na 3,000 o swyddi. Yn olaf, arolygwyd trefniadau 40 corff cyhoeddus wrth iddynt gynllunio sgiliau iaith Gymraeg eu gweithluoedd ac asesu digonolrwydd y trefniadau hynny.

Yr arolygon uchod fydd prif sail ail adroddiad sicrwydd y Comisiynydd, gaiff ei gyhoeddi yn yr Hydref, fydd yn rhoi trosolwg cyffredinol ynghylch sut mae cyrff yn gwireddu eu hymrwymiaadau ieithyddol.

Gwirio trefniadau etholiad

Rhan o waith y Comisiynydd yw edrych ar y ffordd caiff y Gymraeg ei defnyddio ym mywyd cyhoeddus Cymru yn gyffredinol ac mewn amgylchiadau penodol. Yn ystod mis Ebrill 2015 fe edrychodd y Comisiynydd ar drefniadau cyflwyno gwybodaeth a darparu dogfennaeth berthnasol ar gyfer Etholiad Cyffredinol 2015. Fel rhan o'r ymarferiad hwn fe wiriwyd gwybodaeth a ffurflenni a ddarparwyd ar wefannau awdurdodau lleol gan Swyddogion Cofrestru Etholiadol, gwefan y Comisiwn Etholiadol a gwefan gwasanaethau a gwybodaeth Llywodraeth y DU a weinyddir gan Swyddfa'r Cabinet www.gov.uk.

Arolygwyd hefyd y defnydd o'r Gymraeg gan y Swyddogion Canlyniadau wrth gyhoeddi canlyniadau'r etholiad mewn etholaethau. Y prif resymau dros gynnal yr ymarferiad hwn oedd pwysigrwydd sicrhau argaeledd gwybodaeth a ffurflenni dwyieithog ar gyfer etholiadau a phleidleisio, amheuan ynghylch argaeledd gwybodaeth a ffurflenni perthnasol dwyieithog, ac amheuan ynghylch anghysondeb wrth ddefnyddio'r Gymraeg wrth gyhoeddi canlyniadau'r etholiad.

Daeth y Comisiynydd i'r casgliadau canlynol:

- Bod y rhan fwyaf o awdurdodau lleol wedi darparu ffurflenni cofrestru i bleidleisio trwy gyhoeddi dolen at wefan y Comisiwn Etholiadol neu www.gov.uk. Methodd nifer ohonynt â chynnwys dolen at dudalennau Cymraeg y gwefannau hynny.
- Bod anghysondeb wrth i rai Swyddogion Canlyniadau gyhoeddi'r canlyniadau'n ddwyieithog, ac eraill yn cyhoeddi'r canlyniadau yn Saesneg yn unig.
- Bod mwyafrif y Swyddogion Canlyniadau wedi gwneud peth defnydd o'r Gymraeg, ond bod y defnydd o'r iaith yn ddarniog ac yn anghyson.

Lluniodd y Comisiynydd 15 o argymhellion er mwyn gwella'r defnydd o'r Gymraeg erbyn Etholiad y Cynulliad Cenedlaethol ac Etholiad Comisiynwyr Heddlu a Throsedd yn 2016. Mae'r argymhellion yn ymwneud â sicrhau bod yr un lefel o wybodaeth ar gael yn y Gymraeg ag sydd yn y Saesneg; bod yr wybodaeth Gymraeg yn hawdd ei chyrraedd ac yn gyfartal â'r Saesneg o ran cynnwys, safon a diwyg; cyhoeddi canlyniadau etholiad yn llawn yn y Gymraeg a chan siaradwr Cymraeg rhugl.

Beyond the mystery shopper approach, the Commissioner also looked at public organisations' practices as they advertised new and vacant jobs. During this period, information was recorded for more than 3,000 jobs. Finally, the Commissioner reviewed the arrangements of 40 public organisations in planning their workforce's language skills and in assessing the adequacy of those arrangements.

The above reviews will be the main basis of the Commissioner's second assurance report, to be published in autumn 2016, which will give a general overview of how organisations are fulfilling their commitments.

Review of electoral arrangements

Part of the Commissioner's work is to look into ways in which the Welsh language is used in public life in Wales in general, and in particular circumstances. During April 2015, the Commissioner looked at the arrangements in place for the provision of relevant information and documentation for the 2015 General Election. As part of this exercise, information and forms provided on local authority websites by Electoral Registration Officers were reviewed together with the website of the Electoral Commission and the UK Government website providing services and information run by the Cabinet Office, www.gov.uk.

A review was also held of the use of Welsh by Returning Officers when declaring the election results in constituencies. The main reason for conducting this exercise was the importance of ensuring that bilingual information and voting forms were available for the election, suspicions regarding the availability of relevant bilingual information and forms, and suspicions regarding inconsistencies in the way in which the Welsh language was used in declaring the election results.

The Commissioner came to the following conclusions:

- The majority of local authorities had provided voting registration forms by publishing a link to the Electoral Commission's website or www.gov.uk. A number of them failed to include a link to the Welsh language pages on those websites.
- There is inconsistency in terms of some Returning Officers declaring the results bilingually and others declaring the results in English only.
- The majority of Returning Officers had made some use of Welsh but the use of the language was patchy and inconsistent.

The Commissioner drew up 15 recommendations in order to improve the use of Welsh by the time the National Assembly Elections and the Elections for the Police and Crime Commissioners were held in 2016. The recommendations are related to ensuring that the same level of information is available in Welsh and English; that information in Welsh is easily accessible and equal to the English in terms of content, standard and design; declaring electoral results in full in Welsh and by fluent Welsh speakers.

Rhoi cyngor

Mae gan y Comisiynydd bŵer, dan Adran 4 Mesur y Gymraeg i wneud argymhellion neu gyflwyno sylwadau neu roi cyngor i unrhyw un am faterion yn ymwneud â'r Gymraeg. Defnyddiodd y Comisiynydd y pŵer hwn i roi cyngor yn ystod y flwyddyn i'r sefydliadau canlynol er mwyn iddynt edrych ar eu trefniadau mewnol i wella darpariaeth Gymraeg: BBC, Bwrdd Iechyd Prifysgol Abertawe Bro Morgannwg, Bwrdd Iechyd Prifysgol Betsi Cadwaladr, Coleg Brenhinol Obstetreg a Gynaecoleg ac Ymddiriedolaeth GIG Iechyd Cyhoeddus Cymru.

Rheoleiddio cydymffurfiaeth â chynlluniau iaith Gymraeg

Hyd nes y bydd safonau'n cael eu gosod ar sefydliadau, mae cynlluniau iaith Gymraeg, a gyflwynwyd yn unol â Deddf yr Iaith Gymraeg 1993, yn parhau mewn grym. Y Comisiynydd sy'n gyfrifol am reoleiddio cydymffurfiaeth â chynlluniau iaith, cymeradwyo cynlluniau newydd yn ogystal â chynnal ymchwiliadau statudol pan fo amheuaeth nad yw sefydliad yn cydymffurfio â'i gynllun.

Mae hon yn gyfundrefn a drosglwyddwyd i'r Comisiynydd o Fwrdd yr Iaith Gymraeg yn 2012. Wrth i safonau ddod i rym bydd cynlluniau iaith yn dod i ben.

Cynlluniau iaith Gymraeg sy'n weithredol

Ar 31 Mawrth 2016, roedd 533 cynllun iaith Gymraeg yn weithredol. Maent yn cynnwys 328 gan sefydliadau cyhoeddus, 54 gan sefydliadau addysgol, 42 gan gyrff y Goron a phedwar gan gwmnïau preifat o dan ddyletswydd statudol. Yn ogystal, roedd 12 cynllun iaith yn weithredol gan sefydliadau cyhoeddus ar sail wirfoddol, dau gan gwmnïau preifat ar sail wirfoddol a 91 gan y trydydd sector. Cymeradwywyd cynllun iaith diwygiedig Banc Lloegr a Gwasanaeth Llysoedd a Thribiwnlysoedd ei Mawrhydi.

Adroddiadau monitro blynyddol

Ceir ymrwymiad mewn cynllun iaith i baratoi a chyflwyno adroddiad monitro. Yn ystod 2015-16, ymatebwyd i 146 o adroddiadau monitro blynyddol ac fe gynhaliwyd cyfarfodydd gyda phob un o'r prif sefydliadau i drafod materion yn codi yn yr adroddiadau monitro ac unrhyw bryderon oedd gan y Comisiynydd am berfformiad y sefydliadau dan sylw. Caiff ymatebion i adroddiadau monitro eu cyhoeddi ar wefan y Comisiynydd. Penderfynwyd dod â'r drefn ymateb i adroddiadau monitro blynyddol i ben ar ddiwedd Mawrth 2016 gan ddisodli'r arfer â'r Fframwaith Rheoleiddio.

Giving advice

The Commissioner has the power under section 4 of the Welsh Language Measure to make recommendations or to make representations or give advice to any person on matters relating to the Welsh language. The Commissioner used this power to provide advice during the year to the following organisations in order that they review their internal arrangements to improve their Welsh language provision: the BBC, Abertawe Bro Morgannwg University Health Board, Betsi Cadwaladr University Health Board, the Royal College of Obstetrics and Gynaecology and Public Health Wales NHS Trust.

Regulating compliance with Welsh language schemes

Until standards are imposed on organisations, Welsh language schemes, introduced in accordance with the Welsh Language Act 1993, continue to be in force. The Commissioner is responsible for regulating compliance with language schemes, approving new schemes in addition to conducting statutory investigations where an organisation is suspected of failure to comply with its scheme.

This regime was transferred to the Commissioner from the Welsh Language Board in 2012. When standards come into force, Welsh language schemes will come to an end.

Language schemes in operation

On 31 March 2016, 533 statutory Welsh language schemes were in operation. They include the schemes of 328 public organisations, 54 by educational institutions, 42 language schemes by Crown bodies and four by private companies under statutory duty. Also, 12 language schemes were operational by public organisations on a voluntary basis, two language schemes by private companies on a voluntary basis and 91 language schemes in the third sector. The Bank of England and Her Majesty's Courts and Tribunals Service's revised schemes were approved.

Annual monitoring reports

Language schemes include a commitment to prepare and submit a monitoring report. During 2015-16, 146 annual monitoring reports were responded to and meetings were held with all the main organisations to discuss matters arising in the monitoring reports and any concerns the Commissioner had regarding the performance of the organisations in question. Responses to monitoring reports are published on the Commissioner's website. The Commissioner decided to end the practice of responding to annual monitoring reports from the end of March 2016 and replace the practice with her Regulatory Framework.

Amcan strategol 4: Annog, hybu a hwyluso defnydd o'r Gymraeg ar sail wirfoddol

Mae gan y Comisiynydd is-wefan Hybu'r Gymraeg sy'n rhoi cyngor ac arweiniad i sefydliadau preifat ac yn y trydydd sector. Pwrpas y wefan yw galluogi sefydliadau i gael mynediad at wybodaeth sy'n egluro'r manteision o gynnig gwasanaethau Cymraeg a sut i'w cynnig mewn modd hwylus a hygyrch.

Cafodd yr is-wefan ei lansio ddiwedd Mawrth 2015, a datblygwyd y wefan ymhellach yn ystod 2015-16. Paratowyd cyfres o fideos yn dangos sut mae gwahanol fusnesau a sefydliadau trydydd sector yn defnyddio'r Gymraeg ac yn gweld y budd o wneud hynny.

Cynlluniau Hybu'r Gymraeg

Anogir sefydliadau i ymrwymo i Gynllun Hybu'r Gymraeg trwy gwblhau holiadur ar yr is-wefan. Mae'r holiadur yn galluogi sefydliadau i asesu eu darpariaeth Gymraeg bresennol a chynnig dadansoddiad o gryfderau a gwendidau. Mae'r wefan hefyd yn cynnig syniadau ar sut i wella darpariaeth mewn cydweithrediad â swyddogion y Comisiynydd a phartneriaid eraill. Rhwng diwedd Mawrth 2015 a diwedd Mawrth 2016 roedd 215 sefydliad wedi cwblhau'r holiadur.

Marciau safon

Er mwyn codi ymwybyddiaeth o'r Cynllun Hybu a sicrhau statws i'r Gymraeg, bu'r Comisiynydd yn gweithio â phartneriaid er mwyn plethu'r Gymraeg i wahanol nodau ansawdd yn y trydydd sector.

Mae Nod Ansawdd PQASSO yn helpu sefydliadau i ddangos eu perfformiad, eu heffeithiolrwydd a'u heffaith i gyllidwyr, comisiynwyr a defnyddwyr. O ganlyniad i waith y Comisiynydd, mae'r pedwerydd argraffiad o PQASSO yn cynnwys cyfeiriadau clir ar draws nifer o wahanol feysydd at yr angen i baratoi a gweithredu Cynllun Hybu'r Gymraeg er mwyn dangos gweithrediad pwrpasol o safbwynt y Gymraeg.

Yn dilyn argymhellion gwaith ymchwil y Comisiynydd ar 'Y Gymraeg a Gwirfoddoli' yn 2014, mae'r canllawiau i sefydliadau ac aseswyr ar gyfer Marc Safon Buddsoddwyr Mewn Gwirfoddolwyr bellach yn cynnwys cyfeiriadau at y Gymraeg ar draws y dangosyddion.

Strategic objective 4: To encourage, promote and facilitate the use of the Welsh language on a voluntary basis

The Commissioner has a microsite for the Promotion of the Welsh language which provides advice and guidance to private and third sector organisations. The website is aimed at enabling organisations to access information on the benefits of offering a Welsh language service and how to do so easily and accessibly.

The microsite was launched at the end of March 2015, and the website was developed further during 2015-16. A series of videos were prepared showing how different businesses and third sector organisations use the Welsh language and the benefits they see in doing so.

Welsh language progress plans

Organisations are encouraged to commit to a Welsh language progress plan through completing a questionnaire on the microsite. The questionnaire enables organisations to assess their current Welsh language provision and offers an analysis of strengths and weaknesses. The website also offers ideas on how to improve provision in collaboration with the Commissioner's officers and other partners. Between the end of March 2015 and the end of March 2016, 215 organisations had completed the questionnaire.

Quality marks

In order to raise awareness of the Welsh language progress plans and ensure status for the language, the Commissioner has been working with partners to incorporate the Welsh language into third sector quality marks.

The PQASSO Quality Mark helps organisations to demonstrate their performance, effectiveness and impact to funders, commissioners and service users. As a result of the Commissioner's work, the fourth edition of PQASSO includes clear references across a number of areas to the need to prepare and implement a Welsh language Progress Plan in order to demonstrate clear action in relation to the Welsh language.

Following the recommendations made by the Commissioner's research work on 'The Welsh Language and Volunteering' in 2014, the guidelines for organisations and assessors for the Investing in Volunteers Quality Standard now contain references to the Welsh language across the indicators.

Casglu a lledaenu arferion da

Yn sgil ymchwil eang a gynhaliwyd gyda chlybiau a chymdeithasau chwaraeon ledled Cymru, fe adnabuwyd yr angen i rannu arfer gorau o ran defnyddio'r Gymraeg yn y maes. Yn ystod 2016, paratowyd pecyn chwaraeon: Y Gymraeg #Amdani - ar gyfer defnyddio'r Gymraeg mewn chwaraeon. Mae'r pecyn yn cynnwys cyfres o fideos sy'n seiliedig ar gyfweiliadau â gwahanol glybiau chwaraeon, posterï a chardiau fflach sy'n cynnig geirfa Gymraeg i hyfforddwyr chwaraeon. Paratowyd y pecyn mewn cydweithrediad â Chwaraeon Cymru a fydd yn cynorthwyo'r Comisiynydd i hybu'r pecyn gyda chymdeithasau chwaraeon ar lawr gwlad.

Sesiynau hyfforddiant

Cynhaliwyd cyfres o sesiynau hyfforddiant er mwyn datblygu gwasanaethau dwyieithog i'r trydydd sector. Roedd yr hyfforddiant yn cynnwys:

- o cefndir a chyd-destun y Gymraeg;
- o cyflwyniad i sefyllfa ddeddfwriaethol a pholisi cyhoeddus y Gymraeg;
- o ymchwil diweddaraf y Comisiynydd ar y Gymraeg o fewn y trydydd sector;
- o cyflwyniad i wefan a chynllun Hybu'r Gymraeg; cyfle i lenwi'r holiadur hunan asesiad, rhannu syniadau a chanllawiau ymarferol ar gyfer cynyddu defnydd; a
- o cyngor perthnasol ar sut i ddatblygu ymhellach.

Cydweithio strategol

Cytunwyd ar femorandwm cyd-ddealltwriaeth a chynllun gweithredu gyda Chyngor Gweithredu Gwirfoddol Cymru. Trwy'r memorandwm hwn, fe allodd y Comisiynydd rannu negeseuon ynghylch gwerth defnyddio'r Gymraeg a'r gefnogaeth sydd ar gael i ddatblygu defnydd o'r iaith yn uniongyrchol ag elusennau.

Bu cydweithio rhwng y Comisiynydd, Cyngor Gweithredu Gwirfoddol Cymru a'r Farwnes Tanni Grey-Thompson er mwyn cynnal seminar arbennig yn Nhŷ'r Arglwyddi ar 21 Ionawr 2016. Nod y seminar oedd sôn wrth fudiadau yn y trydydd sector â'u pencadlysoedd y tu allan i Gymru am statws swyddogol y Gymraeg a dangos sut gallant ddatblygu a defnyddio'r iaith wrth ddarparu gwasanaethau yng Nghymru. Roedd Lynda Thomas, Prif Weithredwr elusen Cymorth Canser Macmillan yn y DU ymysg y siaradwyr. Mynychodd dros 120 o benaethiaid elusennau'r seminar. Cafwyd adborth cadarnhaol ac ymrwymodd nifer o sefydliadau i fynd ati i baratoi Cynlluniau Hybu'r Gymraeg.

Gathering and disseminating good practice

The wide-ranging research conducted by sports clubs and societies across Wales highlighted the need to share good practice relating to the use of Welsh in this area. During 2016, a sports pack was prepared: Welsh: Give it a go! - for the use of Welsh in sports. The pack contains a series of videos based on interviews with different sports clubs, posters and flashcards offering Welsh language vocabulary for sports coaches. The pack was prepared in conjunction with Sports Wales who will also be assisting the Commissioner to promote the pack amongst sports clubs across the country.

Training sessions

A series of training sessions were held in order to develop bilingual services for the third sector. The training included:

- o background and context to the Welsh language;
- o an introduction to the legislative and public policy context of the Welsh language;
- o the Commissioner's latest research on the Welsh language in the third sector;
- o an introduction to the Promotion of the Welsh language website and progress plan, an opportunity to complete the self-assessment questionnaire, share ideas and practical guidance to increase use;
- o relevant advice on how to develop further.

Strategic collaboration

A memorandum of understanding and action plan was agreed with the Wales Council for Voluntary Action. Through this memorandum, the Commissioner was able to share messages regarding the value of using the language and the support available to develop the use of Welsh directly with charities.

The Commissioner worked together with the Wales Council for Voluntary Action and Baroness Tanni Grey-Thompson in order to hold a special seminar at the House of Lords on 21 January 2016. The aim of the seminar was to inform third sector organisations with headquarters outside Wales of the official status of the Welsh language and to show how they can develop and use the language in their provision of services in Wales. Lynda Thomas, Chief Executive of Macmillan UK was amongst the speakers. Over 120 charity heads attended the seminar. Positive feedback was received and a number of organisations made commitments to prepare a Welsh language Progress Plan.

Cyfieithu

Er mwyn cyfrannu at gryfhau'r proffesiwn cyfieithu Cymraeg/Saesneg, mae'r Comisiynydd wedi ariannu Cymdeithas Cyfieithwyr Cymru am dair blynedd i ymgymryd â chywres o weithgareddau rheoleiddio er mwyn iddi ddatblygu ei hun yn reoleiddiwr dros y proffesiwn. Mae'r arian nawdd hwn wedi galluogi'r Gymdeithas i ymgymryd â nifer o weithgareddau hanfodol ar gyfer rheoleiddio'r maes gan gynnwys cynnal cofrestr o gyfieithwyr proffesiynol gan fynnu eu bod yn ymddwyn yn unol â chod ymddygiad y Gymdeithas; llunio trefn gwyno i ymateb i gwynion yn erbyn ei haelodau; datblygu gwasanaeth asesu ansawdd cyfieithiad a sefydlu cynllun datblygiad proffesiynol parhaus i'w haelodau. Daeth y nawdd i ben ddiwedd Mawrth 2016.

Cyfrannwyd hefyd at ddatblygu hyfforddiant pwrpasol ar gyfer y maes hwn drwy gydweithio â'r Coleg Cymraeg Cenedlaethol. Mae'r Comisiynydd yn aelod o'r Consortiwm Astudiaethau Cyfieithu a gynullwyd gan y Coleg er mwyn sicrhau bod y ddarpariaeth astudiaethau cyfieithu arfaethedig yn cwrdd â gofynion y proffesiwn cyfieithu a sefydliadau sy'n defnyddio gwasanaethau cyfieithu.

Parhaodd gwaith y Comisiynydd o gynnal Geiriadur yr Academi Ar-lein yn ystod 2015-16.

Enwau lleoedd

Mae'r Comisiynydd yn gyfrifol am argymhell ffurfiau safonol enwau lleoedd yng Nghymru ac mae wedi cynnull Panel o arbenigwyr ar orgraff y Gymraeg ac enwau lleoedd Cymru sy'n darparu cyngor arbenigol ac annibynnol am y maes. Cyfarfu'r Panel Safoni Enwau Lleoedd dair gwaith yn ystod y flwyddyn er mwyn llunio argymhellion am ffurfiau safonol enwau mewn tri awdurdod lleol a mynd i'r afael ag enwau problemus a gyfeiriwyd at y Comisiynydd. Darparwyd cyngor i nifer o unigolion a sefydliadau ynghylch ffurfiau safonol enwau lleoedd gan gynnwys yr Arolwg Ordnans er mwyn cywiro camgymeriadau hanesyddol yn eu data. Darparwyd cyngor hefyd i Lywodraeth Cymru ynghylch ffurfiau safonol enwau wardiau etholiadol.

Comisiynwyd adroddiad gan Sefydliad Daearyddiaeth a Gwyddorau Daear Prifysgol Aberystwyth er mwyn ceisio deall yn well sut y mae data ynghylch cyfeiriadau ac enwau lleoedd dwyieithog yn cael ei gasglu, ei rannu a'i ddefnyddio. Bydd y trosolwg hwn o'r maes yn arfogi'r Comisiynydd i barhau â'r gwaith dylanwadu ar bolisi yn y maes hwn er mwyn sicrhau yr arddelir enwau a chyfeiriadau Cymraeg safonol gan sefydliadau o bob math.

Translation

In order to strengthen the Welsh/English translation profession, the Commissioner has funded the Association of Welsh Translators for three years to undertake a series of regulatory activities in order that the Association develops into a professional regulator. This funding has enabled the Association to undertake a number of vital activities in terms of regulating the profession, including maintaining a register of professional translators requiring that they adhere to the Association's code of conduct; drawing up a complaints procedure to respond to complaints regarding its members; developing a translation quality assessment service and establishing a continuous professional development plan for members. The funding came to an end at the end of March 2016.

The Commissioner also contributed to the development of relevant training in this area in conjunction with the Coleg Cymraeg Cenedlaethol. The Commissioner is a member of the Translation Studies Consortium, convened by the Coleg in order to ensure the proposed translation studies provision meets the requirements of the translation profession and organisations that use translation services.

The Commissioner's work of maintaining the online dictionary, Geiriadur yr Academi continued during 2015-16.

Place names

The Commissioner is responsible for recommending the standard forms of place names in Wales and the Commissioner has convened a Panel of experts on the orthography of the Welsh language and place names in Wales who provide specialist and independent advice. The Welsh Place Names Standardisation Panel met three times during the year in order to provide recommendations on the standard forms of place names in three local authorities and to address problematic issues around place names referred to the Commissioner. A number of individuals and organisations were advised regarding the standard forms of place names including the Ordnance Survey in order to correct historical errors in their data. Advice was also provided to the Welsh Government regarding standardised forms of electoral ward names.

A report was commissioned from the Institute of Geography and Earth Sciences at Aberystwyth University in order to better understand how data regarding bilingual place names and addresses are collected, shared and used. This overview will enable the Commissioner to continue with the work of influencing policy in this area in order that the standard form of Welsh place names and addresses are used by various organisations.

Technoleg Gwybodaeth

Gwnaethpwyd gwaith sylweddol yn trosi'r ddogfen gyngor Technoleg, Gwefannau a Meddalwedd: Ystyried y Gymraeg yn gyfres o dudalennau gwe ar wefan y Comisiynydd. Golyga hyn fod modd i ddefnyddwyr lywio'n hwylus at adrannau sydd o ddiddordeb iddynt ac anfon dolenni at gydweithwyr fyddai â diddordeb mewn adrannau penodol. Pwrpas y ddogfen yw cynnig arweiniad ar gyfer datblygu a defnyddio rhaglenni a meddalwedd dwyieithog. Mae hefyd yn ateb llawer o'r cwestiynau hynny sy'n peri pryder i ddatblygwyr a defnyddwyr meddalwedd mewn meysydd megis hygyrchedd, diogelwch a deddfwriaeth.

Information Technology

Considerable work was undertaken in transferring the advice document Technology, Websites and Software: Welsh Language Considerations into a series of web pages on the Commissioner's website. This means that users can navigate easily to sections of interest and share links with colleagues who would be interested in certain sections. The aim of the document is to provide guidance on developing and using bilingual programs and software. It also answers many of those questions that concern developers and users of software in terms of accessibility, security and legislation.

Amcan strategol 5: Gweithredu a chyfathrebu'n briodol ac effeithiol

Cyfathrebu

Codi ymwybyddiaeth o'r hawl i gwyno

Cyhoeddodd y Comisiynydd fideo 'Stori Huw' ar y we, ei rhannu ar Twitter, a'i darlledu fel hysbyseb ar S4C am gyfnod o chwe mis. Roedd y fideo'n adrodd hanes plentyn a'i fam yn ceisio cael gwasanaeth Cymraeg wrth fynd i apwyntiadau rheolaidd mewn ysbyty. Pwrpas y fideo oedd codi ymwybyddiaeth y cyhoedd am eu hawl i gwyno i'r Comisiynydd os nad ydynt yn fodlon â'r gwasanaethau Cymraeg a ddarperir iddynt a beth yw hyd a lled grymoedd y Comisiynydd wrth ddelio ag achosion a chwynion. Roedd y fideo'n cyfeirio gwylwyr tuag at wefan a chyfeiriad e-bost y Comisiynydd.

Ymgyrch Hawliau i Ddefnyddio'r Gymraeg

Wrth i'r safonau cyntaf ddod yn weithredol ar 30 Mawrth 2016, roedd gan bobl Cymru hawliau newydd i ddefnyddio'r Gymraeg. Er mwyn sicrhau bod pobl yn ymwybodol o'u hawliau, dechreuodd y Comisiynydd ar gyfnod o ymgyrchu i godi ymwybyddiaeth o'r hawliau i ddefnyddio'r Gymraeg.

Cyhoeddwyd fideo yn dangos gwahanol bobl yn datgan bod ganddynt hawliau, tudalen ymgyrch ar y wefan ac annog defnydd o'r hashnod #hawliau ar y cyfryngau cymdeithasol.

Meithrinwyd perthynas agos â nifer o fudiadau cenedlaethol a chymunedol yng Nghymru er mwyn lledaenu'r neges ymysg eu haelodau.

Mewn sioeau

Er mwyn cynnal trafodaeth gyda'r cyhoedd roedd gan y Comisiynydd bresenoldeb yn Eisteddfod yr Urdd yng Nghaerffili, y Sioe Fawr yn Llanelwedd a'r Eisteddfod Genedlaethol ym Meifod yn ystod haf 2015.

Cynhaliwyd pedwar digwyddiad cyhoeddus ar faes yr Eisteddfod Genedlaethol, yn canolbwyntio ar ddatblygu'r Gymraeg yn y maes lletygarwch, pwysigrwydd y Gymraeg wrth i sefydliadau trydydd sector ddenu gwirfoddolwyr, cyflwyno canfyddiadau'r Arolwg Defnydd Iaith a sesiwn ynglŷn â'r Gymraeg yn y gweithle.

Ar-lein

Defnyddir y cyfrif trydar @ComyGymraeg i rannu gwybodaeth â dilynwyr ac i gyfathrebu â rhanddeiliaid allanol. Ar 31 Mawrth 2016 roedd gan y Comisiynydd 3,980 o ddilynwyr ar Twitter – cynnydd o 821 ers 31 Mawrth 2015.

Strategic objective 5: To create a healthy organisation and operate appropriately

Communication

Raising awareness of the right to complain

The Commissioner published a video 'Huw's Story' online, which was also shared on Twitter and broadcast as an advertisement on S4C for a period of six months. The video told the story of a child and his mother attempting to access a Welsh language service when attending regular appointments at the hospital. The aim of the video was to raise the public's awareness of their right to complain to the Commissioner if they are unhappy with the Welsh language services provided, and the extent of the Commissioner's powers in dealing with cases and complaints. The video referred viewers to the Commissioner's website and e-mail address.

Rights to use the Welsh Language campaign

With the first standards coming into force on 30 March 2016, the people of Wales were given new rights to use the Welsh language. In order to ensure that people are aware of their rights, the Commissioner began a campaign to raise awareness of the rights to use the Welsh language.

A video was released showing statements from different people on the rights they have, a campaign page on the website and the use of the hashtag #hawliau was promoted on social media.

A close relationship was formed with a number of national and community bodies and groups in Wales in order to share the message amongst their members.

Shows

In order to engage with the public, the Commissioner had a stall at the Urdd Eisteddfod in Caerphilly, the Royal Welsh Show in Builth Wells and the National Eisteddfod in Meifod during summer 2015.

Four public events were held at the National Eisteddfod, focussed on the development of the Welsh language in the hospitality trade, the importance of the language for third sector bodies in recruiting volunteers, presenting the findings of the Language Use Survey and a session on the Welsh language in the workplace.

Online

The Twitter account @ComyGymraeg is used to share information with followers and to communicate with external stakeholders. On 31 March 2016, the Commissioner had 3,980 followers on Twitter - an increase of 821 since 31 March 2015.

Ar y llwyfan rhyngwladol

Parhaodd y Comisiynydd yn aelod o Gymdeithas Ryngwladol y Comisiynwyr Iaith, a'i swyddfa hi fu'n cynnal ysgrifenyddiaeth y gymdeithas rhwng 2014 a 2016. Am y cyfnod 2016-17 y Comisiynydd fydd cadeirydd y Gymdeithas.

Mae'r Gymdeithas yn fodd i'r comisiynwyr drafod a rhannu syniadau a phrofiadau am sut mae sicrhau hawliau siaradwyr ieithoedd brodorol ac ieithoedd lleiafrifol. Daw aelodau eraill o Ganada, Kosovo, Gwlad Belg, Iwerddon a Sbaen.

Ym mis Mai 2015 mynychodd y Comisiynydd gynhadledd y gymdeithas yn Ottawa, Canada. Yno canolbwyntiwyd yn bennaf ar rannu arferion da a syniadau ynghylch dylanwadu ar bolisiau llywodraeth a rhoi argymhellion i lywodraethau.

Ym mis Mawrth 2016 cynhaliwyd y gynhadledd flynyddol yn Galway yn Iwerddon. Roedd pwyslais y gynhadledd ar hawliau ieithyddol yn ogystal ag ar berthynas iaith a hunaniaeth, ac ar addysg.

Bydd y gynhadledd flynyddol yn cael ei chynnal yng Nghymru yn 2017.

On the international stage

The Welsh Language Commissioner continued to be a member of the International Association of Language Commissioners and her office is responsible for the association's secretariat between 2014 and 2016. The Commissioner will chair the Association during 2016-17.

The association is a means for Commissioners to discuss and share ideas and experiences regarding how the rights of the speakers of indigenous and minority languages can be ensured. Other members are from Canada, Kosovo, Belgium, Ireland and Spain.

During May 2015 the Commissioner attended the association's conference in Ottawa, Canada. The conference centred mainly on sharing good practice and ideas in terms of influencing government policy and providing recommendations for governments.

In March 2016 the annual conference was held in Galway, Ireland. The emphasis of the conference was on language rights in addition to the relationship of language and identity, and on education.

The annual conference will be held in Wales in 2017.

Canlyniadau a chyfeddiant

Corfforaeth undyn yw Comisiynydd y Gymraeg a ariennir gan Weinidogion Cymru. Y cyllid a ddyrannwyd gan Weinidogion Cymru ar gyfer y flwyddyn 1 Ebrill 2015 hyd 31 Mawrth 2016 oedd £3,390,000 (2014-15: £3,690,000), gyda £150,000 ychwanegol wedi ei ddyrannu ym mis Chwefror 2016. Y gwariant net ar ôl llog yn ystod y flwyddyn oedd £3,400,000 (2014-15: £3,738,000), a'r gwariant ar gyfalaf oedd £21,000 (2014-15: £60,000). Ar 31 Mawrth 2016 roedd £703,000 yn y gronfa gyffredinol (31 Mawrth 2015: £563,000).

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	2014-15 Alldro £000	2015-16 Alldro £000	2015-16 ¹ Cyllideb £000	2016-17 ¹ Cyllideb £000
Costau swyddogion	2,074	2,196	2,227	2,220
Cynllun ymadael gwirfoddol	72	-	-	-
	<u>2,146</u>	<u>2,196</u>	<u>2,227</u>	<u>2,220</u>
Gweinyddu				
Llety : Rhent	114	118	117	88
Llety : costau eraill	202	172	185	136
Dadfeiliadau swyddfa	3	12	-	-
Teithio a chynhaliaeth	99	93	102	84
Hyfforddiant a recriwtio	91	61	65	19
Cyfreithiol a phroffesiynol	135	136	159	111
Technoleg gwybodaeth	137	145	142	111
Cyfathrebu	99	43	44	39
Archwilwyr allanol	17	15	17	16
Gweinyddu arall	61	50	55	48
	<u>958</u>	<u>845</u>	<u>886</u>	<u>652</u>
Grantiau	78	60	60	-
Rhaglenni	481	233	156	147
Cyfalaf a dibrisiant	77	67	61	50
Gwariant arall	-	-	-	26
	<u>3,740</u>	<u>3,401</u>	<u>3,390</u>	<u>3,095</u>
Gwariant Net				
Llog a dderbyniwyd	(2)	(1)	-	-
	<u>3,738</u>	<u>3,400</u>	<u>3,390</u>	<u>3,095</u>

¹Cyllideb fewnol y cytunwyd arni cyn dechrau'r flwyddyn ariannol wedi derbyn hysbysiad o'r toriad i'r gyllideb

Results and appropriations

The Welsh Language Commissioner is a corporation sole funded by Welsh Ministers. The funding allocated by Welsh Ministers for the year 1 April 2015 to 31 March 2016 was £3,390,000 (2014-15: £3,690,000), with an additional £150,000 allocated in February 2016. The net expenditure after interest for the year was £3,400,000 (2014-15: £3,738,000), with capital expenditure of £21,000 (2014-15: £60,000). At 31 March 2016 the general reserve was £703,000 (31 March 2015: £563,000).

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	2014-15 Outturn £000	2015-16 Outturn £000	2015-16 ¹ Budget £000	2016-17 ¹ Budget £000
Officers' costs	2,074	2,196	2,227	2,220
Voluntary exit scheme	72	-	-	-
	<u>2,146</u>	<u>2,196</u>	<u>2,227</u>	<u>2,220</u>
Administration				
Accommodation : Rent	114	118	117	88
Accommodation : other costs	202	172	185	136
Office dilapidations	3	12	-	-
Travel and subsistence	99	93	102	84
Training and recruitment	91	61	65	19
Legal and professional	135	136	159	111
Information technology	137	145	142	111
Communication	99	43	44	39
External audit fee	17	15	17	16
Administration other	61	50	55	48
	<u>958</u>	<u>845</u>	<u>886</u>	<u>652</u>
Grants	78	60	60	-
Programme costs	481	233	156	147
Capital and depreciation	77	67	61	50
Other expenditure	-	-	-	26
	<u>3,740</u>	<u>3,401</u>	<u>3,390</u>	<u>3,095</u>
Net Expenditure				
Interest receivable	(2)	(1)	-	-
	<u>3,738</u>	<u>3,400</u>	<u>3,390</u>	<u>3,095</u>
Net expenditure after interest				

¹Internal budget approved at the beginning of the financial year, after being notified of the cut in the budget

Sylwadau ar alldro yn y cyfnod ac amrywiant o'r gyllideb

Er gwaethaf toriad o £300,000 i'r gyllideb ar gyfer y flwyddyn ariannol 2015-16 llwyddodd y sefydliad i reoli'r gwariant o fewn 0.3% o'r gyllideb. Lle lwyddwyd i wneud arbedion i gostau swyddogion a gyda rheolaeth gref dros wariant gweinyddu roedd modd i'r sefydliad ddefnyddio'r tanwariant yn y meysydd hyn ac ailgyfeirio'r gyllideb i wariant ar raglenni allweddol er mwyn cyflawni amcanion a blaenoriaethau'r sefydliad.

Costau swyddogion

Cyflogwyd 48.0 swyddog cywerth y pen yn ystod y flwyddyn yn unol â chyllideb 2015-16. Roedd costau cyflogaeth ychydig yn llai na'r gyllideb oherwydd ni chyflogwyd staff drwy asiantaeth yn ystod y flwyddyn a bu arbediad ar gostau yswiriant gwladol wrth i'r sefydliad adennill tâl mamolaeth statudol. Nodwyd yn 2014-15 bod costau'r flwyddyn honno yn llai a nifer y swyddogion yn is wrth i'r strwythur newydd gael ei roi ar waith. Mae cynlluniau 2016-17 yn rhagweld y bydd costau'n cynyddu ychydig er bod lleihad yn nifer y swyddogion. Ffactorau tu hwnt i reolaeth y sefydliad, megis cyfraniadau yswiriant gwladol yn deillio o newidiadau yn y pensiwn gwladol a chynnydd yng nghyflog swyddogion wrth iddynt symud o un pwynt tâl i'r nesaf, yw'r prif resymau dros y cynnydd.

Llety

Cyson fu costau rhent swyddfeydd o flwyddyn i flwyddyn ac o'u cymharu â'r gyllideb. Bu newid i broffil daearyddol y gwariant rhwng 2014-15 a 2015-16 wrth i anghenion y gwahanol swyddfeydd adlewyrchu ad-drefnu'r swyddfeydd yn dilyn yr ailstrwythuro.

Yr arbedion mwyaf arwyddocaol ar gostau llety eraill oedd lleihad yng nghostau gwasanaethau landlord a chostau trydan, nwy a dŵr sydd yn adlewyrchu lleihad ym maint y gofod a ddefnyddiwyd wrth i'r sefydliad gynllunio i ddefnyddio'r gofod dan brydles yn fwy effeithiol.

Roedd lleihad yng nghostau atgyweirio oherwydd gwariant uwch yn 2014-15 yn gysylltiedig ag adleoli swyddogion, ond crëwyd darpariaeth ar gyfer atgyweiriadau yn 2015-16 er mwyn galluogi'r sefydliad i is-osod 40% o'r gofod yn swyddfa Caerdydd. Mae'r cynlluniau hyn wedi eu hadlewyrchu mewn arbedion pellach yn y gyllideb ar gyfer 2016-17.

Commentary on the outturn for the period and variances from budget

Despite the budget cut of £300,000 for the 2015-16 financial year the organisation managed its expenditure within 0.3% of the budget. Where savings were able to be made to staff costs and with robust cost control over administrative expenditure the organisation was able to utilise under spend in these areas and redirect budget to key programme expenditure in order to deliver the organisation's aims and priorities.

Officers' costs

48.0 full time equivalent officers were employed during the year, in line with the 2015-16 budget. Employment costs were slightly below budget because no agency staff were employed during the year and there were savings on national insurance costs as the organisation recovered statutory maternity pay. It was noted in 2014-15 that cost were lower and officer numbers were fewer in that year whilst the new structure was being implemented. The 2016-17 plan predicts that costs will increase slightly despite a reduction in officer numbers. Factors beyond the control of the organisation, such as national insurance contributions arising from changes in the state pension and increases in officers' salaries as they move from one increment to another, are the principal reasons for the increase.

Accommodation

Office rental costs have been consistent year on year and compared to budget. There has been a change in the geographical profile of spending between 2014-15 and 2015-16 as the requirements of the different offices reflect the reorganisation of office space following the restructure.

The most significant savings on accommodation costs was a reduction in the costs of landlord service charges and costs of electricity, gas and water which reflects the reduction in the utilised space, as the organisation planned to use the leased office space more effectively.

The reduction in repair costs was due to higher expenditure in 2014-15 resulting from the relocation of officers, offset by a provision for repairs in 2015-16 in order to allow the organisation to sublet 40% of the office space in Cardiff. These plans have been reflected in further savings in the budget for 2016-17.

Teithio a chynhaliaeth

Ar gyfartaledd mae costau teithio a chynhaliaeth wedi lleihau yn 2015-16 o'u cymharu â'r gyllideb a chostau 2014-15. Bu lleihad sylweddol yng nghostau teithio a chynhaliaeth y cyfarwyddwyr yn dilyn ymddiswyddiad ac adleoliad. Er hyn gwelwyd cynnydd yng nghostau teithio a chynhaliaeth yn ymwneud â hyfforddiant swyddogion. Wrth i'r gyllideb hyfforddiant gael ei thorri'n sylweddol roedd angen manteisio ar ffynonellau hyfforddiant am ddim, effaith hyn oedd yr angen i swyddogion deithio i fanteisio ar y cyfleoedd hyn.

Hyfforddiant a recriwtio

Bu arbediad bach yn erbyn cyllideb hyfforddiant a recriwtio. Y prif reswm am hyn oedd llai o recriwtio a defnydd o ddulliau rhatach i recriwtio swyddogion. Roedd costau hyfforddiant 2015-16 yn gyson â'r gyllideb ond bu arbediad sylweddol o'i gymharu â gwariant 2014-15. Roedd gofynion 2014-15 yn arbennig wrth i'r sefydliad ymateb i anghenion datblygu swyddogion yn eu swyddi newydd yn dilyn yr ail-strwythuro. Ymchwiliwyd i gyrsiau am ddim a manteisiwyd arnynt lle'n briodol er mwyn gallu cynnal gofynion datblygu swyddogion o fewn y gyllideb. Derbyniwyd 269 diwrnod o hyfforddiant yn 2015-16 gyda 99 ohonynt am ddim, o'i gymharu â 239 diwrnod yn 2014-15. Y sialens yn 2016-17 fydd parhau i ymateb i, a chynnal datblygiad a sgiliau swyddogion gyda chyllideb sylweddol lai.

Cyfreithiol a phroffesiynol

Cyson fu gwariant cyfreithiol a phroffesiynol o flwyddyn i flwyddyn. Gwelwyd arbediad ar gostau'r archwilwyr mewnol ac ar ymgynghorwyr o'i gymharu â 2014-15 oherwydd yr angen i ymgymryd â gwaith penodol yn 2014-15. Roedd costau cyfieithu yn uwch na 2014-15 a'r gyllideb oherwydd cynnydd yn y gofynion i gyfieithu testun a chyfieithu ar y pryd.

Anodd yw proffwydo costau cyfreithiol, ac er bu cynnydd bychan o'i gymharu â 2014-15 roedd y gwariant yn sylweddol is na chyllideb 2015-16. Gyda'r sefydliad yn symud i gyfnod lle bydd y safonau yn weithredol am y tro cyntaf, gallai sefydliadau neu unigolion herio penderfyniadau'r Comisiynydd yn y Tribiwnlys. Mae cyllideb 2016-17 ar gyfer cyngor cyfreithiol wedi ei haneru ond, fel y nodir yn y paragraff ar y gronfa gyffredinol ar dudalen 82 isod mae cronfa wrth gefn wedi ei chadw ar gyfer achosion o'r math hyn.

Travel and subsistence

Overall travel and subsistence costs have reduced in 2015-16 compared to budget and 2014-15 expenditure. There has been a significant reduction in the cost of travel and subsistence of directors following a resignation and a relocation. Nevertheless, there was an increase in the cost of travel and subsistence related to training. Following a significant cut in the training budget it was necessary to take advantage of free training opportunities; the impact of this was the need for officers to travel to take advantage of these opportunities.

Training and recruitment

There has been a small saving against the training and recruitment budget. The main reason for this was less recruitment and the use of more cost effective methods to recruit officers. Training costs for 2015-16 were consistent with the budget but there was a significant saving compared to 2014-15 expenditure. Specific requirements arose in 2014-15 as the organisation responded to the development needs of officers in their new roles following the restructuring. The availability of free courses was investigated and taken advantage of where appropriate, in order to be able to meet the development needs of officers within budget. 269 training days were undertaken in 2015-16 of which 99 were free, compared to 239 days in 2014-15. The challenge for 2016-17 will be to continue to respond to, and maintain officers' development and skills with a significantly smaller budget.

Legal and professional

Legal and professional expenditure has been consistent year on year. Costs savings compared to 2014-15 were noted for internal audit and consultancy spends compared to 2014-15 due to the need to undertake specific work in 2014-15. Translation costs were higher than budget and 2014-15 expenditure due to an increased demand to translate documents and for simultaneous interpreters.

It is difficult to predict legal costs, and despite a slight increase compared to 2014-15 expenditure was significantly lower than the 2015-16 budget. With the organisation moving to a period where standards are in operation for the first time, organisations or individuals could challenge the Commissioner's decisions in the Tribunal. The 2016-17 budget for legal advice had been halved but, as noted in the paragraph on the general reserve on page 83 below a fund is maintained for cases of this kind.

Technoleg Gwybodaeth

Y rhesymau gwaelodol dros yr amrywiant yn y gwariant yw arbedion ar gostau cefnogaeth allanol wedi i swyddog TG gael ei benodi i'r strwythur newydd ac arbedion ar gostau telathrebu. Bu cynnydd yng nghostau cynnal a chadw a thrwyddedau meddalwedd yn dilyn datblygiadau TG blaenorol. Hefyd bu cynnydd yn y gwariant ar brosiectau dan y categori TG, ond y prif esboniad am hyn yw newid yn y dull o gategoreiddio'r gwariant, i fod yn gyson â sut y cynlluniwyd y gyllideb (gweler Cyfathrebu isod).

Cyfathrebu

Gwelwyd gostyngiad sylweddol yng nghostau hysbysebu. Yn chwarter olaf 2014-15 bu ymgyrchoedd yn y wasg ar hyd a lled Cymru yn codi ymwybyddiaeth y cyhoedd o weithgareddau, dyletswyddau a swyddogaethau'r Comisiynydd. Yn 2015-16 roedd llai o wariant a hynny ar ymgyrch deledu ac fe'i nodwyd yng nghostau rhaglenni. Hefyd nodwyd costau datblygu gwefan y Comisiynydd a'i system rheoli gwybodaeth fel costau cyfathrebu yn 2014-15; wedi adolygiad o'r gyllideb nodwyd y gwaith datblygu yma o fewn costau TG yn 2015-16.

Rhaglenni

Gall y rhaglenni yr ymgymeryd â hwy amrywio'n sylweddol o flwyddyn i flwyddyn, ac mae nifer o raglenni hir dymor yn pontio mwy nag un flwyddyn ariannol. Roedd rhaglenni 2015-16 yn cynnwys gwaith ymchwil, cyhoeddi'r Arolwg Defnydd Iaith, cynnal ymchwiliadau safonau ac ymgymryd ag ymchwil i brofiad defnyddwyr o wasanaethau yn y Gymraeg. Ceir manylion pellach am y prif raglenni a gyflawnwyd yn nodyn 5 i'r cyfrifon ac yn yr adran ar weithgareddau a chyflawniadau'r sefydliad ar dudalennau 18 i 72. Oherwydd y toriad o £300,000 i gyllideb y Comisiynydd ar gyfer 2015-16 roedd llai o wariant ar raglenni yn anorfod. Bydd y toriad pellach o £339,000 ar gyfer 2016-17 yn peri gwasgedd ar wariant rhaglenni wrth i ganran gynyddol o gyllideb y sefydliad gael ei gwario ar gostau cyflogaeth a gweinyddu'r sefydliad.

Y gronfa gyffredinol

Ar ddiwedd y flwyddyn ariannol 2015-16 roedd £703,000 yn y gronfa gyffredinol; mae hyn yn gynydd o £140,000 o'i gymharu â 2014-15. Y prif reswm am y cynnydd yw arian untro a ddyrannwyd gan Lywodraeth Cymru. Nododd Prif Weinidog Cymru, yn ei lythyr dyddiedig 23 Rhagfyr 2015, mai pwrpas yr arian ychwanegol hwn, yng nghyd-destun y gwaith ar y safonau, fydd i'n "galluogi i rag-gynllunio a gosod seiliau ar gyfer y rhaglen dreigl heriol sydd i ddod." Mae'r arian ychwanegol a dderbyniwyd ar 3 Chwefror 2016 wedi ei glustnodi ar gyfer gweithgareddau penodol mewn perthynas â'r gwaith yma dros y tymor canolig.

Information Technology

The underlying reasons for the variance in the expenditure is savings on external support costs following the appointment of the IT officer to the new structure, and savings on telecommunications costs. Earlier IT developments have resulted in an increase in software licence and maintenance costs. There has also been an increase in spending on projects under the IT category; however the main explanation for this is a change in the categorisation of the expenditure, to be consistent with how the budget was planned (see Communication below).

Communication

A significant reduction was seen in the cost of advertising. In the last quarter of 2014-15 there were campaigns throughout Wales raising public awareness of the Commissioner's activities, duties and functions. In 2015-16 there was less expenditure which was on a TV campaign which was classified as programme costs. Also costs to develop the Commissioner's website and the information management system were classified as communication costs in 2014-15; following a review of the budget this development work was classed as IT costs in 2015-16.

Programme expenditure

The programmes undertaken may vary significantly from year to year, and a number of longer term programmes cross over more than one financial year. Programmes for 2015-16 included research, publication of the Welsh Language Use Survey, completing standards investigations and undertaking surveys into the experience of users of Welsh language services. Further information about the main programmes completed during the year is set out in note 5 to the accounts and in the section on the organisation's activities and achievements on pages 19 to 73. As a result of a £300,000 cut to the 2015-16 budget less spending on programmes was inevitable. The further cut of £339,000 for 2016-17 will cause pressure on programme expenditure as an increasing percentage of the organisation's budget is spent on employment and administration costs.

General reserve

At the end of the 2015-16 financial year the general reserve was £703,000; this is an increase of £140,000 compared to 2014-15. The main reason for the increase is one-off funding allocated by the Welsh Government. The First Minister, in his letter dated 23 December 2015, noted that the purpose of this additional funding, in the context of the work on the standards, will be to "enable pre-planning and laying the foundations for the challenging rolling programme to come." The additional funding received on 3 February 2016 has been earmarked for specific activities in relation to this work over the medium term.

Dylid hefyd nod gwerth gwaelodol y gronfa gyffredinol. Ac eithrio'r £150,000 ychwanegol, wedi ystyried effaith taliadau masnachol, croniadau a darpariaethau bydd angen eu talu yn y dyfodol, a gwariant yn deillio o'r rhagdaliadau a dibrisiant yn y dyfodol; £293,000 fyddai'n weddill yn y gronfa gyffredinol. Mae'n ddarvoudus cadw cronfa wrth gefn er mwyn ymateb i unrhyw wariant na ellid ei ragweld a lliniaru effaith toriadau'r gyllideb. Hefyd gall y Comisiynydd ddarparu cymorth cyfreithiol i unigolyn yn unol ag Adran 9 Mesur y Gymraeg ac efallai bydd angen amddiffyn achosion cyfreithiol a/neu heriau yn y Tribiwnlys. Wedi trafodaethau a chytundeb gyda Gweinidogion Cymru penderfynwyd y byddai'n briodol adeiladu cronfa wrth gefn at y dibenion hyn.

Amcangyfrif ar gyfer y flwyddyn ariannol 2016-17

Mae'n ofynnol i'r Comisiynydd gyflwyno amcangyfrif i Weinidogion Cymru bob blwyddyn ariannol o incwm a gwariant y flwyddyn, a hynny o leiaf bum mis cyn cychwyn y flwyddyn ariannol. Cyflwynwyd amcangyfrif o £3.744 miliwn ar gyfer 2016-17 i Weinidogion Cymru ar 30 Hydref 2015. Wedi cyfnod o drafodaethau, llythyru a negodi gosodwyd yr amcangyfrif ar gyfer 2016-17 gerbron Cynulliad Cenedlaethol Cymru ar 14 Mawrth 2016 a dyrannwyd cyllideb o £3.051 miliwn ar gyfer 2016-17.

Er bod arbedion i gostau cyflogaeth, costau gweinyddu a chostau rhaglenni wedi eu cynllunio, mae ffactorau tu hwnt i ddylanwad y rheolwyr yn rhoi pwysau ariannol ar y sefydliad. Fel y nodir ar dudalen 16 mae toriadau pellach i'r gyllideb yn risg sylweddol a allai peryglu gallu'r sefydliad i gyflawni ei swyddogaethau.

Tâl yr Archwilwyr Allanol

Datgelir taliadau'r archwilwyr yn nodyn 4 i'r cyfrifon. Ni wnaeth yr archwilwyr allanol ymgymryd â gwaith nad oedd yn waith archwilio yn ystod y flwyddyn a ddaeth i ben ar 31 Mawrth 2016 (2014-15: £0).

Cynllun cydraddoldeb

Mae ymrwymiad i drin pobl yn deg yn rhan ganolog o rôl y Comisiynydd. Ni fydd unrhyw ymgeisydd am swydd, aelod o staff neu berson sy'n derbyn gwasanaeth gan y Comisiynydd yn dioddef gwahaniaethu, aflonyddu nac erledigaeth o ganlyniad i nodweddion personol megis oedran, anabledd, ethnigrwydd, rhyw, ailbennu rhywedd, beichiogrwydd neu famolaeth, cyfeiriadedd rhywiol, crefydd neu gred, p'un a ydynt yn briod neu mewn partneriaeth sifil.

O dan Ddeddf Cydraddoldeb 2010 a Rheoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011 a luniwyd gan Gynulliad Cenedlaethol Cymru, mae gan y Comisiynydd ddyletswydd i gyhoeddi

The underlying value of the general reserve should also be noted. Excluding the additional £150,000 and having considered the impact of trade payables, accruals and provisions which will be paid in the future, and expenditure arising from prepayments and depreciation in the future; £293,000 would remain in the general reserve. It is prudent to maintain a reserve in order to respond to any unforeseen expenditure and to mitigate the impact of budgetary cuts. Furthermore, the Commissioner may provide an individual with legal assistance in accordance with Section 9 of the Welsh Language Measure and may be required to defend legal cases and/or challenges in the Tribunal. Following discussion and agreement with Welsh Ministers it was decided that it would be appropriate to build a reserve for these purposes.

Estimate for the 2016-17 financial year

It is a requirement for the Commissioner to submit an estimate to Welsh Ministers each financial year of income and expenditure for the year, at least five months in advance of the start of the financial year. An estimate of £3.744 million for 2016-17 was presented to Welsh Ministers on 30 October 2015. Following a period of discussion, correspondence and negotiation, the estimate for 2016-17 was laid before the National Assembly for Wales on 14 March 2016 and a budget of £3.051 million was allocated for 2016-17.

Although savings on employment costs, administrative costs and programme costs have been planned; factors beyond the influence of management place financial pressure on the organisation. As noted on page 17 further cuts to the budget are a significant risk that could jeopardize the organisation's ability to undertake its functions.

Remuneration of External Auditors

The auditor's remuneration is disclosed in note 4 to the accounts. The external auditors did not undertake any non-audit work during the year ended 31 March 2016 (2014-15: £0).

Equality scheme

A commitment to treating people fairly is central to the role of the Commissioner. No job applicant, staff member or person receiving a service from the Commissioner will be discriminated against, harassed or victimised due to personal characteristics such as age, disability, ethnicity, sex, gender reassignment, pregnancy or maternity, sexual orientation, religion or belief, whether they are married or in a civil partnership.

Under the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 laid down by the National Assembly for Wales, the Commissioner has a duty to publish a Strategic Equality

Cynllun Cydraddoldeb Strategol ac amcanion ynglŷn â chydaddoldeb. Cyhoeddwyd y Cynllun cyntaf o'r fath, sy'n cynnwys amcanion y Comisiynydd ynglŷn â chydaddoldeb, ym mis Gorffennaf 2014. (Mae'r Cynllun ar gael ar y wefan). Hefyd o dan y dyletswyddau penodol, mae'n ofynnol i'r Comisiynydd gynhyrchu adroddiad blynyddol mewn perthynas â materion cydraddoldeb, mae'r rhain felly, pan fo'n berthnasol, yn parhau i fod yn rhan o'r adroddiad blynyddol ynglŷn â materion ynghylch cydraddoldeb, a nodir hynny isod.

Cydraddoldeb yn y gweithle

Mae'r Comisiynydd yn gwrthwynebu'n llwyr unrhyw wahaniaethu ar ba bynnag sail. Gweithredir prosesau teg a chyson wrth ddewis a dethol swyddogion newydd. Wrth ddefnyddio arferion cyflogaeth teg a gwrthrychol, bydd y Comisiynydd yn sicrhau bod swyddogion yn cael eu trin yn deg a chyda pharch yn y gweithle, ac yn cael cyfle cyfartal i gyfrannu ac i gyflawni i'w potensial llawn.

Cydnabyddiaeth undeb

Mae gan y sefydliad gangen undeb gydnabyddedig o'r PCS, ac mae cyfarfodydd rheolaidd yn cael eu cynnal rhwng cynrychiolwyr y gangen, y Comisiynydd a'r Uwch Swyddog Adnoddau Dynol.

Lles

Mae'r Comisiynydd yn darparu gwasanaeth cynghori cyfrinachol yn rhad ac am ddim i swyddogion er mwyn eu cefnogi os ydynt yn teimlo'n isel neu o dan straen yn y gwaith. Darperir y gwasanaeth hwn gan gontractwr allanol.

Dysgu a datblygu

Mae'r Comisiynydd yn gweithredu trefn Rheoli Perfformiad sy'n sicrhau bod swyddogion yn deall beth a ddisgwylir ganddynt ac yn sicrhau bod ganddynt y sgiliau a'r gallu i gyflawni hynny. Mae trafod anghenion hyfforddi a datblygu yn rhan allweddol o'r drefn ac mae cynllun datblygu'n cael ei lunio ar gyfer pob swyddog ar sail y trafodaethau hynny.

Wrth i'r sefydliad weithredu cyfrifoldebau a dyletswyddau newydd bydd heriau sylweddol yn ei wynebu. Er mwyn datblygu sgiliau a chymwyseddau swyddogion i sicrhau eu bod yn gallu gweithredu eu swyddogaethau fel rheoleiddwyr yn effeithiol, bydd angen ystyried opsiynau cost effeithiol wrth ymateb i'r her hon yng nghyd-destun llai o gyllideb.

Plan and equality objectives. The first such Plan, which contains the Commissioner's equality objectives, was published in July 2014 (The Plan is available on the website). Also under the specific duties, the Commissioner is required to produce an annual report in respect of equality matters; therefore where relevant, these will remain a part of the annual report on equality matters, which is set out below.

Equality in the workplace

The Welsh Language Commissioner totally opposes any discrimination on any basis. Fair and consistent processes are operated when selecting new officers. Using fair and objective employment practices, the Commissioner will ensure that officers are treated fairly and with respect in the workplace, and have an equal opportunity to contribute and achieve their full potential.

Union recognition

The organisation has a recognised union branch of the PCS and regular meetings are held between representatives of the branch, the Commissioner and the Senior Human Resources Officer.

Well-being

The Commissioner provides a free confidential counselling service for officers in order to support them if they feel low or under strain at work. This service is provided by an external contractor.

Learning and development

The Commissioner operates a Performance Management system that ensures officers understand what is expected of them and that they have the skills and capability to achieve this. Discussion about training and development needs is a key part of the system and a development plan is drawn up for each officer on the basis of those discussions.

As the organisation undertakes new responsibilities and duties, it will face significant challenges. In order to develop officers' skills and competencies to ensure that they are able to execute the regulatory functions effectively, cost-effective options will need to be considered when responding to this challenge in the context of a reduced budget.

Materion amgylcheddol

Mae'r Comisiynydd wedi ymrwymo i arferion amgylcheddol da. Mae gan y sefydliad bolisi cynaliadwyedd amgylcheddol a chynllun gweithredu blynyddol. Nod y Cynllun Gweithredu Cynaliadwyedd yw gosod amcanion er mwyn lleihau'r effaith ar yr amgylchedd. Ceisia'r Comisiynydd leihau effaith y sefydliad ar yr amgylchedd drwy hyrwyddo defnyddio technoleg megis fideo-gynadledda er mwyn osgoi teithiau busnes; annog defnydd trafniadaeth gyhoeddus a rhannu ceir; annog swyddogion i geisio defnyddio llai o ynni a gweithredu trefniadau ailgylchu gwastraff yn ei swyddfeydd.

Mae targedau gwastraff 'Greening Government' sydd wedi eu nodi ym mharagraff 4.18 ac y cyfeirir atynt ym mharagraff 5.17 o'r cyhoeddiad 'Adroddiadau Blynyddol y Sector Cyhoeddus: cyfarwyddiadau adroddiadau cynaliadwyedd 2015-16' yn parhau yn amherthnasol i sefydliadau cyhoeddus Cymru.

Rhyddid gwybodaeth

Derbyniwyd 13 cais am wybodaeth o dan Ddeddf Rhyddid Gwybodaeth 2000 yn ystod y flwyddyn (2014-15: 17 cais). Mae ymatebion y Comisiynydd i geisiadau, yn ogystal ag unrhyw wybodaeth a ryddhawyd, wedi eu cyhoeddi ar y wefan.

Ni dderbyniwyd unrhyw gais gwrthrych am wybodaeth o dan Ddeddf Diogelu Data 1998 yn ystod y flwyddyn.

Cwynion yn erbyn y sefydliad

Yn unol ag Adran 14 y Mesur, mae gweithdrefn gwyno benodol ar gael os bydd unigolyn am gwyno am weithredoedd neu anweithiau'n ymwneud ag arfer swyddogaethau'r Comisiynydd. Ceir copi o'r weithdrefn hon ar wefan y Comisiynydd.

Derbyniwyd tair cwyn yn erbyn y sefydliad yn ystod 2015-16 (2014-15: 1 cwyn). Roedd dwy o'r cwynion yn ymwneud â methiant y Comisiynydd i gydnabod gohebiaeth o fewn y targed corfforaethol o 5 diwrnod gwaith ac ymateb o fewn 20 diwrnod gwaith. Yn y ddau achos hyn, yn dilyn ymchwilio, dyfarnwyd bod methiant wedi bod. Ymddiheurwyd wrth yr unigolion, ac o ganlyniad fe atgoffwyd swyddogion o'r gofynion a'r canllawiau perthnasol.

Mae'r ymchwiliad i'r un gŵyn arall yn parhau'n agored.

Environmental matters

The Commissioner is committed to good environmental practices. The organisation has an environmental sustainability policy and an annual action plan. The aim of the Sustainability Action Plan is to set objectives to reduce the impact on the environment. The Commissioner seeks to reduce the organisation's impact on the environment by promoting the use of technology such as video-conferencing to avoid business journeys; encourages the use of public transport and sharing of cars; encourages staff to attempt to use less energy and operates waste recycling arrangements in its offices.

The Greening Government waste targets set out in paragraph 4.18 and referred to in paragraph 5.17 of the publication 'Public Sector Annual Reports: sustainability reporting guidance 2015-16' continue not to be applicable to Welsh public bodies.

Freedom of information

13 requests for information were received under the Freedom of Information Act 2000 during the year (2014-15: 17 requests). The Commissioner's responses to requests, as well as any information released, are published on the website.

No subject access request for information was received under the Data Protection Act 1998 during the year.

Complaints against the organisation

In accordance with Section 14 of the Measure, a specific complaints procedure is available if an individual wishes to complain about acts or omissions involving the exercise of the Commissioner's functions. A copy of this procedure can be found on the Commissioner's website.

Three complaints against the organisation were received during 2015-16 (2014-15: 1 complaint). Two of the complaints related to a failure by the Commissioner to acknowledge correspondence within the corporate target of 5 working days and to respond within 20 working days. In these two cases, following investigation, it was determined that there had been a failure. Apologies were given to the individuals, and as a result officers were reminded about the relevant requirements and guidance.

The investigation into the other complaint remains open.

Cynlluniau ar gyfer 2016-17

Ar 1 Ebrill 2015 cyhoeddwyd Cynllun Strategol Comisiynydd y Gymraeg 2015-17. Mae'r Cynllun yn cynnwys pum amcan strategol ac ugain blaenoriaeth (isod). Ar gyfer y flwyddyn ariannol 2016-17 mae'r Comisiynydd wedi datblygu cynllun gweithredol sydd yn nodi pa weithgareddau a chynlluniau fydd ar waith o dan bob blaenoriaeth.

Amcan strategol 1: Dylanwadu ar yr ystyriaeth a roddir i'r Gymraeg mewn datblygiadau polisi

- i. Dylanwadu a chraffu ar bolisi a deddfwriaeth
- ii. Cynnal ymholiad ar sail tystiolaeth i faes sydd o flaenoriaeth
- iii. Paratoi adroddiad 5 mlynedd ar sefyllfa'r Gymraeg
- iv. Cynyddu a gwella'r ddealltwriaeth o sefyllfa'r Gymraeg drwy gynnal ymchwil a chydweithio ag eraill

Amcan strategol 2: Sicrhau cyfiawnder i ddefnyddwyr y Gymraeg

- v. Gwella dealltwriaeth ynglŷn â hawliau defnyddwyr y Gymraeg
- vi. Hyrwyddo defnyddio'r Gymraeg a hawliau ieithyddol drwy gychwyn neu ymyrryd mewn achosion cyfreithiol
- vii. Sicrhau bod sefydliadau'n gweithredu fel y dylent drwy orfodi dyletswyddau a chosbi methiannau yn unol â phwerau cyfreithiol y Comisiynydd
- viii. Ymchwilio i amheuon o fethiant i gydymffurfio â dyletswyddau

Amcan strategol 3: Gosod dyletswyddau statudol a'u rheoleiddio

- ix. Gosod dyletswyddau statudol ar gyrff drwy'r gyfundrefn safonau
- x. Gwneud gofynion statudol yn glir i'r rhai sydd o dan ddyletswydd i gydymffurfio
- xi. Gweithredu rhaglen reoleiddio ragataliol er mwyn mesur perfformiad sefydliadau yn erbyn dyletswyddau iaith
- xii. Rhoi barn annibynnol ar berfformiad sefydliadau ac adrodd ar brofiadau iaith defnyddwyr y Gymraeg

Amcan strategol 4: Annog, hybu a hwyluso defnydd o'r Gymraeg ar sail wirfoddol

- xiii. Adnabod cyfleoedd i gynyddu defnydd o'r Gymraeg
- xiv. Datblygu a lledaenu canllawiau ac arferion da ar y defnydd o'r Gymraeg
- xv. Datblygu cysylltiadau a rhwydweithiau strategol
- xvi. Cydgysylltu datblygiadau isadeiledd y Gymraeg

Plans for 2016-17

The Welsh Language Commissioner's Strategic Plan 2015-17 was published on 1 April 2015. The Plan includes five strategic objectives and twenty priorities (below). For the 2016-17 financial year the Commissioner has developed an operational plan that states which activities and plans will be ongoing under each priority.

Strategic objective 1: Influencing the consideration given to the Welsh language in policy developments

- i. Influencing and scrutinising policy and legislation
- ii. Conducting an evidence-based inquiry into a priority area
- iii. Preparing a 5 year report on the position of the Welsh language
- iv. Increasing and improving the understanding of the position of the Welsh language by researching and working with others

Strategic objective 2: Ensuring justice for Welsh language users

- v. Increasing understanding of the rights of Welsh language users
- vi. Promoting the use of the Welsh language and linguistic rights by instituting or intervening in legal proceedings
- vii. Ensuring that organisations operate as they should by enforcing duties and penalising failures in accordance with the Commissioner's legal powers
- viii. Investigating suspected failures to comply with language duties

Strategic objective 3: Imposing statutory duties and regulating them

- ix. Imposing statutory duties on organisations through the standards process
- x. Ensuring that statutory requirements are clear for those who have a duty to comply
- xi. Implementing a pre-emptive regulatory programme in order to measure the performance of organisations against language duties
- xii. Giving an independent opinion on the performance of organisations and reporting on the language experiences of Welsh language users

Strategic objective 4: Encouraging, promoting and facilitating the use of the Welsh language on a voluntary basis

- xiii. Identifying opportunities to increase the use of the Welsh language
- xiv. Developing and sharing guidance and good practice on the use of the Welsh language
- xv. Developing strategic contacts and networks
- xvi. Coordinating developments in Welsh language infrastructure

Amcan strategol 5: Gweithredu a chyfathrebu'n briodol ac effeithiol

- xvii. Cyfathrebu'n effeithiol yn fewnol ac yn allanol
- xviii. Rheoli cyllid, adnoddau ac isadeiledd y sefydliad gan sicrhau gwerth am arian
- xix. Gweithredu swyddogaethau llywodraethu priodol
- xx. Datblygu a chynnal y gweithlu

Strategic objective 5: Operating and communicating appropriately and effectively

- xvii. Communicating effectively internally and externally
- xviii. Managing the organisation's finances, resources and infrastructure thus ensuring value for money
- xix. Implementing appropriate governance functions
- xx. Developing and maintaining the workforce

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Datganiad Llywodraethiant Blynyddol 2015-16

Cwmpas cyfrifoldeb

Fel y Swyddog Cyfrifyddu mae gennyf gyfrifoldeb personol am drefnu, rheoli a staffio Comisiynydd y Gymraeg yn gyffredinol. Mae'n rhaid i mi sicrhau bod safon uchel o reolaeth ariannol yn y sefydliad a bod ei systemau a'i weithdrefnau ariannol yn hyrwyddo proses effeithlon a darbodus o gynnal busnes a diogelu priodoldeb a rheoleidd-dra ariannol.

Diben y fframwaith llywodraethu

Nod y fframwaith llywodraethu yw cadw fy annibyniaeth fel Comisiynydd y Gymraeg a chydbwyso'r annibyniaeth honno â'm hatebolrwydd am yr arian cyhoeddus rwyf yn ei wario.

Fel Swyddog Cyfrifyddu rwyf yn atebol i Gynulliad Cenedlaethol Cymru, Gweinidogion Cymru neu Bwyllgor Cyfrifon Cyhoeddus Cynulliad Cenedlaethol Cymru neu Tŷ'r Cyffredin neu Bwyllgor Cyfrifon Cyhoeddus Tŷ'r Cyffredin.

Diffinnir Comisiynydd y Gymraeg drwy statud fel corfforaeth undyn a chanddo bwerau a chyfrifoldebau sy'n deillio o Ran 2, Mesur y Gymraeg.

Mae'r fframwaith llywodraethu yn cynnwys y systemau, y prosesau, y diwylliant a'r gwerthoedd sy'n pennu'r ffordd y caiff Comisiynydd y Gymraeg ei gyfarwyddo ac a ddefnyddir i'w ddwyn i gyfrif am ei weithgareddau.

Mae'r system rheolaeth fewnol yn rhan sylweddol o'r fframwaith llywodraethu gyda'r nod o reoli risg i lefel resymol.

Mae Datganiad Llywodraethiant parhaol Comisiynydd y Gymraeg i'w gael ar y wefan gorfforaethol.

Llywodraethiant y sefydliad

Cynllunio strategol ac adolygu perfformiad

Mae gan Gomisiynydd y Gymraeg Gynllun Strategol dwy flynedd hyd at ddiwedd blwyddyn ariannol 2016-17, gyda Chynllun Gweithredol manwl yn cael ei lunio ar gyfer pob blwyddyn. Datblygwyd Cynllun Gweithredol 2015-16 gyda chyfraniad uwch swyddogion y Comisiynydd drwy drafodaethau mewnol.

Annual Governance Statement 2015-16

Scope of responsibility

As the Accounting Officer I am personally responsible for the overall organisation, management and staffing of the Welsh Language Commissioner. I must ensure that the organisation has a high standard of financial management and that its financial systems and procedures promote the efficient and economical conduct of business and safeguard financial propriety and regularity.

The purpose of the governance framework

The governance framework is designed to preserve my independence as Welsh Language Commissioner and to balance that independence with my accountability for the public money I spend.

As Accounting Officer I am accountable to the National Assembly for Wales, the Welsh Ministers or the Public Accounts Committee of the National Assembly for Wales or the House of Commons or the Public Accounts Committee of the House of Commons.

The Welsh Language Commissioner is defined by statute as a corporation sole whose powers and responsibilities are set out in Part 2 of the Welsh Language Measure.

The governance framework comprises the systems, processes, culture and values by which the Welsh Language Commissioner is directed and through which it is accountable for its activities.

The system of internal control is a significant part of the governance framework and is designed to manage risk to a reasonable level.

The Welsh Language Commissioner's permanent Governance Statement is available on the corporate website.

Governance of the organisation

Strategic planning and performance review

The Commissioner has a Strategic Plan for a two year period to the end of the financial year 2016-17, with a detailed Operating Plan drawn up for each year. The 2015-16 Operating Plan was developed through contributions from the Commissioner's senior officers during internal discussions.

Cyfrifoldeb y Cyfarwyddiaethau penodol yw gweithredu'r camau sydd wedi'u nodi, ac yna bydd y Tîm Rheoli'n adolygu'r cynnydd a wnaed yn erbyn y targedau a'r canlyniadau. Cyflawnwyd gweithgareddau allweddol 2015-16 erbyn diwedd y flwyddyn ariannol ac adroddir arnynt yn yr adroddiad strategol ar dudalennau 20 i 86.

Dirprwy Gomisiynydd

Yn unol ag adrannau 12 a 13 y Mesur, mae'n ofynnol i Gomisiynydd y Gymraeg benodi dirprwy Gomisiynydd. Bydd y Dirprwy Gomisiynydd yn dirprwyo i Gomisiynydd y Gymraeg yn ystod cyfnodau gwyliau a salwch ac ar unrhyw adeg arall ar gais Comisiynydd y Gymraeg. Yn dilyn proses recriwtio fewnol ym mis Medi 2015, fe ailbenodwyd Gwenith Price, Cyfarwyddwr Cydymffurfiaeth a Gorfodi fel Dirprwy Gomisiynydd y Gymraeg.

Tîm Rheoli

Mae'r Tîm Rheoli, sy'n cael ei gadeirio gan y Comisiynydd ac yn cynnwys yr holl Gyfarwyddwyr, yn rheoli holl swyddogaethau a gweithgareddau'r Comisiynydd. Y Tîm Rheoli sy'n gyfrifol am arwain, cytuno a chyflawni gweledigaeth strategol y Comisiynydd, polisiau a gwasanaethau i'r cyhoedd a rhanddeiliaid eraill. Cafodd cylch gorchwyl y Tîm Rheoli ei adolygu ym mis Mawrth 2016. Mae cylch gorchwyl y Tîm Rheoli wedi ei gyhoeddi ar wefan y Comisiynydd.

Cyfarfu'r Tîm Rheoli yn rheolaidd yn ystod y flwyddyn, a hynny gan amlaf yn bythefnosol ac mae'n gyfrifol am arwain a rheoli gweithgarwch ar draws y sefydliad. Yn y pen draw, dyma'r prif fforwm (wedi ei gefnogi'n briodol gan grwpiau eraill) ar gyfer gwneud penderfyniadau gweithredol am faterion gweithredu, adnoddau, cyfathrebu a materion gweinyddol eraill er mwyn gweithredu'r cynllunio strategol a'r holl brosesau cynllunio busnes eraill, ac ar gyfer monitro perfformiad.

Roedd aelodaeth y Tîm Rheoli, yn ystod y flwyddyn fel a ganlyn:

Meri Huws	Comisiynydd y Gymraeg
Gwenith Price	Cyfarwyddwr Cydymffurfiaeth a Gorfodi a Dirprwy Gomisiynydd
Dyfan Sion	Cyfarwyddwr Polisi ac Ymchwil
Gwyn Williams	Cyfarwyddwr Hybu, Cyfathrebu a Gweinyddu

Yn ystod y flwyddyn ymddiswyddodd Gwyn Williams, roedd yn gyflogedig hyd at 11 Rhagfyr 2015.

The responsibilities of the specific Directorates is to implement the actions that have been specified, the Management Team then reviews progress against targets and outcomes. Key activities for 2015-16 were completed by the end of the financial year and they are reported on in the strategic report on pages 21 to 87.

Deputy Commissioner

In accordance with sections 12 and 13 of the Measure, the Welsh Language Commissioner is required to appoint a Deputy Commissioner. The Deputy Commissioner will deputise for the Welsh Language Commissioner during periods of holiday, illness and any other occasion at the request of the Welsh Language Commissioner. Following an internal recruitment process in September 2015, Gwenith Price, Director of Compliance and Enforcement was reappointed as Deputy Welsh Language Commissioner.

Management Team

The Management Team, chaired by the Commissioner, and comprising all directors, exercises management of the Commissioner's functions and activities. The Management Team is responsible for leading, agreeing and delivering the Commissioner's strategic vision, policies and services to the public and other stakeholders. The Management Team's terms of reference were reviewed during March 2016. The Management Team's terms of reference is published on the Commissioner's website.

The Management Team meet regularly during the year, mostly on a fortnightly basis and is responsible for leadership and management across the organisation. It is the ultimate forum (supported appropriately by other groups) for making executive decisions about operational, resource, communications and other administrative matters in order to implement the strategic and all other business planning processes, and for monitoring performance.

Management Team membership during the year was as follows:

Meri Huws	Welsh Language Commissioner
Gwenith Price	Director of Compliance and Enforcement and Deputy Commissioner
Dyfan Sion	Director of Policy and Research
Gwyn Williams	Director of Promotion, Communication and Administration

During the year Gwyn Williams tendered his resignation, he continued to be employed until 11 December 2015.

Archwilwyr

Paratowyd cynllun archwilio mewnol gan yr archwilwyr mewnol ym mis Mai 2015 ac fe'i cymeradwywyd gan y Comisiynydd a'r Pwyllgor Archwilio a Risg ym mis Mehefin 2015.

Yn ystod y flwyddyn, archwiliwyd, gwerthuswyd ac adroddwyd ar y meysydd canlynol:

- Technoleg Gwybodaeth
- Risg a Llywodraethiant
- Parodrwydd am Bwerau Statudol newydd (dilynol)
- Rheolaeth gyllidebol a phrosesau ariannol
- Prosesau caffael a gwariant
- Cofnodion a phrosesu'r gyflogres, a threuliau swyddogion

Yn unol ag Atodlen 1 Rhan 5 o'r Mesur, Archwilydd Cyffredinol Cymru sydd yn gyfrifol am archwilio cyfrifon y Comisiynydd.

Pwyllgor Archwilio a Risg

Y Pwyllgor Archwilio a Risg sy'n gyfrifol am ddarparu cyngor a sicrwydd annibynnol i'r Swyddog Cyfrifyddu a'r Tîm Rheoli ar ddigonolrwydd ac effeithiolrwydd rheolaeth fewnol a rheoli risg. Cafodd cylch gorchwyl y Pwyllgor Archwilio a Risg ei adolygu ym mis Mawrth 2016. Ceir copi o gylich gorchwyl y Pwyllgor Archwilio a Risg ar wefan y Comisiynydd.

Cyfarfu'r Pwyllgor Archwilio a Risg bum gwaith yn ystod y flwyddyn ariannol 2015-16. Yn dilyn adolygiad o lwyth gwaith y Pwyllgor ym mhob cyfarfod penderfynwyd cynnal cyfarfodydd yn chwarterol unwaith eto, yn hytrach na thair gwaith y flwyddyn. Cynhaliwyd cyfarfod ychwanegol ym mis Chwefror 2016.

Mae'r Pwyllgor yn cynnwys pedwar aelod annibynnol. Penodwyd dau o'r aelodau ym mis Tachwedd 2012, ac fe benodwyd Nigel Annett a Dr Ian Rees ym mis Mawrth ac Ebrill 2015.

Mae trefn mewn lle sydd yn caniatáu i aelodau ymddeol ar wahanol adegau er mwyn sicrhau parhad profiad a gwybodaeth. Yn 2015-16 adnewyddwyd penodiad Wyn Penri Jones am ddwy flynedd a Rheon Tomos am dair blynedd.

Auditors

An internal audit plan was prepared by the internal auditors during May 2015, which was approved by the Commissioner and the Audit and Risk Committee in June 2015.

During the year, the following areas were audited, evaluated and reported upon:

- Information technology
- Risk and Governance
- Readiness for new Statutory Powers (follow up)
- Budgetary control and financial processes
- Procurement and expenditure processes
- Payroll and officers' expenses recording and processing

In accordance with Schedule 1 Part 5 of the Measure, the Auditor General for Wales is responsible for auditing the Commissioner's accounts.

Audit and Risk Committee

The Audit and Risk Committee is responsible for providing advice and independent assurance to the Accounting Officer and the Management Team on the adequacy and effectiveness of internal control and risk management. The Audit and Risk Committee's terms of reference was reviewed in March 2016. A copy of the Audit and Risk Committee's terms of reference can be found on the Commissioner's website.

The Audit and Risk Committee met five times during the financial year 2015-16. Following a review of the Committee's workload at each meeting it was decided to hold quarterly meetings once again, as opposed to three meetings a year. An additional meeting was held in February 2016.

The Committee comprises four independent members. Two members were appointed in November 2012 and Nigel Annett and Dr Ian Rees were appointed in March and April 2015.

A procedure is in place to allow members to retire at different times to ensure continuity of experience and knowledge. In 2015-16 the appointment of Wyn Penri Jones was renewed for two years and Rheon Tomos' for three years.

Roedd aelodaeth y Pwyllgor Archwilio a Risg, a'u presenoldeb fel a ganlyn:

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	25/06/2015	01/10/2015	08/12/2015	01/02/2016	15/03/2016
Wyn Jones (Cadeirydd)	✓	✓	✓	✓	✓
Rheon Tomos	✓	✓	✗	✓	✓
Nigel Annett	✗	✓	✓	✓	✓
Dr Ian Rees	✓	✓	✓	✓	✗

Mae'r Pwyllgor Archwilio a Risg yn derbyn nifer o eitemau agenda sefydlog ym mhob cyfarfod. Fel rhan o'r cylch gwaith mae'r Pwyllgor yn derbyn yr adroddiad cyllid misol a'r adroddiad cynnydd ar y Cynllun Gweithredol, sydd wedi cael eu cymeradwyo gan y Tîm Rheoli.

Mynychir pob Pwyllgor Archwilio a Risg gan aelodau'r Tîm Rheoli a'r Rheolwr Risg. Mae cynrychiolwyr o'r archwilwyr mewnol ac allanol yn cael eu gwahodd i bob cyfarfod. Mae croeso hefyd i ddau swyddog arsylwi ar y cyfarfodydd.

Ar ddiwedd pob cyfarfod caiff pawb sy'n mynychu gyfle i gynnig barn ar unrhyw agwedd ar y cyfarfod. Yn dilyn cynnal adolygiad blynyddol, ar ffurf ffurflen hunan asesu, o waith y Pwyllgor Archwilio a Risg yn 2013-14, ailadroddwyd yr ymarferiad hwn ym mis Mawrth 2016; bydd y casgliadau yn cael eu trafod yng nghyfarfod mis Mehefin 2016.

Cyflwynodd y Pwyllgor Archwilio a Risg adroddiad blynyddol ar gyfer 2015-16 i'r Comisiynydd. Nid oes unrhyw faterion o bryder wedi'u dwyn at sylw'r Comisiynydd yn yr adroddiad hwn. Felly, roedd y Pwyllgor Archwilio a Risg yn gallu rhoi sicrwydd y byddai'n cynorthwyo Comisiynydd y Gymraeg i gydymffurfio â'i dyletswyddau fel Swyddog Cyfrifyddu, yn benodol yng nghyswllt rhoi tystiolaeth a fyddai'n helpu â'r gwaith o baratoi'r Datganiad Llywodraethiant Blynyddol hwn.

Panel Cyngori Comisiynydd y Gymraeg

Yn unol â gofynion Mesur y Gymraeg (Cymru) 2011, mae gan Gomisiynydd y Gymraeg Banel Cyngori. Caiff y Comisiynydd ymgynghori â'r Panel Cyngori ynghylch unrhyw fater. Ceir copi o gylch gwaith y Panel Cyngori ar wefan y Comisiynydd.

Penodir aelodau'r Panel Cyngori gan Weinidogion Cymru am gyfnod o dair blynedd. Ar 1 Medi 2014 penodwyd Bethan Jones Parry a'r Gwir Barchedig Carl Cooper, ac ym mis Ebrill 2015 penodwyd Nick Speed, Meinir Davies a Dr Heledd Iago fel aelodau i'r Panel.

The members of the Audit and Risk Committee and their attendance was as follows:

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	25/06/2015	01/10/2015	08/12/2015	01/02/2016	15/03/2016
Wyn Jones (Chair)	✓	✓	✓	✓	✓
Rheon Tomos	✓	✓	✗	✓	✓
Nigel Annett	✗	✓	✓	✓	✓
Dr Ian Rees	✓	✓	✓	✓	✗

The Audit and Risk Committee receives a number of standard agenda items for each meeting. As part of its remit the Committee receives the monthly finance report and the Operational Plan progress report, which have been approved by the Management Team.

The Management Team and the Risk Manager attend all Audit and Risk Committees. Representatives of the internal and external auditors are invited to each meeting. An opportunity is also made available for two officers to observe the meetings.

At the end of each meeting the attendees are able to give an opinion on any aspect of the meeting. Following undertaking an annual review, in the form of a self-assessment form, of the work of the Audit and Risk Committee in 2013-14, the exercise was repeated in March 2016; the conclusions will be discussed at the meeting in June 2016.

The Audit and Risk Committee presented an annual report for 2015-16 to the Commissioner. No matters of concern have been brought to the Commissioner's attention in this report. Therefore the Audit and Risk Committee was able to give assurance that it would assist the Welsh Language Commissioner to comply with her duties as Accounting Officer, specifically in the context of giving evidence that would assist with the preparation of this Annual Governance Statement.

Welsh Language Commissioner's Advisory Panel

As required by the Welsh Language (Wales) Measure 2011, the Commissioner has an Advisory Panel. The Commissioner can consult with the Advisory Panel on any matter. A copy of the terms of reference of the Advisory Panel can be found on the Commissioner's website.

Advisory Panel members are appointed by Welsh Ministers for a period of three years. On 1 September 2014 Bethan Jones Parry and the Right Reverend Carl Cooper were appointed and in April 2015 Nick Speed, Meinir Davies and Dr Heledd Iago were appointed to the Panel.

Roedd aelodaeth y Panel Cynghori, a'u presenoldeb fel a ganlyn:

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	12/06/2015	25/09/2015	10/12/2015	11/03/2016
Bethan Jones Parry (Cadeirydd)	✓	✓	✓	✓
Rt Rev. Carl Cooper	✓	✗	✓	✓
Nick Speed	✓	✓	✓	✓
Meinir Davies	✓	✓	✓	✓
Dr Heledd Iago	✗	✓	✓	✓

Cwynion ac Ymchwiliadau Statudol (adran 17 – 20, Deddf yr Iaith Gymraeg 1993)

Y Tîm Rheoli sydd â chyfrifoldeb dros gwynion ac Ymchwiliadau Statudol (adran 17-20, Deddf yr Iaith Gymraeg 1993). Mae'r cyfrifoldebau hyn yn cynnwys:

- o gwneud argymhellion statudol yn ymwneud â chwynion, ymchwiliadau ac adroddiadau ymchwiliadau adran 17 Deddf yr Iaith Gymraeg 1993 ac adran 71 Mesur y Gymraeg (Cymru) 2011;
- o rhesymu a dyfarnu ar adroddiadau ymchwiliad sy'n cwmpasu honiadau o ymyrraeth â rhyddid unigolyn i ddefnyddio'r Gymraeg;
- o ystyried unrhyw gŵyn neu achos a gaiff ei gyfeirio at sylw'r Tîm Rheoli gan y Cyfarwyddwyr.

Yn ystod 2015-16 agorwyd wyth ymchwiliad statudol dan adran 17 Deddf yr Iaith Gymraeg 1993 gan y Comisiynydd i'r isod:

- o Llywodraeth Cymru
- o Bwrdd Iechyd Prifysgol Caerdydd a'r Fro
- o Cyngor Dinas a Sir Abertawe
- o Awdurdod Parc Cenedlaethol Bannau Brycheiniog
- o Cyngor Nyrsio a Bydwreigiaeth
- o Cyngor Sir Gâr
- o Bwrdd Iechyd Prifysgol Betsi Cadwaladr
- o Cyngor Dinas Casnewydd

Ni chynhaliwyd ymchwiliad dan Adran 115 Mesur y Gymraeg (Cymru) 2011, ymyrryd â rhyddid i ddefnyddio'r Gymraeg, yn ystod y flwyddyn.

Mae manylion pellach am yr ymchwiliadau o dan Amcan Strategol 2.

The members of the Advisory Panel and their attendance was as follows:

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	12/06/2015	25/09/2015	10/12/2015	11/03/2016
Bethan Jones Parry (Chair)	✓	✓	✓	✓
Rt Rev. Carl Cooper	✓	✗	✓	✓
Nick Speed	✓	✓	✓	✓
Meinir Davies	✓	✓	✓	✓
Dr Heledd Iago	✗	✓	✓	✓

Complaints and Statutory Investigations (section 17 – 20, Welsh Language Act 1993)

The Management Team has responsibility for complaints and Statutory Investigations (section 17-20, Welsh Language Act 1993). These responsibilities include:

- o making statutory recommendations in relation to complaints, investigations and investigation reports in accordance with section 17 of the Welsh Language Act 1993 and section 71 of the Welsh Language (Wales) Measure 2011;
- o deliberating and determining in relation to investigation reports encompassing allegations of interference with an individual's freedom to use the Welsh language;
- o considering any complaint or case referred to the Management Team by the Directors.

During 2015-16 the Commissioner commenced eight statutory investigations under section 17 of the Welsh Language Act 1993 into the following:

- o Welsh Government
- o Cardiff and Vale University Health Board
- o Swansea City and County Council
- o Brecon Beacons National Park Authority
- o The Nursing and Midwifery Council
- o Carmarthenshire County Council
- o Betsi Cadwaladr University Health Board
- o Newport City Council

During the year no investigations, under Section 115 of the Welsh Language (Wales) Measure 2011, interference with an individual's right to use the Welsh language were conducted.

There is further information about the investigations under Strategic Objective 2.

Gweithio'n gyfochrog ag Ombwdsmyrn a Chomisiynwyr

Mae Adran 20 a 21 y Mesur yn amlinellu i ba raddau y gall Comisiynydd y Gymraeg weithio'n gyfochrog ag ombwdsmyrn a chomisiynwyr eraill yng Nghymru. Yn y Mesur fe enwir y sefydliadau canlynol fel rhai i'r Comisiynydd weithio'n gyfochrog â hwy: Ombwdsmon Gwasanaethau Cyhoeddus Cymru; Comisiynydd Pobl Hŷn Cymru; Comisiynydd Plant Cymru; a'r Comisiwn Cydraddoldeb a Hawliau Dynol. Er nad oes gofyniad statudol mae gan y Comisiynydd Femorandwm Cydweithio gyda Chomisiwn Cwynion Annibynnol yr Heddlu hefyd.

Mae Comisiynydd y Gymraeg yn cyfarfod yn rheolaidd gyda Chomisiynydd Pobl Hŷn Cymru, Comisiynydd Plant Cymru ac Ombwdsmon Gwasanaethau Cyhoeddus Cymru i drafod materion strategol a gweithredol. Mae swyddogion yn mynychu rhwydweithiau a chyfarfodydd sefydliadau sy'n cael eu hariannu gan Lywodraeth Cymru ar draws y meysydd cyllid, adnoddau dynol a thechnoleg gwybodaeth. Hefyd cynhaliwyd cyfarfodydd i drafod dulliau cydweithio ar ddarnau o waith penodol yn ystod y flwyddyn.

Y gallu i ymdrin â risg

Mae'r system rheoli risg yn cael ei harwain gan y Tîm Rheoli ac mae'n cael ei hardystio gan y Pwyllgor Archwilio a Risg. Yr Uwch Swyddog Cyllid ac Adnoddau yw Rheolwr Risg y sefydliad. Cynhaliwyd hyfforddiant sefydlu ar ymwybyddiaeth risg ar gyfer swyddogion newydd yn ystod 2015-16.

Y fframwaith risg a rheoli

Cynhelir asesiad ffurfiol o'r risgiau a'r gofrestr risg, a arweinir gan y Rheolwr Risg ddwywaith y flwyddyn. Caiff y gofrestr risg ei rhannu yn risgiau strategol a risgiau gweithredol. Yn ogystal mae yna ddau is-gofrestr risg yn cofnodi risgiau mewn meysydd penodol.

Diweddarwyd y gofrestr ym mis Awst 2015 ac eto ym mis Chwefror 2016.

Caiff risgiau perthnasol eu nodi ym mhob papur a gyflwynir i'r Tîm Rheoli. Mae hynny yn ei dro yn atgoffa swyddogion i adnabod a rheoli'r risgiau.

Nodir heriau sylweddol sy'n wynebu'r sefydliad ar dudalen 16.

Digwyddiadau cysylltiedig â data personol

Yn ystod y flwyddyn ariannol, nid adroddwyd unrhyw ddigwyddiad yn ymwneud â data personol. Mae'r Comisiynydd yn cynnal polisi a gweithdrefnau diogelu gwybodaeth.

Working with Ombudsmen and Commissioners

Sections 20 and 21 of the Measure outline the degrees to which the Welsh Language Commissioner can work with ombudsmen and other commissioners in Wales. The Measure names the following organisations as those that the Commissioner can work with: Public Services Ombudsman for Wales; Older People's Commissioner for Wales; Children's Commissioner for Wales; and the Equalities and Human Rights Commission. Whilst there is no statutory requirement, the Commissioner also has a Memorandum of Understanding with the Independent Police Complaints Commission.

The Welsh Language Commissioner meets regularly with the Older People's Commissioner for Wales, Children's Commissioner for Wales and the Public Services Ombudsman for Wales to discuss strategic and operational matters. Officers attend networks and meetings of organisations that are financed by the Welsh Government across the areas of finance, human resources and information technology. Meetings were also held during the year to discuss ways of cooperating on individual pieces of work.

Capacity to handle risk

The risk management system is led by the Management Team and endorsed by the Audit and Risk Committee. The Senior Finance and Resources Officer is named as Risk Manager for the organisation. Induction training on risk awareness was held for new officers during 2015-16.

The risk and control framework

A formal assessment of the risks and the risk register, led by the Risk Manager, is undertaken twice each year. The risk register is divided into strategic risks and operational risks. In addition there are two sub-registers recording risks in specific areas.

The risk register was updated in August 2015 and also in February 2016.

Relevant risks are included in every paper that is presented to the Management Team and therefore reminds officers to identify and manage the risks.

The significant challenges facing the organisation are noted on page 17.

Incidents relating to personal data

During the financial year, no incidents were reported relating to personal data. The Commissioner maintains a policy and procedures relating to information security.

Effeithiolrwydd o drefniadau chwythu'r chwiban

Mae Comisiynydd y Gymraeg yn gyfrifol am roi trefniadau mewn lle ar gyfer llywodraethu a gwarchod adnoddau. Mater o arfer da ymhlith cyflogwyr yw gosod gweithdrefnau chwythu'r chwiban mewnol. Cymeradwywyd Polisi Chwythu'r Chwiban Comisiynydd y Gymraeg gan y Tîm Rheoli ym mis Mehefin 2014. Mae manylion cyswllt Cadeirydd y Pwyllgor Archwilio a Risg ac Aelodau o dîm Archwilwyr Mewnol y Comisiynydd, ktsowenstomas yn cael eu cynnwys yn y polisi fel unigolion y gall swyddogion godi pryderon gyda hwy. Nid adroddwyd unrhyw ddigwyddiad yn ystod y flwyddyn o bryderon dan y polisi chwythu chwiban.

Adolygiad effeithiolrwydd

Fel Swyddog Cyfrifyddu, rwy'n gyfrifol am gynnal system ddiogel o reolaeth fewnol. Dylanwadir ar fy nhrosolwg o effeithiolrwydd y system reolaeth fewnol gan waith yr archwilwyr mewnol a'r Tîm Rheoli o fewn y sefydliad sy'n gyfrifol am ddatblygu a chynnal y system reolaeth fewnol, a chan sylwadau a wneir gan Archwilydd Cyffredinol Cymru yn ei lythyr rheolaeth ac mewn adroddiadau eraill.

Mae'r archwilwyr mewnol, ktsowenstomas, wedi datgan barn yn eu hadroddiad blynnyddol eu bod yn gallu rhoi sicrwydd sylweddol dros ein rheolaeth ariannol, gweithredol a strwythurol fewnol ar gyfer 2015-16. Yn eu hadroddiadau yn 2014-15 gwnaethpwyd rhai argymhellion ar sut i wneud gwelliannau pellach i'r system rheolaeth fewnol. Mae'r Archwilydd Mewnol wedi cadarnhau yn ei hadroddiadau ar gyfer 2015-16 bod yr argymhellion wedi eu gweithredu. Roedd argymhellion pellach yn eu hadroddiadau yn 2015-16, ac rwyf wedi ymateb i'w hargymhellion ac wedi cytuno ar raglen o welliant parhaus.

Meri Huws

Swyddog Cyfrifyddu
Comisiynydd y Gymraeg

Effectiveness of whistle-blowing procedures

The Welsh Language Commissioner is responsible for putting in place arrangements for governance and safeguarding of resources. It is a matter of good practice amongst employers to implement internal whistle-blowing procedures. The Welsh Language Commissioner's Whistle-blowing Policy was approved by the Management Team in June 2014. Contact details of the Audit and Risk Committee Chair and members of Commissioner's Internal Audit team, ktsowenstomas, are contained in the policy as individuals that officers can raise concerns with. No instances were reported during the year where concerns were raised under the whistle-blowing policy.

Review of effectiveness

As Accounting Officer, I have responsibility for maintaining a sound system of internal control. My review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the Management Team within the organisation who have responsibility for the development and maintenance of the internal control system, and comments made by the Auditor General for Wales in his management letter and other reports.

The internal auditors, ktsowenstomas, have given an opinion in their annual report that they are able to give substantial assurance as to our internal financial, operational and organisational controls in respect of 2015-16. In their reports in 2014-15 some recommendations were made in order to further improve the internal control systems. The Internal Auditor has confirmed in the reports for 2015-16 that the recommendations have been implemented. There were further recommendations in their reports in 2015-16 and I have responded to the recommendations and have agreed to a programme of continuous improvement.

Meri Huws

Accounting Officer
Welsh Language Commissioner

Adroddiad Taliadau Cydnabyddiaeth ac Adroddiad Staff

Cytundebau Gwasanaeth

Mae Deddf Diwygio Cyfansoddiadol a Llywodraethiant 2010 yn gofyn bod penodiadau Gwasanaethau Cyhoeddus yn cael eu gwneud ar sail teilyngdod a chystadleuaeth deg ac agored. Mae'r Egwyddorion Recriwtio a gyhoeddwyd gan Gomisiwn y Gwasanaeth Sifil yn pennu'r amgylchiadau pan ellir gwneud penodiadau fel arall.

Oni nodir yn wahanol isod, mae gan y swyddogion a gwmpesir yn yr adroddiad hwn benodiadau sy'n ben agored. Byddai ymadawiadau cynnar, ac eithrio am gamymddwyn, yn arwain at yr unigolyn yn derbyn iawndal fel y nodir yng Nghynllun Digolledu'r Gwasanaeth Sifil.

Polisi Taliadau Cydnabyddiaeth

Mae swyddogion Comisiynydd y Gymraeg yn parhau ar amodau a thelerau sy'n cyfateb i amodau a thelerau Llywodraeth Cymru. Dymuniad y Comisiynydd yw parhau ar yr un amodau a thelerau.

Telir aelodau'r Panel Cynghori, a benodwyd gan Weinidogion Cymru, yn unol â chyfraddau a osodwyd gan Lywodraeth Cymru. Telir aelodau o'r Pwyllgor Archwilio a Risg, a benodwyd gan Gomisiynydd y Gymraeg, ar yr un raddfa ag aelodau'r Panel Cynghori.

Mae Comisiynydd y Gymraeg yn gweithredu Cynllun Rheoli Perfformiad ar gyfer ei holl swyddogion (gan gynnwys swyddogion hŷn) sy'n cyfateb i'r cynllun a ddefnyddir gan Drysorlys EM. Ni chyplysir taliadau cydnabyddiaeth â pherfformiad.

Ar y cyfan, cyflogir swyddogion (gan gynnwys swyddogion hŷn) i swyddi parhaol. Mae cyfnodau rhybudd yn amrywio o bedair wythnos i dri mis, gan ddibynnu ar lefel gwasanaeth a'i hyd.

Remuneration and Staff Report

Service Contracts

The Constitutional Reform and Governance Act 2010 requires Public Service appointments to be made on merit on the basis of fair and open competition. The Recruitment Principles published by the Civil Service Commission specify the circumstances when appointments may be made otherwise.

Unless otherwise stated below, the officials covered by this report hold appointments which are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

Remuneration Policy

The officers of the Welsh Language Commissioner remain on terms and conditions analogous to those of the Welsh Government. The Commissioner wishes to continue on the same terms and conditions.

Members of the Advisory Panel, appointed by Welsh Ministers, are paid in accordance with rates set by the Welsh Government. Members of the Audit and Risk Committee, appointed by the Welsh Language Commissioner, are paid the same rates as the members of the Advisory Panel.

The Welsh Language Commissioner operates a Performance Management Scheme for all officers (including senior officers) which is analogous to that used by HM Treasury. Remuneration is not linked to performance.

On the whole officers (including senior officers) are employed in permanent posts. Notice periods vary between four weeks and three months depending on level and length of service.

Taliadau Cydnabyddiaeth (*)

(*) Mae'r adran hon yn amodol ar archwiliad

Rhestrir yn yr adrannau sy'n dilyn daliadau cydnabyddiaeth a diddordebau pensiwn y Comisiynydd a'r cyfarwyddwyr sydd ag awdurdod neu sy'n gyfrifol am arwain a rheoli prif weithgareddau'r Comisiynydd:

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	Cyflog (£000)		¹ Buddion Pensiwn (to nearest £1,000)		Cyfanswm (£000)	
	2015-16	2014-15	2015-16	2014-15	2015-16	2014-15
Meri Huws	95-100	95-100	8,000	7,000	105-110	100-105
Gwenith Price ²	60-65	60-65	25,000	10,000	85-90	70-75
Dyfan Sion ³	50-55	35-40	33,000	20,000	80-85	55-60
Gwyn Williams ^{4,5} (hyd 11/12/2015)	45-50	50-55	-	-	45-50	50-55

¹ Caiff gwerth y buddion pensiwn ei gyfrifo fel a ganlyn: (cynnydd gwirioneddol mewn pensiwn* x20) + (cynnydd gwirioneddol mewn unrhyw gyfandaliad*) - (cyfraniadau a wneir gan aelod) *ac eithrio cynnydd oherwydd chwyddiant neu unrhyw gynnydd neu ostyngiad o ganlyniad i drosglwyddo hawliau pensiwn.

Caiff gwerth buddion pensiwn ei gyfrifo gan MyCSP, sefydliad sydd yn gyfrifol am weinyddu Prif Gynllun Pensiwn y Gwasanaeth Sifil ar ran y Gwasanaeth Sifil. Nid oes gan Comisiynydd y Gymraeg unrhyw ddylanwad dros y cyfrifiad na'r symiau a adroddwyd. Nid yw hwn yn swm y mae'r sefydliad wedi ei dalu i swyddog yn ystod y flwyddyn; mae'n gyfrifiad sy'n defnyddio gwybodaeth o'r tabl buddion pensiwn. Gall nifer o ffactorau ddylanwadu ar y ffigurau hyn e.e. newidiadau mewn cyflog swyddog, p'un a ydyw'n dewis gwneud cyfraniadau ychwanegol i'r cynllun pensiwn o'i gyflog yn ogystal â ffactorau prisio eraill sy'n effeithio ar y cynllun pensiwn yn ei gyfarwydd.

²Mae'r cyfarwyddwr yn derbyn lwfans o 10% o'r cyflog am ddirprwyo i Gomisiynydd y Gymraeg yn ystod cyfnodau absenoldeb neu ar gais y Comisiynydd.

³Mae'r swm a ddyfynnir yn 2014-15 ar gyfer y cyfnod 17 Mehefin 2014 hyd 31 Mawrth 2015. Y swm cywerth â'r flwyddyn lawn oedd £48,650.

⁴Mae'r swm a ddyfynnir ar gyfer y cyfnod 1 Ebrill 2015 hyd at 11 Rhagfyr 2015. Y swm cywerth â'r flwyddyn lawn yw £56,900. Gweler tudalen 96 am fanylion pellach.

⁵Roedd y cyfarwyddwr yn aelod o'r cynllun pensiwn Partneriaeth, trefniant pensiwn rhanddeiliaid.

Remuneration (*)

(*) This section is subject to audit

The following sections provide details of the remuneration and pension interests of the Commissioner and directors, having authority or responsibility for directing or controlling the major activities of the Commissioner:

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	Salary (£000)		¹ Pension Benefits (to nearest £1,000)		Total (£000)	
	2015-16	2014-15	2015-16	2014-15	2015-16	2014-15
Meri Huws	95-100	95-100	8,000	7,000	105-110	100-105
Gwenith Price ²	60-65	60-65	25,000	10,000	85-90	70-75
Dyfan Sion ³	50-55	35-40	33,000	20,000	80-85	55-60
Gwyn Williams ^{4,5} (until 11/12/2015)	45-50	50-55	-	-	45-50	50-55

¹The value of pension benefits is calculated as follows: (real increase in pension* x20) + (real increase in any lump sum*) - (contributions made by member) *excluding increases due to inflation or any increase or decrease due to a transfer of pension rights.

The value of pension benefits is calculated by MyCSP, the organisation responsible for administering the Principal Civil Service Pension Scheme on behalf of the Civil Service. The Welsh Language Commissioner has no influence over the calculation or the reported amount. This is not an amount which has been paid to an officer by the organisation during the year; it is a calculation which uses information from the pension benefit table. These figures can be influenced by many factors e.g. changes in an officer's salary, whether or not they choose to make additional contributions to the pension scheme from their pay and other valuation factors affecting the pension scheme as a whole.

²The director receives an allowance of 10% of salary for deputising for the Welsh Language Commissioner during periods of absence or at the request of the Commissioner.

³The figure quoted for 2014-15 is for the period 17 June 2014 to 31 March 2015. The full time equivalent was £48,650.

⁴The figure quoted is for the period 1 April 2015 to 11 December 2015. The full time equivalent is £56,900. See page 97 for further details.

⁵The director was a member of the Partnership pension scheme, a stakeholder pension arrangement.

Cyflog

Mae 'cyflog' yn cynnwys cyflog gros, goramser a lwfans cyfrifoldeb pan fo'n briodol. Mae'r adroddiad hwn wedi ei seilio ar daliadau cronedig gan Gomisiynydd y Gymraeg a gofnodwyd yn y cyfrifon hyn.

Penodwyd Meri Huws fel Comisiynydd y Gymraeg o 1 Ebrill 2012 ar gytundeb saith mlynedd gan Brif Weinidog Cymru o dan Fesur y Gymraeg (Cymru) 2011 Atodlen 1 Paragraffau 3(1) a 6(1). Mae Comisiynydd y Gymraeg yn aelod o Brif Gynllun Pensiwn y Gwasanaeth Sifil (PGPGS). Wrth bennu unrhyw gynnydd blynyddol yn nhâl y Comisiynydd, bydd Prif Weinidog Cymru yn ystyried argymhellion y Corff Adolygu Cyflogau Uwch-swyddogion (SSRB), corff sy'n cynghori Prif Weinidog y Deyrnas Unedig a'r gweinyddiaethau datganoledig ar lefelau tâl y sector cyhoeddus.

Trefniadau oddi ar y gyflogres

Ni wnaethpwyd unrhyw daliadau i unigolion dan drefniadau oddi ar y gyflogres yn ystod y flwyddyn hyd at 31 Mawrth 2016 (2014-15: £0).

Buddion mewn da

Mae gwerth ariannol buddion mewn da yn cwmpasu unrhyw fuddion a ddarperir gan y cyflogwr ac a ystyrir gan Gyllid a Thollau EM yn daliad trethadwy. Ni wnaed buddion mewn da yn ystod 2015-16 i swyddogion hŷn (2014-15: £0).

Salary

'Salary' includes gross salary, overtime, and responsibility allowances where applicable. This report is based on accrued payments made by the Welsh Language Commissioner and thus recorded in these accounts.

Meri Huws was appointed Welsh Language Commissioner from 1 April 2012 on a seven year contract by the First Minister in accordance with the Welsh Language (Wales) Measure 2011, Schedule 1, Paragraphs 3(1) and 6(1). The Welsh Language Commissioner is a member of the Principal Civil Service Pension Scheme (PCSPS). Any annual increase in the Commissioner's remuneration will take into account the recommendations made to the First Minister by the Senior Salary Review Board (SSRB), a body which advises the Prime Minister and the devolved administrations on public sector pay levels.

Off-payroll arrangements

No payments were made to individuals under off-payroll arrangements in the year to 31 March 2016 (2014-15: £0).

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue & Customs as a taxable emolument. There were no benefits in kind made during 2015-16 to senior officers (2014-15: £0).

Tâl cydnabyddiaeth: amrediad a chanolrif

Gofynnir i gyrff sy'n adrodd ddatgelu amrediad tâl swyddogion a'r berthynas rhwng tâl y swyddog uchaf ei dâl yn eu sefydliad a thâl canolrif gweithlu'r sefydliad.

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	31 Mawrth 2016	31 Mawrth 2015
Band cyflog (£000) y swyddog uchaf ei dâl (Comisiynydd)	95-100	95-100
Tâl canolrif y gweithlu (£)	34,750	33,900
Cymhareb canolrif tâl y gweithlu â'r swyddog uchaf ei dâl	2.81	2.88
Rhychwant tâl uchaf (ac eithrio'r Comisiynydd)	62,590	61,050
Rhychwant tâl isaf	23,400	22,400

Cyfrifir cyfanswm canolrifol y gydnabyddiaeth drwy ddefnyddio tâl cywerth â llawn amser (cyflog gros) yr holl swyddogion, heb gynnwys y Comisiynydd, a hynny ar y dyddiad adrodd.

Pensiynau'r Gwasanaeth Sifil

Enw a theitl	Cyfanswm y pensiwn croniedig a chyfan daliad perthnasol ar oedran ymddeol ar 31/03/16 (£000)	Cynnydd gwirioneddol mewn pensiwn a chyfan daliad perthnasol ar oedran ymddeol (£000)	Gwerth Trosglwyddo sy'n Gyfwerth ag Arian Parod 31/03/16 ¹ (£000)	Gwerth Trosglwyddo sy'n Gyfwerth ag Arian Parod 31/03/15 (£000)	Cynnydd yng Ngwerth Trosglwyddo sy'n Gyfwerth ag Arian Parod (£000)	Cyfraniad y cyflogwr i gyfrif pensiwn partneriaeth (£100 agosaf)
Meri Huws	5-10	0-2.5	155	131	8	-
Gwenith Price	15-20	0-2.5	318	271	19	-
Dyfan Sion	5-10	0-2.5	126	97	14	-
Gwyn Williams (hyd 11/12/2015)	-	-	-	-	-	6,300

¹ Cafodd y ffactorau a ddefnyddir i gyfrifo Gwerth Trosglwyddo sy'n Gyfwerth ag Arian Parod eu hadolygu gan actiwari'r cynllun yn 2015, felly nid yw tablau'r ffactorau a ddefnyddir i gyfrifo'r Gwerth Trosglwyddo sy'n Gyfwerth ag Arian Parod yn 2015 yr un fath â'r rhai a ddefnyddir i gyfrifo'r Gwerth Trosglwyddo sy'n Gyfwerth ag Arian Parod yn 2016.

Remuneration: range and median

Reporting bodies are required to disclose the range of staff remuneration and relationship between the remuneration of the highest-paid officer in their organisation and the median remuneration of the organisation's workforce.

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	31 March 2016	31 March 2015
Remuneration band (£000) of the highest-paid officer (Commissioner)	95-100	95-100
Median remuneration of the workforce (£)	34,750	33,900
Ratio of median staff remuneration to higher paid officer	2.81	2.88
Highest pay band (excluding the Commissioner)	62,590	61,050
Lowest pay band	23,400	22,400

The median total remuneration is calculated using the full time equivalent remuneration (gross salary) as at the reporting date of all officers excluding the Commissioner.

Civil Service Pensions

Name and title	Accrued pension at age as at 31/03/2016 and related lump sum (£000)	Real increase in pension and related pension age (£000)	Cash Equivalent Transfer Value at 31/03/16 ¹ (£000)	Cash Equivalent Transfer Value at 31/03/15 (£000)	Real increase in Cash Equivalent Transfer Value (£000)	Employer contribution to partnership pension account (nearest £100)
Meri Huws	5-10	0-2.5	155	131	8	-
Gwenith Price	15-20	0-2.5	318	271	19	-
Dyfan Sion	5-10	0-2.5	126	97	14	-

¹ The factors used to calculate the CETV were reviewed by the scheme actuary in 2015, so the tables of factors used to calculate the CETV in 2015 are not the same as those used to calculate the CETV in 2016.

Darperir buddion pensiwn drwy drefniadau pensiwn y Gwasanaeth Sifil. Ers 1 Ebrill 2015 cyflwynwyd cynllun pensiwn newydd ar gyfer gweision sifil - Cynllun Pensiwn Gweision Sifil ac Eraill neu alpha, sydd yn darparu buddiannau ar sail cyflog holl yrfa gydag oedran ymddeol arferol cydradd ag Oedran Pensiwn Statudol yr aelod (neu 65 os yn hŷn). O'r dyddiad hwnnw ymaelododd pob gwas sifil a benodwyd o'r newydd a'r rhan fwyaf o'r rhai a oedd eisoes mewn gwasanaeth ag alpha. Cyn y dyddiad hwnnw roedd gweision sifil yn aelodau o Brif Gynllun Pensiwn y Gwasanaeth Sifil (PGPGS). Mae gan y PGPGS bedair adran: 3 yn darparu buddiannau ar sail cyflog terfynol (classic, premium neu classic plus) gydag oedran ymddeol arferol o 60; ac un sy'n darparu buddiannau ar sail cyflog holl yrfa (nuvos) gydag oedran ymddeol arferol o 65.

Nid yw'r trefniadau statudol hyn wedi eu hariannu, Senedd y Deyrnas Unedig sy'n diwallu costau'r buddion bob blwyddyn. Cynyddir pensiynau sy'n daladwy o dan classic, premium, classic plus, nuvos ac alpha yn flynyddol yn unol â deddfwriaeth Cynyddu Pensiynau. Parhaodd aelodau'r PGPGS a oedd o fewn 10 mlynedd o'u hoedran ymddeol arferol ar 1 Ebrill 2012 yn y PGPGS ar ôl 1 Ebrill 2015. Bydd y rhai a oedd rhwng 10 mlynedd a 13 mlynedd a 5 mis o'u hoedran ymddeol arferol ar 1 Ebrill 2012 yn ymuno ag alpha rhywbryd rhwng 1 Mehefin, 2015 a 1 Chwefror 2022. Mae buddiannau PGPGS pob aelod sydd yn newid i alpha yn cael eu 'bancio', gyda buddiannau blaenorol y rhai yn un o'r adrannau cyflog terfynol y PGPGS yn seiliedig ar eu cyflog terfynol pan fyddant yn gadael alpha. (Mae'r ffigurau pensiwn a ddyfynnir ar gyfer swyddogion yn dangos pensiwn adeiladwyd yn PGPGS neu alpha - fel y bo'n briodol. Lle mae gan y swyddog fuddiannau yn y PGPGS ac alpha y swm a ddyfynnir yw gwerth cyfunol eu buddiannau yn y ddau gynllun.) Gall aelodau a ymaelododd â'r cynllun o fis Hydref 2002 ddewis rhwng ymaelodi â'r trefniant budd diffiniedig priodol neu ymaelodi â phensiwn rhanddeiliad 'pwrcasu ariannol' gyda chyfraniad ystyrlon gan y cyflogwr (cyfrif pensiwn partneriaeth).

Pennir cyfraniadau'r cyflogai yn ddibynnol ar eu cyflog ac maent yn amrywio rhwng 3.00% ac 8.05% o'r enillion pensiynadwy ar gyfer classic (ac aelodau alpha oedd yn aelodau classic yn union cyn ymuno ac alpha) a rhwng 4.60% ac 8.05% ar gyfer premium, classic plus, nuvos a holl aelodau eraill alpha. Bydd buddion y cynllun classic yn cronni ar raddfa 1 rhan mewn 80 o'r cyflog pensiynadwy terfynol am bob blwyddyn o wasanaeth. Yn ogystal, mae cyfandaliad sy'n gywerth â thair blynedd o bensiwn dechreuol yn daladwy adeg ymddeol. Ar gyfer premium, bydd buddion yn cronni ar raddfa 1 rhan mewn 60 o'r enillion pensiynadwy terfynol ar gyfer pob blwyddyn o wasanaeth. Yn wahanol i classic, ni cheir cyfandaliad awtomatig. Yn ei hanfod, mae classic plus yn gynllun cymysg, gyda buddion am wasanaeth cyn 1 Hydref 2002 wedi eu cyfrifo'n fras megis classic, a buddion am wasanaeth o Hydref 2002 wedi eu cyfrif megis premium. Yn nuvos, mae aelod yn adeiladu pensiwn sydd

Pension benefits are provided through the Civil Service pension arrangements. From 1 April 2015 a new pension scheme for civil servants was introduced – the Civil Servants and Others Pension Scheme or alpha, which provides benefits on a career average basis with a normal pension age equal to the member's State Pension Age (or 65 if higher). From that date all newly appointed civil servants and the majority of those already in service joined alpha. Prior to that date, civil servants participated in the Principal Civil Service Pension Scheme (PCSPS). The PCSPS has four sections: 3 providing benefits on a final salary basis (classic, premium or classic plus) with a normal pension age of 60; and one providing benefits on a whole career basis (nuvos) with a normal pension age of 65.

These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under classic, premium, classic plus, nuvos and alpha are increased annually in line with Pensions Increase legislation. Existing members of the PCSPS who were within 10 years of their normal pension age on 1 April 2012 remained in the PCSPS after 1 April 2015. Those who were between 10 years and 13 years and 5 months from their normal pension age on 1 April 2012 will switch into alpha sometime between 1 June 2015 and 1 February 2022. All members who switch to alpha have their PCSPS benefits 'banked', with those with earlier benefits in one of the final salary sections of the PCSPS having those benefits based on their final salary when they leave alpha. (The pension figures quoted for officials show pension earned in PCSPS or alpha – as appropriate. Where the official has benefits in both the PCSPS and alpha the figure quoted is the combined value of their benefits in the two schemes.) Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a 'money purchase' stakeholder pension with an employer contribution (partnership pension account).

Employee contributions are salary-related and range between 3.00% and 8.05% of pensionable earnings for classic (and members of alpha who were members of classic immediately before joining alpha) and between 4.60% and 8.05% for premium, classic plus, nuvos and all other members of alpha. Benefits in classic accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years initial pension is payable on retirement. For premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum. Classic plus is essentially a hybrid with benefits for service before 1 October 2002 calculated broadly as per classic and benefits for service from October 2002 worked out as in premium. In nuvos a member builds up a pension based on his pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March) the member's earned pension account is credited with 2.3% of

wedi ei seilio ar ei gyflog pensiynadwy yn ystod cyfnod ei aelodaeth o'r cynllun. Ar ddiwedd blwyddyn y cynllun (31 Mawrth), caiff cyfrif pensiwn cyflogadwy'r aelod ei greddydu â 2.3% o gyflog pensiynadwy'r flwyddyn gynllun honno a chaiff y pensiwn cronodig ei uwchraddio yn unol â deddfwriaeth Cynyddu Pensiwnau. Mae buddiannau alpha yn cronni yn yr un modd â nuvos ac eithrio bod y gyfradd cronni yn 2.32%. Ym mhob achos, gall aelodau ddewis ildio (cyfnewid) pensiwn am gyfandaliad hyd at y terfynau a osodir gan Ddeddf Cyllid 2004.

Trefniant pensiwn rhanddeiliad yw'r cyfrif pensiwn partneriaeth. Bydd y cyflogwr yn gwneud cyfraniad sylfaenol rhwng 3% a 12.5% hyd at 30 Medi 2015 a rhwng 8% a 14.75% o 1 Hydref 2015 (gan ddibynnu ar oedran yr aelod) i mewn i gynnyrch pensiwn rhanddeiliad a ddewisir gan y cyflogai o banel o ddarparwyr. Nid oes rhaid i'r cyflogai gyfrannu, ond lle byddant yn cyfrannu, bydd y cyflogwr yn cyfrannu'n gyfatebol hyd at 3% o'r cyflog pensiynadwy (yn ogystal â chyfraniad sylfaenol y cyflogwr). Bydd cyflogwyr hefyd yn cyfrannu 0.8% hyd at 30 Medi 2015 a 0.5% pellach o gyflog pensiynadwy o 1 Hydref 2015 er mwyn talu am sicrwydd budd risg a ddarperir yn ganolog (marwolaeth mewn gwasanaeth ac ymddeoliad ar sail salwch).

Y pensiwn cronodig a nodir yw'r pensiwn y mae hawl gan yr aelod i'w dderbyn pan fydd yn cyrraedd oedran ymddeol, neu'n syth wedi iddo beidio â bod yn aelod gweithredol o'r cynllun os bydd eisoes wedi cyrraedd yr oedran ymddeol. Yr oedran ymddeol yw 60 ar gyfer classic, premium a classic plus, a 65 ar gyfer aelodau nuvos, a'r uchaf o 65 neu'r Oedran Ymddeol Statudol ar gyfer aelodau alpha. (Mae'r symiau pensiwn a ddyfynnir ar gyfer swyddogion yn dangos pensiwn a enillwyd yn PGPGS neu alpha - fel y bo'n briodol. Lle bo gan y swyddog buddiannau yn PGPGS ac alpha y swm a ddyfynnir yw gwerth cyfunol eu buddiannau yn y ddau gynllun, ond nodir gallai rhan o'r pensiwn hwnnw fod yn daladwy o wahanol oeddrannau.)

Ceir rhagor o wybodaeth am drefniadau pensiwn y Gwasanaeth Sifil ar y wefan www.civilservicepensionscheme.org.uk

Gwerthoedd Trosglwyddo sy'n Gyfwerth ag Arian Parod

Ystyr Gwerth Trosglwyddo sy'n Gyfwerth ag Arian Parod (GTGAP) yw'r gwerth cyfalaf wedi ei asesu gan actwari o fuddion cynllun pensiwn sydd wedi eu cronni gan aelod ar adeg benodol mewn amser. Y buddion y rhoddir gwerth arnynt yw buddion cronodig yr aelod a phensiwn cymar amodol sy'n daladwy o'r cynllun. Mae GTGAP yn daliad a wneir gan gynllun pensiwn neu drefniant er mwyn sicrhau buddion pensiwn mewn cynllun pensiwn neu drefniant arall lle bydd yr aelod yn gadael cynllun ac yn dewis trosglwyddo'r buddion a gronnwyd yn y cynllun blaenorol. Mae'r ffigurau pensiwn a ddangosir yn ymwneud â'r buddion y mae'r unigolyn wedi eu cronni o ganlyniad i gyfanswm eu haelodaeth o'r cynllun

their pensionable earnings in that scheme year and the accrued pension is uprated in line with Pensions Increase legislation. Benefits in alpha build up in a similar way to nuvos, except that the accrual rate is 2.32%. In all cases members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 12.5% up to 30 September 2015 and 8% and 14.75% from 1 October 2015 (depending on the age of the member) into a stakeholder pension product chosen by the employee from a panel of providers. The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8% of pensionable salary up to 30 September 2015 and 0.5% of pensionable salary from 1 October 2015 to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of classic, premium and classic plus, 65 for members of nuvos, and the higher of 65 or State Pension Age for members of alpha. (The pension figures quoted for officials show pension earned in PCSPS or alpha – as appropriate. Where the official has benefits in both the PCSPS and alpha the figure quoted is the combined value of their benefits in the two schemes, but note that part of that pension may be payable from different ages.)

Further details about the Civil Service pension arrangements can be found at the website www.civilservicepensionscheme.org.uk

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

pensiwn, ac nid yn unig eu gwasanaeth mewn swyddogaeth hŷn y mae'r datgeliad yn berthnasol iddi.

Mae'r ffigurau yn cynnwys gwerth unrhyw fudd pensiwn mewn cynllun arall neu drefniant y mae'r aelod wedi ei drosglwyddo i drefniadau pensiwn y Gwasanaeth Sifil. Maent hefyd yn cynnwys unrhyw fudd pensiwn arall a gronnir i'r aelod o ganlyniad i'r ffaith ei fod wedi pwrcasu budd pensiwn ychwanegol ar ei gost ei hun. Cyfrifir GTGAPau yn unol â'r Rheoliadau Cynlluniau Pensiwn Galwedigaethol (Gwerthoedd Trosglwyddo) (fel y'u diwygiwyd) 2008, ond nid ydynt yn ystyried unrhyw wir ostyngiad neu ostyngiad potensial i fudd-daliadau sy'n deillio o'r Dreth Lwfans dros Oes a allai fod yn daladwy pan gymerir budd-daliadau pensiwn.

Cynnydd gwirioneddol mewn GTGAP

Mae hyn yn adlewyrchu'r cynnydd mewn GTGAP sydd wedi ei ariannu gan y cyflogwr. Nid yw'n cynnwys y cynnydd yn y pensiwn cronodig oherwydd chwyddiant, cyfraniadau a dalwyd gan y cyflogai (gan gynnwys gwerth unrhyw fuddion a drosglwyddwyd o gynllun pensiwn neu drefniant arall) ac mae'n defnyddio ffactorau prisio cyffredin y farchnad ar gyfer cychwyn a diwedd y cyfnod.

Rhwymedigaethau pensiwn

Telir i'r Tâl-feistr Cyffredinol symiau priodol i gynrychioli rhwymedigaethau cronodig Prif Gynllun Pensiwn y Gwasanaeth Sifil. Ceir rhagor o fanylion yn yr Adroddiad Taliadau Cydnabyddiaeth ac yn nodyn 1.7 i'r cyfrifon.

The figures include the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are worked out in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Pension liabilities

Payment is made to the Paymaster General of such sums as may be appropriate as representing accruing liabilities of the Principal Civil Service Pension Scheme. Further details are included in the Remuneration Report and note 1.7 to the accounts.

Adroddiad staff**Demograffeg oedran/rhyw'r gweithlu**

Oedran cyfartalog swyddogion Comisiynydd y Gymraeg ar 31 Mawrth 2016 oedd 36 mlwydd oed (2014-15: 35 mlwydd oed).

Crynoir demograffeg rhywedd y cyfarwyddwyr a'r swyddogion ar 31 Mawrth 2016 yn y tabl isod:

	31 March 2016		31 March 2015	
	Gwryw %	Menyw %	Gwryw %	Menyw %
Comisiynydd a'r Cyfarwyddwyr	33.3	66.7	50.0	50.0
Swyddogion eraill	37.5	62.5	39.6	60.4
Cyfanswm	37.3	62.7	40.4	59.6

Rheoli absenoldeb a phresenoldeb

Cyfanswm y diwrnodau gwaith a gollwyd drwy absenoldeb salwch am y cyfnod 1 Ebrill 2015 i 31 Mawrth 2016 oedd 271.0 (2014-15: 92.5).

O'r diwrnodau gwaith a gollwyd drwy salwch, roedd 66% (2014-15: 100%) ohonynt oherwydd absenoldeb tymor byr a 34% (2014-15: 0%) oherwydd absenoldeb hirdymor. Diffiniad absenoldeb hirdymor yw absenoldeb o fwy nag 20 diwrnod am yr un rheswm.

Cyfartaledd y diwrnodau gwaith a gollwyd fesul pen (cywerth â llawn amser) oedd 5.6 (2014-15: 2.1) a hynny wedi ei seilio ar 48.0¹ aelod o staff cywerth â llawn amser (2014-15: 45.0¹).

¹At bwrpas y datgeliad mae aelodau staff cywerth â llawn amser yn cynnwys Comisiynydd y Gymraeg a 47.0 swyddog cywerth â llawn amser (2014-15: 44.0).

Trosiant staff

Roedd cyfradd trosiant staff yn 2015-16 yn 6.2% (2014-15: 25.4%). Nodir: Ac eithrio'r swyddogion ymadawodd yn ystod y flwyddyn o dan y Cynllun Ymadael Gwirfoddol, roedd cyfradd trosiant staff 2014-15 yn 6.3%.

Cofrestr rhoddion

Mae gan y Comisiynydd gofrestr rhoddion. Nid oes unrhyw eitem a gofnodwyd yn ystod y flwyddyn yn cael ei hystyried o bwys materol fel y bo angen ei chynnwys yn y datganiadau ariannol hyn.

Staff report**Age/sex demography of workforce**

The average age of the Welsh Language Commissioner's workforce on 31 March 2016 was 36 years (2014-15: 35 years).

The gender demography of the directors and officers on 31 March 2016 is given in the table below:

	31 March 2016		31 March 2015	
	Male %	Female %	Male %	Female %
Commissioner and Directors	33.3	66.7	50.0	50.0
Other officers	37.5	62.5	39.6	60.4
Total	37.3	62.7	40.4	59.6

Managing absence and attendance

The total number of work days lost through sickness absence for the period 1 April 2015 to 31 March 2016 was 271.0 (2014-15: 92.5).

Of the work days lost through sickness 66% (2014-15: 100%) of them were due to short-term sickness and 34% (2014-15: 0%) were lost due to long-term sickness. Long-term absence means an absence of more than 20 days for the same reason.

The average work days lost per head (full-time equivalent) was 5.6 (2014-15: 2.1) based on 48.0¹ full-time equivalent members of staff (2014-15: 45.0¹).

¹For the purpose of disclosure the full-time equivalent members of staff comprise the Welsh Language Commissioner and 47.0 full-time equivalent officers (2014-15: 44.0).

Staff turnover

The staff turnover rate in 2015-16 was 6.2% (2014-15: 25.4%). Note: Excluding officers who left under the terms of the Voluntary Exit Scheme, the staff turnover rate in 2014-15 was 6.3%.

Gifts register

The Commissioner operates a gifts register. No item noted during the year is considered of material interest for inclusion in these financial statements.

Niferoedd swyddogion a chostau perthnasol

	2015-16	2014-15
	£000	£000
Cyflogau	1,714	1,643
Costau nawdd cymdeithasol	116	100
Costau pensiwn	356	314
	2,186	2,057
Ffioedd aelodau o bwyllgorau (1)	10	10
Costau swyddogion drwy asiantaeth	-	7
	2,196	2,074
Costau dileu swyddi, ymddeoliad cynnar a diswyddiadau	-	72
Cyfanswm	2,196	2,146
Niferoedd swyddogion	2015-16	2014-15
Comisiynydd y Gymraeg	1.0	1.0
Swyddogion a gyflogir	47.0	44.0
Swyddogion drwy asiantaeth	0.0	0.3
Nifer cyfartalog (2)	48.0	45.3
Aelodau o bwyllgorau (1)	9	8

1 - Mae'r aelodau yn cynnwys 5 aelod o'r Panel Cynghori (2014-15: 5) a 4 aelod o'r Pwyllgor Archwilio a Risg (2014-15: 3). Talwyd ffioedd o £256 y dydd i'r Cadeirydd a £198 y dydd i aelodau eraill.

2 - Nifer cywerth â llawn amser a gyflogwyd yn ystod y flwyddyn.

Ceir gwybodaeth am fuddiannau cyflog a phensiwn y Comisiynydd a swyddogion hŷn y Comisiynydd ar dudalennau 108 i 120.

Officer numbers and related costs

	2015-16	2014-15
	£000	£000
Salaries	1,714	1,643
Social security costs	116	100
Pension costs	356	314
	2,186	2,057
Committee members' fees (1)	10	10
Agency staff costs	-	7
	2,196	2,074
Redundancy, early retirement and severance costs	-	72
Total cost	2,196	2,146
Staff numbers	2015-16	2014-15
Welsh Language Commissioner	1.0	1.0
Employed officers	47.0	44.0
Agency staff	0.0	0.3
Average numbers (2)	48.0	45.3
Committee members (1)	9	8

1 - Comprised of 5 members of the Advisory Panel (2014-15: 5) and 4 members of the Audit and Risk Committee (2014-15: 3). The fees paid were £256 per day for the Chair and £198 per day for other members.

2 - Full Time Equivalents employed during the year.

The salary and pension entitlements of the Commissioner and officers in the most senior positions are included on pages 109 to 121.

Pensiynau

Ceir manylion pensiynau ar dudalennau 114 i 120.

Mae Prif Gynllun Pensiwn y Gwasanaeth Sifil (PGPGS) yn gynllun buddiannau diffiniedig heb ei ariannu ar gyfer nifer o gyflogwyr ac o ganlyniad nid oes modd i Gomisiynydd y Gymraeg adnabod ei chyfran o'r asedau a'r rhwymedigaethau sylfaenol. Pennodd actiwari'r cynllun werth y cynllun ar 31 Mawrth 2012. Mae gwybodaeth ar gael yng nghyfrifon adnoddau Swyddfa'r Cabinet: Civil Superannuation (www.civilservice.gov.uk/pensions).

Ar gyfer 2015-16, roedd cyfraniadau'r cyflogwr o £347,000 (2014-15 : £294,000) yn daladwy i'r PGPGS ar un o bedair graddfa rhwng 20.0% a 24.5% o gyflog pensiynadwy, yn seiliedig ar fandiau cyflog. Mae Actiwari'r Cynllun yn adolygu cyfraniadau'r cyflogwr, gan amlaf bob pedair blynedd, yn dilyn prisiant llawn o'r cynllun. Mae graddfeydd y cyfraniadau yn adlewyrchu buddiannau a gronwyd yn ystod 2015-16 i'w talu ar ymddeoliad yr aelod, nid y buddiannau a dalwyd yn ystod y cyfnod hwn i bensiynwyr presennol.

Gall swyddogion ddewis agor cyfrif pensiwn partneriaeth, cynllun pensiwn rhanddeiliad â chyfraniad cyflogwr. Talwyd cyfraniadau'r cyflogwr o £9,000 (2014-15: £16,000) i un neu fwy o banel o dri o ddarparwyr pensiwn rhanddeiliad penodedig. Mae cyfraniadau'r cyflogwr yn ddibynnol ar oedran ac ar raddfa rhwng 3% a 12.5% o gyflog pensiynadwy hyd at 30 Medi 2015 a rhwng 8.0% a 14.75% o gyflog pensiynadwy o 1 Hydref 2015. Mae'r cyflogwr hefyd yn rhoi cyfraniad cyfatebol o hyd at 3% o gyflog pensiynadwy. Yn ogystal roedd cyfraniadau cyflogwr o £300 (2014-15: £1,000), 0.8% o gyflog pensiynadwy hyd at 30 Medi 2015 a 0.5% o gyflog pensiynadwy o 1 Hydref 2015, yn daladwy i PGPGS i warchod rhag cost darparu yn y dyfodol am gyfandaliadau buddiant marwolaeth mewn swydd neu ymddeoliad o achos afiechyd y cyflogeion hyn.

Pensions

Details of pensions are included on pages 115 to 121.

The Principal Civil Service Pension Scheme (PCSPS) is an unfunded multi-employer defined benefit scheme but the Welsh Language Commissioner is unable to identify its share of the underlying assets and liabilities. The scheme actuary valued the scheme as at 31 March 2012. You can find details in the resource accounts of the Cabinet Office: Civil Superannuation (www.civilservice.gov.uk/pensions).

For 2015-16, employers' contributions of £347,000 (2014-15: £294,000) were payable to the PCSPS at one of four rates in the range 20.0% to 24.5% of pensionable pay, based on salary bands. The Scheme Actuary reviews employer contributions usually every four years following a full scheme valuation. The contribution rates are set to meet the cost of the benefits accruing during 2015-16 to be paid when the member retires and not the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions of £9,000 (2014-15: £16,000) were paid to one or more of the panel of three appointed stakeholder pension providers. Employer contributions are age-related and range from 3% to 12.5% of pensionable pay up to 30 September 2015 and 8.0% to 14.75% of pensionable pay from 1 October 2015. Employers also match employee contributions up to 3% of pensionable pay. In addition, employer contributions of £300 (2014-15: £1,000), 0.8% of pensionable pay up to 30 September 2015 and 0.5% of pensionable pay from 1 October 2015, were payable to the PCSPS to cover the cost of the future provision of lump sum benefits on death in service or ill health retirement of these employees.

Cynllun ymadael gwirfoddol

Mae Comisiynydd y Gymraeg wedi gweithredu cynllun ymadael gwirfoddol yn unol rheolau Cynllun Digolledu'r Gwasanaeth Sifil ac fel y'u cymeradwywyd gan Swyddfa'r Cabinet. Mae'r cynllun hwn yn bodloni gofynion cynllunio'r gweithlu ac maent wedi arwain at leihad yn sylfaen costau staffio'r sefydliad. Cost y cynllun yn 2015-16 oedd £0 (2014-15: £72,000).

Crynoir isod nifer y pecynnau ymadael a gymeradwy:

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Band costau'r pecyn ymadael	2015-16			2014-15		
	Nifer y diswyddiadau gorfodol	Nifer yr ymadawiadau gwirfoddol	Cyfanswm y pecynnau ymadael	Nifer y diswyddiadau gorfodol	Nifer yr ymadawiadau gwirfoddol	Cyfanswm y pecynnau ymadael
£50,000 - £100,000	-	-	-	-	1	1
	-	-	-	-	1	1

Roedd gan y swyddog y caniatwyd i adael yn wirfoddol yn 2014-15 ddyddiad gadael yn ystod y flwyddyn.

Talwyd costau'r cynllun ymadael gwirfoddol yn unol â pholisi Comisiynydd y Gymraeg, y cytunwyd arno gydag undeb llafur cydnabyddedig.

Voluntary exit scheme

The Welsh Language Commissioner operated a voluntary exit scheme in accordance with Civil Service Compensation Scheme rules and as approved by the Cabinet Office. This scheme is in accordance with workforce planning requirements and has resulted in reductions to the staffing cost base of the organisation. The cost of the scheme in 2015-16 was £0 (2014-15: £72,000).

The number of approved exit packages are summarised below:

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Exit package cost band	2015-16			2014-15		
	Number of compulsory redundancies	Number of voluntary departures	Total number of exit packages	Number of compulsory redundancies	Number of voluntary departures	Total number of exit packages
£50,000 - £100,000	-	-	-	-	1	1
	-	-	-	-	1	1

The officer who was approved for voluntary exit in 2014-15 had a leaving date during the year.

The voluntary exit scheme costs were paid in accordance with the Welsh Language Commissioner's policy, which had been agreed with a recognised trade union.

Datganiad o Gyfrifoldebau'r Swyddog Cyfrifyddu

Yn unol ag Atodlen 1 Paragraff 18(1), Mesur y Gymraeg (Cymru) 2011, mae'n ofynnol i Gomisiynydd y Gymraeg lunio cyfrifon o ran pob blwyddyn ariannol yn unol â chyfarwyddiadau a roddir, gyda chydysyniad Trysorlys EM, gan Weinidogion Cymru.

Llunnir y cyfrifon ar sail groniatol, ac mae'n rhaid iddynt roi darlun gwir a theg o sefyllfa'r Comisiynydd ar ddiwedd y cyfnod, ac o'r gwariant net, newidiadau yn ecwiti'r trethdalwr a'r llifoedd arian am y flwyddyn.

Wrth baratoi'r cyfrifon mae'n ofynnol i'r Swyddog Cyfrifyddu gydymffurfio â gofynion y Government Financial Reporting Manual ac yn arbennig i:

- ufuddhau i'r cyfarwyddyd cyfrifon a roddwyd gan Weinidogion Cymru, gan gynnwys y gofynion perthnasol o ran cadw cyfrifon a datgeliadau, a gweithredu polisiau cyfrifo perthnasol a'u defnyddio'n gyson;
- llunio penderfyniadau ac amcangyfrifon mewn modd rhesymol;
- datgan a gadwyd at y safonau cyfrifo perthnasol a osodwyd yn y Government Financial Reporting Manual, a datgelu ac esbonio unrhyw wro materol a welir yn y cyfrifon; a
- llunio cyfrifon ar sail bod yn fusnes gweithredol.

Yn unol ag Atodlen 1 Paragraff 16(1), Mesur y Gymraeg (Cymru) 2011, y Comisiynydd yw'r Swyddog Cyfrifyddu.

Mae cyfrifoldebau'r Swyddog Cyfrifyddu, gan gynnwys cyfrifoldeb am sicrhau priodoldeb a rheoleidd-dra'r cyllid cyhoeddus y mae'r Swyddog Cyfrifyddu'n atebol amdano, tros gadw cofnodion priodol ac i warchod asedau Comisiynydd y Gymraeg, wedi eu nodi yn y memorandwm, Managing Public Money, a gyhoeddwyd gan Drysorlys EM a Rheoli Arian Cyhoeddus Cymru, a gyhoeddwyd gan Lywodreath Cymru.

Meri Huws

Swyddog Cyfrifyddu
Comisiynydd y Gymraeg

05 Gorffennaf 2016

Statement of the Accounting Officer's Responsibilities

Under Schedule 1 Paragraph 18(1) of the Welsh Language (Wales) Measure 2011, the Welsh Language Commissioner is required to prepare accounts in respect of each financial year in accordance with directions given, with the consent of HM Treasury, by the Welsh Ministers.

The accounts are prepared on an accruals basis and must give a true and fair view of the Commissioner's state of affairs at the period end and its net expenditure, changes in taxpayers' equity and cash flows for the year.

In preparing the accounts the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- observe the accounts direction issued by the Welsh Ministers, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the accounts; and
- prepare the accounts on a going concern basis.

In accordance with Schedule 1 Paragraph 16(1) of the Welsh Language (Wales) Measure 2011 the Commissioner is the Accounting Officer.

The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the Welsh Language Commissioner's assets, are set out in the memorandum, Managing Public Money, published by HM Treasury and Managing Welsh Public Money, published by the Welsh Government.

Meri Huws

Accounting Officer
Welsh Language Commissioner

05 July 2016

Tystysgrif ac Adroddiad archwilio Archwilydd Cyffredinol Cymru, i Gynulliad Cenedlaethol Cymru

Ardystiaf fy mod wedi archwilio datganiadau ariannol Comisiynydd y Gymraeg am y flwyddyn a ddaeth i ben 31 Mawrth 2016 o dan Fesur y Gymraeg (Cymru) 2011. Mae'r rhain yn cynnwys y Datganiad Gwariant Net Cynhwysfawr, y Datganiad ar y Sefyllfa Ariannol, y Datganiad Llif Arian Parod a'r Datganiad o Newidiadau o ran Ecwiti Trethdalwyr a'r nodiadau cysylltiedig. Paratowyd y datganiadau ariannol hyn o dan y polisiau cyfrifyddu a nodir ynddynt. Rwyf hefyd wedi archwilio'r wybodaeth yn yr Adroddiad ar Gydnabyddiaeth y nodir ei bod wedi ei harchwilio yn yr adroddiad hwnnw.

Priod gyfrifoldebau'r Comisiynydd a'r archwilydd

Fel yr eglurir yn fanylach yn y Datganiad o Gyfrifoldebau'r Swyddog Cyfrifyddu, mae'r Swyddog Cyfrifyddu yn gyfrifol am baratoi'r datganiadau ariannol yn unol â Deddf Llywodraeth Cymru 2006 a chyfarwyddiadau a wnaed gan Weinidogion Cymru o dan y Ddeddf honno, ac am sicrhau rheoleidd-dra'r trafodion ariannol.

Fy nghyfrifoldeb i yw archwilio, ardystio ac adrodd ar y datganiadau ariannol yn unol â'r gyfraith berthnasol a'r Safonau Archwilio Rhyngwladol (y DU ac Iwerddon). Mae'r safonau hyn yn ei gwneud yn ofynnol i mi gydymffurfio â Safonau Moesegol y Bwrdd Arferion Archwilio ar gyfer Archwilwyr.

Cwmpas yr archwiliad o'r datganiadau ariannol

Cynhelir archwiliad er mwyn cael tystiolaeth ddigonol o'r symiau a'r datgeliadau yn y datganiadau ariannol i roi sicrwydd rhesymol nad oes unrhyw gamddatganiadau perthnasol yn y datganiadau ariannol, boed hynny drwy dwyll neu wall. Mae hyn yn cynnwys asesu'r canlynol: p'un a yw'r polisiau cyfrifyddu yn briodol i amgylchiadau Comisiynydd y Gymraeg a ph'un a ydynt wedi eu cymhwyso'n gyson a'u datgelu'n ddigonol; rhesymoldeb unrhyw amcangyfrifon cyfrifyddu sylweddol a wnaed gan Gomisiynydd y Gymraeg; a chyflwyniad cyffredinol y datganiadau ariannol.

Mae hefyd yn ofynnol i mi gael tystiolaeth ddigonol i roi sicrwydd rhesymol bod y gwariant a'r incwm wedi eu cymhwyso at y dibenion y'u bwriadwyd gan Gynulliad Cenedlaethol Cymru a bod y trafodion ariannol yn cydymffurfio â'r awdurdodau sy'n eu llywodraethu.

Yn ogystal, darllenaf yr holl wybodaeth ariannol ac anariannol yn yr Adroddiad Blynyddol er mwyn nodi anghysondebau perthnasol â'r datganiadau ariannol archwiliedig a nodi unrhyw wybodaeth sy'n ymddangos fel pe bai'n berthnasol anghywir ar sail yr wybodaeth a ddaeth i law wrth i mi gyflawni'r archwiliad neu sy'n berthnasol anghyson â'r wybodaeth honno. Os dof yn ymwybodol o unrhyw gamddatganiadau neu anghysondebau perthnasol amlwg, ystyriaf y goblygiadau i'm hadroddiad.

The Certificate and Report of the Auditor General for Wales, to the National Assembly for Wales

I certify that I have audited the financial statements of the Welsh Language Commissioner for the year ended 31 March 2016 under the Welsh Language (Wales) Measure 2011. These comprise the Statement of Comprehensive Net Expenditure, Statement of Financial Position, Statement of Cash Flows and Statement of Changes in Tax Payers Equity and related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

Respective responsibilities of the Commissioner and auditor

As explained more fully in the Statement of the Accounting Officers Responsibilities, the Accounting Officer's is responsible for preparing the financial statements, in accordance with the Government of Wales Act 2006 and Welsh Ministers' directions made there under and for ensuring the regularity of financial transactions.

My responsibility is to audit, certify and report on the financial statements in accordance with applicable law and with International Standards on Auditing (UK and Ireland). These standards require me to comply with the Auditing Practice Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Welsh Language Commissioner's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Welsh Language Commissioner; and the overall presentation of the financial statements.

In addition, I am required to obtain sufficient evidence to give reasonable assurance that the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

In addition I read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

Barn ar y Datganiadau Ariannol

Yn fy marn i, mae'r datganiadau ariannol:

- o yn rhoi darlun cywir a theg o sefyllfa Comisiynydd y Gymraeg ar 31 Mawrth 2016 a'i gwariant net am y flwyddyn a ddaeth i ben bryd hynny; ac
- o wedi eu paratoi'n briodol yn unol â chyfarwyddiadau Gweinidogion Cymru a gyhoeddwyd o dan Fesur y Gymraeg (Cymru) 2011.

Barn ar Reoleidd-dra

Yn fy marn i, ym mhob ffordd berthnasol, mae'r gwariant a'r incwm wedi eu cymhwyso at y dibenion y'u bwriadwyd gan Gynulliad Cenedlaethol Cymru ac mae'r trafodion sydd wedi eu cofnodi yn y datganiadau ariannol yn cydymffurfio â'r awdurdodau sy'n eu llywodraethu.

Barn ar faterion eraill

Yn fy marn i:

- o mae'r rhan o'r Adroddiad ar Gydabyddiaeth i'w harchwilio wedi ei pharatoi'n briodol yn unol â chyfarwyddiadau Trysorlys EM a Gweinidogion Cymru a wnaed o dan Fesur y Gymraeg (Cymru) 2011; ac
- o mae'r wybodaeth yn yr Adroddiad Blynyddol yn gyson â'r datganiadau ariannol.

Materion y cyflwynaf adroddiad arnynt drwy eithriad

Nid oes gennyf unrhyw beth i'w nodi o ran y materion canlynol, y cyflwynaf adroddiad i chi arnynt os bydd yr amgylchiadau canlynol yn berthnasol, yn fy marn i:

- o nid yw'r Datganiad Llywodraethu Blynyddol yn adlewyrchu cydymffurfiaeth â chanllawiau Trysorlys EM;
- o ni chadwyd cofnodion cyfrifyddu priodol;
- o nid yw'r datganiadau ariannol na'r rhan o'r Adroddiad ar Gydabyddiaeth sydd i'w harchwilio, yn gyson â'r cofnodion a'r ffurflenni cyfrifyddu;
- o ni ddatgelwyd gwybodaeth a ddynodwyd gan Drysorlys EM o ran cydnabyddiaeth a thrafodion eraill; neu
- o nid wyf wedi derbyn yr holl wybodaeth a'r esboniadau sydd eu hangen arnaf ar gyfer fy archwiliad.

Adroddiad

Nid oes gennyf sylwadau i'w gwneud ar y datganiadau ariannol hyn.

Huw Vaughan Thomas
Archwilydd Cyffredinol Cymru
08 Gorffennaf 2016

Swyddfa Archwilio Cymru
24 Heol y Gadeirlan
Caerdydd CF11 9LJ

Opinion on Financial Statements

In my opinion the financial statements:

- o give a true and fair view of the state of the Welsh Language Commissioner's affairs as at 31 March 2016 and of its net expenditure for the year then ended; and
- o have been properly prepared in accordance with Welsh Ministers' directions issued under the Welsh Language (Wales) Measure 2011.

Opinion on Regularity

In my opinion, in all material respects, the expenditure and income have been applied to the purposes intended by the National Assembly for Wales, and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Opinion on other matters

In my opinion:

- o the part of the Remuneration Report to be audited has been properly prepared in accordance with HM Treasury and Welsh Ministers' directions made under the Welsh Language (Wales) Measure 2011; and
- o the information in the Annual Report is consistent with the financial statements.

Matters on which I report by exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- o the Annual Governance Statement does not reflect compliance with HM Treasury guidance;
- o proper accounting records have not been kept;
- o the financial statements and the part of the Remuneration Report to be audited are not in agreement with the accounting records and returns;
- o information specified by HM Treasury regarding the remuneration and other transactions is not disclosed; or
- o I have not received all of the information and explanations I require for my audit.

Report

I have no observations to make on these financial statements.

Huw Vaughan Thomas
Auditor General for Wales
08 July 2016

Wales Audit Office
24 Cathedral Road
Cardiff CF11 9LJ

Datganiadau Ariannol

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Datganiad Gwariant Net Cynhwysfawr am y flwyddyn hyd at 31 Mawrth 2016

138

	Nodiadau	2015-16 £000	2014-15 £000
Gwariant			
Costau swyddogion		2,196	2,146
Gweinyddu	4	845	958
Grantiau	3	60	78
Gwariant rhaglenni eraill	5	233	481
Dibrisiant ac amorteiddiad	6,7	67	77
		3,401	3,740
Incwm		-	-
Gwariant net		3,401	3,740
Llog a dderbyniwyd		(1)	(2)
Gwariant net ar ôl llog		3,400	3,738

Mae'r holl weithgareddau a gwblhawyd yn ystod y flwyddyn yn parhau.

Ceir manylion costau swyddogion yn yr Adroddiad ar Daliadau Cydnabyddiaeth ac Adroddiad Staff ar dudalennau 124 i 128.

Mae'r nodiadau ar dudalennau 146 i 166 yn rhan o'r cyfrifon hyn.

Statement of Comprehensive Net Expenditure for the year ended 31 March 2016

139

	Notes	2015-16 £000	2014-15 £000
Expenditure			
Officers' costs		2,196	2,146
Administration	4	845	958
Grants	3	60	78
Other programme expenditure	5	233	481
Depreciation and amortisation	6,7	67	77
		3,401	3,740
Income		-	-
Net expenditure		3,401	3,740
Interest receivable		(1)	(2)
Net expenditure after interest		3,400	3,738

All activities undertaken during the year are continuing.

Details of officers' costs are included in the Remuneration and Staff Report on pages 125 to 129.

The notes on pages 147 to 167 form part of these accounts.

Datganiad Sefyllfa Ariannol ar 31 Mawrth 2016

140

	Nodiadau	31 Mawrth 2016		31 Mawrth 2015	
		£000	£000	£000	£000
Asedau nad ydynt yn gyfredol					
Asedau anghyffyrddadwy	6	18		39	
Eiddo, offer a pheiriannau	7	102		127	
Cyfanswm asedau nad ydynt yn gyfredol			120		166
Asedau cyfredol					
Masnach a symiau eraill sy'n dderbyniadwy	8	142		136	
Arian parod ac arian cywerth	9	954		1,043	
Cyfanswm asedau cyfredol			1,096		1,179
Cyfanswm asedau			1,216		1,345
Rhwymedigaethau cyfredol					
Masnach a symiau eraill sy'n daladwy	10	(337)		(612)	
Cyfanswm rhwymedigaethau cyfredol			(337)		(612)
Cyfanswm asedau nad ydynt yn gyfredol ac asedau cyfredol net			879		733
Rhwymedigaethau nad ydynt yn gyfredol					
Darpariaethau	11	(176)		(170)	
Cyfanswm rhwymedigaethau nad ydynt yn gyfredol			(176)		(170)
Asedau llai rhwymedigaethau			703		563
Ecwiti'r trethdalwyr					
Cronfa gyffredinol			703		563
			703		563

Mae'r nodiadau ar dudalennau 146 i 166 yn rhan o'r cyfrifon hyn.

Mae'r datganiadau ariannol ar dudalennau 138 i 144 wedi eu cymeradwyo gan y Swyddog Cyfrifyddu ac wedi eu llofnodi gan:

Meri Huws
Swyddog Cyfrifyddu
Comisiynydd y Gymraeg
05 Gorffennaf 2016

Statement of Financial Position as at 31 March 2016

141

	Notes	31 March 2016		31 March 2015	
		£000	£000	£000	£000
Non-Current assets					
Intangible assets	6	18		39	
Property, plant & equipment	7	102		127	
Total non-current assets			120		166
Current assets					
Trade and other receivables	8	142		136	
Cash and cash equivalents	9	954		1,043	
Total current assets			1,096		1,179
Total assets			1,216		1,345
Current liabilities					
Trade and other payables	10	(337)		(612)	
Total current liabilities			(337)		(612)
Non-current assets plus net current assets			879		733
Non-current liabilities					
Provisions	11	(176)		(170)	
Total non-current liabilities			(176)		(170)
Assets less liabilities			703		563
Taxpayers' equity					
General reserve			703		563
			703		563

The notes on pages 147 to 167 form part of these accounts.

The financial statements on pages 139 to 145 were approved by the Accounting Officer and signed by:

Meri Huws
Accounting Officer
Welsh Language Commissioner
05 July 2016

Datganiad Llifoedd Arian am y flwyddyn hyd at 31 Mawrth 2016

142

	2015-16	2014-15
Nodiadau	£000	£000
Llifoedd arian o weithgareddau gweithredu		
Gwariant net	(3,401)	(3,740)
Amorteiddiad ar asedau anghyffyrddadwy	6 21	30
Dibrisiant ar eiddo, offer a pheiriannau	7 46	47
Colled ar werthiant asedau nad ydynt yn gyfredol	-	2
(Lleihad) / Cynnydd mewn darpariaethau	11 6	(445)
(Cynnydd) / Lleihad mewn derbyniadau masnach ac asedau cyfredol eraill	8 (6)	(8)
Cynnydd / (Lleihad) mewn taliadau masnach a thaliadau eraill	10 (275)	444
(All-lif) arian net o weithgareddau gweithredu	(3,609)	(3,670)
Llifoedd arian o weithgareddau buddsoddi		
Llog a dderbyniwyd	1	2
Taliad i gaffael asedau anghyffyrddadwy	6 -	-
Taliad i gaffael eiddo, offer a pheiriannau	7 (21)	(60)
Derbyniadau am werthiant eiddo, offer a pheiriannau	-	1
(All-lif) arian net o weithgareddau buddsoddi	(20)	(57)
Llifoedd arian o weithgareddau cyllido		
Cyllido gan Weinidogion Cymru	3,540	3,690
Cyllido net	3,540	3,690
(Lleihad) / Cynnydd net mewn arian parod ac arian cywerth	(89)	(37)
Arian parod ac arian cywerth ar ddechrau'r cyfnod	9 1,043	1,080
Arian parod ac arian cywerth ar ddiwedd y cyfnod	9 954	1,043

Mae'r nodiadau ar dudalennau 146 i 166 yn rhan o'r cyfrifon hyn.

Statement of Cash Flows for the year ended 31 March 2016

143

	2015-16	2014-15
Notes	£000	£000
Cash flows from operating activities		
Net expenditure	(3,401)	(3,740)
Amortisation of intangible assets	6 21	30
Depreciation of property, plant & equipment	7 46	47
Loss on sale of non-current assets	-	2
(Decrease) / Increase in provisions	11 6	(445)
(Increase) / Decrease in trade and other receivables	8 (6)	(8)
Increase / (Decrease) in trade payables and other payables	10 (275)	444
Net cash (outflow) from operating activities	(3,609)	(3,670)
Cash flows from investing activities		
Interest received	1	2
Purchase of intangible assets	6 -	-
Purchase of property, plant and equipment	7 (21)	(60)
Proceeds of disposal of property, plant and equipment	-	1
Net cash (outflow) from investing activities	(20)	(57)
Cash flows from financing activities		
Financing from Welsh Ministers	3,540	3,690
Net financing	3,540	3,690
Net (decrease) / increase in cash and cash equivalents in the period	(89)	(37)
Cash and cash equivalents at the beginning of the period	9 1,043	1,080
Cash and cash equivalents at the end of the period	9 954	1,043

The notes on pages 147 to 167 form part of these accounts.

**Datganiad Newidiadau yn Ecwiti'r
Trethdalwyr ar gyfer y flwyddyn hyd
at 31 Mawrth 2016**

144

	£000
Balans ar 1 Ebrill 2014	611
Newidiadau mewn cronfeydd ar gyfer 2014-15 (Diffyg) a gadwyd	(3,738)
Cyfanswm incwm a gwariant a gydnabyddir ar gyfer 2014-15	(3,738)
Cyllido gan Weinidogion Cymru	3,690
Balans ar 31 Mawrth 2015	563
Newidiadau mewn cronfeydd ar gyfer 2015-16 (Diffyg) a gadwyd	(3,400)
Cyfanswm incwm a gwariant a gydnabyddir ar gyfer 2015-16	(3,400)
Cyllido gan Weinidogion Cymru	3,540
Balans ar 31 Mawrth 2016	703

Mae'r nodiadau ar dudalennau 146 i 166 yn rhan o'r cyfrifon hyn.

**Statement of Changes in Taxpayers'
Equity for the year ended 31 March
2016**

145

	£000
Balance at 1 April 2014	611
Changes in Reserves for 2014-15 Retained (Deficit)	(3,738)
Total recognised income and expense for 2014-15	(3,738)
Financing from Welsh Ministers	3,690
Balance at 31 March 2015	563
Changes in Reserves for 2015-16 Retained (Deficit)	(3,400)
Total recognised income and expense for 2015-16	(3,400)
Financing from Welsh Ministers	3,540
Balance at 31 March 2016	703

The notes on pages 147 to 167 form part of these accounts.

Nodiadau'r cyfrifon am y flwyddyn hyd at 31 Mawrth 2016

Lluniwyd y cyfrifon hyn yn unol â Government Financial Reporting Manual (FReM) 2015-16 a gyhoeddwyd gan Drysorlys EM, ac unrhyw Gyfarwyddyd Cyfrifon a gyhoeddwyd gan Weinidogion Cymru, gyda chaniatâd y Trysorlys. Mae'r polisiau cyfrifyddol a gynhelir yn y FReM yn gweithredu Safonau Adrodd Ariannol Rhyngwladol (IFRS), wedi eu haddasu neu eu dehongli ar gyfer cyd-destun y sector cyhoeddus. Lle bo'r FReM yn caniatáu dewis polisi cyfrifyddol, dewiswyd y polisi cyfrifyddol a ystyrir fwyaf addas ar gyfer amgylchiadau neilltuol Comisiynydd y Gymraeg, er mwyn rhoi barn gywir a theg. Disgrifir isod y polisiau neilltuol a ddilynwyd gan Gomisiynydd y Gymraeg. Fe'u gweithredwyd yn gyson wrth ddelio â'r eitemau a ystyrir yn berthnasol i'r cyfrifon.

1 Datganiad polisiau cyfrifo

(1.1) Confensiynau cyfrifo

Lluniwyd y cyfrifon hyn yn unol â'r confensiwn cost hanesyddol. Nid yw'r Comisiynydd wedi ailbriso unrhyw eiddo, offer a pheiriannau nac unrhyw asedau anghyfyrrddadwy gan nad yw addasiadau ailbriso, ym marn y Comisiynydd, yn sylweddol.

(1.2) Cyllido

Mae Comisiynydd y Gymraeg yn derbyn symiau gan Weinidogion Cymru mewn cysylltiad â gwariant a dynnir wrth gyflawni'r swyddogaethau. Ystyrir y symiau hyn yn rhai ariannu ac fe'u credydir i'r Gronfa Gyffredinol adeg eu derbyn.

(1.3) Asedau anghyfyrrddadwy

Mae asedau sefydlog anghyfyrrddadwy dros £1,000, gan gynnwys TAW anadferadwy, yn cael eu cyfalafu. Mae asedau anghyfyrrddadwy yn cynnwys trwyddedau meddalwedd cyfrifiadurol a thrwyddedau eraill. Grwpwyd nifer o asedau o'r un math gyda'i gilydd wrth bennu a ydynt uwchben neu o dan y trothwy.

Cynhwysir asedau sefydlog anghyfyrrddadwy ar eu cost hanesyddol. Nid yw'r asedau sefydlog anghyfyrrddadwy wedi eu hailbriso, gan na fyddai'r addasiadau o ailbriso yn sylweddol.

Bydd asedau sefydlog anghyfyrrddadwy yn cael eu hamorteiddio drwy randaliadau cyfartal blynyddol dros eu hoes economaidd defnyddiol amcangyfrifedig, rhwng 3 a 10 mlynedd.

Notes to the accounts for the year ended 31 March 2016

These financial statements have been prepared in accordance with the 2015-16 Government Financial Reporting Manual (FReM) issued by HM Treasury, and any Accounts Direction issued by Welsh Ministers, with the consent of the Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstance of the Welsh Language Commissioner, for the purpose of giving a true and fair view, has been selected. The particular policies adopted by the Welsh Language Commissioner are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

1 Statement of accounting policies

(1.1) Accounting conventions

The accounts have been prepared under the historical cost convention. The Commissioner did not re-value any property, plant and equipment or intangible assets as any revaluation adjustments were not, in the Commissioner's opinion, material.

(1.2) Funding

The Welsh Language Commissioner receives amounts in respect of expenditure incurred in carrying out functions. These amounts are regarded as financing and are credited to the General Reserve on receipt.

(1.3) Intangible assets

Intangible assets in excess of £1,000, including irrecoverable VAT, are capitalised. Intangible assets include software licences and other licences. A number of the same type of asset are grouped together to determine if they fall above or below the threshold.

Intangible assets are included at their historical cost. Intangible assets have not been revalued, given that revaluation adjustments are not material.

Intangible assets are amortised in equal annual instalments over their estimated useful economic lives, between 3 and 10 years.

(1.4) Eiddo, offer a pheiriannau

Mae eiddo, offer a pheiriannau dros £1,000, gan gynnwys TAW anadferadwy, yn cael eu cyfalafu. Grwpiwyd nifer o asedau o'r un math gyda'i gilydd wrth bennu a ydynt uwchben neu o dan y trothwy.

Cynhwysir eiddo, offer a pheiriannau ar eu cost hanesyddol, gan gynnwys costau fel gwaith gosod y gellir eu priodoli'n uniongyrchol i ddod â nhw i'r cyflwr gweithio ar gyfer eu defnydd arfaethedig. Nid yw eiddo, offer a pheiriannau wedi eu hailbriso, gan na fyddai'r addasiadau o ailbriso yn sylweddol.

Bydd eiddo, offer a pheiriannau yn cael eu dibrisio drwy randaliadau cyfartal blynyddol dros hyd y les, neu eu hoes economaidd defnyddiol amcangyfrifedig, rhwng 36 a 90 mis.

(1.5) Darpariaethau

Cydnabyddir darpariaethau yn y Datganiad Sefyllfa Ariannol pan fydd gan Gomisiynydd y Gymraeg rwymedigaeth gyfreithiol neu adeiladol yn deillio o ddiwyddiad yn y gorffennol a bod tebygolrwydd y bydd angen all-lif o fudd economaidd i dalu'r rhwymedigaeth.

(1.6) Treth ar Werth

Nid yw Comisiynydd y Gymraeg wedi cofrestru ar gyfer Treth ar Werth. Adroddir ar bob gwariant a chyfalaf gan gynnwys TAW, os yw'n berthnasol, gan na ellir adennill TAW.

(1.7) Pensiynau

Telir i'r Tâl-feistr Cyffredinol symiau priodol i gynrychioli rhwymedigaethau cronodig Pensiwn y Gwasanaeth Sifil am bensiynau a buddiannau tebyg i bersonau a gyflogir gan y Comisiynydd ac am gostau gweinyddol sydd i'w priodoli i'r rhwymedigaethau a'u cyflawni.

Mae gweithwyr cyfredol a blaenorol yn dod o dan ddarpariaethau cynllun Pensiwn y Gwasanaeth Sifil. Ceir rhagor o fanylion yn yr Adroddiad Taliadau Cydnabyddiaeth ac Adroddiad Staff.

(1.8) Grantiau dyledus

Caiff grantiau eu codi i'r Datganiad Gwariant Net Cynhwysfawr yn ystod y cyfnod pan fydd y gweithgaredd sydd yn creu hawl i'w dderbyn yn cael ei gynnal. Mae gan y Comisiynydd yr hawl i adennill y cyfan neu ran o'r grant os yw'r sawl sy'n cael grant yn torri unrhyw un o'r amodau sydd yn rhan o'r cynnig grant. Credydur unrhyw ad-daliadau i'r cyfrif wrth eu derbyn.

(1.4) Property, plant and equipment

Property, plant and equipment over £1,000, including irrecoverable VAT, are capitalised. A number of the same type of asset are grouped together to determine if they fall above or below the threshold.

Property, plant and equipment are included at their historical cost including costs, such as installation costs, that can be directly attributed to bringing them to their required location and condition. Property, plant and equipment have not been revalued, given that revaluation adjustments are not material.

Property, plant and equipment are depreciated in equal annual instalments over the term of the lease or their estimated useful economic lives, between 36 and 90 months.

(1.5) Provisions

A provision is recognised in the Statement of Financial Position when The Welsh Language Commissioner has a legal or constructive obligation as a result of a past event and it is probable that an outflow of economic benefits will be required to settle the obligation.

(1.6) Value Added Tax

The Welsh Language Commissioner is not registered for Value Added Tax. Expenditure and capital is reported including VAT, where relevant, as no VAT can be recovered.

(1.7) Pensions

Payment is made to the Paymaster General of such sums as may be appropriate as representing accruing liabilities of the Civil Service Pension in respect of pensions and other similar benefits for persons employed by the Commissioner and in respect of the administrative expenses attributable to the liabilities and their discharge.

Past and present employees are covered by the provisions of the Civil Service Pension scheme. Further details are contained within the Remuneration and Staff Report.

(1.8) Grants payable

Grants are charged to the Statement of Comprehensive Net Expenditure in the period in which the activity that creates an entitlement is carried out. The Commissioner has the right to reclaim the whole or part of the grant if the grant recipient breaks any of the conditions relating to the grant offer. Any such recoveries are credited to the account on receipt.

(1.9) Buddion cyflogai

Cydnabyddir cyflogau, cyfraniadau yswiriant gwladol, a budd-dal ariannol ac anariannol ar gyfer cyflogeion cyfredol yn y Datganiad Gwariant Net Cynhwysfawr wrth i wasanaethau cyflogeion gael eu cyflawni. Polisi'r Comisiynydd yw cyfrif am absenoldebau tymor byr a ddigolledir (gwyliau blynyddol taladwy) fel rhwymedigaeth (cost cronedig) lle disgwylir setlo'r iawndal absenoldeb o fewn deuddeg mis ar ôl diwedd y cyfnod y mae'r cyflogeion yn cyflawni'r gwasanaeth ynddo.

(1.10) Prydlesi gweithredol

Mae rhentolion prydlesi gweithredol wedi eu cyflwyno i'r Datganiad Gwariant Net Cynhwysfawr yn y flwyddyn y maent yn berthnasol iddi.

2 Gwybodaeth segmentol

Mae gwariant, incwm a llog yn ymwneud yn uniongyrchol â gweithgareddau Comisiynydd y Gymraeg. Mae'r Comisiynydd yn gweithredu yng Nghymru ac yn ymdrin â materion sy'n effeithio ar y Gymraeg a gallu personau yng Nghymru i fyw eu bywydau drwy gyfrwng y Gymraeg. Dim ond un segment sy'n gweithredu ac fe adlewyrchir hyn yn y Datganiad Gwariant Net Cynhwysfawr, y Datganiad Sefyllfa Ariannol a'r nodiadau cysylltiedig.

3 Grantiau

Roedd y grantiau canlynol yn daladwy o dan Adran 11 Mesur y Gymraeg (Cymru) 2011. Derbyniwyd cymeradwyaeth gan Weinidogion Cymru ar 11 Mawrth 2014 i dalu grant i Gymdeithas Cyfieithwyr Cymru hyd at 31 Mawrth 2016.

	2015-16	2014-15
	£000	£000
Cymdeithas Cyfieithwyr Cymru	<u>60</u>	<u>78</u>
	60	78

Ni thalwyd grant i gyrff cyhoeddus yn ystod 2015-16 (2014-15: £0).

(1.9) Employee benefits

Wages, salaries, national insurance contributions, bonuses payable and non-monetary benefit for current employees are recognised in the Statement of Comprehensive Net Expenditure as the employees' services are rendered. The Commissioner accounts for short-term compensated absences (paid annual leave) as a liability (accrued expense) where the compensation for absence is due to be settled within twelve months after the end of the period in which the employees render the service.

(1.10) Operating leases

Operating lease rentals are charged to the Statement of Comprehensive Net Expenditure in the year to which they relate.

2 Segmental information

Expenditure, income and interest relate directly to the activities of the Welsh Language Commissioner. The Commissioner's office operates in Wales and deals with issues that affect the Welsh language and the ability of persons in Wales to live their lives through the medium of Welsh. There is only one operational segment as reflected in the Statement of Comprehensive Net Expenditure, the Statement of Financial Position and the associated notes.

3 Grants

The following grants were payable under Section 11 of the Welsh Language (Wales) Measure 2011. Approval to pay a grant to Cymdeithas Cyfieithwyr Cymru (the Association of Welsh Translators and Interpreters) until 31 March 2016 was given by Welsh Ministers on 11 March 2014.

	2015-16	2014-15
	£000	£000
Cymdeithas Cyfieithwyr Cymru	<u>60</u>	<u>78</u>
	60	78

No grants were paid to public sector bodies during 2015-16 (2014-15: £0).

4 Gweinyddu

Yr oedd costau gweinyddu yn cynnwys:

152	2015-16	2014-15
	£000	£000
Llety - Rhent swyddfa	118	114
Llety - Costau eraill	172	202
Darpariaeth ar gyfer addurno a dadfeiliadau swyddfeydd	12	3
Teithio, cynhaliaeth a lletygarwch	93	99
Hyfforddiant a recriwtio	61	91
Cyfreithiol a phroffesiynol	136	135
Technoleg gwybodaeth a thelathrebu	145	137
Cyfathrebu	43	99
Gwasanaethau archwilwyr (tâl yr archwiliad allanol)	15	17
Costau gweinyddu eraill	50	61
	845	958

5 Gwariant rhaglenni eraill

Mae'r gwariant yn gysylltiedig â nifer y prosiectau yr ymgwymerwyd â hwy. Roedd cyfanswm y gwariant yn ystod y flwyddyn yn £233,000 (2014-15: £481,000), gan gynnwys gwariant ar Ymchwil a Gwirio Gwasanaethau, Arolwg Defnydd Iaith 2013-15, ac ymweld â sioeau.

4 Administration

Administration expenses included:

153	2015-16	2014-15
	£000	£000
Accommodation - Office rent lease costs	118	114
Accommodation - Other costs	172	202
Provision for premises redecoration and dilapidations	12	3
Travel, subsistence and hospitality	93	99
Training and recruitment	61	91
Legal and professional	136	135
Information Technology and telecommunications	145	137
Communication	43	99
Auditors' remuneration (external audit fee)	15	17
Other administrative expenses	50	61
	845	958

5 Other programme expenditure

The expenditure relates to numerous projects undertaken. The total expenditure during the year was £233,000 (2014-15: £481,000) which included expenditure on Research and Verification of Services, the Welsh Language Use Survey 2013-15, and presence at shows.

6 Asedau sefydlog anghyfyrrdadwy

154

	Trwyddedau meddalwedd £000	Trwyddedau £000	Cyfanswm £000
Cost			
Ar 31 Mawrth 2015	172	43	215
Ychwanegiadau	-	-	-
Gwerthiannau	-	-	-
Ar 31 Mawrth 2016	172	43	215
Amorteiddiad			
Ar 31 Mawrth 2015	151	25	176
Cost am y flwyddyn	17	4	21
Gwerthiannau	-	-	-
Ar 31 Mawrth 2016	168	29	197
Gwerth net yn y llyfrau ar 31 Mawrth 2016	4	14	18
Gwerth net yn y llyfrau ar 31 Mawrth 2015	21	18	39

6 Intangible assets

155

	Software Licences £000	Licences £000	Total £000
Cost			
At 31 March 2015	172	43	215
Additions	-	-	-
Disposals	-	-	-
At 31 March 2016	172	43	215
Amortisation			
At 31 March 2015	151	25	176
Charged in year	17	4	21
Disposals	-	-	-
At 31 March 2016	168	29	197
Net book value at 31 March 2016	4	14	18
Net book value at 31 March 2015	21	18	39

7 Eiddo, offer a pheiriannau

156

	Celfi a gosodiadau £000	Offer swyddfa £000	Cyfanswm £000
Cost			
Ar 31 Mawrth 2015	560	410	970
Ychwanegiadau	-	21	21
Gwerthiannau	-	-	-
Ar 31 Mawrth 2016	560	431	991
Dibrisiant			
Ar 31 Mawrth 2015	517	326	843
Cost am y flwyddyn	13	33	46
Gwerthiannau	-	-	-
Ar 31 Mawrth 2016	530	359	889
Gwerth net yn y llyfrau ar 31 Mawrth 2016	30	72	102
Gwerth net yn y llyfrau ar 31 Mawrth 2015	43	84	127

Mae offer swyddfa yn cynnwys offer technoleg gwybodaeth a chyfathrebu.

Cyllido asedau: Nid oedd gan y Comisiynydd brydlesi cyllidol na chontractau Menter Cyllid Preifat. Eiddo'r Comisiynydd oedd yr holl asedau a ddatgelwyd uchod.

Nid oedd ymrwymadau cyfalaf cyfreithiol ar 31 Mawrth 2016 (31 Mawrth 2015: £0).

7 Property, plant & equipment

157

	Furniture & Fittings £000	Office equipment £000	Total £000
Cost			
At 31 March 2015	560	410	970
Additions	-	21	21
Disposals	-	-	-
At 31 March 2016	560	431	991
Depreciation			
At 31 March 2015	517	326	843
Charged in year	13	33	46
Disposals	-	-	-
At 31 March 2016	530	359	889
Net book value at 31 March 2016	30	72	102
Net book value at 31 March 2015	43	84	127

Office equipment includes information technology and telecommunication assets.

Asset financing: The Commissioner held no finance leases or Private Finance Initiative (PFI) contracts. All assets disclosed above were owned by the Commissioner.

There were no contractual capital commitments at 31 March 2016 (31 March 2015: £0).

8 Derbyniadau masnachol ac asedau cyfredol eraill

	31 Mawrth 2016 £000	31 Mawrth 2015 £000
Symiau sy'n ddyledus o fewn blwyddyn		
Derbyniadau masnachol	1	-
Derbyniadau eraill	1	1
Rhagdaliadau	<u>140</u>	<u>135</u>
	<u>142</u>	<u>136</u>

Nid oes symiau sy'n ddyledus ar ôl blwyddyn.

Dadansoddiad o'r derbyniadau masnachol ac asedau cyfredol eraill

	31 Mawrth 2016 £000	31 Mawrth 2015 £000
Cyrff Llywodraeth Leol	37	45
Corfforaethau Cyhoeddus	1	1
Cyrff y tu allan i Lywodraeth	<u>104</u>	<u>90</u>
	<u>142</u>	<u>136</u>

9 Arian parod ac arian cywerth

	31 Mawrth 2016 £000	31 Mawrth 2015 £000
Balans ar 1 Ebrill	1,043	1,080
Newidiadau net mewn balans arian parod ac arian cywerth	(89)	(37)
Balans ar 31 Mawrth	<u>954</u>	<u>1,043</u>

Cafodd arian parod y Comisiynydd ei gadw mewn banc masnachol ar ddiwedd y flwyddyn. Ni ddaliwyd unrhyw arian gan Dâl-feistr Cyffredinol EM ar ddiwedd y flwyddyn.

8 Trade receivables and other current assets

	31 March 2016 £000	31 March 2015 £000
Amounts falling due within one year		
Trade receivables	1	-
Other receivables	1	1
Prepayments	<u>140</u>	<u>135</u>
	<u>142</u>	<u>136</u>

There are no amounts falling due after more than one year.

Analysis of trade receivables and other current assets

	31 March 2016 £000	31 March 2015 £000
Local Government bodies	37	45
Public Corporations	1	1
Bodies external to Government	<u>104</u>	<u>90</u>
	<u>142</u>	<u>136</u>

9 Cash and cash equivalents

	31 March 2016 £000	31 March 2015 £000
Balance at 1 April	1,043	1,080
Net change in cash and cash equivalent balances	(89)	(37)
Balance at 31 March	<u>954</u>	<u>1,043</u>

The Commissioner's cash balances were held in a commercial bank at year end. No balances were held with HM Paymaster General at year end.

10 Taliadau masnachol a rhwymedigaethau cyfredol eraill

	31 Mawrth 2016 £000	31 Mawrth 2015 £000
Symiau sy'n ddyledus o fewn blwyddyn		
Taliadau masnachol	144	381
Croniadau	193	231
	337	612

Nid oes symiau sy'n ddyledus ar ôl blwyddyn.

Dadansoddiad o'r taliadau masnachol a rhwymedigaethau cyfredol eraill

	31 Mawrth 2016 £000	31 Mawrth 2015 £000
Cyrff Llywodraeth Ganolog	39	68
Llywodraeth Leol	1	57
Gwasanaeth Iechyd Gwladol	-	4
Corfforaethau Cyhoeddus	15	16
Cyrff y tu allan i Lywodraeth	282	467
	337	612

10 Trade payables and other current liabilities

	31 March 2016 £000	31 March 2015 £000
Amounts falling due within one year		
Trade payables	144	381
Accruals	193	231
	337	612

There are no amounts falling due after more than one year.

Analysis of trade payables and other current liabilities

	31 March 2016 £000	31 March 2015 £000
Central Government bodies	39	68
Local Government	1	57
National Health Service	-	4
Public Corporations	15	16
Bodies external to Government	282	467
	337	612

11 Darpariaethau ar gyfer rhwymedigaethau a phriddiannau

162

	Dadfeiliadau ac ailaddurno £000	Ymadawiadau gwirfoddol £000	Cyfanswm £000
Darpariaeth ar 31 Mawrth 2015	164	6	170
Cynnydd mewn darpariaeth	14	-	14
Darpariaeth a ddefnyddiwyd/rhyddhawyd yn ystod y flwyddyn	(2)	(6)	(8)
Darpariaeth ar 31 Mawrth 2016	<u>176</u>	<u>-</u>	<u>176</u>

Defnyddiwyd cyfradd ddisgowntio, yn glir o CPI, Trysorlys EM ym mis Rhagfyr 2015, sef -1.34% mewn termau real ar gyfer y dadfeiliadau (2014-15: -1.41%).

Gwneir darpariaethau ar gyfer ail-addurno yn ystod tymor y brydles ac ar gyfer dadfeilio, er mwyn dychwelyd yr adeiladau i'w cyflwr gwreiddiol ar derfyn y brydles. Gall yr ymrwymadau hyn newid yn sgil gwybodaeth a digwyddiadau yn y dyfodol a allai achosi newid i'r symiau a ddarparwyd ar sail yr amcangyfrif gorau, ar ddiwedd y cyfnod ariannol. Mae'r darpariaethau hyn wedi eu hadolygu a'u diweddarau yn ystod y flwyddyn fel sy'n ofynnol dan IAS 37.

Dadansoddiad o amseru disgwyliadwy'r rhwymedigaethau

	Dadfeiliadau ac ailaddurno £000	Cyfanswm £000
O fewn blwyddyn	20	20
Dros flwyddyn ond o fewn pum mlynedd	123	123
Ar ôl pum mlynedd	<u>33</u>	<u>33</u>
	<u>176</u>	<u>176</u>

11 Provision for liabilities and charges

163

	Dilapidations and redecorations £000	Voluntary departures £000	Total £000
Balance at 31 March 2015	164	6	170
Provided in year	14	-	14
Provision utilised/released in the year	(2)	(6)	(8)
Balance at 31 March 2016	<u>176</u>	<u>-</u>	<u>176</u>

HM Treasury's discount rate net of CPI at December 2015 of -1.34% in real terms has been used for dilapidations (2014-15: -1.41%).

Provisions are made for redecorating during the term of the lease and for dilapidations, to return the buildings back to their original condition, at the end of the lease term. These obligations may vary as a result of future information and events which may result in changes to the amounts which have been included, on the basis of the best estimate, at the end of the reporting period. These provisions have been reviewed and updated during the year as required by IAS 37.

Analysis of the expected timing of the future liabilities

	Dilapidations and redecorations £000	Total £000
Not later than one year	20	20
Later than one year and not later than five years	123	123
Later than five years	<u>33</u>	<u>33</u>
	<u>176</u>	<u>176</u>

12 Ymrwymiadau o dan brydlesi

Mae cyfanswm y taliadau lleiafswm o dan brydlesi gweithredol yn cael ei ddangos yn y tabl isod ar gyfer pob cyfnod.

Mae'r ymrwymiadau o dan brydlesi gweithredol yn cynnwys:	31 Mawrth 2016 £000	31 Mawrth 2015 £000
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Adeiladau

O fewn blwyddyn	109	107
Dros flwyddyn ond o fewn pum mlynedd	286	323
Ar ôl pum mlynedd	51	78
	446	508

	31 Mawrth 2016 £000	31 Mawrth 2015 £000
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Arall

O fewn blwyddyn	-	4
Dros flwyddyn ond o fewn pum mlynedd	-	-
Ar ôl pum mlynedd	-	-
	-	4

Nid yw'r Comisiynydd wedi dechrau ymwneud ag unrhyw brydlesi cyllidol, unrhyw ymrwymiadau o dan gontract PFI, nac unrhyw gontractau nad oedd modd eu canslo ag ymrwymiadau cyllidol.

13 Rhwymedigaethau amodol a ddatgelwyd o dan IAS 37

Nid oedd rhwymedigaethau amodol ar 31 Mawrth 2016 (31 Mawrth 2015: £0).

14 Offerynnau cyllidol

Oherwydd natur gweithgareddau'r Comisiynydd a'r modd y caiff y gweithrediadau eu hariannu, nid yw'r Comisiynydd yn agored i lefel uchel o risg ariannol.

12 Commitments under leases

The total future minimum lease payments under operating leases are given in the table below for each of the following periods.

Obligations under operating leases comprise:	31 March 2016 £000	31 March 2015 £000
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Buildings

Not later than one year	109	107
Later than one year and not later than five years	286	323
Later than five years	51	78
	446	508

	31 March 2016 £000	31 March 2015 £000
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Other

Not later than one year	-	4
Later than one year and not later than five years	-	-
Later than five years	-	-
	-	4

The Commissioner did not enter into any finance leases, commitments under PFI contracts or any other non-cancellable contracts with financial commitments.

13 Contingent liabilities disclosed under IAS 37

There were no contingent liabilities at 31 March 2016 (31 March 2015: £0).

14 Financial instruments

Owing to the nature of the Commissioner's activities and the way in which the operations are financed, the Commissioner is not exposed to a significant level of financial risk.

15 Trafodion gyda phartïon cysylltiedig

Yn ystod 2015-16 derbyniodd Comisiynydd y Gymraeg £3.540m gan Weinidogion Cymru (2014-15: £3.690m).

Cytunwyd ar Femorandwm o Gydweithio, dyddiedig 30 Tachwedd 2012, rhwng y Comisiynydd a Llywodraeth Cymru. Ystyrir Llywodraeth Cymru yn barti cysylltiedig.

Ni chafwyd trafodion materol berthnasol yn ystod y flwyddyn â sefydliadau lle roedd y Comisiynydd, y cyfarwyddwyr neu'r uwch swyddogion, nac unrhyw aelodau o'u teuluoedd, mewn swyddi dylanwadol.

16 Digwyddiadau ers diwedd y flwyddyn ariannol

Ni chafwyd digwyddiadau ers dyddiad y datganiad sefyllfa ariannol sy'n effeithio ar ddealltwriaeth y datganiadau ariannol hyn.

17 Archwilwyr

Archwiliwyd cyfrifon Comisiynydd y Gymraeg gan Archwilydd Cyffredinol Cymru yn unol â gofynion Atodlen 1, Paragraff 19 (2) Mesur y Gymraeg (Cymru) 2011. Hyd y gŵyr y Swyddog Cyfrifyddu, nid oes unrhyw wybodaeth archwilio berthnasol nad yw archwilwyr yr endid yn ymwybodol ohonynt, ac mae'r Swyddog Cyfrifyddu wedi cymryd pob cam y dylai ei gymryd i wneud ei hun yn ymwybodol o unrhyw wybodaeth archwilio berthnasol ac i sefydlu bod archwilwyr yr endid yn ymwybodol o'r wybodaeth honno.

15 Related party transactions

During 2015-16 the Welsh Language Commissioner received £3.540m from Welsh Ministers (2014-15: £3.690m).

A Memorandum of Understanding, dated 30 November 2012, was agreed between the Commissioner and Welsh Government. The Welsh Government is regarded as a related party.

There were no material transactions during the year with organisations with which the Commissioner, the directors or senior officers, or any of their family, held positions of influence.

16 Events since the end of the financial year

There have been no events since the date of the statement of financial position that affect the understanding of these financial statements.

17 Auditors

The accounts of the Welsh Language Commissioner are audited by the Auditor General for Wales in accordance with Schedule 1, Paragraph 19 (2) of the Welsh Language (Wales) Measure 2011. So far as the Accounting Officer is aware, there is no relevant audit information of which the entity's auditors are unaware, and the Accounting Officer has taken all the steps that she ought to have taken to make herself aware of any relevant audit information and to establish that the entity's auditors are aware of that information.

Atodiad

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Cwynion statudol 170

Appendix

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Statutory complaints 171

Sefydliad	Dyddiad derbyn	Sector	Categori	Cau yn syth	Cau ar ôl gwirio	Ymchwiliad statudol	Ymchwiliad antifurfiol	Honiad cyfreithiol annyllys	Cwyn gyfreithiol ddilys (coff y Goron)	Cwyn gyfreithiol ddilys (Cyhoeddus)	Honiad anuniongyrchol	Honiad uniongyrchol
Cyngor Sir Fynwy	01/04/2015	Cyhoeddus	Arwyddion	✓			✓			✓		
Cyngor Bro Morgannwg	01/04/2015	Cyhoeddus	Gohebiaeth	✓						✓		
Llywodraeth Cymru	02/04/2015	Gwas neu asiant i'r Goron	Arall	✓				✓				
Llywodraeth Cymru	06/04/2015	Gwas neu asiant i'r Goron	Arall	✓			✓					
Llywodraeth Cymru	07/04/2015	Gwas neu asiant i'r Goron	Gohebiaeth		✓			✓				✓
Asiantaeth Trwyddedu Gyrrwr a Cherbydau	08/04/2015	Gwas neu asiant i'r Goron	Gwefannau		✓			✓				✓
Arolwg Ordans	09/04/2015	Gwas neu asiant i'r Goron	Gwefannau	✓				✓				
Comisiwn Elusennau	09/04/2015	Cyhoeddus	Gwefannau	✓				✓				✓
Cyngor Sir y Fflint	10/04/2015	Cyhoeddus	Gwasanaeth ffôn	✓			✓			✓		
Awdurdod Parc Cenedlaethol Arfordir Penfro	14/04/2015	Cyhoeddus	Arall	✓				✓				✓
Cyngor Sir Powys	15/04/2015	Cyhoeddus	Gohebiaeth	✓						✓		✓
Cyngor Bwrdeistref Sirol Caerffili	16/04/2015	Cyhoeddus	Arall		✓			✓				✓
Comisiwn Elusennau	21/04/2015	Cyhoeddus	Gwefannau	✓				✓				✓
Ymddiriedolaeth GIG Gwasanaethau Ambiwlans Cymru	22/04/2015	Cyhoeddus	Gwasanaeth ffôn	✓				✓				✓
Swyddfa Basbort Ei Mawrhydi	22/04/2015	Gwas neu asiant i'r Goron	Cyfarfodydd wyneb yn wyneb	✓			✓		✓			
Gwasanaeth Cenedlaethol Rheoli Troseddwyd	23/04/2015	Gwas neu asiant i'r Goron	Arall	✓				✓				✓
Cyngor Sir Gâr	23/04/2015	Cyhoeddus	Gohebiaeth	✓				✓				✓
Adran Gwaith a Phensiynau	23/04/2015	Gwas neu asiant i'r Goron	Gohebiaeth	✓				✓				✓
Cynilion a Buddsoddiadau Cenedlaethol	23/04/2015	Gwas neu asiant i'r Goron	Arall	✓				✓				✓
Cyngor Bwrdeistref Sirol Wrecsam	24/04/2015	Cyhoeddus	Arwyddion		✓			✓				✓
Asiantaeth Trwyddedu Gyrrwr a Cherbydau	27/04/2015	Gwas neu asiant i'r Goron	Arall	✓				✓				✓
Ymddiriedolaeth GIG Iechyd Cyhoeddus Cymru	28/04/2015	Cyhoeddus	Cyfarfodydd wyneb yn wyneb	✓				✓				✓
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	29/04/2015	Cyhoeddus	Gwasanaeth ffôn	✓				✓				✓

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Organisation	Date received	Sector	Category	Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately
Monmouthshire County Council	01/04/2015	Public	Signage	✓		✓				✓		
Vale of Glamorgan Council	01/04/2015	Public	Correspondence	✓		✓						✓
Welsh Government	02/04/2015	Servant or agent of the Crown	Other	✓			✓					
Welsh Government	06/04/2015	Servant or agent of the Crown	Other	✓				✓		✓		
Welsh Government	07/04/2015	Servant or agent of the Crown	Correspondence		✓			✓				✓
DVLA	08/04/2015	Servant or agent of the Crown	Websites		✓			✓				✓
Ordnance Survey	09/04/2015	Servant or agent of the Crown	Websites	✓			✓					
Charity Commission	09/04/2015	Public	Websites	✓				✓				✓
Flintshire County Council	10/04/2015	Public	Telephone services	✓		✓				✓		
Pembrokeshire Coast National Park Authority	14/04/2015	Public	Other	✓				✓				✓
Powys County Council	15/04/2015	Public	Correspondence	✓		✓						✓
Caerphilly County Borough Council	16/04/2015	Public	Other		✓			✓				✓
Charity Commission	21/04/2015	Public	Websites	✓				✓				✓
Welsh Ambulance Services NHS Trust	22/04/2015	Public	Telephone services	✓				✓				✓
HM Passport Office	22/04/2015	Servant or agent of the Crown	Face to face meetings	✓			✓			✓		
National Offender Management Service	23/04/2015	Servant or agent of the Crown	Other	✓				✓		✓		
Cardiffshire County Council	23/04/2015	Public	Correspondence	✓				✓		✓		
Department for Work & Pensions	23/04/2015	Servant or agent of the Crown	Correspondence	✓				✓				✓
National Savings and Investments	23/04/2015	Servant or agent of the Crown	Other	✓				✓		✓		
Wrexham County Borough Council	24/04/2015	Public	Signage		✓			✓				✓
DVLA	27/04/2015	Servant or agent of the Crown	Other	✓				✓				✓
Public Health Wales NHS Trust	28/04/2015	Public	Face to face meetings	✓				✓				✓
Betsi Cadwaladr University Health Board	29/04/2015	Public	Telephone services	✓				✓				✓

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Sefydliad	Dyddiad derbyn	Sector	Categori	Honiad uniongyrchol	Honiad anuniongyrchol	Cwyn gyfreithiol ddilys (Cyhoeddus)	Cwyn gyfreithiol ddilys (coff y Goron)	Honiad cyfreithiol annyls	Ymchwiliad statudol	Ymchwiliad antffurfiol	Cau ar ôl gwirio	Cau yn syth
Dŵr Cymru	29/04/2015	Preifat dan ddyletswydd statudol	Gohebiaeth		✓			✓				✓
Cyngor Addysgu Cyffredinol Cymru	07/05/2015	Cyhoeddus	Gwefannau		✓			✓				✓
Asiantaeth Trwyddedu Gyrwyr a Cherbydau	08/05/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn		✓			✓				✓
Llywodraeth Cymru	08/05/2015	Gwas neu asiant i'r Goron	Gwefannau	✓				✓				✓
Cyngor Dinas Casnewydd	08/05/2015	Cyhoeddus	Arwyddion	✓		✓				✓		
Adran Gwaith a Phensiynau	11/05/2015	Gwas neu asiant i'r Goron	Gohebiaeth	✓		✓				✓		
Cyngor Dinas a Sir Caerdydd	11/05/2015	Cyhoeddus	Ffurflenni	✓		✓				✓		
BBC - Trwyddedu Teledu	11/05/2015	Cyhoeddus	Gwefannau	✓				✓			✓	
Anhysbys	11/05/2015	Cyhoeddus	Arwyddion	✓				✓		✓		
Cyngor Sir Gar	11/05/2015	Cyhoeddus	Gohebiaeth	✓				✓			✓	
Cyngor Sir Gar	11/05/2015	Cyhoeddus	Gohebiaeth		✓			✓				✓
Grŵp y Post Brenhinol	14/05/2015	Cyhoeddus	Arall	✓				✓				✓
Asiantaeth Safonau Gyrwyr a Cherbydau	18/05/2015	Gwas neu asiant i'r Goron	Gwefannau		✓			✓				✓
Bwrdd Iechyd Prifysgol Caerdydd a'r Fro	18/05/2015	Cyhoeddus	Arall		✓			✓				✓
Rheoleiddwr Pensiynau	19/05/2015	Cyhoeddus	Gwefannau		✓			✓			✓	
Gwasanaeth Llysoedd a Thribwnlysoedd Ei Mawrhydi	20/05/2015	Gwas neu asiant i'r Goron	Arall	✓			✓			✓		
Asiantaeth Trwyddedu Gyrwyr a Cherbydau	21/05/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓			✓			✓		
Cyngor Gwynedd	22/05/2015	Cyhoeddus	Gohebiaeth		✓			✓				✓
Cyngor Dinas Caerdydd	22/05/2015	Cyhoeddus	Cyfarfodydd wyneb yn wyneb	✓		✓				✓		
Cynilion a Buddsoddiadau Cenedlaethol	22/05/2015	Gwas neu asiant i'r Goron	Gohebiaeth	✓			✓			✓		
Cyngor Iechyd Cymuned Betsi Cadwaladr	28/05/2015	Cyhoeddus	Gohebiaeth	✓				✓		✓		
Llywodraeth Cymru	28/05/2015	Gwas neu asiant i'r Goron	Cyhoeddiadau	✓				✓		✓		
Asiantaeth Trwyddedu Gyrwyr a Cherbydau	29/05/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓				✓		✓		

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Organisation	Date received	Sector	Category	Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately
Dŵr Cymru Welsh Water	29/04/2015	Private under statutory duty	Correspondence		✓			✓				✓
General Teaching Council for Wales	07/05/2015	Public	Websites		✓			✓				✓
DVLA	08/05/2015	Servant or agent of the Crown	Telephone services		✓			✓				✓
Welsh Government	08/05/2015	Servant or agent of the Crown	Websites	✓				✓				✓
Newport City Council	08/05/2015	Public	Signage	✓		✓				✓		
Department for Work & Pensions	11/05/2015	Servant or agent of the Crown	Correspondence	✓		✓				✓		
City of Cardiff Council	11/05/2015	Public	Forms	✓		✓				✓		
BBC Television Licensing	11/05/2015	Public	Websites	✓				✓			✓	
Unknown	11/05/2015	Public	Signage	✓				✓		✓		
Carmarthenshire County Council	11/05/2015	Public	Correspondence	✓				✓			✓	
Carmarthenshire County Council	11/05/2015	Public	Correspondence		✓			✓				✓
Royal Mail Group	14/05/2015	Public	Other	✓				✓				✓
The Driver and Vehicle Standards Agency	18/05/2015	Servant or agent of the Crown	Websites		✓			✓				✓
Cardiff and Vale University Health Board	18/05/2015	Public	Other		✓			✓				✓
The Pensions Regulator	19/05/2015	Public	Websites		✓			✓			✓	
HM Courts & Tribunals Service	20/05/2015	Servant or agent of the Crown	Other	✓			✓			✓		
DVLA	21/05/2015	Servant or agent of the Crown	Telephone services	✓			✓			✓		
Gwynedd Council	22/05/2015	Public	Correspondence		✓			✓				✓
City of Cardiff Council	22/05/2015	Public	Face to face meetings	✓		✓				✓		
National Savings and Investments	22/05/2015	Servant or agent of the Crown	Correspondence	✓			✓			✓		
Betsi Cadwaladr Community Health Council	28/05/2015	Public	Correspondence	✓				✓		✓		
Welsh Government	28/05/2015	Servant or agent of the Crown	Publications	✓				✓		✓		
DVLA	29/05/2015	Servant or agent of the Crown	Telephone services	✓				✓		✓		

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Sefydliad	Dyddiad derbyn	Sector	Categori	Honiad uniongyrchol	Honiad anuniongyrchol	Cwyn gyfreithiol ddilys (Cyhoeddus)	Cwyn gyfreithiol ddilys (coff y Goron)	Honiad cyfreithiol annilys	Ymchwiliad statudol	Ymchwiliad antifurfiol	Cau ar ôl gwirio	Cau yn syth
Swyddfa Basbort Ei Mawrhydi	01/06/2015	Gwas neu asiant i'r Goron	Arall	✓				✓			✓	
Asiantaeth Trwyddedu Gywyr a Cherbydau	02/06/2015	Gwas neu asiant i'r Goron	Gwefannau	✓				✓				✓
Cynilion a Buddsoddiadau Cenedlaethol	02/06/2015	Gwas neu asiant i'r Goron	Ffurflenni	✓				✓	✓			
Cyngor Gwynedd a Chyngor Sir Ynys Môn	02/06/2015	Cyhoeddus	Cyfarfodydd wyneb yn wyneb	✓	✓					✓		
BBC - Trwyddedu Teledu	03/06/2015	Cyhoeddus	Gwefannau	✓	✓					✓		
BBC - Trwyddedu Teledu	08/06/2015	Cyhoeddus	Gwefannau	✓	✓					✓		
Cyngor Dinas a Sir Abertawe	11/06/2015	Cyhoeddus	Gwefannau	✓	✓				✓			
Llywodraeth Cymru	15/06/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓	✓					✓		
Asiantaeth Trwyddedu Gywyr a Cherbydau	15/06/2015	Gwas neu asiant i'r Goron	Gwefannau	✓				✓		✓		
Cyngor Dinas Caerdydd	16/06/2015	Cyhoeddus	Arall	✓				✓				✓
Adran Gwaith a Phensiynau	17/06/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓				✓				✓
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	18/06/2015	Cyhoeddus	Arall	✓				✓	✓			
Asiantaeth Trwyddedu Gywyr a Cherbydau	18/06/2015	Gwas neu asiant i'r Goron	Gwefannau	✓				✓				
Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru	19/06/2015	Cyhoeddus	Arall	✓				✓				✓
Coleg Caerdydd a'r Fro	23/06/2015	Cyhoeddus	Cyhoeddiadau	✓	✓					✓		
Asiantaeth Trwyddedu Gywyr a Cherbydau	24/06/2015	Gwas neu asiant i'r Goron	Gwefannau	✓			✓			✓		
Cyngor Sir Penfro	25/06/2015	Cyhoeddus	Gwefannau	✓	✓						✓	
Rheoleiddwr Pensiynau	25/06/2015	Cyhoeddus	Gwefannau		✓			✓				✓
Cyngor Sir Penfro	25/06/2015	Cyhoeddus	Cyfarfodydd wyneb yn wyneb		✓			✓				✓
Prifysgol Glyndŵr	26/06/2015	Cyhoeddus	Arall	✓				✓			✓	
Llywodraeth Cymru	01/07/2015	Gwas neu asiant i'r Goron	Gwefannau	✓				✓		✓		
BBC	01/07/2015	Cyhoeddus	Arall	✓				✓		✓		
Cyngor Sir Powys	02/07/2015	Cyhoeddus	Cyfarfodydd wyneb yn wyneb	✓				✓		✓		

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Organisation	Date received	Sector	Category	Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately
HM Passport Office	01/06/2015	Servant or agent of the Crown	Other	✓				✓			✓	
DVLA	02/06/2015	Servant or agent of the Crown	Websites	✓				✓				✓
National Savings and Investments	02/06/2015	Servant or agent of the Crown	Forms	✓				✓		✓		
Gwynedd Council and Isle of Anglesey County Council	02/06/2015	Public	Face to face meetings	✓		✓				✓		
BBC Television Licensing	03/06/2015	Public	Websites	✓		✓				✓		
BBC Television Licensing	08/06/2015	Public	Websites	✓		✓				✓		
City and County of Swansea	11/06/2015	Public	Websites	✓		✓			✓			
Welsh Government	15/06/2015	Servant or agent of the Crown	Telephone services	✓		✓				✓		
DVLA	15/06/2015	Servant or agent of the Crown	Websites	✓				✓		✓		
City of Cardiff Council	16/06/2015	Public	Other	✓				✓				✓
Department for Work & Pensions	17/06/2015	Servant or agent of the Crown	Telephone services	✓				✓				✓
Betsi Cadwaladr University Health Board	18/06/2015	Public	Other	✓				✓	✓			
DVLA	18/06/2015	Servant or agent of the Crown	Websites	✓				✓				
Mid and West Wales Fire and Rescue Service	19/06/2015	Public	Other	✓				✓				✓
Cardiff and Vale College	23/06/2015	Public	Publications	✓		✓				✓		
DVLA	24/06/2015	Servant or agent of the Crown	Websites	✓			✓			✓		
Pembrokeshire County Council	25/06/2015	Public	Websites	✓		✓					✓	
The Pensions Regulator	25/06/2015	Public	Websites		✓			✓				✓
Pembrokeshire County Council	25/06/2015	Public	Face to face meetings		✓			✓				✓
Glyndŵr University	26/06/2015	Public	Other	✓				✓			✓	
Welsh Government	01/07/2015	Servant or agent of the Crown	Websites	✓				✓		✓		
BBC	01/07/2015	Public	Other	✓				✓		✓		
Powys County Council	02/07/2015	Public	Face to face meetings	✓				✓		✓		

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Sefydliad	Dyddiad derbyn	Sector	Categori	Honiad uniongyrchol	Honiad anuniongyrchol	Cwyn gyfreithiol ddilys (Cyhoeddus)	Cwyn gyfreithiol ddilys (coff y Goron)	Honiad cyfreithiol annyls	Ymchwiliad statudol	Ymchwiliad antfurfio	Cau ar ôl gwirio	Cau yn syth
Llywodraeth Cymru	06/07/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓				✓	✓			
Llywodraeth Cymru	06/07/2015	Gwas neu asiant i'r Goron	Arall	✓				✓			✓	
Swyddfa Basbort Ei Mawrhydi	06/07/2015	Gwas asiant i'r Goron	Gwasanaeth ffôn	✓				✓	✓			
Cyngor Sir Ddinbych	06/07/2015	Cyhoeddus	Arall		✓			✓	✓			
Swyddfa Basbort Ei Mawrhydi	08/07/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓				✓	✓			
BBC	09/07/2015	Cyhoeddus	Arall	✓				✓	✓			
Yr Arolygiaeth Gynllunio	09/07/2015	Gwas neu asiant i'r Goron	Arall	✓				✓			✓	
Grŵp y Post Brenhinol	10/07/2015	Cyhoeddus	Arall	✓		✓			✓			
Asiantaeth Trwyddedu Gyrwyr a Cherbydau	10/07/2015	Gwas neu asiant i'r Goron	Arall	✓				✓			✓	
Grŵp Y Post Brenhinol	10/07/2015	Cyhoeddus	Arall	✓				✓			✓	
Cyngor Bwrdeistref Sirol Wrecsam	13/07/2015	Cyhoeddus	Arall		✓			✓			✓	
BBC - Trwyddedu Teledu	13/07/2015	Cyhoeddus	Gwefannau	✓				✓			✓	
Heddlu Dyfed Powys	14/07/2015	Cyhoeddus	Arall	✓				✓	✓			
Cyngor Dinas Caerdydd	15/07/2015	Cyhoeddus	Arall	✓				✓			✓	
UCAS	15/07/2015	Cyhoeddus	Arall		✓			✓	✓			
Cyngor Bro Morgannwg	16/07/2015	Cyhoeddus	Gwasanaeth ffôn		✓			✓			✓	
Rheoleidiwr Pensiynau	16/07/2015	Cyhoeddus	Arall		✓			✓			✓	
Cyfoeth Naturiol Cymru	20/07/2015	Cyhoeddus	Gwasanaeth ffôn	✓				✓			✓	
Asiantaeth Trwyddedu Gyrwyr a Cherbydau	20/07/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓				✓			✓	
BBC - Trwyddedu Teledu	21/07/2015	Cyhoeddus	Gwefannau	✓				✓			✓	
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	21/07/2015	Cyhoeddus	Ffurflenni	✓		✓			✓			
Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru	21/07/2015	Cyhoeddus	Arall	✓				✓	✓			
Swyddfa Basbort Ei Mawrhydi	23/07/2015	Gwas neu asiant i'r Goron	Cyfarfodydd wyneb yn wyneb	✓				✓			✓	

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Organisation	Date received	Sector	Category	Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately
Welsh Government	06/07/2015	Servant or agent of the Crown	Telephone services	✓				✓		✓		
Welsh Government	06/07/2015	Servant or agent of the Crown	Other	✓				✓			✓	
HM Passport Office	06/07/2015	Servant or agent of the Crown	Telephone services	✓				✓		✓		
Denbighshire County Council	06/07/2015	Public	Other		✓			✓		✓		
HM Passport Office	08/07/2015	Servant or agent of the Crown	Telephone services	✓				✓		✓		
BBC	09/07/2015	Public	Other	✓				✓		✓		
The Planning Inspectorate	09/07/2015	Servant or agent of the Crown	Other	✓				✓				✓
Royal Mail Group	10/07/2015	Public	Other	✓		✓				✓		
DVLA	10/07/2015	Servant or agent of the Crown	Other	✓				✓				✓
Royal Mail Group	10/07/2015	Public	Other	✓				✓				✓
Wrexham County Borough Council	13/07/2015	Public	Other		✓			✓				✓
BBC Television Licensing	13/07/2015	Public	Websites	✓				✓				✓
Dyfed Powys Police	14/07/2015	Public	Other	✓				✓		✓		
City of Cardiff Council	15/07/2015	Public	Other	✓				✓				✓
UCAS	15/07/2015	Public	Other		✓			✓		✓		
Vale of Glamorgan Council	16/07/2015	Public	Telephone services		✓			✓				✓
The Pensions Regulator	16/07/2015	Public	Other		✓			✓				✓
Natural Resources Wales	20/07/2015	Public	Telephone services	✓				✓				✓
DVLA	20/07/2015	Servant or agent of the Crown	Telephone services	✓				✓				✓
BBC Television Licensing	21/07/2015	Public	Websites	✓				✓				✓
Betsi Cadwaladr University Health Board	21/07/2015	Public	Forms	✓		✓				✓		
Mid and West Wales Fire and Rescue Service	21/07/2015	Public	Other	✓				✓		✓		
HM Passport Office	23/07/2015	Servant or agent of the Crown	Face to face meetings	✓				✓				✓

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Sefydliad	Dyddiad derbyn	Sector	Categori	Honiad uniongyrchol	Honiad anuniongyrchol	Cwyn gyfreithiol ddilys (Cyhoeddus)	Cwyn gyfreithiol ddilys (coff y Goron)	Honiad cyfreithiol annyls	Ymchwiliad statudol	Ymchwiliad antifurfiol	Cau ar ôl gwirio	Cau yn syth
Cyngor Bwrdeistref Sirol Wrecsam	24/07/2015	Cyhoeddus	Gohebiaeth		✓			✓				✓
Gwasanaeth Llysoedd a Thriwlynlysoedd Ei Mawrhydi	27/07/2015	Gwas neu asiant i'r Goron	Arall		✓			✓				✓
Asiantaeth Trwyddedu Gyrwyr a Cherbydau	28/07/2015	Gwas neu asiant i'r Goron	Arall	✓				✓	✓			
Prifysgol Caerdydd	28/07/2015	Cyhoeddus	Arall		✓			✓				✓
Prifysgol Glyndŵr	30/07/2015	Cyhoeddus	Ffurflenni	✓				✓				✓
Coleg Gwent	03/08/2015	Cyhoeddus	Arall	✓				✓				✓
Amgueddfa Cymru	03/08/2015	Cyhoeddus	Arall	✓				✓				✓
Cyllid a Thollau EM	03/08/2015	Gwas neu asiant i'r Goron	Gwefannau	✓			✓		✓			
Heddlu Dyfed Powys	03/08/2015	Cyhoeddus	Gwasanaeth ffôn	✓				✓	✓			
Asiantaeth Cymorth Cyfreithiol	04/08/2015	Cyhoeddus	Arall	✓				✓	✓			
Cyngor Bwrdeistref Sirol Wrecsam	05/08/2015	Cyhoeddus	Gwefannau		✓			✓				✓
Cyngor Proffesiynau Iechyd a Gofal	10/08/2015	Cyhoeddus	Cyhoeddiadau	✓				✓				✓
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	10/08/2015	Cyhoeddus	Arwyddion	✓				✓				✓
Asiantaeth Taliadau Gwledig	10/08/2015	Gwas neu asiant i'r Goron	Gohebiaeth	✓				✓	✓			
Bwrdd Iechyd Prifysgol Caerdydd a'r Fro	10/08/2015	Cyhoeddus	Arall	✓		✓			✓			
Cyngor Bwrdeistref Sirol Conwy	10/08/2015	Cyhoeddus	Arall	✓				✓	✓			
Grŵp y Post Brenhinol	11/08/2015	Cyhoeddus	Arall	✓		✓						✓
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	12/08/2015	Cyhoeddus	Gohebiaeth	✓				✓				✓
Cyngor Gwynedd	12/08/2015	Cyhoeddus	Gwasanaeth ffôn	✓		✓				✓		
Cyngor Sir y Fflint	13/08/2015	Cyhoeddus	Arall		✓			✓				✓
Llywodraeth Cymru	13/08/2015	Gwas neu asiant i'r Goron	Gohebiaeth	✓				✓				✓
Grŵp y Post Brenhinol	14/08/2015	Cyhoeddus	Arall	✓				✓				✓
Cyngor Sir Ddinbych	14/08/2015	Cyhoeddus	Arall	✓		✓			✓			

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Organisation	Date received	Sector	Category	Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately
Wrexham County Borough Council	24/07/2015	Public	Correspondence		✓			✓				✓
HM Courts & Tribunals Service	27/07/2015	Servant or agent of the Crown	Other		✓			✓				✓
DVLA	28/07/2015	Servant or agent of the Crown	Other	✓				✓		✓		
Cardiff University	28/07/2015	Public	Other		✓			✓				✓
Glyndŵr University	30/07/2015	Public	Forms	✓				✓				✓
Coleg Gwent	03/08/2015	Public	Other	✓				✓				✓
National Museum Wales	03/08/2015	Public	Other	✓				✓				✓
HM Revenue and Customs	03/08/2015	Servant or agent of the Crown	Websites	✓			✓			✓		
Dyfed Powys Police	03/08/2015	Public	Telephone services	✓				✓		✓		
Legal Aid Agency	04/08/2015	Public	Other	✓				✓		✓		
Wrexham County Borough Council	05/08/2015	Public	Websites		✓			✓				✓
Health & Care Professions Council	10/08/2015	Public	Publications	✓				✓				✓
Betsi Cadwaladr University Health Board	10/08/2015	Public	Signage	✓				✓				✓
Rural Payment Agency	10/08/2015	Servant or agent of the Crown	Correspondence	✓				✓		✓		
Cardiff and Vale University Health Board	10/08/2015	Public	Other	✓		✓				✓		
Conwy County Borough Council	10/08/2015	Public	Other	✓				✓		✓		
Royal Mail Group	11/08/2015	Public	Other	✓		✓						✓
Betsi Cadwaladr University Health Board	12/08/2015	Public	Correspondence	✓				✓				✓
Gwynedd Council	12/08/2015	Public	Telephone services	✓		✓				✓		
Flintshire County Council	13/08/2015	Public	Other		✓			✓				✓
Welsh Government	13/08/2015	Servant or agent of the Crown	Correspondence	✓				✓				✓
Royal Mail Group	14/08/2015	Public	Other	✓				✓				✓
Denbighshire County Council	14/08/2015	Public	Other	✓		✓				✓		

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Sefydliad	Dyddiad derbyn	Sector	Categori	Honiad uniongyrchol	Honiad anuniongyrchol	Cwyn gyfreithiol ddilys (Cyhoeddus)	Cwyn gyfreithiol ddilys (coff y Goron)	Honiad cyfreithiol annilys	Ymchwiliad statudol	Ymchwiliad antifurfiol	Cau ar ôl gwirio	Cau yn syth
Cyngor Dinas Caerdydd	14/08/2015	Cyhoeddus	Gohebiaeth	✓		✓				✓		
Bwrdd Iechyd Prifysgol Caerdydd a'r Fro	14/08/2015	Cyhoeddus	Ffurflenni	✓				✓		✓		
Prifysgol Bangor	17/08/2015	Cyhoeddus	Gohebiaeth	✓				✓		✓		
Tŷ'r Cwmnïau	17/08/2015	Gwas neu asiant i'r Goron	Ffurflenni		✓			✓				✓
Cyngor Bwrdeistref Sirol Pen-y-Bont ar Ogwr	18/08/2015	Cyhoeddus	Arwyddion	✓		✓				✓		
BBC – Trwyddedu Teledu	19/08/2015	Cyhoeddus	Gwefannau	✓				✓				✓
Swyddfa Ystadegau Gwladol	19/08/2015	Gwas neu asiant i'r Goron	Arall	✓			✓			✓		
Bwrdd Iechyd Prifysgol Hywel Dda	19/08/2015	Cyhoeddus	Gwasanaeth ffôn	✓				✓				✓
Bwrdd Iechyd Prifysgol Caerdydd a'r Fro	21/08/2015	Cyhoeddus	Gohebiaeth	✓		✓				✓		
Comisiwn Etholiadol	24/08/2015	Cyhoeddus	Gohebiaeth	✓				✓				✓
Prifysgol Caerdydd	26/08/2015	Cyhoeddus	Arall	✓				✓				✓
Comisiwn Elusennau	26/08/2015	Cyhoeddus	Ffurflenni	✓		✓				✓		
Cyngor Bwrdeistref Sirol Wrecsam	04/09/2015	Cyhoeddus	Ffurflenni		✓			✓				✓
Bwrdd Iechyd Prifysgol Hywel Dda	04/09/2015	Cyhoeddus	Arall		✓			✓		✓		
Cyngor Bwrdeistref Sirol Merthyr Tudful	08/09/2015	Cyhoeddus	Gwasanaeth ffôn		✓			✓				✓
Bwrdd Cynghorau Iechyd Cymuned Cymru	08/09/2015	Cyhoeddus	Arall	✓				✓		✓		
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	09/09/2015	Cyhoeddus	Gwasanaeth ffôn	✓				✓				✓
Awdurdod Gwasanaethau Busnes y GIG	15/09/2015	Cyhoeddus	Ffurflenni	✓				✓				✓
Adran Gwaith a Phensiynau	16/09/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓				✓		✓		
Bwrdd Iechyd Prifysgol Hywel Dda	16/09/2015	Cyhoeddus	Arall	✓		✓				✓		
Comisiwn Elusennau	16/09/2015	Cyhoeddus	Gwefannau	✓				✓			✓	
BBC - Trwyddedu Teledu	17/09/2015	Cyhoeddus	Arall	✓				✓		✓		
Cyngor Sir Powys	21/09/2015	Cyhoeddus	Arwyddion		✓			✓				✓

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Organisation	Date received	Sector	Category	Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately
City of Cardiff Council	14/08/2015	Public	Correspondence	✓		✓				✓		
Cardiff and Vale University Health Board	14/08/2015	Public	Forms	✓				✓		✓		
Bangor University	17/08/2015	Public	Correspondence	✓				✓		✓		
Companies House	17/08/2015	Servant or agent of the Crown	Forms		✓			✓				✓
Bridgend County Borough Council	18/08/2015	Public	Signage	✓		✓				✓		
BBC Television Licensing	19/08/2015	Public	Websites	✓				✓				✓
The Office for National Statistics	19/08/2015	Servant or agent of the Crown	Other	✓			✓			✓		
Hywel Dda University Health Board	19/08/2015	Public	Telephone services	✓				✓				✓
Cardiff and Vale University Health Board	21/08/2015	Public	Correspondence	✓		✓				✓		
The Electoral Commission	24/08/2015	Public	Correspondence	✓				✓				✓
Cardiff University	26/08/2015	Public	Other	✓				✓				✓
Charity Commission	26/08/2015	Public	Forms	✓		✓				✓		
Wrexham County Borough Council	04/09/2015	Public	Forms		✓			✓				✓
Hywel Dda University Health Board	04/09/2015	Public	Other		✓			✓		✓		
Merthyr Tydfil County Borough Council	08/09/2015	Public	Telephone services		✓			✓				✓
Board of Community Health Councils	08/09/2015	Public	Other	✓				✓		✓		
Betsi Cadwaladr University Health Board	09/09/2015	Public	Telephone services	✓				✓				✓
The NHS Business Services Authority	15/09/2015	Public	Forms	✓				✓				✓
Department for Work & Pensions	16/09/2015	Servant or agent of the Crown	Telephone services	✓				✓		✓		
Hywel Dda University Health Board	16/09/2015	Public	Other	✓		✓				✓		
Charity Commission	16/09/2015	Public	Websites	✓				✓			✓	
BBC Television Licensing	17/09/2015	Public	Other	✓				✓		✓		
Powys County Council	21/09/2015	Public	Signage		✓			✓				✓

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Sefydliad	Dyddiad derbyn	Sector	Categori	Honiad uniongyrchol	Honiad anuniongyrchol	Cwyn gyfreithiol ddilys (Cyhoeddus)	Cwyn gyfreithiol ddilys (coff y Goron)	Honiad cyfreithiol annyls	Ymchwiliad statudol	Ymchwiliad antifurfiol	Cau ar ôl gwirio	Cau yn syth
Cyngor Dinas a Sir Abertawe	22/09/2015	Cyhoeddus	Arall	✓	✓					✓		
Prifysgol Caerdydd	22/09/2015	Cyhoeddus	Arall	✓				✓				✓
Cyngor Sir Ceredigion	23/09/2015	Cyhoeddus	Arall	✓				✓				✓
Cyngor Sir Ceredigion	24/09/2015	Cyhoeddus	Gwefannau	✓		✓				✓		
Cyngor Sir Gâr	24/09/2015	Cyhoeddus	Arall		✓			✓				✓
Swyddfa Ystadegau Gwladol	28/09/2015	Gwas neu asiant i'r Goron	Arall	✓			✓			✓		
Prifysgol Aberystwyth	30/09/2015	Cyhoeddus	Arall	✓				✓				✓
Adran Gwaith a Phensiynau	30/09/2015	Gwas neu asiant i'r Goron	Arall	✓				✓				✓
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	30/09/2015	Cyhoeddus	Arall	✓				✓		✓		
BBC	02/10/2015	Cyhoeddus	Arall	✓		✓				✓		
Bwrdd Iechyd Prifysgol Abertawe Bro Morgannwg	05/10/2015	Cyhoeddus	Gohebiaeth	✓		✓				✓		
Asiantaeth Safonau Gyrwyr a Cherbydau	05/10/2015	Gwas neu asiant i'r Goron	Gwefannau	✓				✓		✓		
Cyngor Sir Ceredigion	08/10/2015	Cyhoeddus	Cyfarfodydd wyneb yn wyneb	✓				✓				✓
Cyngor Bwrdeistref Sirol Rhondda Cynon Taf	15/10/2015	Cyhoeddus	Gwefannau	✓		✓				✓		
Llywodraeth Cymru	19/10/2015	Gwas neu asiant i'r Goron	Arall	✓				✓		✓		
Cyngor Bwrdeistref Sirol Wrecsam	26/10/2015	Cyhoeddus	Arwyddion		✓			✓				✓
Adran Drafnidiaeth	27/10/2015	Gwas neu asiant i'r Goron	Arall	✓				✓			✓	
Comisiwn Elusennau	27/10/2015	Cyhoeddus	Gwefannau	✓				✓			✓	
BBC - Trwyddedu Teledu	27/10/2015	Cyhoeddus	Gwefannau	✓		✓				✓		
Asiantaeth Trwyddedu Gyrwyr a Cherbydau	27/10/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓			✓			✓		
Cyngor Sir Gâr	29/10/2015	Cyhoeddus	Arwyddion	✓		✓				✓		
Llywodraeth Cymru	30/10/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn		✓		✓					✓
Cyngor Tref yr Wyddgrug	30/10/2015	Cyhoeddus	Ffurflenni		✓			✓				✓

Organisation	Date received	Sector	Category	Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately
City and County of Swansea	22/09/2015	Public	Other	✓		✓				✓		
Cardiff University	22/09/2015	Public	Other	✓				✓				✓
Ceredigion County Council	23/09/2015	Public	Other	✓				✓				✓
Ceredigion County Council	24/09/2015	Public	Websites	✓		✓				✓		
Carmarthenshire County Council	24/09/2015	Public	Other		✓			✓				✓
The Office for National Statistics	28/09/2015	Servant or agent of the Crown	Other	✓			✓			✓		
Aberystwyth University	30/09/2015	Public	Other	✓				✓				✓
Department for Work & Pensions	30/09/2015	Servant or agent of the Crown	Other	✓				✓				✓
Betsi Cadwaladr University Health Board	30/09/2015	Public	Other	✓				✓		✓		
BBC	02/10/2015	Public	Other	✓		✓				✓		
Abertawe Bro Morgannwg University Health Board	05/10/2015	Public	Correspondence	✓		✓				✓		
The Driver and Vehicle Standards Agency	05/10/2015	Servant or agent of the Crown	Websites	✓				✓		✓		
Ceredigion County Council	08/10/2015	Public	Face to face meetings	✓				✓				✓
Rhondda Cynon Taf County Borough Council	15/10/2015	Public	Websites	✓		✓				✓		
Welsh Government	19/10/2015	Servant or agent of the Crown	Other	✓				✓		✓		
Wrexham County Borough Council	26/10/2015	Public	Signage		✓			✓				✓
The Department of Transport	27/10/2015	Servant or agent of the Crown	Other	✓				✓			✓	
Charity Commission	27/10/2015	Public	Websites	✓				✓			✓	
BBC Television Licensing	27/10/2015	Public	Websites	✓		✓				✓		
DVLA	27/10/2015	Servant or agent of the Crown	Telephone services	✓			✓			✓		
Carmarthenshire County Council	29/10/2015	Public	Signage	✓		✓				✓		
Welsh Government	30/10/2015	Servant or agent of the Crown	Telephone services		✓		✓					✓
Mold Town Council	30/10/2015	Public	Forms		✓			✓				✓

Sefydliad	Dyddiad derbyn	Sector	Categori	184								
				Honiad uniongyrchol	Honiad anuniongyrchol	Cwyn gyfreithiol ddilys (Cyhoeddus)	Cwyn gyfreithiol ddilys (coff y Goron)	Honiad cyfreithiol annilys	Ymchwiliad statudol	Ymchwiliad antifurfiol	Cau ar ôl gwirio	Cau yn syth
Bwrdd Iechyd Prifysgol Hywel Dda	02/11/2015	Cyhoeddus	Gohebiaeth	✓				✓				✓
Asiantaeth Safonau Gyrwyr a Cherbydau	02/11/2015	Gwas neu asiant i'r Goron	Arall	✓				✓		✓		
Llywodraeth Cymru	03/11/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓				✓			✓	
Cartrefi Cymunedol Gwynedd	04/11/2015	Cyhoeddus	Arall		✓			✓				✓
BBC - Trwyddedu Teledu	04/11/2015	Cyhoeddus	Arall		✓			✓				✓
Cyngor Bwrdeistref Sirol Caerffili	04/11/2015	Cyhoeddus	Gohebiaeth		✓			✓				✓
Cyngor Tref yr Wyddgrug	05/11/2015	Cyhoeddus	Ffurflenni		✓			✓				✓
CBAC	05/11/2015	Cyhoeddus	Cyfarfodydd wyneb yn wyneb	✓				✓				✓
Dŵr Cymru	06/11/2015	Preifat dan ddyletswydd statudol	Arall	✓				✓				✓
Llywodraeth Cymru	09/11/2015	Gwas neu asiant i'r Goron	Arall	✓				✓		✓		
Cyngor Sir Gâr	09/11/2015	Cyhoeddus	Arall	✓				✓		✓		
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	06/11/2015	Cyhoeddus	Ffurflenni	✓				✓				✓
Cyllid a Thollau EM	16/11/2015	Gwas neu asiant i'r Goron	Gohebiaeth		✓			✓				✓
Cyngor Bwrdeistref Sirol Wrecsam	17/11/2015	Cyhoeddus	Arall		✓			✓				✓
Asiantaeth Taliadau Gwledig	19/11/2015	Gwas neu asiant i'r Goron	Gohebiaeth	✓				✓		✓		
Heddlu Gwent	19/11/2015	Cyhoeddus	Arall	✓				✓				✓
Cyngor Bwrdeistref Sirol Torfaen	25/11/2015	Cyhoeddus	Arall	✓				✓		✓		
Adran Gwaith a Phensiynau	25/11/2015	Gwas neu asiant i'r Goron	Gohebiaeth	✓				✓		✓		
Ymddriedolaeth GIG Iechyd Cyhoeddus Cymru	25/11/2015	Cyhoeddus	Arall	✓				✓				✓
Yr Arolygiaeth Gynllunio	26/11/2015	Gwas neu asiant i'r Goron	Arall	✓				✓				✓
Cyngor Dinas Caerdydd	27/11/2015	Cyhoeddus	Gohebiaeth	✓		✓				✓		
Comisiynydd Pobl Hŷn Cymru	27/11/2015	Cyhoeddus	Arall	✓		✓				✓		
Llywodraeth Cymru	27/11/2015	Gwas neu asiant i'r Goron	Arall	✓				✓				✓

Organisation	Date received	Sector	Category	185									
				Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately	
Hywel Dda University Health Board	02/11/2015	Public	Correspondence	✓				✓				✓	
The Driver and Vehicle Standards Agency	02/11/2015	Servant or agent of the Crown	Other	✓				✓		✓			
Welsh Government	03/11/2015	Servant or agent of the Crown	Telephone services	✓				✓			✓		
Cartrefi Cymunedol Gwynedd	04/11/2015	Public	Other		✓			✓				✓	
BBC Television Licensing	04/11/2015	Public	Other		✓			✓				✓	
Caerphilly County Borough Council	04/11/2015	Public	Correspondence		✓			✓				✓	
Mold Town Council	05/11/2015	Public	Forms		✓			✓				✓	
WJEC	05/11/2015	Public	Face to face meetings	✓				✓				✓	
Welsh Water	06/11/2015	Private under statutory duty	Other	✓				✓				✓	
Welsh Government	09/11/2015	Servant or agent of the Crown	Other	✓				✓		✓			
Cardiffshire County Council	09/11/2015	Public	Other	✓				✓		✓			
Betsi Cadwaladr University Health Board	06/11/2015	Public	Forms	✓				✓				✓	
HM Revenue and Customs	16/11/2015	Servant or agent of the Crown	Correspondence		✓			✓				✓	
Wrexham County Borough Council	17/11/2015	Public	Other		✓			✓				✓	
Rural Payment Agency	19/11/2015	Servant or agent of the Crown	Correspondence	✓				✓		✓			
Gwent Police	19/11/2015	Public	Other	✓				✓				✓	
Torfaen County Borough Council	25/11/2015	Public	Other	✓				✓		✓			
Department for Work & Pensions	25/11/2015	Servant or agent of the Crown	Correspondence	✓				✓		✓			
Public Health Wales NHS Trust	25/11/2015	Public	Other	✓				✓				✓	
The Planning Inspectorate	26/11/2015	Servant or agent of the Crown	Other	✓				✓				✓	
City of Cardiff Council	27/11/2015	Public	Correspondence	✓		✓				✓			
Older People's Commissioner for Wales	27/11/2015	Public	Other	✓		✓				✓			
Welsh Government	27/11/2015	Servant or agent of the Crown	Other	✓				✓				✓	

Sefydliad	Dyddiad derbyn	Sector	Categori	Honiad uniongyrchol	Honiad anuniongyrchol	Cwyn gyfreithiol ddilys (Cyhoeddus)	Cwyn gyfreithiol ddilys (coff y Goron)	Honiad cyfreithiol annyls	Ymchwiliad statudol	Ymchwiliad antifurfiol	Cau ar ôl gwirio	Cau yn syth
Cyngor Bwrdeistref Sirol Castell-nedd Port Talbot	27/11/2015	Cyhoeddus	Ffurflenni	✓				✓	✓			
Cyngor Bwrdeistref Sirol Conwy	30/11/2015	Cyhoeddus	Arwyddion		✓			✓				✓
Gwasanaeth Llysoedd a Thribiwnlysoedd Ei Mawrhydi	02/12/2015	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓				✓				✓
Swyddfa'r Comisiynydd Gwybodaeth	02/12/2015	Cyhoeddus	Gwefannau	✓				✓				✓
Cyngor Dinas a Sir Abertawe	03/12/2015	Cyhoeddus	Gohebiaeth	✓				✓				✓
Cyngor Gwynedd	09/12/2015	Cyhoeddus	Ffurflenni	✓		✓				✓		
Cyngor Tref yr Wyddgrug	10/12/2015	Cyhoeddus	Arall	✓				✓				✓
Cyngor Sir Ceredigion	10/12/2015	Cyhoeddus	Arall	✓				✓				✓
Cyngor Bwrdeistref Sirol Wrecsam	10/12/2015	Cyhoeddus	Gohebiaeth		✓			✓				✓
Bwrdd Iechyd Prifysgol Caerdydd a'r Fro	11/12/2015	Cyhoeddus	Arall	✓				✓				✓
Cyllid a Thollau EM	11/12/2015	Gwas neu asiant i'r Goron	Gohebiaeth		✓			✓				✓
Bwrdd Iechyd Prifysgol Hywel Dda	14/12/2015	Cyhoeddus	Gohebiaeth	✓		✓				✓		
BBC - Trwyddedu Teledu	14/12/2015	Cyhoeddus	Gwefannau	✓				✓		✓		
Prifysgol Caerdydd	16/12/2015	Cyhoeddus	Arall	✓		✓				✓		
Cyngor Bwrdeistref Sirol Wrecsam	16/12/2015	Cyhoeddus	Gwefannau		✓			✓				✓
Cofrestrfa Tir	18/12/2015	Cyhoeddus	Gohebiaeth		✓			✓				✓
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	22/12/2015	Cyhoeddus	Ffurflenni	✓				✓		✓		
Llywodraeth Cymru	04/01/2016	Gwas neu asiant i'r Goron	Arall		✓			✓		✓		
Cyngor Bwrdeistref Sirol Wrecsam	04/01/2016	Cyhoeddus	Gwasanaeth ffôn	✓				✓				✓
Cyngor Bwrdeistref Sirol Wrecsam	04/01/2016	Cyhoeddus	Gwefannau		✓			✓				✓
Cyngor Bwrdeistref Sirol Wrecsam	04/01/2016	Cyhoeddus	Gwefannau		✓			✓				✓
Cyngor Bwrdeistref Sirol Wrecsam	04/01/2016	Cyhoeddus	Gwefannau		✓			✓				✓
Cyngor Sir Gâr	04/01/2016	Cyhoeddus	Gwefannau		✓			✓				✓

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Organisation	Date received	Sector	Category	Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately
Neath Port Talbot County Borough Council	27/11/2015	Public	Forms	✓				✓		✓		
Conwy County Borough Council	30/11/2015	Public	Signage		✓			✓				✓
HM Courts & Tribunals Service	02/12/2015	Servant or agent of the Crown	Telephone services	✓				✓				✓
The Information Commissioner's Office	02/12/2015	Public	Websites	✓				✓				✓
City and County of Swansea	03/12/2015	Public	Correspondence	✓				✓				✓
Gwynedd Council	09/12/2015	Public	Forms	✓		✓				✓		
Mold Town Council	10/12/2015	Public	Other	✓				✓				✓
Ceredigion County Council	10/12/2015	Public	Other	✓				✓				✓
Wrexham County Borough Council	10/12/2015	Public	Correspondence		✓			✓				✓
Cardiff and Vale University Health Board	11/12/2015	Public	Other	✓				✓				✓
HM Revenue and Customs	11/12/2015	Servant or agent of the Crown	Correspondence		✓			✓				✓
Hywel Dda University Health Board	14/12/2015	Public	Correspondence	✓		✓				✓		
BBC Television Licensing	14/12/2015	Public	Websites	✓				✓		✓		
Cardiff University	16/12/2015	Public	Other	✓		✓				✓		
Wrexham County Borough Council	16/12/2015	Public	Websites		✓			✓				✓
Land Registry	18/12/2015	Public	Correspondence		✓			✓				✓
Betsi Cadwaladr University Health Board	22/12/2015	Public	Forms	✓				✓		✓		
Welsh Government	04/01/2016	Servant or agent of the Crown	Other		✓			✓		✓		
Wrexham County Borough Council	04/01/2016	Public	Telephone services	✓				✓				✓
Wrexham County Borough Council	04/01/2016	Public	Websites		✓			✓				✓
Wrexham County Borough Council	04/01/2016	Public	Websites		✓			✓				✓
Wrexham County Borough Council	04/01/2016	Public	Websites		✓			✓				✓
Carmarthenshire County Council	04/01/2016	Public	Websites		✓			✓				✓

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Sefydliad	Dyddiad derbyn	Sector	Categori	Honiad uniongyrchol	Honiad anuniongyrchol	Cwyn gyfreithiol ddilys (Cyhoeddus)	Cwyn gyfreithiol ddilys (coff y Goron)	Honiad cyfreithiol annilys	Ymchwiliad statudol	Ymchwiliad antifurfiol	Cau ar ôl gwirio	Cau yn syth
Swyddfa Basbort Ei Mawrhydi	06/01/2016	Gwas neu asiant i'r Goron	Gwefannau	✓				✓				✓
Cynilion a Buddsoddiadau Cenedlaethol	06/01/2016	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓				✓				✓
Swyddfa Ystadegau Gwladol	08/01/2016	Gwas neu asiant i'r Goron	Arall		✓			✓				✓
Cyngor Bwrdeistref Sirol Blaenau Gwent	11/01/2016	Cyhoeddus	Gohebiaeth	✓				✓				✓
Cyngor Dinas a Sir Abertawe	11/01/2016	Cyhoeddus	Arwyddion	✓				✓				✓
Cyngor Dinas a Sir Casnewydd	13/01/2016	Cyhoeddus	Gwasanaeth ffôn		✓			✓				✓
Cynilion a Buddsoddiadau Cenedlaethol	13/01/2016	Gwas neu asiant i'r Goron	Gwefannau	✓			✓					✓
Cyngor Bwrdeistref Sirol Torfaen	13/01/2016	Cyhoeddus	Gwefannau		✓			✓				✓
Arolwg Ordans	13/01/2016	Gwas neu asiant i'r Goron	Arall	✓			✓			✓		✓
Llywodraeth Cymru	14/01/2016	Gwas neu asiant i'r Goron	Gwefannau	✓				✓				✓
Adran Drafnidiaeth	15/01/2016	Gwas neu asiant i'r Goron	Arall		✓			✓		✓		✓
Cyngor Bwrdeistref Sirol Wrecsam	18/01/2016	Cyhoeddus	Gwefannau		✓			✓				✓
Cyllid a Thollau EM	19/01/2016	Gwas neu asiant i'r Goron	Gohebiaeth		✓			✓				✓
Cyngor Bwrdeistref Sirol Torfaen	22/01/2016	Cyhoeddus	Gwefannau		✓	✓				✓		✓
Cyngor Dinas Caerdydd	25/01/2016	Cyhoeddus	Gwefannau		✓			✓				✓
Cyngor Bwrdeistref Sirol Wrecsam	29/01/2016	Cyhoeddus	Gwefannau	✓				✓				✓
BBC - Trwyddedu Teledu	01/02/2016	Cyhoeddus	Gwefannau		✓			✓				✓
Cyngor Dinas Caerdydd	01/02/2016	Cyhoeddus	Gwefannau		✓			✓				✓
Cyngor Dinas Caerdydd	02/02/2016	Cyhoeddus	Arall		✓			✓				✓
Cyngor Bwrdeistref Sirol Wrecsam	02/02/2016	Cyhoeddus	Gwefannau		✓			✓				✓
Cyngor Dinas Caerdydd	02/02/2016	Cyhoeddus	Gohebiaeth		✓			✓				✓
Cyngor Bro Morgannwg	08/02/2016	Cyhoeddus	Arall	✓				✓				✓
Llywodraeth Cymru	09/02/2016	Gwas neu asiant i'r Goron	Gohebiaeth	✓				✓				✓

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Organisation	Date received	Sector	Category	Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately
HM Passport Office	06/01/2016	Servant or agent of the Crown	Websites	✓				✓				✓
National Savings and Investments	06/01/2016	Servant or agent of the Crown	Telephone services	✓				✓				✓
The Office for National Statistics	08/01/2016	Servant or agent of the Crown	Other		✓			✓				✓
Blaenau Gwent County Borough Council	11/01/2016	Public	Correspondence	✓				✓				✓
City and County of Swansea	11/01/2016	Public	Signage	✓				✓				✓
Newport City Council	13/01/2016	Public	Telephone services		✓			✓				✓
National Savings and Investments	13/01/2016	Servant or agent of the Crown	Websites	✓			✓					✓
Torfaen County Borough Council	13/01/2016	Public	Websites		✓			✓				✓
Ordnance Survey	13/01/2016	Servant or agent of the Crown	Other	✓			✓			✓		✓
Welsh Government	14/01/2016	Servant or agent of the Crown	Websites	✓				✓				✓
The Department of Transport	15/01/2016	Servant or agent of the Crown	Other		✓			✓		✓		✓
Wrexham County Borough Council	18/01/2016	Public	Websites		✓			✓				✓
HM Revenue and Customs	19/01/2016	Servant or agent of the Crown	Correspondence		✓			✓				✓
Torfaen County Borough Council	22/01/2016	Public	Websites		✓	✓				✓		✓
City of Cardiff Council	25/01/2016	Public	Websites		✓			✓				✓
Wrexham County Borough Council	29/01/2016	Public	Websites	✓				✓				✓
BBC Television Licensing	01/02/2016	Public	Websites		✓			✓				✓
City of Cardiff Council	01/02/2016	Public	Websites		✓			✓				✓
City of Cardiff Council	02/02/2016	Public	Other		✓			✓				✓
Wrexham County Borough Council	02/02/2016	Public	Websites		✓			✓				✓
City of Cardiff Council	02/02/2016	Public	Correspondence		✓			✓				✓
Vale of Glamorgan Council	08/02/2016	Public	Other	✓				✓				✓
Welsh Government	09/02/2016	Servant or agent of the Crown	Correspondence	✓				✓				✓

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Sefydliad	Dyddiad derbyn	Sector	Categori	Honiad uniongyrchol	Honiad anuniongyrchol	Cwyn gyfreithiol ddilys (Cyhoeddus)	Cwyn gyfreithiol ddilys (coff y Goron)	Honiad cyfreithiol annilys	Ymchwiliad statudol	Ymchwiliad antfurfio	Cau ar ôl gwirio	Cau yn syth
Llywodraeth Cymru	10/02/2016	Gwas neu asiant i'r Goron	Gwefannau		✓			✓				✓
Ty'r Cwmnïau	11/02/2016	Gwas neu asiant i'r Goron	Gohebiaeth		✓			✓				✓
Adran Gwaith a Phensiynau	11/02/2016	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓			✓			✓		
Asiantaeth Taliadau Gwledig	18/02/2016	Gwas neu asiant i'r Goron	Gwasanaeth ffôn	✓			✓		✓			
Cyngor Bwrdeistref Sirol Caerffili	19/02/2016	Cyhoeddus	Cyfarfodydd wyneb yn wyneb	✓		✓				✓		
Cyngor Dinas Caerdydd	23/02/2016	Cyhoeddus	Arwyddion	✓		✓				✓		
Cyngor Bwrdeistref Sirol Caerffili	25/02/2016	Cyhoeddus	Arall	✓				✓				✓
Cyngor Bwrdeistref Sirol Conwy	26/02/2016	Cyhoeddus	Cyfarfodydd wyneb yn wyneb	✓				✓		✓		
Adran Gwaith a Phensiynau	29/02/2016	Gwas neu asiant i'r Goron	Gohebiaeth		✓		✓			✓		
Cyngor Bwrdeistref Sirol Wrecsam	29/02/2016	Cyhoeddus	Arwyddion		✓			✓				✓
Ymddiriedolaeth GiG Iechyd Cyhoeddus Cymru	02/03/2016	Cyhoeddus	Ffurflenni	✓		✓				✓		
Bwrdd Iechyd Prifysgol Hywel Dda	08/03/2016	Cyhoeddus	Arall		✓			✓				✓
Prifysgol Caerdydd	11/03/2016	Cyhoeddus	Gohebiaeth		✓			✓				✓
Cyngor Bro Morgannwg	14/03/2016	Cyhoeddus	Arwyddion		✓			✓				✓
Asiantaeth Trwyddedu Gyrrwr a Cherbydau	14/03/2016	Gwas neu asiant i'r Goron	Gwefannau	✓			✓			✓		
Cymdeithas Tai Cymuned Caerdydd	16/03/2016	Cyhoeddus	Gohebiaeth	✓				✓				✓
Cyngor Bro Morgannwg	17/03/2016	Cyhoeddus	Arwyddion	✓		✓				✓		
Cyngor Dinas Caerdydd	17/03/2016	Cyhoeddus	Cyhoeddiadau	✓				✓		✓		
Heddlu Gwent	21/03/2016	Gwas neu asiant i'r Goron	Arall	✓				✓				✓
Rheoleiddiwr Pensiynau	22/03/2016	Cyhoeddus	Gwefannau	✓				✓		✓		
Cyllid a Thollau EM	29/03/2016	Gwas neu asiant i'r Goron	Gohebiaeth	✓				✓				✓

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Organisation	Date received	Sector	Category	Direct allegation	Indirect allegation	Legally valid complaint (Public)	Legally valid complaint (Crown)	Legally invalid allegation	Statutory investigation	Informal investigation	Closed after validating	Closed immediately
Welsh Government	10/02/2016	Servant or agent of the Crown	Websites		✓			✓				✓
Companies House	11/02/2016	Servant or agent of the Crown	Correspondence		✓			✓				✓
Department for Work & Pensions	11/02/2016	Servant or agent of the Crown	Telephone services	✓			✓			✓		
Rural Payment Agency	18/02/2016	Servant or agent of the Crown	Telephone services	✓			✓		✓			
Caerphilly County Borough Council	19/02/2016	Public	Face to face meetings	✓		✓				✓		
City of Cardiff Council	23/02/2016	Public	Signage	✓		✓				✓		
Caerphilly County Borough Council	25/02/2016	Public	Other	✓				✓				✓
Conwy County Borough Council	26/02/2016	Public	Face to face meetings	✓				✓		✓		
Department for Work & Pensions	29/02/2016	Servant or agent of the Crown	Correspondence		✓		✓			✓		
Wrexham County Borough Council	29/02/2016	Public	Signage		✓			✓				✓
Public Health Wales NHS Trust	02/03/2016	Public	Forms	✓		✓				✓		
Hywel Dda University Health Board	08/03/2016	Public	Other		✓			✓				✓
Cardiff University	11/03/2016	Public	Correspondence		✓			✓				✓
Vale of Glamorgan Council	14/03/2016	Public	Signage		✓			✓				✓
DVLA	14/03/2016	Servant or agent of the Crown	Websites	✓			✓			✓		
Cardiff Community Housing Association	16/03/2016	Public	Correspondence	✓				✓				✓
Vale of Glamorgan Council	17/03/2016	Public	Signage	✓		✓				✓		
City of Cardiff Council	17/03/2016	Public	Publications	✓				✓		✓		
Gwent Police	21/03/2016	Servant or agent of the Crown	Other	✓				✓				✓
The Pensions Regulator	22/03/2016	Public	Websites	✓				✓		✓		
HM Revenue and Customs	29/03/2016	Servant or agent of the Crown	Correspondence	✓				✓				✓

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