

Dod allan o Covid

Coming out of Covid

Cyngor Dinas a Sir Abertawe, Cyflwyniad Pwyllgor Archwilio
City and County of Swansea, Audit Committee Presentation

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Adeiladwaith

1. Dull gwahanol o archwilio
2. Mewnwelediadau ac Arsylwadau
3. Be nesaf?

Cwestiwn archwilio: 'ydi'r cyngor wedi defnyddio'r adnoddau sydd arno fo (y staff) mewn ffordd effeithiol, a beth all gael ei ddysgu o brofiadau Covid i gynllunio ar gyfer y dyfodol?'

Structure

1. A different approach to audit
2. Insights & Observations
3. What Next?

Audit question: 'has the council used the resources at it's disposal (the staff) in an effective way, and what can be learnt from the experiences of Covid to plan for the future?'



Dull gwahanol o archwilio

Testing a different approach



Egwyddorion / Amcanion

- Helpu i wneud/cryfhau cysylltiadau?
- Ychwanegu gwerth fel awn ymlaen?
- Cael effaith gadarnhaol?

Sut mae Gwrando Trios yn gweithio?

- Cwestiwn...

"Sut mae gwaith wedi bod ers mis Mawrth 2020?"

- Cymryd amser i wrando, myfyrio, rhannu...
- Nygets o wybodaeth
- Dadansoddi data (SenseMaker)
- Mewnwelediadau a Chanfyddiadau Allweddol

Principles / Objectives

- Help make/strengthen connections?
- Add value as we proceed?
- Make a positive impact?

How do Listening Trios work?

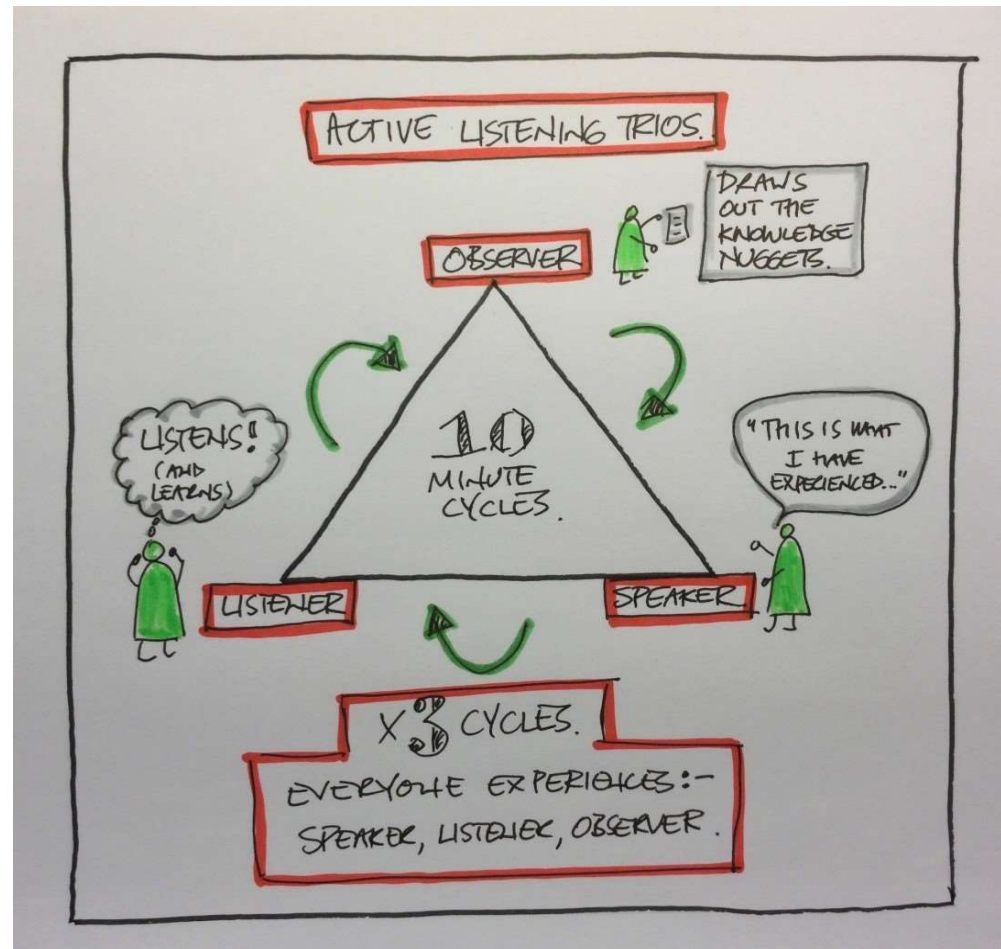
- A question...

"How has work been since March 2020?"

- Taking time to listen, reflect, share...
- Knowledge Nuggets
- Data analysis (SenseMaker)
- Insights & Key Findings

Trios Gwrando

Listening Trios



Ein canfyddiadau

Key findings



7 negeseuon allweddol a rannwyd

- Gwnaeth pobl bethau anghyffredin
- Dwi'n well yn fy swydd, ac yn rhiant gwell
- Safbwyntiau gwahanol - paradocs y Timau
- Risgiau systemau anhyblyg - un maint yn gweddu i neb
- Rhyngweithio cymdeithasol bwriadol/pwrpasol
- Mae'r ymddiriedolaeth uchel yn hafal i arweinlyfr llai/gwahanol
- Trawsnewid ac esblygiad yn barhaus

7 Key Messages Shared

- People did extraordinary things
- I'm better at my job, and a better parent
- Different perspectives - the Teams paradox
- Risks of rigid systems - one size fits nobody
- Deliberate/purposeful social interactions
- High trust equals a smaller/different guidebook
- Transformation and evolution are continuous

Dwi'n well yn fy swydd, ac yn rhiant gwell I'm better at my job, and a better parent

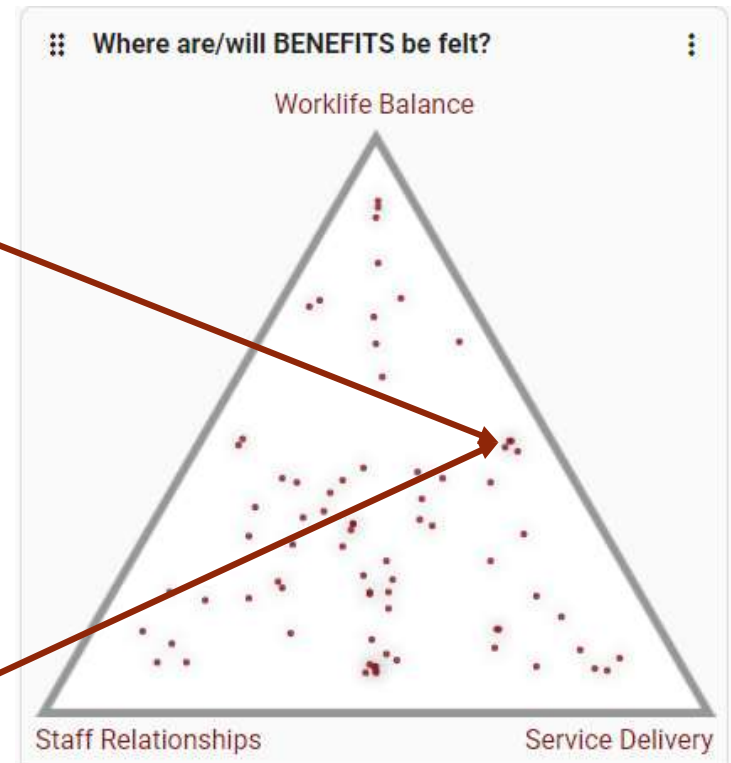


Mae pobl dan llai o straen yn gwneud gwaith gwell.

Mae jyglo gwaith a bywyd cartref gyda phlant bach yn achosi straen. Cyn y cyfnod clo covid roedd bywyd yn frwydr wyllt, rheoli gofal plant, y cymudo i'r gwaith, bod yn y gwaith, cymudo nôl adref, gweithgareddau gyda'r nos a gwneud y cyfan eto'r diwrnod wedyn. Ro'n i wastad yn teimlo'n euog am y plant pan o'n i mewn gwaith ac yn teimlo'n euog nad o'n i'n gwneud fy ngorau glas yn y gwaith yn ystod y nosweithiau. Mae gweithio o adre yn golygu bod gen i reolaeth yn ôl. Dwi'n llawer llai stressed ac yn gallu dweud yn onest fy mod i'n gwneud fy ngorau yn y swydd. O safbwynt bywyd cartref, mae'r plant ar eu hennill, ac mae pawb yn enillydd. Dwi'n teimlo fel person newydd, yn gwneud fy ngorau gartref ac mewn gwaith, fel **'Phoenix wedi codi o'r lludw'**.

Less stressed people do better work.

Juggling work and home life with small children is stressful. Before the covid lockdown life was a frantic struggle of, managing childcare, the commute to work, being in work, commute back home, evening activities and do it all again the next day. I was always feeling guilty about the kids when I was in work and feeling guilty that I wasn't doing my best in work during the evenings. Working from home means I've got back control. I'm far less stressed and can honestly say I'm doing my best in the job. From a home life perspective, the kids are better off, and everyone is a winner. I feel like a new person, doing my best at home and in work, like a **'Phoenix risen from the ashes'**.



A wnaethon ni ateb y cwestiwn? Did we answer the question?



Cwestiwn archwilio: 'ydi'r cyngor wedi defnyddio'r adnoddau sydd arno fo (y staff) mewn ffordd effeithiol, a beth all gael ei ddysgu o brofiadau Covid i gynllunio ar gyfer y dyfodol?'

Persbectif Archwilio Cymru

- Rhoi Sicrwydd
- Egluro
- Ysbrydoli

Cyngor Dinas a Sir Abertawe,

- Helpu i wneud/cryfhau cysylltiadau?
- Ychwanegu gwerth fel awn ymlaen?
- Cael effaith gadarnhaol?

Audit question: 'has the council used the resources at it's disposal (the staff) in an effective way, and what can be learnt from the experiences of Covid to plan for the future?'

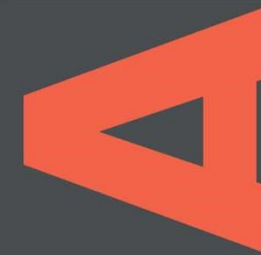
Audit Wales Perspective

- Assure?
- Explain?
- Inspire?

City and County of Swansea Perspective

- Help make/strengthen connections?
- Add value as a we proceed?
- Make a positive impact?

Beth sy'n digwydd nesaf? What happens next?



Archwilio Cymru – Gwerthusiad Ymchwil a Datblygu o'r dull ar gyfer y defnydd ehangach posibl.
Dolen i drefniadau sicrwydd/llywodraethu?

Dinas a Sir Abertawe –
Beth mae'r gwaith hwn yn ei olygu?

Oes themâu yn cysylltu â:

- Fframwaith ymddygiadau arweinyddiaeth
- Polisi gweithio hyblyg/ystwyth wedi'i adnewyddu
- Llesiant y Gweithlu
- Cydnabod perfformiad

A oes modd defnyddio'r data a'r mewnwelediadau fel rhan o waith parhaus?

Audit Wales – R&D evaluation of the method for potential wider use.
Link to assurance/governance arrangements?

City & County of Swansea –
What does this work mean?

Are there themes connecting to:

- Leadership behaviours framework
- Renewed flexible/agile working policy
- Workforce Wellbeing
- Recognising performance

Can the data and insights be used as part of ongoing work?

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