



Community Housing Cymru
Pay Transparency Report



January 2019

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Introduction

Community Housing Cymru has appointed Turning Point HR Solutions, an independent Reward Consultancy, to collate and analyse data directly provided by housing associations on senior management remuneration.

The intention of this report is to present senior management pay information in one place. The report does not seek to analyse, make conclusions or recommendations.

In September 2018, 36 (97%) Welsh Housing Associations (HAs) participated in the salary benchmarking survey. The data relates to salaries between the period April 1st 2016 to March 31st 2017 and April 1st 2017 and March 31st 2018 with the exception of two HAs who have reported based on their year end of January 1st – 31st December.

The gender pay data relates to 5th April 2017.

Background

A number of HAs operate at a significant scale, delivering a wide range of services for tenants and communities, including care and support, in addition to building houses across all tenures to meet demand. All Housing Associations operate in a complex business environment that requires first class leadership which inevitably has an impact on executive pay.

HAs compete for talent within a UK employment market for the skills, experience and knowledge that are required to lead these organisations and manage and attract finance to deliver new homes and services. It is important to be able to attract talent to the sector to retain the confidence of lenders and continue to deliver for the communities they serve.

Welsh housing associations provide huge value for money for the Welsh public; for every £1 of capital investment from the public purse, HA's directly generate £14 of output in Wales. Last year, HA's invested more than £1bn in communities throughout Wales, with 89p in every £1 remaining in the Welsh economy.

Chief Executive Officer Pay

This table sets out Chief Executive Officer pay for the years 16/17 and 17/18 (April 1st to 31st March) (with the exception of two HAs as set out below) and how this has changed between the two years. The information provided is based on gross annual salary and excludes employer's pension contributions, expenses and benefits in kind.

Organisation	Gender	16/17	17/18	% Change
Aelwyd Housing Association	Male	£ 50,133	£ 50,635	1.00%
Ateb Group Limited	Male	£ 100,000	£ 101,600	1.60%
Bro Myrddin Housing Association	Female	£ 80,666	£ 82,279	2.00%
Bron Afon Community Housing ¹	Male	£ 124,423	£ 120,000	-3.55%
Cadwyn Housing Association	Female	£ 91,661	£ 92,686	1.12%
Cardiff Community Housing Association ²	Male	£ 91,899	£ 93,939	2.22%
Cardiff YMCA Housing Association ³	Male	£ 55,104	£ 56,673	2.85%

¹ Change of CEO March 2017

² Currently have an interim CEO

³ Change of CEO

Organisation	Gender	16/17	17/18	% Change
Cartrefi Conwy	Male	£ 115,557	£ 120,900	4.62%
Cartrefi Cymunedol Gwynedd Cyf	Male	£104,050	£ 105,610	1.50%
Coastal Housing Group	Female	£ 115,000	£ 120,000	4.35%
Cynon Taf Community Housing Group	Female	£ 79,367	£ 80,160	1.00%
Family Housing Association (Wales) Ltd ⁴	Female	£ 99,999	£ 91,809	-8.19%
First Choice Housing Association	Male	£ 68,839	£ 69,782	1.37%
Grwp Cynefin ⁵	Female	£ 84,231	£ 92,750	10.00 %
Hafan Cymru	Female	£ 72,000	£ 72,000	0.00%
The Hendre Group ⁶	Male	£ 120,858	£ 126,698	4.8%
Linc-Cymru Housing Association ⁷	Male	£ 117,970	£ 125,000	5.96%
Melin Homes	Female	£ 116,232	£ 115,000	-1.06%
Merthyr Tydfil Housing Association	Female	£ 75,000	£ 77,250	3.00%
Merthyr Valleys Homes Ltd	Male	£ 107,050	£ 108,660	1.50%
Mid-Wales Housing Association	Male	£ 82,133	£ 82,954	1.00%
Monmouthshire Housing Association	Male	£ 106,010	£ 107,600	1.50%
Newport City Homes	Female	£ 124,236	£ 126,100	1.50%
Newydd Housing Association	Male	£ 90,956	£ 92,092	1.25%
North Wales Housing	Female	£95,000	£95,000	0.00%
Pennaf Limited	Male	£ 117,608	£ 119,605	1.70%
Rhondda Housing Association	Female	£ 94,416	£ 98,314	4.13%
Taff Housing Association	Female	£ 93,663	£ 97,034	3.60%
Tai Calon Community Housing Limited	Male	£ 106,050	£ 107,110	1.00%
Tai Ceredigion Cyf.	Male	£ 89,851	£ 93,201	3.73%
Tai Tarian Ltd	Female	£ 123,624	£ 125,602	1.60%
The Pobl Group	Female	£160,000	£161,600	1.00%
Trivallis ⁸	Male	£ 135,000	£ 135,000	0.00%
United Welsh ⁹	Female	£ 114,383	£ 117,798	2.98%
Valleys to Coast Housing Ltd ¹⁰	Female	£ 100,835	£ 109,000	8.10%
Wales & West Housing ¹¹	Female	£ 136,000	£ 141,000	3.68%

Black and Minority Ethnic Reporting

Of the 36 HAs who responded, 4 have indicated that they have a CEO from a BME background which is just over 11% of the sector.

⁴ Salary reduced when role became permanent after 3 year interim

⁵ Change of CEO in January 2018

⁶ Change of CEO in 2017. The previous CEO was entitled to a separate car allowance. This separate car allowance has now been removed and incorporated into the new CEO's base salary. Salaries are reported for the period Jan 1st to 31st Dec – in keeping with annual accounts

⁷ New CEO in 2017

⁸ New CEO in 2017

⁹ New CEO in 2016/17 financial year

¹⁰ Annual salary of new CEO payable from appointment in October 2017

¹¹ Salaries are reported for the period Jan 1st to 31st Dec – in keeping with annual accounts

CEO to Median Salary Ratio & Number of Staff Earning More Than £100,000 a Year

The following section looks at how CEO salaries align to organisational size. Due to the variation in size, structure and nature of organisations information has been presented on these metrics:

- Annual turnover
- Number of housing units managed
- Number of full-time equivalent staff
- CEO Pay per £M Turnover
- CEO Pay per Units in Management

Also included in the table is the median salary paid to staff within the organisation and the number of staff in the organisation whose base salary exceeded £100,000 a year. The ratio of CEO salary to the median salary has then been calculated to demonstrate the differential in salary between the highest and average pay in the organisation.

Senior management pay generally increases with the size and complexity of the business being managed.

Organisation	Turnover £M	Units Managed	FTE Staff	CEO Salary	CEO Pay per £M Turnover	CEO Pay per Unit Managed	Median Staff Salary	Ratio	Number of Staff Paid Over £100,000
Aelwyd Housing Association	1.2	247	11	£50,635	£42,196	£205	£16,495	3.07	0
Ateb Group Limited	24.3	2,690	114	£101,600	£4,181	£38	£22,779	4.46	1
Bro Myrddin Housing Association	4.7	882	37	£82,279	£17,506	£93	£30,839	2.67	0
Bron Afon Community Housing	45.5	8,000	463	£120,000	£2,637	£15	£27,263	4.40	1
Cadwyn Housing Association	11.5	1,928	102	£92,686	£8,060	£48	£25,771	3.60	0
Cardiff Community Housing Association	18.6	2,977	94	£93,939	£5,051	£32	£25,000	3.76	0
Cardiff YMCA Housing Association	1.6	2	74	£56,673	£35,421	£28,337	£20,661	2.74	0
Cartrefi Conwy	27.1	3,832	198	£120,900	£4,461	£32	£25,474	4.75	1
Cartrefi Cymunedol Gwynedd Cyf	32.6	6,318	251	£105,610	£3,240	£17	£23,775	4.44	1
Coastal Housing Group	33	5,713	228	£120,000	£3,636	£21	£28,050	4.28	1
Cynon Taf Community Housing Group	9.7	1,867	65	£80,160	£8,264	£43	£26,539	3.02	0
Family Housing Association (Wales) Ltd	21	2,800	214	£91,809	£4,372	£33	£24,813	3.70	0
First Choice Housing Association	6.3	795	24	£69,782	£11,077	£88	£30,741	2.27	0
Grwp Cynefin	26	3,869	227	£92,750	£3,567	£24	£28,000	3.30	0
Hafan Cymru	5.9	150	126	£72,000	£12,203	£480	£23,939	3.01	0
The Hendre Group	51.9	5,908	909	£126,698	£2,441	£21	£17,516	7.37	3

Organisation	Turnover £M	Units Managed	FTE Staff	CEO Salary	CEO Pay per £M Turnover	CEO Pay per Unit Managed	Median Staff Salary	Ratio	Number of Staff Paid Over £100,000
Linc-Cymru Housing Association	37.4	4,398	471	£125,000	£3,342	£28	£15,516	8.06	1
Melin Homes	36	4,000	248	£115,000	£3,194	£29	£27,082	4.25	2
Merthyr Tydfil Housing Association	5.5	1,179	37	£77,250	£14,045	£66	£26,195	2.95	0
Merthyr Valleys Homes Ltd	19	4,131	192	£108,660	£5,719	£26	£23,550	4.61	1
Mid-Wales Housing Association	7.98	1,670	50	£82,954	£10,395	£50	£28,275	2.93	0
Monmouthshire Housing Association	20.9	3,600	204	£107,600	£5,148	£30	£25,725	4.18	1
Newport City Homes	47.33	9,683	299	£126,100	£2,664	£13	£29,476	4.28	3
Newydd Housing Association	15.9	2,914	120	£92,092	£5,792	£32	£24,997	3.68	0
North Wales Housing	15.8	2,670	135	£95,000	£6,013	£36	£22,092	4.30	0
Pennaf Limited	39.4	5,778	527	£119,605	£3,036	£21	£18,682	6.40	1
Rhondda Housing Association	8.6	1,679	63	£98,314	£11,432	£59	£29,806	3.30	0
Taff Housing Association	11.97	1,428	134	£97,034	£8,106	£68	£21,901	4.41	0
Tai Calon Community Housing Limited	24.3	5,968	257	£107,110	£4,408	£19	£23,500	4.51	1
Tai Ceredigion Cyf.	12.16	2,272	146	£93,201	£7,665	£41	£23,868	3.81	0
Tai Tarian Ltd	46.6	9,546	485	£125,602	£2,695	£13	£24,560	5.11	1
The Pobl Group	130.9	16,921	1,992	£161,600	£1,235	£10	£20,422	7.91	6
Trivallis	52.5	10,767	468	£135,000	£2,571	£13	£26,141	5.16	1
United Welsh	33.2	5,743	328	£117,798	£3,548	£21	£25,101	4.69	1
Valleys to Coast Housing Ltd	29.3	7,734	237	£109,000	£3,720	£14	£23,400	4.66	1
Wales & West Housing	60.9	11,739	352	£141,000	£2,315	£12	£28,090	5.14	2

The ratio of median staff salary to CEO salary for the organisations detailed in the report is 4.28:1, the minimum ratio is 2.27:1 with a maximum of 8.06:1.

The median of the median staff salaries for the HA sector is £24,905. The UK median is £29,574¹² and the median for Wales is £26,346¹³. The median for residential care providers across the UK is £19,527¹⁴.



Quartile CEO Salaries

Further analysis of how CEO pay increases with organisation size can be found in the appendices. An analysis of quartile CEO salary against units under management can be found in [Appendix 1](#), quartile CEO salary against organisation turnover can be found in [Appendix 2](#), and quartile CEO salary against staff numbers can be found in [Appendix 3](#).

¹² ONS Earnings and hours worked, UK region by industry October 2018

¹³ ONS Earnings and hours worked, UK region by industry October 2018

¹⁴ ONS Earnings and hours worked, UK region by industry October 2018

Benefits and Reward

This section details three main benefits being given to Chief Executives, these were: Profit Related Pay (PRP), Car Allowance and Private Healthcare Provision (PHI).

Organisation	Car Allowance	% of Salary	PRP	Value of PRP	PHI	Value of PHI
Aelwyd Housing Association	No		No		Yes	£317
Ateb Group Limited	Yes	10.00%	Yes	£4,064	No	
Bro Myrddin Housing Association	No		No		No	
Bron Afon Community Housing	No		No		No	
Cadwyn Housing Association	No		No		No	
Cardiff Community Housing Association	Yes	Company Car	No		No	
Cardiff YMCA Housing Association	No		No		Yes	£211
Cartrefi Conwy	Yes	10.00%	Yes	£5,503	Yes	£855
Cartrefi Cymunedol Gwynedd Cyf	Yes	7.61%	No		Yes	£221
Coastal Housing Group	No		No		Yes	£442
Cynon Taf Community Housing Group	Yes	4.99%	No		No	
Family Housing Association (Wales) Ltd	No		No		No	
First Choice Housing Association	Yes	Company Car	No		Yes	£336
Grwp Cynefin	Yes	5.41%	No		No	
Hafan Cymru	No		No		No	
The Hendre Group	No		No		Yes	£618
Linc-Cymru Housing Association	Yes	10.00%	No		No	
Melin Homes	Yes	Company Car	No		Yes	£706
Merthyr Tydfil Housing Association	No		No		No	
Merthyr Valleys Homes Ltd	No		No		No	
Mid-Wales Housing Association	Yes	8.16%	Yes	£2,073	Yes	£635
Monmouthshire Housing Association	No		Yes	£7,625	No	
Newport City Homes	Yes	10.00%	No		No	
Newydd Housing Association	Yes	7.45%	No		No	
North Wales Housing	No		No		No	
Pennaf Limited	Yes	8.40%	No		No	
Rhondda Housing Association	No		No		No	
Taff Housing Association	No		No		No	
Tai Calon Community Housing Limited	No		No		No	
Tai Ceredigion Cyf.	Yes	7.70%	No		No	
Tai Tarian Ltd	No		No		No	
The Pobl Group	No		No		Yes	£1,322
Trivallis	Yes	10.00%	No		Yes	£192
United Welsh	Yes	10.02%	No		No	
Valleys to Coast Housing Ltd	Yes	10.00%	No		No	
Wales & West Housing	No		No		No	

Gender Pay Analysis

The next section of the report analyses how the two genders are paid in relation to each other, it also looks at the number of senior roles held by each gender, and the distribution of the genders across the responding organisations.

CEO Gender Analysis

The following table details the minimum, median, maximum and mean salaries being paid to Chief Executives of both genders. It also highlights the number of each gender currently holding the role of Chief Executive in the participating organisations.

Salary Measure	Male	Female	All
Minimum	£ 50,635	£ 72,000	£ 50,635
Median	£105,830	£ 97,674	£103,605
Maximum	£135,000	£161,600	£161,600
Mean	£100,898	£105,468	£103,183
Number	18	18	36
% of total	50%	50%	100%

There is an even number of CEO's from each gender in the cohort (50%/50%). When compared to the ONS analysis published in January 2018 this parity is brought into focus. The proportion of male to female staff in the ONS group entitled 'Chief Executives and Senior Officials' was 72.8% male to 27.2% female¹⁵

¹⁵ONS article 'Understanding the gender pay gap in the UK' published 17th Jan 2018.

Mean Gender Pay

The following section looks at all staff across the organisations and compares what proportion of the mean female salary is received by their male colleagues. Not all organisations in the cohort are of a sufficient size to have been required to fulfil the gender reporting obligations for organisations and so not all organisations in the group are represented in this section. Organisations marked with a *have reported their gender pay gap but are not legally required to as they have less than 250 members of staff. The following data relates to 5th April 2017.

Organisation	Mean Male Pay as % of Female Pay
The Hendre Group	30.40%
Mid-Wales Housing Association	30.00%
Pennaf Limited	17.77%
Wales & West Housing	17.05%
Monmouthshire Housing Association	15.64%
Linc-Cymru Housing Association	15.37%
Melin Homes*	14.99%
The Pobl Group	14.14%
Rhondda Housing Association	13.30%
North Wales Housing*	12.89%
Cartrefi Cymunedol Gwynedd Cyf	11.46%
Family Housing Association (Wales) Ltd	10.6%
Tai Calon Community Housing Limited	9.50%
Bron Afon Community Housing	8.42%
Tai Tarian Ltd	3.20%
Ateb Group Limited	0.00%
Newport City Homes	-0.21%
Cadwyn Housing Association*	-2.18%
Coastal Housing Group*	-2.90%
Merthyr Tydfil Housing Association*	-4.67%
Trivallis	-5.12%
Valleys to Coast Housing Ltd*	-5.57%
Merthyr Valleys Homes Ltd	-6.30%

Median Gender Pay

As with the mean pay analysis, not all the organisations in the group have carried out this analysis and as a consequence do not appear in the table below. The median UK national figure as calculated by the Office of National Statistics and released in 2018 is 9.1% in favour of males¹⁶.

Organisation	Median Male Pay as % of Female Pay
First Choice Housing Association*	25.04%
The Hendre Group	20.80%
Tai Calon Community Housing Limited	17.40%
Bron Afon Community Housing	16.58%
Wales & West Housing	16.01%
Pennaf Limited	15.51%
Monmouthshire Housing Association	14.83%
The Pobl Group	14.46%
Melin Homes*	13.62%
Mid-Wales Housing Association	13.00%
North Wales Housing*	12.32%
Linc-Cymru Housing Association	11.66%
Family Housing Association (Wales) Ltd	6.60%
Rhondda Housing Association	6.80%
Valleys to Coast Housing Ltd*	6.49%
Cartrefi Cymunedol Gwynedd Cyf	0.68%
Tai Tarian	0.00%
Newport City Homes	-2.67%
Cadwyn Housing Association*	-2.73%
Trivallis	-3.00%
Merthyr Valleys Homes Ltd*	-3.10%
Coastal Housing Group*	-4.30%
Merthyr Tydfil Housing Association*	-9.65%

The gender pay gap reported for Welsh housing needs to be understood in context; a significant proportion of the HAs in the cohort have sizable operations in the care sector. This sector has significantly more female employees working in it and pays low salaries when compared with many other sectors in the economy. The January ONS figures show that nationally females make up more than 75% of staff in the group defined as 'Caring Leisure and Other Services'. In this context the Welsh housing gender pay gap is encouraging.

¹⁶Annual Survey of Hours and Earnings (ASHE) - Office for National Statistics

Gender Population by Organisational Quartile

An analysis was carried out, details of which can be seen in [Appendix 4](#), looking at the proportion of male and female staff populating each salary quartile of the business. To do this, all of the salaries in the organisations are arranged from highest to lowest; this list is then split into four equally sized groups; with those individuals with the highest salaries in group one, the next highest in group two etc; finally, the number of individuals of each gender in each group is counted, and the percentage of the group made up by each gender calculated.

Board makeup

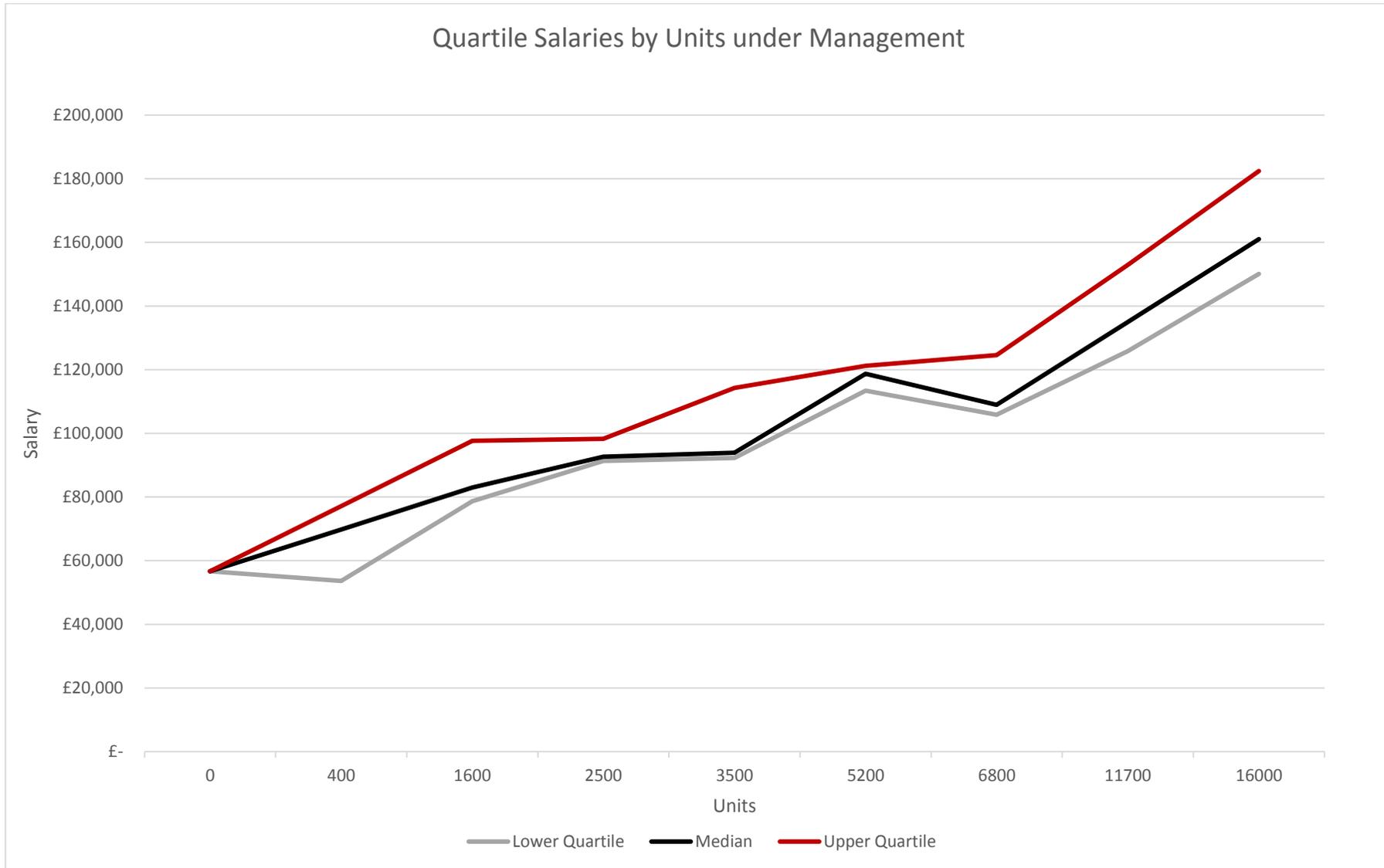
In the final section organisations were asked the gender of the chair of their board.

Board Chair Gender

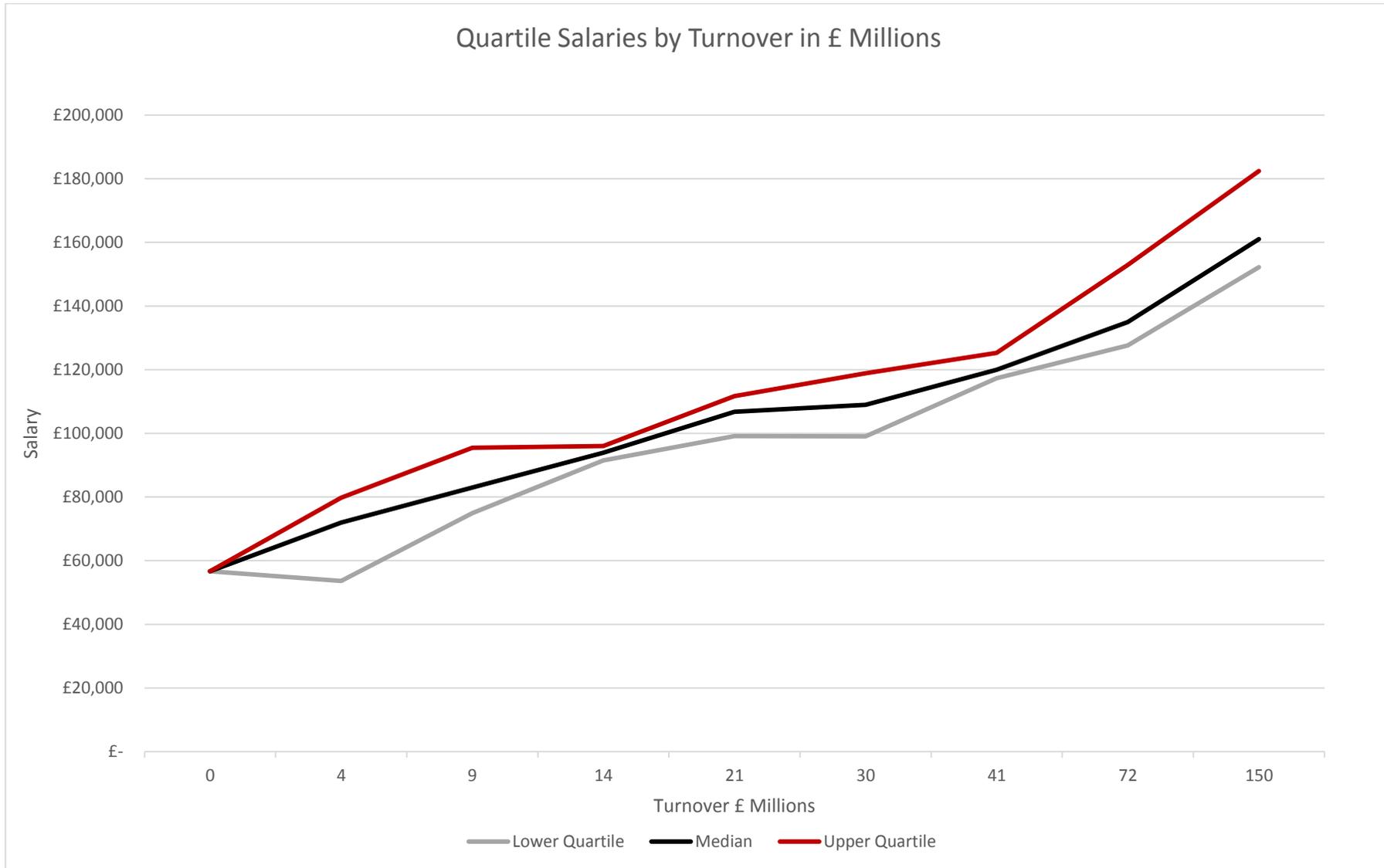
The gender of each organisations board is detailed in the table below.

Gender	Number	%
Male	25	69.45%
Female	11	30.55%
Total	36	100.00%

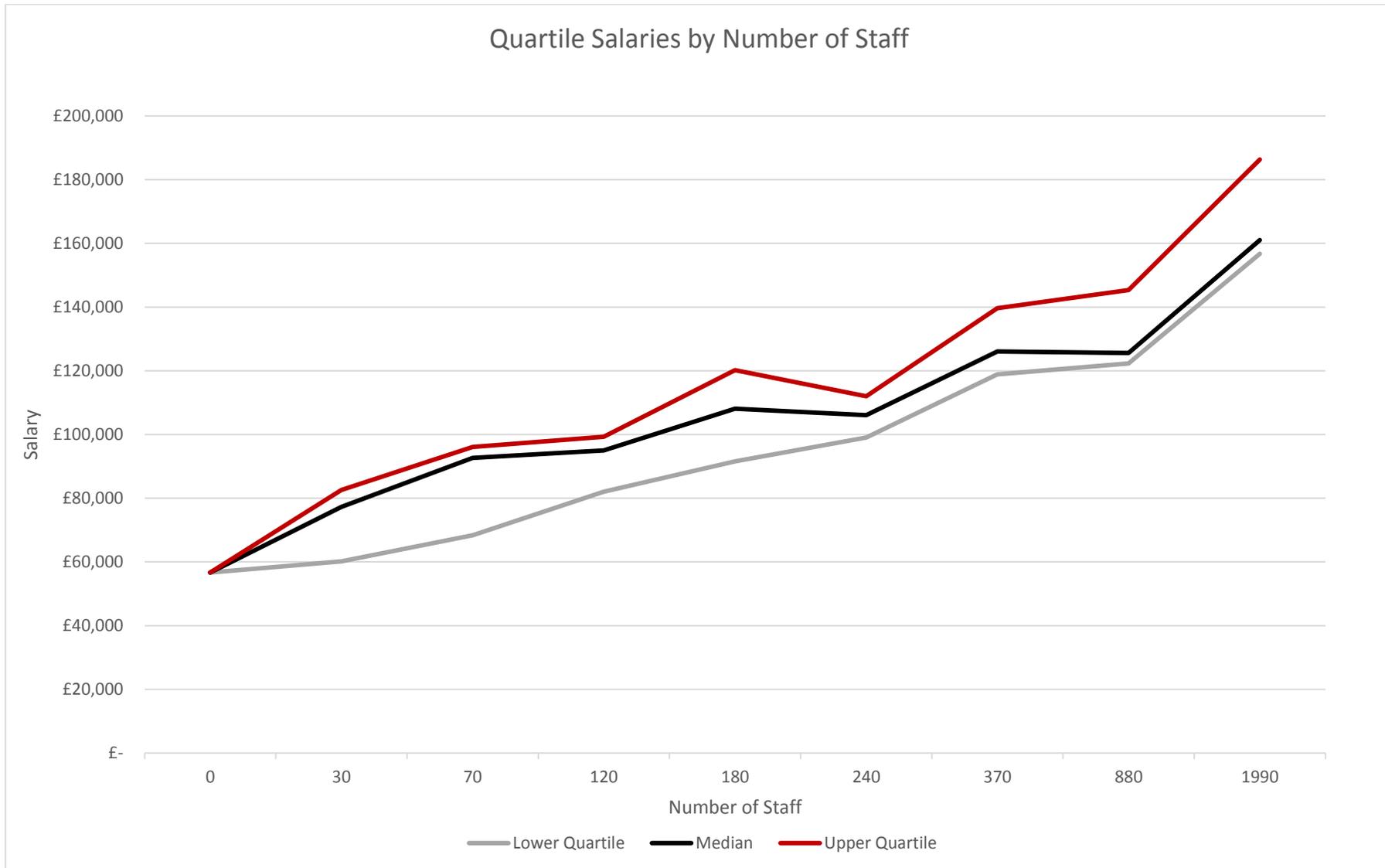
Appendix 1: Quartile CEO Salary Against Units Under Management



Appendix 2: Quartile CEO Salary Against Organisation Turnover



Appendix 3: Quartile CEO Salary Against Number of Full Time Staff



Appendix 4: Gender Populations by Organisation Quartile

Organisation	Males in the lower quartile	Females in the lower quartile	Males in the lower middle quartile	Females in the lower middle quartile	Males in the upper middle quartile	Females in the upper middle quartile	Males in the upper quartile	Females in the upper quartile
Bron Afon Community Housing	51.00%	49.00%	49.00%	51.00%	70.00%	30.00%	72.00%	28.00%
Cadwyn Housing Association	52.38%	47.62%	52.63%	47.37%	41.82%	58.18%	25.00%	75.00%
Cartrefi Cymunedol Gwynedd Cyf	43.08%	56.92%	90.63%	9.38%	59.38%	40.62%	68.75%	31.25%
Coastal Housing Group	0.50%	0.50%	69.60%	30.40%	39.30%	60.70%	51.80%	48.20%
Family Housing Association (Wales) Ltd	21.00%	79.00%	30.20%	69.80%	30.20%	69.80%	39.70%	60.30%
First Choice Housing Association	50.00%	50.00%	71.43%	28.57%	66.67%	33.33%	75.00%	25.00%
The Hendre Group	7.90%	92.10%	8.20%	91.80%	19.70%	80.30%	32.00%	68.00%
Linc-Cymru Housing Association	21.10%	78.90%	12.40%	87.60%	19.30%	80.70%	31.90%	68.10%
Melin Homes	43.48%	56.52%	52.11%	47.89%	52.73%	47.27%	56.92%	43.08%
Merthyr Tydfil Housing Association	40.00%	60.00%	50.00%	50.00%	20.00%	80.00%	44.40%	55.60%
Merthyr Valleys Homes Ltd	57.00%	43.00%	84.00%	16.00%	48.00%	52.00%	59.00%	41.00%
Mid-Wales Housing Association	16.00%	84.00%	39.00%	61.00%	33.00%	67.00%	60.00%	40.00%
Monmouthshire Housing Association	16.67%	83.33%	59.26%	40.74%	70.37%	29.63%	64.81%	35.19%
Newport City Homes	36.11%	63.89%	72.22%	27.78%	45.07%	54.93%	45.83%	54.17%
North Wales Housing	43.18%	56.82%	34.09%	65.91%	55.77%	44.23%	42.85%	57.14%
Pennaf Limited	12.12%	87.88%	20.91%	79.09%	40.50%	59.50%	47.11%	52.89%
Rhondda Housing Association	41.00%	59.00%	35.00%	65.00%	47.00%	53.00%	53.00%	47.00%
Tai Calon Community Housing Limited	75.00%	25.00%	76.00%	24.00%	78.00%	22.00%	43.00%	57.00%
Tai Tarian Ltd	54.00%	46.00%	72.00%	28.00%	63.00%	37.00%	71.00%	29.00%
The Pobl Group	20.68%	79.32%	22.98%	77.02%	26.93%	73.07%	35.55%	64.45%
Trivallis	60.00%	40.00%	67.00%	33.00%	43.00%	57.00%	61.00%	39.00%
Valleys to Coast Housing Ltd	49.12%	50.88%	73.13%	21.88%	61.67%	38.33%	62.26%	37.74%
Wales & West Housing	34.10%	65.90%	19.60%	80.40%	35.20%	64.80%	43.50%	56.50%
Average	36.76%	58.94%	50.50%	49.29%	46.37%	53.63%	51.58%	48.42%

Appendix 5: Contributing Organisations

- Aelwyd Housing Association
- Ateb Group Limited
- Bro Myrddin Housing Association
- Bron Afon Community Housing
- Cadwyn Housing Association
- Cardiff Community Housing Association
- Cardiff YMCA Housing Association
- Cartrefi Conwy
- Cartrefi Cymunedol Gwynedd Cyf
- Coastal Housing Group
- Cynon Taf Community Housing Group
- Family Housing Association (Wales) Ltd
- First Choice Housing Association
- Grwp Cynefin
- Hafan Cymru
- Linc-Cymru Housing Association
- Melin Homes
- Merthyr Tydfil Housing Association
- Merthyr Valleys Homes Ltd
- Mid-Wales Housing Association
- Monmouthshire Housing Association
- Newport City Homes
- Newydd Housing Association
- North Wales Housing
- Pennaf Limited
- Rhondda Housing Association
- Taff Housing Association
- Tai Calon Community Housing Limited
- Tai Ceredigion Cyf.
- Tai Tarian Ltd
- The Hendre Group
- The Pobl Group
- Trivallis
- United Welsh
- Valleys to Coast Housing Ltd
- Wales & West Housing



Cartrefi Cymunedol Cymru
Adroddiad Tryloywder Tâl



Ionawr 2019

Cynnwys

Cyflwyniad.....	3
Tâl Prif Swyddogion Gweithredol	3
Cyflog Prif Swyddogion Gweithredol o’i gymharu â’r Gymhareb Cyflog Canolrifol a’r Nifer o Staff sy’n Ennill dros £100,000 y flwyddyn.....	4
Chwartel Cyflog Prif Swyddogion Gweithredol.....	7
Buddion a Gwobrau Cyfarwyddwyr	8
Dadansoddiad o Dâl Rhwng y Rhywiau.....	9
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Cyflwyniad

Mae Cartrefi Cymunedol Cymru wedi penodi Turning Point HR Solutions, Ymgynghoriaeth Gwobrwyo annibynnol, i gasglu a dadansoddi data a ddarparwyd yn uniongyrchol gan gymdeithasau tai ar daliadau cydnabyddiaeth uwch reolwyr.

Bwriad yr adroddiad hwn yw cyflwyno gwybodaeth am dâl uwch reolwyr mewn un lle. Nid yw'r adroddiad yn ceisio dadansoddi, gwneud casgliadau nac argymhellion.

Ym mis Medi 2018, cymerodd 36 (97%) o Gymdeithasau Tai Cymru (CTau) ran yn yr arolwg meincnodi cyflog. Mae'r data'n ymwneud â chyflogau rhwng y cyfnod 1^{af} Ebrill 2016 a 31^{ain} Mawrth 2017 ac 1^{af} Ebrill 2017 a 31^{ain} Mawrth 2018 ac eithrio dwy Gymdeithas Dai sydd wedi adrodd yn ôl yn seiliedig ar eu diwedd blwyddyn nhw, 1^{af} Ionawr - 31^{ain} Rhagfyr.

Mae'r data cyflog rhwng y rhywiau yn ymwneud â 5^{ed} Ebrill 2017.

Cefndir

Mae nifer o Gymdeithasau Tai yn gweithredu ar raddfa sylweddol, gan ddarparu ystod eang o wasanaethau i denantiaid a chymunedau, gan gynnwys gofal a chymorth, yn ychwanegol at adeiladu tai ar draws pob deiliadaeth i ateb y galw. Gweithreda'r holl Gymdeithasau Tai mewn amgylchedd busnes cymhleth sy'n gofyn am arweinyddiaeth o'r radd flaenaf sy'n anochel yn effeithio ar dâl prif swyddogion gweithredol.

Mae Cymdeithasau Tai yn cystadlu am dalent o fewn marchnad gyflogaeth y DU i gael y sgiliau, y profiad a'r wybodaeth sydd eu hangen i arwain y sefydliadau hyn a rheoli a denu cyllid i ddarparu cartrefi a gwasanaethau newydd. Mae'n bwysig gallu denu talent i'r sector i gadw hyder benthycwr a pharhau i ateb gofynion y cymunedau y maent yn eu gwasanaethu.

Mae cymdeithasau tai Cymru yn rhoi gwerth mawr am arian i'r cyhoedd yng Nghymru; am bob £1 o fuddsoddiad cyfalaf o'r pwrs cyhoeddus, mae CTau yn cynhyrchu £14 o allbwn yn uniongyrchol yng Nghymru. Y llynedd, buddsoddodd CTau fwy na £1 biliwn mewn cymunedau ledled Cymru, gyda 89c o bob £1 yn aros yn economi Cymru.

Tâl Prif Swyddogion Gweithredol

Mae'r tabl isod yn nodi tâl Prif Swyddogion Gweithredol yn 2016/2017 a 2017/2018 (1^{af} Ebrill i 31^{ain} Mawrth) (ac eithrio dwy Gymdeithas Dai fel y nodir isod) a sut mae'r tâl wedi newid rhwng y ddwy flynedd. Mae'r wybodaeth a ddarperir yn seiliedig ar gyflog blynyddol gros ac nid yw'n cynnwys cyfraniadau pensiwn cyflogwr, treuliau a buddion mewn nwyddau.

Sefydliad	Rhyw	16/17	17/18	% Newid
Cartrefi Conwy	Gwryw	£ 115,557	£ 120,900	4.62%
Cartrefi Cymoedd Merthyr	Gwryw	£ 107,050	£ 108,660	1.50%
Cartrefi Cymunedol Gwynedd Cyf	Gwryw	£104,050	£ 105,610	1.50%
Cartrefi Cymunedol Tai Calon	Gwryw	£ 106,050	£ 107,110	1.00%
Cartrefi Dinas Casnewydd	Benyw	£ 124,236	£ 126,100	1.50%
Cartrefi Melin	Benyw	£ 116,232	£ 115,000	-1.06%
Cymdeithas Tai Aelwyd	Gwryw	£ 50,133	£ 50,635	1.00%
Cymdeithas Tai Bro Myrddin	Benyw	£ 80,666	£ 82,279	2.00%

Sefydliad	Rhyw	16/17	17/18	% Newid
Cymdeithas Tai Cadwyn	Benyw	£ 91,661	£ 92,686	1.12%
Cymdeithas Tai Canolbarth Cymru	Gwryw	£ 82,133	£ 82,954	1.00%
Cymdeithas Tai Cymoedd i'r Arfordir ¹	Benyw	£ 100,835	£ 109,000	8.10%
Cymdeithas Tai Cymuned Caerdydd ²	Gwryw	£ 91,899	£ 93,939	2.22%
Cymdeithas Tai Dewis Cyntaf	Gwryw	£ 68,839	£ 69,782	1.37%
Cymdeithas Tai Family (Cymru) Cyf ³	Benyw	£ 99,999	£ 91,809	-8.19%
Cymdeithas Tai Gogledd Cymru	Benyw	£95,000	£95,000	0.00%
Cymdeithas Tai Linc-Cymru ⁴	Gwryw	£ 117,970	£ 125,000	5.96%
Cymdeithas Tai Merthyr Tudful	Benyw	£ 75,000	£ 77,250	3.00%
Cymdeithas Tai Newydd	Gwryw	£ 90,956	£ 92,092	1.25%
Cymdeithas Tai Rhondda	Benyw	£ 94,416	£ 98,314	4.13%
Cymdeithas Tai Sir Fynwy	Gwryw	£ 106,010	£ 107,600	1.50%
Cymdeithas Tai Taf	Benyw	£ 93,663	£ 97,034	3.60%
Cymdeithas Tai Unedig Cymru ⁵	Benyw	£ 114,383	£ 117,798	2.98%
Cymdeithas Tai YMCA Caerdydd ⁶	Gwryw	£ 55,104	£ 56,673	2.85%
Grŵp Ateb Cyf.	Gwryw	£ 100,000	£ 101,600	1.60%
Grŵp Cartrefu Cymunedol Cynon Taf	Benyw	£ 79,367	£ 80,160	1.00%
Grŵp Cynefin ⁷	Benyw	£ 84,231	£ 92,750	10.00 %
Grŵp Hendre ⁸	Gwryw	£ 120,858	£ 126,698	4.8%
Grŵp Pobl	Benyw	£160,000	£161,600	1.00%
Grŵp Tai Coastal	Benyw	£ 115,000	£ 120,000	4.35%
Grŵp Tai Pennaf	Gwryw	£ 117,608	£ 119,605	1.70%
Hafan Cymru	Benyw	£ 72,000	£ 72,000	0.00%
Tai Ceredigion Cyf.	Gwryw	£ 89,851	£ 93,201	3.73%
Tai Cymunedol Bron Afon ⁹	Gwryw	£ 124,423	£ 120,000	-3.55%
Tai Tarian Cyf	Benyw	£ 123,624	£ 125,602	1.60%
Tai Wales and West ¹⁰	Benyw	£ 136,000	£ 141,000	3.68%
Trivallis ¹¹	Gwryw	£ 135,000	£ 135,000	0.00%

Pobl Dduon a Lleiafrifoedd Ethnig

O'r 36 Cymdeithas Dai a ymatebodd, nododd 4 bod ganddynt Brif Swyddog Gweithredol o gefndir Pobl Dduon a Lleiafrifoedd Ethnig sydd ychydig dros 11% o'r sector.

¹ Cyflog blynyddol y Prif Swyddog Gweithredol newydd yn daladwy o'r penodiad ym mis Hydref 2017

² Prif Swyddog Gweithredol dros dro wrth y llyw ar hyn o bryd

³ Cyflog wedi lleihau pan ddaeth y swydd yn barhaol ar ôl cyfnod dros dro o 3 blynedd

⁴ Prif Swyddog Gweithredol Newydd yn 2017

⁵ Prif Swyddog Gweithredol Newydd ym mlwyddyn ariannol 2016/17

⁶ Wedi newid Prif Swyddog Gweithredol

⁷ Wedi newid Prif Swyddog Gweithredol ym mis Ionawr 2018

⁸ Wedi newid Prif Swyddog Gweithredol yn 2017. Roedd gan y Prif Swyddog Gweithredol blaenorol hawl i lwfans car ar wahân. Mae'r lwfans car ar wahân hwn bellach wedi'i ddileu a'i gynnwys yng nghyflog sylfaenol y Prif Swyddog Gweithredol newydd. Adroddir am gyflogau am y cyfnod rhwng 1^{af} Ionawr a 31^{ain} Rhagfyr - yn unol cyfrifon blynyddol

⁹ Wedi newid Prif Swyddog Gweithredol ym mis Mawrth 2017

¹⁰ Adroddir am gyflogau am y cyfnod rhwng 1^{af} Ionawr a 31^{ain} Rhagfyr - yn unol cyfrifon blynyddol

¹¹ Prif Swyddog Gweithredol Newydd yn 2017

Cyflog Prif Swyddogion Gweithredol o'i gymharu â'r Gymhareb Cyflog Canolrifol a'r Nifer o Staff sy'n Ennill dros £100,000 y flwyddyn

Mae'r adran ganlynol yn edrych ar sut mae cyflogau Prif Swyddogion Gweithredol yn cyd-fynd â maint y sefydliad. Oherwydd yr amrywiad o ran maint, strwythur a natur y sefydliadau, cyflwynwyd gwybodaeth ar y metrigau hyn:

- Trosiant blynyddol
- Nifer yr unedau tai a reolir
- Nifer y staff cyfwerth â llawn amser (FTE)
- Tâl y Prif Swyddog Gweithredol am bob £1m o Drosiant
- Tâl y Prif Swyddog Gweithredol am bob Uned a Reolir

Mae'r cyflog canolrifol a delir i staff o fewn y sefydliad a nifer y staff yn y sefydliad y mae eu cyflog sylfaenol yn fwy na £100,000 y flwyddyn hefyd wedi'u cynnwys yn y tabl. Yna, cyfrifwyd cymhareb cyflog y Prif Swyddog Gweithredol i'r cyflog canolrifol i ddangos y gwahaniaeth mewn cyflog rhwng y cyflog uchaf a'r cyflog cyfartalog yn y sefydliad.

Yn gyffredinol, mae tâl uwch reolwyr yn cynyddu gyda maint a chymhlethdod y busnes sy'n cael ei reoli.

Sefydliad	Trosiant £M	Unedau a Reolir	Staff FTE	Cyflog y Prif Swyddog Gweithredol	Tâl y Prif Swyddog Gweithredol am bob £1m o Drosiant	Tâl y Prif Swyddog Gweithredol am bob Uned a Reolir	Cyflog Canolrifol Staff	Cymhareb	Nifer y staff sy'n cael cyflog o dros £100,000
Cartrefi Conwy	27.1	3,832	198	£120,900	£4,461	£32	£25,474	4.75	1
Cartrefi Cymoedd Merthyr	19	4,131	192	£108,660	£5,719	£26	£23,550	4.61	1
Cartrefi Cymunedol Gwynedd Cyf	32.6	6,318	251	£105,610	£3,240	£17	£23,775	4.44	1
Cartrefi Cymunedol Tai Calon	24.3	5,968	257	£107,110	£4,408	£19	£23,500	4.51	1
Cartrefi Dinas Casnewydd	47.33	9,683	299	£126,100	£2,664	£13	£29,476	4.28	3
Cartrefi Melin	36	4,000	248	£115,000	£3,194	£29	£27,082	4.25	2
Cymdeithas Tai Aelwyd	1.2	247	11	£50,635	£42,196	£205	£16,495	3.07	0
Cymdeithas Tai Bro Myrddin	4.7	882	37	£82,279	£17,506	£93	£30,839	2.67	0
Cymdeithas Tai Cadwyn	11.5	1,928	102	£92,686	£8,060	£48	£25,771	3.60	0
Cymdeithas Tai Canolbarth Cymru	7.98	1,670	50	£82,954	£10,395	£50	£28,275	2.93	0

Sefydliad	Trosiant £M	Unedau a Reolir	Staff FTE	Cyflog y Prif Swyddog Gweithredol	Tâl y Prif Swyddog Gweithredol am bob £1m o Drosiant	Tâl y Prif Swyddog Gweithredol am bob Uned a Reolir	Cyflog Canolrifol Staff	Cymhareb	Nifer y staff sy'n cael cyflog o dros £100,000
Cymdeithas Tai Cymoedd i'r Arfordir	29.3	7,734	237	£109,000	£3,720	£14	£23,400	4.66	1
Cymdeithas Tai Cymuned Caerdydd	18.6	2,977	94	£93,939	£5,051	£32	£25,000	3.76	0
Cymdeithas Tai Dewis Cyntaf	6.3	795	24	£69,782	£11,077	£88	£30,741	2.27	0
Cymdeithas Tai Family (Cymru) Cyf	21	2,800	214	£91,809	£4,372	£33	£24,813	3.70	0
Cymdeithas Tai Gogledd Cymru	15.8	2,670	135	£95,000	£6,013	£36	£22,092	4.30	0
Cymdeithas Tai Linc- Cymru	37.4	4,398	471	£125,000	£3,342	£28	£15,516	8.06	1
Cymdeithas Tai Merthyr Tudful	5.5	1,179	37	£77,250	£14,045	£66	£26,195	2.95	0
Cymdeithas Tai Newydd	15.9	2,914	120	£92,092	£5,792	£32	£24,997	3.68	0
Cymdeithas Tai Rhondda	8.6	1,679	63	£98,314	£11,432	£59	£29,806	3.30	0
Cymdeithas Tai Sir Fynwy	20.9	3,600	204	£107,600	£5,148	£30	£25,725	4.18	1
Cymdeithas Tai Taf	11.97	1,428	134	£97,034	£8,106	£68	£21,901	4.41	0
Cymdeithas Tai Unedig Cymru	33.2	5,743	328	£117,798	£3,548	£21	£25,101	4.69	1
Cymdeithas Tai YMCA Caerdydd	1.6	2	74	£56,673	£35,421	£28,337	£20,661	2.74	0
Grŵp Ateb Cyf.	24.3	2,690	114	£101,600	£4,181	£38	£22,779	4.46	1
Grŵp Cartrefu Cymunedol Cynon Taf	9.7	1,867	65	£80,160	£8,264	£43	£26,539	3.02	0

Sefydliad	Trosiant £M	Unedau a Reolir	Staff FTE	Cyflog y Prif Swyddog Gweithredol	Tâl y Prif Swyddog Gweithredol am bob £1m o Drosiant	Tâl y Prif Swyddog Gweithredol am bob Uned a Reolir	Cyflog Canolrifol Staff	Cymhareb	Nifer y staff sy'n cael cyflog o dros £100,000
Grŵp Cynefin	26	3,869	227	£92,750	£3,567	£24	£28,000	3.30	0
Grŵp Hendre	51.9	5,908	909	£126,698	£2,441	£21	£17,516	7.37	3
Grŵp Pobl	130.9	16,921	1,992	£161,600	£1,235	£10	£20,422	7.91	6
Grŵp Tai Coastal	33	5,713	228	£120,000	£3,636	£21	£28,050	4.28	1
Grŵp Tai Pennaf	39.4	5,778	527	£119,605	£3,036	£21	£18,682	6.40	1
Hafan Cymru	5.9	150	126	£72,000	£12,203	£480	£23,939	3.01	0
Tai Ceredigion Cyf.	12.16	2,272	146	£93,201	£7,665	£41	£23,868	3.81	0
Tai Cymunedol Bron Afon	45.5	8,000	463	£120,000	£2,637	£15	£27,263	4.40	1
Tai Tarian Cyf	46.6	9,546	485	£125,602	£2,695	£13	£24,560	5.11	1
Tai Wales and West	60.9	11,739	352	£141,000	£2,315	£12	£28,090	5.14	2
Trivallis	52.5	10,767	468	£135,000	£2,571	£13	£26,141	5.16	1

Y gymhareb cyflog canolrifol staff i gyflog y Prif Swyddog Gweithredol ar gyfer y sefydliadau sydd wedi'u cynnwys yn yr adroddiad yw 4.28:1, y gymhareb isaf yw 2.27: 1 gydag uchafswm o 8.06: 1.

Canolrif y cyflog canolrifol staff ar gyfer y sector Cymdeithasau Tai yw £24,905. Canolrif y DU yw £29,574¹² a'r canolrif ar gyfer Cymru yw £26,346¹³. Y canolrif ar gyfer darparwyr gofal preswyl ledled y DU yw £19,527¹⁴.

Chwartel Cyflog Prif Swyddogion Gweithredol

Mae dadansoddiad pellach o sut y mae cyflog Prif Swyddogion Gweithredol yn codi gyda maint y sefydliad i'w weld yn yr atodiadau. Mae dadansoddiad o chwarterel cyflog Prif Swyddogion Gweithredol yn erbyn yr unedau dan reolaeth i'w gael yn Atodiad 1, dadansoddiad o chwarterel cyflog Prif Swyddogion Gweithredol yn erbyn trosiant y sefydliad i'w gweld yn Atodiad 2, a gellir dod o hyd i ddadansoddiad o chwarterel cyflog Prif Swyddogion Gweithredol yn erbyn nifer y staff yn Atodiad 3.

¹² ONS Enillion ac Oriau Gwaith, rhanbarth DU yn ôl diwydiant Hydref 2018

¹³ ONS Enillion ac Oriau Gwaith, rhanbarth DU yn ôl diwydiant Hydref 2018

¹⁴ ONS Enillion ac Oriau Gwaith, rhanbarth DU yn ôl diwydiant Hydref 2018

Buddion a Gwobrau

Mae'r adran hon yn manylu ar y tri phrif fudd sy'n cael eu rhoi i'r Prif Swyddogion Gweithredol, sef: Tâl sy'n Gysylltiedig ag Elw (PRP), Lwfans Car a Gofal Iechyd Preifat (PHI).

Sefydliad	Lwfans Car	% o'r Cyflog	PRP	Gwerth y PRP	PHI	Gwerth y PHI
Cartrefi Conwy	Oes	10.00%	Oes	£5,503	Oes	£855
Cartrefi Cymoedd Merthyr	Na		Na		Na	
Cartrefi Cymunedol Gwynedd Cyf	Oes	7.61%	Na		Oes	£221
Cartrefi Cymunedol Tai Calon	Na		Na		Na	
Cartrefi Dinas Casnewydd	Oes	10.00%	Na		Na	
Cartrefi Melin	Oes	Car Cwmni	Na		Oes	£706
Cymdeithas Tai Aelwyd	Na		Na		Oes	£317
Cymdeithas Tai Bro Myrddin	Na		Na		Na	
Cymdeithas Tai Cadwyn	Na		Na		Na	
Cymdeithas Tai Canolbarth Cymru	Oes	8.16%	Oes	£2,073	Oes	£635
Cymdeithas Tai Cymoedd i'r Arfordir	Oes	10.00%	Na		Na	
Cymdeithas Tai Cymuned Caerdydd	Oes	Car Cwmni	Na		Na	
Cymdeithas Tai Dewis Cyntaf	Oes	Car Cwmni	Na		Oes	£336
Cymdeithas Tai Family (Cymru) Cyf	Na		Na		Na	
Cymdeithas Tai Gogledd Cymru	Na		Na		Na	
Cymdeithas Tai Linc-Cymru	Oes	10.00%	Na		Na	
Cymdeithas Tai Merthyr Tudful	Na		Na		Na	
Cymdeithas Tai Newydd	Oes	7.45%	Na		Na	
Cymdeithas Tai Rhondda	Na		Na		Na	
Cymdeithas Tai Sir Fynwy	Na		Oes	£7,625	Na	
Cymdeithas Tai Taf	Na		Na		Na	
Cymdeithas Tai Unedig Cymru	Oes	10.02%	Na		Na	
Cymdeithas Tai YMCA Caerdydd	Na		Na		Oes	£211
Grŵp Ateb Cyf.	Oes	10.00%	Oes	£4,064	Na	
Grŵp Cartrefu Cymunedol Cynon Taf	Oes	4.99%	Na		Na	
Grwp Cynefin	Oes	5.41%	Na		Na	
Grŵp Hendre	Na		Na		Oes	£618
Grŵp Pobl	Na		Na		Oes	£1,322
Grŵp Tai Coastal	Na		Na		Oes	£442
Grŵp Tai Pennaf	Oes	8.40%	Na		Na	
Hafan Cymru	Na		Na		Na	
Tai Ceredigion Cyf.	Oes	7.70%	Na		Na	
Tai Cymunedol Bron Afon	Na		Na		Na	
Tai Tarian Cyf	Na		Na		Na	
Tai Wales and West	Na		Na		Na	
Trivallis	Oes	10.00%	Na		Oes	£192

Dadansoddiad o Dâl Rhwng y Rhywiau

Mae adran nesaf yr adroddiad yn dadansoddi sut mae'r ddau ryw yn cael eu talu mewn perthynas â'i gilydd, mae hefyd yn edrych ar nifer yr uwch swyddi sy'n cael eu dal gan bob rhyw, a dosbarthiad y rhywiau ar draws y sefydliadau a wnaeth ymateb.

Dadansoddi Rhyw Prif Swyddogion Gweithredol

Mae'r tabl canlynol yn nodi'r isafswm, y canolrif, yr uchafswm a chymedr y cyflogau sy'n cael eu talu i Brif Swyddogion Gweithredol o'r ddau ryw. Mae hefyd yn tynnu sylw at y nifer o bob rhyw sydd yn Brif Swyddog Gweithredol ar hyn o bryd yn y sefydliadau sydd wedi cymryd rhan.

Mesur	Gwryw	Benyw	Y Cyfan
Isafswm	£ 50,635	£ 72,000	£ 50,635
Canolrif	£105,830	£ 97,674	£103,605
Uchafswm	£135,000	£161,600	£161,600
Cymedr	£100,898	£105,468	£103,183
Nifer	18	18	36
% o'r cyfanswm	50%	50%	100%

Mae yna nifer cyfartal o Brif Swyddogion Gweithredol o bob rhyw yn y garfan (50% / 50%). O'i gymharu â dadansoddiad y Swyddfa Ystadegau Gwladol a gyhoeddwyd ym mis Ionawr 2018 mae'r cydraddoldeb hwn yn dod i ffocws. Y gyfran o staff gwryw i fenyw yn y grŵp ONS o dan y teitl 'Prif Weithredwyr ac Uwch Swyddogion' oedd 72.8% o Wrywod o'i gymharu â 27.2% o Fenywod¹⁵.

¹⁵ Erthygl ONS 'Understanding the gender pay gap in the UK' a gyhoeddwyd ar 17^{eg} Ionawr 2018.

Cyflog Cymedrig rhwng y Rhywiau

Mae'r adran ganlynol yn edrych ar yr holl staff ar draws y sefydliadau ac yn cymharu pa gyfran o gyflog Cymedrig Benywod sy'n cael ei dderbyn gan eu cydweithwyr Gwrywaidd. Nid yw pob sefydliad yn y garfan o faint digonol i gyflawni'r rhwymedigaethau adrodd ar sail rhyw ar gyfer sefydliadau ac felly nid yw pob sefydliad yn y grŵp yn cael ei gynrychioli yn yr adran hon. Mae sefydliadau a nodir gyda * wedi adrodd am eu bwlch cyflog rhwng y rhywiau ond nad oes angen cyfreithiol arnynt i wneud hynny gan fod ganddynt lai na 250 aelod o staff. Mae'r data canlynol yn ymwneud â 5^{ed} Ebrill 2017.

Sefydliad	Cyflog Cymedrig Gwrywod fel % o Gyflog Benywod
Grŵp Hendre	30.40%
Cymdeithas Tai Canolbarth Cymru	30.00%
Grŵp Tai Pennaf	17.77%
Tai Wales and West	17.05%
Cymdeithas Tai Sir Fynwy	15.64%
Cymdeithas Tai Linc-Cymru	15.37%
Cartrefi Melin*	14.99%
Grŵp Pobl	14.14%
Cymdeithas Tai Rhondda	13.30%
Cymdeithas Tai Gogledd Cymru*	12.89%
Cartrefi Cymunedol Gwynedd Cyf	11.46%
Cymdeithas Tai Family (Cymru) Cyf	10.6%
Cartrefi Cymunedol Tai Calon	9.50%
Tai Cymunedol Bron Afon	8.42%
Tai Tarian Cyf	3.20%
Grŵp Ateb Cyf.	0.00%
Cartrefi Dinas Casnewydd	-0.21%
Cymdeithas Tai Cadwyn*	-2.18%
Grŵp Tai Coastal*	-2.90%
Cymdeithas Tai Merthyr Tudful*	-4.67%
Trivallis	-5.12%
Cymdeithas Tai Cymoedd i'r Arfordir*	-5.57%
Cartrefi Cymoedd Merthyr	-6.30%

Canolrif Cyflog Rhwng y Rhywiau

Fel gyda'r dadansoddiad cyflog cymedrig, nid yw'r holl sefydliadau yn y grŵp wedi cynnal y dadansoddiad hwn ac, o ganlyniad, nid ydynt yn ymddangos yn y tabl isod. Ffigwr canolrif cenedlaethol y DU fel y'i cyfrifwyd gan y Swyddfa Ystadegau Gwladol a'i ryddhau yn 2018 yw 9.1% o blaid gwrywod¹⁶.

Sefydliad	Canolrif Cyflog Gwrywod fel % o Gyflog Benywod
Cymdeithas Tai Dewis Cyntaf*	25.04%
Grŵp Hendre	20.80%
Cartrefi Cymunedol Tai Calon	17.40%
Tai Cymunedol Bron Afon	16.58%
Tai Wales and West	16.01%
Grŵp Tai Pennaf	15.51%
Cymdeithas Tai Sir Fynwy	14.83%
Grŵp Pobl	14.46%
Cartrefi Melin*	13.62%
Cymdeithas Tai Canolbarth Cymru	13.00%
Cymdeithas Tai Gogledd Cymru*	12.32%
Cymdeithas Tai Linc-Cymru	11.66%
Cymdeithas Tai Rhondda	6.80%
Cymdeithas Tai Family (Cymru) Cyf	6.60%
Cymdeithas Tai Cymoedd i'r Arfordir*	6.49%
Cartrefi Cymunedol Gwynedd Cyf	0.68%
Tai Tarian	0.00%
Cartrefi Dinas Casnewydd	-2.67%
Cymdeithas Tai Cadwyn*	-2.73%
Trivallis	-3.00%
Cartrefi Cymoedd Merthyr*	-3.10%
Grŵp Tai Coastal*	-4.30%
Cymdeithas Tai Merthyr Tudful*	-9.65%

Mae angen deall y bwlch cyflog rhwng y rhywiau ar gyfer sector tai Cymru mewn cyd-destun; mae gan gyfran sylweddol o'r Cymdeithasau Tai yn y garfan weithrediadau sylweddol yn y sector gofal. Mae gan y sector hwn lower mwy o weithwyr benywaidd yn gweithio ynddo ac mae'n talu cyflogau isel o'i gymharu â llawer o sectorau eraill yn yr economi. Mae ffigyrau mis Ionawr yr ONS yn dangos bod menywod yn genedlaethol yn ffurfio dros 75% o staff y grŵp a ddiffinnir fel 'Gofal, Hamdden a Gwasanaethau Eraill'. Yn y cyd-destun hwn, mae'r bwlch cyflog rhwng y rhywiau yn y sector tai yn galonogol.

¹⁶Arolwg Blynnyddol Oriau ac Enillion (ASHE) - Y Swyddfa Ystadegau Gwladol

Poblogaeth Rhyw yn ôl Chwarterl Sefydliadol

Gwnaed dadansoddiad, y gellir gweld y manylion yn Atodiad 4, yn edrych ar gyfran y staff gwrywaidd a benywaidd sydd ym mhob chwarterl cyflog y busnes. I wneud hyn, trefnir yr holl gyflogau yn y sefydliadau o'r uchaf i'r isaf; mae'r rhestr hon wedyn yn cael ei rhannu'n bedwar grŵp o'r un maint; gyda'r unigolion hynny sydd â'r cyflogau uchaf yn grŵp un, yr ail uchaf yn grŵp dau ac ati; Yn olaf, cyfrif nifer yr unigolion o bob rhyw ym mhob grŵp, a chyfrifir canran y grŵp a ffurfir gan bob rhyw.

Cyfansoddiad y Bwrdd

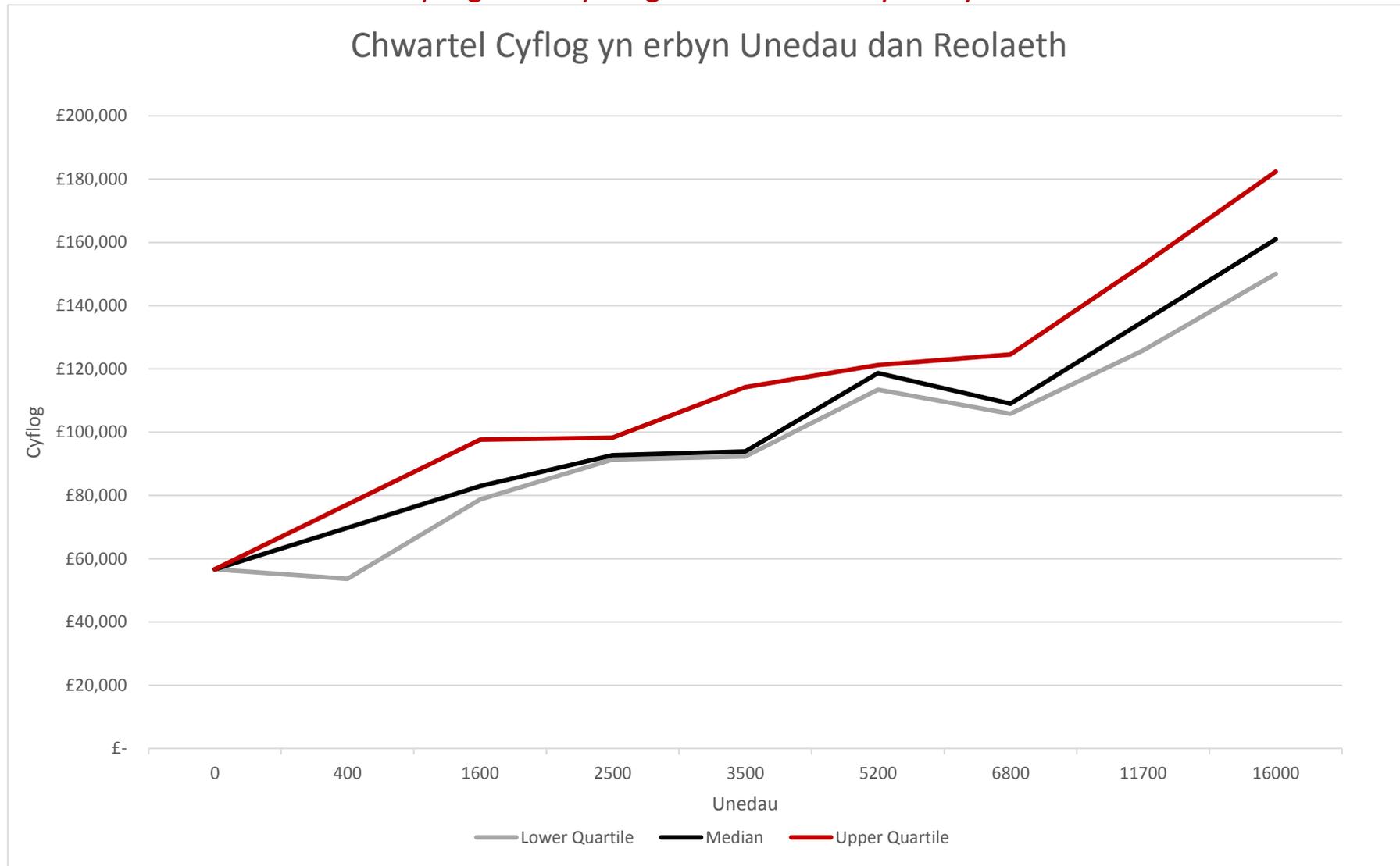
Yn yr adran olaf, gofynnwyd i sefydliadau am ryw cadeirydd y bwrdd.

Rhyw Cadeiryddion Bwrdd

Mae rhyw cadeirydd bwrdd pob sefydliad wedi'i nodi yn y tabl isod.

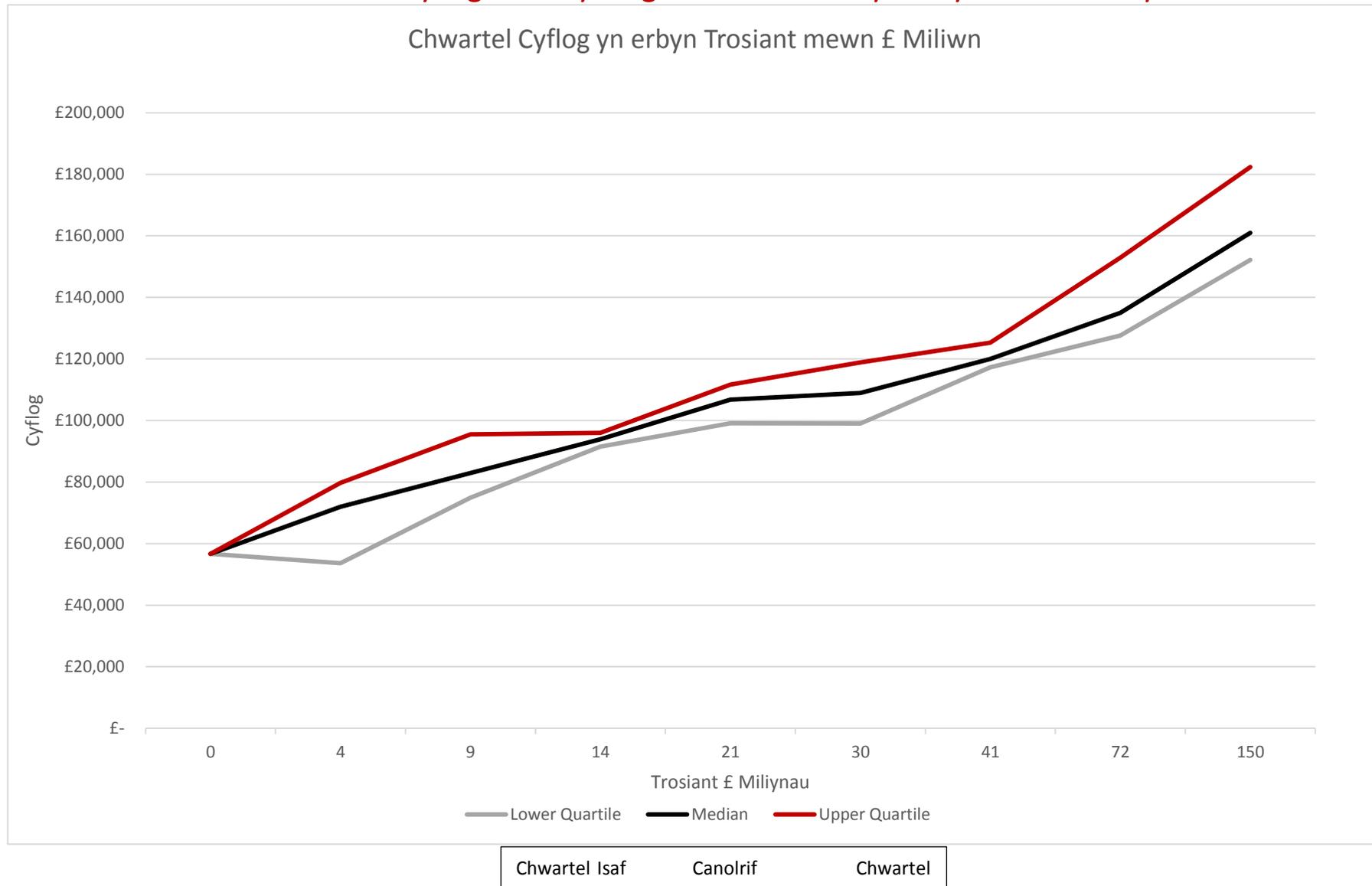
Rhyw	Nifer	%
Gwryw	25	69.45%
Benyw	11	30.55%
Cyfanswm	36	100.00%

Atodiad 1: Chwarterel Cyflog Prif Swyddogion Gweithredol yn erbyn Unedau dan Reolaeth

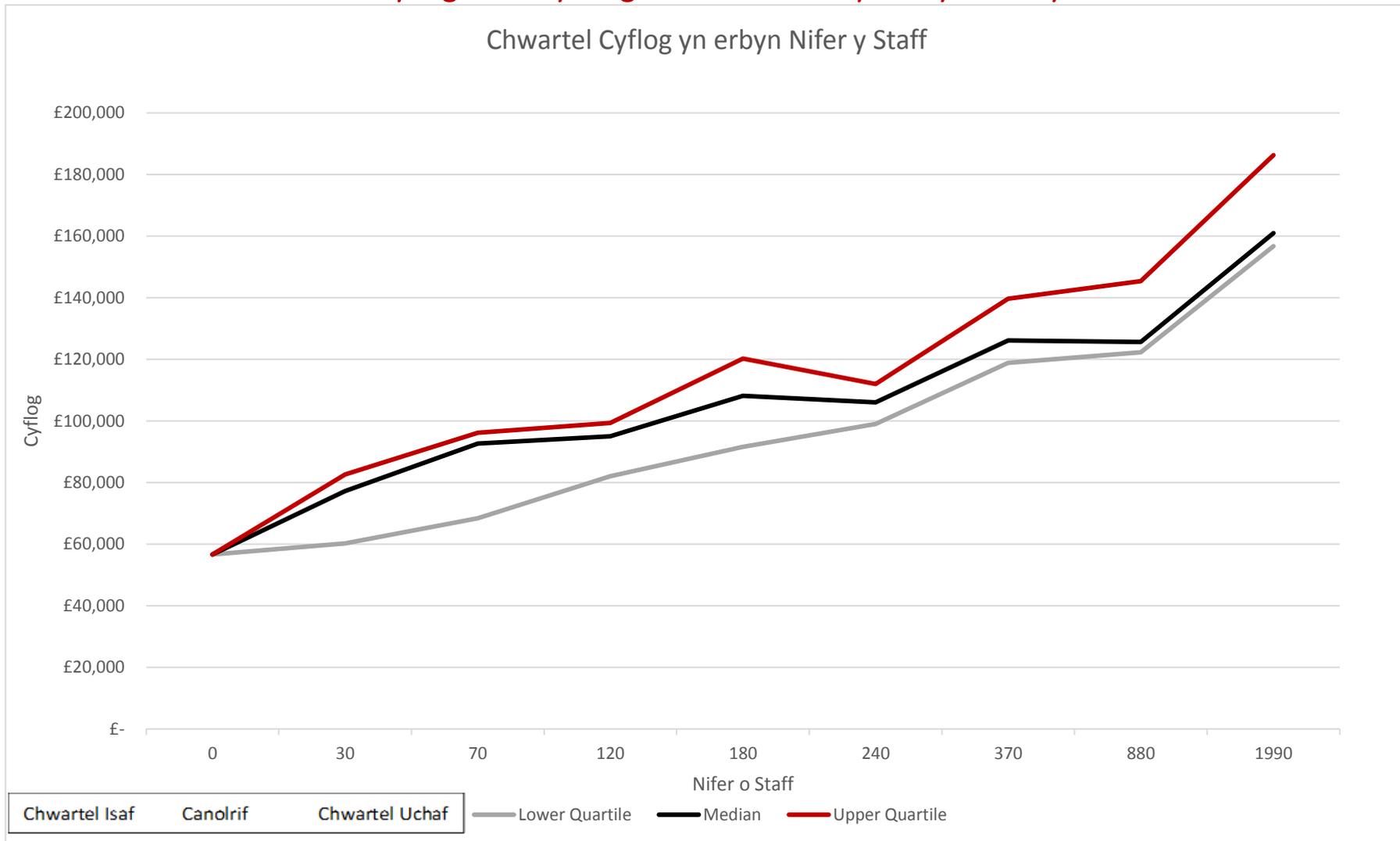


Chwarterel Isaf Canolrif Chwarterel

Atodiad 2: Chwarterel Cyflog Prif Swyddogion Gweithredol yn erbyn Trosiant Sefydliadau



Atodiad 3: Chwarterel Cyflog Prif Swyddogion Gweithredol yn erbyn Nifer y Staff Llawn Amser



Atodiad 4: Poblogaeth Rhyw yn ôl Chwarter Sefydliadol

Sefydliad	Gwrywod yn y chwarter isaf	Benywod yn y chwarter isaf	Gwrywod yn y chwarter canol isaf	Benywod yn y chwarter canol isaf	Gwrywod yn y chwarter canol uchaf	Benywod yn y chwarter canol uchaf	Gwrywod yn y chwarter uchaf	Benywod yn y chwarter uchaf
Cartrefi Cymoedd Merthyr	57.00%	43.00%	84.00%	16.00%	48.00%	52.00%	59.00%	41.00%
Cartrefi Cymunedol Gwynedd Cyf	43.08%	56.92%	90.63%	9.38%	59.38%	40.62%	68.75%	31.25%
Cartrefi Cymunedol Tai Calon	75.00%	25.00%	76.00%	24.00%	78.00%	22.00%	43.00%	57.00%
Cartrefi Dinas Casnewydd	36.11%	63.89%	72.22%	27.78%	45.07%	54.93%	45.83%	54.17%
Cartrefi Melin	43.48%	56.52%	52.11%	47.89%	52.73%	47.27%	56.92%	43.08%
Cymdeithas Tai Cadwyn	52.38%	47.62%	52.63%	47.37%	41.82%	58.18%	25.00%	75.00%
Cymdeithas Tai Canolbarth Cymru	16.00%	84.00%	39.00%	61.00%	33.00%	67.00%	60.00%	40.00%
Cymdeithas Tai Cymoedd i'r Arfordir	49.12%	50.88%	73.13%	21.88%	61.67%	38.33%	62.26%	37.74%
Cymdeithas Tai Dewis Cyntaf	50.00%	50.00%	71.43%	28.57%	66.67%	33.33%	75.00%	25.00%
Cymdeithas Tai Family (Cymru) Cyf	21.00%	79.00%	30.20%	69.80%	30.20%	69.80%	39.70%	60.30%
Cymdeithas Tai Gogledd Cymru	43.18%	56.82%	34.09%	65.91%	55.77%	44.23%	42.85%	57.14%
Cymdeithas Tai Linc-Cymru	21.10%	78.90%	12.40%	87.60%	19.30%	80.70%	31.90%	68.10%
Cymdeithas Tai Merthyr Tudful	40.00%	60.00%	50.00%	50.00%	20.00%	80.00%	44.40%	55.60%
Cymdeithas Tai Rhondda	41.00%	59.00%	35.00%	65.00%	47.00%	53.00%	53.00%	47.00%
Cymdeithas Tai Sir Fynwy	16.67%	83.33%	59.26%	40.74%	70.37%	29.63%	64.81%	35.19%
Grŵp Hendre	7.90%	92.10%	8.20%	91.80%	19.70%	80.30%	32.00%	68.00%
Grŵp Pobl	20.68%	79.32%	22.98%	77.02%	26.93%	73.07%	35.55%	64.45%
Grŵp Tai Coastal	0.50%	0.50%	69.60%	30.40%	39.30%	60.70%	51.80%	48.20%
Grŵp Tai Pennaf	12.12%	87.88%	20.91%	79.09%	40.50%	59.50%	47.11%	52.89%
Tai Cymunedol Bron Afon	51.00%	49.00%	49.00%	51.00%	70.00%	30.00%	72.00%	28.00%
Tai Tarian Cyf	54.00%	46.00%	72.00%	28.00%	63.00%	37.00%	71.00%	29.00%
Tai Wales and West	34.10%	65.90%	19.60%	80.40%	35.20%	64.80%	43.50%	56.50%
Trivallis	60.00%	40.00%	67.00%	33.00%	43.00%	57.00%	61.00%	39.00%
Cyfartaledd	36.76%	58.94%	50.50%	49.29%	46.37%	53.63%	51.58%	48.42%

Cartrefi Cymunedol Cymru: Adroddiad Tryloywder Tâl Ionawr 2019

Atodiad 5: Y Sefydliadau a Gyfrannodd at yr Adroddiad

- Cartrefi Conwy
- Cartrefi Cymoedd Merthyr
- Cartrefi Cymunedol Gwynedd Cyf
- Cartrefi Cymunedol Tai Calon
- Cartrefi Dinas Casnewydd
- Cartrefi Melin
- Cymdeithas Tai Aelwyd
- Cymdeithas Tai Bro Myrddin
- Cymdeithas Tai Cadwyn
- Cymdeithas Tai Canolbarth Cymru
- Cymdeithas Tai Cymoedd i'r Arfordir
- Cymdeithas Tai Cymuned Caerdydd
- Cymdeithas Tai Dewis Cyntaf
- Cymdeithas Tai Family (Cymru) Cyf
- Cymdeithas Tai Gogledd Cymru
- Cymdeithas Tai Linc-Cymru
- Cymdeithas Tai Merthyr Tudful
- Cymdeithas Tai Newydd
- Cymdeithas Tai Rhondda
- Cymdeithas Tai Sir Fynwy
- Cymdeithas Tai Taf
- Cymdeithas Tai Unedig Cymru
- Cymdeithas Tai YMCA Caerdydd
- Grŵp Ateb Cyf.
- Grŵp Cartrefu Cymunedol Cynon Taf
- Grwp Cynefin
- Grŵp Hendre
- Grŵp Pobl
- Grŵp Tai Coastal
- Grŵp Tai Pennaf
- Hafan Cymru
- Tai Ceredigion Cyf.
- Tai Cymunedol Bron Afon
- Tai Tarian Cyf
- Tai Wales and West
- Trivallis