

Cofnodion Panel Darparwyr 26/05/2010 1.:30yp Ystafell Madog, Coleg Llandrillo Cymru

Presennol:

Elwyn Hughes (Cadeirydd); Frances Jones (Popeth Cymraeg); Jane Watkins (Coleg Llysfasi); Helen Pritchard Jones (Coleg Iâl); Meinir Tomos Jones (Coleg Harlech); Meira Evans (Popeth Cymraeg); Ann Rhian Hughes (Coleg Menai); Liz Williams (Coleg Glannau Dyfrdwy); Siwan Hywel, Siân Davies, Pam Evans Hughes, Haydn Hughes, Ifor Gruffydd ac Ellen Roberts (CCiO); Wyn Hobson (Cyfieithydd).

Ymddiheuriadau:

Rhian McCarthy (Coleg Llandrillo); Howard Edwards (Popeth Cymraeg); Jina Gwyrfai (CCiO).

Cafodd Papur A, B ac C eu dosbarthu cyn y cyfarfod.

Cymerodd Elwyn Hughes y gadair a chroesawodd pawb i'r cyfarfod.

1. **Cofnodion cyfarfod 10/02/10** – Papur A – derbyniwyd fod y cofnodion yn gywir.
2. **Materion yn codi o'r cofnodion** – dim
3. **Cyflwyniad y Swyddogion Datblygu** – Papur B – cyflwynodd Pam Evans-Hughes y papur gan egluro fod Jina Gwyrfai mewn cyfarfod arolygwyr Estyn. 'Roedd y papur yn amlinellu
 - datblygiadau diweddaraf
 - cynllunio darpariaeth 2010
 - Cymraeg i'r Teulu
 - Cymraeg yn y GweithleNid oedd unrhyw bwyntiau ychwanegol yn codi.
4. **Adroddiad y Swyddog Cyfathrebu** – Papur C – cyflwynodd Siwan Hywel y papur. 'Roedd y papur yn adrodd am ddatblygiadau diweddaraf
 - Dysgu Anffurfiol
 - gwybodaeth fisol
 - gweithgareddau
 - Clecs
 - Paneli
 - Eisteddfodau
 - Gwefan
 - Cyfathrebu gyda thiworiaidErs ei baratoi 'roedd Eisteddfod gyntaf dysgwyr y Gorllewin wedi cymryd lle ac wedi bod yn ddigwyddiad llwyddiannus dros ben.
5. **Hyfforddiant** - cyflwynodd HH yr adroddiad gafodd ei ddosbarthu o amgylch y bwrdd - atodiad (i). Ynddo adroddodd ar ddatblygiadau diweddaraf yn ymwneud â
 - Y Cymhwyster Cenedlaethol 2008-10; 2010-2012 a 2012 ymlaen
 - Hyfforddiant Estyn
 - Cynllun Hyfforddi
 - Hyfforddiant a gynhaliwyd
 - Hyfforddiant i'w gynnal cyn y Panel nesaf
6. **Adroddiad Cyllido** - cyflwynodd IG yr adroddiad gafodd ei ddosbarthu o amgylch y bwrdd - atodiad (ii). Ynddo adroddodd ar sefyllfa ariannu Darpariaeth CiO fel y mae ar hyn o bryd a

sut y bydd o 2010 ymlaen. Tynnodd sylw at y problemau sy'n debygol o godi o'r newidiadau gydag awgrymiadau ar sut i ymdrin â hyn. Gofynnwyd i IG ddarparu eglurhad syml o'r gwahaniaeth rhwng WCEU a CEU ac effaith hyn a gyrru linc i'r canllawiau sydd ar wefan y llywodraeth i'r aelodau.

7. Materion i sylw'r Panel Adnoddau Cenedlaethol

- adnoddau 'gwrando' ar lefel Sylfaen – y panel heb gyfarfod eto i roi hyn gerbron.
- ME am yrru linc i'r aelodau o wefan ddefnyddiol 'teach it'

8. Digwyddiadau

- Coleg Harlech yn trefnu taith i Gelli Gyfwrdd 10/07/10, MTJ am yrru manylion at SH
- Bws i'r Eisteddfod Genedlaethol ar gyfer dysgwyr
- Bydd tiwtoriaid yn derbyn rhestr o lyfrau fydd ar gael i'w benthycu o'r Ganolfan

9. UFA – dim

'Roedd yr aelodau yn dymuno datgan eu diolch i Jina Gwyrfai am ei gwaith diflino dros y blynyddoedd diwethaf ac yn dymuno'n dda iddi yn ei swydd newydd gyda Chanolfan Cymraeg i Oedolion Gwent.

Cynhelir cyfarfodydd 2010/2011 ar brynhawn Mercher yn Ystafell Madog, Coleg Llandrillo Cymru ar y dyddiadau canlynol:

13/10/2010

02/02/2011

25/05/2011

1. Y Cymhwyster Cenedlaethol**a) Cymhwyster 2008-10**

Mae'r holl sesiynau hyfforddi wedi eu cwblhau ac mae'r 11 myfyriwr a orffennodd y cymhwyster wedi cwblhau'r aseiniadau. Nid yw'r aseiniadau wedi eu marcio eto.

Y disgwyl oedd y byddai'r myfyrwyr yn cymhwyso mis Mehefin eleni. Ni fyddant yn cymhwyso nawr tan fis Tachwedd 2010 gan fod Prifysgol Caerdydd yn mynnu bod rhaid arsylwi'r myfyrwyr ddwy waith yn rhagor. Roedd y Brifysgol wedi penderfynu yn flaenorol, ac roedden ni wedi rhoi gwybod i'r myfyrwyr, y byddai'r pedwar arsylwad a wnaed arnynt eisoes yn ddigonol. Yn ystod yr wythnosau diwethaf fodd bynnag fe'n hysbyswyd eu bod wedi newid eu meddwl. Mae'r myfyrwyr yn derbyn y sefyllfa ond teg dweud nad ydynt yn hapus.

b) Cymhwyster 2010-2012

Bydd taflen yn cael ei chylchredeg ymhlith y tiwtoriaid ddiwedd yr wythnos hon yn hysbysu'r Cymhwyster newydd. Fe'i cynhelir mewn cyfres o sesiynau penwythnos gyda dau yn digwydd cyn diwedd tymor y gaeaf. Mae gofyn i'r myfyrwyr gwblhau 75 awr o ddysgu yn ystod y cymhwyster, gyda 6 sesiwn dysgu yn cael eu hasesu. Mae'r cymhwyster ar lefel 5 ac mae'n gyfwerth a rhan 1 o TAR Prifysgol Casnewydd.

c) Cymhwyster 2012

Bydd y cymhwyster hwn yn cael ei gynnig fel cwrs cyfunol. Bydd yr amser a dreulir mewn sesiynau wyneb yn wyneb yn cael ei haneru a bydd llawer iawn o gynnwys y cwrs yn cael ei ddarparu ar lein. Peilotir y cymhwyster cyfunol gan Brifysgol Caerdydd yn ystod 2010-11.

2. Hyfforddiant Estyn

Mae Estyn yn cynnig hyfforddiant i arolygwyr cymheiriaid o dan y drefn newydd, i'r rhai sydd wedi bod allan gydag Estyn yn ddiweddar ar arolygon. Mae hyn yn eithrio nifer o faes CiO sydd wedi cael hyfforddiant fel aseswyr cymheiriaid o dan yr hen drefn ond heb gael y cyfle i fynd allan. Bydd Estyn yn darparu rhyw fath o hyfforddiant ar gyfer y garfan hon rhywbryd yn y dyfodol (eu geiriau nhw!). Yn y cyfamser mae Jina Gwyrfaï o'r Ganolfan yn mynychu'r hyfforddiant yr wythnos hon a bydd yn rhaeadr'u'r wybodaeth. Byddwn yn cynnal hyfforddiant i'r tîm arsylwi yn seiliedig ar hyn yn yr hydref.

3. Cynllun hyfforddi

Mae gofyn i'r Ganolfan gyflwyno Cynllun Hyfforddi ar gyfer 2010-13 i lywodraeth y Cynulliad erbyn diwedd mis Mehefin. Byddwn yn cylchredeg copi o'r Cynllun ymhlith aelodau'r Panel maes o law.

4. Darpar diwtoriaid

Mae nifer dda o ddarpar diwtoriaid wedi ymrestru – 23. Mae pob un wedi cael mentor, ac wedi arsylwi. Cynhelir hyfforddiant pellach ym Mehefin a Medi.

5. Adroddiad cynnydd

Hyfforddiant a gynhaliwyd

(gradd1 =ardderchog, gradd 5= gwael iawn)

Teitl	I'w ddarparu gan	Dyddiad	Nifer y tiwtoriaid (targed)	Gwerthusiad cynnwys a dulliau
ADCDF – Anghenion y sector addysg oedolion a chymunedol	APADGOS	Chwefror 12	2 (2)	100% gradd 3
Hyfforddiant i ddarparu diwtoriaid a thiwtoriaid newydd (1) <ul style="list-style-type: none"> ▪ Pwy a beth yw Cymraeg i Oedolion ▪ Adborth i'r arsylwi 	Haydn Hughes Sian Davies	Chwefror 13	25 (15)	Ni werthuswyd yn ffurfiol
Hyfforddiant cyn-arsylwi i diwtoriaid Conwy, Dinbych, Wrecsam a Fflint	Sian Davies	Chwefror 26	18 (20)	90% gradd `1/2 75% gradd 1 15% gradd 2 10% gradd 3
Modiwl 4 Y Cymhwyster Cenedlaethol	Haydn Hughes Elin Williams	Chwefror 26 - 28	11 (10)	100% gradd `1/2 90% gradd 1
Hyfforddiant i ddarparu diwtoriaid a thiwtoriaid newydd (2) <ul style="list-style-type: none"> • Drilio/cyflwyno cyfathrebol • Gweithgareddau a thasgau iaith • Paratoi gwersi 	Elwyn Hughes Sian Davies	Chwefror 27	23 (15)	100% gradd `1/2 80% gradd 1

Teitl	I'w ddarparu gan	Dyddiad	Nifer y tiwtoriaid (targed)	Gwerthusiad cynnwys a dulliau
Arweiniad ar faterion ADCDF yng nghyd-destun Cymraeg i Oedolion. Ar gyfer staff y Ganolfan a threfnyddion CiO y rhanbarth	Alyson Jenkins	Mawrth 19	14 (10)	Ni werthuswyd yn ffurfiol
Modiwl 4 Y Cymhwyster Cenedlaethol	Haydn Hughes	Mawrth 26	11 (10)	100% gradd `1/2 95% gradd 1
Bwrdd Gwyn Rhyngweithiol	Sian Davies	Mawrth 26	19 (15)	100% gradd `1/2 95% gradd 1
Hyfforddiant i ddarpar diwtoriaid a thiwtoriaid newydd • Trefnu'r dosbarth • Adborth i'r arsylwi	Haydn Hughes	Mawrth 27	21 (15)	100% gradd `1
Cynhadledd ac arddangosfa flynyddol IATEFL	IATEFL	Ebrill 7-11	7	Ni werthuswyd yn ffurfiol
Modiwl 4 Y Cymhwyster Cenedlaethol	Haydn Hughes	Ebrill 24/5	11 (10)	100% gradd `1/2 95% gradd 1

Hyfforddiant i'w gynnal cyn y panel nesaf

Teitl	I'w ddarparu gan	Dyddiad	Nifer y tiwtoriaid (targed)
Hyfforddiant ôl - arsylwi	Haydn Hughes Sian Davies	Mai 28	20 GOHIRIWYD
Hyfforddiant pellach i ddarparu diwtoriaid	Haydn Hughes Sian Davies Elin Williams	Mehefin 28-30	20
Hyfforddiant Dadawgrymeg (cwrs 3 wythnos)	Ioan Talfryn	Mehefin 28-30	8
Hyfforddiant pellach i ddarparu diwtoriaid	Haydn Hughes Sian Davies	Medi	10
Bwrdd Gwyn Rhyngweithiol (yn y dwyrain)	Sian Davies	Medi	15
Hyfforddiant i'r tîm arsylwi	Haydn Hughes Sian Davies Elin Williams	Hydref	20
Hyfforddiant ôl - arsylwi'r dwyrain	Haydn Hughes Sian Davies	Hydref	20
Gramadeg lefel Mynediad a Sylfaen	Haydn Hughes	Medi/Hydref	20
Cymhwyster newydd (Penwythnos)	Haydn Hughes Sian Davies Elin Williams	Hydref	15
Hyfforddiant Dadawgrymeg (rhan 2)	Ioan Talfryn	Hydref	8

Ariannu Darpariaeth CiO

- 2006 – 2010
 - Gosodwyd targedau WCEU
 - Rhoddwyd 10% o gynnydd ariannol i ni'n flynyddol
- 2010 ymlaen
 - Targedau CEU
 - Dim cynnydd blynyddol o 10%

- Wedi cyrraedd targedau WCEU bob blwyddyn yn gyfforddus
- Targedau CEU yn mynd i fod yn llawer iawn mwy heriol
- Erioed wedi gorfod monitro CEUs...

Sefyllfa bresennol -

- Cyllid 'darpariaeth' y Ganolfan = £3,081.383
- Gwerth CEU = £25.04
- Nifer y CEUs gennym = 123,058

Sefyllfa wirioneddol -

- Nifer y CEUs a ariannwyd = 123,058
- Nifer y CEUs a gynhyrchir erbyn 31/07/10 = tua 110,000

Problem 1 - Petai targed CEU rŵan, rydym o dan y targed o gryn dipyn

Sefyllfa'r flwyddyn nesaf -

- Cyllid 'darpariaeth' y Ganolfan = £3,081.383
- Gwerth CEU = £23.18
- Nifer y CEUs gennym = 132,933

Problem 2 – Gwerth y CEU wedi gostwng sydd wedi cynyddu nifer y CEUs sydd angen eu cynhyrchu

Dwy broblem sylfaenol -

1. O dan y targed CEU ar hyn o bryd
2. Targed CEU 2010/11 yn uwch

Gorfod codi o tua 110,000 i 132,933 CEU – cynnydd o 21%

Ymdrin â hyn?

- Gosod targedau uwch i chi, y darparwyr
- Newid natur rhai cyrsiau o bosibl?
- Cyfnod trosiannol o 3 blynedd
- Dim adhawlio am y cyfnod hwn
- CEU anwytho i gyrsiau dwys – gwerth 6 CEU?

Minutes of the Providers' Panel, 26/05/10 at 1.30pm in the Madog Room, Coleg Llandrillo Cymru

Present:

Elwyn Hughes (Chair); Frances Jones (Popeth Cymraeg); Jane Watkins (Coleg Llysfasi); Helen Pritchard Jones (Yale College); Meinir Tomos Jones (Coleg Harlech); Meira Evans (Popeth Cymraeg); Ann Rhian Hughes (Coleg Menai); Liz Williams (Deeside College); Siwan Hywel, Siân Davies, Pam Evans Hughes, Haydn Hughes, Ifor Gruffydd and Ellen Roberts (WfAC); Wyn Hobson (Interpreter).

Apologies:

Rhian McCarthy (Coleg Llandrillo); Howard Edwards (Popeth Cymraeg); Jina Gwyrfai (WfAC).

Papers A, B and C had been distributed before the meeting.

Elwyn Hughes took the chair and welcomed everyone to the meeting.

1. **Minutes of the meeting of 10/02/10** — Paper A — The minutes were accepted as a correct record.
2. **Matters arising from the minutes** — none
3. **Presentation by the Development Officers** — Paper B — Pam Evans-Hughes presented the paper, explaining that Jina Gwyrfai was at a meeting of Estyn inspectors. The paper outlined:
 - the latest developments
 - the planning of the provision for 2010
 - Welsh for the Family
 - Welsh in the Workplace

There were no additional points arising.

4. **Report of the Communications Officer** — Paper C — Siwan Hywel presented the paper. The paper reported on the latest developments:
 - Informal Learning
 - monthly information
 - activities
 - 'Clecs'
 - Panels
 - Eisteddfodau
 - the Website
 - Communication with tutors

Since the preparation of the report, the first Eisteddfod for learners in the western counties had been held, and had been an extremely successful event.

5. **Training** — HH presented the report that had been distributed around the table — Appendix (i). In it he reported on the latest developments regarding:
 - The National Qualification, 2008–10, 2010–2012, and 2012 onwards
 - Estyn Training
 - the Training Scheme
 - Training held
 - Training to be held before the next Panel meeting

6. **Funding Report** — IG presented the report that had been distributed around the table — Appendix (ii). In it he reported on the funding position of WfA Provision as it stood at present, and how it would be from 2010 onwards. He drew attention to the problems that were likely to arise from the changes, together with suggestions as to how to deal with this. IG was asked to provide a straightforward explanation of the difference between WCEU and CEU and of the effect of this, and to circulate to members a link to the guidelines on the government's website.

7. Matters for the attention of the National Resources Panel

- 'Listening' resources at Foundation level — the panel had not yet met to put this forward.
- ME would send the members a link to the useful website 'Teach it'

8. Events

- Coleg Harlech was organising a trip to Greenwood Forest Park on 10/07/10; MTJ would be sending details to SH
- Coach to the National Eisteddfod for learners
- Tutors would receive a list of books that were available for borrowing from the Centre

9. **AOB** — none

The members wished to express their thanks to Jina Gwyrfai for her tireless work over recent years, and to wish her well in her new post with the Gwent Welsh for Adults Centre.

2010/2011 meetings would be held on Wednesday afternoons in the Madog Room, Coleg Llandrillo Cymru, on the following dates:

13/10/2010

02/02/2011

25/05/2011

1. The National Qualification

a) 2008-10 Qualification

All the training sessions have been completed and the 11 students who completed the course have handed in their assignments, some of which remain to be marked.

The students expected to qualify this June. They won't however qualify until November due to Cardiff University's insistence that they be observed a further two times. The University had previously decreed that the 4 observations already undertaken on each student was sufficient, and we had advised the students according. During recent weeks however we were informed that they had changed their minds. The students accept the situation but are not very happy about it.

b) 2010-12 Qualification

A flyer will be circulated to all the tutors this week advising them of the arrangements for the new Qualification course commencing in October. The course will be held over a series of week-ends with the first two week-ends occurring. The student will need to teach 75 hours during the course of the qualifications with 6 sessions being observed and assessed. The Qualification is on Level 5 and counts as the equivalent of Part 1 of University of Newport's PGCE.

c) 2012 Qualification

This qualification will be offered as a blended course. The time spent on face to face sessions will be halved and much of the course contents will be provided online. The course will be piloted by Cardiff University during 2010-11.

2. Estyn training

Estyn are holding training for Peer Inspectors under the new Framework, limited to those who have been inspecting with them recently. This excludes many from WfA who have been trained by Estyn but have not had the opportunity to go out with them Estyn will be holding unspecified training for those in this category sometime in the future (their wording!). In the meantime Jina Gwyrfai from the Centre is attending the training this week and will relate all useful information to us. We will be holding a training session for our observation team in the autumn.

3. Training Plan

The Centre is required to present a Training Plan to WAG in relation to 2010-13 by the end of June. We will circulate a copy of the Plan to Panel members in due course.

4. Prospective tutors

A good number of prospective tutors have registered – 23. Each one has been allocated a mentor, and has observed a number of lessons. Further training to be held in June and September.

5. Progress report

Training which has been held

Evaluation: (grade 1= excellent, grade 5 = very poor)

Title	Provided by	Date	No. to attend (target)	Evaluation
<i>ESDGC</i>	<i>DCELLS</i>	<i>February 12</i>	<i>2 (2)</i>	<i>100% grade 3</i>
<i>Training for prospective and new tutors (1)</i> <ul style="list-style-type: none"> ▪ <i>Who and what are 'Welsh for Adults'?</i> ▪ <i>Feedback on lessons observed by prospective tutors</i> 	<i>Haydn Hughes</i> <i>Sian Davies</i>	<i>February 13</i>	<i>25 (15)</i>	<i>Not formally evaluated</i>
<i>Pre-observation training for Conwy, Denbigh, Flintshire and Wrexham tutors</i>	<i>Sian Davies</i>	<i>February 26</i>	<i>18 (20)</i>	<i>90% grade 1/2</i> <i>75% grade 1</i> <i>15% grade 2</i> <i>10% grade 3</i>
<i>Module 4</i> <i>National Qualification</i>	<i>Haydn Hughes</i> <i>Elin Williams</i>	<i>February 26 - 28</i>	<i>11 (10)</i>	<i>100% grade 1/2</i> <i>95% grade 1</i>
<i>Training for prospective tutors (2)</i> <ul style="list-style-type: none"> • <i>Language drills</i> • <i>Language tasks and activities</i> • <i>Lesson preparation</i> 	<i>Elwyn Hughes</i> <i>Sian Davies</i>	<i>February 27</i>	<i>23 (15)</i>	<i>100% grade 1/2</i> <i>80% grade 1</i>
<i>ESDGC</i> <i>Guidance for WfA organisers</i>	<i>Alyson Jenkins</i>	<i>March 19</i>	<i>14 (10)</i>	<i>Not formally evaluated</i>
<i>Module 4</i> <i>National Qualification</i>	<i>Haydn Hughes</i>	<i>March 26</i>	<i>11 (10)</i>	<i>100% grade 1/2</i> <i>95% grade 1</i>
<i>Interactive whiteboard</i>	<i>Sian Davies</i>	<i>March 26</i>	<i>19 (15)</i>	<i>100% grade 1</i>

<i>Interactive whiteboard</i>	<i>Sian Davies</i>	<i>March 26</i>	<i>19 (15)</i>	<i>100% grade '1/2</i> <i>95% grade 1</i>
<i>Training for prospective tutors (3)</i> <ul style="list-style-type: none"> • <i>Classroom management</i> • <i>Feedback on lessons observed by prospective tutors</i> 	<i>Haydn Hughes</i>	<i>March 27</i>	<i>21 (15)</i>	<i>100% grade '1</i>
<i>IATEFL 44th annual conference and exhibition</i>	<i>IATEFL</i>	<i>April 7-11</i>	<i>7</i>	<i>Not formally evaluated</i>
<i>Module 4</i> <i>National Qualification</i>	<i>Haydn Hughes</i>	<i>April 24/25</i>	<i>11 (10)</i>	<i>100% grade '1/2</i> <i>95% grade 1</i>

Training to be held before the next panel meeting

Title	Provided by	Date	No of tutors (target)
<i>Post-observation training</i>	<i>Haydn Hughes Sian Davies</i>	<i>May 28</i>	<i>20 POSTPONED</i>
<i>Further training for prospective tutors</i>	<i>Haydn Hughes Sian Davies Elin Williams</i>	<i>June 28 – 30</i>	<i>20</i>
<i>De-suggestopedia traing (3 week course)</i>	<i>Ioan Talfryn</i>	<i>June 28 – 30</i>	<i>8</i>
<i>Further training for prospective tutors</i>	<i>Haydn Hughes Sian Davies</i>	<i>Sept</i>	<i>10</i>
<i>Interactive whiteboard (in NE)</i>	<i>Sian Davies</i>	<i>Sept</i>	<i>15</i>
<i>Training for Observation Team</i>	<i>Haydn Hughes Sian Davies Elin Williams</i>	<i>Oct</i>	<i>20</i>
<i>Post observation training (postponed session)</i>	<i>Haydn Hughes Sian Davies</i>	<i>Oct</i>	<i>20</i>
<i>Grammar – Entry and Foundation level</i>	<i>Haydn Hughes</i>	<i>Sept / Oct</i>	<i>20</i>
<i>New Qualification course (weekend)</i>	<i>Haydn Hughes Sian Davies Elin Williams</i>	<i>Oct</i>	<i>15</i>
<i>De-suggestopedia training (part 2)</i>	<i>Ioan Talfryn</i>	<i>Oct</i>	<i>8</i>

Funding WfA Provision

- 2006 – 2010
 - WCEU targets were set
 - A 10% increase in funding was given annually
- 2010 onwards
 - CEU targets
 - No annual increase of 10%
- Have comfortably reached the WCEU targets each year
- The CEU targets will be much more challenging
- Never previously had to monitor CEUs.....

Current position -

- The Centre's 'provision' funding = £3,081.383
- CEU value = £25.04
- Number of CEUs we have = 123,058

Real position -

- Number of CEUs we have been funded for = 123,058
- Number of CEUs generated by 31/07/10 = approximately 110,000

Problem 1 – If we had a CEU target now, we would be significantly below target

Next year's position -

- The Centre's 'provision' funding = £3,081.383
- CEU value = £23.18
- Number of CEUs we have = 132,933

Problem 2 – The value of the CEU has fallen which has increased the number of CEUs which need to be generated

Two fundamental problems -

1. Currently below CEU target
2. 2010/11 CEU target is higher

Need to increase from approximately 110,000 to 132,933 CEUs – an increase of 21%

Dealing with this?

- Setting higher targets for you, the provider
- Possibly changing the nature of some courses?
- Transitional period of 3 years
- No claw-back during this period
- Induction CEUs for intensive courses – worth 6 CEUs?

Ifor Gruffydd
Director
26 May 2010