

RE-APPOINTMENT (RE-INSTATEMENT AND RE-EMPLOYMENT) POLICY

POLISI AILBENODI (ADFER AC AILGYFLOGI)

POLISIŶAU ADNODDAU DYNOL LLYWODRAETH CYMRU

AILBENODI (ADFER AC AILGYFLOGI)

O bryd i'w gilydd, ac mewn amgylchiadau eithriadol, mae'n bolisi gan Lywodraeth Cymru i fanteisio ar y trefniadau cyfyngedig lle caniateir gwneud eithriadau i egwyddorion recriwtio tegwch, bod yn agored a theilyngdod fel yr amlinellir yn Egwyddorion Recriwtio Comisiwn y Gwasanaeth Sifil.

Un o'r categorïau lle caniateir gwneud eithriadau yw **ailbenodi** cyn-was sifil. Rhaid bod unrhyw unigolyn a ailbenodir o dan yr eithriad hwn wedi'i recriwtio mewn ffordd deg ac agored yn wreiddiol. Rhaid ei fod wedi gadael y Gwasanaeth Sifil am uchafswm o bum mlynedd cyn dyddiad ei ailbenodi.

Sylwer bod ein holl bolisiau yn cynnwys pob aelod o staff waeth beth yw oedran, priodasau (gan gynnwys priodasau cyfartal/un rhyw) a partneriaeth sifil, anabledd, rhyw, cyfeiriadedd rhywiol, beichiogrwydd a mamolaeth, hil, crefydd neu gred, hunaniaeth o ran rhywedd neu mynegiant rhywedd.

[Mae'r Canllawiau a'r Gweithdrefnau sy'n ategu'r polisi hwn ar gael drwy glicio yma.](#)

1 Mai 2013

WELSH GOVERNMENT HR POLICIES

RE-APPOINTMENT (RE-INSTATEMENT AND RE-EMPLOYMENT)

It is the Welsh Government's policy that from time to time, and in exceptional circumstances, to avail of the limited arrangements in which exceptions are permitted to the recruitment principles of fairness, openness and merit as outlined in the Civil Service Commission Recruitment Principles.

One of the categories where an exception is permitted is the **re-appointments** of former civil servants. All individuals who are re-appointed under this exception must have been originally recruited by fair and open competition. They must have left the Civil Service a maximum of five years prior to the date of re-appointment

Please note that all of our policies are fully inclusive of all staff regardless of age, marriage (including equal/same sex marriage) and civil partnership, disability, sex, sexual orientation, pregnancy and maternity, race, religion or belief, gender identity or gender expression.

[Guidance and Procedures to support the implementation of this policy can be accessed by clicking here.](#)

1 May 2013