

FORWARD PLAN OF KEY DECISIONS

FROM JANUARY TO APRIL 2009

KING'S HOUSE GRAND AVENUE HOVE BN3 2LS

www.brighton-hove.gov.uk

Edition 8 Revised

Published 7 January 2009

The Leader of the Council is required to publish a forward plan setting out matters which the Leader believes will be the subject of a **key decision** by the Cabinet or an individual Cabinet Member in the period covered by the Plan (the subsequent four months). Not all Key decisions can be listed with four months notice because in some cases the need for a decision is not known at the time of writing. The Council's Constitution states that a key decision is one that involves:

- (a) Expenditure which is, or the making of savings which are, significant having regard to the expenditure of the City Council's budget, namely above £500,000 per annum; or
- (b) Is significant in terms of its effects on communities living or working in an area comprising two or more electoral divisions (wards).

As a matter of good practice, the Council's Forward Plan may include other items in addition to key decisions that are to be considered by the Cabinet/Individual Cabinet Members. This additional information is provided to inform local residents of matters to be considered, with the exception of issues which are dealt with under the urgency provisions.

For each decision included on the Plan the following information is provided:

- the name of the individual or body that is to make the decision and the date of the meeting
- the title of the report and decision to be considered
- individuals/groups that will be consulted prior to the decision being taken
- a list of other appropriate documents
- the name and telephone number of the contact officer and to whom any representations should be sent for each item.

The Plan is updated and published every month on the Council's web-site two weeks before the start of the period to be covered.

Meetings of the Cabinet/Individual Cabinet Members are open to the public (with the exception of discussion regarding reports which contain exempt/confidential information). Copies of agenda and reports for meetings are available on the web site in advance of meetings. For further details on the time of meetings and general information about the Plan please contact Mark Wall, Head of Democratic Services at Kings House, Grand Avenue, Hove, BN3 2LS, or telephone 01273 291006 or send an e-mail to mark.wall@brighton-hove.gov.uk.

Brighton & Hove City Council Forward Plan January to April

Ref	Date decision to be taken	Key Decision (Including Brief Summary * Expected Outcome) (including ward/area)	Decision-making Body, Edition of Forward Plan when first appeared	Consultation Where Required (Details given: Who, How & Closing date)	Lead Officer (to whom representations should be made, and holder of documents)
ITEMS	PREVIOUSL	Y LISTED IN THE FORWARD PLAN BUT	NOW WITHDRAWN OR DEF	ERRED FOR THE REA	SONS STATED
CAB 5498		All Wards Hangleton Bottom - Land Use Options To seek agreement to the marketing approach and future use of the site. This item has been deferred to allow for further consultation and consideration of options and will be brought to a future meeting.	Cabinet Cabinet Member for Central Services Edition 5 Revised		Angela Dymott Tel: 29-1450

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CYP 6441		All Wards Wilson Avenue/City College Brighton and Hove To consider the findings of the Wilson Avenue feasibility study and to receive an update on the wider City College Brighton and Hove redevelopment project. This item has been deferred to allow for further consultation and consideration of options by the Project Board and will be brought to a future meeting.	Cabinet Member for Children & Young People Cabinet Member for Children & Young People Edition 6 - Revised 2	The Wilson Avenue feasibility study has involved consultation of students, community groups and potential learners in East Brighton.	Max Woodford Tel: 29-3451

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EEM 5518		All Wards Wilson Avenue/City College Brighton and Hove To consider the findings of the Wilson Avenue feasibility study and to receive an update on the wider City College Brighton and Hove redevelopment project. This item has been deferred to allow for further consultation and consideration of options by the Project Board and will be brought to a future meeting.	Cabinet Member for Enterprise, Employment & Major Projects Edition 5 Revised	The Wilson Avenue feasibility study has involved consultation of students, community groups and potential learners in East Brighton.	Max Woodford Tel: 29-3451

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EEM 5520		All Wards London Road Regeneration An update on the proposals being developed by St. James' Investments for a scheme to regenerate London Road to the south and west of Preston Circus. The matter has been deferred to enable future consideration of the options in line with the publication of the supplementary planning document for the London Road area.	Cabinet Member for Enterprise, Employment & Major Projects Edition 5 Revised	Initial public and stakeholder consultation held 23-26 April 2008, consultation with tenants at New England House held 9 & 11 July 2008, Second public and stakeholder consultation held 16-19 July 2008.	Sean Hambrook Tel: 29- 0362

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HSG 2189		All Wards Review of Learning Disability Day Services To present options for changes to the way day services are delivered. This was deferred to the November Housing Cabinet Member meeting (originally set for the 10 th September CMM). The matter was deferred by the Cabinet Member at their meeting on the 12 November and will be brought back to a future meeting.	Cabinet Member for Housing Edition 1	Cabinet Member Adult Social Care & Health Cllr Ken Norman. The formal 12 week consultation will involve all key stakeholders: service users, family carers, the Learning Disability Partnership Board and key partners in the voluntary sector. We will be ensuring that account is taken of the most accessible ways of communicating with our service users given their specific communications needs as a result of their learning disabilities.	Naomi Cox Tel: 29-5813

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JCB 5524		All Wards Physical Disability Strategy 2009- 2012 The strategy outlines a three year plan for the development of physical disability services in the city. The plan is based on both national and local policy and incorporates the views that have been collected from across the local health economy including service users and carers. The report will recommend endorsement by the Cabinet Member and the implementation of an action plan to drive the service improvements. The strategy is due to be considered by the Cabinet Member for Adult Social Care & Health on the 5 th December and will then come to the JCB in the New Year.	Joint Commissioning Board Cabinet Member for Adult Social Care & Health Edition 5 Revised	The draft strategy has been developed with cross representation from the statutory and voluntary sectors. A period of formal consultation is taking place during September, October and November with key stakeholders including voluntary sector and communities of interest, Disability Equality Scheme steering group and service users group, relevant clinical groups and networks.	Karin Divall Tel: 29-4478

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JCB 5504		All Wards Review of Learning Disability Day Services To present options for changes to the way day services are delivered. This was deferred to the November Housing Cabinet Member meeting (originally set for the 10 th September CMM). Following consideration by the Cabinet Member for Housing at their meeting on the 12 th November the report to the Joint Commissioning Board has been deferred to the New Year.	Joint Commissioning Board Cabinet Member for Housing Edition 5 Revised	Cabinet Member Adult Social Care & Health Cllr Ken Norman. The formal 12 week consultation will involve all key stakeholders: service users, family carers, the Learning Disability Partnership Board and key partners in the voluntary sector. We will be ensuring that account is taken of the most accessible ways of communicating with our service users given their specific communications needs as a result of their learning disabilities.	Naomi Cox Tel: 29-5813

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CYP 7171	19/01/09	All Wards Relocation of Youth Offending Team (YOT) Service from Ship Street To seek approval to take a lease at the alternative property in Albion Street. The matter has been deferred following the loss of the Albion Street property and the subsequent need to find alternative accommodation.	Cabinet Member for Children & Young People Cabinet Member for Children & Young People Edition 8 Revised	Consultation will take place at the Youth Justice Strategy Group meeting in December.	Gillian Cunliffe Tel: 293447
CAB 7347	15/01/09	All Wards Fees & Charges 2009-10 To approve the fees and charges for 2009-10. The report has been withdrawn.	Cabinet Cabinet Member for Finance Edition 8 Revised		Richard Szadziewski Tel: 291233

INDIVIDUAL CABINET MEMBER DECISIONS ANTICIPATED IN JANUARY

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HSG 2154	14/01/09	Hanover & Elm Grove St Gabriel's 10-year Lease To consider leasing St. Gabriel's for 10 years to provide support living for people with learning disabilities. The item had been deferred from the 10 th September CMM until 14 th January 2009. The reason for the deferment was that the owner has to get planning consent and also to cost out the works to develop the property to the required design. He was therefore not in a position to agree the cost of the lease with the council and therefore officers were unable to provide an accurate financial appraisal until this time.	Cabinet Member for Housing Edition 1		Sylvia Peckham Tel: 293318
CYP 7241	19/01/09	All Wards Consultation on the Extension of Secondary School Catchment Area for Patcham High School To determine the boundaries of the Patcham High School Catchment Area.	Cabinet Member for Children & Young People Edition 8 Revised	Consultation has been held on the proposed changes in Hove, Westdene and Patcham	Gil Sweetenham Tel: 293433

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CYP 7243	19/01/09	All Wards Proposed Expansion of Longhill School To set out the background and rationale for the proposal and to inform members of the programme and budget for the proposal	Cabinet Member for Children & Young People Edition 8 Revised	Consultation with Secondary Heads has taken place – Consultation with Community and Staff is due to start imminently. Further consultation will be undertaken as part of the statutory processes both in respect of planning and school expansion.	Gil Sweetenham Tel: 293433

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CYP 7245	19/01/09	Goldsmid Proposed Expansion of Davigdor Infant School To set out the background and rationale for the proposal and to seek Cabinet Member endorsement to proceed to the next stage of the statutory process – the publication of Statutory Notices.	Cabinet Member for Children & Young People Edition 8 Revised	Consultation has taken place with pupils, staff and governors of the school. Publication of the Notices is a further consultation period of 4 weeks with the whole community being able to make representations.	Gil Sweetenham Tel: 293433
ENV 4309	27/01/09	All Wards Pedestrian Signing Strategy Approval of Pedestrian Signing Strategy and approval to implement first phase. Deferred from 6 November CMM.	Cabinet Member for Environment Edition 5	Disability Groups, Conservation Groups, Pedestrian Groups, Tourist destinations, Cycle Forum, Local Residents, economic Partnership, Ward Councillors, General Public.	Tom Campbell Tel: 29-3328

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ENV 6463	27/01/09	Regency; St Peter's & North Laine; Pedestrian Network - Phase 1 Approval to implement physical improvements to the walking network.	Cabinet Member for Environment Edition 7	Consultation will have been carried out with local residents and businesses as well as stakeholders representing the disabled, pedestrians, cyclists and tourists.	Tom Campbell Tel: 29-3328
ENV 7248	27/01/09	All Wards Saving of Waste Local Plan Policies To seek approval for saving of policies in the Waste Local Plan beyond February 2009.	Cabinet Member for Environment Edition 8 Revised	Consultation with East Sussex County Council (N.B. B&H City Council has agreed to prepare Waste and Minerals plans jointly with ESCC)	Lyndsey Beveridge Tel: 29- 2108

CABINET DECISIONS ANTICIPATED FOR THE 15 JANUARY 2009

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CAB 6523	15/01/09	All Wards Council Tax Base 2009/10 To set the council tax base and establish the estimated revenue from Council Tax for 2009/10.	Cabinet Cabinet Member for Finance Edition 7		James Hengeveld Tel: 29- 1242
CAB 2197	15/01/09	All Wards Community Stadium Development (a) Approval to an Agreement for Lease for the land for the Stadium and the terms therein; (b) Approval to Heads of terms for an Agreement for the Football Club to spread excavated chalk on a neighbouring field owned by the council. Conditional landowner approval to the business case. Negotiations on the development agreement for the stadium were not sufficiently far advanced to report to the Cabinet in November.	Cabinet Cabinet Member for Enterprise, Employment & Major Projects Edition 1	Consultation with officers in Legal, Finance and Property Services.	Chris Mortimer Tel: 292556

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CAB 2874	15/01/09	All Wards Award of Contract for New HR/Payroll system Following Policy & Resources Committee approval in January 2008 to go out to tender, this report to Cabinet will recommend a preferred contractor to deliver a new HR and Payroll system. Cabinet will be asked to approve the release of funds and the decision to purchase.	Cabinet Cabinet Member for Central Services Edition 3	None as yet	Shaun Rafferty Tel: 291290
CAB 7220	15/01/09	All Wards Integrated Waste Management Services Contract (IWMSC) - Acquisition of Site at Pebsham Hastings and Leasing Arrangements Under the Waste PFI To agree the further joint acquisition of a Waste PFI site to construct a waste transfer, recycling facility and additional waste plant as required under the Waste Contract.	Cabinet Edition 8	Consultations have been had with East Sussex Count Council, Hastings Borough Council, City Clean and other relevant internal parties.	Richard Butler Tel: 29-1440

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CHILDE	REN'S TRUS	T BOARD MEETING 19 JANUARY 2009			
CTB 3083	19/01/09	All Wards Extension to Free Early Years Free Entitlement To seek agreement on the targeting of the increased early years free entitlement from September 2009.	Children & Young People's Trust Board Edition 4	Consultation will take place with the Early Years Funding group, early Years Providers including schools and the Schools Forum.	James Dougan Tel: 295511
INDIVID	UAL CABIN	ET MEMBER DECISIONS ANTICIPATED	IN FEBRUARY		
CRT 5894	10/02/09	All Wards Museum Plan To approve the refreshed museums forward plan, setting out the key developments for the service over the next five years.	Cabinet Member for Culture, Recreation & Tourism Edition 6	Culture, Tourism & Enterprise Overview & Scrutiny Committee on February 5th. On-going user and non-user research will inform the plan.	Janita Bagshawe Tel: 29- 2840

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EEM 5890	10/02/09	All Wards Business Retention Inward Investment Study To consider and agree the business retention and inward investment strategy for the city along with an implementation plan to the end of 2010.	Cabinet Member for Enterprise, Employment & Major Projects Edition 6	Key stakeholders in the city, selected cross sector businesses in the city, Neighbouring local authorities Members and lead officers Inward Investment Agencies and Economic Partnerships Closing date for consultations by email, phone and appointments Mid-September 08.	Cheryl Finella Tel: 29-1095

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HSG 6576	11/02/09 12/02/09 26/02/09	All Wards Housing Revenue Account Budget 2009/10 To agree the budget estimates including savings proposals, reserve levels, rent and service charge levels, and the Housing Revenue Account for the Housing Revenue Account (HRA) 2009/10 and recommend approval by Cabinet and Full Council.	Cabinet Member for Housing Cabinet Council Edition 7		Sue Chapman Tel: 29-3105
ENV 7177	19/02/09	All Wards Resident Parking Schemes Consultation Report To note and determine action following a parking consultation exercise based on the proposal of 4 schemes for the Stanford area, the Martlett area, Preston Park Avenue and Preston Park Station area.	Cabinet Member for Environment Edition 8 Revised	Consultation exercise for the 4 areas is taking place and due to finish on the 12 December. Ward councillors for each of the four areas have been involved in the process.	Charles Field Tel: 29-3329

CABINET DECISIONS ANTICIPATED FOR THE 12 FEBRUARY 2009

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CAB 6525	12/02/09 26/02/09	All Wards General Fund Revenue Budget & Council Tax 2009/10 To agree the revenue budget and council tax for 2009/10 and recommend approval by Full Council.	Cabinet Council Cabinet Member for Finance Edition 7		James Hengeveld Tel: 29- 1242
CAB 6527	12/02/09 26/02/09	All Wards Capital Resources & Capital Investment Programme 2009/10 To agree the planned capital investment programme for all council services and recommend approval by Full Council.	Cabinet Council Cabinet Member for Finance Edition 7		James Hengeveld Tel: 29- 1242
CAB 6529	12/02/09 26/02/09	All Wards Housing Revenue Account Budget 2009/10 To agree the budget estimates including savings proposals, reserve levels, rent and service charge levels, and the Housing Revenue Account for the Housing Revenue Account (HRA) 2009/10 and recommend approval by Full Council.	Cabinet Council Cabinet Member for Finance Edition 7		Sue Chapman Tel: 29-3105

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CAB 7173	12/02/09	All Wards Ice Rink, Queens square, Update on Disposal To advise on the outcome of the marketing exercise for the potential development of the site.	Cabinet Cabinet Member for Central Services Edition 8 Revised	Consultations have been carried out through the council's appointed Agent with interested external parties and relevant internal departments.	Angela Dymott Tel: 29-1450
CAB 7455	12/02/09	All Wards Targeted Budget Management (TBM) 2008/09 Month 9 To update Members on the Capital and Revenue finanacial performance of the authority's General Fund and Housing Revenue Account as at Month 9 (December).	Cabinet Cabinet Member for Finance Edition 8		Nigel Manvell Tel: 293104

INDIVIDUAL CABINET MEMBER DECISIONS ANTICIPATED IN MARCH

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ASC 2361	06/03/09 09/03/09	All Wards Commissioning Plan for Short-Term Care Short term care consists of a range of services and commissioners are looking at quantity and types of provision to meet local need and cross health and social care provision. The item has been deferred to the Feb/March 2009 cycle of meetings when the final decision on the matter will be required following various consultations.	Cabinet Member for Adult Social Care & Health Joint Commissioning Board Cabinet Member for Adult Social Care & Health Edition 1 - Revised Version	Consultation via project working groups with stakeholders, users and carers.	Jane MacDonald Tel: 29-5038

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ASC 2164	06/03/09	All Wards Sussex Partnership Trust (SPT) Contract As SPT move into foundation trust status, the nature of our arrangements through section 75 agreement need to be considered. This will now be deferred to the Adult Social Care & Health Cabinet Member Meeting in December 2008 (originally set for 02 July CMM). Deferred as main contract for SPT delayed. Possible completion March 2009.	Cabinet Member for Adult Social Care & Health Edition 1	Joint with Primary Care Trust. Consultation regarding the Foundation Trust underway including Health Overview and Scrutiny committee, by Sussex Partnership Trust.	Denise D'Souza Tel: 29-5032

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ASC 6351	06/03/09	All Wards Older People's Mental Health Commissioning Strategy 2009-2012 To approve the commissioning strategy and recommendations for the next three years.	Cabinet Member for Adult Social Care & Health Edition 7	Consultation will take place with all relevant stakeholders in the following aspects:-Initial strategy development - via meetings and written feedback; Once draft version of strategy is ready to be finalised and agreed - via focus groups; Once work begins on service redesign or new service delivery - via inclusion of stakeholders in working groups.	Kathy Caley Tel: 545467

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HSG 2159	11/03/09	All Wards Sussex Partnership Trust (SPT) Contract As SPT move into foundation trust status, the nature of our arrangements through section 75 agreement need to be considered. This was deferred to the November Housing Cabinet Member Meeting (originally set for 02 July CMM). Deferred as main contract for SPT delayed. Possible completion March 2009.	Cabinet Member for Housing Edition 1	Joint with Primary Care Trust. Consultation regarding Foundation Trust underway, including Health Overview and Scrutiny Committee, by Sussex Partnership Trust.	Denise D'Souza Tel: 29-5032
ENV 6353	26/03/09	All Wards Health & Safety Annual Service Plan 2009/2010 To approve the annual service plan.	Cabinet Member for Environment Edition 7	Legal and Financial Services, Cabinet Member and Opposition Spokesperson and Citizens Panel.	Nick Wilmot Tel: 29-2157

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ENV 6355	26/03/09	All Wards Food Law Enforcement Service Plan To approve the service plan.	Cabinet Member for Environment Edition 7	Legal and Financial Services, Cabinet Member and Opposition Spokesperson, Partners and Stakeholders, Public, Businesses and Employee Organisations	Roy Pickard Tel: 29-2145
ENV 6466	26/03/09	Regency; St Peter's & North Laine; Pedestrian Network - Phase 2 Approval to implement physical improvements to the walking network.	Cabinet Member for Environment Edition 7	Consultation will have been carried out with local residents and businesses as well as stakeholders representing the disabled, pedestrians, cyclists and tourists.	Tom Campbell Tel: 29-3328

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ENV 7175	26/03/09	All Wards Environmental Health & Licensing Departmental Enforcement Policy To agree a specific enforcement policy for Environmental Health & Licensing enforcement services to sit under the corporate policy.	Cabinet Member for Environment Edition 8 Revised	Local businesses and service users	Tim Nichols Tel: 29-2163		
CABINE	CABINET DECISIONS ANTICIPATED FOR THE 12 MARCH 2009						
CAB 6348	12/03/09	All Wards Planned Maintenance Budget Allocation 2009-10 and Programme of Works for the Council's Operational Buildings To approve the planned maintenance budget and programme of works for 2009/10.	Cabinet Cabinet Member for Central Services Edition 7		Angela Dymott Tel: 29-1450		
CAB 6350	12/03/09	All Wards Charter House Hotel - Disposal To approve the disposal of the property.	Cabinet Cabinet Member for Central Services Edition 7		Angela Dymott Tel: 29-1450		

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CAB 2889	12/03/09	All Wards Preston Barracks To update Cabinet with the very latest developments in relation to the Preston Barracks scheme and to seek agreement to the next stages. The report had been deferred to the 18 December Cabinet meeting to allow for proper consideration of the project options; however it has since been delayed and is now scheduled to come to the 12 March Cabinet meeting.	Cabinet Cabinet Member for Enterprise, Employment & Major Projects Edition 3	Cabinet Member for Enterprise, Employment & Major Projects and members of the Preston Barracks Project Board.	Mark Jago Tel: 29-1106
CAB 6519	12/03/09	All Wards Treasury Management Policy Statement 2009/10 To recommend a Treasury Management Policy and practices for the financial year commencing 1 April 2009. The policy and practices set out the parameters for treasury management activity and how key risks associated with such activity will be managed.	Cabinet Cabinet Member for Finance Edition 7		Peter Sargent Tel: 29-1241

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CAB 6521	12/03/09 19/03/09	All Wards Annual Investment Strategy To agree the annual investment strategy for the financial year commencing 1st April 2009 and recommend approval by Full Council. The strategy sets out the parameters for investment activity and how the key risks associated with such activity will be managed.	Cabinet Council Cabinet Member for Finance Edition 7		Peter Sargent Tel: 29-1241

Brighton & Hove City Council Forward Plan January to April

CAB 5892 19/03/09 19/03/09 All Wards Cultural Strategy To agree a Cultural Strategy for the city council, which sets out the strategic direction for the council's cultural services over the next 5-10 year period. The strategy will be recommended to the Council for final approval and adoption. Edition 6 Cabinet Council Cabinet Member for Culture, Recreation & Tourism South-East, Museums and Libraries Association & the South-East of England Development Agency. Local partner organisations including, Brighton & Hove Arts Commission and the Economic Partnership. Culture, Tourism & Enterprise Overview & Scrutiny Committee.	Ref	Date decision to be taken	Key Decision (Including Brief Summary * Expected Outcome) (including ward/area)	Decision-making Body, Edition of Forward Plan when first appeared	Consultation Where Required (Details given: Who, How & Closing date)	Lead Officer (to whom representations should be made, and holder of documents)
			Cultural Strategy To agree a Cultural Strategy for the city council, which sets out the strategic direction for the council's cultural services over the next 5-10 year period. The strategy will be recommended to the Council for final approval and	Council Cabinet Member for Culture, Recreation & Tourism	organisations including, Arts Council, Sports England, Tourism South-East, Museums and Libraries Association & the South-East of England Development Agency. Local partner organisations including, Brighton & Hove Arts Commission and the Economic Partnership. Culture, Tourism & Enterprise Overview & Scrutiny	Paula Murray Tel: 29-2534

JOINT COMMISSIONING BOARD MEETING 9 MARCH 2009

Brighton & Hove City Council Forward Plan January to April

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JCB 4055	09/03/09	All Wards Commissioning Plan for Short-Term Care Short term care consists of a range of services and commissioners are looking at quantity and types of provision to meet local need and cross health and social care provision. The item has been deferred to the Feb/March 2009 cycle of meetings when the final decision on the matter will be required following various consultations.	Joint Commissioning Board Edition 4	Consultation via project working groups with stakeholders, users and carers.	Jane MacDonald Tel: 29-5038

INDIVIDUAL CABINET MEMBER DECISIONS ANTICIPATED IN APRIL

CABINET DECISIONS ANTICIPATED FOR THE 23 APRIL 2009

Brighton & Hove City Council Forward Plan January to April

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CAB 2377	01/04/09	All Wards Single Homeless Strategy Approval to implement a city-wide, multi-agency strategy to address single homelessness and rough sleeping. The item has been deferred from the 8 th October CMM until April 2009, as the Government is currently reviewing national Rough Sleeping Strategy and the deferral will allow the council to take the national approach into consideration before finalising a local strategy.	Cabinet Cabinet Member for Housing Edition 2		Steve Bulbeck Tel: 29-3120
CAB 5510	23/04/09	All Wards Local Development Framework To approve the Framework. Deferred to April 23 rd meeting.	Cabinet Cabinet Member for Environment Edition 5 Revised		Liz Hobden Tel: 29-2504

Brighton & Hove City Council Forward Plan January to April

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CAB 3080	23/04/09	All Wards Local Development Framework - Core Strategy To approve the core strategy. This item had been deferred from the 18 th December Cabinet to the 15 th January 2009 Cabinet meeting. Deferred to April 23 rd meeting.	Cabinet Cabinet Member for Environment Edition 4		Liz Hobden Tel: 29-2504

CHILDREN'S TRUST BOARD MEETING 20 APRIL 2009

JOINT COMMISSIONING BOARD MEETING 27 APRIL 2009

REPORTS TO BE APPROVED BY OFFICERS UNDER DELEGATED POWERS