



Review of Employment Projections and Land Requirements in south Wiltshire

January 2011

1.0 Introduction

- 1.1 On 6 July 2001 the Secretary of State for Communities and Local government (CLG) revoked Regional Spatial Strategies by way of an order laid before parliament. In a letter from DCLG containing guidance to all Local Planning Authorities (6 July 2010) it was confirmed that 'Local Planning Authorities will be responsible for establishing the right level of housing provision in their area, and identifying long-term supply of housing land without the burden of regional housing targets'. As a result of this revocation Wiltshire Council felt it prudent to re-assess whether the correct level of both housing and employment was being planned for within the South Wiltshire Core Strategy Proposed submission draft (as well as for the evolving Wiltshire Core Strategy).
- 1.2 The draft Regional Spatial Strategy for the south West required south Wiltshire to deliver around 13,900 jobs on 37 ha of employment land. This level of growth was determined by forecasting work undertaken by Cambridge Econometrics some 4 years ago in November 2006. Since these figures were forecast the UK (together with many other countries in the world) has fallen into recession and south Wiltshire has not been immune to this impact with the area experiencing considerable job loss, for example Job Seekers allowance claimants rising from around 0.65% to over 2%. It was therefore felt prudent to review the job numbers that were being planned for as well as housing numbers.
- 1.3 Further forecasting has therefore been undertaken by Cambridge Econometrics as evidence in preparation of the Wiltshire Core Strategy and the review of the South Wiltshire Core Strategy proposed submission draft (SWCS/01A). Cambridge Econometrics have projected job growth with their Multi-Local Area Local Economy Forecasting Model (LEFM) model. The modelling was undertaken in September 2010. The modelling has been undertaken on the former district basis across Wiltshire for the former districts of Salisbury, Kennet, North Wiltshire and West Wiltshire (North, South, East and West Wiltshire). Employment numbers have been projected for Wiltshire for the inclusive years 2006-2026 based on industry sector projections. This papers now identifies the job sector distribution and employment land required for south Wiltshire and focuses on the B use classes, namely B1 (Business), B2 (General Industrial) and B8 (storage or Distribution).

2.0 Employment Forecasts

- 2.1 The latest projection from Cambridge Econometrics implies a growth of 10,430 jobs between 2006 and 2026 in south Wiltshire.

Table 1: Latest Employment Projections for South Wiltshire 2006-2026

	2006	2026	Growth over period
South Wiltshire	61,020	71,450	10,430

"Note a rounding error of 40 jobs exists within the data provided.

Source: Cambridge Econometrics.

- 2.2 This represents a reduction in the forecast job growth across south Wiltshire of 3,470 compared to those job numbers that the area was required to deliver within the Regional Spatial Strategy Proposed Submission Draft and the amendments are shown below.

Table 2: Comparison of Draft SWRSS (2006) employment projections and more recent projections

	Draft South West RSS requirement (2006-2026)	Growth over period 2006-2026 (Cambridge Econometrics September 2010 figures)	Level of job reduction with revised figures
Salisbury	13,900	10,430	3,470

2.3 Employment Sector Forecasts for the 20 year period 2006-2026

2.4 The latest 20 year projection produced by Cambridge Econometrics, to 2026, is broken down into industry sectors (see Table 3 below). The annual data from Cambridge Econometrics from 2006 to 2026 is provided in Appendix 1. The same forecasts are broken down into 5 year increments to show how employment land needs to be delivered over time (Table 4).

Table 3: South Wiltshire - Employment sector forecasts between 2006-2026

	Numbers in Employment 2006	% of employment 2006	Numbers in Employment 2026	% of employment 2026	Change in numbers 2006-2026
Agriculture etc	2070	3.4%	800	1.1%	-1270
Coal	0	0.0%	0	0.0%	0
Oil & natural gas etc	0	0.0%	0	0.0%	0
Other mining	0	0.0%	0	0.0%	0
Food,drink & tobacco	670	1.1%	640	0.9%	-30
Text., cloth. & leather	290	0.5%	150	0.2%	-140
Wood & paper	160	0.3%	130	0.2%	-30
Printing & publish.	460	0.8%	440	0.6%	-20
Manufactured fuels	0	0.0%	0	0.0%	0
10 Pharmaceuticals	0	0.0%	0	0.0%	0
Chemicals & MM fibres	360	0.6%	350	0.5%	-10
Rubber & plastic products	300	0.5%	460	0.6%	160
Non-metal. mineral products	110	0.2%	70	0.1%	-40
Basic metals	10	0.0%	0	0.0%	-10
Metal prod.	260	0.4%	190	0.3%	-70
Mechanical engineering	600	1.0%	480	0.7%	-120
Electronics	250	0.4%	140	0.2%	-110
Electrical Engineering & Instruments	510	0.8%	190	0.3%	-320
Motor vehicles	120	0.2%	70	0.1%	-50
Other transport equip.	10	0.0%	10	0.0%	0
Other manufacturing	390	0.6%	530	0.7%	140
Electricity	80	0.1%	40	0.1%	-40
Gas Supply	0	0.0%	0	0.0%	0
Water Supply	0	0.0%	0	0.0%	0
Construction	2920	4.8%	2670	3.7%	-250
Distribution	3300	5.4%	3190	4.5%	-110
Retailing	6590	10.8%	6310	8.8%	-280
Hotels & catering	3900	6.4%	5100	7.1%	1200
Land Transport	1850	3.0%	1940	2.7%	90
Water Transport	30	0.0%	10	0.0%	-20
Air Transport	10	0.0%	80	0.1%	70
Communications	720	1.2%	550	0.8%	-170

Banking & finance	1560	2.6%	1380	1.9%	-180
Insurance	1130	1.9%	1550	2.2%	420
Computing Services	910	1.5%	2000	2.8%	1090
Professional Services	7980	13.1%	14430	20.2%	6450
Other business services	2130	3.5%	2780	3.9%	650
Public admin. & defence	4680	7.7%	4720	6.6%	40
Education	3890	6.4%	5030	7.0%	1140
Health & Social Work	8410	13.8%	10160	14.2%	1750
Other services	4360	7.1%	4860	6.8%	500
Total	61020	100.0%	71450	100.0%	10430

Source: Cambridge Econometrics, September 2010

- 2.5 Major employment growth is therefore forecast in service sector activities, most significantly in Hotels and Catering, Computing Services, Professional Services, Computing Service, Education and Health and Social Work. Twenty one sectors are forecast to experience decline in south Wiltshire between 2006 and 2026 with the most significant loss of jobs will be experienced in Agriculture, Electrical Engineering and Instruments. Outside of Agricultural the declining sectors make up a relatively low proportion of overall employment.
- 2.6 Table 4 below shows the above sector distribution broken down into 5 year increments which shows us when job growth is forecast within sectors. This shows that there will be very slow economic growth until 2016 at which point the economy should recover from the current recession at a faster rate.

Table 4: South Wiltshire - Employment sector forecasts in five year increments between 2006-2026

Industry Sector	Year					Change in numbers 2006-2026
	2006	2011	2016	2021	2026	
Agriculture etc	2070	2310	1660	1180	800	-1270
Coal	0	0	0	0	0	0
Oil & natural gas etc	0	0	0	0	0	0
Other mining	0	10	10	0	0	0
Food,drink & tobacco	670	700	710	680	640	-30
Text., cloth. & leather	290	170	170	160	150	-140
Wood & paper	160	140	130	130	130	-30
Printing & publish.	460	430	440	450	440	-20
Manufactured fuels	0	0	0	0	0	0
10 Pharmaceuticals	0	0	0	0	0	0
Chemicals & MM fibres	360	480	440	400	350	-10
Rubber & plastic products	300	400	450	470	460	160
Non-metal. mineral products	110	80	80	80	70	-40
Basic metals	10	0	0	0	0	-10
Metal prod.	260	260	240	220	190	-70
Mechanical engineering	600	570	560	520	480	-120
Electronics	250	160	160	150	140	-110
Electrical Engineering & Instruments	510	350	290	250	190	-320

Motor vehicles	120	90	90	80	70	-50
Other transport equip.	10	10	20	10	10	0
Other manufacturing	390	380	440	490	530	140
Electricity	80	40	40	40	40	-40
Gas Supply	0	0	0	0	0	0
Water Supply	0	10	10	10	0	0
Construction	2920	2510	2570	2670	2670	-250
Distribution	3300	2900	2960	3140	3190	-110
Retailing	6590	6410	6190	6400	6310	-280
Hotels & catering	3900	3770	4200	4700	5100	1200
Land Transport	1850	1930	1960	1960	1940	90
Water Transport	30	10	10	10	10	-20
Air Transport	10	50	60	70	80	70
Communications	720	560	560	560	550	-170
Banking & finance	1560	1090	1170	1280	1380	-180
Insurance	1130	1320	1400	1490	1550	420
Computing Services	910	1100	1310	1630	2000	1090
Professional Services	7980	8200	9820	12170	14430	6450
Other business services	2130	2570	2640	2760	2780	650
Public admin. & defence	4680	5300	4940	4870	4720	40
Education	3890	5200	4810	4920	5030	1140
Health & Social Work	8410	9700	9400	9900	10160	1750
Other services	4360	3680	3960	4540	4860	500
Total	61020	62890	63900	68390	71450	10430

Source: Cambridge Econometrics, September 2010

2.7 The Cambridge Econometrics projections undertaken in September 2010 for the Council has been provided in 41 separate sectors. However, in order to compare Industrial Classifications with the originally published Employment Land Review 2007 (STU/11) in south Wiltshire, these Industrial Classifications have been put into 20 Sector Industry Classifications and as detailed within the Employment Land Review (STU/11) (see table 5 below). The table below identifies how the 41 sectors have been placed into the 20 sectors. Please note that the 2007 employment land review only has 19 sectors as it does not look specifically at retail jobs whereas the latest data from Cambridge Econometrics includes this sector which is shown separately for transparency although specifically dealt with through other evidence. In addition, retail jobs are not expected to be located on employment land as this is provided for separately within the South Wiltshire Core Strategy and informed by its own evidence in the form of the Retail Study. .

Table 5: South Wiltshire - Employment Land Sector Industrial Classifications

Industry Sector	Salisbury Employment Land Review Sector Industrial Classifications
Agriculture etc	Agriculture etc
Coal	Mining and Quarrying
Oil & natural gas etc	
Other mining	

Food,drink & tobacco	Food, textiles and wood
Text., cloth. & leather	
Wood & paper	
Printing & publish.	Printing and publishing
Manufactured fuels	Chemicals and minerals
10 Pharmaceuticals	
Chemicals & MM fibres	
Rubber & plastic products	
Non-metal. mineral products	
Basic metals	Metals and Engineering
Metal prod.	
Mechanical engineering	
Electronics	Electronics
Electrical Engineering & Instruments	
Motor vehicles	Transport Equipment
Other transport equip.	
Other manufacturing	Manufacturing nes
Electricity	Electricity, gas and water
Gas Supply	
Water Supply	
Construction	Construction
Distribution	Distribution
Retailing	N/A Retail
Hotels & catering	Hotels and Catering
Land Transport	Transport and Communications
Water Transport	
Air Transport	
Communications	
Banking & finance	Banking and Insurance
Insurance	
Computing Services	Other Business Services
Professional Services	
Other business services	
Public admin. & defence	Public Admin and Defence
Education	Education and Health
Health & Social Work	
Other services	Misc services

2.8 The forecast job growth has therefore been translated into the 20 sector requirement to ensure consistency with the 2007 Employment Land Review (STU/11) and shows the sectors with the greatest growth to be Hotels and Catering, Education and Health and Other Business Services. The sectors experiencing the greatest decline are Agriculture and Electronics.

Table 6: South Wiltshire - Employment sector forecasts between 2006-2026

	Numbers in Employment 2006	% of employment 2006	Numbers in Employment 2026	% of employment 2026	Change in numbers 2006-2026
Agriculture etc	2070	3.4%	800	1.1%	-1270
Mining and Quarrying	0	0.0%	0	0.0%	0
Food, textiles and wood	1120	1.8%	920	1.3%	-200
Printing and publishing	460	0.8%	440	0.6%	-20
Chemicals and minerals	770	1.3%	880	1.2%	110
Metals and Engineering	870	1.4%	670	0.9%	-200
Electronics	760	1.2%	330	0.5%	-430
Transport Equipment	130	0.2%	80	0.1%	-50
Manufacturing nes	390	0.6%	530	0.7%	140
Electricity, gas and water	80	0.1%	40	0.1%	-40
Construction	2920	4.8%	2670	3.7%	-250
Distribution	3300	5.4%	3190	4.5%	-110
NA - Retail	6590	10.8%	6310	8.8%	-280
Hotels and Catering	3900	6.4%	5100	7.1%	1200
Transport and Communications	2610	4.3%	2580	3.6%	-30
Banking and Insurance	2690	4.4%	2930	4.1%	240
Other Business Services	11020	18.1%	19210	26.9%	8190
Public Admin and Defence	4680	7.7%	4720	6.6%	40
Education and Health	12300	20.2%	15190	21.3%	2890
Misc services	4360	7.1%	4860	6.8%	500
Total	61020	100.0%	71450	100.0%	10430

2.9 The 20 sector forecast has also been broken down into 5 year increments to show how jobs are projected to be delivered over time.

Table 7: South Wiltshire - Employment sector forecasts in five year increments between 2006-2026

	2006	2011	2016	2021	2026	change
griculture etc	2070	2310	1660	1180	800	-1270
Mining and Quarrying	0	10	10	0	0	0
Food, textiles and wood	1120	1010	1010	970	920	-200
Printing and publishing	460	430	440	450	440	-20
Chemicals and minerals	770	960	970	950	880	110
Metals and Engineering	870	830	800	740	670	-200
Electronics	760	510	450	400	330	-430
Transport Equipment	130	100	110	90	80	-50
Manufacturing nes	390	380	440	490	530	140
Electricity, gas and water	80	50	50	50	40	-40
Construction	2920	2510	2570	2670	2670	-250
Distribution	3300	2900	2960	3140	3190	-110
NA - Retail	6590	6410	6190	6400	6310	-280
Hotels and Catering	3900	3770	4200	4700	5100	1200
Transport and Communications	2610	2550	2590	2600	2580	-30
Banking and Insurance	2690	2410	2570	2770	2930	240
Other Business Services	11020	11870	13770	16560	19210	8190
Public Admin and Defence	4680	5300	4940	4870	4720	40
Education and Health	12300	14900	14210	14820	15190	2890
Misc services	4360	3680	3960	4540	4860	500
Total	61020	62890	63900	68390	71450	10430

3.0 Forecast employment floorspace requirements 2006-2026

- 3.1 Using the employment projections to 2026, assumptions can be made about the type of property (by planning use class) required for each industry sectors. This provides an indication of whether each particular industry will have an additional requirement for floorspace, or if there will be a surplus of floor space, by 2026.
- 3.2 'Employment density' is the number of square metres required per employee and differs for different categories of employment. For the purpose of this review (and as used in the 2007 Employment Land Review (STU/11)) standard employment density ratios have been used based on work undertaken by Arup Economics and Planning on behalf of English Partnerships in their study 'Employment Densities: A full Guide, July 2001 (available from <http://www.englishpartnerships.co.uk/researchreports.htm>).
- 3.3 The Arup study considers a range of employment uses, which have been simplified for the purposes of this exercise and can be expressed as:
- B1 Office - 18.5 sq m per employee (Gross Internal floorspace)
B2 Industrial – 32 sq m per employee (Gross Internal floorspace)
B8 Warehouse / storage / distribution – 85 sq m per employee (Gross External Area)
- 3.4 It is important to note that 'employment floorspace' represents built floorspace of potentially more than one storey in height. It does not indicate overall site size, or even a 'footprint'. Calculations to determine the actual land requirements are undertaken later in this document.
- 3.5 Table 8 and Table 9 below sets out the result of converting employment change to floorspace for the period 2006 to 2026, with Table 8 identifying additional floorspace requirement and Table 9 identifying any surplus floorspace with Table 6 identifying the overall floorspace requirement.
- 3.6 Please note that these forecasts above are all concerned only with employment that requires traditional B1, B2 and B8 land and floorspace uses, and not all employment. Hence, for example in south Wiltshire the total forecast additional employment to 2026 is 8,646, whereas the overall figure net for employment growth (requiring a variety of land uses including B1/2/8) is 10,430.

Table 8: Additional forecast employment floorspace requirements for south Wiltshire by 2026

Industry Sector	Forecast additional employment to 2026	Assumption of land use requirement, by planning use class	Number of jobs	Employment density as gross external floorspace (sqm)	Total Floorspace required (sqm)
Chemicals and minerals	110	10% B2 general industrial	11	32	352
		90% sui generis	N/A	N/A	N/A
Manufacturing	140	100% B2 general industrial	140	32	4,480
Hotels and Catering	1200	30% A3 restaurants and cafes	N/A	N/A	N/A
		20% A4 drinking establishments	N/A	N/A	N/A
		40% C1 hotels	N/A	N/A	N/A
		10% B2 general industrial	120	32	3,840
Banking and Insurance	240	80% B1 business	192	18.5	3,552
		20% A2 financial and professional services	N/A	N/A	N/A
Other Business Services	8190	100% B1 business	8,190	18.5	151,515
Public Admin and Defence	40	100% B1 business	40	18.5	740
Education and Health	2890	20% B1 business	578	18.5	10,693
		40% C2 residential institutions	N/A	N/A	N/A
		40% D1 Non-residential institutions	N/A	N/A	N/A
Misc services	500	50% B1 business	250	18.5	4,625
		25% D2 assembly and leisure	N/A	N/A	N/A
		25% sui generis	N/A	N/A	N/A
		B1 Jobs	9,250	B1 Floorspace	171,125
		B2 Jobs	271	B2 Floorspace	8,672
		B8 Jobs	0	B8 Floorspace	0
		TOTAL JOBS	9,521	TOTAL FLOORSPACE	179,797

3.7 Table 8 forecasts that overall 179,797 sq m of additional B use employment floorspace is required to 2026 with the majority of this being required in the B1 use class.

Table 9: Employment floorspace forecast to be surplus to requirements for south Wiltshire by 2026

Industry Sector	Forecast additional employment to 2026	Assumption of land use requirement, by planning use class	Number of jobs	Employment density as gross external floorspace (sqm)	Total Floorspace required (Sqm)
Agriculture etc	-1270	100% sui generis	N/A	N/A	N/A
Food, textiles and wood	-200	25% B2 general industrial	- 50	32	- 1,600
		75% sui generis	N/A	N/A	N/A
Printing and publishing	-20	50% B1 business	- 10	18.5	- 185
		50% B2 general industrial	- 10	32	- 320
Metals and Engineering	-200	100% B2 general industrial	- 200	32	- 6,400
Electronics	-430	100% B2 general industrial	- 430	32	- 13,760
Transport Equipment	-50	100% B2 general industrial	- 50	32	- 1,600
Electricity, gas and water	-40	10% B1 business	- 4	18.5	- 74
		90% sui generis	N/A	N/A	N/A
Construction	-250	10% B2 general industrial	- 25	32	- 800
		90% sui generis	N/A	N/A	N/A
Distribution	-110	40% A1 retail	N/A	N/A	N/A
		20% B1 business	- 22	18.5	- 407
		20% B2 general industrial	- 22	32	- 704
		20% B8 storage and distribution	- 22	65	- 1,430
NA - Retail	-280	100% A1 Retail	N/A	N/A	N/A
Transport and Communications	-30	40% B1 business	- 12	18.5	- 222
		60% B2 general industrial	-18	32	-576
		B1 Jobs	- 48	B1 Floorspace	- 888
		B2 Jobs	- 805	B2 Floorspace	- 25,760
		B8 Jobs	- 22	B8 Floorspace	- 1,430
		TOTAL JOBS	- 875	TOTAL FLOORSPACE	- 28,078

3.8 Calculations have also been done to estimate the employment floorspace that will be surplus to requirements by 2026, based on the forecast loss of employment in various industries. Table 9 forecasts that overall 28,078 sq m of B use employment floorspace will be surplus to 2026 with the majority of this surplus being in the B2 use class.

Table 10: Summary of balance of net employment floorspace requirements for south Wiltshire

Business Use Class	Additional Floorspace Requirement (sqm)	Surplus floorspace (sqm)	Overall change in requirement to 2026 (sqm)
B1 Business	171,125	- 888	170,237
B2 General industrial	8,672	- 25,760	- 17,088
B8 Storage and distribution	-	- 1,430	- 1,430
Total (all B use classes)	179,797	- 28,078	151,719

Table 11: Additional Floorspace requirement

Business Use Class	2006-2011	2011-2016	2016-2021	2021-2026	Additional floorspace requirement Total (sqm)
B1 Business	24,124	31,506	61,735	52,873	170,237
B2 General industrial	- 16,432	2,272	160	- 3,088	17,088
B8 Storage and distribution	- 5,200	780	2,340	650	1,430
Total (all B use classes)	2,492	34,558	64,235	50,435	151,719

Table 12: Summary of balance of net B use employment jobs for south Wiltshire

Business Use Class	2006-2011	2011-2016	2016-2021	2021-2026	Additional B job requirement
B1 Business	1,304	1,703	3,337	2,858	9,202
B2 General industrial	- 514	71	5	- 97	534
B8 Storage and distribution	- 80	12	36	10	22
Total (all B use classes)	711	1,786	3,378	2,772	8,646

3.9 Table 10 and 11 shows the balance of net floorspace requirements for south Wiltshire as well as a summary, Table 12 shows how this relates to gains or losses in jobs. Table 10 identifies that overall 151,719 sq m of additional B use employment floorspace is required in south Wiltshire to 2026 with most of this being in the B1 use class and with the B2 and B8 use classes experiencing a decline. Overall there will be a small loss in B2 and B8 jobs with a large gain in B1 sector jobs.

4.0 Forecast employment floorspace requirements, five yearly increments

- 4.1 To support land use and business support planning, the additional and surplus employment floorspace predications have been calculated in five year increments between 2006 and 2026. This provides a more frequent view of when the needs and/or surpluses will take place, and which industries will be affected.
- 4.2 A detailed breakdown of the five yearly changes in employment by industry sectors is given in tables 12 to 23. With a summary provided in tables 11 and 12 above. The higher period of job and floorspace growth is predicted to be between 2016 and 2021 when 64,235 sq m of additional floorspace will be forecast to be required. Between 2006 and 2011 job growth is expected to be very slow with only 711 jobs being created and resulting in a small net increase in employment space of 2,492 sq m. During the period 2011-2016 job growth continues to be slow with only 1,786 additional jobs being forecast requiring an additional 34,558 sq m of floorspace being required. Between 2016-2021 3,378 jobs are predicted on 64,235 sqm (net) of business space. After the 2016-2021 period job growth again slows slightly with only 2,772 jobs being created requiring 50,435 sq m of floorspace.
- 4.3 Again it is important to note that these forecasts are concerned only with employment relating to B1/2/8 land uses, as and not all employment. .

2006-2011

Table 12: Additional forecast employment floorspace requirements for south Wiltshire by 2006 to 2011

Industry Sector	Forecast additional employment to 2026	Assumption of land use requirement, by planning use class			Number of jobs	Employment density as gross external floorspace (sqm)	Total Floorspace required (sqm)
		100%					
Agriculture etc	240	100%		Sui generis	N/A	N/A	N/A
Mining and Quarrying	10	100%	B2	General Industrial	10	32	320
Chemicals and Minerals	190	10%	B2	General Industrial	19	32	608
		90%		Sui generis	N/A	N/A	N/A
Other Business Services	850	100%	B1	Business	850	18.5	15,725
Public Admin and Defence	620	100%	B1	Business	620	18.5	11,470
Education and Health	2,600	20%	B1	Business	520	18.5	9,620
		40%	C2	Residential institutions	N/A	N/A	N/A
		40%	D1	Non-residential institutions	N/A	N/A	N/A
B1 Jobs					1,990	B1 Floorspace	36,815
B2 Jobs						B2 Floorspace	928
B8 Jobs						0	B8 Floorspace
TOTAL JOBS					2,019	TOTAL FLOORSPACE	37,743

Table 13: Surplus forecast employment floorspace requirements for south Wiltshire – 2006 to 2011

Industry Sector	Forecast loss of employment to 2026	Assumption of land use requirement, by planning use class			Number of jobs	Employment density as gross external floorspace (sqm)	Total Floorspace required (sqm)
Food Textiles and wood	-110	25%	B2	General Industrial	-27.5	32	- 880
		75%		Sui Generis	N/A	N/A	N/A
Printing and publishing	-30	50%	B1	Business	-15	18.5	- 278
		50%	B2	General Industrial	-15	32	- 480
Metals and Engineering	-40	100%	B2	General Industrial	-40	32	- 1,280
Electronics	-250	100%	B2	General Industrial	-250	32	- 8,000
Transport Equipment	-30	100%	B2	General Industrial	-30	32	- 960
Manufacturing nes	-10	100%	B2	General Industrial	-10	32	- 320
Electricity, Gas and Water	-30	10%	B1	Business	-3	18.5	- 56
		90%		Sui Generis	N/A	N/A	N/A
Construction	-410	10%	B2	General Industrial	-41	32	- 1,312
		90%		Sui Generis	N/A	N/A	N/A
Distribution	-400	40%	A1	Retail	N/A	N/A	N/A
		20%	B1	Business	-80	18.5	- 1,480
		20%	B2	General Industrial	-80	32	- 2,560
		20%	B8	Storage and distribution	-80	65	- 5,200
NA/Retail	-180	100%	A1	Retail	N/A	N/A	N/A
Hotels and Catering	-130	30%	A3	restaurants and cafes	N/A	N/A	N/A
		20%	A4	drinking establishments	N/A	N/A	N/A
		40%	C1	hotels	N/A	N/A	N/A
		10%	B2	general industrial	-13	32	- 416
Transport and Communications	-60	40%	B1	Business	-24	18.5	- 444
		60%	B2	General Industrial	-36	32	- 1,152
Banking and Insurance	-280	80%	B1	Business	-224	18.5	- 4,144
		20%	A2	Financial and Professional Services	N/A	N/A	N/A
Misc Services	-680	50%	B1	business	-340	18.5	- 6,290
		25%	D2	assembly and leisure	N/A	N/A	N/A
		25%		sui generis	N/A	N/A	N/A
B1 Jobs					- 686	B1 Floorspace	- 12,691
B2 Jobs					- 543	B2 Floorspace	- 17,360
B8 Jobs					-80	B8 Floorspace	- 5,200
TOTAL JOBS					- 1,309	TOTAL FLOORSPACE	- 35,251

Table 14: Summary of balance of net employment floorspace requirements for south Wiltshire – 2006-2011

Business Use Class	Additional Floorspace Requirement	Surplus floorspace	Overall change in requirement to 2026
B1 Business	36,815	- 12,691	24,124
B2 General industrial	928	- 17,360	- 16,432
B8 Storage and distribution	-	- 5,200	- 5,200
Total (all B use classes)	37,743	- 35,251	2,492

2011-2016

Table 15: Additional forecast employment floorspace requirements for south Wiltshire – 2011 to 2016

Industry Sector	Forecast additional of employment to 2026	Assumption of land use requirement, by planning use class			Number of jobs	Employment density as gross external floorspace (sqm)	Total Floorspace required (sqm)
Printing and publishing	10	50%	B1	Business	5	18.5	92.5
		50%	B2	General Industrial	5	32	160
Chemicals and Minerals	10	10%	B2	General Industrial	1	32	32
		90%		Sui Generis	N/A	N/A	N/A
Transport Equipment	10	100%	B2	General Industrial	10	32	320
Manufacturing nes	60	100%	B2	General Industrial	60	32	1920
Construction	60	10%	B2	General Industrial	6	32	192
		90%		Sui Generis	N/A	N/A	N/A
Distribution	60	40%	A1	Retail	N/A	N/A	N/A
		20%	B1	Business	12	18.5	222
		20%	B2	General Industrial	12	32	384
		20%	B8	Storage and distribution	12	65	780
Hotels and Catering	430	30%	A3	Restaurants and cafes	N/A	N/A	N/A
		20%	A4	Drinking establishments	N/A	N/A	N/A
		40%	C1	Hotels	N/A	N/A	N/A
		10%	B2	General industrial	43	32	1376
Transport and Communication	40	40%	B1	Business	16	18.5	296
		60%	B2	General Industrial	24	32	768
Banking and Insurance	160	80%	B1	Business	128	18.5	2368
		20%	A2	Financial and Professional Services	N/A	N/A	N/A
Other Business Services	1900	100%	B1	Business	1900	18.5	35150
Misc Services	280	50%	B1	Business	140	18.5	2590
		25%	D2	Assembly and leisure	N/A	N/A	N/A
		25%		Sui generis	N/A	N/A	N/A
B1 Jobs					2,201	B1 Floorspace	40,719 5,152 780
B2 Jobs					161	B2 Floorspace	
B8 Jobs					12	B8 Floorspace	
TOTAL JOBS					2,374	TOTAL FLOORSPACE	46,651

Table 16: Surplus forecast employment floorspace requirements for south Wiltshire - 2011 to 2016

Industry Sector	Forecast surplus employment to 2026	Assumption of land use requirement, by planning use class			Number of jobs	Employment density as gross external floorspace (sqm)	Total Floorspace required (sqm)
Agriculture etc	-650	100%		Sui generis	N/A	N/A	N/A
Metals and Engineering	-30	100%	B2	General Industrial	-30	32	-960
Electronics	-60	100%	B2	General Industrial	-60	32	-1920
N/A Retail	-220	100%	A1	Retail	N/A	N/A	N/A
Public Admin and Defence	-360	100%	B1	Business	-360	18.5	-6660
Education and Health	-690	20%	B1	Business	-138	18.5	-2553
		40%	C2	Residential institutions	N/A	N/A	N/A
		40%	D1	Non-residential institutions	N/A	N/A	N/A
				B1 Jobs	- 498	B1 Floorspace	- 9,213
				B2 Jobs	- 90	B2 Floorspace	- 2,880
				B8 Jobs	0	B8 Floorspace	0
TOTAL JOBS					- 588	TOTAL FLOORSPACE	- 12,093

Table 17: Summary of balance of net employment floorspace requirements for south Wiltshire 2011-2016

Business Use Class	Additional Floorspace Requirement	Surplus floorspace	Overall change in requirement to 2026
B1 Business	40,719	- 9,213	31,506
B2 General industrial	5,152	- 2,880	2,272
B8 Storage and distribution	780	-	780
Total (all B use classes)	46,651	- 12,093	34,558

2016 – 2021

Table 18: Forecast additional employment floorspace requirements for south Wiltshire - 2016 to 2021

Industry Sector	Forecast additional of employment to 2026	Assumption of land use requirement, by planning use class			Number of jobs	Employment density as gross external floorspace (sqm)	Total Floorspace required (sqm)	
Printing and publishing	10	50%	B1	Business	5	18.5	92.5	
		50%	B2	General Industrial	5	32	160	
Manufacturing	50	100%	B2	General Industrial	50	32	1600	
Construction	100	10%	B2	General Industrial	10	32	320	
		90%		Sui Generis	N/A	N/A	N/A	
Distribution	180	40%	A1	Retail	N/A	N/A	N/A	
		20%	B1	Business	36	18.5	666	
		20%	B2	General Industrial	36	32	1152	
		20%	B8	Storage and distribution	36	65	2340	
NA/Retail	210	100%	A1	Retail	N/A	N/A	N/A	
Hotels and Catering	500	30%	A3	restaurants and cafes	N/A	N/A	N/A	
		20%	A4	drinking establishments	N/A	N/A	N/A	
		40%	C1	hotels	N/A	N/A	N/A	
		10%	B2	general industrial	50	32	1600	
Transport and Communication	10	40%	B1	Business	4	18.5	74	
		60%	B2	General Industrial	6	32	192	
Banking and Insurance	200	80%	B1	Business	160	18.5	2960	
		20%	A2	Financial and Professional Services	N/A	N/A	N/A	
Other Business Services	2790	100%	B1	Business	2790	18.5	51615	
Education and Health	610	20%	B1	Business	122	18.5	2257	
		40%	C2	Residential institutions	N/A	N/A	N/A	
		40%	D1	Non-residential institutions	N/A	N/A	N/A	
Misc Services	580	50%	B1	business	290	18.5	5365	
		25%	D2	assembly and leisure	N/A	N/A	N/A	
		25%		sui generis	N/A	N/A	N/A	
					B1 Jobs		B1 Floorspace	
					3,407		B2 Floorspace	63,030
					B2 Jobs		B8 Floorspace	5,024
					157			2340
					B8 Jobs	36		
					TOTAL JOBS	3,600	TOTAL FLOORSPACE	70,394

Table 19: Surplus forecast employment floorspace requirements for south Wiltshire - 2016 to 2021

Industry Sector	Forecast surplus employment to 2026	Assumption of land use requirement, by planning use class			Number of jobs	Employment density as gross external floorspace (sqm)	Total Floorspace required (sqm)
		Percentage	Use Class	Use Class			
Agriculture etc	-480	100%		Sui generis	N/A	N/A	N/A
Mining and Quarrying	-10	100%	B2	General Industrial	-10	32	-320
Chemicals and Minerals	-20	10%	B2	General Industrial	-2	32	-64
		90%		Sui generis	N/A	N/A	N/A
Food, textiles and wood	-40	25%	B2	General Industrial	-10	32	-320
		75%		Sui generis	N/A	N/A	N/A
Metals and Engineering	-60	100%	B2	General Industrial	-60	32	-1920
Public Admin and Defence	-70	100%	B1	Business	-70	18.5	-1295
Electronics	-50	100%	B2	General Industrial	-50	32	-1600
Transport Equipment	-20	100%	B2	General Industrial	-20	32	-640
				B1 Jobs	- 70	B1 Floorspace	- 1,295
				B2 Jobs	- 152	B2 Floorspace	- 4,864
				B8 Jobs	0	B8 Floorspace	0
				TOTAL JOBS	- 222	TOTAL FLOORSPACE	- 6,159

Table 20: Summary of balance of net employment floorspace requirements for south Wiltshire – 2016 to 2021

Business Use Class	Additional Floorspace Requirement	Surplus floorspace	Overall change in requirement to 2026
B1 Business	63,030	- 1,295	61,735
B2 General industrial	5,024	- 4,864	160
B8 Storage and distribution	2,340	-	2,340
Total (all B use classes)	70,394	- 6,159	64,235

2021-2026

Table 21: Forecast additional employment floorspace requirements for south Wiltshire – 2021 to 2026

Industry Sector	Forecast additional of employment to 2026	Assumption of land use requirement, by planning use class			Number of jobs	Employment density as gross external floorspace (sqm)	Total Floorspace required (sqm)
Manufacturing nes	40	100%	B2	General Industrial	40	32	1280
Distribution	50	40%	A1	Retail	N/A	N/A	N/A
		20%	B1	Business	10	18.5	185
		20%	B2	General Industrial Storage and distribution	10	32	320
		20%	B8		10	65	650
Hotels and Catering	400	30%	A3	restaurants and cafes	N/A	N/A	N/A
		20%	A4	drinking establishments	N/A	N/A	N/A
		40%	C1	hotels	N/A	N/A	N/A
		10%	B2	general industrial	40	32	1280
Banking and Insurance	160	80%	B1	Business	128	18.5	2368
		20%	A2	Financial and Professional Services	N/A	N/A	N/A
Other Business Services	2650	100%	B1	Business	2650	18.5	49025
Education and Health	370	20%	B1	Business	74	18.5	1369
		40%	C2	Residential institutions	N/A	N/A	N/A
		40%	D1	Non-residential institutions	N/A	N/A	N/A
Misc Services	320	50%	B1	Business	160	18.5	2960
		25%	D2	Assembly and leisure	N/A	N/A	N/A
		25%		Sui generis	N/A	N/A	N/A
B1 Jobs					3,022	B1 Floorspace	55,907
B2 Jobs					90	B2 Floorspace	2,880
B8 Jobs					10	B8 Floorspace	650
TOTAL JOBS					3,122	TOTAL FLOORSPACE	59,437

Table 22: Surplus forecast employment floorspace requirements for south Wiltshire – 2021 to 2026

Industry Sector	Forecast surplus employment to 2026	Assumption of land use requirement, by planning use class			Number of jobs	Employment density as gross external floorspace (sqm)	Total Floorspace required (sqm)	
Agriculture etc	-380	100%		Sui generis	N/A	N/A	N/A	
Printing and publishing	-10	50%	B1	Business	-5	18.5	-92.5	
		50%	B2	General Industrial	-5	32	-160	
Chemicals and Minerals	-70	10%	B2	General Industrial	-7	32	-224	
		90%		Sui generis	N/A	N/A	N/A	
Food, textiles and wood	-50	25%	B2	General Industrial	-12.5	32	-400	
		75%		Sui generis	N/A	N/A	N/A	
Metals and Engineering	-70	100%	B2	General Industrial	-70	32	-2240	
Public Admin and Defence	-150	100%	B1	Business	-150	18.5	-2775	
Electronics	-70	100%	B2	General Industrial	-70	32	-2240	
Transport Equipment	-10	100%	B2	General Industrial	-10	32	-320	
Electricity, Gas and Water	-10	10%	B1		-1	18.5	-18.5	
		90%		Sui generis	N/A	N/A	N/A	
N/A - Retail	-90	100%	A1	Retail	N/A	N/A	N/A	
Transport and Communication	-20	40%	B1	Business	-8	18.5	-148	
		60%	B2	General Industrial	-12	32	-384	
					B1 Jobs	- 164	B1 Floorspace	- 3,034
					B2 Jobs	- 187	B2 Floorspace	- 5,968
					B8 Jobs	0	B8 Floorspace	0
					TOTAL JOBS	- 351	TOTAL FLOORSPACE	- 9,002

Table 23: Summary of balance of net employment floorspace requirements for south Wiltshire 2021-2026

Business Use Class	Additional Floorspace Requirement (sqm)	Surplus floorspace (sqm)	Overall change in requirement to 2026 (sqm)
B1 Business	55,907	- 3,034	52,873
B2 General industrial	2,880	- 5,968	- 3,088
B8 Storage and distribution	650	-	650
Total (all B use classes)	59,437	- 9,002	50,435

5.0 Forecast employment land requirements

- 5.1 The employment floorspace predictions explained in the previous section represent built floorspace. This can now be taken a stage further using development density assumptions to forecast the actual amount of employment land that is required in the future.
- 5.2 The 'development density' is an assumption of site coverage that differing types of land use require. The average site coverage allows for a mix of development styles and number of building storeys. For example the site coverage for B1 office is taken as 70% and accounts for a mix of out of town and town/city centre developments, plus a mixed number of storeys. For the purpose of this review, standard development density assumptions have been used, based on work undertaken by DTZ for the South West of England Regional Development Agency. The average development densities that have been used for employment uses are:
- B1 office – 70% Site coverage
 B2 industrial – 40% site coverage
 B8 – Warehouse/storage/distribution – 40% site coverage
- 5.3 The additional employment land requirement to 2026, for the four areas of Wiltshire is provided in Table 24 below. The forecasts show that an additional 20.5 hectares of employment land will be required (over and above that already operating/built out as of April 2006) by the year 2026. This employment land will be required in the B1 use class. Any floorspace needed for B2 and B8 should come from existing units coming available.
- 5.4 Table 25 to 28 provides a breakdown of employment land requirements into five year periods from 2006 to 2026. This identifies that no employment land is needed in the period 2006-2011, with demand increasing after 2011. Between 2011 and 2016 around 5.3 ha is forecast to be needed rising to 9.4 ha forecast between 2016 and 2021 falling again to 6.9 hectares between 2021 and 2026.

Table 24: South Wiltshire: Additional employment land requirement to 2026

Business Use Class	Additional floorspace requirement 2006-2026	Assumption of development density - site coverage	Therefore land space requirement is in sqm	Land requirement in hectares 2006-2026
B1 Business	170237	70%	243,196	24.3
B2 General industrial	-17088	40% -	42,720	-4.3
B8 Storage and distribution	-1430	40% -	3,575	-0.4
Total (all B use classes)	151719			20.45

Table 25: South Wiltshire: Additional employment land requirement 2006-2011

Business Use Class	2006-2011	Assumption of development density - site coverage	Therefore land space requirement is in sqm	Land requirement in hectares 2011-2016
B1 Business	24,124	70%	34,462.9	3.4
B2 General industrial	- 16,432	40%	- 41,080.00	-4
B8 Storage and distribution	- 5,200	40%	- 13,000.00	-1.3
Total (all B use classes)	2,492.0		-19617.1	-2.0

Table 26: South Wiltshire: Additional employment land requirement 2011-2016

Business Use Class	2011-2016 density - site coverage	Therefore land space requirement is in sqm	Land requirement in hectares 2011-2016
B1 Business	31,506	70%	45,007.9
B2 General industrial	2,272	40%	5,680.0
B8 Storage and distribution	780	40%	1,950.0
Total (all B use classes)	34,558		52637.9

Table 27: South Wiltshire: Additional employment land requirement 2016-2021

Business Use Class	2016-2021	Assumption of development density - site coverage	Therefore land space requirement is in sqm	Land requirement in hectares 2011-2016
B1 Business	61,735	70%	88,192.1	8.8
B2 General industrial	160	40%	400.0	0.0
B8 Storage and distribution	2,340	40%	5,850.0	0.6
Total (all B use classes)	64,235		94442.1	9.4

Table 28: South Wiltshire: Additional employment land requirement 2021-2026

Business Use Class	2021-2026	Assumption of development density - site coverage	Therefore land space requirement is in sqm	Land requirement in hectares 2011-2016
B1 Business	52,873	70%	75,532.9	7.6
B2 General industrial	- 3,088	40%	- 7,720.0	-0.8
B8 Storage and distribution	650	40%	1,625.0	0.2
Total (all B use classes)	2,772		69437.9	6.9

Appendix 1: Employment in Salisbury (former Salisbury district) (thousands) – September 2010



	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Agriculture etc	2.07	2.18	2.61	2.58	2.45	2.31	2.2	2.04	1.89	1.77	1.66	1.56	1.46	1.36	1.28	1.18	1.1	1.02	0.94	0.86	0.8
Coal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Oil & natural gas etc	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other mining	0	0	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0	0	0	0	0	0
Food,drink & tobacco	0.67	0.67	0.71	0.7	0.7	0.7	0.7	0.71	0.71	0.71	0.71	0.71	0.71	0.7	0.69	0.68	0.67	0.66	0.64	0.64	0.64
Text., cloth. & leather	0.29	0.3	0.18	0.18	0.17	0.17	0.18	0.18	0.17	0.17	0.17	0.17	0.17	0.17	0.16	0.16	0.16	0.16	0.15	0.15	0.15
Wood & paper	0.16	0.13	0.15	0.14	0.14	0.14	0.14	0.14	0.14	0.14	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13	0.13
Printing & publish.	0.46	0.46	0.45	0.44	0.42	0.43	0.43	0.43	0.43	0.43	0.44	0.44	0.44	0.45	0.45	0.45	0.45	0.45	0.45	0.44	0.44
Manufactured fuels	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10 Pharmaceuticals	0	0.02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chemicals & MM fibres	0.36	0.45	0.52	0.5	0.49	0.48	0.48	0.47	0.46	0.45	0.44	0.43	0.42	0.41	0.4	0.4	0.39	0.38	0.37	0.36	0.35
Rubber & plastic products	0.3	0.45	0.47	0.42	0.39	0.4	0.4	0.41	0.43	0.45	0.45	0.46	0.46	0.46	0.47	0.47	0.46	0.46	0.46	0.46	0.46
Non-metal. mineral products	0.11	0.1	0.11	0.09	0.08	0.08	0.09	0.09	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.07	0.07	0.07
Basic metals	0.01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Metal prod.	0.26	0.31	0.38	0.32	0.28	0.26	0.27	0.26	0.25	0.24	0.24	0.24	0.23	0.23	0.22	0.22	0.21	0.21	0.2	0.2	0.19
Mechanical engineering	0.6	0.61	0.59	0.56	0.56	0.57	0.59	0.61	0.59	0.58	0.56	0.54	0.53	0.53	0.52	0.52	0.52	0.51	0.5	0.49	0.48
Electronics	0.25	0.25	0.18	0.17	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.15	0.15	0.15	0.15	0.15	0.15	0.14	0.14	0.14	0.14
Electrical Engineering & Instruments	0.51	0.39	0.42	0.37	0.35	0.35	0.34	0.33	0.31	0.3	0.29	0.28	0.28	0.27	0.26	0.25	0.23	0.22	0.21	0.2	0.19
Motor vehicles	0.12	0.1	0.14	0.1	0.09	0.09	0.1	0.1	0.1	0.1	0.09	0.09	0.09	0.09	0.08	0.08	0.08	0.08	0.08	0.08	0.07
Other transport equip.	0.01	0.01	0.02	0.02	0.01	0.01	0.01	0.02	0.02	0.02	0.02	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Other manufacturing	0.39	0.42	0.43	0.4	0.37	0.38	0.39	0.41	0.42	0.43	0.44	0.44	0.45	0.46	0.47	0.49	0.5	0.51	0.52	0.52	0.53
Electricity	0.08	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
Gas Supply	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Water Supply	0	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0	0	0
Construction	2.92	2.71	3.34	2.94	2.53	2.51	2.51	2.52	2.54	2.55	2.57	2.59	2.61	2.64	2.66	2.67	2.66	2.66	2.67	2.67	2.67
Distribution	3.3	3.25	3.2	2.97	2.9	2.9	2.9	2.92	2.92	2.93	2.96	2.99	3.04	3.08	3.11	3.14	3.16	3.18	3.19	3.19	3.19

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Retailing	6.59	6.49	6.4	6.23	6.24	6.41	6.4	6.27	6.18	6.15	6.19	6.25	6.32	6.37	6.43	6.4	6.35	6.33	6.32	6.3	6.31
Hotels & catering	3.9	4.07	3.92	3.81	3.74	3.77	3.86	3.94	4.02	4.12	4.2	4.29	4.39	4.49	4.59	4.7	4.79	4.88	4.96	5.02	5.1
Land Transport	1.85	1.74	1.86	1.86	1.88	1.93	1.95	1.96	1.96	1.96	1.96	1.96	1.96	1.96	1.97	1.96	1.96	1.95	1.95	1.95	1.94
Water Transport	0.03	0.02	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Air Transport	0.01	0.1	0.07	0.06	0.06	0.05	0.05	0.05	0.05	0.06	0.06	0.06	0.06	0.07	0.07	0.07	0.07	0.08	0.08	0.08	0.08
Communications	0.72	0.59	0.59	0.57	0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.57	0.57	0.56	0.56	0.56	0.56	0.56	0.55
Banking & finance	1.56	4.22	1.19	1.15	1.09	1.09	1.11	1.12	1.14	1.16	1.17	1.19	1.21	1.23	1.25	1.28	1.3	1.33	1.35	1.37	1.38
Insurance	1.13	1.31	1.3	1.31	1.29	1.32	1.33	1.34	1.36	1.38	1.4	1.42	1.45	1.47	1.48	1.49	1.49	1.5	1.52	1.53	1.55
Computing Services	0.91	0.88	1.09	1.1	1.06	1.1	1.14	1.18	1.22	1.26	1.31	1.37	1.43	1.5	1.57	1.63	1.7	1.77	1.85	1.92	2
Professional Services	7.98	8.14	8.61	8.15	7.82	8.2	8.48	8.72	9.02	9.4	9.82	10.25	10.71	11.25	11.77	12.17	12.59	13.03	13.5	13.99	14.43
Other business services	2.13	2.32	2.61	2.54	2.55	2.57	2.53	2.55	2.57	2.61	2.64	2.67	2.7	2.73	2.76	2.76	2.77	2.77	2.78	2.79	2.78
Public admin. & defence	4.68	4.07	5.22	5.28	5.35	5.3	5.22	5.14	5.05	4.95	4.94	4.93	4.92	4.92	4.9	4.87	4.84	4.81	4.78	4.74	4.72
Education	3.89	4.09	4.87	5.02	5.19	5.2	5.13	5.03	4.91	4.81	4.81	4.82	4.85	4.88	4.9	4.92	4.96	4.98	5	5.01	5.03
Health & Social Work	8.41	8.56	9.02	9.38	9.69	9.7	9.63	9.56	9.48	9.4	9.4	9.49	9.62	9.75	9.84	9.9	9.96	10.01	10.06	10.11	10.16
Other services	4.36	3.95	3.63	3.65	3.62	3.68	3.76	3.82	3.86	3.9	3.96	4.09	4.22	4.32	4.45	4.54	4.63	4.74	4.79	4.82	4.86