**TESCO/HOMEBASE OFFICERS’ REPORTS, April 2021**

**Employment issues**

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| **Homebase (Officer’s report)**  **P/2020/3099** | **Tesco (Officer’s report)**  **P/2020/3100** | **Hounslow Chamber of Commerce/Hounslow Planners** | **OWGRA** |
| 8.61  The proposed development would provide a new Tesco store with this having 290 FTE jobs (transferred form the existing Tesco store). The proposed retail unit on Syon Lane has potential for between 6-10 FTE jobs, bringing the total employment at the site to between 296-300 FTE jobs. Additionally, there is likely to be further employment opportunities at the Site from services such as cleaning, gardening, and maintenance etc. This is consistent with policy GWC1 of the GWC Plan which seeks to provide employment in the Opportunity Area in a format which optimises the use of land and re-provides and incorporates existing businesses. | 8.64  The development will result in the removal of the existing Tesco store from the site; however this application is integrally linked to that for the re-development on the Homebase Site which proposes to relocate the Tesco store. The existing store has 290 FTE7 jobs, these would be transferred to the new store on the Homebase Site. It is proposed that if permission were granted, there would be a restriction on the demolition of the existing Tesco store until trading commences at the replacement store on the Homebase Site; this would ensure that there would be no loss of employment opportunities. | Quote from Planning Committee meeting 8.4.21  Sally Smith, HCCC:  “The scheme will create 4000 construction jobs and over 265 new permanent jobs.”  Matthew Rees, LBH Planner: “Additional other benefits, I had to be honest, the Hounslow Chamber of Commerce put this this pretty well as well. But I’ll list the ones I’ve got written down. It's 450 new jobs across both sites. I’ve got to down 370 construction jobs - I think the Hounslow Chamber of Commerce expanded that somewhat.” | It is not clear how many new jobs there would be.  There is no evidence for the employment numbers in the Officers’ reports to substantiate the figures quoted by HCCCC.  Nowhere in the Officers’ reports does it say how many jobs will be lost at Homebase yet that figure should be included the calculations.  The last paragraphs on the subject of jobs and economic activity sum it up (see highlighted sections on pg 5 of this document):  Benefits arising from the economic activity and employment on the 2 sites are considered ‘low weight’ on the Homebase site and ‘medium weight’ on the Tesco site. |
| 8.63  In addition to permanent employment, the construction of the development would also create many temporary jobs. It is estimated that over the 3 year construction period and based on the construction costs, an average of 491 FTE construction jobs per month would be directly created on the Site. A further 476 FTE jobs are estimated to be created indirectly from this construction activity and associated employment from expenditure from potential purchase of building supplies to local provision of meals, refreshments, fuel and potential temporary accommodation for the construction workforce. | 8.65  The development includes the provision of a minimum of 3,000 sqm non-residential uses on the Site, which would provide employment opportunities. Given the outline nature of the application and the flexibility of the new Use Classes order, there is limited information available at this time with regard to the exact uses and end users cannot be identified, however the illustrative masterplan envisages a range of uses and the Development Specification and Heads of Terms will ensure this. Consequently the ES has utilised the job density ratios set out in the HCA Employment Densities Guide 20158 to estimate the number of jobs generated by the proposal and tested a range, reflecting the assumed reasonable worst-case scenario and a mix reflecting the minimum development quantums set out in the Development Specification |  |  |
|  | 8.66  Taking this into account, the proposal has the potential for between 46-155 FTE jobs in the worst case scenario. Additionally, there is likely to be further employment opportunities at the Site from services such as cleaning, gardening, and maintenance etc. This is consistent with policy GWC1 of the GWC Plan which seeks to provide employment in the Opportunity Area in a format which optimises the use of land and re-provides and incorporates existing businesses |  |  |
|  | 8.67  The commercial uses proposed on the related Homebase Site would provide between 296 and 300 FTE jobs, so cumulatively the two developments will provide up to around 450 FTE jobs. |  |  |
|  | 8.68  In addition to permanent employment, the construction of the development would also create many temporary jobs. It is estimated that over the 10 year construction period, an average of 317 FTE jobs per year would be created directly and indirectly through the construction activity and associated employment from expenditure. |  |  |
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| 8.490  The proposal would generate temporary employment during construction, permanent employment at the Tesco store and separate retail unit, and there would be economic activity and support for employment from the local spending of new residents and associated management/ maintenance of the 473 homes. | 8.560  The proposal would generate temporary employment during construction, employment within the non-residential uses, and there would be economic activity and support for employment from the local spending of new residents and associated management/ maintenance of the new homes. |  |  |
| 8.491  The bulk of permanent employment would be jobs relocated with from the existing Tesco Site and some jobs are lost from the existing Homebase (though it is scheduled to be closed in any event). As such there is limited benefit from the employment at the Site itself, though redevelopment of the relating Tesco Site would bring potential for additional employment cumulatively across the two sites. | 8.561  The proposal would create new permanent employment opportunities within the nonresidential uses on the Site, creating between 46-155 new FTE jobs in the worst case scenario, and local residents could benefit from these new opportunities. In addition there would likely be new spending in the locality from these employees. Whilst it is recognised that the number of jobs would be lower than currently exists on Site, however those jobs would not be lost instead they would be relocated to the proposed new Tesco store (on the Homebase Site) which facilitates this development. The commercial uses proposed on the related Homebase Site would provide between 296 and 300 FTE jobs, so cumulatively the two developments will provide up to around 450 FTE jobs. |  |  |
| 8.492  In addition to permanent employment, the construction of the development would also create temporary construction jobs with it is estimated that over the 3 year construction period, an average of 491 FTE construction jobs would be directly created on the Site with further indirect employment supported from associated spending. If approved, s106 contributions would secure skills training opportunities for local people. Redevelopment of the Site in turn permits redevelopment of the associated Tesco Site where even more considerable construction employment would be generated over a long period. Notably paragraph 80 of the NPPF says significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and wider opportunities for development. | 8.562  In addition to permanent employment, the construction of the development would also create many temporary jobs. It is estimated that over the 10 year construction period, an average of 317 FTE jobs per year would be created directly and indirectly through the construction activity and associated employment from expenditure. If approved, s106 contributions would secure skills training opportunities for local people. Notably paragraph 80 of the NPPF says significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and wider opportunities for development. |  |  |
| 8.493  Only limited weight should be given to permanent employment at the Site as the jobs created are largely relocated and not new ones though there would be increased economic activity from the substantial number of new residents. For construction employment and activity, this is temporary and should also only be given limited weight, but given the scale of employment and investment into the Great West Corridor and the significant training opportunities this should be given more weight, also noting the current context of severe economic recession. Taken together these public benefits arising from the proposed economic activity and employment are considered to be of low weight. | 8.563  Moderate weight should be given to permanent employment at the Site, given the exact number of jobs will not be known for certain until reserved matters stage and overall it represents a reduction on Site from the existing situation, acknowledging these are not lost but relocated and there would be increased economic activity from the substantial number of new residents. For construction employment and activity, this is temporary and should also only be given limited weight, but given the scale of employment and investment into the Great West Corridor and the significant training opportunities this should be given more weight, also noting the current context of severe economic recession. Taken together these public benefits arising from the proposed economic activity and employment are considered to be of moderate weight. |  |  |