



Employment Land Review Update

Monmouthshire

Final Report

June 2021

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EXECUTIVE SUMMARY

Introduction

- i. This Employment Land Review (ELR) has been prepared for Monmouthshire County Council by BE Group, updating the previous study in 2019. The ELR will form part of the evidence base for the preparation of Monmouthshire's Replacement Local Development Plan (RLDP).
- ii. The ELR has been updated to account for changed economic conditions in Monmouthshire due to the Covid-19 restrictions and the impacts of Brexit. The ELR also takes into account the update to the Growth and Spatial Options and Preferred Strategy stages of the RLDP process following the publication of the Welsh Government 2018-based household and population projections. The ELR is consistent with Welsh Government guidance – *'Practice Guidance – Building an Economic Development Evidence Base to Support a Local Development Plan'* (August 2015). The planning period is 2018-2033.

Socio-Economic Assessment

- iii. The socio-economic and demographic characteristics of Monmouthshire show a solid economic base, with low unemployment, high economic activity and solid wage levels. The proportion of degree-level qualified residents is significantly above Welsh averages.
- iv. Population growth has been at a faster rate than for Wales as a whole, though the growth rate of the typical working-age population has been slower than the national average. Given that the median age is already older than for Wales, there is a concern that Monmouthshire's economy will be increasingly reliant on a shrinking working age population to support an increasing retired/semi-retired population.
- v. Baseline and policy-on employment forecasts have been prepared for Monmouthshire in 2021, which account for the recovery post-pandemic and impacts of Brexit. Baseline forecasts assume an on-trend growth in employment in Monmouthshire, whereas the policy-on forecasts reflect a scenario of more positive employment growth through policy interventions for housing and employment. The baseline trajectory forecasts a growth in employment of 780 jobs between 2018 and 2033, whereas the policy-on trajectory is for growth of 7,215 jobs over this period. The growth by sector is provided in Table E1.

Table E1: Employment Forecasts by Broad Sector

Sector	2018	Baseline 2033	Policy- on 2033	Baseline Change 2018-2033	Policy-on Change 2018-2033
Agriculture, forestry and fishing	1,728	1,432	1,693	-296	-35
Mining and quarrying	5	5	5	0	0
Manufacturing	3,841	2,929	3,534	-912	-307
Electricity, gas, steam and air conditioning supply	6	10	6	4	0
Water supply; sewerage, waste management and remediation activities	374	297	370	-77	-4
Construction	5,361	4,704	6,755	-657	1,394
Wholesale and retail trade; repair of motor vehicles and motorcycles	6,248	7,775	7,997	1,527	1,749
Transportation and storage	1,912	1,709	1,912	-203	0
Accommodation and food service activities	3,734	4,192	4,331	458	597
Information and communication	982	1,045	1,169	63	187
Financial and insurance activities	414	369	447	-45	33
Real estate activities	937	792	1,106	-145	169
Professional, scientific and technical activities	3,560	3,677	4,699	117	1,139
Administrative and support service activities	1,652	2,149	2,197	497	545
Public administration and defence; compulsory social security	1,873	1,766	1,873	-107	0
Education	2,735	2,624	2,735	-111	0
Human health and social work activities	6,957	7,013	7,931	56	974
Arts, entertainment and recreation	1,141	1,780	1,785	639	644
Other service activities	1,081	1,054	1,211	-27	130
Total	44,541	45,324	51,756	783	7,215

Source: Oxford Economics (baseline) and BE Group (policy-on), 2021

Property Market Assessment

- vi. The commercial property market in Monmouthshire has diversity of types of stock, size and location. In particular, the industrial market in the County has seen a considerable range of unit sizes transacted over the last decade, from small workshops to large manufacturing and warehousing premises. The southern areas, benefiting from proximity to the M4, are the key areas for larger premises.

- vii. The office market is more dominated by small suites, though a smaller number of mid and larger premises have been transacted, indicating some demand for such units. Overall, the transaction volume of offices is less than half (by number of premises) that of industrial premises.
- viii. Commercial agents active in the County were consulted to gain the local perspective of market dynamics and conditions. It was identified the current market is affected by the lack of supply of quality premises. While the turnover of stock is typically for second-hand units, this is mainly due the lack of new development coming on to the market. It is noted that between 2019 and 2021 the amount of industrial floorspace on the market has reduced by almost two-thirds. At the time of the 2019 study, there was already comment about the amount of good quality premises were available on the market, and the resulting time period has seen an exacerbation of that situation for industrial premises.
- ix. Agents have highlighted that the commercial office market has struggled in recent times due to Covid-19 restrictions, which is dampening business demand for office premises. Overall, offices are generally a softer market in Monmouthshire than industrial.

Business Consultations

- x. Businesses have been consulted via a telephone survey of set questions, with 199 respondents, and an in-depth consultations with a small number of key businesses to provide greater insight into business requirements and satisfaction.
- xi. Overall, there was a significant degree of satisfaction in operating a business within Monmouthshire. Several long-term businesses were identified suggesting a solid business environment. Respondents stated a significant array of advantages of locating within the County, including affordability of premises, availability of premises, close to markets, close to populations, etc. The position of Monmouthshire, enabling access to key markets (Cardiff, Newport, Bristol, Birmingham) is considered a key advantage for businesses in the area. Generally, the number of disadvantages cited were significantly less than advantages and concerned traffic congestion.
- xii. The in-depth consultations allowed conversations about the impacts of the pandemic and Brexit. Both have impacted upon businesses' supply chains and operations, particularly the supply of materials (e.g. steel) from overseas. Businesses have adapted to new working environments and regulations.

- xiii. A lack of quality spaces has meant that some businesses have not been able to find premises, despite looking for considerable times. One business cited that they are operating from three separate units in Chepstow and would like to consolidate operations, but have been unable to find appropriate premises.

Employment Sites

- xiv. The employment allocations within the Adopted LDP have been assessed for their on-going applicability for employment uses. This assessment included a critique of the likely realistically available land for employment, which concluded that there was some 40.29 ha of employment land available, comprised of 34.86 ha of employment sites and 5.43 ha of Mixed-Use Sites (employment component only). The available sites are listed in Table E2.

Table E2 – Employment Sites with Realistically Developable Land

Site Ref.	Site Name	Area (Ha)	Type of Employment Site	Realistic Supply for B-Class Uses (Ha)
Employment Sites				
SAE1a	Wales One, Magor (West)	4.00	B1	4.00
SAE1b	Quay Point, Magor	19.60	B1, B2, B8	13.76
SAE1c	Gwent Europark, Magor	13.30	B2, B8	13.30
SAE1d	Westgate Business Park, Llanfoist	5.00	B1	0.0
SAE1e	Ross Road, Abergavenny	1.50	B1, B2, B8	1.50
SAE1f	Newhouse Farm, Chepstow	4.00	B1, B2, B8	0.0
SAE1g	South Woodside, Usk	1.30	B1, B2, B8	1.30
SAE1h	Pill Row, Severnbridge Ind. Est., Caldicot	1.00	B1, B8	1.00
SAE1i	Beaufort Park, Chepstow	0.42	B1	0.00
Mixed-Use Sites – Employment Component				
SAH2	Crick Rd, Portskewett	10.95	Care home	0
SAH3	Fairfield Mabey, Chepstow	16.1	B1	0.65
SAH4	Wonastow Rd, Monmouth	33.36	B1, B8	2.78
SAH5	Rockfield Farm, Undy	11	B1	2
Totals		121.53		40.29

Sources: Adopted Local Development Plan, Employment Land Background Paper, planning applications, BE Group assessment

Employment Land Projections

- xv. Employment land requirements to 2033 have been critiqued using two approaches – looking at past take-up rates of land and employment projections. Table E3 summarises the results of this analysis.

Table E3 – Land Forecast Models – Summary

Model	Land Stock 2021, ha*	Land Consumed 2018-2021	Land Need 2018-2033, ha	Flexibility Buffer (five years take-up rate) ha	Land Need Incl. flexibility buffer	Surplus/ Deficit, ha
Practice Guidance Method One: Past Building Completions	40.29	4.99	B1 Office: 2.9 B2 Ind: 7.7 B8: 21.6 Total: 32.2	B1 Office: 1.0 B1/B2 Ind: 2.6 B8: 7.2 Total: 10.7	B1 Office: 3.9 B1/B2 Ind: 10.3 B8: 28.8 Total: 43.0	2.28
Practice Guidance Method Two: Labour Demand Forecasting (Policy Off)	40.29	4.99	<i>Net Change</i> B1: 1.78 B2/B8: -17.53 Total: -15.75 <i>Growth Only</i> B1: 2.76 B2/B8: 2.56 Total: 5.32	<i>Net Change</i> B1: 0.59 B2/B8: - Total: 0.59 <i>Growth Only</i> B1: 0.92 B2/B8: 0.85 Total: 1.77	<i>Net Change</i> B1: 2.37 B2/B8: -17.53 Total: -15.16 <i>Growth Only</i> B1: 3.68 B2/B8: 3.41 Total: 7.09	<i>Net Change</i> 60.44 <i>Growth Only</i> 38.19
Practice Guidance Method Two: Labour Demand Forecasting (Policy On)	40.29	4.99	<i>Net Change</i> B1: 9.26 B2/B8: 3.84 Total: 13.10 <i>Growth Only</i> B1: 9.26 B2/B8: 9.00 Total: 18.26	<i>Net Change</i> B1: 3.09 B2/B8: 1.28 Total: 4.37 <i>Growth Only</i> B1: 3.09 B2/B8: 3.00 Total: 6.09	<i>Net Change</i> B1: 12.35 B2/B8: 5.12 Total: 17.47 <i>Growth Only</i> B1: 12.35 B2/B8: 12.00 Total: 24.35	<i>Net Change</i> 27.81 <i>Growth Only</i> 20.93

Source: BE Group's analysis, 2021

*Realistic land supply

- xvi. The Model One (land take-up) approach results in the highest land requirement of 43.0 ha between 2018 and 2033, which equates to a small surplus of 2.28 ha when compared to 2021 land availability and land consumed between 2018 and 2021. Therefore, if the trajectory of growth does follow this forecast, the substantial majority of the available land would need to come to the market within the forecast period.
- xvii. **It is recommended that the Model One approach is adopted for the requirement for employment land in Monmouthshire.** However, this approach may overestimate the requirement for B1 office space, given it is based on predominantly pre-covid economic conditions. Therefore, this should be seen as an upper limit for employment land requirements in relation to office land. It is noted that the office land requirement of 3.9 ha (including buffer) is a relatively modest component of the overall land requirement of 43.0 ha and thus if this element does end up being an overestimate of actual growth to 2033 then the oversupply of B1 employment land will be minor.

Recommendations

xviii. The following recommendations have been proposed for employment land in Monmouthshire, as input into the RLDP:

1. The future employment land need for Monmouthshire between 2018 and 2033 is 43.0 ha, which includes a five-year buffer to allow for choice and uncertainty. This compares to the 2021 supply of land of 40.29 ha, thus having a small surplus.
2. The following employment allocations in the Adopted LDP are recommended to be retained as employment allocations (subject to landholders bringing the sites forward in the second Call for Sites process).

Table E4 – Recommended Employment Allocation Sites

Site Ref.	Site Name	Area (Ha)	Type of Employment Site	Realistic Supply for B-Class Uses (Ha)
Employment Sites				
SAE1a	Wales One, Magor (West)	4.00	B1	4.00
SAE1b	Quay Point, Magor	19.60	B1, B2, B8	13.76
SAE1c	Gwent Europark, Magor	13.30	B2, B8	13.30
SAE1e	Ross Road, Abergavenny	1.50	B1, B2, B8	1.50
SAE1g	South Woodside, Usk	1.30	B1, B2, B8	1.30
SAE1h	Pill Row, Severnbridge Ind. Est., Caldicot	1.00	B1, B8	1.00
Total				34.86
Mixed-Use Sites – Employment Component				
SAH3	Fairfield Mabey, Chepstow	16.1	B1	0.65
SAH4	Wonastow Rd, Monmouth	33.36	B1, B8	2.78
SAH5	Rockfield Farm, Undy	11	B1	2
Total				5.43

Sources: Adopted Local Development Plan, BE Group assessment, 2021

3. Further sites would need to be identified in the second Call for Sites process. This would provide further flexibility in the market in terms of location and type of land, which is considered appropriate given the surplus between supply and demand is modest.
4. Existing employment areas should be protected for employment where appropriate. However, it is recommended that the following employment areas are no longer appropriate for B-class employment uses and should not be protected.
 - i. SAE2f: School Hill, Chepstow
 - ii. SAE2r: Progress Industrial Estate, Rogiet
 - iii. SAE2s: Former Railway Goods Yard, Usk

5. Employment sites should be deliverable over the planning timeframe. The second Call for Sites provides an opportunity for Council to gather evidence of deliverability from landholders.
6. The employment land requirements for Monmouthshire should be regularly reviewed to account for changes in the market.
7. Future planning for employment land for Monmouthshire should have regard to the regional environment of South East Wales

1.0 INTRODUCTION

- 1.1 This Employment Land Review (ELR) has been prepared for Monmouthshire County Council by BE Group, updating the previous study in 2019. The ELR will form part of the evidence base for the preparation of Monmouthshire's Replacement Local Development Plan (RLDP). This study accompanies the Monmouthshire Preferred Strategy.
- 1.2 The ELR provides an assessment of the supply and demand for employment land in the County, looking at the available employment allocations and existing employment areas to understand the supply side and reviewing the property market, consulting with local stakeholders and forecasting employment growth to understand the demand side.
- 1.3 The forecast period for the ELR is 2018-2033.
- 1.4 This ELR is updating the work of 2019 due to the changed economic conditions in Monmouthshire and throughout the country due to the Covid-19 restrictions and the impacts of Brexit, with the new trading conditions with the European Union agreed in December 2020 and implemented in January 2021. The update also takes into account the update to the Growth and Spatial Options and Preferred Strategy stages of the RLDP process following the publication of the Welsh Government 2018-based household and population projections. As a consequence, the market for employment land in Monmouthshire is being reconsidered, including a reassessment of the forecasts for employment land to 2033.

Methodology

- 1.5 Primary and secondary research techniques have been used in undertaking this update, including conversations with commercial agents and a sample of local businesses, drawing on recent site survey work undertaken by Monmouthshire County Council and reviewing national, sub-regional and local reports and strategies relevant to this study.
- 1.6 An analysis of the local property market has been undertaken, including a critique of the transactions of commercial premises in Monmouthshire, a review of currently marketed properties and an assessment of the types of uses within employment areas.

This data was complemented with information gathered from conversations with locally active commercial agents.

- 1.7 The ELR has reviewed the current/existing employment site allocations and existing employment areas through site inspections, reference to Council's annual employment land monitoring, conversations with landholders/agents as appropriate and review of planning applications/permissions. The existing employment site allocations and existing areas have been catalogued and critiqued.
- 1.8 The employment land demand over the planning period has been forecast using reference to past employment land take-up and employment forecasts by sector. This is consistent with Welsh Government Practice Guidance. A series of recommendations has been provided to guide employment land planning to 2033.

Welsh Employment Land Review Guidance

- 1.9 This study reflects Welsh Government guidance on how Local Authorities should approach employment land reviews, namely '*Practice Guidance – Building an Economic Development Evidence Base to Support a Local Development Plan*' (August 2015). The employment land review process takes the form of a four-stage methodology under the following headings:
- **Stage 1: Property Market Assessment** – An analysis of demand in terms of specific market sectors, property requirements and geographical areas, focusing on the current situation and prospects for the LDP over its 15-year life cycle. Where there is demand for development and where there is not.
 - **Stage 2: Audit of Employment Sites** – The quantitative inventory and qualitative appraisal of local land supplies, including existing committed, allocated and potential employment sites and existing stock. This will feed directly into the review's conclusions on whether any further land should be identified for employment and whether any existing or committed employment sites should be transferred to other uses.
 - **Stage 3: Future Land Requirements** – Establishing the LDP's employment land requirement, using recognised forecast methods, primarily:
 - **"Method 1 – Past Building Completions:** *Method 1 uses the average annual completions rate for B1, B2, and B8 employment land for a previous period in order to project future requirements over the life of the LDP.*

- **Method 2 – Labour Demand Forecasting:** *Method 2 involves acquiring employment growth forecast data for relevant Standard Industrial Classification (SIC, 2007) activity sectors, assigning sectors to B use classes and then converting jobs to floorspace.”*
- **Stage 4: Policy Options, Recommendations and Monitoring –** Identifying policy options and recommendations, based on review findings.

1.10 Table 1 shows how the Employment Land Review aligns with this Guidance. The link between the report and the Planning Practice methodology is not always clear cut, with different sections overlapping, indeed certain steps overlap.

Table 1 – Employment Land Reviews – Practice Guidance

Stage 1: Property Market Assessment	
Step 1: Identify where demand and opportunities exist for development. Step 2: Identify where existing employment land is no longer in demand. Step 3: Establish property market profiles for offices, industry and warehousing.	Covered in Sections: 3.0 Socio-Economic Profile 4.0 Property Market Assessment 5.0 Stakeholder Consultations <i>Demand assessment and market profiling, including consultations with local businesses regarding their land/property needs.</i>
Stage 2: Audit of Employment Sites	
Step 1: Preparation of a quantitative site inventory Step 2: Preparation of qualitative site appraisals Step 3: Recommendations	6.0 Employment Land Assessment <i>Quantitative and qualitative site assessments</i>
Stage 3: Calculating Future Land Requirements	
Method 1 – Past Building Method 2 – Labour Demand Forecasting	7.0 Future Land Requirements Review <i>Review of completed Economic Development Evidence Base, allowing for updated LDP position.</i>
Stage 4: Policy Options, Recommendations and Monitoring	
Step 1: Policy Options Step 2: Policy Recommendations Step 3: Monitoring and Recording	8.0 Conclusions and Recommendations <i>Final reporting, including conclusions and policy/practice recommendations.</i>

Source: BE Group reporting response to Planning Guidance – Building an Economic Development Evidence Base Support a Local Development Plan

2.0 POLICY CONTEXT

Introduction

- 2.1 This section focuses on Welsh Government, sub regional and local reports and strategies that have a relevance to the allocation of employment land and premises. The strategies and reports reviewed below provides the context within which employment land planning and growth would be developed.
- 2.2 Most of these documents were prepared pre-pandemic and thus have not accounted for the economic shock that has occurred due to covid restrictions. However, they provide the policy base upon which the RLDP would be prepared.

Welsh Government

Future Wales: The National Plan 2040, Welsh Government (2021)

- 2.3 This document replaces the Wales Spatial Plan and acts as the national development framework, guiding development and where investment should be in Wales to 2040. This framework will be built on by Strategic Development Plans at a regional level and LDP's at a local authority level, to identify the location of new development and infrastructure. This document supports and helps deliver the aims of the Economic Action Plan.
- 2.4 The prosperity of the country has been altered by the Covid-19 pandemic and therefore working patterns in terms of location and hours may change. Future Wales supports the provision of infrastructure to support these changing work patterns. Additionally, there is no 'one size fits all' approach to strengthening, diversifying and increasing the resilience of the Welsh economy meaning support must be given to new and existing businesses of all sizes.
- 2.5 11 Outcomes were created as overarching ambitions for Wales for the next 20 years which will link all policies together and describe 'A Wales where people live:
1. And work in connected, inclusive and healthy places
 2. In vibrant rural places with access to homes, jobs and services
 3. In distinctive regions that tackle health and socio-economic inequality
 4. In places with a thriving Welsh language

5. And work in towns/ cities which are a focus and springboard for sustainable growth
6. In places where prosperity, innovation and culture are promoted
7. In places where travel is sustainable
8. In places with world-class digital infrastructure
9. In places that sustainably manage their natural resources and reduce pollution
10. In places with biodiverse resilient and connected ecosystems
11. In places which are decarbonised and climate-resilient’.

2.6 Policy 1 states key areas for development with an aim to focus large scale growth on the urban areas, allowing productive agricultural land to be protected as development pressures are channelled away from the countryside.

2.7 Policy 5 focuses on the rural economy with it being key to develop strong economies in order to support local enterprises. *‘The presence of local rural businesses and employment opportunities can reduce the need for workers to travel long distances and reduce the reliance on larger economic centres’*. Rural areas should develop a broad economic base to retain workers, broaden skills and help sustain the rural communities. Additionally, the changing work patterns of increased ability to work from home, and remotely from main offices, may result in a higher demand to live in rural areas.

2.8 The Framework is then split geographically with a Strategic Development Plan for the South East, including issues of housing, employment, digital connectivity, rural economy and the environment. It is noted that Policy 33 sets out that Cardiff, Newport and the Valleys as a National Growth Area, with the Valleys as a priority area for investment. Therefore, Monmouthshire, while potentially having indirect benefits from broader regional investment, may not see such investment within the County itself.

Building Better Places: The Planning System Delivering Resilient and Brighter Futures (2020)

2.9 This document, published in July 2020, was created with the intention of setting out the Welsh Government’s planning policy priorities for the Covid-19 pandemic recovery period.

2.10 The Covid-19 Pandemic has emphasised the importance of having quality living and working environments and how much they matter as more flexibility is required to support new working, living and learning needs. Consequently, the Welsh Government is moving to ensure that when policies are being devised by all sectors in the environmental, social, cultural and economic recovery, placemaking is an important consideration.

3.1 This commitment to placemaking will help:

- Create and sustain communities
- Grow the economy in a sustainable manner
- Make the best use of resources
- Maximise environmental protection and limit environmental impact
- Facilitate accessible and healthy environments

3.2 The document outlined 8 key issues that bring individual policy areas together to ensure action is the most effective. One of these issues is the case of revitalising town centres. Since Covid-19 there has been a rise in online retailing providing increased competition to town centre retailers. Consequently, the role and function of established shopping areas in town centres must be reassessed. Part of this will involve creating larger open spaces for people to socialise whilst feeling safe. Another part of this will involve bringing employment, commercial, community, leisure and public sector land uses into town centres in addition to retail.

3.3 In anticipation of homeworking becoming more prevalent across the country, ensuring strong mobile and broadband connections is another issue faced by planners. The Welsh Government recommends that planning applications for new digital infrastructure will be recognised as being essential to the Covid-19 recovery period in order to ensure areas that currently have poor internet coverage can become better connected.

3.4 A final issue recognised is the change in the future need for employment land due to changing working practices. The Welsh Government state that recent developments such as the Covid-19 pandemic and Brexit have the potential to impact requirements for future workspace. Consequently, economic forecasts will need to be re-examined frequently in order to ensure the supply of land for employment uses is adequate and fit for the future. Additionally, with the anticipated rise of homeworking flexible

workplaces will need to be provided for remote workers to congregate together, share ideas and access office environments and facilities. The Welsh Governments see town centres as ideal environments for hosting these flexible workplaces.

Planning Policy Wales, 11th Edition – Welsh Government (2020)

- 2.11 Planning Policy Wales (PPW) 11th Edition, sets out the land-use planning policies of the Welsh Government. It is supplemented by a series of Technical Advice Notes (TANs). Together with several circulars and policy clarification letters, PPW and the TANs comprise the national planning policy for Wales. National planning policy, alongside the Wales Spatial Plan should be considered in the preparation of LDPs.
- 2.12 Chapter 5 '*Productive and Enterprising Places*' of PPW 11 sets out national policies for economic development. For planning purposes, the Welsh Government defines economic development as *"the development of land and buildings for activities that generate sustainable long term prosperity, jobs and incomes... Economic land uses include the traditional employment land uses (offices, research and development, industry and warehousing), as well as uses such as retail, tourism, and public services."*
- 2.13 The document states the importance of the planning system supporting economic growth and ensuring that there is sufficient land to meet the needs of the employment market at both a strategic and local level. *"Development plans should identify employment land requirements, allocate an appropriate mix of sites to meet need and provide a framework for the protection of existing employment sites of strategic and local importance."*
- 2.14 *"Wherever possible, planning authorities should encourage and support developments which generate economic prosperity and regeneration. Sites identified for employment use in a development plan should be protected from inappropriate development."*
- 2.15 Plans and decisions need to be based on an up to date and locally/sub-regionally specific evidence base which demonstrates the *"suitability of the existing employment land supply as well as future provision in relation to the locational and development requirements of business."* That evidence base should include an Employment Land Review (ELR).

- 2.16 *“Planning authorities should work with each other and with relevant economic fora in order to prepare an ELR. The review should include an assessment of anticipated employment change and land use together with estimates of land provision for employment uses showing net change in land/ floorspace. This should be calculated for offices, industrial and warehouse uses separately. This evidence should help inform an economic vision for the area. Employment Land Reviews should be kept up to date and relevant to prevailing market conditions and the needs of the development plan.”*
- 2.17 In addition, local planning authorities should steer economic development to the most appropriate locations, including provision of strategic scale sites, by:
- Coordinating development with infrastructure provision
 - Supporting national, regional and local economic policies/strategies
 - Aligning jobs and services with housing (where possible) to reduce the need for travel, especially by car
 - Promote the re-use of previously developed vacant and underused land
 - Delivering physical regeneration and employment opportunities to disadvantaged communities
 - Control and manage the release of unwanted employment sites to other uses
 - Propose specific locations for locally and strategically important industries which are detrimental to amenity and may be a source of pollution
 - Identify protection zones around land and premises that hold hazardous substances and protect the ability of existing businesses to operate or expand by preventing the incremental development of vulnerable uses in the locality.
- 2.18 Innovative business and technology clusters may also be important to the economic growth of a local authority area. Development plan policies need to identify potential networks and cluster areas, and set policies for the creation of the transport, environmental and telecommunications infrastructure needed to support such networks. Planning authorities should also look favourably on any renewable and low carbon energy generation proposals designed to serve clusters.
- 2.19 New business creation is essential to sustain and improve rural economies. *“Many commercial and light manufacturing activities can be located in rural areas without causing unacceptable disturbance or other adverse effects. Micro and small enterprises have a vital role to play in the rural economy, and contribute to both local and national competitiveness and prosperity.”*

- 2.20 Whilst some rural employment can be created through the re-use of buildings, new development may also be required. This new development should, where possible be within or adjacent to settlement boundaries and preferably close to public transport links. In addition, where businesses cannot be accommodated within settlements, appropriate small-scale rural enterprise should be permitted on unallocated land. The expansion of existing businesses located in open countryside should be supported provided there are no unacceptable impacts on local amenity.
- 2.21 *“Planning authorities should adopt a positive approach to diversification projects in rural areas... Whilst every effort should be made to locate diversification proposals so they are well-served by public transport, it is recognised that certain diversification proposals will only be accessible by car. While initial consideration should be given to adapting existing farm buildings, the provision of a sensitively designed new building on a working farm within existing farm complexes may be appropriate where a conversion opportunity does not exist.”*

Technical Advice Notes – Welsh Government

- 2.22 These guidance notes and statements are intended to assist local authority policy makers in the preparation of LDPs. Of relevance to this study is TAN 6: Planning for Sustainable Rural Communities and TAN 23: Economic Development.

TAN 6: Planning for Sustainable Rural Communities (2010)

- 2.23 This TAN highlights that *“strong rural economies are essential to support sustainable and vibrant rural communities.”* Development plans should facilitate diversification of the rural economy, accommodating the needs of both traditional rural industries and new enterprises, whilst minimising impacts on the local community and the environment.
- 2.24 Meeting the economic needs of rural communities will require the provision of a diverse range of employment sites. Where possible such sites should be located within or adjacent to settlements. A rural employment exception policy may also be required, setting out the criteria against which planning applications for employment use on the edge of settlements, on sites which are not specifically allocated in the development plan, will be assessed. The expansion of existing rural businesses, including

businesses that are in the open countryside should be supported, providing there are *“no unacceptable impacts on local amenity.”*

- 2.25 If there is a shortfall of employment land in the local authority area then planning authorities should resist development proposals that could result in the loss of employment sites, unless the applicant puts forward land or property of equivalent or greater employment value.
- 2.26 Planning authorities should also encourage the growth of self-employment and micro businesses by supporting home working. Planning applications for employment premises at home should be supported and development plans should identify new opportunities for home/work developments.
- 2.27 Farm conversions to employment uses will often be appropriate in rural areas. Appropriate uses at such locations could include food and timber processing and packing, services (offices, workshop facilities, equipment hire and maintenance), sports and recreation services, the production of non-food crops and renewable energy.

TAN 23: Economic Development (2014)

- 2.28 This TAN provides guidance on planning for economic development at a strategic level, identifying and assessing the economic benefits of development proposals and establishing an evidence base to support the economic development policies of LDPs.
- 2.29 Echoing PPW, the TAN advises that local planning authorities should aim to provide the land that the market requires (unless there are good reasons to the contrary). *“Local planning authorities should recognise market signals and have regard to the need to guide economic development to the most appropriate locations, rather than prevent or discourage such development.”*
- 2.30 However, there may also be instances when planning authorities do not provide the land the market demands, in the places where the market demands it. Proposed developments or site allocations may be resisted because they would have unacceptable environmental impacts, divert demand from town centres or would go against agreed spatial strategies. In these circumstances planning authorities should look for alternative sites which offer the same, or very similar, advantages.

- 2.31 A sequential test should be applied to economic development proposals or possible employment land allocations. First preference should be given to sites within the boundaries of settlements (including planned new settlements and urban extensions), then edge-of-settlement sites and finally land in the open countryside. Land may be identified in less preferable locations if the resulting benefits (i.e. jobs accommodated, alternatives, special merit) *“outweigh any adverse impacts of the development.”*
- 2.32 Local authorities are encouraged to work jointly in sub-regional groups to prepare joint economy evidence bases, including an analysis of the sub-regional commercial and industrial property market. Such sub-regional strategies should also focus on identifying strategic sites of national and regional importance.
- 2.33 Where a planning authority is assessing a site allocation or planning application that could cause social or environmental harm, there are three issues which need to be considered:
- *“Alternatives: if the land is not made available (the site is not allocated, or the application is refused), is it likely that the equivalent demand could be met on a site where development would cause less harm, and if so where?”*
 - *...Jobs accommodated: how many direct jobs will be based at the site?*
 - *...Special merit: would the development make any special contribution to policy objectives?”*
- 2.34 An example of a development of ‘special merit’ could be a greenfield development that could attract high-value, high-skill businesses that would not be interested in a lower-quality urban environment.
- 2.35 In rural areas, development may be acceptable in countryside locations if it makes communities more sustainable (encouraging people to work close to home), meets the expansion needs of an existing local business or an existing business cluster.
- 2.36 In producing LDPs, local planning authorities should:
- Develop a broad vision for the Plan which *“must be consistent and coherent so that the economic, social and environmental considerations support each other”*
 - Set land provision targets which meet the market demand for land. Local

authorities should work together to steer development to sustainable locations.

- 2.37 In terms of forecasting future growth, the TAN, echoing Planning Policy Wales, advocates “a broad assessment of anticipated employment change by broad sector and land use”. Specifically, this will require “the preparation of possible future economic scenarios with plans developed in a way which ensures they are robust across the more likely scenarios and contain the flexibilities necessary to adjust to changing circumstances. The starting point for scenarios would normally be past trends at a regional level. Such scenarios could be adjusted to reflect different policy or demographic assumptions.”
- 2.38 The TAN accepts that such forecast modelling can often be imprecise – “Models of future economic scenarios are surrounded by a large margin of uncertainty, and often more so for individual authorities than for larger areas. Modelling may be most successful when based on functional economic areas such as travel to work areas and housing market areas.”
- 2.39 Where projected local authority growth differs markedly from that expected for the wider region, “the authority should provide an evidence-based justification for these differences, much as they would have to in respect of population projections for their area.” Predicted employment figures should usually be expressed as a range of scenarios to reflect different economic outcomes and policy options. Ultimately however, “the level of growth envisaged must be realistic, able to withstand scrutiny and be consistent with the other aspirations of the plan including population and housing projections.”
- 2.40 Finally, the TAN highlights that existing employment sites should only be released for other uses if:
- “They have poor prospects of being re-occupied for their previous use;
 - And/or the particular market that the site is part of is oversupplied;
 - And/or the existing employment use has unacceptable adverse impacts on amenity or the environment;
 - And the proposed redevelopment does not compromise unduly neighbouring employment sites that are to be retained;
 - Or other priorities, such as housing need, override more narrowly focused

economic considerations.”

Practice Guidance: Building an Economic Development Evidence Base to Support a Local Development Plan – Welsh Government (2015)

- 2.41 This Practice Guidance provides a methodology for local planning authorities (LPAs) to help meet these requirements, and to *“produce robust evidence bases to underpin sound plans and development management decisions.”* The guidance aims to *“address common technical problems and help achieve greater consistency in the approach to collecting data across Wales.”* LPAs may choose to depart from or add to the methods contained in this document *“but in either case make clear the reasons for their preferred methodology in their evidence base studies and LDP as the outputs should be robust enough to withstand scrutiny along with other supporting evidence for LDPs.”*
- 2.42 Planning Policy Wales (PPW) section 7.5.1 provides policy advice about LDPs and the economy, including the need for:
- ii. “An economic vision for the area, including a broad assessment of expected employment change by broad sector and land use*
 - iii. Quantitative targets on the provision of land for employment (B-Class) uses over the plan period, showing net change in land and/or floorspace for offices, industry and warehousing*
 - iv. Site-specific policies: – on new sites to be allocated for employment; – on established employment sites, to determine whether they should be safeguarded for their existing uses or released for alternative uses*
 - v. Criteria-based policies to guide development management decision on sites not specifically identified in the plan.”*
- 2.43 Chapter 4 establishes that the Employment Land Review (ELR) is an integral part of establishing an evidence base to support the strategies and policies of an LDP. *“While ELRs have typically been conducted, and deal with data, at a local authority level, PPW and Technical Advice Note (TAN) 23 strongly support joint studies with neighbouring authorities where this is practicable. The information collected in the ELR study will also help inform the more strategic assessment of economic development taking places at a larger than local level.”*

2.44 The Employment Review includes four stages. *“The Employment Land Review is essentially a two-part process, an appraisal of the present situation (stages 1 & 2) followed by an assessment of future needs (stages 3 & 4):*

- *Stage 1: Property Market Assessment*
- *Stage 2: Audit of Employment Sites*
- *Stage 3: Future Land Requirements*
- *Stage 4: Policy options and recommendations.”*

Prosperity for All: Economic Action Plan – Welsh Government

2.45 The purpose of the Economic Action Plan is to support delivery of Prosperity for All – the national strategy for Wales. The Plan sets out a vision for inclusive growth, built on strong foundations, supercharges industries of the future and productive regions. The Plan drives the twin goals of growing the economy and reducing inequality.

2.46 The Economic Contract is the centrepiece of the new approach. *“This will frame the reciprocal relationship between Government and business and drive public investment with a social purpose.”* The Economic Contract will be applied to Welsh Government’s direct financial support to business. Government will explore extending the contract to include the wider offer to business and the adoption of these principles by the rest of the public sector in Wales. The Economic Contract will require businesses seeking investment from Welsh Government to demonstrate all of the following as a minimum requirement:

- Growth potential (measured for example, by contribution to employment, productivity, or multiplier effects through the supply chain)
- Fair Work (as defined by the Fair Work Board)
- Promotion of health, including a special emphasis on mental health, skill, and learning in the workplace
- Progress in reducing carbon footprint.

2.47 Each region benefits from its own distinctive opportunities and challenges and the report advocates more effective regional collaboration in order to lead to better outcomes. *“We will introduce a new regionally focussed model of economic development. We will bring greater coherence through the work of our Chief Regional Officers who promote regional interests and issues in Welsh Government to tailor delivery on a broad range of issues. Our regional footprint is consistent with our local government reform agenda and those used by the Regional Skills Partnerships.”*

Welsh Government Remote Working Ambition

- 2.48 The Welsh Government has stated its long-term ambition to see “30% of Welsh workers working from home or close to home”. In a press release to announce this ambition in September 2020, it was announced that the intention “is to develop a hybrid workplace model, where staff can work in the office, at home, or in a hub location. The aim is that this will enable 30% or more of workers to work remotely, helping reduce congestion and pollution and improving work-life balance for employees and employers.”
- 2.49 Of relevance to the forecasting of employment land requirements in Monmouthshire, it is noted that this is likely to be applicable for office based workers, either in B1 office spaces or hybrid spaces (mix of B2/B8 with B1 offices).

Regional

Baseline Economic Analysis for South East Wales – South East Wales Directors of Regeneration and Environment Business Group (SEWDER) (2015)

- 2.50 This study provides an economic baseline assessment for South East Wales (SEW) that will inform the regional business strategy. The main aim of the study is to provide a regional economic baseline assessment that informs the regional business strategy. It seeks to:
- “Draw together the wide variety of information that currently exists including the business cluster assessment;
 - Focus on gaps and opportunities for business development linking to the two other key strategic priorities within the RSF, i.e. Place and People & Skills;
 - Provide useful analysis that will assist in future funding bids and provide part of the evidence base for the Strategic Development Plan; and
 - Demonstrate the significant variations that exist within the region.”
- 2.51 SEW covers the ten unitary authorities of Blaenau Gwent County Borough Council, Bridgend County Borough Council, Caerphilly County Borough Council, The City of Cardiff Council, Merthyr Tydfil County Borough Council, Monmouthshire County Council, Newport City Council, Rhondda Cynon Taf County Borough Council, Torfaen County Borough Council and Vale of Glamorgan Council.

- 2.52 SEW has a population of almost 1.5 million, which equates to 48 percent of the population of Wales. *“It is also economically significant for Wales, generating more than half of the total Gross Value Added (GVA) in Wales but still lags behind the UK average, generating only 80 percent of the UK average GVA per head... There is great disparity within SEW particularly between the more prosperous coastal areas and the more deprived Heads of the Valleys area.”*

Sub Regional Policy Context – Cardiff Capital Region

City Deal – Cardiff Capital Region (2017/18)

- 2.53 The Cardiff Capital Region City Deal includes the ten districts in South-East Wales – Blaenau Gwent, Bridgend, Caerphilly, Cardiff, Merthyr Tydfil, Monmouthshire, Newport, Rhondda Cynon Taff, Torfaen and Vale of Glamorgan – in a £1.28 billion programme of infrastructure investment. Hoping to *“build on the region’s sectoral strengths”* and *“tackle barriers to economic growth”*, the deal aims to deliver 25,000 new jobs, increase connectivity and improve infrastructure and regional business governance. Targeted economic gains include a 5 percent uplift in GVA and the attraction of an additional £4 billion private sector investment.
- 2.54 The Deal includes:
- £1.2 billion investment in the Cardiff City Region’s infrastructure. A key priority for investment will be the delivery of the South East Wales Metro, including the Valley Lines Electrification programme.
 - Connecting the Region. The Cardiff Capital Region will establish a new non-statutory Regional Transport Authority to co-ordinate transport planning and investment, in partnership with the Welsh Government.
 - Support for innovation and improving the digital network
 - Developing a skilled workforce and tackling unemployment
 - Supporting enterprise and business growth
 - Housing development and regeneration.
- 2.55 Specific projects that are have recently or currently being brought forward through the City Deal programme in Monmouthshire include Covid-19 Cool Plasma Sterilisation Technology (£2.05 million) and the Metro Plus Severn Tunnel Junction Park and Ride (£5.0 million), which is expected to commence construction in July 2021.

Cardiff Capital Region, Industrial & Economic Plan – Cardiff Capital Region

- 2.56 The purpose of the Industrial & Economic Plan is *“to guide the deployment of funding, policy decisions, and targeted effort to ensure the future productivity and prosperity of the region. It sets out the principles that will guide the region towards self-reliance, rather than a more detailed, prescriptive roadmap.”*
- 2.57 The CCR wishes to perform economically on a par with any region in the UK and internationally. It currently sits towards the bottom of most of the economic productivity and competitiveness tables in the UK. In order to improve the economic prosperity of the region, the report recommends the following:
- *“Identify areas of comparative strength in the CCR that can compete at a UK level and internationally, and invest in them*
 - *Create rich ecosystems that stretch and support the development of key sectors within the economy – take a challenge led approach that drives up ambition and cohesiveness*
 - *Encourage and support entrepreneurship so that our population not only seeks employment but creates employment within the region*
 - *Improve productivity within the Foundational Economy*
 - *Target our most deprived and isolated communities and support regenerative growth*
 - *Turn the large public sector base within the region into an asset that adds prosperity to the region.”*
- 2.58 *“Building on our competitive advantage and opportunity within the economy we will strategically target sectors for support, enabling them to grow and flourish. These will include – but not be limited to – the following:*
- *Compound Semiconductors, its supply chain and applications*
 - *Fin Tech*
 - *Cyber Security Analytics*
 - *Artificial Intelligence and Data Science*
 - *Creative Economy*
 - *Life sciences and more specifically the medical devices and diagnostics sub-sectors*
 - *Transport Engineering – automotive, trains and aircraft.”*

Local

Monmouthshire Local Development Plan 2011-2021 – Monmouthshire County Council

- 2.59 The Local Development Plan (LDP) identifies employment & economic development as one of the key issues to be addressed. It emphasises the need for inward investment and local employment opportunities, recognising high levels of out-commuting and slow uptake of employment land in the County. It acknowledges the need to regenerate and diversify the County's rural economy and the role of tourism in sustaining the historic town centres.
- 2.60 The LDP identifies Industrial and Business Sites (SAE1 sites) that are allocated sites for further B1, B2 and B8 employment growth. Four further sites are identified as Mixed Use Sites, with the intention of being development for employment and residential uses. Protected Employment Sites (SAE2) are also listed as existing employment areas in Monmouthshire.
- 2.61 The following lists the SAE1 employment sites identified in the LDP, along with the site areas, intended use classes and estimated job capacities of the sites, as stated in the LDP.

Table 2 – Identified Industrial and Business Sites (SAE1)

Site Ref.	Site Name	Area (ha)	Use Class	Job Potential
SAE1a	Wales One, Magor (West)	4.0	B1	1,289
SAE1b	Quay Point, Magor	19.6	B1, B2, B8	1,962
SAE1c	Gwent Europark, Magor	13.3	B8	581
SAE1d	Westgate Business Park, Llanfoist	5.0	B1, B2	576
SAE1e	Ross Road, Abergavenny	1.5	B1, B2, B8	158
SAE1f	Newhouse Farm, Chepstow	4.0	B2, B8	200
SAE1g	South Woodside, Usk	1.3	B1	142
SAE1h	Pill Row, Severnbridge IE, Caldicot	1.0	B1, B8	106
SAE1i	Beaufort Park, Chepstow	0.42	B1	50
Total Area		50.1		

Source: Local Development Plan 2011-2021

- 2.62 The following table provides the list of protected employment sites (SAE2).

Table 3 – Protected Employment Sites (SAE2)

Site Ref.	Site Name
SAE2a	Mill Street, Abergavenny
SAE2b	Lower Monk Street, Abergavenny
SAE2c	Union Road, Abergavenny
SAE2d	Hatherleigh Place, Abergavenny
SAE2e	Ross Road (Junction Yard), Abergavenny
SAE2f	School Hill, Chepstow
SAE2g	Station Road, Chepstow
SAE2h	Job Centre, Chepstow
SAE2i	Bulwark Road, Chepstow
SAE2j	Beaufort Park, Chepstow
SAE2k	Newhouse Farm, Chepstow
SAE2l	Wonastow Road, Monmouth
SAE2m	Mayhill/Hadnock Road, Monmouth
SAE2n	Tri-Wall, Wonastow Road, Monmouth
SAE2o	Magor Brewery
SAE2p	Severn Bridge, Caldicot
SAE2q	Cheeseman's Industrial Estate, Rogiet
SAE2r	Progress Industrial Estate, Rogiet
SAE2s	Former Railway Goods Yard, Usk
SAE2t	Cuckoo's Row, Raglan
SAE2u	Raglan Enterprise Park
SAE2v	Mamhilad
SAE2w	Wales One, Magor
SAE2x	Woodside Industrial Estate, Usk
SAE2y	Avara Foods, Abergavenny

Source: Local Development Plan 2011-2021

2.63 The four mixed use sites are listed below.

Table 4 – Mixed Use Sites

Site Ref.	Site Name	Area (ha)	Job Potential
SAH2	Crick Road, Portskewett	1.0	118
SAH3	Fairfield Mabey, Chepstow	2.8	401
SAH4	Wonastow Road, Monmouth	6.5	651
SAH5	Rockfield Farm, Undy	2.0	258
Total Area		10.3	

Source: Local Development Plan 2011-2021

2.64 The Council is embarking on the preparation of a Replacement Local Development Plan to cover the period 2018-2033, which will be informed by this study.

***Local Development Plan: Review Report – Monmouthshire County Council
(2018)***

- 2.65 This Review Report provides an overview of the issues that have been considered as part of the full review process and subsequently identifies the changes that are likely to be needed to the current LDP, based on evidence. *“The LDP review has been informed by the findings of preceding Annual Monitoring Reviews (AMRs), significant contextual changes, updates to the evidence base and responses to the Draft Review Report consultation.”*
- 2.66 Chapter 3 addresses Policies S9, SAE1 and SAE2, regarding employment. *“The LDP policy review found that in general the Plan’s employment policies are functioning effectively in enabling appropriate industrial and business development across the County and no concerns have been raised by officers in respect of the current employment policy framework.”* The following however will need to be considered:
- *“The employment strategy, to take account of the industrial and business allocations that have been developed since LDP adoption*
 - *The ‘economies of the future’ and their locational, sites and premises requirements*
 - *The Council’s long term economic priorities and aspirations linked to the Cardiff Capital Region City Deal and Future Monmouthshire.”*
- 2.67 *“The LDP allocated a total of 50.12 ha of Identified Industrial and Business Sites (SAE1) to ensure that there is a sufficient supply of employment land to meet the need of the County. The 2016-2017 AMR identified a total take-up of 9.36 ha of employment land on SAE1 sites since LDP adoption (to 31 March 2017). Of this development, 3.1 ha relates to non-B uses.”*
- 2.68 The LDP monitoring indicator relating to employment land supply/development notes sufficient employment land is required to be maintained to meet the identified take-up rate of 1.9 ha per annum. *“There is currently 40.76 ha of remaining land available across the identified Industrial and Business Sites (SAE1), the majority of which is located in Magor (31.06 ha/76 percent). Assuming a take-up rate of 1.9 ha per annum, the LDP currently contains sufficient industrial and business sites to the year 2038. In addition to this, 8.58 ha is currently available on the Identified Mixed Use sites and 1.12 ha on Protected Employment Sites (SAE2) Sites.”* The net availability of land on

employment sites and mixed use sites is critiqued and reviewed as part of this ELR report.

- 2.69 Since the publication of this report, the 2020 Annual Monitoring Report has been released, which provides more updated information on take-up and remaining land than in the Review Report, covering the period April 2019 to March 2020. As at the end of March 2020, there was 40.16 ha of employment land remaining available (SAE1 sites), with total take-up of employment land since 2014 – 2020 of 14.33 ha, at 2.38 ha per annum. As part of the Annual Monitoring Report the Council undertakes an annual employment land survey, the most recent of which was undertaken in March 2021. This found that total take-up of employment land between 2014 – 2021 was 14.71ha and increase of 0.38ha, at 2.10ha per annum.

Monmouthshire Business Growth & Enterprise Strategy 2014-2020

- 2.70 Monmouthshire Business and Enterprise have three key strategic priorities that will enable them and Monmouthshire's business community and key business partners to move forward in partnership. *"In line with the aspiration to create a Monmouthshire where 'people benefit from an economy which is prosperous and supports enterprise and sustainable growth, where families shop locally and create a truly entrepreneurial spirit' these three strategic priorities are being suggested:*
- *Supporting Business Growth;*
 - *Encouraging Inward Investment; and*
 - *Growing Entrepreneurs."*
- 2.71 *"Cross cutting themes weaved across all three priorities will embrace and capitalise on digital technology opportunities and raising skills levels to meet the needs and aspirations of individuals and employers, with a view to creating high level employment opportunities and raise wage levels. Together these three strategic priorities present a consolidated approach to the delivery and implementation of the Monmouthshire Business Growth and Enterprise Strategy."*

Vision Monmouthshire 2040 – Our Economic Growth and Ambition Statement (2019) and Inward Investment Prospectus (March 2020)

- 2.72 Vision Monmouthshire 2040 outlines the overall vision for the County and is designed to sit alongside the RLDP.

2.73 The Vision includes a list of priorities, which are:

- *“Raise the profile of Monmouthshire as a key investment opportunity for the private sector*
- *Lay the ground rules for an economic environment which enables businesses to land and expand and provide sustainable employment for local people*
- *Attract funding and investment to Monmouthshire to attract the right conditions for ‘an inclusive economy’ – Equitable, Sustainable, Stable, Participatory, Growing*
- *Set an ambition which is sensitive to the landscape to ensure Monmouthshire remains an incredible place to visit, stay, live and invest.”*

2.74 The Vision also outlines Aims for Monmouthshire under four themes:

- A Productive Monmouthshire
- A Healthy and Happy Monmouthshire
- A Prosperous Monmouthshire
- A Welcoming Monmouthshire

2.75 The Inward Investment Prospectus 2020 supports the Growth and Ambition Statement and sets out aspirations to raise the economic profile of Monmouthshire with priorities to explore business opportunities, attract funding and develop a portfolio of sites.

Economies of the Future: Baseline Report, Monmouthshire County Council (2018)

2.76 The Economies of the Future Analysis was prepared by BE Group (leading a team of consultants) and explores opportunities for Monmouthshire County’s economy, looking at potential growth scenarios and the resulting implications. The Baseline Report presents the underlining property and policy position of Monmouthshire at the current time.

2.77 The Report focuses on an analysis of the local property market in Monmouthshire. *“Monmouthshire is generally sufficiently provided for to service on-trend (baseline) growth, although housing completions would need to be continually monitored. However, if pursuing a higher growth agenda, it is apparent that the property market will require further roll-out of land to ensure that such an agenda can be achieved.”*

2.78 Regarding employment land/premises:

- *“There is a reasonable supply of employment sites in Monmouthshire, which would be sufficient to accommodate expected baseline growth of employment*
- *The existing employment sites are generally of sufficient scale and appropriately located to service Monmouthshire’s baseline growth needs*
- *However, there are concerns about the deliverability of key sites (Quay Point, Gwent Europark) given the substantial infrastructure requirements*
- *The potential rerouting of the M4 is likely to have development implications for some the strategic sites around Magor. While potentially increasing the visibility of these sites, disruption during construction and new access routes may alter the attractiveness of these sites for the market [it is noted that the M4 Relief Road project is not being proceeded with]*
- *The potential adoption of a growth agenda that increases the take-up rate of employment land in Monmouthshire would limit market choices based on current land availability and is likely to require a further roll-out of employment land*
- *The current market for employment premises shows a preference for the southern corridor within Monmouthshire*
- *There is a reasonable range of unit sizes being transacted in the market, from SME units of less than 100 sqm to very large industrial premises in excess of 10,000 sqm*
- *A higher volume and larger average unit sizes are being transacted in the industrial market, relative to the office market*
- *Further provision of premises would need to accommodate the market preferences above and ensure that localised market needs are met*
- *Continuation of baseline growth is likely to mean that a significant amount of further retail is unlikely to be warranted in the town centres in the current retail market. A more accelerated population trajectory, if pursued, would boost the catchments of the town centres, helping to support the local high streets.”*

Economies of the Future: Strategic Direction Report, Monmouthshire County Council (2018)

- 2.79 The Strategic Direction Report was also prepared by BE Group and the consultant team and presents the implications and opportunities of an accelerated growth scenario in Monmouthshire *“if such an approach were to be adopted.”* This document, along with the Baseline Report, are designed to inform Council in their decision making regarding the strategic direction for the County.

- 2.80 Two strategies for economic growth in Monmouthshire are suggested – matching UK growth rates and a radical, structural economic change – with supporting Action Plans for the two strategies to providing a starting point to address this growth.
- 2.81 This Strategic Direction report explores the implications of ambitious employment growth in Monmouthshire and outlines actions required to drive that level of employment growth. However, it remains uncertain as to whether such ambitious growth will be achieved. This ELR will explore growth that is more moderate and would be considered an on-trend growth trajectory, as well as Council's preferred growth strategy, which is a more ambitious trajectory, and which has been prepared by Edge Analytics with regard to the analysis of the Economies of the Future work.

Growth and Spatial Options Paper, December 2020, Monmouthshire County Council

- 2.82 This paper details the growth options for Monmouthshire that were taken to consultation as part of the preparation of the RLDP. These options included the most up-to-date information on population estimates and projections, including revised Welsh Government 2018-based population projections released in August 2020.

Table 5 – Growth Options Taken to Consultation

Option	Additional Homes by 2033	Employment Jobs by 2033
1 Balanced Migration	-255	-1,800
2 WG 2018-based Principal Projection	+3,930	+3,120
3 WG 2018-based Principal Projection with added policy assumptions	+4,770	+3,975
4 Dwelling-led average	+6,030	+5,460
5 Population-led projection with added policy assumptions	+7,605	+7,215
6 Employment-led projection with added policy assumptions	+9,060	+9,630

Source: Growth and Spatial Options Paper, Dec 2020

- 2.83 Detailed assumptions behind the options are provided in the document, including details as to what policy interventions would need to address to achieve the level of growth.
- 2.84 Following the consultation period, Option 5 was selected as the preferred option. For employment, this **assumes an average annual growth of 481 jobs** over the forecast period. This option has been used within this ELR document as part of the assessment

for the forecast requirement for employment land, referred to as the 'policy-on' scenario. Option 5 as a growth scenario is significantly above the on-trend growth for Monmouthshire and represents a strong ambition for the County for employment growth. The commentary for Option 5 states that it would encourage indigenous business growth and inward investment. This option would help to smooth the age profile, through retaining younger adults in the County.

3.0 SOCIO-ECONOMIC ASSESSMENT

Introduction

- 3.1 This section provides a summary of the prevailing economic conditions in Monmouthshire. It aims to provide the context which shapes employment land demand and supply factors in the study area to facilitate sustainable growth. It also provides an important context for understanding economic demand/need, having regard to the wider regional and national economies.

Economic Assessment – Population and Labour Market

- 3.2 The scale, quality and efficiency of the local labour market are acknowledged as key factors that will influence the ability of an area to capture economic growth and in turn have implications for both housing and employment land requirements.
- 3.3 Being able to access a pool of suitably qualified and experienced workers is important to both new and existing businesses, including those who are well established within an area and seeking to grow. The composition of the labour market, and in particular the skills, occupational profile and associated wages is critical for businesses looking to grow and recruit staff and are considerations when a new business is looking to enter the area. Therefore, an understanding of these characteristics is useful for his analysis.

Population

- 3.4 The estimated population of Monmouthshire in 2019 (ONS) was 94,590 and over the period of the last 20 years the population has increased by 10,610 residents, equating to a percentage increase of 12.6 percent over that period. Population growth in Monmouthshire since 1999 has been at a faster rate than for Wales (8.7 percent), but lower than the levels reported for Great Britain (13.9 percent).
- 3.5 Population growth of working age residents (16-64) is however some way below the level reported for both Wales and Great Britain for the last 20 years, which has implications for availability of labour, taxation base and provision of services.

Table 6 – Population Growth (1999-2019)

	1999		2019		Percent Change (1999-2019)	
	Total	Working Age (16-64)	Total	Working Age (16-64)	Total	Working Age (16-64)
Monmouthshire	83,980	52,201	94,590	55,394	12.6	6.1
Wales	2,900,599	1,803,736	3,152,879	1,926,668	8.7	6.8
Great Britain	57,005,421	36,344,294	64,903,140	40,540,992	13.9	11.5

Source: ONS Population Estimates, 2021

3.6 The slower growth in the working age population has meant that the Monmouthshire population has an older age profile than for Wales. The ONS's 2019 estimates of the median age for the Monmouthshire population is 49.0 years, compared to 42.5 years for Wales. Monmouthshire has the third oldest median age in Wales, behind only Powys (50.4 years) and Conwy (49.9 years). The median age of Monmouthshire has increased by 4.3 years over the last decade (10 percent growth). The ageing population has implications for the further provision of labour in the market, which may influence location decisions of businesses.

3.7 Anecdotally, it has been reported that rural areas have seen renewed interest for housing and in-migration over the last year, as people re-evaluate their living arrangements and the need to be close to major urban areas for work. The latest data for population for Monmouthshire is to 2019, which would not account for this, and thus it is recommended that population growth trends continue to be monitored for changes in the County.

Labour Market

3.8 Looking at recent Business Register and Employment Survey (BRES) data, the number of people in employment has fallen slightly between 2015 (39,000 employment) to 2019 (38,500 employment). The health sector has the largest representation of any sector in Monmouthshire; however, manufacturing, retail and accommodation and food services are also significant sectors in terms of employment numbers.

Table 7 – Employment Numbers	Monmouthshire					Wales				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Agriculture, forestry & fishing (A)	3,250	3,250	3,000	1,500	1,750	61,500	59,500	56,000	38,500	42,500
Mining, quarrying & utilities (B, D, E)	375	350	325	400	325	25,000	20,500	21,000	21,500	22,500
Manufacturing (C)	3,750	3,250	3,250	3,500	3,500	146,000	143,000	138,500	145,500	143,000
Construction (F)	1,750	2,375	2,250	3,000	2,500	58,000	73,000	59,000	71,000	65,500
Motor trades (Part G)	800	800	750	850	1,250	26,500	23,500	20,500	24,000	32,000
Wholesale (Part G)	1,500	2,375	1,000	1,125	1,750	34,000	38,500	29,500	29,500	43,500
Retail (Part G)	3,750	3,750	3,750	4,000	3,750	137,000	131,500	130,000	134,000	126,500
Transport & Storage (incl postal) (H)	1,250	1,375	2,125	1,625	1,500	45,000	38,500	42,000	45,000	44,000
Accommodation & food services (I)	3,000	3,750	3,250	3,500	4,000	101,000	119,500	100,500	107,000	123,500
Information & communication (J)	500	1,125	2,250	900	900	20,500	31,000	52,500	27,000	28,000
Financial & Insurance (K)	325	300	300	375	350	30,000	28,000	29,500	33,000	32,000
Property (L)	750	650	650	1,000	700	19,500	20,000	17,000	22,500	18,000
Professional, scientific & technical (M)	2,250	1,750	2,750	3,000	2,500	68,500	57,500	69,500	77,000	66,500
Business administration & support (N)	1,500	1,875	1,875	1,500	1,750	79,500	83,000	88,500	89,000	84,000
Public administration & defence (O)	1,750	1,750	1,625	1,875	1,875	85,500	85,000	87,000	87,000	96,500
Education (P)	2,750	2,750	2,750	2,500	2,500	125,500	126,000	122,000	115,500	115,000
Health (Q)	7,000	6,500	6,500	7,000	6,000	199,500	202,500	200,500	216,500	200,500
Arts, entertainment, rec. & other (R, S, T, U)	2,000	1,375	1,750	1,500	1,625	59,000	52,500	60,000	55,500	48,000
Total	39,000	39,500	40,000	39,000	38,500	1,321,500	1,333,500	1,324,000	1,339,000	1,332,000

Source: BRES, 2021

- 3.9 Although, as of 2019, the Health sector had the largest representation, its estimated employment was higher as in 2015, with 7,000 employed. Significant declines were also seen in the Agriculture, forestry and fishing, Mining, quarrying and utilities and Arts, entertainment, recreation and other services sectors. Significant increases between 2015 and 2019 were seen in the Construction, Motor Trades, Accommodation and food services and Transport and storage sectors. The estimates of employment within an industry sector are based on annual surveys and thus subject to error, with some of the fluctuations year on year likely to be due to survey error.
- 3.10 The ONS findings for August 2019 – September 2020 reports that around 43,900 people are economically active in Monmouthshire, which equates to 83.2 percent of the working age population in the County. This percentage is stronger than that reported for either Wales or Great Britain, both for males and females.

Table 8 – Economically Active Residents

	Monmouthshire (Numbers)	Monmouthshire (%)	Wales (%)	Great Britain (%)
Economically Active (All)	43,900	83.2	76.2	79.0
Male	22,200	85.1	79.1	82.9
Female	21,700	81.4	73.2	75.2

Source: ONS, 2021

- 3.11 The August 2019 – September 2020 unemployment rate for Monmouthshire was estimated to be 3.0 percent, which is lower than the estimates for Wales (3.6 percent) and Great Britain (4.2 percent).
- 3.12 Monmouthshire clearly benefits from a highly skilled workforce. As of 2020, 49.3 percent of Monmouthshire residents have a qualification NVQ4 and above (degree level or above). This is significantly above the equivalent figure for both Wales and Great Britain, 38.8 and 43.1 percent respectively. This figure is significant for Monmouthshire and comes as the proportion of people residing within the County with at least an NVQ4 has grown by 12.5 percentage points between 2010 and 2020.

Table 9– Qualifications (2010-2020)

	Monmouthshire (Numbers)		Monmouthshire (%)		Wales (%)		Great Britain (%)	
	2010	2020	2010	2020	2010	2020	2010	2020
NVQ4 and Above	20,500	26,100	36.8	49.3	28.4	38.8	31.2	43.1
NVQ3 and Above	32,000	36,200	57.4	68.5	46.5	58.5	48.9	61.4
NVQ2 and Above	41,900	44,000	75.3	83.1	66.4	76.5	67.2	78.2
NVQ1 and Above	48,300	48,300	86.8	91.2	79.4	86.7	80.1	87.9
Other	2,200	2,800	4.0	5.3	7.3	5.7	8.5	5.7
No Quals	5,100	1,900	9.2	3.5	13.3	7.6	11.3	6.4

Source: ONS, 2021

- 3.13 Average earnings in Monmouthshire are above the Wales average for both residents of Monmouthshire and those working in the County. However, the results summarised below also show a significant difference between the average earnings of residents of Monmouthshire, compared to those working in Monmouthshire. That implies that the residents are commuting out of the County for higher earning jobs (e.g. in Cardiff, Newport, Bristol), with less opportunities for higher earning jobs within Monmouthshire.

Table 10 – Earnings (Gross Weekly Pay, £) (2010-2020)

Full Time Workers	Monmouthshire		Wales		Great Britain	
	2010	2020	2010	2020	2010	2020
Earnings by Residence	524.7	642.9	456.2	541.7	501.7	587.1
Earnings by Place of Work	417.9	574.9	450.8	537.8	500.3	586.7

Source: ONS, 2021

- 3.14 Wage growth of the last decade has been slightly higher in Monmouthshire (22.5 percent) than in Wales (18.7 percent) for residents. On the other hand, the rate of growth for workers working in Monmouthshire (37.6 percent) compared to those working in Wales (19.3 percent) is significantly different. Over the last decade the earnings by place of work in Monmouthshire has accelerated from being below the Welsh average to 7 percent above the Welsh average.
- 3.15 As of 2019, Monmouthshire had a higher job density (ratio of total jobs to population aged 16-64 years) than Wales, though was slightly below Great Britain as a whole. Over the last decade the job density figure in Monmouthshire has increased more than for Wales and equal to Great Britain across the same period, 2009-2019, which indicates a relative strong economy in Monmouthshire.

Table 11 – Job Density (2009-2019)

	Monmouthshire (Numbers)		Monmouthshire (Density)		Wales (Density)		Great Britain (Density)	
	2009	2019	2009	2019	2009	2019	2009	2019
<i>The density figures represent the ratio of total jobs to population aged 16-64</i>								
Density	40,000	45,000	0.72	0.82	0.70	0.77	0.77	0.87

Source: Local Labour Market Indicators by Unitary and Local Authority, ONS, 2021

Business Profile

- 3.16 According to ONS data, there were 4,510 businesses in the County as of 2020. This is an increase of 600 on the figure reported in 2010. Typical of most areas in the UK, Monmouthshire was dominated by smaller businesses, with 91.1 percent of businesses employing nine people or less (micro businesses). The number of micro businesses in Monmouthshire has increased since 2010, along with all other size bands.
- 3.17 Monmouthshire has a higher proportion of micro businesses than in Wales as a whole. This dominance of microbusinesses in the County has implications for the types and sizes of business premises required. However, the provision of such premises would need to allow for larger businesses, even though the actual numbers are smaller.

Table 12 – Businesses by Size (2010-2020)

	Monmouthshire (Numbers)		Monmouthshire (%)		Wales (Numbers)		Wales (%)	
	2010	2020	2010	2020	2010	2020	2010	2020
Micro (0-9)	3,595	4,110	91.8	91.1	79,645	94,600	89.1	89.4
Small (10-49)	270	335	6.9	7.4	8,210	9,460	9.2	8.9
Medium (50-249)	40	55	1.0	1.2	1,240	1,470	1.4	1.4
Large (250+)	10	15	0.3	0.3	275	325	0.3	0.3
Total	3,915	4,515	100.0	100.0	89,370	105,855	100.0	100.0

Source: ONS, 2021

Commuting Patterns

- 3.18 The latest data available for statistics on commuting in Wales are seen in Table 13 below. These figures show that in 2020, 56.9 percent of Monmouthshire's resident population in employment also worked in the County. This is the fourth highest level of retention out of the South East Wales local authorities.

Table 13 - Commuting Flows, 2020

Area	Out-Commuters (No.)	In-Commuters (No.)	Live and Work in Area (No.)	Percentage who Live and Work in area as a Percentage of the Total Employed, percent
Blaenau Gwent	15,900	4,700	14,900	48.4
Bridgend	24,200	17,000	40,700	62.6
Caerphilly	40,100	17,000	44,400	52.5
Cardiff	36,900	96,900	150,700	80.4
Merthyr Tydfil	10,800	7,900	13,500	55.6
Monmouthshire	19,700	19,000	25,900	56.9
Newport	27,800	36,900	45,300	62.0
Rhondda Cynon Taf	47,900	19,600	51,400	51.7
Torfaen	18,500	11,700	22,400	54.8
Vale of Glamorgan	30,200	9,200	28,200	48.3

Source: Welsh Government, 2020

3.19 The main worker destinations of Monmouthshire residents are:

- Newport – 3,900 workers
- Cardiff – 1,700 workers
- Torfaen – 1,400
- South West England – 7,600 workers
- West Midlands – 1,400

3.20 In terms of in-commuting, the main importer to Monmouthshire is Rhondda Cynon Taf with 3,200 workers, followed by Torfaen (2,700), Newport (2,600) and Blaenau Gwent (2,500). In total 19,000 commuters come into Monmouthshire for work, whilst 19,700 out-commute, giving a negative flow of 700 workers.

3.21 This commuting pattern data, gathered during Covid-19 restrictions, shows that worker movements have been on-going to a significant extent in 2020, it would be expected that the numbers would increase throughout 2021 and beyond as more normal working conditions return, though the above proportions on origin of workers are likely to be still broadly consistent. However, if in the post-pandemic work environment, a higher proportion of office-based workers continue to work fully or partly from home then

commuting from Monmouthshire to locations with higher office-based workforces (e.g. Cardiff) may reduce as a proportion of the overall commuting patterns.

Covid-19 Pandemic

- 3.22 Covid-19 is still an ongoing situation and the nature of the full longer-term impacts on the economy have yet to be borne out and how the economy recovery transpires once restrictions are fully relaxed is yet to come. Furthermore, as business support is reduced (e.g. furlough support) some further economic impacts such as a rise in unemployment is likely to occur. However, the following provides a summary of the potential impacts on the socio-economic characteristics of Monmouthshire as a result of the Covid-19 economic shock.
- 3.23 Figures from the Office for National Statistics show that the number of people claiming out of works benefits more than doubled from March 2020 to the peak in August 2020, from 975 to 2,370 in Monmouthshire, rising from 1.8 percent to 4.3 percent of the 16-64 year old population. From August, the number of claimants has fallen marginally to 2,270 in February 2021, 4.1 percent of the 16-64 year old population.
- 3.24 The proportion of claimants between March 2020 – February 2021 was lower in Monmouthshire than in Wales (3.1 percent rising to 5.9 percent) and Great Britain (3.1 percent rising to 6.5 percent). Therefore, claimant rises have been of a similar relative magnitude in Monmouthshire as seen in comparator areas, but from a lower starting base. The proportion of claimants in Monmouthshire was the lowest out of all the local authority areas in Wales as of February 2021.
- 3.25 The Coronavirus Job Retention Scheme (furlough scheme) has protected some jobs during the lockdown, including in Monmouthshire. Unemployment would be higher if not for the scheme, therefore the number and proportion of claimants would be higher. Her Majesty's Revenue and Customs (HMRC) data on the furlough scheme shows that as of 31st January 2021 some 5,400 jobs were furloughed in Monmouthshire, approximately 13.8 percent of eligible jobs. This was slightly lower than the Welsh average of 14.1 percent. This is significantly less than was seen in July 2020 where some 11,300 jobs were furloughed in Monmouthshire, 28.8 percent of eligible jobs. This reduction is a positive indication of the employment market bouncing back from the effects of the pandemic, and more people heading back into employment.

- 3.26 As of 28th February 2021, in Wales, using Business Registry Employment Survey (BRES) data to gain the total number of jobs per sector, it can be found that the employment sectors with the largest proportion of their jobs furloughed were the Arts, entertainment and recreation (43.0 percent of jobs in the sector), Accommodation and food services (35.3 percent) and Wholesale and retail (17.2 percent). This is significantly lower than the proportion furloughed in July 2020, where Accommodation and food services had 73 percent of workers furloughed, Arts had 65 percent furloughed and the Wholesale and retail trade sector had 40 percent.
- 3.27 As of 2019, Monmouthshire's proportion of the total employment in these sectors was 10.4 percent for Accommodation and food services, 2.6 percent for Arts and 16.9 percent for Wholesale and retail trade. In relation to land and property, these sectors accommodate very little or no B-class premises floorspace.

Employment Forecasts

Baseline Forecasts

- 3.28 Updated employment forecasts from Oxford Economics have been procured as part of this update study, which attempt to account for the impacts of the economic shock due to the pandemic, as well as changing economic circumstances due to Brexit. These forecasts are independent of the optioning work undertaken for the preparation of the Preferred Strategy. Rather than an ambition or target for growth, this baseline employment forecast represents a potential growth trajectory if current economic and employment trends continue, without any growth policies or interventions.
- 3.29 The table below summarises Oxford Economics' forecasts for Monmouthshire (released April 2021) over the planning period. Oxford Economics forecasts that employment in Monmouthshire will increase from 44,540 jobs in 2018 to 45,320 jobs in 2033, an increase of 780 jobs over this period. By comparison, the 2019 forecasts from Oxford Economics were for some 46,110 jobs to be in the County by 2033. However, Oxford Economics has also revised down their estimates for the 2018 employment in the County in comparison to 2019 estimates and thus the change in jobs between 2018 and 2033 has increased from an estimated +560 jobs (2019 estimated change) to +780 jobs (2021 estimated change).
- 3.30 Advice provided by Oxford Economics as to their underlining assumptions in accounting for Brexit and Covid-19 impacts includes the following:

- The forecasts assume that the Covid-19 restrictions will be eased by mid-2021, precipitating a strong consumer-led recovery in the economy;
- UK GDP is forecast to grow by 7.2 percent in 2021 and 5.7 percent in 2022;
- Brexit is forecast to be a long-term drag on the economy due to increased trade restrictions with the EU, limited trade growth and discouraging foreign direct investment;
- On-going impacts from the pandemic are also expected to dampen the economy, with long-term unemployment lowering business investment;
- Overall, the UK economy is forecast to grow at a lower rate than the previous decade.

3.31 These are UK wide assumptions for the overall performance of the economy and are not specific to Monmouthshire.

3.32 The forecast growth of the employment in Monmouthshire is provided in the table below.

Table 14: Employment Forecast by Broad Sector

Sector	2018	2023	2028	2033	Change 2018-2033	Percent Change
Agriculture, forestry and fishing	1,728	1,537	1,507	1,432	-296	-17.1%
Mining and quarrying	5	8	7	5	0	0.0%
Manufacturing	3,841	3,714	3,322	2,929	-912	-23.7%
Electricity, gas, steam and air conditioning supply	6	11	11	10	4	66.7%
Water supply; sewerage, waste management and remediation activities	374	310	311	297	-77	-20.6%
Construction	5,361	4,605	4,654	4,704	-657	-12.3%
Wholesale and retail trade; repair of motor vehicles and motorcycles	6,248	7,684	7,890	7,775	1,527	24.4%
Transportation and storage	1,912	1,793	1,757	1,709	-203	-10.6%
Accommodation and food service activities	3,734	4,169	4,194	4,192	458	12.3%
Information and communication	982	1,013	1,037	1,045	63	6.4%
Financial and insurance activities	414	389	378	369	-45	-10.9%
Real estate activities	937	775	786	792	-145	-15.5%
Professional, scientific and technical activities	3,560	3,469	3,592	3,677	117	3.3%
Administrative and support service activities	1,652	1,897	2,045	2,149	497	30.1%
Public administration and defence; compulsory social security	1,873	1,974	1,875	1,766	-107	-5.7%
Education	2,735	2,785	2,712	2,624	-111	-4.1%
Human health and social work activities	6,957	6,523	6,845	7,013	56	0.8%
Arts, entertainment and recreation	1,141	1,611	1,708	1,780	639	56.0%
Other service activities	1,081	976	1,039	1,054	-27	-2.5%
Total	44,541	45,244	45,671	45,324	783	1.8%

Source: Oxford Economics, 2021

3.33 Employment growth is not uniform over the forecast period. While the table above is a summary of the growth for each five-year period, Oxford Economics has provided annual figures. These show that the peak employment is anticipated to occur in 2027 at about 45,720 jobs before a gradual decline to 2033 due to the shrinking working age population. Comparing to the 2019 forecasts, the peak of employment is now anticipated to be smaller, but occur later (c.f. 46,650 in 2025)

- 3.34 Furthermore, employment growth is not uniform between the industry sectors, as demonstrated above. The largest growth sectors (by number) are anticipated to be wholesale and retail trade (+1,530 jobs) and arts, entertainment and recreation (+640 jobs), which are larger increases than anticipated in the 2019 forecasts. The largest sectoral declines are anticipated to be in the manufacturing (-910 jobs) and construction (-660 jobs) sectors. This change in the mix of employment may have implications for the provision of employment land in Monmouthshire over the forecast period. However, it is noted that the three largest employment sectors in Monmouthshire in 2018 (human health and social work, wholesale and retail and construction) are forecast to remain the three largest employment sectors in 2033.

Policy-On Forecasts

- 3.35 As noted above, these Oxford Economics forecasts represent a baseline projection of employment changes over the forecast period. That is, a continuation of on-trend growth. If specific interventions were to occur in the local market, or external, unanticipated structural changes to the economy were to happen in the forecast period, this could significantly change the actual growth of employment in Monmouthshire (positively or negatively). Monmouthshire County Council is looking to develop policies that would provide a higher impetus to the local economy, including strong housing growth targets and economic policy interventions. As discussed in Chapter 2.0, various growth options have been assessed for Monmouthshire, with Option 5 adopted as the preferred growth scenario for the County, upon which specific policies for housing and employment would be developed.
- 3.36 The preferred employment growth trajectory is for 481 additional jobs per annum, equating to 7,215 jobs over the 2018 to 2033 period, which is a significant 6,432 jobs over the Oxford Economics baseline. This is a substantial addition and represents a policy driven growth trajectory. Therefore, this study considers this a Policy On growth scenario and will investigate its implications for employment land demand (Chapter 7.0).
- 3.37 The breakdown of this employment growth by industry sector will be key in understanding the implications for employment land, as different industry sectors have differing usages of B-class employment spaces. BE Group has taken account of the underlining assumptions behind this growth trajectory, but notes that the forecasts have not been disaggregated to individual sectors. Therefore, BE Group has undertaken this disaggregation, with reference to the Oxford Economics baseline

forecasts, current and recent BRES data on sectoral employment in Monmouthshire, and the underlining assumptions for this growth scenario.

- 3.38 The following provides BE Group's estimates of the breakdown of the growth of employment between 2018 and 2033, assuming an overall growth of 7,215 jobs over the period. The starting point is Oxford Economics' 2021 estimate for 2018 employment.

Table 15: Policy On Employment Forecast by Broad Sector

Sector	2018	2033	Change 2018-2033	Percent Change
Agriculture, forestry and fishing	1,728	1,693	-35	-2%
Mining and quarrying	5	5	0	0%
Manufacturing	3,841	3,534	-307	-8%
Electricity, gas, steam and air conditioning supply	6	6	0	0%
Water supply; sewerage, waste management and remediation activities	374	370	-4	-1%
Construction	5,361	6,755	1,394	26%
Wholesale and retail trade; repair of motor vehicles and motorcycles	6,248	7,997	1,749	28%
Transportation and storage	1,912	1,912	0	0%
Accommodation and food service activities	3,734	4,331	597	16%
Information and communication	982	1,169	187	19%
Financial and insurance activities	414	447	33	8%
Real estate activities	937	1,106	169	18%
Professional, scientific and technical activities	3,560	4,699	1,139	32%
Administrative and support service activities	1,652	2,197	545	33%
Public administration and defence; compulsory social security	1,873	1,873	0	0%
Education	2,735	2,735	0	0%
Human health and social work activities	6,957	7,931	974	14%
Arts, entertainment and recreation	1,141	1,785	644	56%
Other service activities	1,081	1,211	130	12%
Total	44,541	51,756	7,215	16%

Sources: BE Group analysis of Oxford Economics and Edge Analytics data, 2021

- 3.39 Even with this uplift in overall employment numbers, it is still expected that some sectors would perform more strongly than others. Indeed, it is still expected that

manufacturing and agriculture would have declines, though significantly smaller declines than the baseline Oxford Economics forecasts.

Summary

- 3.40 The socio-economic and demographic characteristics of Monmouthshire show a solid economic base, with low unemployment, high economic activity and solid wage levels. The proportion of degree-level qualified residents is significantly above Welsh averages.
- 3.41 Population growth has been at a faster rate than for Wales as a whole, though the growth rate of the typical working-age population has been slower than the national average. Given that the median age is already older than for Wales, there is a concern that Monmouthshire's economy will be increasingly reliant on a shrinking working age population to support an increasing retired/semi-retired population.
- 3.42 The Oxford Economics employment projections have factored in the latest national statistics regarding the impacts of Brexit and the pandemic. The baseline forecasts anticipate growth of employment between 2018 and 2033 of 780 jobs, though the peak of employment numbers will be about 2027.
- 3.43 The policy-on growth trajectory is significantly above the baseline forecast, projecting growth of 7,215 jobs over the planning period. This would be driven through policy interventions to support housing and employment growth in order to achieve an outcome above the forecast based on continuation of trends.
- 3.44 The Oxford Economics forecasts were undertaken in early 2021 and thus have accounted for changes due to the pandemic and Brexit as known at that time. As restrictions are eased and the economy recovers, there are likely to be on-going, structural changes to the economy that are different to the pre-pandemic environment. There is likely to continue to be a higher element of home-working from workers in office-based jobs, which while not impacting on the overall numbers of workers in sectors, would impact on the locations of that employment. The high street retail is also not likely to bounce back fully to pre-pandemic levels, with the proportion of online retailing of overall expenditure likely to remain above 2019 levels. This may influence the mix of sectoral employment, with a move away from retail sector jobs and towards warehousing and transportation jobs.

4.0 PROPERTY MARKET

Introduction

- 4.1 The current commercial property market in Monmouthshire has been summarised in the following chapter based on recorded information on commercial deals conducted within the County, currently available commercial property and discussions with locally active property agents.

Transactions

- 4.2 A list of recorded occupational deals (i.e. sales and leases of the premises by the occupier and not including investment deals) completed between 2011 and 2021 has been obtained from Radius Data Exchange, formerly the EGi property database. This data has been compiled below for industrial/warehousing and for offices. Whilst this database is not necessarily comprehensive of all deals conducted within Monmouthshire (some agents may not choose to disclose details), it does nonetheless provide a guide to the level and nature of activity within the County.
- 4.3 A total of 306,173 sqm of industrial/ warehousing floorspace was transacted within Monmouthshire from 136 deals. 2013 saw a peak in the number of properties sold with 34 and a total floorspace of 80,030 sqm. However, there has been substantial fluctuations in the overall floorspace transacted year to year, influenced by the irregular transactions of larger properties.
- 4.4 The sale of the former Mabey site at Newhouse Farm Industrial Estate was completed in 2016. The 32,512 sqm site was sold to AluK Ltd for £13.1 million. This sale was the largest recorded in Monmouthshire and significant in comparison to nearby Welsh local authority areas. Overall, an average rent was achieved of £52.01/ sqm over the time period.
- 4.5 Of these transactions, 86.8 percent were recorded as leasehold deals, with 13.2 percent being occupational sales (freehold).
- 4.6 It is noted that Monmouthshire has seen a good distribution of its industrial transactions across the size bands. While just over half of all transactions over the last decade were for premises less than 500 sqm (5,380 sqm), the larger floorspace size bands were also well represented, including 13 transactions (9.6 percent of transactions) above

5,000 sqm (53,800 sqft). This suggests that the industrial and warehousing market in Monmouthshire comprises local SMEs and regional and national enterprises.

Table 16 – Monmouthshire Industrial/Warehousing Letting/Occupational Sale Transactions, 2011-2021

		0-100	101-200	201-500	501-1,000	1,001-5,000	5,001-10,000	10,001+	Unknown	Total
2021 YTD	Total Floorspace (sqm)	61	108	427	0	0	8,060	0	0	8,656
	No. of Properties	1	1	2	0	0	1	0	0	5
2020	Total Floorspace (sqm)	86	0	416	579	2,500	0	0	0	3,581
	No. of Properties	1	0	1	1	2	0	0	0	5
2019	Total Floorspace (sqm)	79	600	0	1,496	2,291	0	0	0	4,466
	No. of Properties	1	4	0	2	2	0	0	0	9
2018	Total Floorspace (sqm)	0	186	1,154	0	6,783	0	14,075	0	22,198
	No. of Properties	0	1	3	0	3	0	1	0	8
2017	Total Floorspace (sqm)	84	304	619	1,440	0	0	26,226	0	28,673
	No. of Properties	1	2	2	2	0	0	1	1	9
2016	Total Floorspace (sqm)	0	614	1,635	2,225	4,324	13,745	32,512	0	55,055
	No. of Properties	0	4	6	4	2	2	1	1	20
2015	Total Floorspace (sqm)	0	0	861	1,167	4,187	0	0	0	6,215
	No. of Properties	0	0	2	2	1	0	0	0	5
2014	Total Floorspace (sqm)	80	372	2,388	1,570	7,080	0	13,935	0	25,425
	No. of Properties	2	2	8	2	3	0	1	0	18
2013	Total Floorspace (sqm)	177	1,462	2,482	1,428	13,496	0	60,985	0	80,030
	No. of Properties	2	9	9	2	7	0	4	1	34
2012	Total Floorspace (sqm)	84	186	224	3,309	6,682	0	27,117	0	37,602
	No. of Properties	1	1	1	5	2	0	1	0	11
2011	Total Floorspace (sqm)	170	173	1,403	600	5,728	0	26,198	0	34,272
	No. of Properties	2	1	3	1	4	0	1	0	12
Total	Total Floorspace (sqm)	821	4,005	11,609	13,814	53,071	21,805	201,048	-	306,173
	No. of Properties	11	25	37	21	26	3	10	3	136

Source: Radius Data Exchange, 2021

4.7 13 investment sales have been recorded for industrial/warehousing premises in Monmouthshire over the last decade, which are listed below. These transactions do not add to the occupational (business) demand for premises and thus not included in the totals above, though are indicative of the investor interest and confidence in the local market.

Table 17 – Monmouthshire Industrial/Warehousing Investment Transactions, 2011-2021

Unit Address	Date	Floor Area (sqm)	Price (£)
Industrial Property, Station Road, Caldicot, NP26 3UE	Feb 2020	102	140,000
UC1, Bulwark Industrial Estate, Chepstow	Nov 2019	54	348,000
UC2, Bulwark Industrial Estate, Chepstow	Sept 2019	545	290,000
Morgans Of Usk Ltd, Woodside Trading Estate, Usk	April 2019	1,503	680,000
U12 Severn Link Distribution Centre, Chepstow	Jul 2018	1,046	852,500
U1 Severn Link Distribution Centre, Chepstow	Mar 2018	1,204	4,572,669
U1 Newhouse Farm IE, Chepstow	Oct 2017	13,973	8,710,000
Former Tesco Distribution Centre, Newhouse Farm IE, Chepstow	Oct 2017	26,226	14,000,000
U2 Wonastow Rd IE, Monmouth	Jun 2017	N/A	400,000
U48A Severnbridge IE, Caldicot	Mar 2016	343	160,000
U16A Severnbridge IE, Caldicot	Jun 2015	706	310,000
Mill St IE, Abergavenny	Jan 2014	3,683	2,560,000
Former Tesco Distribution Centre, Newhouse Farm IE, Chepstow	Dec 2013	26,226	13,905,000

Source: Radius Data Exchange, 2021

4.8 It is noted that the former Tesco distribution centre has been sold twice over the last decade and did not increase in price significantly in the four years between sales. The investment sales are predominantly in the south of the County, either at Newhouse Farm, Bulwark Industrial Estate or Severnbridge Industrial Estate as key industrial nodes in Monmouthshire.

4.9 The table below provides the occupational transactions for office space in Monmouthshire since 2011. The overall volume of occupational transactions for office space and the average floorspace size are significantly smaller than for industrial and warehousing.

Table 18 – Monmouthshire Office Letting/Occupational Sale Transactions, 2011-2021

		0-100	101-200	201-500	501-1,000	1,001-5,000	5,001+	Unknown	Total
2021 YTD	Total Floorspace (sqm)	0	200	0	0	0	0	0	200
	No. of Properties	0	1	0	0	0	0	0	1
2020	Total Floorspace (sqm)	176		1,277	0	0	0	0	1,453
	No. of Properties	2	0	4	0	0	0	0	6
2019	Total Floorspace (sqm)	0	0	0	0	0	0	0	0
	No. of Properties	0	0	0	0	0	0	1	1
2018	Total Floorspace (sqm)	256	152	0	557	0	0	0	965
	No. of Properties	4	1	0	1	0	0	1	7
2017	Total Floorspace (sqm)	28	0	617	732	0	0	0	1,377
	No. of Properties	1	0	2	1	0	0	1	5
2016	Total Floorspace (sqm)	65	0	936	0	2,984	0	0	3,985
	No. of Properties	2	0	3	0	1	0	1	7
2015	Total Floorspace (sqm)	222	0	0	643	0	0	0	865
	No. of Properties	4	0	0	1	0	0	1	6
2014	Total Floorspace (sqm)	86	0	901	0	0	0	0	987
	No. of Properties	3	0	2	0	0	0	0	5
2013	Total Floorspace (sqm)	241	146	998	0	5,538	0	0	6,923
	No. of Properties	4	1	3	0	2	0	1	11
2012	Total Floorspace (sqm)	157	367	465	0	0	0	0	989
	No. of Properties	4	3	1	0	0	0	0	8
2011	Total Floorspace (sqm)	44	0	465	0	0	0	0	509
	No. of Properties	1	0	1	0	0	0	0	2
Total	Total Floorspace (sqm)	1,275	865	5,659	1,932	8,522	0	0	18,253
	No. of Properties	25	6	16	3	3	0	6	59

Source: Radius Data Exchange, 2021

4.10 2013 was the year in which the highest number of office transactions occurred (11) in Monmouthshire accounting for 18 percent of the decade total of 61, along with the highest amount of floorspace transacted during a single year, 6,923 sqm. The total floorspace transacted during the 10 years was 18,253 sqm.

4.11 The sale of Building B at Conrad House, Beaufort Square, Chepstow was completed in 2013 to a private individual. This 3,250 sqm building was the largest amount of office floorspace involved in a Monmouthshire transaction throughout the decade.

- 4.12 Deals for offices in recent times have been very muted, including in 2019, before the pandemic.
- 4.13 83.1 percent of office transactions over the last decade were by leasehold, with 16.9 percent by freehold sale.
- 4.14 42.4 percent of transactions were for premises less than 100 sqm (1,275 sqm), demonstrating that office occupiers are generally SMEs. However, three transactions were for units above 1,000 sqm and thus, while rarer, would still need to be catered for in the market to ensure that businesses have flexibility.
- 4.15 The following table provides a list of the investment sales of offices over the last decade.

Table 19 – Monmouthshire Office Investment Transactions, 2011-2021

Unit Address	Date	Floor Area (sqm)	Price (£)
Merlin House, Station Road, Chepstow	June 2020	N/A	275,000
Castlegate Business Park, Caldicot	Oct 2018	23,411	N/A
Chepstow Delivery Office, Chepstow	Mar 2018	N/A	170,907
Enterprise House, Chepstow	Nov 2017	596	N/A

Source: Radius Data Exchange, 2021

- 4.16 As can be seen from the table, only four investment deals have been recorded over the last decade for offices, though all of these have occurred in recent times, suggesting some renewed interest in the market.

Property Supply

- 4.17 A schedule of the vacant floorspace being marketed in Monmouthshire (as of April 2021) has been compiled from a review of online property portals and commercial property agents' websites, as well as consultations with agents. The marketed spaces can be taken to be a reasonably close approximation to that which is vacant – although there may be occupiers waiting for interest in their property before moving, and empty units not being marketed. The schedules for industrial (including warehouses and workshops) and offices have been included in Appendix 1.
- 4.18 Across the study area, a total supply of 15,918 sqm vacant space is reported, comprised of 44 individual premises, significantly less than the 45,683 sqm in 47

premises in 2019. The decline in the marketed floorspace in 2021 appears to be due to a decline in marketed industrial/warehouse premises in Monmouthshire, especially within Chepstow. 13,792 sqm (86.6 percent of the total vacant floorspace across 10 premises) is industrial and 2,126 sqm, in 34 premises, is offices.

- 4.19 Table 20 provides a breakdown of vacancy by property type and location. Vacant space in Chepstow comprises 14 individual premises, the largest total of any settlement area. Abergavenny and Usk have 11 and eight options on the market respectively, while Caldicot, Magor and Monmouth itself all have very few available options, across both office and industrial categories.

Table 20 – Marketed Property by Type and Location

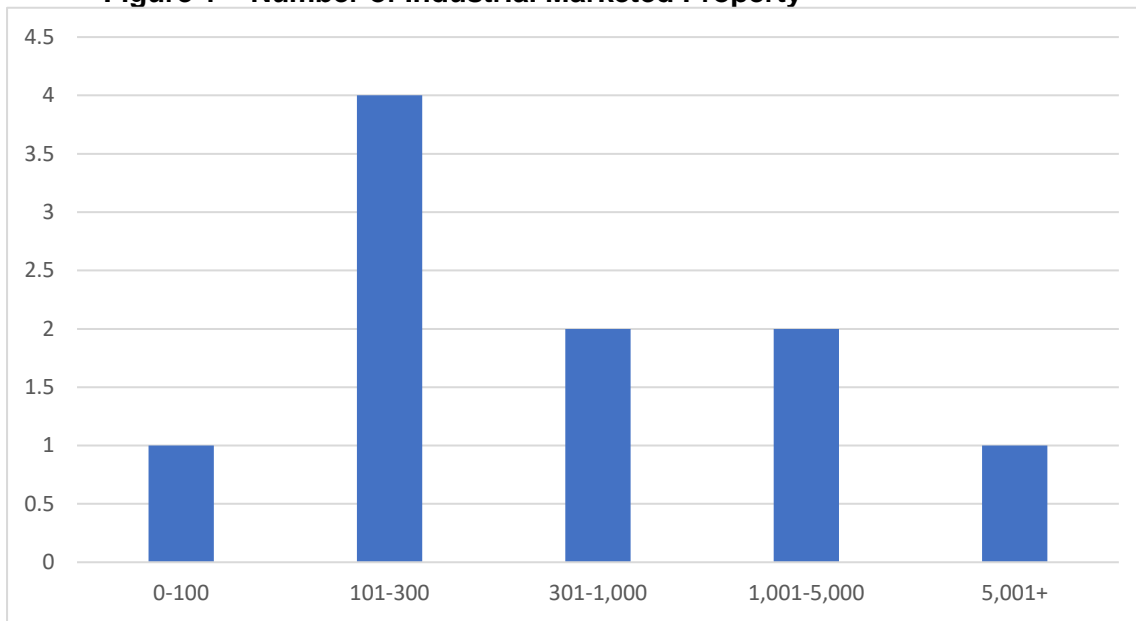
	Office		Industrial		Total	
	No.	Sqm	No.	Sqm	No.	Sqm
Abergavenny	8	753	3	525	11	1,278
Caldicot	-	-	5	12,643	5	12,643
Usk	8	441	-	-	8	441
Chepstow	12	578	2	624	14	1,202
Magor	1	149	-	-	1	149
Monmouth	5	205	-	-	5	205
Total	34	2,126	10	13,792	44	15,918

Source: BE Group, 2021

Industrial

- 4.20 Industrial availability comprises 13,792 sqm in 10 individual premises, significantly less than the 38,774 sqm in 24 premises in 2019. The number of premises being marketed has fallen in each town, apart from Caldicot which has the same number. Chepstow has seen the most significant loss of supply with 11 less premises and 17,064 sqm less marketed floorspace.
- 4.21 The largest marketed industrial unit is Unit 4 at Severnbridge Industrial Estate in Caldicot, which is 6,357 sqm in size. Caldicot accounts for the vast majority of current industrial supply, with other options in Abergavenny and Chepstow. There are currently no freehold industrial options available on the market in Monmouthshire, with all being marketed at leasehold options. 86.8 percent of past transactions were by leasehold. Therefore, the dominance of leasehold properties currently available would suit this market. However, the low proportion of freehold deals could be indicative of persistent low supply of freehold options.

Figure 1 – Number of Industrial Marketed Property



Source: Radius Data Exchange, Various Agents Websites, 2021

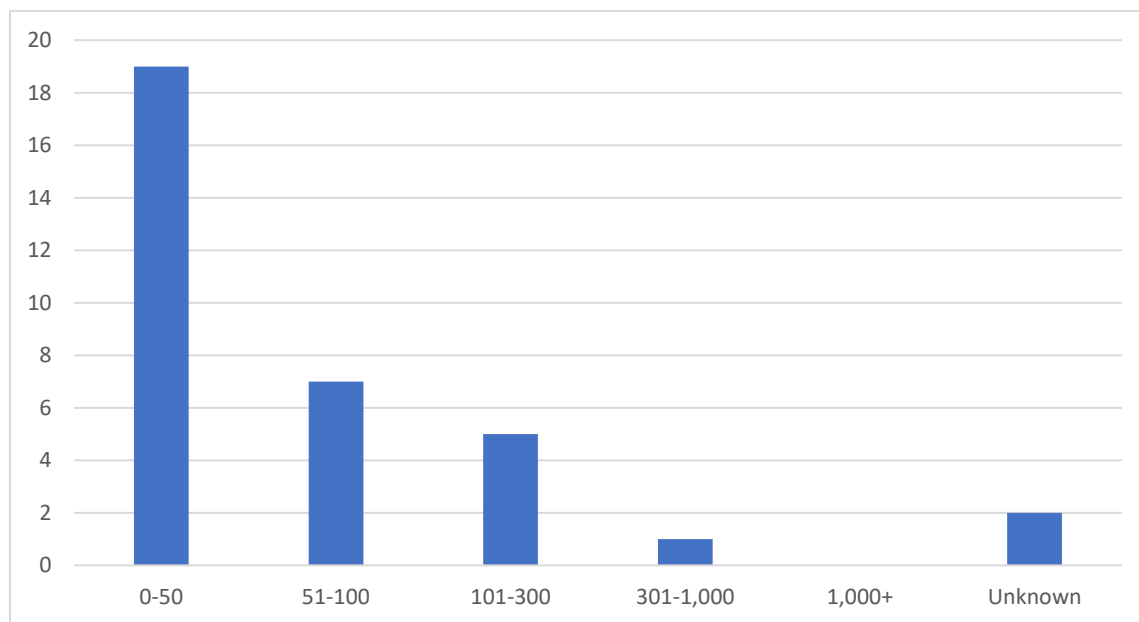
- 4.22 As Figure 1 shows, four (40 percent) of the available units are in the 100-300 sqm size band. These predominantly comprise available units at Mill Street Industrial Estate in Abergavenny. There is also a small amount of supply at 1,000 sqm and above, including one above 5,000 sqm, Unit 4 at Severnbridge Industrial Estate, Caldicot. Most larger premises available are in the south of the County at Caldicot or Chepstow.

Office

- 4.23 Office availability comprises 2,126 sqm in 34 individual premises. Although the number of office premises being marketed has increased, the total floorspace being marketed has fallen by 4,783 sqm. This reflects the smaller nature of the office premises currently being marketed in Monmouthshire compared to 2019. The largest of these options is an office building at Ashbourne House, 33 Bridge Street, Chepstow (335 sqm), one of just two freehold options currently available. As seen in Figure 2, there is currently a strong supply of small office suites (sub-50 sqm) in Monmouthshire, including several options being marketed Stuart House, Chepstow. From here, supply shrinks somewhat, with the majority of options sub-300 sqm. There are only six options above 100 sqm. This size profile is comparable to the past transactions, with a strong emphasis of small units being transacted. Therefore, the available properties appear to be consistent with the recent demand for units.

4.24 It is also worth noting that, even with a current supply of small, sub-50 sqm office options, Monmouthshire also has a ready supply of serviced office accommodation. This is not fully included in the above vacancy figures, given the incomplete nature of online listings for such accommodation. Current listings indicate three major serviced office locations – Basepoint on Beaufort Way Park in Chepstow, along with Singleton Court and Apex House in Monmouth. Both options list availability from 5 sqm to 650 sqm, with presumed accommodation from desk space/single suites to whole floors.

Figure 2 – Amount of Marketed Office Property



Source: Radius Data Exchange, Various Agents Websites, 2021

Property Market Stakeholders

4.25 Qualitative evidence of the demand for industrial and office property within Monmouthshire and the wider region has been gained through consultations with commercial property agents active in the local market.

Table 21 – Property Market Comments, Industrial

Contact	Comments
Local Agent	<ul style="list-style-type: none"> • Smaller the better, starter units strong for freehold and leasehold, sub 2,000 sqft quickly moving. Up to 10,000 sqft reasonable demand, 10,000-30,000 sqft not much demand, 30,000 sqft plus and especially over 50,000 sqft a number of large requirements linked to transport routes • North of M4 tends to be poor-average quality, majority average • £6-7/sqft for small starter, 1,500 sqft maybe £8/sqft, £6/sqft all the way up to large warehouses for better quality stock • Poor or average units are more likely to be £3-4.50/sqft

	<ul style="list-style-type: none"> • Significant freehold demand sub 2,500 sqft. For mid to larger stock the demand is for a mix of leasehold and freehold deals • Monmouth and Abergavenny better quality towns for demand and premises, however for mid and larger units, the demand is further south, especially around M4 J23 for larger warehouses • Generally, there is a shortage of supply of good quality stock across Monmouthshire and Wales more broadly.
Local Agent	<ul style="list-style-type: none"> • Units between 1,000-5,000 sqft are the main source of demand, some demand for 10,000 sqft units • Generally, existing stock is of poor quality • Limited availability of stock in Chepstow at the moment at that size, stock that is available are older units • Caldicot – First Investments have significant stock, but they apply high service charges which agent considers too high for the market. • Demand is predominantly for leasehold but there is some demand for freehold units • Areas where demand is strong for industrial stock include Chepstow, Monmouth, Caldicot, Magor • Substantial demand for industrial/warehouse units – if there were more units at about 20,000 sqft, they could be taken in a short period of time. This is across Monmouthshire but especially in Chepstow and Caldicot based on proximity to Severn Bridge and motorways • Magor – strong demand for distribution hubs up to 100,000 sqft, as Magor is right on first junction into Wales, other options in Newport. If land was available in Magor there would be speculative demand and could achieve rents around £8/ sqft
Local Agent	<ul style="list-style-type: none"> • £5/sqft, Portskewett, Caldicot, good quality units • Agent can shift units of 1,000 sqft, very standard, however they are gone very fast – examples of occupier types are engineering, Hermes, tyre company, campervan conversion companies • Start-up businesses are looking for industrial premises across Monmouthshire, particularly in Caldicot, but also elsewhere
National Agent	<ul style="list-style-type: none"> • Strong demand for small, workshop units of around 2,000 sq ft in Monmouthshire and wider Wales • Towards the fringes of Monmouthshire, close to the M4, there is some demand for larger, mid box units (30,000 – 50,000 sq ft). Example of successful scheme across the county border in Newport is St Modwen Park, which has seen strong demand • The majority of stock is of secondary quality and in need of refurbishment – where refurbishment has taken place, e.g. Severnbridge Industrial Estate, higher, healthy rents are being achieved • Prime rents for small units achieving around £7-8/sq ft • Prime rents for mid box units achieving around £4.75-5/sq ft • The large, regional firms tend to prefer to own their premises, whereas national companies are less concerned about owning and tend to lease premises • Shortage of grade A space in Monmouthshire • Two clusters where demand is particularly strong – around Hadnock Road in Monmouth and near the M4

National Agent	<ul style="list-style-type: none"> • From their experience of marketing units around Hadnock Road, Monmouth, thinks demand is strong for units between 2,500-10,000 sq ft • M4 corridor can see some requirements for units between 30,000 – 50,000 sq ft • Majority of stock is fairly dated/poor/second-hand quality. This is true of many districts in Wales and not just Monmouthshire • Prime rents on mid box (30,000 – 50,000 sq ft) units are around £6.25-6.75/sq ft • Smaller units (1,000 – 2,000 sq ft) can achieve as much as £8-9/sq ft • Units between 5,000 - 7,500 sqft can achieve around £6.50-7/sq ft • Strong demand for both freehold and leasehold tenures, however, in the last six months freehold demand has grown • Strongest demand around Monmouth and the M4 corridor • Monmouthshire market is currently undersupplied due to a lack of speculative development. Need for good quality industrial units in a range of sizes
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Source: Comments from commercial agents, 2021

Table 22 – Property Market Comments, Office

Contact	Comments
Local Agent	<ul style="list-style-type: none"> • Sub 2,000 sqft most in demand • Most existing units on the market are poor quality stock, traditional/historic accommodation, very few modern spec offices • Currently marketing a modern development (Wales One Business Park) on Junction 23 for £14/sqft • Types of deals is a mixture, with about 75% leasehold and 25% freehold • Flexibility is key for the market, 70% standard, unserviced leases, with the remainder serviced offices • Not any hotspots, with pandemic people travelling further out, transport nodes used to see most demand. M4 south of County used to see most demand but that is changing. People working from home like to have premises nearer to home. • Train station locations still of importance • More demand to come for better speculatively built premises in locations where there is limited supply, but overall demand is limited. A 50,000 sq ft business park would take over 2 year period to let, as there is not a lot of pent up demand • Current market is difficult due to covid
Local Agent	<ul style="list-style-type: none"> • Most in demand unit sizes are for offices less than 1,000 sqft • A lot of poor-quality stock - offices above retail, offices above converted old houses • Chepstow Engine Rooms (Fuse Office Space) has just been converted to serviced offices and is generating lots of interest. It has small, good quality suites with an asking price of around £17-17.50/sqft • Lower grade units achieve as low as £7.50 upwards. Some of the poor-quality stock have nice views but generally old stock not conducive to modern working but suits small businesses • Location very important – Chepstow and Monmouth both good

	<p>locations for office demand, but not demand in Caldicot</p> <ul style="list-style-type: none"> • Type of tenure demanded is dependent on the occupier, with a mix of leasehold and freehold • Does not believe there is a need for additional offices in Monmouthshire.
Local Agent	<p>Monmouth</p> <ul style="list-style-type: none"> • Currently marketing units at prominent high street location at Beaufort Arms Court, <ul style="list-style-type: none"> ○ Unit 8 - £1,800 a month <ul style="list-style-type: none"> ▪ Any enquiries are for change of uses to café or bar, no office enquiries ▪ Considering reducing price to £1,000/mth, but difficult to see the unit being let as offices again ○ Unit 7 – went from offices to sewing shop, £850 a month, went back on for £550, now still not shifting ○ Unit 1 – £850 a month, has a takeaway license and inundated with enquiries, significantly smaller than unit 7 and 8 and yet will easily achieve similar rents because of wider use opportunities <p>Chepstow</p> <ul style="list-style-type: none"> • 22A Welsh Street, 155 sqm office, originally £12,000 per annum, reduced to £6,000 per annum, now £4,000 per annum and with incentives, still cannot be leased, lack of parking an issue and high street location is not in demand <p>Caldicot</p> <ul style="list-style-type: none"> • Portskewett, Simoncliff Way, Caldicot, offices flown out, serviced offices, modern spec, 24 sqm, £330 a month, with parking (office 7) • Unit 5 – slightly smaller than above unit but better position, expansion of a plumbing business <p>Overall Comments</p> <ul style="list-style-type: none"> • Typically poor quality stock with long term contracts with tenants responsibility to repair (Monmouth) • Caldicot – have some high quality speculatively developed units • Leases getting shorter everywhere – 5 years maximum and break out clauses • Some freehold enquiries, especially in Chepstow, but predominantly leasehold enquiries • Monmouth is slightly out of the way so does not generate as much business interest • Some offices in Abergavenny, but even before covid, this office market struggled • Chepstow, Caldicot and Monmouth are the stronger markets in Monmouthshire
National Agent	<ul style="list-style-type: none"> • Few enquiries for office space in Monmouthshire, but those that do enquire tend to have a requirement of between 1,000 - 2,000 sq ft • Quality of existing stock is mixed, however, there is not a lot of new stock, reflecting the limited demand • Currently marketing a 1,500 sq ft, unserviced unit at Wales One Business Park which has an asking rent of £14/sqft. Agent was unsure whether the asking rent would be achievable in the current market, due to covid • Generally demand is for unserviced demand, however demand for semi-serviced (fitted out units) is growing • Market is leasehold driven

	<ul style="list-style-type: none"> Any new supply of office units in Monmouthshire would need to fit the requirements of businesses; high degree of flexibility, smaller space, semi-serviced. An example of such a scheme would be Beaufort Park in Chepstow Potential to attract companies from Bristol looking to occupy space
Local Agent	<ul style="list-style-type: none"> Office market struggled last year with many working from home – few enquiries for office space Believes the office market in Monmouthshire will recover as, generally, there is a desire to work from offices as opposed to at home

Source: Comments from commercial agents, 2021

Summary

- 4.26 The commercial property market in Monmouthshire has diversity of types of stock, size and location. In particular, the industrial market in the County has seen a considerable range of unit sizes transacted over the last decade, from small workshops to large manufacturing and warehousing premises. The southern areas, benefiting from proximity to the M4, are the key areas for larger premises.
- 4.27 The office market is more dominated by small suites, though a smaller number of mid and larger premises have been transacted, indicating some demand for such units. Overall, the transaction volume of offices is less than half (by number of premises) that of industrial premises.
- 4.28 The feedback from agents operating in Monmouthshire and the surrounding area is that the current market is affected by the lack of supply of quality premises. While the turnover of stock is typically for second-hand units, this is mainly due the lack of new development coming on to the market. It is noted that between 2019 and 2021 the amount of industrial floorspace on the market has reduced by almost two-thirds. At the time of the 2019 study, there was already comment about the amount of good quality premises were available on the market, and the resulting time period has seen an exacerbation of that situation for industrial premises.
- 4.29 Agents have highlighted that the commercial office market has struggled in recent times due to Covid-19 restrictions, which is dampening business demand for office premises. Overall, offices are generally a softer market in Monmouthshire than industrial.

5.0 BUSINESS SURVEY AND CONSULTATIONS

- 5.1 In June 2019, a business survey was completed with 199 different businesses in Monmouthshire. Consequently, the survey took place before the Covid-19 pandemic; however still provides insights as to the reasons firms had for locating in Monmouthshire and the key issues raised are still relevant today. The information from this survey can also provide further analysis into the local commercial property market and provide empirical evidence on the demand for land and property.
- 5.2 This data has been corroborated with a small number of in-depth consultations undertaken with Monmouthshire businesses in May and June 2021, which discuss employment land or premises requirements and key issues affecting businesses in the County. The findings of these are provided after the business survey data findings.
- 5.3 The views discussed below are those of the individual businesses surveyed at the time of consultation and not the views of BE Group or the Council.

Business Survey Methodology

- 5.4 Businesses were contacted via telephone to answer questions from a structured questionnaire, with the results completed by the surveyor at the time of consultation. The content of the final questionnaire was agreed by the Council. The target business types were those who would be expected to occupy B1, B2 and B8 premises in the County. The questionnaire survey asked for basic information regarding the business and future land/property needs.
- 5.5 The business survey can be found in Appendix 2.

Survey Responses

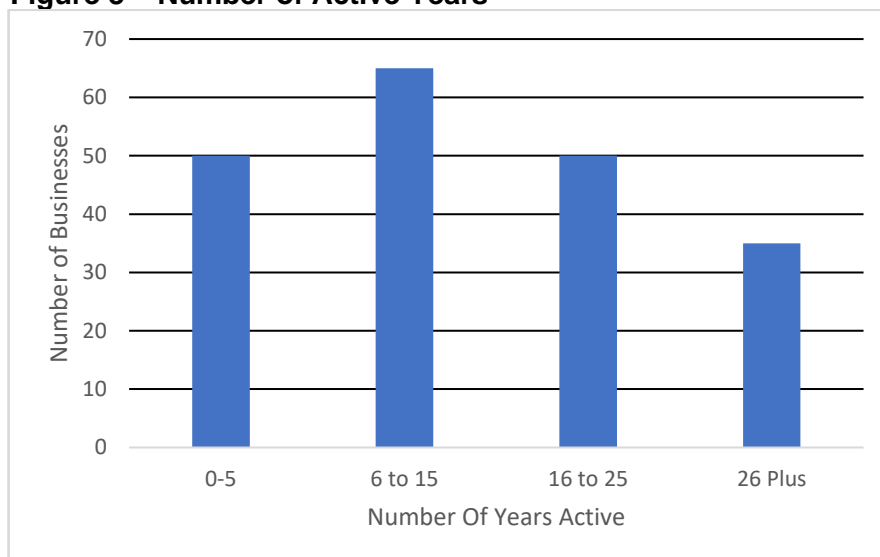
- 5.6 The responses to each of the survey questions have been consolidated, to ensure the anonymity of individual respondents, and are analysed in the tables/graphs below.

Types of Businesses

- 5.7 The business survey focused primarily on details of current business premises and future space requirements, with little detail requested on the nature of the businesses themselves. Businesses were however asked for how many years they have been

trading in Monmouthshire, with the results of Figure 3 demonstrating a relatively stable local business community.

Figure 3 – Number of Active Years

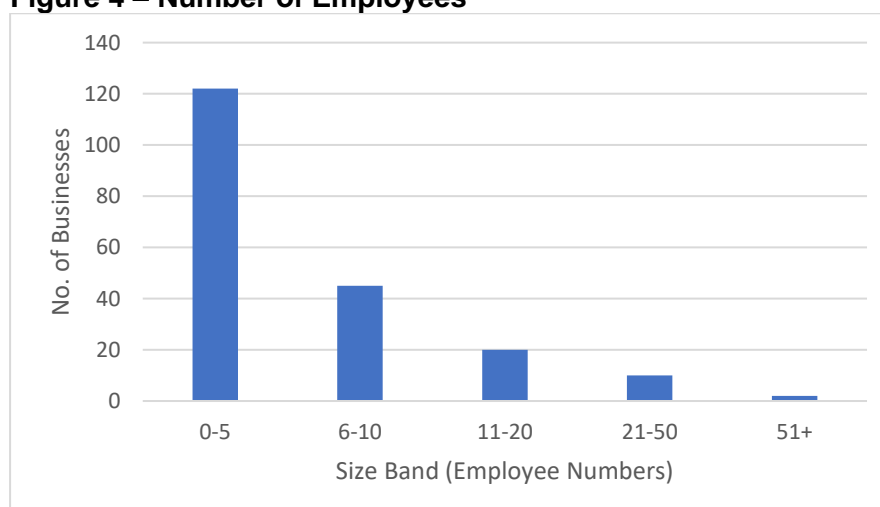


Source: BE Group, 2019

5.8 64 of the businesses surveyed (32 percent) indicated that they have been active for between six and 15 years, with 50 having been established within only the last five years (25 percent). 35 businesses (18 percent) reported being older than 26 years, with the longest established company reporting that they were founded 140 years ago.

5.9 Businesses were all asked how many members of staff they employ, as per Figure 4.

Figure 4 – Number of Employees



Source: BE Group, 2019

- 5.10 The majority (61 percent) of businesses employ between zero and five people. These 122 businesses demonstrate the importance of smaller enterprises in Monmouthshire. 45 businesses employ between six and ten people and 20 businesses employ between 11 and 20 people. There were only two businesses surveyed who employee 51 people or more. This employee profile is consistent with the statistical information presented in Chapter 3.0 regarding size of business (see Table 11).

Current Premises

- 5.11 Businesses were asked to state the type of property it currently occupiers, i.e. office, warehouse, industrial unit/factory, laboratory or site. The results of this question are displayed in Table 23 below. Businesses could state multiple responses as some may operate from various locations within Monmouthshire, or occupy a hybrid unit, i.e. office/warehouse.

Table 23 – Types of Business Premises*

Type of Premises	Number
Office	101
Warehouse	44
Industrial/factory	57
Laboratory	0
Site	0
Other	73

Source: BE Group, 2019

*Respondents could select more than one option

- 5.12 The highest proportion of businesses surveyed (37 percent) reported occupying an office space. 26 percent of businesses put themselves within the 'Other' category. This will account for those who work from home, as well as businesses who, for example, would classify their working environment as a showroom, rather a strictly industrial facility.
- 5.13 No businesses reported as occupying a laboratory or site space, with the remainder of those surveyed indicating the occupation of an industrial unit/factory (21 percent), or warehouse facility (16 percent).
- 5.14 Businesses were asked whether they owned or rented their current premises and just under 60 percent held the freehold interest in the property. Of these, 62 (31 percent)

were in the Other category of type of premises, suggesting home/work arrangements. 50 (25 percent) were office occupiers and 26 (13 percent) occupied an industrial unit/factory. The remainder occupied warehouse space.

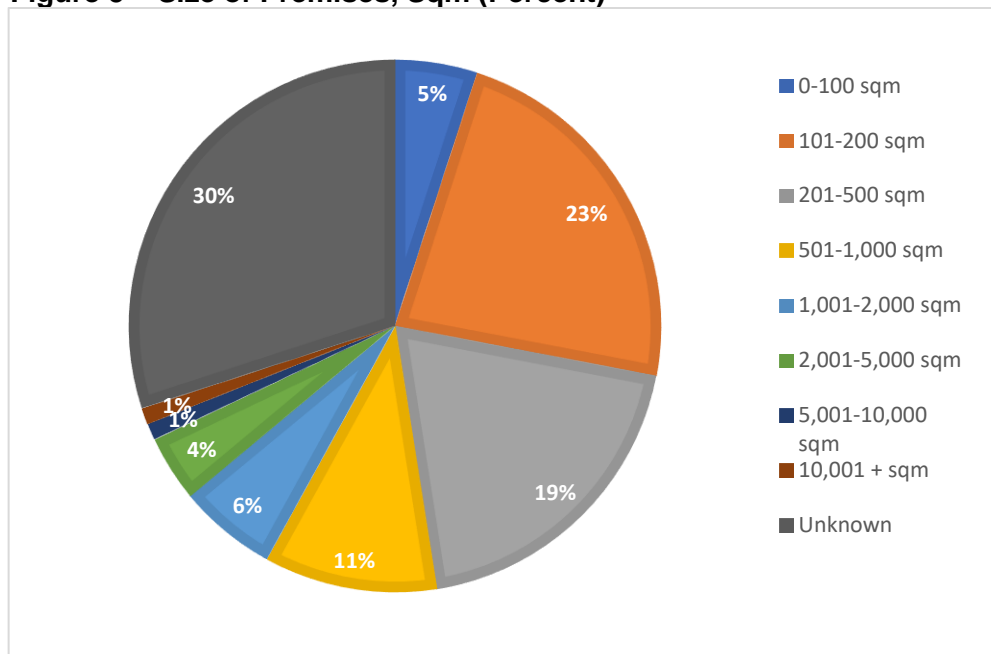
Table 24 – Tenure of Premises

	Owned	Rented
Number of Premises	119	80

Source: BE Group, 2019

- 5.15 Businesses were asked to give an indication of the size of their premises. Figure 5 also illustrates the 'unknown' category, which is explained by the significant number of home-based businesses, unable to give an accurate size reading. The survey sample does however otherwise suggest a positive level of commercial space in Monmouthshire, with examples given up to and above 10,000 sqm. The most common size indicated was 101-200 sqm (23 percent), followed by 201-500 sqm (19 percent). Interestingly, those businesses in the 0-100 sqm (5 percent) category, were relatively scarce. Overall, the size profile is similar to the profile of past transactions reviewed in the previous chapter, with small units being more prevalent.

Figure 5 – Size of Premises, Sqm (Percent)

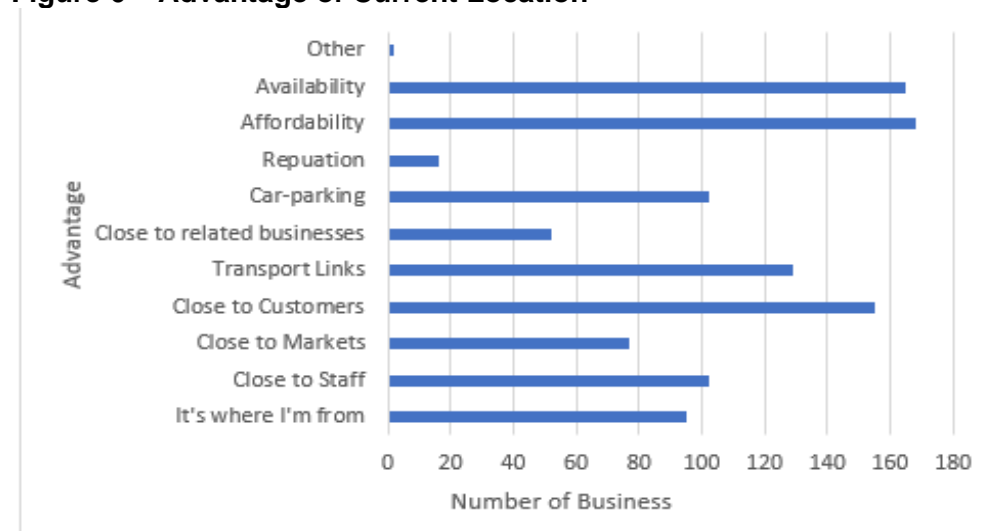


Source: BE Group, 2019

- 5.16 Figure 6 illustrates that affordability and availability are both identified as strong advantages for businesses in their current premises (multiple responses were allowed). Proximity to customer base and local transport links were also identified as

positives. Interestingly, reputation of the local area was not mentioned highly, indicating that Monmouthshire operates, to a certain extent, as very much a local base. Though overall, a variety of responses were provided, including several multiple responses, suggesting satisfaction with the local business environment.

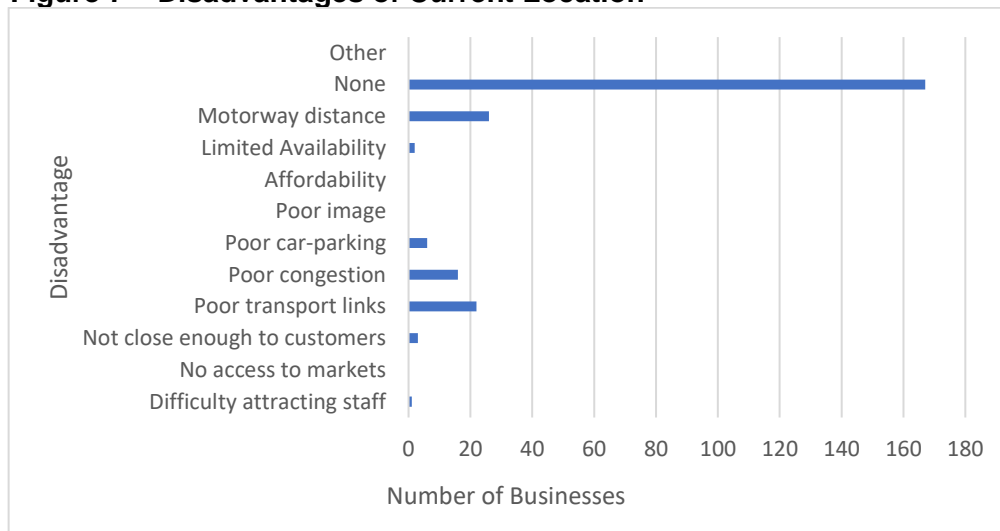
Figure 6 – Advantage of Current Location



Source: BE Group, 2019

- 5.17 Although given the option to identify a number of notable disadvantages to their current premises, many businesses were unable to. Of those who did identify a disadvantage, reasons were primarily focused on transport, for example poor congestion, transport links and parking. Limited availability of commercial premises, and proximity to customers and suitable staff were also highlighted by some. Though, as a positive, the volume of disadvantages cited by respondents was substantially lower than the cited advantages.

Figure 7 – Disadvantages of Current Location

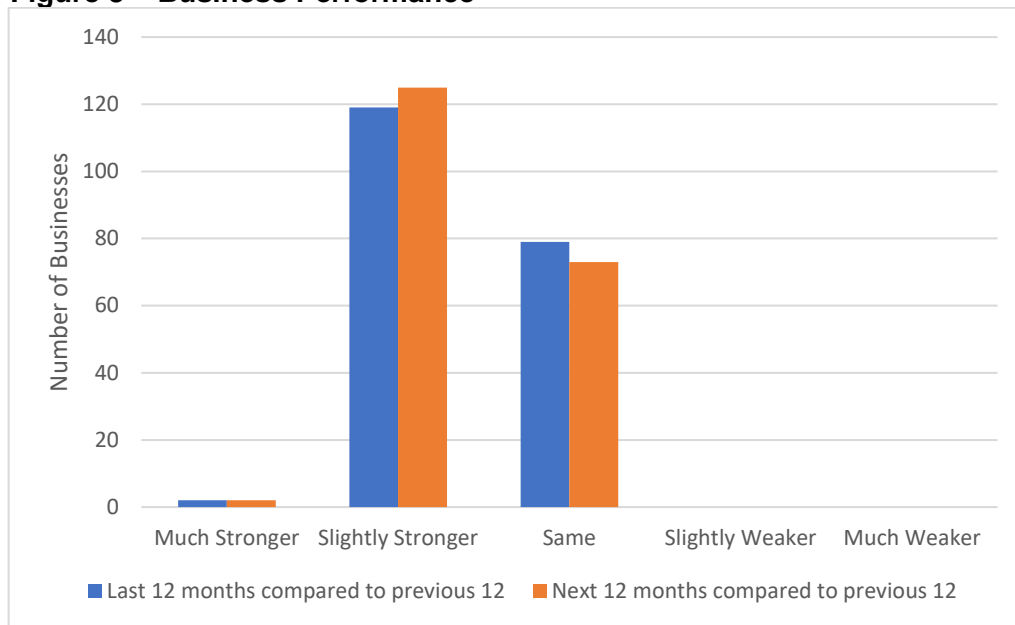


Source: BE Group, 2019

Business Performance

- 5.18 Businesses were asked to indicate whether the performance in the last 12 months had changed (positive or negative), and whether they would expect any relative performance change in the next 12 months.
- 5.19 Figure 8 indicates a confidence in performance as no business suggested that performance is projected to be weaker in the immediate future. This is especially pertinent given the uncertainty of the current political climate. More respondents expected a slightly improved performance than expected the performance to remain unchanged. A small number of businesses highlight that they do indeed expect to be performing much more strongly in the next 12 months.

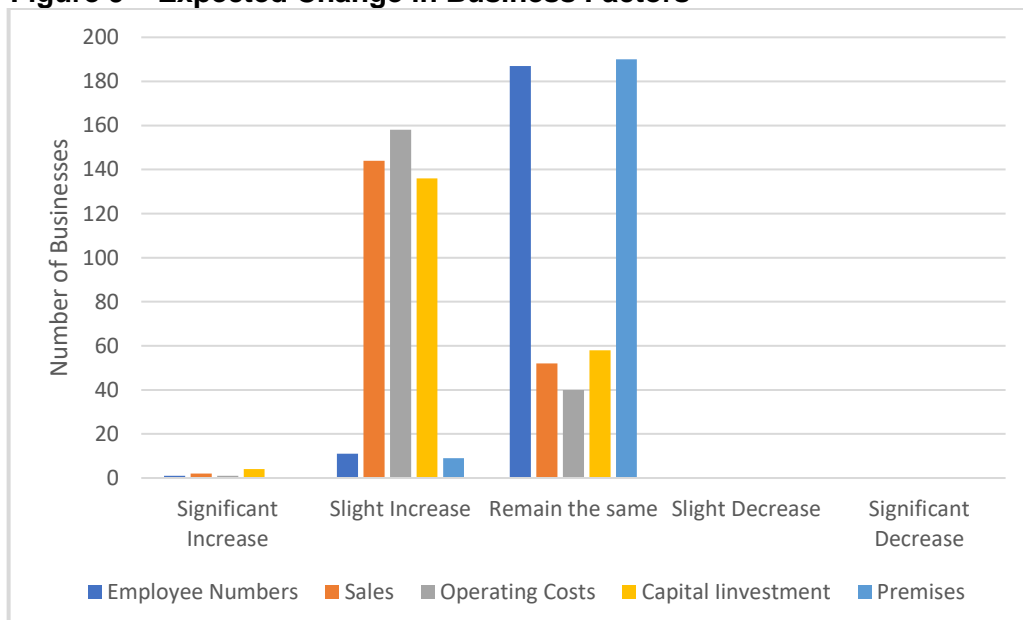
Figure 8 – Business Performance



Source: BE Group, 2019

- 5.20 Businesses generally expect both employee numbers and premises to remain the same within the next 12 months, with indications that sales, operating costs and capital investment will rise. Again, no business indicated that their projections saw any of these factors decrease in the near future.

Figure 9 – Expected Change in Business Factors



Source: BE Group, 2019

Future Requirements

- 5.21 Businesses were asked to state 'yes' or 'no' whether they were considering relocating their business premises. 100 percent of businesses surveyed stated no desire for a relocation or expansion. It is positive for Monmouthshire that there is no desire from these companies for relocation, however, no plans for expansion perhaps suggest a static business market with limited growth potential.
- 5.22 The remaining seven questions in the survey were rendered void as were only to be answered by companies who wished to relocate or expand.

In-depth Business Consultations

- 5.23 One-on-one consultations have taken place with key businesses in Monmouthshire in 2021. The aim was to understand the impacts that Brexit and the Covid-19 pandemic have had on the business, along with if they have any updated property requirements.
- 5.24 The information has been gathered via telephone call with a member of the business and a member of the consultancy team. Any views on Monmouthshire given within these consultations are the views of the individual at the company and may not be representative of the company as a whole, nor are they the views of the Council or consultants, BE Group.

Siltbuster

- 5.25 Siltbuster have been situated in Monmouth since 2003, specialising in wastewater treatment, with the majority of their work for the construction sector. They build containers at their facility in Monmouth which they then rent out to customers across the UK. Their current premise, Williams Building, Kingswood Gate, Monmouth, is the only physical building currently in use. Multiple premises across the UK would not be suitable as their engineers work across the whole country. The premise itself occupies around a third of the total site area (10 acres) with the vacant land being used for storage. There are plans to refurbish and repurpose agricultural buildings on site, turning them into storage units/training facilities/ R&D space. Siltbuster hopes to expand into further international markets and make their premise in Monmouth the company HQ. Therefore, they are looking to continually invest in their current site.
- 5.26 The business currently employs 75 workers with roughly half working on site and the other half working in the field (engineers). Siltbuster are starting to employ workers in various regions across the UK so engineers do not have to be sent from Wales around

the country. The Covid-19 pandemic has accelerated the growth in employment of engineers in various regions. The business has faced some difficulty recruiting staff. Employees are required to have a multitude of skills, thus requiring the majority of recruits to be given further training.

- 5.27 The Covid-19 pandemic has not significantly affected Siltbuster. The business is considered to be essential and therefore has continued to operate throughout the various restrictions/lockdowns implemented. Even so, office staff worked from home and are now offered more flexible working arrangements. 'Build Back Better' government initiative has meant that workload has since increased.
- 5.28 Brexit also only affected the business in a limited way. There is now different paperwork required to deal with the EU but this will become more slick as time goes on. They had an existing customer base in Europe which has remained largely unaffected, but the business is now branching out into markets outside of Europe. The availability of steel has also been an issue. With limited availability, the price of steel has increased. This has increased costs as the business is reliant on the use of steel in the production of containers.

Bucket Manufacturing Company

- 5.29 Bucket Manufacturing Company, founded in 2003, is a Caldicot-based company specialising in the manufacture of excavator attachments. The businesses currently operating out of units 6 C and D (12,500 sq ft) and unit 4 (6,000 sq ft), Bulwark Industrial Estate, Chepstow. Ideally, they would prefer to be in a single, larger unit as operating out of two units creates difficulties in the manufacturing process and increases costs. They have been looking for a new premise for the last two years but have not found anything suitable locally. They want to stay in the Monmouthshire/Newport area in order to retain staff.
- 5.30 The business has struggled to recruit staff to do the manual jobs required as part of the production process, such as welders. Welding is a fundamental part of the production process and cannot be automated in this case. The business uses agencies to find suitable workers and is also in contact with local colleges but still they find that there is a shortage of workers with the skillset required. A small part of this is put down to some workers moving back to Europe as a result of the Brexit referendum.

- 5.31 Aside from a partial loss of workers who are believed to have moved back to Europe, the business has been largely unaffected by the Brexit result. Initial uncertainty did stifle demand, which has since returned.
- 5.32 The business closed for three weeks as the first Covid-19 restrictions were put in place. Staff were then gradually brought back into work as work picked up again. The business' supply chain has been heavily affected with both themselves and suppliers struggling to get hold of materials. A lack of supply of steel has reportedly increased the price by more than 30 percent in the last eight weeks, increasing costs to the business. Additionally, the supply of welding wire is low which affects the ability of the business to manufacture their goods. Lead times are also getting longer from India and China.
- 5.33 The priority for the business is to find a premise which allows the whole manufacturing process to take place in one location. Finding a single premise from which to operate would allow them to be more efficient in the manufacturing process, reduce costs and employ more staff.

Megachem

- 5.34 Megachem specialise in sourcing and selling chemicals to manufacturers of paint, adhesive and plastics. The company's headquarters is situated in Singapore; however it also currently holds a site in Chepstow which it has occupied for the last 15 years. The company is satisfied with the Chepstow premises and emphasised its good location. In the long term the business has growth ambitions in terms of income and employees, however there are no immediate plans to expand or relocate.
- 5.35 The Chepstow premises employs 19 workers with 14 currently working in the office and the additional salespeople working from home. The Covid-19 pandemic has presented a challenge for the company as there have been many supply chain issues, particularly when importing materials from Asia. There has been a global shortage of containers and freight rates have increased from \$900 to \$7,000-\$8,000, increasing costs for the business. On the other hand, the business has also benefitted from Covid as they have managed to secure customers they previously targeted due to their competitors ceasing operations during the pandemic. Additionally, more domestic customers have been gained as Covid-19 presented difficulties in dealing internationally. Consequently, the business had a very strong year with gross profit

rising 31% and business remaining strong enough so that no staff had to be furloughed.

- 5.36 From the perspective of Brexit, the company was inconvenienced by having to understand how the new legislation affected their ability to buy and sell on the European market. The new regulations forced the company to set up a new legal entity in Holland which allows them to continue selling products in the EU. Overall, the whole process did not have a major effect on the business but did create more work and cost.

AI UK

- 5.37 AI UK specialise in the designing of curtain wall systems; it is owned by a global company; however has one large facility in the UK. That facility is located in Chepstow, 360,000 sqm in size and employs 172 people. The company is very happy with the current premises and does not have any requirements for the purchase of new facilities in the UK.

- 5.38 The Covid-19 pandemic meant that 70 members of staff initially worked from home. On-site operations had to be adapted so that employees worked in smaller groups to limit transmission. Other than this, the effects of Covid-19 were limited as being part of the construction industry meant that operations resumed earlier than many other sectors. Subsequently, the business had one of its strongest years on record.

- 5.39 The company were largely unaffected by Brexit as most of the materials used in the production process are sourced from China, rather than Europe. Additionally, the company had made provisions to ensure they would have no shortages in stock or consumables.

BDS Logistics

- 5.40 BDS Logistics specialises in the sale of second-hand telecommunication equipment and provides a logistics service for Mitel. The business operated out of 52B Severnbridge Industrial Estate, Caldicot until February 2021, at which point they decided to not renew their lease of the premise. This is as a result of a decline in demand for second-hand telecommunications, with the Covid-19 pandemic forcing employees to work from home in many cases for over a year. This significantly impacted the success of the business, resulting in BDS Logistics giving up their premise. There are no plans to find a new premise post-covid. The business now

employs 12 workers, who work from the Mitel Distribution Centre, Castlegate Business Centre.

- 5.41 Originally, the business hoped to continue operating from 52B Severnbridge Industrial Estate beyond February on a short-term basis, but, due to the large number of businesses with an interest in the premise, the landlord wanted new tenants in immediately. This highlights the lack of availability of warehousing premises in Caldicot and further afield.
- 5.42 The business has struggled to recruit staff in the past with an apparent lack of warehouse operatives in the area. Previously, staff would be recruited by word of mouth but now job openings are advertised on online job portals and at job centres.
- 5.43 The business was largely unaffected by the UK leaving the European Union.

6.0 EMPLOYMENT SITES

- 6.1 This chapter provides a review of the existing employment allocations (SAE1 sites) as identified in the Adopted Local Development Plan. Further mixed use sites (SAH sites) that are intended to have a component of B-class employment have also been reviewed.
- 6.2 These sites have been reviewed as to the appropriateness and potential for B-class employment uses for Monmouthshire. They have been critiqued and scored on a range of aspects that would be relevant to the sites' market attractiveness for employment uses.
- 6.3 Comment has also been provided on any existing permissions or current applications for the employment sites.
- 6.4 This assessment is undertaken in Table 25 overleaf. A recommendation is provided in the table as to whether each site should be safeguarded or allocated for employment in the RLDP. The Welsh Government guidance is that employment allocations should not be rolled forward from previous LDP without evidence of their deliverability within the coming plan period. In this light, it is noted that Monmouthshire County Council is preparing for a second Call for Sites process in mid 2021 and has informed landholders of employment allocations that they should submit their sites within this process and demonstrate site deliverability. Therefore, the recommendations below (prior to this Call for Sites process) are with the caveat that landholders may choose not to submit these sites in the Call for Sites.

Table 25 – Employment Sites in Adopted Local Development Plan

Site Ref.	Site Name	Site Description	Constraints	Intended Development (If Any)	Comments	Recommendations	Site Size, ha - Baseline	Site Size, ha – Realistically Available for B1/B2/B8 Use (Anticipated Land Use – B1/B2/B8)	Should the site be safeguarded or identified for employment uses?
SAE1a	Wales One, Magor (West)	<p>Vacant, flat site currently used for grazing. Alongside existing B1 development (Wales One (East)) and opposite AB InBev brewery. Visible from M4 and proximate to J23A. Wales One (East) is an existing office park with a hotel and was developed by the Charnwood Group, which also own the western site.</p> <p>Landholders: Christopher Mayers and Jonathan Rhodes (most of site) Daisy Vale Ltd</p>		No planning permissions on site.	<p>While close to the M4 and Junction 23A, the link between the Mayers and Rhodes owned site and the junction is convoluted. There are also concerns with access to the site, given it is opposite access point to brewery. Signalised junction and relocation of bus stop may be required, adding to costs.</p> <p>Daisy Vale site is small corner site and not critical to developability of site. Daisy Vale has landholdings within the Wales One (east) employment area. This corner site would require the remainder of the allocation or more likely a link with the existing Wales One (east) employment area, in order to be developed.</p>	<p>The site should be retained for employment purposes.</p> <p>Logical extension of Wales One (East) uses, developed for similar B1 uses. Supporting uses, such as those seen on the East site (hotel, restaurants, takeaway) are unlikely to be needed to be replicated on the West site. Potential for a high-quality business park development. Appears straightforward to develop.</p>	4.00	4.00 (B1 primarily)	Yes
SAE1b	Quay Point, Magor	Some of the site taken up by a recent AB InBev expansion with further units under construction for the brewery's use. Further vacant areas to the south are in a mix of ownerships, including AB InBev. Moderately sloped in parts, used for grazing, includes farm buildings. Narrow lane through the	<ul style="list-style-type: none"> Multiple ownerships Some sloping 	Existing approvals for development of further brewery uses, some of which has been enacted upon in the north of the site (alongside main brewery buildings)	This employment allocation site to the south of the AB InBev brewery is in six ownerships, including the brewery and private residences/farms. The two key obstacles for the development of this site are its multiple ownerships and the control of AB InBev in access and landholdings. Access is also a key issue, with the roundabout adjacent to the site requiring significant reconfiguration if	<p>The site should be retained for employment use.</p> <p>Development would require substantial infrastructure investment, including utilities and access upgrades. Uses would be for AB InBev's expansion as well as B2/B8 units. Medium to</p>	19.60	13.76 (B1/B2/B8)	Yes, however, given the reliance of the AB InBev site in bringing the full allocation forward, it is likely that this is a longer term option for development.

Site Ref.	Site Name	Site Description	Constraints	Intended Development (If Any)	Comments	Recommendations	Site Size, ha - Baseline	Site Size, ha – Realistically Available for B1/B2/B8 Use (Anticipated Land Use – B1/B2/B8)	Should the site be safeguarded or identified for employment uses?
		<p>middle of the site. Access to A4810, connecting to J23A of the M4. Site is between AB InBev and Gwent Europark and thus is in a high-profile corridor.</p> <p>Site is identified in Policy SAW1 of the Adopted Local Development Plan as a potential site for in-building waste management facility.</p> <p>Landholders: AB InBev UK Ltd Leonard Attewell & Susan Gardner Paul Jones & Joanne Fox-Jones Wayne Humphries Paul Williams Edward Izod Clifford & Brenda Izod Clifford</p>			<p>development of significant scale was promoted.</p> <p>Some of the individual landholders have interest to bring this site forward, though would require support to do so. This is likely to be through disposal of their land parcels to a developer. AB InBev are holding spare land for their own purposes if required, and given the key nature of their landholdings, this is limiting the attractiveness of the other sites within the allocation to come forward independently.</p>	longer term prospect for development.			
SAE1c	Gwent Europark, Magor	Vacant site, mostly flat with some moderate sloping. Some areas covered by scrub and trees. The site links to a wider employment allocation in the Newport City Council area, which has been developed for warehousing uses. It has frontage to A4810 but would require an access point,	<ul style="list-style-type: none"> • Site of Special Scientific Interest (all of site) • TAN15 Development and Flood Risk C1 (part of site) • Multiple ownerships 	Extant Reserved matters permission for the construction of a warehouse building for B8 uses and associated infrastructure works and access roads (ref:	The land in the north of the allocation is under the control of Studwelders Holdings, which is a manufacturing business, which has a current unit in Caldicot. Their site straddles the Newport/Monmouthshire boundary. Elsewhere on this employment allocation, land in Kach Capital ownership is intended to be taken forward in short to medium term, for B8	<p>The site should be retained for employment use.</p> <p>Further infrastructure investment would be required to open up the south and east of the site.</p>	13.30	13.3 (B1/B2/B8)	Yes

Site Ref.	Site Name	Site Description	Constraints	Intended Development (If Any)	Comments	Recommendations	Site Size, ha - Baseline	Site Size, ha – Realistically Available for B1/B2/B8 Use (Anticipated Land Use – B1/B2/B8)	Should the site be safeguarded or identified for employment uses?
		potentially through the existing warehousing park on Newport land. Landholders: Kach Capital Estates Studwelders Holdings Ltd Charles Conlin & Rosina Conlin		DC/2007/00835) . Recent approval to remove condition 9 of the original outline permission restricting use of the land for B8 to allow B1/B2 and B8) on the northern section of the allocation within Monmouthshire – Ref: DM/2018/02082. Groundworks commenced on northern part of allocation.	and B2 uses. Identifying appropriate access for this site would be key in opening up the site. Some ground works have been recently commenced on wider site.				
SAE1d	Westgate Business Park, Llanfoist	Development in progress, with most stages completed. Westgate Business Park currently has a McDonalds, Costa Coffee, Premier Inn, Brewers Fayre and Foxhunters aged care facility. Spare land (1.3 ha) is located to the west of Foxhunters, which is flat, though has some spare fill on the site. This site is serviced and appears to be ready for	<ul style="list-style-type: none"> TAN15 Development and Flood Risk C2 (small part of NE of site) 	Permission granted for 24 extra care units (Class C2 use) 03/12/2020 (ref: DM/2019/02012) which is for the spare land to the west of Foxhunters. This would consume the remaining land within this area.	The Westgate Business Park is largely developed for a variety of uses – pub, hotel, care home, takeaway outlets. The remaining site still within Johnsey Estates control has permission for extra care units and would be for the remaining 1.3 ha that is undeveloped. Therefore not available for B-class employment uses.	The site should not be retained for employment purposes. While the extra care facility has yet to be developed, it has planning permission and the surrounding non B-class uses suggest that this is unlikely to be developed for B-class employment.	5.00	0.0	No

Site Ref.	Site Name	Site Description	Constraints	Intended Development (If Any)	Comments	Recommendations	Site Size, ha - Baseline	Site Size, ha – Realistically Available for B1/B2/B8 Use (Anticipated Land Use – B1/B2/B8)	Should the site be safeguarded or identified for employment uses?
		development in the short term. SAW1 of the Adopted Local Development Plan as a potential site for in-building waste management facility, though given developments since the adoption of the LDP, this is highly unlikely.							
SAE1e	Ross Road, Abergavenny	Flat site, partly covered by trees. Long, narrow site with some hardstand area on site. Alongside Abergavenny Sawmill yard. Relatively narrow access, including tight turn from Ross Rd. Site is in ownership of Robert Price and Sons but there are no immediate plans to develop. Some indications of interest by landholder to develop for residential. SAW1 of the Adopted Local Development Plan as a potential site	<ul style="list-style-type: none"> Narrow access and narrow site 	No planning permissions on this site and no change since 2019	Shape, access and topography of site limit development options on this site. While close to A465 junction affords the site key highway linkages, the constraints on the site mean that development for B-class uses will be difficult. Overall, the key obstacle to development is the technical issues. The established entrance would not be acceptable under modern standards. Therefore, redesign of the junction entrance should be considered in order to enable this site to be developed for employment uses.	The site should be retained for employment purposes. Developable for small workshops or storage uses, though would need demonstration from	1.5	1.5 (B1/B2/B8)	Yes

Site Ref.	Site Name	Site Description	Constraints	Intended Development (If Any)	Comments	Recommendations	Site Size, ha - Baseline	Site Size, ha – Realistically Available for B1/B2/B8 Use (Anticipated Land Use – B1/B2/B8)	Should the site be safeguarded or identified for employment uses?
		for in-building waste management facility. Landholders: William Godfrey and Tessa Pike							
SAE1f	Newhouse Farm, Chepstow	Vacant site, some significant sloping in east of plot. Gateway position to Newhouse Farm Industrial Estate. Adjacent to J2 of M48, although there is a line of trees which will limit visibility. SAW1 of the Adopted Local Development Plan as a potential site for in-building waste management facility. Landholders: East Mon. Industrial Holding Ltd Michael Anstey and Beryl Rees	<ul style="list-style-type: none"> Sloped site 	No planning permissions on this site	<p>From a market perspective the site is a strong candidate for employment uses as it is at the junction with the M48 and at the entrance to a substantial industrial estate.</p> <p>However, the topographical issues with the site and the technical options that result from this, mean that the site is unlikely to be developable in a cost-effective manner. The topographical challenges and limited options for access mean that a viable solution is unlikely.</p> <p>As such it is unlikely that this site will come forward for employment uses, though will also face the same constraints and viability concerns for development of other uses. If developable for other uses, such uses would need to be complementary to and not impinge on the existing industrial estate.</p>	The site should not be retained for employment purposes.	4.00	0	No

Site Ref.	Site Name	Site Description	Constraints	Intended Development (If Any)	Comments	Recommendations	Site Size, ha - Baseline	Site Size, ha – Realistically Available for B1/B2/B8 Use (Anticipated Land Use – B1/B2/B8)	Should the site be safeguarded or identified for employment uses?
SAE1g	South Woodside, Usk	<p>Flat, hardstand site, currently used for overflow parking for neighbouring employment uses and trailer storage. Existing access point from highway.</p> <p>Landholders: Richard Etheridge & Janet Etheridge</p>	<ul style="list-style-type: none"> Area of Amenity Importance (small part of site) TAN15 Development and Flood Risk C1 (all of site) Narrow roads and bridge affecting access 	Approvals for temporary storage of lorry trailers, and a current application to renew this approval for 3 years (lodged Jun 2020)	<p>Site is providing lower order function (outdoor storage, overflow car parking) as support to employment uses to the immediate north with landholders appearing satisfied with current arrangement.</p> <p>If site was to be developed for more intensive uses (e.g. industrial units) this could be achieved either through linking with uses to the north, or separately through the southern access point. If undertaken in conjunction with the northern uses, Wider highways constraints (e.g. bridge over River Usk) are a further limiting factor on this site.</p>	<p>The site should be retained for employment purposes.</p> <p>Uses would be small workshops or storage areas, similar to neighbouring areas, or continuation of outdoor storage/lorry storage.</p>	1.30	1.30 (B1/B2/B8)	Yes
SAE1h	Pill Row, Severnbridge Industrial Estate, Caldicot	<p>Flat site, partly covered by trees. Remaining site within Severnbridge Industrial Estate, site is at the end of a cul-de-sac within the industrial estate. Site backs onto residential lots. The landholder has interest in development of the site for residential uses.</p>	<ul style="list-style-type: none"> Partially covered by trees TAN15 Development and Flood Risk C1 (all of site) 	No planning permissions on this site and no change since 2019	<p>Site is last remaining parcel within Severnbridge Industrial Estate and also abuts residential uses. Landholder has interest in residential outcome for the site and submitted site as a candidate site for housing during the first call.</p> <p>In terms of access, either industrial or residential options for the site would be feasible, though industrial usage (with access from Castle Court)</p>	<p>The site should be retained for employment purposes.</p> <p>Developable in the short term as a continuation of Severnbridge Industrial Estate, with similar B1/B2/B8 units or open storage. Development would need to be mindful of neighbouring</p>	1.00	1.00 (B1/B2/B8)	Yes

Site Ref.	Site Name	Site Description	Constraints	Intended Development (If Any)	Comments	Recommendations	Site Size, ha - Baseline	Site Size, ha – Realistically Available for B1/B2/B8 Use (Anticipated Land Use – B1/B2/B8)	Should the site be safeguarded or identified for employment uses?
		Landholders: Allan Home			appears the most straightforward. If developed for residential, access would need to be from Pill Row. From a market perspective, the site is likely to have demand for either industrial or residential uses, though likely to give the landholder a higher value as a residential use.	residential uses. While there is landholder interest for residential, this should be resisted in order to provide a development site for Severnbridge IE.			
SAE1i	Beaufort Park, Chepstow	Site is developed for office uses, with last remaining parcel constructed and occupied.	• No constraints	Developed for B1 uses	-	Site is built out	0.42	0.00	On-going employment use
Mixed-use Sites									
SAH2	Crick Rd, Portskewett	Strategic Mixed Use Site. Large, mainly flat site. In ownership of Monmouthshire CC. Intended for a care home as employment element of the scheme, partnering with Melin Homes. Landholders: Monmouthshire CC	• No constraints	Approval for care home and residential		Employment on the site will not be within B-class employment uses.	10.95	0.0	No
SAH3	Fairfield Mabey, Chepstow	Strategic Mixed Use Site. Brownfield site, previously used for industry. Site has long river frontage and is close to the Chepstow town centre. Well positioned for a	• TAN15 Development and Flood Risk C2 (part of site)	Site has outline permission for 450 residential units with permission granted for 0.65 ha of	Some discharge of condition and reserve matters applications have been lodged and approved in 2020, suggesting site is proceeding for development, though initial focus is on residential components.	Site should be developed according to approvals, including development of 0.65 ha of employment land. The priority for the site at present appears to be for residential dwellings	16.1	0.65 (B1)	Yes, in accordance with approvals

Site Ref.	Site Name	Site Description	Constraints	Intended Development (If Any)	Comments	Recommendations	Site Size, ha - Baseline	Site Size, ha – Realistically Available for B1/B2/B8 Use (Anticipated Land Use – B1/B2/B8)	Should the site be safeguarded or identified for employment uses?
		residential-led mixed use development.		employment land. Detailed permission for 345 dwellings.		and Council should continue to encourage the employment component of the site.			
SAH4	Wonastow Rd, Monmouth	Strategic Mixed Use Site. Residential component of the site is the King's Wood Gate, which has been completed. Employment component is at the southern entrance, alongside Wonastow Rd. Employment land is partially developed, including Siltbuster building (approx. 3,000sqm). Siltbuster has further land under its control for further B-class uses and has indicated that they would look to expand within 5 years	<ul style="list-style-type: none"> TAN15 Development and Flood Risk C1 (part of site, not relevant for employment uses) 	Most of the site has proceeded in accordance with planning permissions on site. Outline permission was for up to 370 dwellings and 6.5 ha of employment land (B1 and B8)	Expansion land for employment purposes in Monmouth, with existing industrial areas built out. Part of site will be for Siltbuster expansion, with the remainder for general B2/B8 uses.	The employment component of this site should be retained for employment purposes.	33.36	2.78 (B1/B8)	Yes
SAH5	Rockfield Farm, Undy	Strategic Mixed Use Site. Large, slightly sloped site between settlement area of Undy and M4. MCC and Bellway Homes are owners of the site. Bellway Homes are currently constructing the residential component of the site,	<ul style="list-style-type: none"> The site is partially located within Flood Zone B Trees on site Watercourses on edge of site Footpath on edge of site 	Outline approval for 266 residential units and 5,575 sqm B1 floorspace on approximately 2 ha.	Employment site currently being marketed as a development site by MCC. Depending on private sector interest, MCC may need to consider developing the site itself to bring forward. B1 uses would compete with Wales One at Magor, which has better access and profile.	The employment component of this site should be retained for employment purposes. Uses would predominantly be B1 uses, though smaller, complementary low-impact B2/B8 uses	11.00	2.0 (approx.)	Yes

Site Ref.	Site Name	Site Description	Constraints	Intended Development (If Any)	Comments	Recommendations	Site Size, ha - Baseline	Site Size, ha – Realistically Available for B1/B2/B8 Use (Anticipated Land Use – B1/B2/B8)	Should the site be safeguarded or identified for employment uses?
		branded as Greystone Meadows. 3.21 ha commercial development site currently be marketed for sale by MCC (though net developable area still likely to be about 2 ha).				could be supported (with planning approvals).			

Sources: Adopted Local Development Plan, planning applications, BE Group assessment, 2021

- 6.5 Table 26 below summarises the employment allocation sites that have some realistically developable employment land. **The total realistic supply of employment land in Monmouthshire is 40.29 ha, comprised of 34.86 ha of employment sites and 5.43 ha of Mixed-Use Sites (employment component only).**

Table 26 – Employment Sites with Realistically Developable Land

Site Ref.	Site Name	Area (Ha)	Type of Employment Site	Realistic Supply for B-Class Uses (Ha)
Employment Sites				
SAE1a	Wales One, Magor (West)	4.00	B1	4.00
SAE1b	Quay Point, Magor	19.60	B1, B2, B8	13.76
SAE1c	Gwent Europark, Magor	13.30	B2, B8	13.30
SAE1d	Westgate Business Park, Llanfoist	5.00	B1	0.0
SAE1e	Ross Road, Abergavenny	1.50	B1, B2, B8	1.50
SAE1f	Newhouse Farm, Chepstow	4.00	B1, B2, B8	0.0
SAE1g	South Woodside, Usk	1.30	B1, B2, B8	1.30
SAE1h	Pill Row, Severnbridge Ind. Est., Caldicot	1.00	B1, B8	1.00
SAE1i	Beaufort Park, Chepstow	0.42	B1	0.00
Mixed-Use Sites – Employment Component				
SAH2	Crick Rd, Portskewett	10.95	Care home	0
SAH3	Fairfield Mabey, Chepstow	16.1	B1	0.65
SAH4	Wonastow Rd, Monmouth	33.36	B1, B8	2.78
SAH5	Rockfield Farm, Undy	11	B1	2
Totals		121.53		40.29

Sources: Adopted Local Development Plan, Employment Land Background Paper, planning applications, BE Group assessment

- 6.6 Quay Point and Gwent Europark (both at Magor) are the two sites with the most land available, together comprising 67 percent of the available supply of employment land. It is noted that Pill Row (SAE1h) and Ross Road (SAE1e) have interest for residential development from the landholders, though this should be resisted given the limited availability of employment land in the County.

Site Grading

- 6.7 All sites have been graded using a standard scoring system (see Appendix 3) which reflects guidance in 'Employment Paper for SEWSPG: A Common Methodology for Undertaking Audits of Employment Sites as Part of an Employment Land Review in South East Wales' (Report of the Pathfinder Group, 2017). Each site is scored out of 20, made up of four individual measures, each scored out of five – Accessibility, Internal Environmental Factors, External Environmental Factors and Market Attractiveness (see Table 27). Those sites with no realistically available land are not included. Results are provided in Appendix 4.

Table 27 – Sites Scoring

Site Ref.	Site Name	Site Size, ha – Realistically Available for B1/B2/B8 Use	Total Score, Max 20
SAE1a	Wales One, Magor (West)	4.00	17
SAE1b	Quay Point, Magor	13.76	13
SAE1c	Gwent Europark, Magor	13.30	14
SAE1e	Ross Road, Abergavenny	1.50	10
SAE1g	South Woodside, Usk	1.30	12
SAE1h	Pill Row, Severnbridge Ind. Est., Caldicot	1.00	12
SAH3	Fairfield Mabey, Chepstow	0.65	15
SAH4	Wonastow Rd, Monmouth	2.78	15
SAH5	Rockfield Farm, Undy	2.00	13

Source: BE Group, 2021

- 6.8 The highest scoring site is Wales One, reflecting its prominent position and complementary neighbouring uses. Ross Road, Abergavenny scores most poorly due to its narrow access point and site shape and its more limited market appeal.

Existing Employment Areas

- 6.9 This section reviews the existing employment areas in Monmouthshire for their on-going appropriateness for employment uses. These sites have considered factors such as condition of premises, vacant premises, market attractiveness and location.
- 6.10 The table overleaf provides a summary of each existing employment area in Monmouthshire. The table includes site scoring for each area, based on similar scoring as was undertaken for the employment sites, but also incorporating an assessment of the existing premises and external areas. Each site is scored out of 30, made up of six individual measures, each scored out of five – Accessibility, Building and Site Quality and Characteristics (Overall Building Quality and Overall Site Quality), Environmental Factors (internal and external) and Market Attractiveness. This is a means of assessing and comparing the sites, through a grading of several qualitative factors.

Table 28 – Existing Employment Areas – Assessment Summaries

ID: Site Name	Location	Description	Vacant Parcels of Land on Existing Site	Site Scoring, Max 30
SAE2a	Mill St, Abergavenny	Busy industrial, trade services and retail area in Abergavenny. Key occupiers are Aldi and Screwfix, with other uses being auto repairs and trade services. Crowded location, with some car-parking difficulties and narrow laneways. Central location in Abergavenny, near to high street and thus is attracting non-B-class uses (e.g. Aldi). Likely to be continued pressure for non-B-class uses on this site. However, the overall function of the site as a node providing an array of trade services and local employment is on-going.	No vacant land	19
SAE2b	Lower Monk St Abergavenny	Industrial and trade services node to the north of the Abergavenny town centre. Older units, some in a poor state of repair. Node is anchored by Travis Perkins, which has a site to the rear of the site. Traffic flows through the site are difficult, with a cul-de-sac and on street parking disrupting flows. Site is surrounded by residential uses, which prevent any opportunities for expansion and present potential areas of conflict.	No vacant land	15
SAE2c	Union Rd, Abergavenny	Industrial estate comprised of smaller units. Primarily a node for auto servicing, the site also has a range of other industrial uses. It has a disjointed layout and does not function as a single node, rather a loose agglomeration of uses. Units are of a variety of standards, though most are of a basic or moderate quality. Some of the streets are tree-lined which improves the amenity of the site and shields some uses from the highway. Busy node, with some on street parking.	No vacant land	19
SAE2d	Hatherleigh PI, Abergavenny	North of SAE2c, this node is a mix of uses including offices, storage, retailing, industry and car sales. Building forms are also varied, including older stonework premises, garages, workshops, etc. Internal roads are very narrow. While some of the site has frontage to the A4143, trees effectively shield any visibility from the A-road. Access is via Union Rd.	No vacant land	19
SAE2e	Ross Rd, Junction Yard, Abergavenny	Disused timber storage yard. Narrow site, with narrow access point. Site abuts SAE1e. Site now cleared. Alternative uses are likely to be low level storage, including open storage.	Full site vacant	17
SAE2f	School Hill, Chepstow	Small node in Chepstow, comprising two trade counter uses, child play centre (currently closed) and a beauty studio. Therefore, no B-class uses, though trade counter units could be repurposed for industrial. Site is cramped, with limited parking and narrow access. Acting as a fringe of town centre use and is surrounded by a mix of other commercial uses and residential dwellings. May be pressures for reuse of this area in the longer term.	No vacant land	16
SAE2g	Station Rd, Chepstow	Loose collection of uses to the south of Tesco in Chepstow, including 2-3 storey, good quality offices, building suppliers, industrial units and trade counters. Site is alongside Chepstow train station, although the uses are not oriented to the station and co-location opportunities have not been realised. Range of building standards, from basic to very good.	No vacant land	20
SAE2h	Job Centre, Chepstow	Single occupier site, north of SAE2g. Triangular site framed by Station Rd, Forest Sand and the Chepstow train station car park. Good quality office building with some off-street car-parking.	No vacant land	24

ID: Site Name	Location	Description	Vacant Parcels of Land on Existing Site	Site Scoring, Max 30
SAE2i	Bulwark Rd, Chepstow	A significant industrial estate in Chepstow, with a variety of occupiers, including auto repairs, engineering and bus depot. Site includes several non-B-class occupiers, including sui generis (car wash, plant hire), retailing, gym, particularly at the frontage to Bulwark Rd. Buildings are in a moderate state of repair. Industrial units are low-ceiling and would be unsuitable for some modern uses. Surrounding uses include retailing, community club and residential dwellings.	No vacant land	19
SAE2j	Beaufort Park, Chepstow	Office and retail park at Junction 2 of the M48. Modern development with good quality buildings. Individual plots have off-street parking, however, internal roads are still used for worker parking. Basepoint Business Centre is an important serviced office use and pre-Covid was reporting high occupancy levels. Now that SAE1i has been developed, this could be absorbed into SAE2j	No vacant land	25
SAE2k	Newhouse Farm, Chepstow	Large industrial location south of Junction 2 of the M48. Site of several large logistics and general industry operators, including Asda, AluK, Reid Lifting, Zenith Logistics, Bond International, Bidfood. Important location for employment and has a strategic role in the market. Wide internal streets for HGV movements. Most recent development was Mon Motors unit (site 3.72 ha)	No vacant land SAE1f is the gateway site for Newhouse Farm and is vacant but not considered developable.	25
SAE2l	Wonastow Rd, Monmouth	Wonastow Rd industrial area is the primary industrial node in Monmouth and an important location in the northern half of the county. This node includes a range of engineering, storage, building suppliers, office and auto service uses. Some operators have links to the surrounding agriculture sector. Internal roads have on-street parking. Mainly moderate level industrial buildings, with low ceiling heights.	No vacant land	19
SAE2m	Mayhill/ Hadnock Rd, Monmouth	Older industrial node in the east of Monmouth. Hadnock Rd is a relatively narrow road. Premises look tired and under-utilised. Several vacancies were observed in this locality, most of which were the larger unit sizes, appropriate for B2 uses. A secondary location at the intersection of Hadnock Rd and the A4136 appears to be performing better, with a higher profile site and more modern premises. The two locations are separated by a school. Good connection to the A40, which connects to M50 to the north.	No vacant land	15
SAE2n	Tri-Wall, Wonastow Rd, Monmouth	Single occupier site. Tri-Wall is an important Monmouth business and key employer. Site is south of the Wonastow Rd industrial area. Some landscaping to shield uses from the road.	No vacant land	22
SAE2o	Magor Brewery, Magor	Large brewery site with several buildings on site. Site is in excellent location, south of Junction 23A of the M4. Several of the buildings are special-purpose for brewing and would not be easily repurposed if another occupier were to acquire the site.	No vacant land	24

ID: Site Name	Location	Description	Vacant Parcels of Land on Existing Site	Site Scoring, Max 30
SAE2p	Severnbridge, Caldicot	Large, sprawling industrial estate, providing a broad range of unit sizes, from small workshops to large factories. Estate has wide streets and some streetscaping. Most land parcels have off-street parking. Castlegate Business Park (owned by MCC) in the north of this node comprises office uses, including Mitel as one of the largest occupiers.	Only vacant land is SAE1h	22
SAE2q	Cheeseman's IE, Rogiet	Small industrial node on Rogiet Rd, containing older workshop units and BP. Site backs on to M48 corridor, though is not near a junction. No significant visibility from motorway. Development of land is reasonably low intensity. To the east of the site is agricultural fields, which could provide expansion option (subject to planning), though it is doubtful that there would be demand for further land in this area.	No vacant land, though some parcels have only a low density of development.	18
SAE2r	Progress IE, Rogiet	Small industrial node, hidden behind residential dwellings. Site backs onto a rail corridor, near the Severn Tunnel Junction station. Access is through residential streets. Buildings are of a moderate quality. Location and access suggest that the site is not suitable for employment premises in the longer term and once the buildings become uneconomic there may be pressure for a reuse to non-B-class uses, including redevelopment for residential.	No vacant land	13
SAE2s	Former Railway Goods Yard, Usk	Small site on the A472 on the western approach to Usk. Site is comprised of a small garage and two small vacant premises. Other uses include some outdoor storage area and hardstand area that appears disused. Site is surrounded by trees and forms part of the boundary of the settlement of Usk. May be pressure to reuse this site for residential over the forecast period.	Underutilised hardstand area.	14
SAE2t	Cuckoo's Row, Raglan	Site is comprised of Frank Sutton Engineering, an agricultural machinery sales, storage and service area. Some of the site appears to be underutilised (e.g. derelict building) and some used for outdoor storage. However, core areas are in good condition. Serves a rural function.	Some underutilised areas	19
SAE2u	Raglan Enterprise Park, Raglan	Small row of workshop and storage units on Chepstow Rd, owned by MCC. The units are in moderate condition. The units generally are occupied by SMEs.	No vacant land	18
SAE2v	Mamhilad	Part of a larger employment area that extends into Torfaen, with most of the node within Torfaen. The Monmouthshire component comprises good quality units, being a mix of storage (including outdoor storage) and office space. Composite Metal Flooring and Monmouthshire Housing Association are the two occupiers. Car parking is provided within each land parcel. This estate includes some landscaping, including trees that provide screening from the main roads. Functionally it is more strongly linked to Torfaen than to Monmouthshire.	No vacant land, though some of the site is developed at a relatively low intensity	22

ID: Site Name	Location	Description	Vacant Parcels of Land on Existing Site	Site Scoring, Max 30
SAE2w	Wales One (east), Magor	Office, hotel and retail site at Junction 23A of the M4. High profile site with modern office space, including traditional office space and services offices. Non-B-class uses form a significant component of the total floorspace and comprise Ty Magor hotel (formerly Hampton by Hilton), restaurants, childcare nursery and takeaway premises. Includes internal car-parking.	No vacant land	27
SAE2x	Woodside IE, Usk	Collection of older industrial workshop units, west of the River Usk. Close to the town centre of Usk, though access is through narrow roads, particularly the bridge that crosses the river. Units are comprised of engineering works and auto servicing outlets. BP petrol station fronts the site. Parking is within the site. Movement through the site is not easy, with a confusing layout of buildings and poorly defined access point.	No vacant land	13
SAE2y	Avara Foods, Abergavenny	Single occupier site at the intersection of the A40 and A465 at Abergavenny. Access is via the A465, though site is fully screened from the A465 by trees. Car-parking is internal to the site. Occupier is a food processor. Part of the site is crossed by high voltage power lines. Low intensity of development on site, though unlikely to be available in foreseeable future for general employment market.	No vacant land, though site is developed at a low intensity	26

Sources: Monmouthshire CC, BE Group 2021

- 6.11 Wales One (east), Avara Foods, Newhouse Farm and Beaufort Park scored highly, reflecting their prominence in the market, key strategic locations and modern premises. Progress Industrial Estate, Woodside Industrial Estate and the former Railway Goods Yard at Usk received the lowest scores, due to the state of their premises and poor accessibility.

Candidate Sites

- 6.12 BE Group has reviewed the employment candidate sites that Monmouthshire County Council has received through the Call for Sites process. These sites have been submitted with the intents that they would wholly or partly comprise employment uses. The sites have been assessed through site inspections and a review of their constraints. The candidate sites have been scored in an analogous manner to the assessment of the employment sites above, with a maximum score of 20.
- 6.13 The initial Call for Sites closed in November 2018. While a second Call for Sites commenced in 2020, this was paused due to Covid-19 and has been rescheduled due to the reassessment of the RLDP. Sites will need to be resubmitted at the rescheduled second Call for Sites process to be undertaken in summer 2021. Therefore, the below analysis is based on the initial Call for Sites list of sites.
- 6.14 The table overleaf provides a review of these sites. This includes a comment on whether the site should be further considered for employment uses, which would be subject to the overall RLDP Preferred Strategy for Monmouthshire. Those sites that have been recommended for further consideration would need to undergo more detailed site assessment to ensure appropriateness for and deliverability of employment uses on site.

Table 29 – Candidate Sites Submitted with an Employment Element

Site Ref.	Site Name	Site Description	Constraints	Proposed Use	Recommendations	Site Size, ha - Total	Site Size, ha – Potential for B1/B2/B8 Uses	Should the site be further considered for employment uses?
CS0002	Land at the sewage works, Caldicot	Flat site to the north of the M4 corridor at Caldicot and south of the rail corridor. Access is a substantial issue, site is currently accessed by very narrow roads and past residential uses.	<ul style="list-style-type: none"> • Very low bridge (1.7m) under railway line to the north of site • High voltage power lines cross the site • TAN15 Development and Flood Risk C1 (part of site) 	Commercial	Substantial infrastructure investment would be required to open up this site for employment uses. Likely to be a long-term prospect at best	10.02	10.02	No
CS0007	Land adjacent Pill Row, Caldicot	Site is an allocated employment site SAE1h – see Table 25	<ul style="list-style-type: none"> • Partially covered by trees • TAN15 Development and Flood Risk C1 (all of site) 	Residential and retail	This site is the last remaining developable site within the Severnbridge Industrial Estate. Site should be protected for B-class employment uses, rather than the proposed residential and retail.	1.00	1.00	Yes
CS0011	Land at Sycamore, Llandeenny	Slightly sloped and partially covered by trees, site has frontage to A4810. Prominent site in employment corridor, south of AB InBev brewery and SAE1b. Access to the A4810 would need to be upgraded.	<ul style="list-style-type: none"> • TAN15 Development and Flood Risk C1 (part of site) • Site of Special Scientific Interest 	Employment	Potential for employment uses, though would have similar markets to employment allocations, SAE1b and SAE1c. Potential alternative site if SAE1b and SAE1c are not able to come forward.	5.49	5.49	Yes
CS0038	Land West Wales One Business Park, Magor	Site is an allocated employment site SAE1a – see Table 25	<ul style="list-style-type: none"> • Northern part of the site is within M4 Safeguarding Route corridor. 	B2 and B8	Site is recommended for B1 office uses, though if applicant demonstrates demand for B2 and B8 uses, this could be supported, providing they are high quality uses appropriate for this high profile site.	4.00	4.00	Yes
CS0044	Land off Chartist Rise, Monmouth	Site is within a residential area within Monmouth. Site is mostly flat and grassed, with	<ul style="list-style-type: none"> • TAN15 Development 	Commercial or residential	Site does not appear to be suitable for B-class uses, as it lacks prominence and is	0.12	0.0	No

Site Ref.	Site Name	Site Description	Constraints	Proposed Use	Recommendations	Site Size, ha - Total	Site Size, ha – Potential for B1/B2/B8 Uses	Should the site be further considered for employment uses?
		a line of trees in the southern part.	and Flood Risk C2 (part of site)		incompatible with neighbouring uses. More likely to be a residential site.			
CS0045	Land off Cornpoppy Avenue, Monmouth	Site to the NE of CS0044, also within a residential area. Site is mostly flat and grassed, with trees lining the northern boundary.	<ul style="list-style-type: none"> TAN15 Development and Flood Risk C2 (part of site) 	Commercial or residential	Site does not appear to be suitable for B-class uses, as it lacks prominence and is incompatible with neighbouring uses. More likely to be a residential site.	0.38	0.0	No
CS0065	Bradbury Farm, Crick	Large site between M48 and B4245, with long frontage along Crick Rd. Some significant sloping on parts of site. Currently used as pastoral land. Crick Rd would require substantial upgrades to open up this site.	<ul style="list-style-type: none"> Sloping Mineral Safeguarding - Limestone 	Residential and employment	Potential for residential-led scheme. Full development of a site of this scale should have employment opportunities. Site would need full masterplanning of the full settlement site, which should include an assessment of the opportunities for employment on site, including considering that the Severnbridge IE is nearby, but is effectively built out.	29.1	Unknown	Yes, part of site
CS0068	Knollbury, Undy	Large site to the north of the M4, though not near an exit/entry point. Land is currently used for agriculture, with some remnant trees. Moderately sloped in parts. Very narrow laneways, which would need significant upgrades if developed/	<ul style="list-style-type: none"> Narrow roads Access 	Residential and employment	Masterplanning would be required for this site, including considerations of infrastructure upgrades to open up the site. Without nearby access to the M4, employment demand is likely to be limited to local services supporting the emerging residential population. Would be reliant of the residential component to deliver infrastructure and to generate demand for employment uses.	29.22	<2.0	Yes, part of site
CS0069	Land adj Raglan	Large, moderately sloped agricultural site west of Chepstow Rd. Site is adjacent to MCC-owned	<ul style="list-style-type: none"> No constraints 	Employment and renewable energy	Further evidence of the need for employment uses in this area would need to be	13.3	Unknown	Would require further evidence of need

Site Ref.	Site Name	Site Description	Constraints	Proposed Use	Recommendations	Site Size, ha - Total	Site Size, ha – Potential for B1/B2/B8 Uses	Should the site be further considered for employment uses?
	Enterprise Park, Raglan	Ragland Enterprise Park, which has a small number of workshop/storage units.			established. Any employment uses are likely to be low intensity			
CS0079	Land south east of Raglan, Raglan	Large site at the SW corner of the intersection of the A40 and A449 (marking an entry-point to Raglan). Site is moderately sloped and currently used for agriculture. Site location would be attractive to B-class employment occupiers	<ul style="list-style-type: none"> Access to A-roads or junction would need to be secured to make this site attractive for employment 	Residential, commercial and leisure.	Any development of this site would be residential led. If it is deemed to be suitable for residential, then a component of the site should include employment opportunities. Site would require masterplanning of the full settlement site, including the employment component.	29.55	Unknown	Yes, part of site
CS0087	The Showground, Crick	Showground site, west of CS0065. Moderately sloped in parts. Mix of uses on site related to events, equestrian, temporary accommodation.	<ul style="list-style-type: none"> Potential conflicts with existing uses 	Housing, mixed-use	Masterplan required. Potential B-class employment would be dependent on mix of other uses and should have regard to outcomes of CS0065. B-class employment likely	36.06	Unknown	Yes, though requires further investigations
CS0110	BAE Systems, Glascoed	Former military site, now BAE Systems site on a very large area west of Usk. Specialist uses on site, which should be protected to ensure continuation of uses.	<ul style="list-style-type: none"> No constraints for current operations 	Employment	Continued BAE Systems use	358	Specialist uses	Protect for specialist uses
CS0117	Land adj Patchway, Undy	Small site in Undy, at the fringe of a residential area. Access is through a residential area, including narrow bridge on The Ramp. Access to the site would be via Church Rd, which is a narrow street. Flat site with a derelict outbuilding on site.	<ul style="list-style-type: none"> Access TAN15 Development and Flood Risk C1 (part of site) Site of Special Scientific Interest (part of site) 	Residential or commercial	Not an appropriate site for B-class employment uses.	0.36	0.0	No
CS0125	Abergavenny Urban	Site to the east of A645 and south of B4233. Some trees and sloped areas, some areas used for agriculture.	<ul style="list-style-type: none"> Partially covered by trees 	Mixed Use	Masterplan required. Large site could support element of employment uses, particularly if access to the A465 was	65	<10.0	Yes

Site Ref.	Site Name	Site Description	Constraints	Proposed Use	Recommendations	Site Size, ha - Total	Site Size, ha – Potential for B1/B2/B8 Uses	Should the site be further considered for employment uses?
	Extension, Abergavenny	Development of this area would represent an extension of Abergavenny east of the A645. Reasonable location for expansion if demand exists.			secured. Development would be residential-led, but good potential for employment uses.			
CS0136	Land adj Rockfield Road, Monmouth	Disused poultry sheds to the east of Rockfield Rd. Site is flat and access could be secured to Rockfield Rd. Site is to the north of new, small retailing node, including Co-op.	<ul style="list-style-type: none"> TAN15 Development and Flood Risk C2 (most of site) 	Residential, B1 and Healthcare.	Site is reasonable for residential and healthcare operations, being close to services and not impacted by other uses. B1 to support the core uses would be appropriate if small scale. Development would be dependent on TAN15 C2 constraints.	1.3	Approx. 0.2	Yes
CS0139	Former Petrol Station, Llanover	Slightly sloped site used for cropping. Adjacent to employment uses (office units) at Llanover Business Centre. Frontage on A4042	<ul style="list-style-type: none"> No constraints 	Residential and Retail or Employment	Potential for further stage of Llanover Business Centre if required, or to provide workshop units to serve rural economy.	2.17	All or part	Yes
CS0145	Land adj Raglan Terrace, Abergavenny	Location at important entry-point to Abergavenny and intersection of A40, A465 and A4042. Partially covered by trees. If access to site can be secured and visual impacts are managed, provides a potentially attractive, high profile site for the market.	<ul style="list-style-type: none"> High voltage power lines through site Access to roundabout 	B1 offices	Potential for B1 offices.	0.71	0.71	Yes
CS0152	Land at Wyelands, Chepstow	Very large site to the west of Wye Valley Link Rd (west of Chepstow). Potential expansion site of Chepstow settlement area. Existing agricultural uses and partially covered by trees. Site is in one ownership	<ul style="list-style-type: none"> Historic Parks and Gardens (part of site) Green Wedge Mineral Safeguarding – Limestone Area of Amenity Importance 	Housing and/or logistics	<p>Potential for B8 logistics uses, if well linked with Junction 2 of the M48. Could also support B1 and B2 uses.</p> <p>Site requires masterplanning, which would need to consider loss of Green Wedge elements.</p>	100	To be determined, potentially up to 20ha	Yes, part of site, though dependent on need to retain Green Wedge.

Site Ref.	Site Name	Site Description	Constraints	Proposed Use	Recommendations	Site Size, ha - Total	Site Size, ha – Potential for B1/B2/B8 Uses	Should the site be further considered for employment uses?
			(small part of site)					
CS0153	Land at M48 Junction, Chepstow	Vacant land to the north of Newhouse Farm IE and south of Junction 2 of the M48. Land is in two parcels, one of which is an employment allocation SAE1f (see Table 25), though the recommendation is to not safeguard it for employment as unlikely to be developable. Second site is part of protected employment site SAE2k (see Table 28) and is also sloped and very narrow.	<ul style="list-style-type: none"> Sloped site 	Mixed Use	<p>MCC should look to ascertain some evidence from landholder to demonstrate that site is realistically deliverable before taking site forward.</p> <p>Potentially developable for mix of employment uses, subject to overcoming sloping constraint and narrow shape of parts of site. Also potential for non-B-class uses as it is a gateway site (e.g. hotel, services, retail).</p>	8.2	0.0 (though potential for some land to be taken by non-B-class uses)	Not until sufficient evidence of deliverability of all or part of site is provided.
CS0154	Land north M48, Chepstow	Land to the north of Junction 2 of the M48. Excellent, high profile position, slightly sloped. Greenfield.	<ul style="list-style-type: none"> Green Wedge 	Hotel	Site with potential for a range of uses, including hotel as proposed, or business park (B1), retailing, services etc. Could be suitable for uses similar to Beaufort Park opposite.	1.8	1.8	Yes, though note current preference for hotel use by submitter.
CS0172	Maindiff Court Hospital, Abergavenny	Existing hospital and attractive grounds. Mostly flat site.	<ul style="list-style-type: none"> Hospital uses Mature trees 	Technology, education campus	Potential for B-class employment uses on the site depend on long-term outcomes for the hospital. As part of the current hospital campus, technology, research, office and education uses complementary to the core hospital use would be appropriate. B-class uses could include B1a offices and B1b research laboratories. If hospital is redeveloped, it would need to be demonstrated that there is a demand for employment uses in this	6.4	Unknown	Yes, part of site to support hospital.

Site Ref.	Site Name	Site Description	Constraints	Proposed Use	Recommendations	Site Size, ha - Total	Site Size, ha – Potential for B1/B2/B8 Uses	Should the site be further considered for employment uses?
					location as part of a mixed-use scheme.			
CS0174	The Paddock, Land at Nantgavenny Lane, Abergavenny	Greenfield site west of the A465. Nantgavenny Ln is a very narrow laneway, some small, older workshops are located on the lane. Site has trees at its edge though most of the site is slightly sloped grassland.	<ul style="list-style-type: none"> Access TAN15 Development and Flood Risk C2 (western edge of site) Site of Special Scientific Interest (southern edge of site) 	Community, commercial and housing	Site would be more attractive to the market as a B-class use with good access to A465, which would require significant investment. Some small scale B-class uses may be possible as support to core community and housing uses.	3.51	Unknown	Yes part of site to support other uses.
CS0178	The Abergavenny Workhouse, Abergavenny	Part of SAE2d (see Table 28). Current uses are a mix of offices, storage, retailing, industry in a variety of buildings. Potential regeneration opportunity.	<ul style="list-style-type: none"> Access Existing uses 	Mixed use or Commercial	Regeneration of uses is supported, though would look to retain as a mix of B-class uses.	0.67	0.67	Yes, support on-going employment uses and regeneration opportunities for employment.
CS0181	Raglan Wyevale Garden Centre, Raglan	Operating garden centre on site, including indoor areas, greenhouses and external plant retailing. Site is alongside livestock auctioneers. Although close to the A40, access is at Raglan about 3km away.	<ul style="list-style-type: none"> Access Existing uses Potential conflicts with livestock auctioneers 	Residential or employment	Existing garden centre appears to be an appropriate use for this site. Not likely to be a significant market for B-class employment uses. Only foreseeable employment use would be in connection with livestock auction house.	3.1	0.0	No
CS0184	Land west Usk Road, Raglan	Large, mostly flat site currently used for cropping. Site is west of the Raglan settlement area and south of the A40.	<ul style="list-style-type: none"> No constraints 	Mixed residential and commercial	Any development of this site would be residential led. If it is deemed to be suitable for residential, then a component of the site should include employment opportunities, including some small scale B-class uses. Site would require masterplanning.	10.9	<1.5	Yes, part of site

Site Ref.	Site Name	Site Description	Constraints	Proposed Use	Recommendations	Site Size, ha - Total	Site Size, ha – Potential for B1/B2/B8 Uses	Should the site be further considered for employment uses?
CS0187	Westgate, Llanfoist	Remaining areas of Westgate Business Park. Existing uses are non-B-class commercial uses.	<ul style="list-style-type: none"> No constraints 	Mixed use including residential	Development to occur in line with current planning permission for extra care home.	2.34	0	No
CS0203	Maindiff Court, Abergavenny	Overlap with CS0172. Existing hospital and attractive grounds. Mostly flat site.	<ul style="list-style-type: none"> Hospital uses Mature trees 	Business Units, Conferences	Potential for B-class employment uses on the site depend on long-term outcomes for the hospital. As part of the current hospital campus, business and conference facilities that are complementary to the core hospital use would be appropriate. If hospital is redeveloped, it would need to be demonstrated that there is a demand for employment uses in this location as part of a mixed-use scheme.	7.54	Unknown	Yes, part of site to support hospital.

Sources: Monmouthshire County Council, RLDP, Initial Call for Candidate Sites submissions, BE Group assessment

- 6.15 As can be seen from the assessment in the table above, there are a range of further sites that could support employment uses, subject to compatibility with the RLDP Preferred Strategy, detailed site assessments and planning, if further sites are required.

7.0 EMPLOYMENT LAND FORECASTS

Introduction

7.1 The Welsh Planning Practice Guidance Note 'Building an Economic Development Evidence Base to Support a Local Development Plan' states that the assessment of future land needs should be determined by looking at both past trends and future forecasting methods, and highlights that these should include historic land take-up and future employment and population change. Neither approach provides a definitive answer, but they do provide an indication of growth patterns and directions. Trends and forecasts must also reflect market signals and they are considered in the context of the market overview undertaken as part of this study.

7.2 The two models are:

- Practice Guidance Method 1: Past Building Completions

This reviews the actual take-up of employment land and premises in Monmouthshire over time. The method is not wholly reliable as there will be peaks and troughs and different time periods taken can also result in different outcomes. For example, a period of sustained growth may show a high average take-up, whereas looking over a recessionary period could well reflect low or even nil take-up.

- Practice Guidance Method 2: Labour Demand Forecasting

This relies on the econometric forecasts which use a model that projects the likely jobs growth in different industry sectors. The jobs figures are then translated to land using a formula based on jobs to floorspace density, which in turn can be translated into the projected land need. This method uses two scenarios – **Oxford Economics forecasts**, which account for the most recent national and regional socio-economic and political changes and which could be seen as a baseline trajectory of employment. Secondly, this method will use the **preferred growth trajectory** as prepared by Monmouthshire County Council. Such a growth strategy would require interventions and active support of the Council to achieve and thus the calculations based on this growth trajectory could be seen as a 'policy on' forecast.

Employment forecasts and the resulting estimations of employment premises and land have several limitations. The forecasts are based on national and regional trends with some local adjustments for some industry sectors, which

means, at a local level economic activity is not always accurately represented. For example, any differences in the economic performance during the pandemic recovery between Monmouthshire and the national averages, may not be adequately picked up within the forecasts. Also, merely translating jobs to land needs will not always reflect local property trends.

The econometric forecasts are useful in that they analyse each industry sector and, in conjunction with other market data, the forecasts can identify where sectors may be growing, or shrinking which in turn can inform land and property needs.

7.3 The forecast period for the ELR is 2018-2033.

Practice Guidance Method One: Past Building Completions

7.4 Monmouthshire County Council has provided employment land and premises monitoring data since 2014, as summarised in the tables below. As can be seen, most completions in that time were for B8 warehousing and B2 industry, though B1 offices were also developed. The totals and averages in the table below are for the full year periods only, that is 2014 to 2020 and excluding the part year 2021.

Table 30 – Building Completions, By Year, Sqm

	B1 - Office	B2	B8	Total Floorspace
2014			11,185	11,185
2015		2,301	625	2,926
2016		8,204	3,118	11,322
2017		507	10,035	10,542
2018	4,768	974		5,742
2019		130	488	618
2020	650	2,244	14,850	17,744
2021 YTD		578	1,408	1,986
Total 2014-20	5,418	14,360	40,301	60,079
Average 2014-20	774	2,051	5,757	8,582

Source: Monmouthshire County Council, 2021

7.5 The employment land take-up is provided below. This data has been compiled by financial years.

Table 31 – Employment Land Take-Up, By Year, ha

	Land Area (ha)
2014/15	0.38
2015/16	1.131
2016/17	3.21
2017/18	5.002
2018/19	0.873
2019/20	3.74
2020/21	0.3803
Total 2014-21	14.7163
Average 2014-21	2.10

Source: Monmouthshire County Council, 2021

- 7.6 This more recent land take-up average is similar to the 1.9 ha per annum average of earlier years that was used as the basis for the planning within the Adopted Local Development Plan and a slight adjustment from the 2.12 ha/yr from the 2019 study.
- 7.7 Employment land and premises demand can be forecasted based on the assumption that the past take-up rates would continue over the forecast period. Therefore, underlying this approach is that the future growth in Monmouthshire will be in line with past growth. If there are significant structural changes to the economy over the forecast period, this may not be the case, but provides a baseline indication of potential growth. Of particular consideration is whether post-Covid the take up of office space would be at similar rates to the past, given that firms throughout the UK have reported that they are re-evaluating the proportion of their workforce working in office space.
- 7.8 The forecasts can be undertaken using the floorspace averages or the land take-up. Assuming that growth in the past is at typical development densities, either approach should give similar results. Though if some past take-up was at atypical development densities (either more or less intensive), this may skew results. Looking at the above floorspace completions and land take-up values, it is noted that over the period 2014-20 some 60,079 sqm of B-class employment floorspace was developed over 14.7 ha. This equates to an average development density of 4,082 sqm/ha over this time period, which is considered typical and just above industry accepted average plot ratios of 4,000 sqm/ha (which is used in the forecast below).
- 7.9 Using these take-up rates and applying it to the period 2018-2033 (15 years), the requirements for the County are provided in the table below.

Table 32 – Past Building Completions Forecast

Use	2014-2020 Annual Average Employment Completions, sqm	2018-2033 Floor Space Requirement, sqm	Land Requirement, Assuming Plot Ratio at 40 percent Coverage, ha
Offices (B1)	774	11,610	2.9
Industrial (B2)	2,051	30,765	7.7
Warehouse (B8)	5,757	86,355	21.6
Total	8,582	128,730	32.2

Source: BE Group, 2021

7.10 A 40 percent plot ratio would, as noted in Welsh Practice Guidance, be standard for development on modern industrial estates and business parks, with other land used for car parking, landscaping, open storage and the 40 metre turning circle HGVs require. Higher ratios, normally up to 80 percent, would be applied only to town or city centre schemes, mostly multi-storey offices. High density schemes are unlikely to be dominant in the County over the planning period and thus it is not recommended that this higher density assumption is applied.

7.11 It is recommended that a safety margin be included in the forecasts to allow for choice of sites and flexibility in the market. It is recommended to include a buffer equivalent to five-years' supply of employment land to provide a choice of sites by size, quality and location and to help ensure a continuum of supply beyond the end of the 2033 period. This also makes some allowance for the loss of employment land to non B-Class uses over the period. Based on the historic take-up trend this would generate a further land need of 10.7 ha, as outlined below.

- Office (B1): 774 sqm/year x 5 years = 3,870 sqm. Land at 40 percent cover = 1.0 ha
- Industrial (B2): 2,051 sqm/year x 5 years = 10,255 sqm. Land at 40 percent cover = 2.6 ha
- Warehousing (B8): 5,757 sqm/year x 5 years = 28,785 sqm. Land at 40 percent cover = 7.2 ha
- Total: 42,910 sqm. **10.7 ha.**

7.12 Added to the 2033 need figure, this increases the requirement to 43.0 ha to incorporate the buffer, including the following land requirements for the individual land use types.

- B1: 3.9 ha
- B2: 10.3 ha

- B8: 28.8 ha
- Total: **43.0 ha**

7.13 This is a slight rise from the forecast employment land requirement as calculated in 2019, which was 41.7 ha (including buffer).

Practice Guidance Method Two: Labour Demand Forecasting

Baseline

- 7.14 This method assesses two forecast scenarios, as presented in Chapter 3.0 – the baseline Oxford Economics projections and the policy-on employment growth trajectory aligned with Monmouthshire County Council's preferred growth strategy. The forecasts project employment change over 2018-2033 and can be used to calculate the future employment land and premises need.
- 7.15 The forecasts break down employment to the level of 18 industry sectors. Employment in some of these sectors is likely to be fully (or nearly all) within B-class employment workspaces, such as manufacturing, professional services and administration. Conversely, some sectors are all or almost all out of B-class land, such as agriculture, mining and accommodation and food services. However, many sectors are mixed, with a component of their employment likely to be in B-class employment workspaces, but also located within other spaces. For example, transport and storage would include employment on B8 warehousing land, but employment would also include self-employed hauliers and drivers that would not be based at a particular B-class site. Therefore, for each sector in the table below, an estimate has been made on the proportion of employment that is likely to be located within B-class employment spaces (and thus infer a demand for employment land). These estimates have been based on BE Group's experience with other areas across Wales and England and have been accepted in Examinations in Public.
- 7.16 The following table provides the forecasted change in employment floorspace demand generated by the changes in employment numbers from Oxford Economics. This analysis has reflected Welsh Practice Guidance and includes the following:

- Identify which industry sectors are likely to take up employment land, including the proportion of that sector's employment on B-class employment land (Table 33).
- Adopt appropriate employment densities to convert employment numbers to floorspace demand (see Table 34).
- Adopt a plot ratio to convert floorspace to employment land demand (see Table 34).

Table 33 – Labour Demand Forecast, 2018-2033 – Baseline

Broad Sector Groupings	Difference (jobs) 2018 - 2033	Land Use	Weighting	Difference (jobs) by use 2018 - 2033
Non B-Class Uses				
Agriculture, Forestry and Fishing	-296	Non B	-	-
Mining and Quarrying	-0	Non B	-	-
Accommodation and Food Services	458	Non B	-	-
Arts, entertainment and recreation	290	Non B	-	-
Total	452			
B1 Mostly Office Uses				
Administrative and support service	497	B1	1	497
Information and Communication	63	B1	1	63
Professional, scientific and technical activities	117	B1	1	117
Real estate activities	-145	B1	1	-145
Financial and Insurance Activities	-45	B1	1	-45
Public Administration	-107	B1	0.22	-24
Health	56	B1	0.22	12
Education	-111	B1	0.22	-24
Other service activities	-27	B1	0.22	-6
Total	766	-	-	445
B2/B8 Uses				
Manufacturing	-912	B2	1	-912
Utilities	-73	B2	0.26	-19
Construction	-657	B2	0.26	-171
Transport and Storage	-203	B8	0.48	-97
Wholesale and retail trade	1,527	B8	0.10	153
Total	-721	-	-	-1,047

Source: BE Group analysis of Oxford Economics forecasts, 2021

7.17 Table 34 takes the total net jobs figures for B1 and B2/B8 uses identified above and converts them first into floorspace (sqm) by the rates per worker shown. These worker densities are presented as a range, representing potential different outcomes of workspaces in the County. For offices, higher densities (i.e. less floorspace per worker) would be in call centre or city centre, with lower densities in locations where floorspace is not at a premium price or in workplaces that require some lower intensity spaces. For industrial and warehousing the higher density workspaces will be manufacturing and lower densities will be for warehousing uses. The table then converts that floorspace into land (hectares) at 40 percent or 4,000 sqm/hectare coverage, i.e. dividing the floorspace by 4,000 sqm.

Table 34 – Floorspace and Land Requirement Forecasts – Baseline

Offices (B1)	Based on 445 additional workers, sqm	Plot Ratio at 40 percent Coverage, ha
12 sqm per worker	5,350	1.34
16 sqm per worker	7,130	1.78
20 sqm per worker	8,910	2.23
Industrial (B2/B8)	Based on 1,047 less workers, sqm	Plot Ratio at 40 percent Coverage, ha
50 sqm per worker	-52,330	-13.08
67 sqm per worker	-70,120	-17.53
85 sqm per worker	-88,960	-22.24

Source: BE Group analysis, 2021

7.18 The baseline projections for employment floorspace in Monmouthshire, based on the Oxford Economics forecasts, show that there is a positive demand for office floorspace, but that this is more than offset by a negative demand for industrial and warehousing floorspace. This is due to the projected trajectories of growth of the sectors likely to be located in such spaces, with office-based sectors forecast to grow and manufacturing and transportation and storage expected to decline in employment numbers.

7.19 It is important to note that this methodology assumes that there would be a constant density of workers per floorspace. This may not be the case over the forecast period

as changes in operation (e.g. automation, efficiency improvements) may mean that the worker levels change but that the overall floorspace needs of an operation may not. Therefore, in declining employment sectors, such as manufacturing, it may not be the case that there will be a commensurate decline in floorspace requirements. For professional services, this approach assumes that all workers would be located in B1 office space. With changing workplace patterns precipitated by the pandemic but that will remain to an extent beyond the pandemic restrictions, not all of these workers are likely to be in B1 office space, with an increasing proportion working from home (partly or fully). However, it is noted that the forecast demand for office land growth is 1.3-2.2 ha and thus such workplace pattern changes are unlikely to have a significant effect on overall land demand and allocations.

- 7.20 For each use, offices (B1) and industrial (B2/B8), three employment density levels (the amount of floorspace required for each job) are considered. Comments on these density options are provided:

Offices

- 12 sqm per worker – Would be applicable to a quite high-density service sector operation such as a call centre or city centre offices. This is considered too dense for Monmouthshire as a whole, though some individual premises may be at such levels.
- 16 sqm per worker – Mid-level density level, this is identified in Welsh Practice Guidance (para 6.5.1, page 39) as an average floorspace/worker rate for office uses in Wales. It reflects a mix of town centre and business park density levels.
- 20 sqm per worker – A comparably low employment density, reflective of more specialist facilities such as design studios, co-working and maker spaces.

Industrial

- 50 sqm per worker – This high density relates to B1 light industrial uses, which are found throughout the employment areas of Monmouthshire (e.g. workshops), but does not allow for larger B2/B8 options.
- 67 sqm per worker – Mid-level density level, this is identified in Welsh Practice Guidance (para 6.5.1, page 39) as an average floorspace/worker rate for industrial/warehouse uses in Wales. Allows for a mix of high-density light industrial and mid-density B2/B8 uses.

- 85 sqm per worker – This low-density level would be most applicable to the largest B8 logistics facilities, National and Regional Distribution Centres. Some facilities at Newhouse Farm Industrial Estate are likely to be operating at these levels (or even lower).

7.21 Based on the above, the recommended land needs between 2018 and 2033 for Model Two – Baseline are thus:

- B1 Offices – 445 additional jobs at 16 sqm per worker and a 40 percent plot ratio = 1.78 ha
- B2/B8 Industrial – 837 less jobs at 67 sqm per worker and a 40 percent plot ratio = -17.53 ha
- Total net need = **-15.75**

7.22 Therefore, assessing employment land using this approach, there is a negative requirement for employment land in Monmouthshire over the forecast period. This is comprised of the office sectors have an increasing requirement, but which is more than offset by the negative requirement of the industrial and warehousing sectors. Looking at the land requirements from a *net* perspective assumes that declining sectors can and will readily release their 'spare' requirement which would be taken up by growing sectors. However, as it may not be straightforward to convert floorspace from declining sectors to meet the needs of the growth sectors (e.g. converting a factory to offices), it is therefore prudent to look at just the growth sectors. Furthermore, declining employment numbers may be due to efficiency improvements rather than output declines and thus not have a reduction in employment land.

7.23 If just looking at growth sectors, Monmouthshire would have the following requirements.

- B1 Offices – 689 additional jobs at 16 sqm per worker and a 40 percent plot ratio = 2.76 ha
- B2/B8 Industrial – 153 extra jobs at 67 sqm per worker and a 40 percent plot ratio = 2.56 ha
- Total growth sector need = **5.32 ha.**

Policy On

- 7.24 Monmouthshire County Council are looking to have a stronger growth strategy for the County than that forecast based on continuation of past trends (i.e. baseline above). This would be achieved through policy interventions to spur housing and employment development in the County. As such, revised employment growth trajectories have been developed, with the preferred trajectory being an additional 7,215 jobs over 2018 levels by 2033.
- 7.25 In Chapter 3.0, BE Group provided an estimate of the breakdown of this growth into industry sectors. Using the same methodology as for the baseline growth, this forecast jobs growth can be transposed into a demand for employment floorspace and land, as outlined below.

Table 35 – Labour Demand Forecast, 2018-2033 – Policy On

Broad Sector Groupings	Difference (jobs) 2018 - 2033	Land Use	Weighting	Difference (jobs) by use 2018 - 2033
Non B-Class Uses				
Agriculture, Forestry and Fishing	-35	Non B	-	-
Mining and Quarrying	0	Non B	-	-
Accommodation and Food Services	597	Non B	-	-
Arts, entertainment and recreation	644	Non B	-	-
Total	1,206			
B1 Mostly Office Uses				
Administrative and support service	545	B1	1	545
Information and Communication	187	B1	1	187
Professional, scientific and technical activities	1,139	B1	1	1,139
Real estate activities	169	B1	1	169
Financial and Insurance Activities	33	B1	1	33
Public Administration	0	B1	0.22	0
Health	974	B1	0.22	214
Education	0	B1	0.22	0
Other service activities	130	B1	0.22	29
Total	3,177	-	-	2,316
B2/B8 Uses				
Manufacturing	-307	B2	1	-307
Utilities	-4	B2	0.26	-1
Construction	1,394	B2	0.26	362
Transport and Storage	0	B8	0.48	0
Wholesale and retail trade	1,749	B8	0.10	175
Total	2,832	-	-	229

Source: BE Group analysis of revised forecasts, 2021

Table 36 – Floorspace and Land Requirement Forecasts – Policy On

Offices (B1)	Based on 2,316 additional workers, sqm	Plot Ratio at 40 percent Coverage, ha
12 sqm per worker	27,790	6.95
16 sqm per worker	37,050	9.26
20 sqm per worker	46,320	11.58
Industrial (B2/B8)	Based on 229 additional workers, sqm	Plot Ratio at 40 percent Coverage, ha
50 sqm per worker	11,470	2.87
67 sqm per worker	15,360	3.84
85 sqm per worker	19,490	4.87

Source: BE Group analysis of revised forecasts, 2021

7.26 Based on the above, and using the same assumptions on floorspace ratio/plot area as previously, the recommended land needs for Method Two – Policy On are thus:

- B1 Offices – 2,316 additional jobs at 16 sqm per worker and a 40 percent plot ratio = 9.26 ha
- B2/B8 Industrial – 229 additional jobs at 67 sqm per worker and a 40 percent plot ratio = 3.84ha
- Total net need = **13.10 ha.**

7.27 As above, it is prudent to look at growth sectors only, which is summarised below.

- B1 Offices – 2,316 additional jobs at 16 sqm per worker and a 40 percent plot ratio = 9.26 ha (no negative sectors)
- B2/B8 Industrial – 537 additional jobs at 67 sqm per worker and a 40 percent plot ratio = 9.00 ha
- Total net need = **18.26 ha.**

Comparing Methods One and Two

7.28 No forecasting method is perfect and appropriate to account for every scenario. Therefore, it is prudent to critique the results of the forecasts for Monmouthshire to

2033. The Model One approach is a simple extrapolation exercise of past growth rates over the forecast period. This has its limitations, but past averages can be insightful as to the realistic land requirements of the local economy. The Model One approach, unadjusted, does not account for Covid impacts changing demand for employment land in the forecast period.

7.29 The Model Two approach, looking at employment growth projections for the area, has resulted in a lower forecast than the Model One results. The Model Two approach has looked at net growth (incorporating both growing and declining sectors) and growth sectors only. It is recommended that the growth only approach is a more appropriate forecast than the net approach due to the following reasons:

- Will the decline in jobs lead to the release of land? Experience suggests that even where businesses are contracting, they will continue to hold on to sites in anticipation of future improvements. Also, where jobs are being lost to automation, those new automated processes will still require land on which to operate.
- Land take-up/property needs can be for different reasons such as modernisation or geographic relocation, or land banking for future needs.
- The local market intelligence suggests a healthy interest in industrial and warehousing premises in the market and a more modest interest in office properties.
- Expansion may also be within existing premises or on expansion land not accounted for in land allocations.
- The underlying assumption with the net growth approach is that growing sectors can take space being released by declining sectors, but this may not always be possible or appropriate.

7.30 Therefore, for the Model Two approach, it is recommended that the growth only forecast be adopted.

7.31 The Model Two baseline approach is based on Oxford Economics forecasts that have attempted to account for impacts of the pandemic and Brexit upon the economy. However, these impacts are UK-wide impacts and do not account for any Monmouthshire-specific changes.

7.32 The Model Two approach also looked at the baseline growth scenario and a policy on scenario that reflected the preferred growth strategy of Monmouthshire. If the Council continues to pursue this preferred growth strategy then the policy on forecast would be the more appropriate of the Model Two forecasts.

7.33 The following table summarises the forecasts, including in comparison to the existing, realistic supply of employment land in the County. This includes an allowance of a buffer equivalent to five-years of growth for each of the scenario options. This is to enable choice in the market and fluctuations in growth. As can be seen below, the available land (assuming all sites are delivered) is sufficient for the demand trajectories to 2033.

Table 37 – Land Forecast Models – Summary

Model	Land Stock 2021, ha*	Land Consumed 2018-2021	Land Need 2018-2033, ha	Flexibility Buffer (five years take-up rate) ha	Land Need Incl. flexibility buffer	Surplus/ Deficit, ha
Practice Guidance Method One: Past Building Completions	40.29	4.99	B1 Office: 2.9 B2 Ind: 7.7 B8: 21.6 Total: 32.2	B1 Office: 1.0 B1/B2 Ind: 2.6 B8: 7.2 Total: 10.7	B1 Office: 3.9 B1/B2 Ind: 10.3 B8: 28.8 Total: 43.0	2.28
Practice Guidance Method Two: Labour Demand Forecasting (Policy Off)	40.29	4.99	<i>Net Change</i> B1: 1.78 B2/B8: -17.53 Total: -15.75 <i>Growth Only</i> B1: 2.76 B2/B8: 2.56 Total: 5.32	<i>Net Change</i> B1: 0.59 B2/B8: - Total: 0.59 <i>Growth Only</i> B1: 0.92 B2/B8: 0.85 Total: 1.77	<i>Net Change</i> B1: 2.37 B2/B8: -17.53 Total: -15.16 <i>Growth Only</i> B1: 3.68 B2/B8: 3.41 Total: 7.09	<i>Net Change</i> 60.44 <i>Growth Only</i> 38.19
Practice Guidance Method Two: Labour Demand Forecasting (Policy On)	40.29	4.99	<i>Net Change</i> B1: 9.26 B2/B8: 3.84 Total: 13.10 <i>Growth Only</i> B1: 9.26 B2/B8: 9.00 Total: 18.26	<i>Net Change</i> B1: 3.09 B2/B8: 1.28 Total: 4.37 <i>Growth Only</i> B1: 3.09 B2/B8: 3.00 Total: 6.09	<i>Net Change</i> B1: 12.35 B2/B8: 5.12 Total: 17.47 <i>Growth Only</i> B1: 12.35 B2/B8: 12.00 Total: 24.35	<i>Net Change</i> 27.81 <i>Growth Only</i> 20.93

Source: BE Group's analysis, 2021

*Realistic land supply

7.34 Therefore, including buffers, the Model One approach results in the highest land requirement of 43.0 ha between 2018 and 2033, which equates to a small surplus of

2.28 ha when compared to 2021 land availability and land consumed between 2018 and 2021. Therefore, if the trajectory of growth does follow this forecast, the substantial majority of the available land would need to come to the market within the forecast period.

- 7.35 It is noted from the analysis of employment allocations in Chapter 6.0 that the two largest vacant sites (Quay Point and Gwent Europark) have significant infrastructure requirements in order to bring these sites to the market. Together these sites comprise some 27 ha or 67 percent of the available supply of employment land. While BE Group considers that these sites are still within the realistic supply of employment land, the surplus of land calculated above does rely on these sites coming forward and if that is not achieved then there is likely to be a shortage of land in Monmouthshire. It should be noted that the final supply figure may be revised once the second Call for Sites process is undertaken, with landholders required to demonstrate deliverability of their sites.
- 7.36 **Therefore, it may be prudent to identify an increased level of employment allocations (in excess of 40.29 ha) to provide more flexibility in the supply given that only a small surplus is forecast.** It is noted that the two larger sites, near to a junction on the M4, are well located to service the mid to larger unit market for the southern part of Monmouthshire. Additional sites to add choice to the market (or replace these sites) would need to also be in key locations that would be attractive to the market.
- 7.37 **It is recommended that the Model One approach is adopted for the requirement for employment land in Monmouthshire.** However, this approach may overestimate the requirement for B1 office space, given it is based on predominantly pre-covid economic conditions. Therefore, this should be seen as an upper limit for employment land requirements in relation to office land. It is noted that the office land requirement of 3.9 ha (including buffer) is a relatively modest component of the overall land requirement of 43.0 ha and thus if this element does end up being an overestimate of actual growth to 2033 then the oversupply of B1 employment land will be minor.

8.0 CONCLUSIONS AND RECOMMENDATIONS

Summary of Findings

8.1 The following summarise the key findings of this study:

Economic Profile

- Population growth in Monmouthshire has been at a faster rate than for Wales, though population growth is being led by the 65+ age group.
- The Monmouthshire population has an older median age population than Wales. The median age of the County has increased over recent years and with current population growth trends this is likely to continue.
- The area is an economically active area with low unemployment levels. Unemployment has remained low despite the pandemic, though as support schemes for business are rolled back, unemployment may increase over coming months.
- Monmouthshire has high levels of qualifications, including at degree or above levels.
- Resident wage growth in Monmouthshire has been slightly higher than in Wales and median wages are higher in the County than the national averages.
- The baseline employment forecast (Oxford Economics) for Monmouthshire projects that there will be an additional 780 jobs in Monmouthshire in 2033 over 2018 levels, though jobs are anticipated to peak in 2027 before gradually declining.
- Monmouthshire County Council's preferred growth strategy for employment is for growth significantly above the baseline trend forecast, projecting some 7,215 additional jobs by 2033 over 2018 levels.

Property Market

- The property market in Monmouthshire has diversity of types of stock, size and location.
- The industrial market has seen transactions from small workshops to mid and large factory and warehousing facilities.
- Caldicot and Chepstow are the primary locations for mid and large industrial and warehousing stock, benefiting from access to the M4 and proximity to England and southern Wales.

- Vacancy levels for industrial premises have significantly reduced since 2019 and there is a widespread recognition that there is a lack of good quality industrial stock in the market.
- The office market is more muted than the industrial sector, though still an important component of the commercial property market. The majority of demand for office premises is for small units.
- The office market has been more impacted by the pandemic than the industrial market, with very quiet demand for office space.
- The commercial property market appears to be impacted by a lack of available premises in the market. Businesses have only limited choice or are remaining in sub-optimal premises due to a lack of choice.
- In particular there is a lack of quality, modern premises that are appropriate for the needs of contemporary businesses. This lack of choice for modern premises is apparent in industrial and office stock.

Employment Land Supply

- The employment allocations are assessed to have a realistic supply of land of some 40.3 ha, which comprises of 34.9 ha in SAE1 sites and 5.4 ha in mixed use sites.
- Employment allocations with the largest quantities of available land are Quay Point and Gwent Europark, both of which will require substantial infrastructure investment to deliver.
- The existing employment areas provide a reasonable mix of employment premises in terms of quality, location and size, though commentary from commercial agents has suggested a need for further good-quality, modern premises.
- Existing employment areas have very little in-fill locations for further development. While some could be developed more intensively for employment uses, the range of development-ready in-fill sites is very small.

Employment Land Forecasts

- In recent years, Monmouthshire has averaged approximately 8,600 sqm of employment floorspace take up per annum, which equates to approximately 2.1 ha per annum.

- Extrapolating the recent take up of employment over the forecast period, projects that Monmouthshire would have a demand for 32.2 ha of employment land between 2018 and 2033 or floorspace of approximately 128,730 sqm of B-class employment floorspace. Including a five year buffer to allow for choice and uncertainty in the market means that the requirement would be 43.0 ha.
- Using the baseline Oxford Economics employment projections to 2033 infers a requirement of 7.1 ha of employment land between 2018 and 2033 (growth sectors only and including five-year buffer).
- Using the preferred growth strategy employment scenario to project employment demand infers a requirement of 24.4 ha of employment land demand between 2018 and 2033 (growth sectors only and including five-year buffer).
- While the employment growth based forecasts (Model Two) suggest a surplus of employment land to 2033 in Monmouthshire, looking at historical take-up (Model One) suggests a small surplus of 2.3 ha, though this is subject to revision once the second Call for Sites process is undertaken, which will require landholders to demonstrate deliverability of sites.
- Model One forecast is the recommended approach for Monmouthshire, which suggests that further sites would need to be identified through the second round of Call for Candidate Sites in 2021.

Recommendations

- 8.2 The following provides a series of recommendations for Monmouthshire in regards to the protection and delivery of employment land and premises in the County to 2033. These recommendations have been written to guide the development of the RLDP.

Recommendation 1: Future Employment Land Need in Monmouthshire is 43.0 ha

- 8.3 The forecasting in Chapter 7.0 explored three alternative employment land demand scenarios for Monmouthshire, depending on the underlying assumptions and modelling adopted – a forecast based on past take-up rates, a forecast based on the baseline employment forecast prepared by Oxford Economics and a forecast based on Monmouthshire's preferred growth strategy for employment numbers.
- 8.4 It is recommended that the forecast scenario based on past take-up rates is adopted for Monmouthshire. That is, the **recommended employment land need between**

2018 and 2033 for Monmouthshire County is 43.0 ha, including a five-year buffer to allow for choice and uncertainty in forecasting.

- 8.5 The reason this forecast trajectory has been selected is that it appears to be the best scenario for accommodating growth in the manufacturing sector. The statistics of past floorspace take-up demonstrates that some B2 employment land has been developed in recent years (see Table 30). The Model Two (employment demand) forecasts calculate a negative floorspace demand in the manufacturing sector due to the forecast decline in employment numbers in this sector. However, it is noted that the recent growth of manufacturing floorspace has also occurred during a time period of declining employment numbers in this sector. That is, employment numbers have not translated well to employment floorspace changes.
- 8.6 Of the Model Two forecast scenarios, it is considered that the growth sector only approach is the preferred option, though these are still likely to underestimate potential growth.
- 8.7 Therefore, adopting the employment land need of 43.0 ha between 2018 and 2033 (Model One), would result in only a modest surplus of employment land compared to current supply (40.29 ha). Further supply is recommended to enable further flexibility in the market in terms of types of land and locations.
- 8.8 The 43.0 ha employment land need includes an estimated land need of 3.9 ha for office space. Given the changes to the office market due to the pandemic, it is estimated that this would be an upper level of need for office land over the forecast period, with actual growth perhaps being more muted as businesses and workers continue to take advantage of home-working. However, if this is the case, given it is less than 10 percent of the overall requirement for employment land, it is not considered to be problematic as this is an over-estimate.

Recommendation 2: Employment Allocations Sites

- 8.9 The following employment allocations are recommended to be retained for the RLDP.

Table 38 – Recommended Employment Allocation Sites

Site Ref.	Site Name	Area (Ha)	Type of Employment Site	Realistic Supply for B-Class Uses (Ha)
Employment Sites				
SAE1a	Wales One, Magor (West)	4.00	B1	4.00
SAE1b	Quay Point, Magor	19.60	B1, B2, B8	13.76
SAE1c	Gwent Europark, Magor	13.30	B2, B8	13.30
SAE1e	Ross Road, Abergavenny	1.50	B1, B2, B8	1.50
SAE1g	South Woodside, Usk	1.30	B1, B2, B8	1.30
SAE1h	Pill Row, Severnbridge Ind. Est., Caldicot	1.00	B1, B8	1.00
Totals				34.86

Sources: Adopted Local Development Plan, BE Group assessment, 2021

- 8.10 Furthermore, the following mixed-use sites are recommended to continue to be intended to support a B-class employment element.

Table 39 – Recommended Mixed-Use Sites with B-class Use Component

Site Ref.	Site Name	Area (Ha)	Type of Employment Site	Realistic Supply for B-Class Uses (Ha)
Mixed-Use Sites – Employment Component				
SAH3	Fairfield Mabey, Chepstow	16.1	B1	0.65
SAH4	Wonastow Rd, Monmouth	33.36	B1, B8	2.78
SAH5	Rockfield Farm, Undy	11	B1	2
Totals				5.43

Sources: Adopted Local Development Plan, BE Group assessment, 2021

- 8.11 This suite of sites leads to a small surplus when compared to the requirement to 2033.
- 8.12 However, it may be prudent to provide an additional choice of sites to be consistent with Monmouthshire's positive growth policies and to provide choice for businesses. The report has demonstrated that there is demand for premises throughout Monmouthshire, though there are differing characteristics within the County. Past transactions of premises have shown that there has been more activity in mid and larger units in the south of the County along the M4/M48 corridors. It is considered that there are further opportunities for mid-sized units in Abergavenny and Monmouth that have been under-serviced in recent years. Smaller units have been taken up throughout the County, particularly in its key settlements of Abergavenny, Monmouth, Chepstow and Caldicot and it is recommended that provision of sites would need to ensure that this is able to continue.

Recommendation 3: Further sites to be identified in the Second Call for Sites process

- 8.13 Chapter 6.0 included a review of candidate sites that were brought forward during the initial Call for Sites process in 2018. This has identified 18 sites that could provide additional employment sites for Monmouthshire (part or full sites). Those sites remain potential candidates for further employment allocations for the RLDP.
- 8.14 The second Call for Sites is intended to be in mid 2021 and an assessment of these sites is recommended to increase the suite of sites available for employment. Sufficient sites would need to be brought forward to allow some further flexibility in the suite of sites. Existing employment allocations would not be automatically rolled forward to the RLDP and landholders would need to bring their sites forward in the Second Call for Sites and demonstrate deliverability within the planning timeframe.

Recommendation 4: Existing Employment Area Protection (SAE2)

- 8.15 Monmouthshire County Council should continue to support and protect existing employment areas, encouraging the primary uses to be B-class employment uses. However, it is recognised that in many employment areas there is an expectation of non-B-class uses to support the core uses, such as retail, sui generis, takeaway outlets, etc. This should only be supported where it is ancillary to and supportive of the core B-class employment uses.
- 8.16 Chapter 6.0 included a review of the existing employment areas in Monmouthshire, including a scoring of each area. Some of these areas scored poorly, as they are not in prominent locations and the quality of premises is poor. The lowest scoring existing employment areas are listed below, with a recommendation as to the on-going use of each of the areas. It should be noted that the basis of recommending whether employment areas are retained or not for on-going employment uses is not solely based on score and there is no 'cut-off' score, below which areas are recommended to not be retained. Recommendations are based on the on-going functionality and appropriateness of the areas for B-class employment.

Table 40 – Existing Employment Areas – Assessment Summaries

ID: Site Name	Location	Description	Recommendation	Site Scoring, Max 30
SAE2b	Lower Monk St Abergavenny	Industrial and trade services node to the north of the Abergavenny town centre. Older units, some in a poor state of repair. Node is anchored by Travis Perkins, which has a site to the rear of the site. Traffic flows through the site are difficult, with a cul-de-sac and on street parking disrupting flows. Site is surrounded by residential uses, which prevent any opportunities for expansion and present potential areas of conflict.	This site is pressured by residential and may in the fullness of time be redeveloped as residential, given its near town centre location. However, it continues to form a local function for Abergavenny and at this stage should be retained for employment Recommendation: retain for employment	15
SAE2e	Ross Rd, Junction Yard, Abergavenny	Disused timber storage yard. Narrow site, with narrow access point. Site abuts SAE1e. Site now cleared. Alternative uses are likely to be low level storage, including open storage.	This site and its neighbouring site allocation would have limited market appeal, although its market would include open storage and those looking for inexpensive basic quality sites. Given its limited appeal for alternative uses, the current designation appears appropriate. Recommendation: retain for employment	17
SAE2f	School Hill, Chepstow	Small node in Chepstow, comprising two trade counter uses, child play centre and a beauty studio. Therefore, no B-class uses, though trade counter units could be repurposed for industrial. Site is cramped, with limited parking and narrow access. Acting as a fringe of town centre use and is surrounded by a mix of other commercial uses and residential dwellings. May be pressures for reuse of this area in the longer term.	This area is not currently functioning as a B-class employment node and its highest order uses would be broader than B-class uses as demonstrated by its current activity Recommendation: do not retain for employment	16
SAE2m	Mayhill/ Hadnock Rd, Monmouth	Older industrial node in the east of Monmouth. Hadnock Rd is a relatively narrow road. Premises look tired and under-utilised. Several vacancies were observed in this locality, most of which were the larger unit sizes, appropriate for B2 uses. A secondary location at the intersection of Hadnock Rd and the A4136 appears to be performing better, with a higher profile site and more modern premises. The two locations are separated by a school. Good connection to the A40, which connects to M50 to the north.	Landlords in this area should be encouraged to refurbish/renew their premises, although the overall function of an employment area should be retained. An upgrade to Hadnock Rd may increase the attractiveness of premises in this location Recommendation: retain for employment	15
SAE2r	Progress IE, Rogiet	Small industrial node, hidden behind residential dwellings. Site backs onto a rail corridor, near the Severn Tunnel Junction station. Access is through residential streets. Buildings are of a moderate quality. Location and access suggest that the site is not suitable for employment premises in the longer term and once the buildings become uneconomic there may be pressure for a reuse to non-B-class uses, including redevelopment for residential. However, the site is C1 flood risk which may affect the acceptability of alternative uses on the site.	While the buildings appear to have some economic life, the poor location and access of this area suggests that it is inappropriate for employment uses. Recommendation: do not retain for employment	13

ID: Site Name	Location	Description	Recommendation	Site Scoring, Max 30
SAE2s	Former Railway Goods Yard, Usk	Small site on the A472 on the western approach to Usk. Site is comprised of a small garage and two small vacant premises. Other uses include some outdoor storage area and hardstand area that appears disused. Site is surrounded by trees and forms part of the boundary of the settlement of Usk. May be pressure to reuse this site for residential over the forecast period.	There appears to be no market for this site as employment and insufficient demand in Usk to retain this site. Recommendation: do not retain for employment	14
SAE2x	Woodside IE, Usk	Collection of older industrial workshop units, west of the River Usk. Close to the town centre of Usk, though access is through narrow roads, particularly the bridge that crosses the river. Units are comprised of engineering works and auto servicing outlets. BP petrol station fronts the site. Parking is within the site. Movement through the site is not easy, with a confusing layout of buildings and poorly defined access point.	While the site has a poor layout and difficult approaches and access, it is performing a local function. Recommend to encourage landholder to refurbish the site, including improved internal layout. Recommendation: retain for employment	13

Sources: BE Group 2021

8.17 The other existing employment areas in Monmouthshire scored higher than the above areas and are recommended to be retained for employment uses.

Recommendation 5: Delivery of Employment Sites

8.18 The deliverability of allocated sites is important for the continuous, appropriate roll-out of employment stock in the County. Several of the sites have been allocated for a considerable time, without being brought forward, though some sites (e.g. part of Gwent Europark) have seen recent interest.

8.19 Therefore, Monmouthshire County Council should continue to work with landholders to encourage development of the sites. Monmouthshire County Council could consider taking an active role in the promotion and development of the sites, through a range of mechanisms, which are discussed in the table below.

8.20 The table below shows that there are several mechanisms and levels of public sector involvement that could be considered in order to stimulate development activity. Not all mechanisms are appropriate for a given site, with circumstances particular to the site determining what approach, if any, that Council may look to pursue. It is provided to demonstrate the range of mechanisms that have been seen in markets elsewhere, from light touch support to active development roles and site acquisition. Council may

consider taking active roles in the delivery of employment sites in order to ensure that ready to move into premises (rather than land) are available to the market.

Table 41 – Delivery Mechanisms

Mechanism	Description
Private Sector Led/Private Sector Funded	This will happen where development is financially viable, there are willing developers and market confidence in occupier demand and potential for rental growth. Public sector input may be more focused on nurturing market confidence through positive engagement by planning and economic development officers, to ensure a smooth delivery of the relevant property mix.
Mixed Use Development to cross-fund Employment Land	Responds to potential viability gap, but no direct public sector intervention. Rather council officers and the developer negotiate a suitable development mix which includes a strong element of higher value uses to offset the gap. This does not automatically mean housing but could include retail or leisure uses, appropriate to the location, which can also improve values. Pubs/restaurants, a gym or hotel are examples of uses that both generate reasonable returns for developers and can improve the offer and attractiveness of a potential business park scheme. Council would need to ensure that the employment elements (the less financially attractive elements) are actually delivered rather than just the housing. This can be achieved through conditioning in the approvals process, such as having an agreed number of dwellings constructed that would trigger the development of the employment uses.
Low Level Public Support Practical Advice	Public sector support does not always mean large scale investment. Sometimes a landowner may simply be unaware of the full potential of their site, level of market demand or how site constraints can be overcome. An increasingly common approach is for local authorities to assume some of the initial research costs, producing for example a planning brief or masterplan to show the owner/developer what is possible and prompt development. Support on site and area marketing may also be welcome.
Medium Level Public Support De-Risking Development	The public sector could go further to “de-risk” commercial development through, for example, direct delivery of infrastructure and/or site improvement work. This could include environmental mitigation, enhanced drainage and/or on and off-site highway improvements which could otherwise impinge on the development viability. Pro-active support may also be required to ensure strategic infrastructure and services are available including energy and waste treatment.
Public Sector Land Acquisition	In this approach the public sector takes the lead in acquiring employment land, taking a more proactive approach to development delivery either as direct provider or in partnership with others. Once the land is acquired, the public sector has direct control over the roll out of the land and choose to develop themselves, enter into a partnership arrangement or sell on the site with conditions that it is developed.
Joint Venture Agreement	A defined agreement between public sector agencies and private developer partners. It is most commonly used where land is, at least in part, owned by the public sector. The public sector can then support development by inputting the land at low or nil value or by seeking out infrastructure funding. Such a Joint Venture partnership can take a number of forms: <ul style="list-style-type: none"> Contractual Partnership – Normally a short-term arrangement where the parties enter into a contractual arrangement where one party, usually the developer, will deliver. It would relate to the most straightforward developments.

Mechanism	Description
	<ul style="list-style-type: none"> Joint Venture through formation of a limited company formed through share issue - A common arrangement where each party will put in an element of cost and risk, and the return reflects the share. The council may put in land and/or capital, the developer will often meet development costs. The arrangement may see proceeds distributed in different ways. This could be a revenue share, or a share on sale of the investment. The party taking the greater level of risk will normally have first call on the profit. Company limited by guarantee – Tends to be more for non-profit making arrangements and can introduce a number of partners to the company. This arrangement is more likely to be suitable for marketing and promotion of regeneration schemes rather than a Joint Venture to deliver development.
Direct Public Support	<p>This may be in the form of direct development funding or funding infrastructure. In Wales this could potentially include a Property Development Grant programme from Welsh Government. It may also be through rental guarantees or other forms of security.</p> <p>Emerging from the Covid-19 economic shock, there may be changes to the priorities of Government funding (they may look to stimulate investment so will aggressively fund programmes, or they may look to target sectors not related to the commercial property market), which is unknown at this time.</p>
Public Sector Support – Rental Guarantee	<p>Another direct support approach could be through rental guarantees (either in terms of minimum rental thresholds) or where a public body (Local Authority or Government agency) enter into a long-term “head-lease” arrangement with the developer to help secure funding and the public body then “sub-lets” to future business occupiers</p>
Long lease interest and Annuity Rent	<p>This is also increasingly used to support investments by pension funds and other major financial institutions into developments. The institution will fund the development in exchange for a lease of circa 35 years and an annuity rent paid by a secure covenant such as the council acting as developer. This would be a low but secured rent over the time period with agreed uplifts. The developer can then sub-let at market value to obtain a profitable rent. At the end of the 35 years the property will revert to the developer for £1 and the developer retains the long-term asset value.</p>
Public Sector direct development	<p>Ultimately, when soft intervention schemes as set out above still fail to encourage private sector development the remaining option is for the public sector to take full responsibility for speculative property development. This means the public body takes full financial and market risk prior to securing a commercial tenant or freehold sale of the completed property. The public sector is able to secure funding at significantly competitive rates through the Public Works Loan Board (PWLb) and defer repayments over the lifetime of the completed asset (40 - 50 years potentially).</p>

Source: BE Group, 2021

Recommendation 6: Future Reviews

- 8.21 Paragraph 7.10 of the Welsh Government Practice Guidance – Building an Economic Development Evidence Base to Support a Local Development Plan, states that:
- “Reviews of the whole evidence base, both larger than local and local studies, will most likely reflect the 4 year development plan cycle; however, an earlier review might be*

considered if certain employment land related targets are not being achieved and are identified through the LDP Annual Monitoring Report.”

- 8.22 In light of this it is recommended to conduct regular updates of the forecasts and planning for employment land. Furthermore, the annual monitoring should continue to collate data on employment land and premise completions and permissions.
- 8.23 The Covid-19 pandemic and the changes to the workplace dynamics highlights the need for reviews in light of changing circumstances.

Recommendation 7: Maintain Awareness of External Influences

- 8.24 Welsh planning policy highlights the importance of joint working and ‘more than local’ planning, to understand the interconnectedness of local authority areas.
- 8.25 The Employment Land Review of 2019 was produced alongside the Regional Employment Study, which covers a Larger Than Local Area of Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen. It is appropriate that Monmouthshire continues to collaborate with its neighbouring local authorities regarding employment land provision to ensure that the regional economy has sufficient employment land in appropriate locations to support economic and population growth.

APPENDIX 1

VACANCIES

INDUSTRIAL VACANCIES - recorded April 2021							
Address	Size, sq ft	size, sqm	Tenure	Asking Price	£/sqft	£/sqm	Agent
Unit 16, Mill Street Industrial Estate, Abergavenny, Monmouthshire, NP7 5HE	1866	173	LH	£ 15,000.00	£ 8.04	£ 86.53	Hutchings and Thomas
Unit 5 Mill Street Industrial Estate, Abergavenny, Monmouthshire, NP7 5HE	1887	175	LH	£ 16,040.00	£ 8.50	£ 91.50	Jenkins Best
Unit 13 Mill Street Industrial Estate, Abergavenny, Monmouthshire, NP7 5HE	1896	176	LH	£ 16,590.00	£ 8.75	£ 94.19	Jenkins Best
Severnbridge Industrial Estate - Unit 7, Symondscliff Way, Caldicot, NP26 5PT	30,032	2790	LH	£ 142,652.00	£ 4.75	£ 51.13	FI Real Estate
Severnbridge Industrial Estate - Unit 4	68425	6357	LH	-			FI Real Estate
Unit 14d Severnbridge Industrial Estate, Caldicot, NP26 5PT	2318	215	LH	£ 14,000.00	£ 6.04	£ 65.01	M4 Property
Unit 12a Severnbridge Industrial Estate, Caldicot, NP26 5JP	26911	2500	LH	£ 70,656.00	£ 2.63	£ 28.26	M4 Property
Unit 20, Beacon Business Park, Severnbridge Industrial Estate, Caldicot, NP26 5PW	8398	780		£ 42,000.00	£ 5.00	£ 53.83	M4 Property
Off Station Road, Chepstow, NP16 5YL	1000	93	LH	-			The Arch Company
Bulwark Industrial Estate, Chepstow, Monmouthshire, NP16	5721	531	LH	£ 27,000.00	£ 4.72	£ 50.80	Bladen Property Consultants

OFFICE VACANCIES - recorded April 2021							
Address	Size, sq ft	size, sqm	Tenure	Asking Price	£/sqft	£/sqm	Agent
Former Goods Office, Monmouth Road Goods Yard, Abergavenny, NP7 5HS	835	78	LH	-	-	-	The Arch Company
SECOND FLOOR, 63 FROGMORE STREET, ABERGAVENNY, NP7 5AU	800	74	LH	£ 5,600.00	£ 7.00	£ 75.35	Cooke & Arkwright
Suite 1, The Cedars Business Centre, Penperlleni, Abergavenny, NP4 0AD	270	25	LH	£ 6,600.00	£ 24.44	£ 263.12	NP Linnels
Suite 2, The Cedars Business Centre, Penperlleni, Abergavenny, NP4 0AD	254	24	LH	£ 6,600.00	£ 25.98	£ 279.69	NP Linnels
Studio B, Treowen House, Llanover Business Centre, Llanover, Abergavenny, NP7 9HA	464	43		£ 6,250.00	£ 13.47	£ 144.99	NP Linnels
The Retreat, Old Abergavenny Road, Llanover, Abergavenny, NP7 9HD	1658	154		£ 25,000.00	£ 15.08	£ 162.30	NP Linnels
Unit 2 Waddington House, Llanover Business Centre, Llanover, Abergavenny, NP7 9HA	707	66		£ 9,500.00	£ 13.44	£ 144.64	NP Linnels
Belgrave House, 81 Brecon Road, Abergavenny, NP7 7RD	3119	290		£ 32,000.00	£ 10.26	£ 110.44	NP Linnels
Ashbourne House, 33 Bridge Street, Chepstow, NP16 5GA	3607	335	FH	£ 520,000.00	£ 144.16	£ 1,551.78	NP Linnells
Suite 18 The Court Yard, Stuart House, Chepstow, NP16 5HH	264	25	LH	£ 7,920.00	£ 30.00	£ 322.92	M4 Property
Suite 14 Fisheries GF, Stuart House, Chepstow, NP16 5HH	563	52	LH	£ 16,800.00	£ 29.84	£ 321.20	M4 Property
Suite 2, Stuart House, Chepstow, NP16 5HH	255	24	LH	£ 7,800.00	£ 30.59	£ 329.25	M4 Property
Suite 7, Stuart House, Chepstow, NP16 5HH	140	13	LH	£ 4,500.00	£ 32.14	£ 345.99	M4 Property
Suite 8, Stuart House, Chepstow, NP16 5HH	235	22	LH	£ 7,548.00	£ 32.12	£ 345.73	M4 Property
Suite 10, Stuart House, Chepstow, NP16 5HH	162	15	LH	£ 5,040.00	£ 31.11	£ 334.88	M4 Property
Suite 11, Stuart House, Chepstow, NP16 5HH	75	7	LH	£ 2,508.00	£ 33.44	£ 359.95	M4 Property
Suite 12, Stuart House, Chepstow, NP16 5HH	165	15	LH	£ 5,496.00	£ 33.31	£ 358.54	M4 Property
Office 1, First floor, Old Ferry Inn Business Centre, Beachley, Chepstow, NP16 7HH	180	17	LH	£ 4,800.00	£ 26.67	£ 287.04	NP Linnells
Office 2, First floor, Old Ferry Inn Business Centre, Beachley, Chepstow, NP16 7HH	350	33	LH	£ 9,000.00	£ 25.71	£ 276.79	NP Linnells
Office 3, First floor, Old Ferry Inn Business Centre, Beachley, Chepstow, NP16 7HH	230	21	LH	£ 6,000.00	£ 26.09	£ 280.80	NP Linnells
Wales One Business Park, NP26 3DG Magor	1,600	149	LH	-			JLL / Savills
Singleton Court Business Park, Monmouth, NP25 5JA	152	14	LH	£ 2,400.00	£ 15.79	£ 169.96	JDP Surveyors
Apex House, Wonastow Road, Monmouth NP25 5JA	-	-	LH	-	-	-	JDP Surveyors
7 Church Street, Monmouth NP25 3BX	-	-	LH	£ 2,400.00	-	-	JDP Surveyors
56a Monnow Street Monmouth NP25 3XJ	1500	139	FH	£ 200,000.00	£ 133.33	£ 1,435.20	Hirons Morgan & Yapp
CHIPPENHAM HOUSE 102 MONNOW STREET, MONMOUTH, MONMOUTHSHIRE, NP25 3EQ	551	51	LH	£ 8,000.00	£ 14.52	£ 156.28	Jenkins Best
1st Floor Office, Oak House, Llancayo Court, Usk	823	76	LH	£ 10,000.00	£ 12.15	£ 130.79	M4 Property
Ash House, Llancayo Court, Usk	747	69	LH	£ 9,000.00	£ 12.05	£ 129.69	M4 Property
Office 1, Former Morspan Building, Llancayo Farm, Usk	180	17	LH	£ 4,800.00	£ 26.67	£ 287.04	M4 Property
Office 2, Former Morspan Building, Llancayo Farm, Usk	189	18	LH	£ 4,800.00	£ 25.40	£ 273.37	M4 Property
Office 3, Former Morspan Building, Llancayo Farm, Usk	187	17	LH	£ 4,800.00	£ 25.67	£ 276.30	M4 Property
The Granary, Llancayo Court, Usk	2154	200	LH	£ 25,848.00	£ 12.00	£ 129.17	M4 Property
Former Usk Adult Education Centre, Maryport Street, Usk, Monmouthshire	174	16	LH	£ 2,610.00	£ 15.00	£ 161.46	Hutchings and Thomas
Former Usk Adult Education Centre, Maryport Street, Usk, Monmouthshire	290	27	LH	-	-	-	Hutchings and Thomas

APPENDIX 2

BUSINESS SURVEY

Monmouthshire County Council
Monmouthshire Business Survey 2019

Company Details

1. Company Name

2. Respondent Name

3. Position within Company

4. Telephone Number

5. Email Address

Current Accommodation

6. Activity of Company

7. Number of years active

8. Number of employees

9. Type of accommodation:

Office ☐

Warehouse ☐

Industrial/Factory ☐

Lab ☐

Site (undeveloped land) ☐

Other

10. What is the size(sqm) of your current premises?

0-100 (0-1,076sqft)	<input type="checkbox"/>	101-200 (1,077-2,152sqft)	<input type="checkbox"/>	201-500 (2,153-5,382sqft)	<input type="checkbox"/>
					<input type="checkbox"/>
501-1,000 (5,383-10,764sqft)	<input type="checkbox"/>	1,001-2,000 (10,765-21,529sqft)	<input type="checkbox"/>	2,001-5,000 (21,530-53,820sqft)	
					<input type="checkbox"/>
5,001-10,000 (53,821-107,639sqft)	<input type="checkbox"/>	10,001+ (107,640sqft+)	<input type="checkbox"/>	Other (i.e. hectares/acres)	

11. Is the property rented or owned?

Rented ☐ Owned ☐

12. If rented, when does the current lease expire?

.....

13. Has there been any previous location for the business?

No previous site	<input type="checkbox"/>
In the same industrial estate/ business park	<input type="checkbox"/>
Same town	<input type="checkbox"/>
Elsewhere (<i>please state</i>)	<input type="checkbox"/>

.....

14. What are the advantages of having your business in its current area? (Please tick as many that apply)

Its where I'm from	<input type="checkbox"/>	Car-parking	<input type="checkbox"/>
Close to staff	<input type="checkbox"/>	Reputation of area	<input type="checkbox"/>
Close to market	<input type="checkbox"/>	Affordability	<input type="checkbox"/>
Close to customers	<input type="checkbox"/>	Availability	<input type="checkbox"/>
Transport links	<input type="checkbox"/>	Potential to expand	<input type="checkbox"/>
Close to related businesses	<input type="checkbox"/>	Other (<i>please state</i>)	<input type="checkbox"/>

.....

15. What are the main disadvantages of having your business located in its current area? (Please tick as many that apply)

Difficulty attracting staff	<input type="checkbox"/>	Poor reputation/image	<input type="checkbox"/>
No access to markets	<input type="checkbox"/>	Affordability	<input type="checkbox"/>
Not close enough to customers	<input type="checkbox"/>	Limited availability	<input type="checkbox"/>
Poor transport links	<input type="checkbox"/>	Distance from motorways	<input type="checkbox"/>
Poor congestion	<input type="checkbox"/>	No disadvantages	<input type="checkbox"/>
Poor car-parking	<input type="checkbox"/>	Other (<i>please state</i>)	<input type="checkbox"/>
Potential to expand	<input type="checkbox"/>		

.....

Business Confidence

16. How would you rate the strength of your business on the following performance issues?

	Much Stronger	Slightly Stronger	About the same	Slightly Weaker	Much Weaker
How has your business performed in the last 12 months compared to the previous 12?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How do you expect your business to perform in the next 12 months compared to the previous 12?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17. How do you expect the following factors of your business to change over the next 12 months?

	Significant increase	Slight increase	Remain the same	Slight decrease	Significant decrease
Employee Numbers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Operating Costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Capital Investment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Premises	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Future Requirements

18. Looking to relocate or expand?

Yes

☐

No

☐

If yes, relocation or expansion?

If answered 'No' to question 18, please proceed to question 24.

19. Will this be **additional** ☐ or **alternative** ☐ to existing property?

20. What is the main reason for your business choosing to relocate/expand?

Current site too small

☐

Need to be closer to market

☐

Current site too large

☐

Need to be closer to customers

☐

Current site too old

☐

Upgrading

☐

Cost

☐

Lease running out

☐

Location

☐

Availability of workforce

☐

Need to be closer to staff

☐

Other (*please state*)

☐

.....

21. What is your time frame for relocating/expanding your business?

12 months

☐

2 – 5 years

☐

5+ years

☐

Unknown

☐

22. What type of property will you be looking for?

Office

☐

Lab

☐

Warehouse

☐

Land

☐

Industrial/Factory

☐

Other (*Please state*)

☐

.....

23. What size site(sqm) are you looking for?

0-100 (0-1,076sqft)	<input type="checkbox"/>	101-200 (1,077-2,152sqft)	<input type="checkbox"/>	201-500 (2,153-5,382sqft)	<input type="checkbox"/>
501-1,000 (5,383-10,764sqft)	<input type="checkbox"/>	1,001-2,000 (10,765-21,529sqft)	<input type="checkbox"/>	2,001-5,000 (21,530-53,820sqft)	<input type="checkbox"/>
5,001-10,000 (53,821-107,639sqft)	<input type="checkbox"/>	10,001+ (107,640sqft+)	<input type="checkbox"/>	Other (i.e. hectares/acres)	<input type="checkbox"/>

24. Is there a location you have in mind for relocation/expansion?

No location in mind	<input type="checkbox"/>
Same industrial estate/ business park	<input type="checkbox"/>
Same town	<input type="checkbox"/>
Elsewhere, please state	<input type="checkbox"/>

.....

25. Have you had any difficulties finding new premises?

No difficulty	<input type="checkbox"/>	Significant difficulty	<input type="checkbox"/>
Some difficulty	<input type="checkbox"/>	Great difficulty	<input type="checkbox"/>

Please provide reasons for your answer

.....

Additional Comments

26. Please let us know if you have any additional comments to make regarding your business or commercial properties in Monmouthshire in general:

.....
.....

27. Please let us know if you would be happy to be contacted again for further research:

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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APPENDIX 3

SITE SCORING SYSTEM

Ment Criteria	Issues to Consider	1 – Poor	5 – Excellent
Accessibility	Links to major roads (M4, A40, A465 etc.); local and strategic access; public transport and pedestrian cycle access; internal circulation and parking.	Over five miles away from major motorway junctions or dual carriageways. Difficult, narrow access via residential streets/roads; sloping/bending access; congested roads and difficult site junctions. No pavements for pedestrians and lack of cycle lanes; inadequate crossing facilities. The site is remote with poor and infrequent transport links; 1 bus or train service per hour or less to a limited range of destinations. Lack of parking on site or nearby.	On major motorway junctions and/or dual carriageways. Easy access via good quality, uncongested roads with good quality junctions. Wide pavements and cycle lanes around the site which are safe and convenient. Close to railway stations and bus stops with frequent services running to a number of areas. Ample parking on site (where applicable).
Buildings and Site Quality and Characteristics	Condition and age of buildings, space around buildings and servicing.	Poor quality buildings which are unattractive and in a poor state of repair. Buildings have a detrimental impact upon the surrounding area. Absolutely no space around the buildings consequently there would be no scope for expansion. There is no provision on site for service vehicles and as such maneuverability would be an issue.	Very high quality, attractive buildings which are made from high quality materials and well maintained. The buildings make a positive contribution to the immediate and wider area. There are large quantities of space available around the buildings which will allow for expansion in all directions. There is ample provision for service vehicles on site affording generous space for manoeuvring.

Site Scoring Criteria to Accompany Proformas

Ment Criteria	Issues to Consider	1 – Poor	5 – Excellent
Environmental Factors	Internal and external environment of the site (e.g. noise, smell, dirt/dust, general pollution etc.).	Dirty site upon which activities are (or were) noisy and omit significant odours and dust/dirt. The site is (or was) polluting quite badly. The site impact (or previously impacted) upon adjoining occupiers; surrounding uses are highly sensitive/detrimentally impacted by activities on site. Poor quality external areas; poorly maintained with a poor design/layout.	Very clean and tidy site free from particular environmental problems (i.e. quiet, clean, odourless). The site does not (or did not) produce any significant pollutants. Surrounding uses are compatible with and not detrimentally affected by activities on site. Very high quality public areas/good quality design/landscaping and well maintained.
Market Attractiveness	Feasibility of site remaining for employment, local market evidence, improvement prospects, special opportunities and overall image of site.	Low profile, poor quality appearance, attracts lower end uses. High level of vacancy and difficult to let. Constraints on development and low levels of market activity. Unattractive poor quality image of the area. Would not have a realistic prospect of remaining for employment should the site become vacant or be required for an alternative use.	High profile, high quality appearance, low levels of vacancy (<10%). Units are rarely available and witness a quick turnover when vacated. The site witnesses new investment. Attractive and high quality area. Would have a very real prospect of being retained for employment purposes for the foreseeable future.

APPENDIX 4

SITE SCORING RESULTS

Site Ref.	Site Name	Site Size, ha – Realistically Available for B1/B2/B8 Use	Accessibility	Environmental Factors Internal	Environmental Factors External	Market Attractiveness	Total Score, Max 20
SAE1a	Wales One, Magor (West)	4	5	4	3	5	17
SAE1b	Quay Point, Magor	13.76	4	3	3	3	13
SAE1c	Gwent Europark, Magor	13.3	4	3	4	3	14
SAE1e	Ross Road, Abergavenny	1.5	2	3	3	2	10
SAE1g	South Woodside, Usk	1.3	3	3	3	3	12
SAE1h	Pill Row, Severnbridge Ind. Est., Caldicot	1	2	3	3	4	12
SAH3	Fairfield Mabey, Chepstow	0.65	3	4	4	4	15
SAH4	Wonastow Rd, Monmouth	2.78	3	4	4	4	15
SAH5	Rockfield Farm, Undy	2	2	4	4	3	13
Total		40.29					

Site Ref.	Site Name	Accessibility	Building Quality	Site Quality	Environmental Factors Internal	Environmental Factors External	Market Attractiveness	Total Score, Max 20
SAE2a	Mill St, Abergavenny	3	3	3	4	3	3	19
SAE2b	Lower Monk St Abergavenny	3	2	2	3	2	3	15
SAE2c	Union Rd, Abergavenny	3	3	3	3	4	3	19
SAE2d	Hatherleigh Pl, Abergavenny	3	3	3	3	4	3	19
SAE2e	Ross Rd, Junction Yard, Abergavenny	2	3	3	3	4	2	17
SAE2f	School Hill, Chepstow	2	3	3	3	3	2	16
SAE2g	Station Rd, Chepstow	4	4	3	3	3	3	20
SAE2h	Job Centre, Chepstow	4	4	4	4	4	4	24
SAE2i	Bulwark Rd, Chepstow	4	3	3	3	3	3	19
SAE2j	Beaufort Park, Chepstow	5	5	3	4	3	5	25
SAE2k	Newhouse Farm, Chepstow	5	4	4	3	4	5	25
SAE2l	Wonastow Rd, Monmouth	3	3	3	3	3	4	19
SAE2m	Mayhill/ Hadnock Rd, Monmouth	4	2	2	2	3	2	15
SAE2n	Tri-Wall, Wonastow Rd, Monmouth	3	4	4	3	4	4	22
SAE2o	Magor Brewery, Magor	5	4	4	2	4	5	24
SAE2p	Severnbridge, Caldicot	3	4	4	3	4	4	22
SAE2q	Cheeseman's IE, Rogiet	4	3	2	3	4	2	18
SAE2r	Progress IE, Rogiet	1	3	3	2	3	1	13
SAE2s	Former Railway Goods Yard, Usk	2	1	3	3	4	1	14
SAE2t	Cuckoo's Row, Raglan	3	3	3	3	4	3	19
SAE2u	Raglan Enterprise Park, Raglan	2	3	3	3	4	3	18
SAE2v	Mamhilad	3	4	4	3	4	4	22
SAE2w	Wales One (east), Magor	5	5	4	5	3	5	27
SAE2x	Woodside IE, Usk	2	2	2	3	2	2	13
SAE2y	Cranberry Foods, Abergavenny	5	4	5	4	4	4	26

Site Ref.	Site Name	Site Size, ha – Realistically Available for B1/B2/B8 Use	Accessibility	Environmental Factors Internal	Environmental Factors External	Market Attractiveness	Total Score, Max 20
CS0002	Land at the sewage works	10.02	1	3	2	1	7
CS0007	Land adjacent Pill Row	1	2	3	3	4	12
CS0011	Land at Sycamore	5.491	4	3	4	4	15
CS0038	Land West Wales One Business Park	3.615	5	4	3	5	17
CS0044	Land off Chartist Rise	0.12	2	3	3	1	9
CS0045	Land off Cornpoppy Avenue	0.38	3	3	3	2	11
CS0065	Bradbury Farm	29.1	3	3	4	3	13
CS0068	Knollbury	29.22	1	4	4	2	11
CS0069	Land adj Raglan Enterprise Park	13.3	2	3	4	3	12
CS0079	Land south east of Raglan	29.55	4	3	3	4	14
CS0087	The Showground	36.06	3	3	4	3	13
CS0110	BAE Systems	358	1	4	4	4	13
CS0117	Land adj Patchway	0.36	1	3	2	1	7
CS0125	Abergavenny Urban Extension	65	3	4	4	4	15
CS0136	Land adj Rockfield Road	1.3	3	2	4	3	12
CS0139	Former Petrol Station	2.17	2	3	4	3	12
CS0145	Land adj Raglan Terrace	0.71	4	4	4	4	16
CS0152	Land at Wyelands	100	4	4	4	4	16
CS0153	Land at M48 Junction	8.2	5	3	4	5	17
CS0154	Land north M48	1.8	5	3	4	5	17
CS0172	Maindiff Court Hospital	6.4	3	5	4	4	16
CS0174	The Paddock	3.51	1	4	4	2	11
CS0178	The Abergavenny Workhouse	0.67	3	3	4	3	13
CS0181	Raglan Wyevale Garden Centre	3.1	2	3	2	3	10
CS0184	Land west Usk Road	10.9	4	4	3	4	15
CS0187	Westgate	2.34	5	4	4	4	17
CS0203	Maindiff Court	7.54	3	5	4	4	16
	Raglan Parc Golf Complex	0.29	1	3	4	1	9
Total		730.146					