14 SOCIO-ECONOMICS

Introduction

14.1 This EIS chapter describes the assessment of effects on socio-economic receptors during the construction and operational phases of the proposed JFH. It considers relevant legislation, policy and guidance; presents the assessment methodology used; establishes the baseline situation against which the assessment is made; and subsequently considers potential construction and operational effects, proposing mitigation measures where necessary. A summary of socio-economic effects and proposed mitigation measures is presented at the end of the chapter.

Review of proposed development

14.2 The JFH is planned to better meet modern healthcare standards, reduce overcrowding, and deal with future challenges including a potential for growth in demand through an aging society.

14.3 The proposed scheme includes phased demolition of a number of residential and commercial properties on Kensington Place, parts of the General Hospital and Westaway Court. Phased construction of the new hospital buildings at the general Hospital site and Westaway Court would follow, including refurbishment of the Granite Block for continued non-clinical use, improvements and construction of one half-deck of parking to Patriotic Street Car Park, and associated landscaping, public realm, highways and infrastructure works.

14.4 The proposed JFH will provide a total of around 288 bed spaces which will be split across a number of wards as follows:

- 192 inpatient beds/speciality;
- 26 Emergency Assessment Unit / Clinical Decisions Unit;
- 12 critical care;
- 22 private;
- 9 newborn unit;
- 15 paediatric; and
- 12 obstetrics and gynaecological.

14.5 All bed spaces are proposed to be provided in single occupancy rooms.

14.6 As a major construction project and a key public service facility (the only hospital of its kind on the Island) during both the construction and operation phase it has the potential to have significant impacts on socio-economic conditions.

14.7 JFH construction includes the temporary and permanent relocation of several services and therefore necessitates consideration of the commercial and residential property environment.

Legislation, policy context and guidance

Legislation

14.8 Legislation of relevance to the socio-economic assessment is considered below. This focuses on employment, residential status and the wider economy of Jersey.

Employment legislation

14.9 The Employment (Jersey) Law 2003 is set out to specify terms of employment, compulsory leave, rights to protects against unfair dismissal and a minimum wage[1].

Residential status

14.10 The Control of Housing and Work (Jersey) Law was introduced in 2012 in order *to 'enable Jersey to preserve and maximise the benefits of its resources'*[2]. This system of registration cards, which are required when moving into a property or starting work, replaced socio security cards. There are four categories of residential status in Jersey, which determine where residents can live and work. These are set out in Table 14.1.

Table 14.1: Residential Status (Source: Residential Statuses Jersey Government)

Residential status	Definition	Housing	Work
Entitled (previously a-h category)	Someone who has lived in Jersey for 10 years	Can buy, sell or lease any property	Can work anywhere and doesn't need permission to be employed
Licensed (previously j category)	Someone who is an 'essential employee'	Can buy, sell or lease any property, apart from first time buyer restricted or social rented housing, in their own name if they keep their 'licensed' status	Employer needs permission to employ a 'licensed' person
Entitled for work	Someone who has lived in Jersey for five consecutive years immediately before the date the registration card is issued, or is married to	Can buy property jointly with an 'entitled' spouse / civil partner. Can lease 'registered' (previously	Can work anywhere and doesn't need permission to be employed

[1] Employment (Jersey) Law 2003. *Available at: https://www.jerseylaw.je/laws/superseded/Pages/2006/05.255.aspx*
[2] Jersey Residential and Employment Status Guidance. Available at: *https://www.gov.je/SiteCollectionDocuments/Benefits%20and%20financial%20support/P%20Residential%20and%20Employment%20Status%20Guidance%2020161205%20RB.pdf*

Residential status	Definition	Housing	Work
	someone who is ‘entitled’, ‘licensed’, or ‘entitled for work’	‘unqualified’) property as a main place of residence	
Registered (previously non-qualified)	Someone who does not qualify under the other categories	Can lease ‘registered’ property as a main place of residence	Employer needs permission to employ a ‘registered’ person

An anti-inflation strategy for Jersey

14.11 As a small economy with no central bank, Jersey faces a particular inflation risk. Jersey seeks to target a level of inflation as based on the RPIX index of 2.5%. Without its own central bank the main way the government can achieve this is through fiscal policy. Jersey has a Fiscal Policy Panel (FPP) that provides Jersey’s Treasury and Resources minister with advice on spending tax and use of the ‘stabilisation fund’. Jersey previously capped the level of construction activity, partly in order to limit the potential for it to create inflationary pressure in the economy[3]. This is no longer the case but Jersey still aims to pursue a broadly counter cyclical fiscal policy in order to mitigate against the risk of inflation.

Policy context

14.12 Policy of relevance to the socio-economic assessment is contained within the States Strategic Plan (2015-2018), the Revised 2011 Island Plan (2014) along with relevant Supplementary Planning Guidance (SPG) and strategies as summarised below.

Strategic Plan 2015 to 2018

14.13 The current strategic plan, approved by the States of Jersey Council of Ministers, identifies the Council of Ministers key priorities and sets the strategic direction for detailed delivery plans.

14.14 Improved health and wellbeing is a key priority within the Plan and the future hospital is referenced as a desired outcome in terms of agreeing the site and commencing build. Optimising economic growth is also a key priority with some desired outcomes including a skilled workforce.

Revised Island Plan 2011

14.15 The Jersey Island Plan was adopted in 2011 and revised in 2014. The plan has a number of strategic and specific policies of direct or indirect relevance to the Jersey Future Hospital and in particular this assessment.

[3] *http://www.statesassembly.gov.je/AssemblyPropositions/2000/21447-5663.pdf*

Strategic Policies

Policy SP1 Spatial Strategy: Development will be concentrated within the Island's built-up area, as defined on the proposals map, and, in particular, within the Town of St Helier.

Policy SP5 Economic Growth and diversification: A high priority will be given to the maintenance and diversification of the economy and support for new and existing businesses, particularly where development can attract small footprint/high value business from elsewhere and foster innovation, in the following ways:

- the protection and maintenance of existing employment land and floorspace for employment-related use;
- the redevelopment of vacant and under-used existing employment land and floorspace for new employment uses;
- the provision of sufficient land and development opportunities for new and existing employment use.

Specific Policies

Policy E1 Protection of employment land: The government seeks to protect land earmarked for employment purposes from residential or other development. As a small island with a finite amount of land this is particularly important in order to ensure Jersey can remain a self-sustaining economy.

Policy EO 1 New Office Development: Sites identified for future office developments are at Pier Road/Commercial Buildings, North of the Masterplan area and Gloucester Street.

Policy ER 2: Protection and promotion of St Helier for shopping. The government intends to project St Helier as the main retailing centre of the island with consideration of development that help to enhance this function.

Policy EVE 1 Visitor accommodation, tourism and cultural attractions: Permits development for new tourism accommodation and extensions to existing accommodation.

Policy H11 Loss of housing units: Proposals that would lead to the loss of housing units will not be permitted except where it can be demonstrated, to the satisfaction of the Minister for Planning and Environment, that such loss is justified on the basis of:

1. the replacement of sub-standard accommodation; or
2. better meeting the Island's housing needs, in accord with Policy H4 'Housing mix'; or

3. the maintenance and enhancement of the historic environment; or where

4. the value of the development to the Island outweighs the loss or reduction in the Island's housing stock.

Policy SCO2 Healthcare facilities: Proposals for the development of new or additional primary and secondary healthcare facilities or for the extension and/or alteration of existing healthcare premises will be permitted provided that the proposal is:

1. within the grounds of existing healthcare facilities; or

2. Within the Built-up Area.

3. In exception circumstances, the provision of other specialist healthcare facilities is supported by the Health and Social Services Department, where it can be demonstrated that no other suitable site within the grounds of existing healthcare facilities or the built-up area can be identified and where the rezoning of land for this purpose is approved by the States as a draft revision of the Island Plan.

Supplementary Planning Guidance: Advice Note – Protection of Employment Land (2012)

14.16 This SPG offers more detail and guidance in relation to the ways in which Island Plan policies will be operated and applied to decision making.

14.17 The SPG therefore supplements the policies of relevance identified above and provides greater detail in relation to the context to overall protection of employment land and the wider aim to encourage and promote economic diversification and growth.

Financial Services Policy Framework

14.18 Financial Services are of crucial importance to the economy of Jersey and this is outlined in the FSPF. One of the areas recognised as being important for the continued attraction of industry is the provision of adequate infrastructure, which includes office accommodation but also transport and other public facilities and services. Recognised also in the framework are the interdependencies between financial services and tourism with business travellers accounting for a large proportion of overnight stays on the island.

Jersey Destination Plan

14.19 The Jersey Destination Plan[4] outlines the importance of tourism to the island's economy and has an ambitious aspiration of receiving 1 million annual visitors. The Plan sets out various outcomes and one of the success measures of this is no net reduction in accommodation stock.

Relevant guidance

14.20 In the UK, there is no specific guidance on socio-economic assessments for Environmental Assessments. However, in the 2012 National Planning Policy Framework there was increased emphasis on 'sustainable development' both in terms of environmental and economic and social roles. In Jersey's Island Plan sustainable development is also defined as encompassing these factors: [5]

Planning is of fundamental importance in delivering sustainable development in a changing global context. It is central to the delivery of the new homes that are needed; it supports the business development necessary to create jobs and prosperity; and, enables the delivery of the infrastructure which provides access for everyone to essential transport, energy and water and underpins sustainable communities.

Consultation

14.21 Consultation of relevance to the socio-economic assessment has included a meeting and subsequent information exchange with the States Economist and consultation with States Housing and Population teams as summarised in Table 14.2.

Table 14.2: Response to representation from stakeholders on scope of socio-economic assessment

Stakeholder	Comment	Response
States of Jersey Economist (meeting 10 April 2017)	General discussion around approach to the assessment and likely effects. Consideration should be given to fit of the project with current economic policy, particularly around the sector strategies available.	The assessment has been completed based on discussions held and assumptions in-line with those presented at the meeting. Consideration has also been given to the wider fit of the project.
States of Jersey Housing / Population	Email consultation in relation to potential issues surrounding the accommodation of the off-island workforce required to construct the JFH.	The assessment has been completed based on the discussions held and responses received to queries raised.

4 *https://business.jersey.com/sites/default/files/components/pdf_download_row/Jersey%20Destination%20Plan.pdf*

5 Jersey Island Plan 2011 Strategic Policy Framework: Sustainable development

Stakeholder	Comment	Response
(email consultation October / November 2017)	Subsequent potential issues surrounding working licenses and potential for workers to accrue time towards 'Entitled for Work' status and therefore remain on Jersey post construction.	Jersey Housing would continue to be involved in decisions around proposed accommodation as a more definitive strategy for worker accommodation emerges on the project.

14.22 In addition, wider consultation of relevance has been undertaken by the Future Hospitals Team and their agent BNP Paribas. This has focussed on the businesses and residents who would potentially be directly affected by the proposals. The outcome of this consultation has been considered throughout the assessment.

14.23 Initial meetings have been held with four of the property owners, or their agents in order to understand their position and provide project information. Formal negotiations in relation to purchase of properties to be demolished will continue following funding approval for the project. In addition, consultation has been undertaken with four tenants who operate businesses from buildings to be acquired.

14.24 The residential tenants who would potentially be affected have also been contacted by BNP Paribas and invited to arrange an appointment to speak further about the proposals. At the time of writing, two residents had taken up that opportunity.

Methodology

Overview

14.25 A desk based study of the socio-economic baseline has been conducted using data from the States of Jersey Statistics Unit. A wide range of possible socio-economic receptors has been identified, based on experiences from similar previous developments and extensive consultation with local stakeholders. Impacts on these receptors have been assessed for significance based upon the magnitude of the effects and sensitivity of the receptors.

Methodology for establishing baseline conditions

14.26 The broad study area for the assessment is taken for most of the socio-economic indicators to be the island as a whole. The size of the island and concentration of employment in St Helier makes it appropriate to consider a single labour market covering the whole island. Impacts on community and amenity are more localised and may be more relevant to a core study area, comprising the town and parish of St Helier. Comparator data is presented for the UK and other OECD countries where appropriate.

14.27 The socio-economic baseline uses data from the States of Jersey Statistics Unit, including the 2011 Census, National Accounts, and Index of Average Earnings. Much of the data predates the baseline assessment year of 2016/17. Data from the 2011

Census, however, provides a comprehensive overview of labour market conditions and other socio-economic aspects for the purposes of the assessment.

14.28 Population projections are included; however, the inherent uncertainties in economic forecasting mean that it is difficult to predict with any degree of precision the macroeconomic and labour market baseline in the opening year. An assumption is therefore made that the conditions are broadly similar to that implied by the most recent available data.

Assessment methodology

14.29 The socio-economic receptors (Table 14.3) used in this assessment were chosen based upon the specific context of the proposed JFH as well as examples from previous developments and consultation with local stakeholders. These aim to reflect the broad range of channels through which the proposed JFH could affect the economy and community.

Table 14.3: Socio-economic receptors

Receptors	Description
Local residents	Effects on housing and the amenity value of the area for residents
Local businesses	Effects on the trade of local businesses
Labour market	Effects on local demand for labour and the extent to which offshore labour is required.
Property market and land use	Effects on demand in the property market.
Hospital services	Effects on the functioning of hospital services

14.30 The magnitude of effects takes into account both the degree of the potential change to socio-economic conditions, and the scale of the change in terms of the number of receptors likely to be affected. The definitions used in the assessment are provided in Table 14.4

Table 14.4: Magnitude of effects

Magnitude of effects	Criteria
High	A direct effect that would be adverse or beneficial, and would be very likely to result in total or permanent changes to baseline conditions for a large number of businesses, individuals, groups of individuals, or other receptors.
Medium	A direct effect that would be adverse or beneficial, and would be likely to result in partial changes to baseline conditions for a moderate number of businesses, individuals, groups of individuals, or other receptors.

Magnitude of effects	Criteria
Low	A direct effect that would be adverse or beneficial, and would be likely to result in minor changes to baseline conditions for a small number of businesses, individuals, groups of individuals, or other receptors.
Negligible	A direct effect that would be likely to result in very minor or no changes to baseline conditions for businesses, individuals, groups of individuals, or other receptors.

14.31 Receptor sensitivity reflects the economic, social or community value of the receptor, and the extent to which it is considered the receptor has capacity to accommodate potential changes. The definitions of receptor sensitivity used in the assessment are provided in Table 14.5.

Table 14.5: Receptor sensitivity

Receptor sensitivity	Criteria
High	Businesses, individuals, groups of individuals, or other receptors possessing very significant economic, social or community value, that are identified as having very low capacity to accommodate potential changes without incurring a material loss (or gain).
Medium	Businesses, individuals, groups of individuals, or other receptors possessing locally significant economic, social or community value, that are identified as having some capacity to accommodate potential changes without incurring a material loss (or gain).
Low	Businesses, individuals, groups of individuals, or other receptors possessing some local economic, social or community value, that are identified as generally having capacity to accommodate potential changes without incurring a material loss (or gain).

Significance Criteria

Significance is deduced by taking into take into account both the magnitude of the effects and sensitivity of the receptor. This is shown in Table 14.6

Table 14.6 Significance criteria

		Magnitude			
		High	**Medium**	**Low**	**Negligible**
Sensitivity	**High**	Major	Major	Moderate	Minor
	Medium	Major	Moderate	Minor	Minor
	Low	Moderate	Minor	Minor	Negligible

Limitations and assumptions

14.32 The stage of development of the proposed JFH and inherent difficulties in identifying the precise nature of impacts on the local economy provide a limit to the scope of this assessment. The assessment is intended to identify impacts of the scheme, quantify these where possible and then provide a qualitative assessment whether the effects of these impacts are of a beneficial or adverse nature.

14.33 The construction of JFH will require the use of off-island construction workers. Due to the lack of precedent of previous developments in Jersey of a similar size, it is very difficult to estimate precisely the proportion of construction workers likely to come from off-island to work on the project. However, conversations with officials in the government have suggested that the majority of workers will be off island.

14.34 Estimated workforce demand has been calculated utilising information on the capital cost of the project. This exercise has made the following assumptions for the purposes of this assessment:

- Labour costs have been assumed to be 40% of the total cost;
- No shutdown periods within the construction programme have been taken into account;
- Labour rates have been averaged across all trades; and
- The workforce estimates have been based on the use of traditional construction methodology. Should a different methodology be employed by the appointed contractor (e.g. modular construction) this may reduce the volume of labour required on site.

14.35 Jersey has a more limited amount of socio-economic data available broken down to the lower geographic level. Some data is available by parish but this is much less than what is published at the lower level in the Census for England and Wales. In any case, given the small size of the island, large scale of the proposed JFH and the fact it will serve the island as a whole for many socio-economic receptors a study area consisting of the whole of the economy is considered appropriate. Baseline Environment

Economic Profile

14.36 In 2016, Jersey's total output, measured in GDP, was £4.11bn. In terms of Gross Value Added (GVA) – which is understood to provide a more accurate reflection of the role of the Island's banking and financial services sector – total output was £4.19bn[6].

14.37 Figure 14.1 illustrates the change in total output measured in GVA over the period 1998 – 2015, and shows that the size of the economy peaked in 2000 at £4.5bn. The nature

[6] States of Jersey (2017), Measuring Jersey's Economy, GVA and GDP 2016. *https://www.gov.je/SiteCollectionDocuments/Government%20and%20administration/R%20GVA%20and%20GDP%202016%2020170929%20SU.pdf*

of the Island economy and the dependence on financial services means that output can be more volatile than in larger states[7].

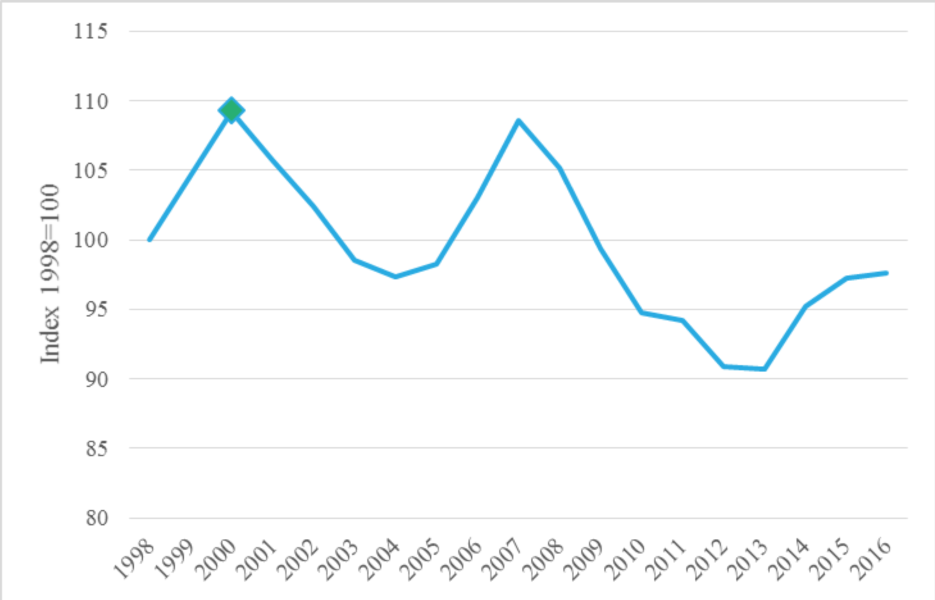

Figure 14.1: Index of Gross Value Added, 1998-2015 1998=100 (Source: States of Jersey Statistics Unit, Arup calculations)

Overview

14.38 Table 14.7 sets out GVA and the proportion of total GVA by sector, indicating the structure of the Jersey economy. Financial services make up just under half of the total economy (41%). It is notable that the rental income of private households makes up 14% of total GVA. Excluding rental income, the next most important sector is other business activities, which makes up 10% of the island's economy, while the public sector accounts for 9%. Manufacturing and agriculture each account for 1% of the economy.

Table 14.7: Sectoral breakdown of Jersey economy (Source: States of Jersey Statistics Unit)

Sector	GVA (£ million)	% of total GVA
Agriculture	51	1%
Manufacturing	47	1%
Electricity, gas and water	58	1%
Construction	280	7%
Wholesale and retail	291	7%
Hotels, restaurants and bars	169	4%

[7] *https://www.jerseyfinance.je/jerseys-value-to-britain-2016#.WN5LmW_yuos*

Sector	GVA (£ million)	% of total GVA
Transport, storage and communication	160	4%
Financial services	1,714	41%
Other business activities (excluding rental)	432	10%
Rental income of private households	617	15%
Public administration	365	9%
Total GVA	4,185	-

14.39 Table 14.8 sets out data on the number of private sector companies by the size of the workforce. Approximately 80% of all private companies on the Island employ fewer than six people, and close to 95% employ fewer than 20. Of those employing 21 or more, approximately a quarter are in the financial and legal activities sector. There are 1,260 private companies in the construction and quarrying sector in Jersey, 96% of which employ 20 people or fewer. Examples of larger contractors in Jersey include Rok Construction, Mitchell Building Contractors Limited and Hacquoil & Cook Ltd.

Table 14.8: Number of private sector companies by size of workforce, June 2017 (Source: States of Jersey Statistics Unit)

Sector	1 to 5 employees	6 to 20 employees	21 or over employees	Total companies
Agriculture and fishing	230	50	10	290
Manufacturing and utilities	190	30	20	240
Construction and quarrying	1,040	170	50	1,260
Wholesale and retail trades	820	170	50	1,040
Hotels and restaurants	320	160	50	540
Transport, storage and communication	280	30	20	330
Financial and legal activities	320	90	110	510
Other business activities	1,190	130	50	1,370
Education, health and other services	1,430	170	90	1,690
Total private sector companies	5,810	990	450	7,250

Tourism

14.40 Tourism plays an important role in the Jersey economy. Jersey received a total of 727,000 visits in in 2017; an increase of 5% from 2016 and the highest figure recorded since 2007. Total associated spend was £250m, or an average of £344 per visit[8]. Recent analysis suggests that tourism accounts for 8.3% of Jersey's economy, and supports 7,000 jobs, or one in eight jobs on the island[9]. The UK is the key tourist market, accounting for two-thirds of staying leisure visits.

14.41 Detailed breakdown of visitor expenditure is set out in Table 14.9 is for the year 2007. Despite being out of date, the aggregates correspond broadly with data available for 2016 and it is considered that the breakdown of expenditure is unlikely to have changed significantly. The data indicates that close to three quarters of visitor expenditure is by leisure visitors, with smaller proportions accounted for by business visitors and those visiting friends and relatives on the island. Around half of visitor expenditure is on accommodation, with a fifth on dining out. Expenditure on entertainment and leisure accounts for 4% of the total. Spend per visitor is highest among staying holiday / leisure visitors, at an average of £491 per trip.

Table 14.9: Breakdown of visitor expenditure on Jersey in 2007 (Source: Oxera, 2012, Tourism in Jersey: Prepared for the States of Jersey)

	Total expenditure (£000)	Leisure visitors (%)	Visiting friends / relatives (%)	Business visitors (%)	Other visitors (%)	% of total expenditure
Accommodation (including meals at accommodation)	120,800	78%	0%	15%	7%	52%
Transport on island	15,500	62%	11%	19%	7%	7%
Entertainment and leisure	8,700	79%	13%	2%	6%	4%
Dining out	45,300	61%	21%	11%	7%	20%
Retail – drinks	800	67%	11%	11%	11%	0.3%
Retail – tobacco	700	43%	29%	14%	14%	0.3%
Retail – other	33,300	64%	20%	7%	9%	14%
Retail – airside spend	7,700	51%	16%	27%	6%	3.3%
Total	232,800	71%	9%	13%	7%	-

14.42 However, there is a longer-term trend of declining visitor numbers: the 2017 figures represent a decrease of 26% from 1997, when 985,000 visits were recorded. The

[8] Arup calculations, using data provided at: *https://business.jersey.com/jersey-statistics*
[9] Visit Jersey (2016), Annual Report 2016: *https://business.jersey.com/sites/default/files/components/pdf_download_row/Visit%20Jersey%20Annual%20Report%202016_0.pdf*

average length of stay has also decreased from 5.7 nights in 1997 to 4.2 nights in 2015[10]. The number of registered tourism bed spaces available has also fallen significantly, due primarily to operators choosing to exit the tourism market in response both to falling visitor numbers and the increase in potential returns associated with the growth in the housing market[11].

14.43 In 2017, the total number of persons that could be accommodated in registered visitor accommodation in Jersey was 10,594. This is a decrease of around 42% from the total number of bedspaces recorded in 2000[12]. Figure 14.2 shows the proportion of visitor accommodation by accommodation type. Hotels could accommodate approximately 7,600 visitors and guesthouses could accommodate approximately 830 visitors, accounting for around 80% of all available visitor accommodation in Jersey[13]. A recent innovation in the tourism market has been the rise of casual property rentals, mainly for holiday purposes, through websites such as Airbnb. As of March 2018, there are currently 146 properties in Jersey listed on Airbnb.

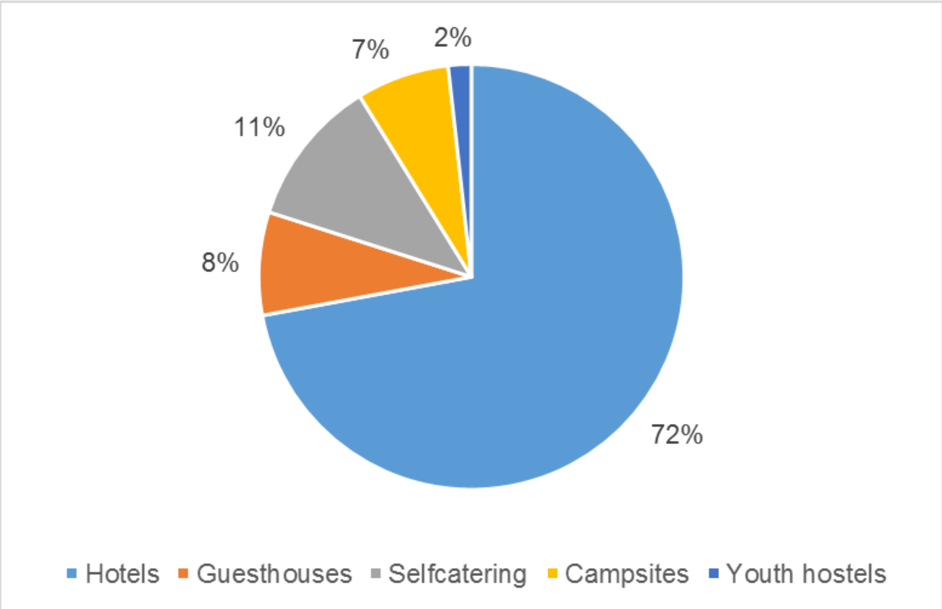

Figure 14.2: Proportion of persons accommodated by accommodation type (Source: Visit Jersey Annual Report 2016)

[10] Data for 217 shows considerable variation in length of stay depending on mode of arrival. Among those arriving by air, the average length of stay was 5.7 nights, while for those leaving by ferry it was 2.7 nights.
[11] States of Jersey, 2014, Preliminary Report of the Tourism Shadow Board.
[12] States of Jersey Tourism Statistics, available online at: *https://www.gov.je/Government/JerseyInFigures/BusinessEconomy/Pages/Tourism.aspx*
[13] Visit Jersey, 2017, Annual Report 2016.

14.44 Average hotel room occupancy in 2016 was 66.6%, with an average daily room rate of £106[14]. Data for previous years shows that occupancy fluctuates throughout the year and is highest in August, at approximately 90%, but significantly lower outside the peak-tourist season, falling to below 25% in January[15].

Population and labour market conditions

Population

14.45 The total population of Jersey at the 2011 Census was 97,857. In total, 58% of the population of the island lives in the town of St Helier and the neighbouring parishes of St Saviour and St Clement. St Helier itself has a population of 33,522 and population density of 14.2 persons per acre. Outside of the town, population density is considerably lower, reflecting the rural character of much of the island and the concentration of population in the St Helier area. Figure 14.3 sets out the population by parish (census 2011).

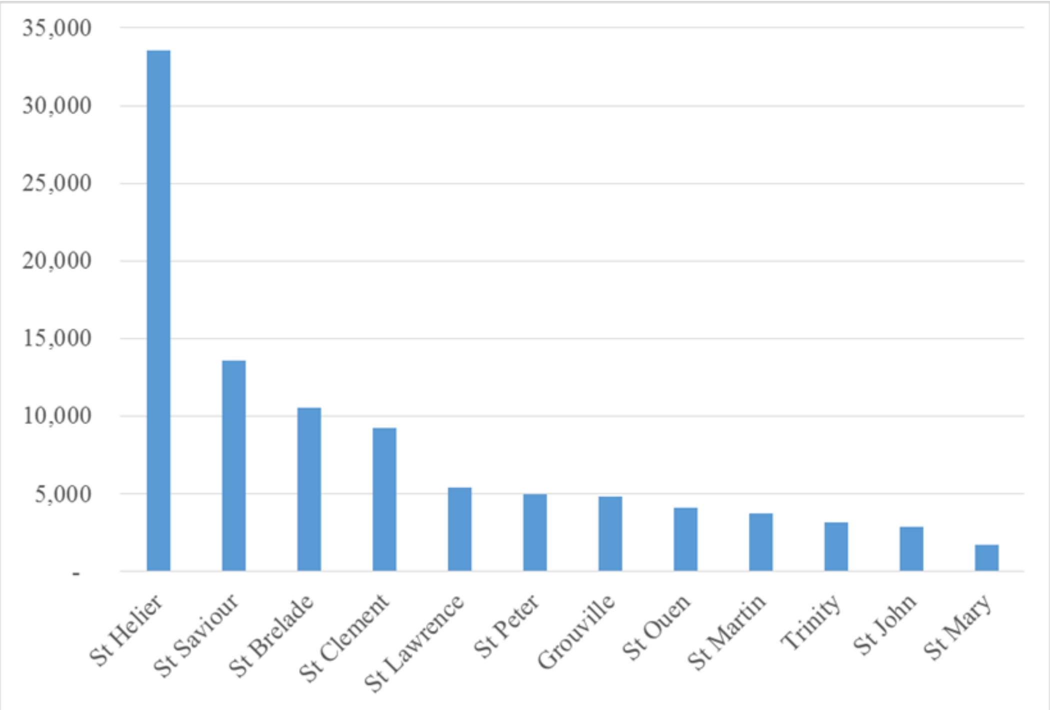

Figure 14.3: Population by parish (Source: Census 2011)

[14] Visit Jersey, 2017, Annual Report 2016.
[15] Visit Jersey, 2016, Annual Report 2015.

14.46 The population of Jersey increased by 9,071, or 12%, between 2001 and 2011. The most recent population projections estimate that the population at year-end 2016 was 104,200, an increase of a further 6,343, or 6.5%, since 2011[16]. By comparison, the population of the UK increased by 7.5% between 2001 and 2011, and is estimated to have grown by a further 3.7% between 2011 and 2016. Approximately 85% of the year-on-year increase in population recorded in Jersey is attributed to net inward migration[17]. It is estimated that, if recent migration trends were to continue, the population of the island would reach 128,800 by 2035, an increase of 25% on the 2015 estimate[18].

14.47 According to the 2011 Census, approximately half of the population of Jersey was born on the island, with approximately 31% of residents born in the British Isles. 16% of the population was born in another European country, with 4% born elsewhere in the world. Of those classed as 'recent arrivals' – i.e. those whose residence in Jersey began after 2005 – approximately 40% were born in the British Isles, with 42% born in other European countries, and 13% born elsewhere in the world. 5% of recent arrivals were born in Jersey and returning to the island after a period living elsewhere.

Residential status

14.48 Data from the 2011 Census pre-dates the introduction of the current four categories of residential qualification, and therefore provides information based on the previous system. This is set out in Table 14.10 below. As of 2011, the majority (82%) of total residents and 11% of recent arrivals were in categories A to H, which is broadly comparable with the current classification of 'entitled'. 13% of residents and 66% of recent arrivals had no residential qualification, broadly comparable with the new classification of 'registered'. Smaller proportions of residents fell into other categories. Of those with no residential qualification – and therefore unable to buy property – close to 70% were aged under 35, and 65% were recent arrivals[19].

Table 14.10 Residential Status (Source: Census 2011)

Residential status category	Total	Recent arrivals
A to H	82%	11%
J	2%	12%
Spouse	3%	11%
No residential qualification	13%	66%

[16] States of Jersey, 2016 Population Estimate: *https://www.gov.je/Government/JerseyInFigures/Population/Pages/Population.aspx*
[17] States of Jersey, 2016 Population Estimate.
[18] State of Jersey Statistics Unit, 2016, Jersey Population Projection Report 2016.
[19] States of Jersey, Census 2011

Age Structure

14.49 Figure 14.4 illustrates the age profile of Jersey, in comparison with the UK. The island has a large proportion of residents of working age, with 70% aged between 15 and 64. There are correspondingly low proportions of children and of residents in older age groups, with a total of 15% of residents aged 65 and over, including 4% aged 80 and over. By comparison, 66% of UK residents fall into working-age groups, with larger proportions of children and of adults in older age groups.

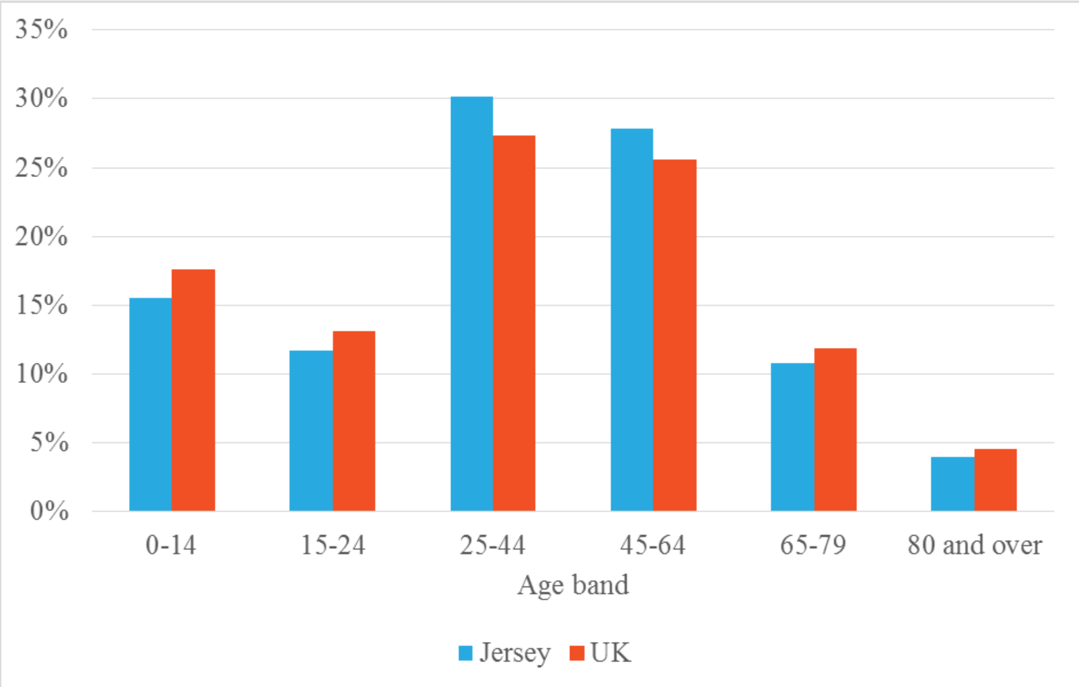

Figure 14.4: Age Profile (Source: Census 2001 and 2011)

14.50 Jersey has seen an increase in its working-age population, and the majority of the population growth recorded in Jersey since 2001 has been among people of working age. Between 2001 and 2011, the number of residents aged 15-64 grew by 20%. Over the same period, the number of children decreased by 3%, and the number of people aged 65 and over also fell slightly, by 0.2%. In the absence of net migration, however, it is estimated that the working age population could decline by 11% by 2035[20].

Employment and economic activity

14.51 Table 14.11 shows economic activity rates among the working-age population, using data from the 2011 Census. In total, 81% of working-age residents are considered economically active, including 69% who are employed by an employer either full-time or

[20] States of Jersey, 2014, Interim Population Policy, 2014-2015.

part-time, and 8% who are self-employed. The proportion of working-age residents who are retired is low, at 2%.

Table 14.11: Economic Activity (Source: Census)

		% of working-age population
Economically active	Total	81%
	Working for an employer full-time	*59%*
	Working for an employer part-time	*10%*
	Self-employed, employing others	*4%*
	Self-employed, not employing others	*4%*
	Unemployed, looking for or waiting for a job	*4%*
Economically inactive	Total	19%
	Retired	*2%*
	Looking after the home	*5%*
	In full-time education	*7%*
	Unable to work: sickness or disability	*4%*
	Unemployed, not looking for a job	*1%*

14.52 Unemployment at the time of the census was 5%, comprising 4% of working-age residents who were unemployed and looking for a job, and 1% who were unemployed and not looking for a job. More recent data from the Jersey Household Spending and Income Survey for 2014/15 estimates the unemployment rate as 4%. This is relatively low in comparison to other OECD members, as illustrated in Figure 14.5. It is understood that there is some seasonal employment, particularly in the agriculture and tourism sectors[21].

[21] States of Jersey, 2014, Interim Population Policy, 2014-2015.

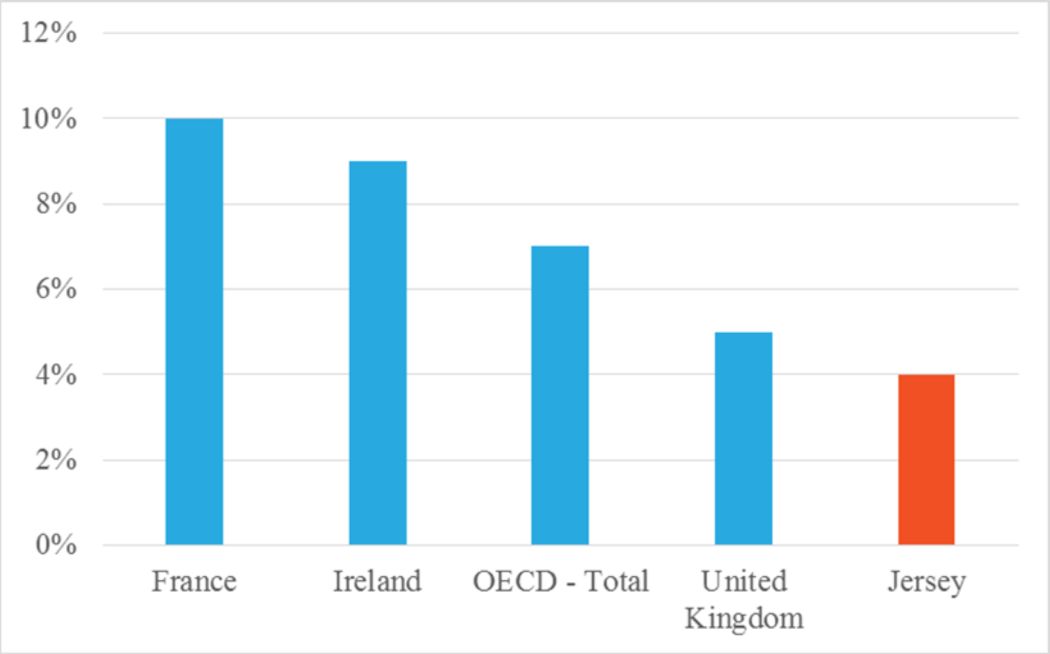

Figure 14.5: Unemployment rates in Jersey and neighbouring OECD countries, 2015 (ILO definition. (Source: Jersey Statistics Unit Unemployment Statistics / OECD)

Workforce skills and qualifications

14.53 Table 14.12 sets out data on the highest level of qualification held by the working-age population of Jersey, broken down by residential status. Overall, 34% of working-age residents have higher qualifications, including 20% at degree level or above. 20% of the workforce has no formal qualifications. Residents who are classed as licensed – those who are considered 'essential employees' – have the highest levels of qualification, with 84% having attained higher qualifications. Among this cohort, only 1% have no qualifications.

Table 14.12: Highest level of qualification (Source: Census 2011)

Level of qualification	Total	Entitled	Licensed	Registered	Other
Higher	34%	31%	84%	31%	58%
Secondary	45%	47%	12%	41%	32%
Other	2%	1%	3%	5%	2%
None	20%	20%	1%	23%	8%

Industry and occupation

14.54 Figure 14.6 shows the industry of occupation of working-age adults in Jersey, and compares the overall figures for Jersey with the figures for recent arrivals. Overall, the largest industrial sectors for employment are education, health and other services, and financial and legal activities. The manufacturing sector is very small, accounting for 2% of total employment. There are 5,300 residents employed in the construction sector, accounting for 10% of total employment. By comparison, construction accounts for 7% of employment in the UK[22].

14.55 Among recent arrivals, there is a higher proportion of employment in hotels, restaurants and bars, and agriculture and fishing. The proportion of recent arrivals employed in financial and legal activities is smaller than the average for Jersey, but this sector still accounts for 21% of employment among this cohort.

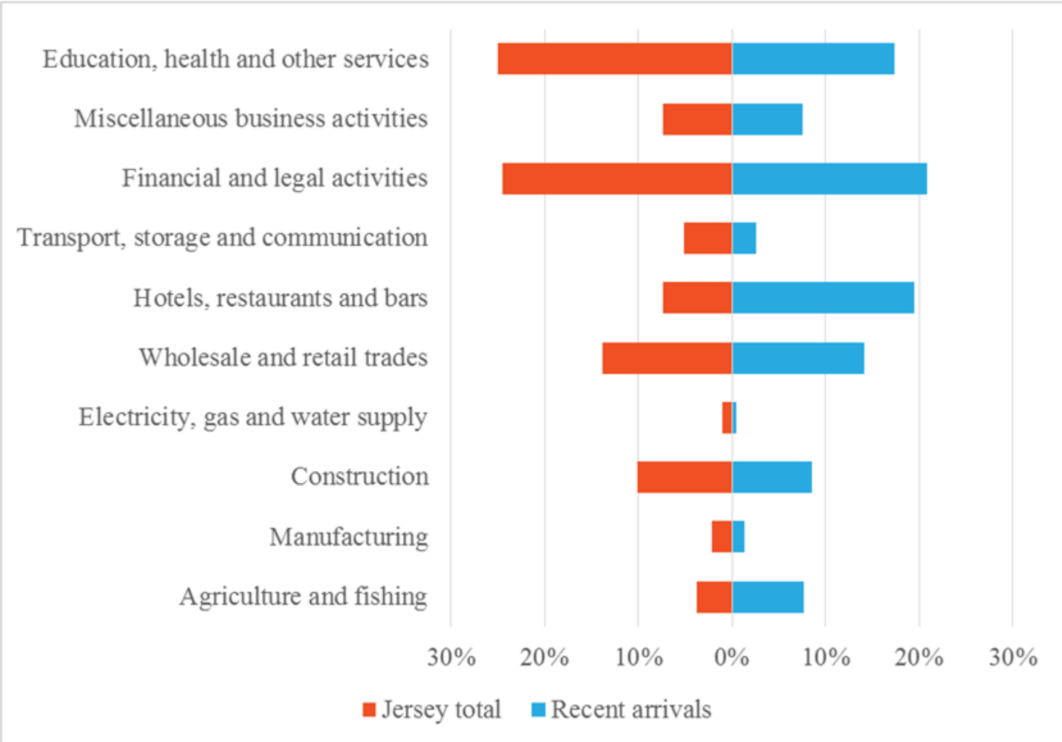

Figure 14.6: Industry of occupation of working-age adults (Source: Census 2011)

14.56 In terms of occupational profile, Figure 14.7 shows that there is a considerably larger proportion of recent arrivals working in elementary occupations[23] in comparison to the wider working population, and smaller proportions working in associate professional and technical occupations, and administrative and secretarial occupations. While there is a slightly smaller proportion of recent arrivals in senior management roles, the proportion in professional occupations is slightly above the overall figure for Jersey.

[22] ONS, 2017, Annual Population Survey.
[23] According to the International Labour Organization, 'Elementary' occupations consist of simple and routine tasks that mainly require the use of hand-held tools and often some physical effort.

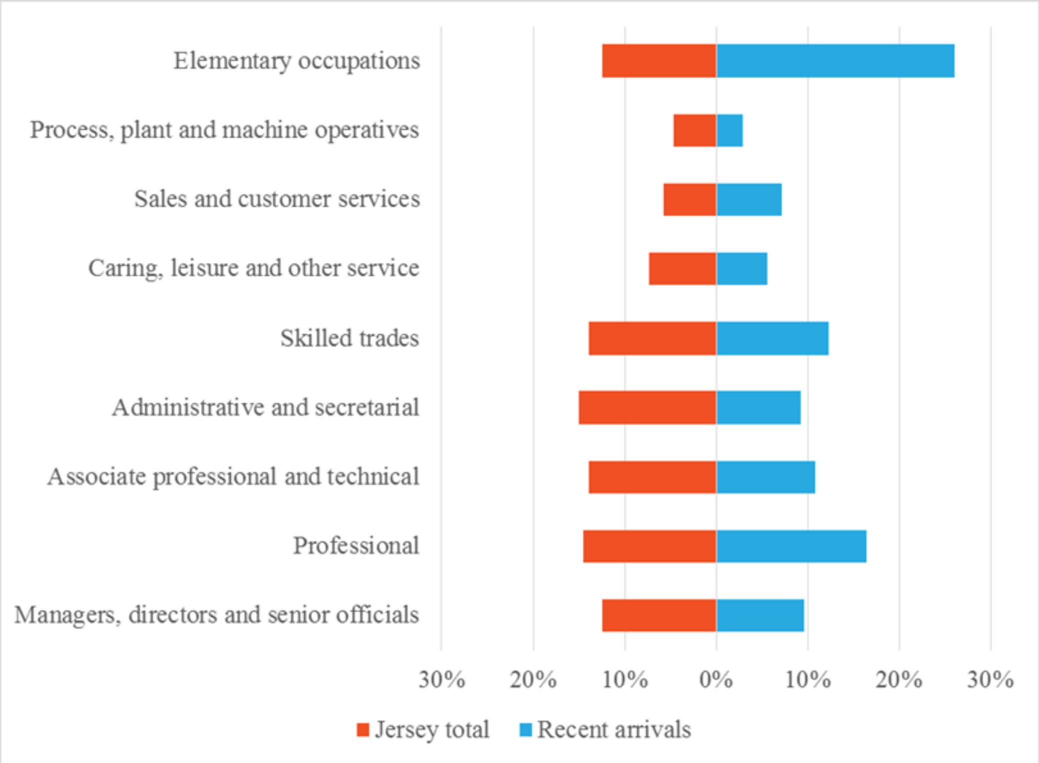

Figure 14.7: Occupation of working-age adults (Source: Census 2011)

Earnings

14.57 In June 2017, median weekly earnings of full-time equivalent employees were £570 per week, and mean weekly earnings were £730. This was an increase of 2.6% compared with June 2016. By comparison, median weekly earnings in the UK in 2017 were £550, and mean weekly earnings were £662.

14.58 Figure 14.8 shows mean weekly earnings in Jersey by industrial sector. Earnings are highest in financial services, at £1,000 per week, and lowest in hotels, restaurants and bars, at £400. However, hotels, restaurants and bars recorded the second highest increase in earnings of any sector over the year to June 2017, at 3.5%. Construction recorded the second highest level of growth, with an increase of 3.2% to £710 per week.

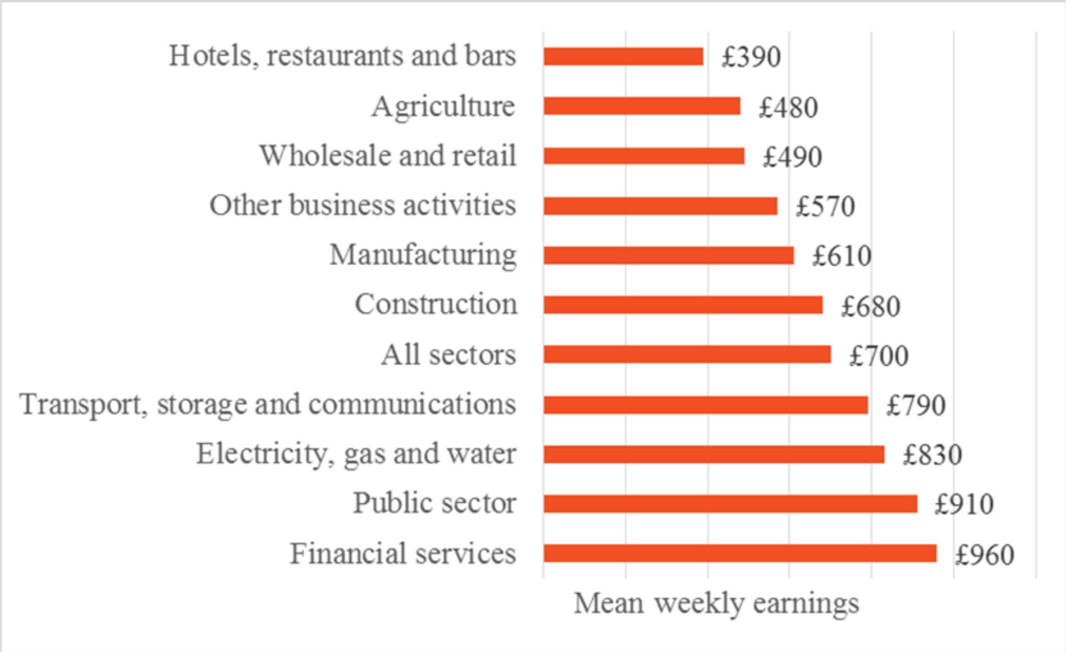

Figure 14.8: Mean weekly earnings by sector, June 2016 (Source: States of Jersey, Index of Average Earnings)

Community and Wellbeing

14.59 Jersey's Better Life Index, published in 2013, provides a measure of wellbeing across 11 dimensions

- income; jobs and earnings;
- housing;
- health status;
- work-life balance;
- education and skills;
- social connections;
- civic engagement;
- environmental quality;
- personal security; and
- subjective well-being

14.60 These dimensions can be used to compare Jersey's performance against other OECD members. In overall terms, Jersey's index score of 7.5 out of 10 ranks it behind 14 of the 36 OECD member countries, but ahead of the UK, France, and the Republic of Ireland[24].

14.61 In terms of health status, Jersey scores 8.5 out of 10, and ranks 13th. Life expectancy is one year above the OECD average, and 85% of adults self-report good to excellent health. However, rates of obesity are high, with two-fifths of adults classed as overweight and a further fifth classed as obese. Subjective well-being – which is closely related to health – is high, with residents reporting their life satisfaction as 7.5 on average. This is higher than in all OECD countries with the exception of Norway and Denmark[25].

Deprivation

14.62 There is no official measure of deprivation in Jersey comparable to the UK Index of Multiple Deprivation. The Better Life Index, however, provides relevant data on income, jobs and earnings. In 2009/10, mean net household disposable income (before housing costs) was £46,900. When this is adjusted to take account of social transfers in kind from government, it gives a figure of $31,500 in US Dollars; this is more than a sixth greater than the figure for the UK, and higher than all OECD members with the exception of the United States and Luxembourg[26].

14.63 Income inequality is higher in Jersey than the average for the OECD, and the seventh highest across all OECD members. Despite this, the proportion of residents living in relative low income is the third lowest in the OECD: around 12% of all residents live in relative low income households, i.e. those with net income below 60% of the median. When housing costs are taken into account, however, more than a fifth (21%) of households are classed as low-income. In 2014, 25% of households reported finding it ‘quite’ or ‘very’ difficult to cope financially, rising to 38% among households with dependent children. Deprivation was found to be highest in five of the seven vingtaines in St Helier[27].

Housing

14.64 Table 14.13 presents data on housing tenure in St Helier and across Jersey[28]. Just over half of households in Jersey live in owner-occupied housing, with 14% living in housing rented from the States, a housing trust, or parish rental, and 19% living in a qualified or ‘un-registered’ rental. 13% live in non-qualified or ‘registered’ accommodation, which includes lodging houses, private lodgings, and tourist accommodation. Owner-

[24] States of Jersey, 2014, Interim Population Policy, 2014-2015.
[25] Ibid.
[26] Ibid.
[27] States of Jersey, 2015, Relative Low Income: Note summarising available data, Jan 2015.
[28] Registered property includes lodging houses, private lodgings, and tourist accommodation.

occupation is lower in St Helier, and there are higher rates of households in all other categories.

Table 14.13: Housing tenure (Census 2011)

Tenure	St Helier	Jersey
Owner-occupied	38%	54%
States, housing trust or parish rental	20%	14%
Qualified rental ('un-registered')	24%	19%
Non-qualified accommodation ('registered')	19%	13%

14.65 As indicated by the data on relative low income, housing expenditure in Jersey is relatively high, and around a sixth of households could be considered to be 'overburdened' by their housing costs[29]. Table 14.14 presents data from the Jersey Housing Affordability Index for mean property prices and the ratio of mean price to mean gross household income. The ratio of lower quartile property price is an indicator of housing affordability among lower-income households, and indicates that the mean price of a lower quartile property is nine times the mean lower quartile gross household income.

Table 14.14: Housing affordability (Source: Housing Affordability in Jersey 2015, and House Price Index for 2015)

		Mean price (2015)	Ratio (mean price to mean gross household income)
Flats	One bed	£214,000	3
	Two bed	£332,000	5
Houses	Two bed	£422,000	6
	Three bed	£527,000	8
	Four bed	£744,000	10
Lower quartile property price		£283,000	9

14.66 Affordability is also an issue among rental households: it is estimated that 73% of lower-income households in qualified private rental accommodation and 53% in non-qualified rental accommodation are classified as being in 'rental stress', i.e. spending more than 30% of their gross income on rental costs[30].

14.67 Figure 14.9 shows rates of over-crowding and under-occupation by tenure. Households are classed as over-crowded if they have at least one bedroom fewer than required, while households with two or more bedrooms more than required are classed as under-

[29] States of Jersey Statistics Unit, 2013, Jersey's Better Life Index.
[30] States of Jersey, Housing Affordability in Jersey 2015.

occupied. Over-crowding is highest in non-qualified / registered accommodation, at 15%, and lowest in owner-occupied accommodation, at 2%. By contrast, 42% of owner-occupied households are classed as under-occupied.

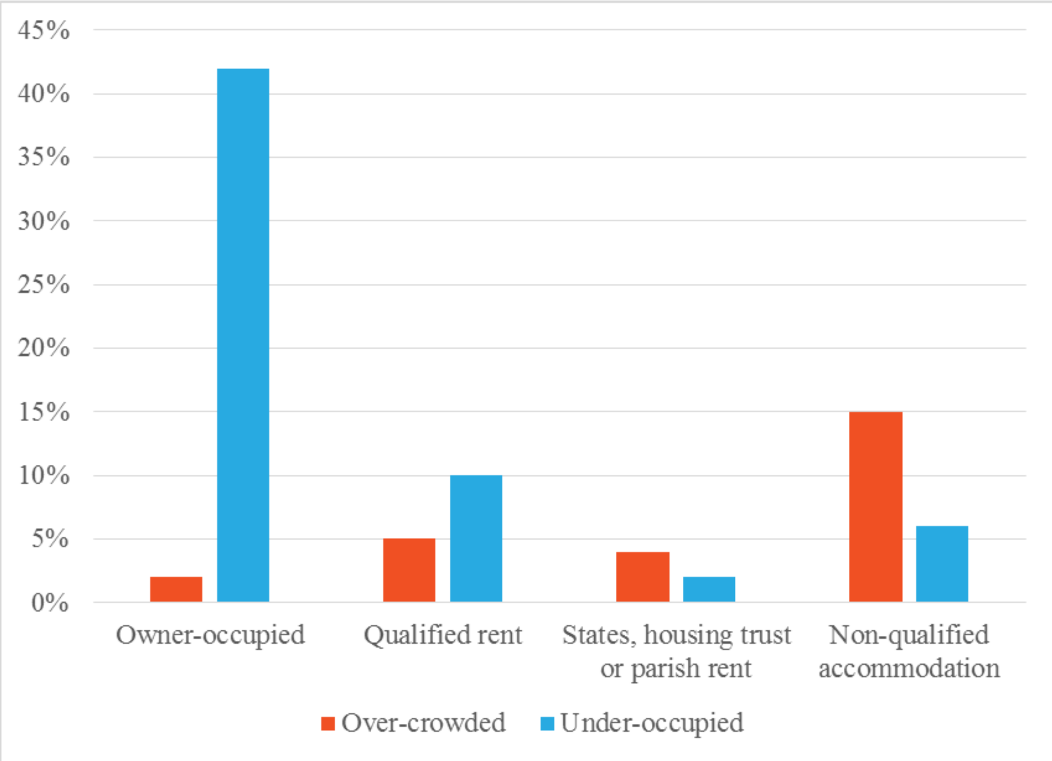

Figure 14.9: Over-crowding and under-occupation by tenure (Source: Census 2011)

14.68 At the time of the Census in 2011, there were 3,103 dwellings across Jersey identified as vacant, 7% of total housing stock (for comparison, the equivalent figure for England in 2015 was 3%). 1,397 of these dwellings were in St Helier, 8% of stock in the town. Table 14.15 provides a breakdown of the number and percent of vacant dwellings by type, and by number of bedrooms. The majority of vacant dwellings were flats, and close to 70% had one or two bedrooms. The primary reasons for dwellings being vacant were due to properties being between tenants (29%) and properties being second or holiday homes (23%).

Table 14.15: Vacant dwellings by property type and number of bedrooms (Source: Census 2011)

		Number	Percent
Property type	House	1,141	37%
	Flat	1,944	63%
Number of bedrooms	One	1,272	41%
	Two	869	28%

		Number	Percent
	Three	590	19%
	Four or more	372	12%

14.69 The Jersey's Future Housing Needs Survey[31] identified a potential shortfall of around 1,500 units in the owner-occupier sector over the period 2016-2018, including a large potential shortfall of two-bedroom properties. This reduces to a total shortfall of 700 units when practical affordability criteria is applied. There is also the potential for a shortfall of over 300 2-bedroom private rented units and over 200 registered one-bedroom units. Over two-thirds of potential demand is from existing households planning to move within Jersey. In-migrant households account for around a third of total demand, and over half of the demand for one-bedroom flats.

Community facilities

14.70 Jersey General Hospital is the primary healthcare facility on the island. Other hospitals on the island are Overdale Hospital and St Saviour's Hospital. There are numerous GP's surgeries and medical practices serving the island, the majority of which are located in St Helier.

14.71 Across the island, there are 22 non-fee-paying States' primary schools, as well as two fee-paying States' primary schools and seven private primary schools. There are five non-fee-paying States' secondary schools, two fee-paying States' secondary schools, and two private secondary schools. Highlands College is a college of further and higher education located in St Helier, comprising a sixth-form college, University College Jersey, a Business Development Centre, and adult and community education services.

Summary of baseline

14.72 Financial services is a key sector, accounting for 41% of GVA.

14.73 Tourism is traditionally important. However, there is a long-term trend of declining visitor numbers, and a reduction in available visitor accommodation.

14.74 The population increased by 12% between 2001 and 2011. Much of this increase was among people of working-age, and attributable to net migration.

14.75 The economic activity and employment rates are high, and unemployment is relatively low. Wage rates are high in certain sectors, but income inequality is above the OECD average.

[31] Jersey Housing Future Needs Survey

14.76 Wellbeing is relatively high and the proportion of low-income households relatively low.

14.77 However, housing costs are high, for both owner-occupier and rental households. Around a sixth of households are considered ‘overburdened’ by housing costs.

Design Mitigation

14.78 The design of the proposed development has been influenced by the necessity to maintain continuous hospital service provision during the demolition and two construction phases of the development. As Jersey’s only primary care facility, this is of crucial importance in order to provide acceptable health outcomes in the island as a whole. This has led to a design solution which sees the JFH come forward in a number of phases and includes development at Westaway Court. The construction process will therefore see various phases of demolition, construction of new facilities and relocation of services from old to new before work commences on the next phase of the project.

14.79 The cost of purchasing and leasing commercial property in Jersey is high while the relatively small overall stock of properties means that at any one time there is a small number of properties for leasing or purchasing and plots of land available for development. This means that any extra demand from the government for either temporary or permanent purposes can distort the market. Decisions around the temporary and permanent relocation of services to other buildings that is required during the construction phase in order to keep the hospital operational have therefore been taken to minimise the extent to which the temporary leasing of property in required.

Assessment of effects

Assessment of effects – Construction

Local residents (tenants) / property owners: demolition of residential properties

14.80 The proposed JFH would require the demolition of a number of residential properties and healthcare residences as follows:

- 33-40 Kensington Place (inclusive of Sutherland Court);
- 44 Kensington Place;
- Westaway Court (56 dwellings for medical staff use); and
- Peter Crill House (24 bedsit dwellings for medical staff).

14.81 The demolition would affect both property owners (those with a freehold interest) and those currently renting property to be demolished. The demolition works along Kensington Place and at Westaway Court are planned as an initial phase of the development (Phase 1a), enabling part of the JFH to be constructed in the place of the properties. Certain existing services will then be relocated into the new element of the JFH along Kensington Place before work commences to demolish and construct further elements of the JFH which includes Peter Crill House (Phase 1b).

14.82 Given the pressures on housing in some sectors of the market established in the baseline, these receptors are considered to have a medium sensitivity to change, and the magnitude of the effect is considered to be high. This would lead to a **major adverse** effect.

14.83 In order to mitigate this potential effect, properties would be purchased from the freeholder through negotiation at the market price plus a fair premium. Where properties are tenanted, displaced residents would be offered relocation assistance through an appointed agent in order to minimise the effect and ensure tenants are re-housed well in advance of demolition works.

14.84 Medical staff currently housed within Peter Crill House and Westaway Court will be re-provided for as part of the key worker strategy.

14.85 With the above mitigation it is considered that the magnitude of the effect would be reduced to medium, resulting in a residual effect on the residents displaced that would be **moderate adverse** and therefore significant.

14.86 Whilst Policy H11 of the Island Plan seeks to resist development proposals that result in the loss of residential accommodation, it also recognises that there will be exceptions to this general presumption. In the case of the units to be lost as described above, it is considered that such loss can be justified against criteria 4 within Policy H11 which states 'the value of the development to the Island outweighs the loss or reduction in the Island's housing stock'.

Local residents: construction traffic and amenity effects

14.87 The hospital is located in a relatively densely populated area of St Helier, and there is a substantial residential population to the north and south of the site and in the area around Westaway Court. The construction of the proposed JFH therefore has the potential to result in adverse environmental impacts in relation to traffic, noise, and air quality (assessed in detail in the relevant chapters of this Environmental Statement) which could, in combination, contribute to adverse amenity effects for residents living in the immediate area surrounding the hospital.

14.88 The draft Construction Environmental Management Plan (CEMP) (Appendix O-1) sets out measures that will be put in place to reduce the impact of demolition and construction work on local residents. It is currently assumed that there would be a site compound at La Collette, close to the harbour in St Helier, which is likely to comprise of storage, concrete batching, and lay-down space. The hospital construction site will provide a site office, welfare facilities, and delivery zones. Low dust and vibration methods of demolition will be used, and demolition waste could be taken to La Collette for crushing or recycling.

14.89 Most construction materials will be brought to the island by boat, and either stored off-site or taken straight to the construction site. Material delivery points are to be created for each phase of the JFH and will be controlled and managed. It is intended that construction traffic and public access to the hospital will be segregated.

14.90 It is anticipated that at the peak of the demolition and construction works approximately 84 construction vehicles will be accessing the site each day. These movements could contribute to increased congestion, and present a barrier to pedestrian movements. Careful planning and co-ordination, including the avoiding of movements during peak periods, would help to mitigate against any potential for the build-up of congestion particularly from HGV movements into and out of the construction site. Access will be maintained for deliveries to business premises along roads where closures are proposed (Newgate Street and Kensington Place).

14.91 Construction working hours would be planned to coincide with standard island working hours. This will mean that the majority of work would take place during weekdays, with evening and weekend working restricted as far as possible. Lighting would be limited to site working hours and that required for security. The site would be manned 24/7, and secured via an external hoarding. In addition, the contractor would be required to operate in accordance with the States of Jersey Health Best Practice Guide on Noise Control on Construction and Demolition Sites (2015) which includes measures to minimise the likelihood of significant disturbance (e.g. selection of plant and construction methods). The contractor would also be required to operate within the Considerate Constructor Scheme.

14.92 The air quality assessment (Chapter 5) concludes that with dust control measures and wider mitigation outlined, no significant residual effects are anticipated during the demolition / construction phase.

14.93 The noise assessment (Chapter 6) concludes that following mitigation and best practice noise and vibration effects from demolition and construction would not be significant for surrounding sensitive receptors. The assessment does however conclude that road closures and the associated increase in traffic on diversion routes would lead to a significant effect from traffic noise, particularly on Lewis Street and Patriotic Place.

14.94 The transport chapter (Chapter 7) concludes that with mitigation which will be implemented through the CEMP, no significant residual effects are anticipated during the construction phase.

14.95 Taking into account the findings of other assessment chapters and the various mitigation measures proposed, the effects of the construction of the proposed development on amenity for local residents are considered to be **minor adverse** and not significant.

Labour market: construction employment and training opportunities

14.96 The proposed development would create employment and provide training opportunities in the Jersey construction industry over a period of 7 years, from 2019 to 2026. The main phases of construction include:

- Phase 1A – Enabling works, offsite highway works, works along Kensington Place (Block A), works to Patriotic Street car park and works at Westaway Court.
- Phase 1B – Enabling works, offsite highway works, works to form the Central Block (Block B), construction of drop-off point on Newgate Street and Ambulance Bay and construction of an interim drop-off at the Granite Block.
- Phase 2 – Demolition of the 1980s and 1960s blocks, construction of the frontage block (Block C) along with the parade drop-off, demolition of the 60s block, associated landscaping and works to the granite block.

14.97 Phase 1 works (A & B) are programmed to run between early 2019 and early 2025 and Phase 2 works from early 2025 to 2026.

14.98 The construction employment profile provides an indication of the total number of workers who would be required on site at any one time (average workers per day in a given month). This information is illustrated in Figure 14.10. This shows that the number of workers on site will vary significantly throughout the overall programme, with lower requirements in the demolition phases of the project and towards the end of the project during Phase 2. The workforce is estimated to reach its peak in June 2020 when the average number of workers on site each day is estimated to be 410.

14.99 The average daily workforce required on site across the programme (Jan 2019 to June 2026) is approximately 196 workers. However, given the nature of the proposed construction there are two clear peaks in workforce demand during the period where the main elements of the JFH are being constructed (Phase 1a and Phase 1b). Either side of these peaks workforce demand decreases where efforts focus on more minor elements of the JFH.

14.100 The anticipated average workforce demand across the various construction phases is as follows. These are depicted on Figure 14.10 overleaf:

- Phase 1A demolition works (Jan – June 2019) – 41 average workers per day
- Phase 1A construction / fit out / handover (March 2019 – September 2021) – 227 average workers per day
- Phase 1B demolition works (September 2021 – February 2022) – 42 average workers per day
- Phase 1B construction / fit out / handover (February 2022 – January 2025) – 211 average workers per day
- Phase 2 demolition (January 2025 – July 2025) – 14 average workers per day
- Phase 2 construction (July 2025 – June 2026) – 74 average workers per day
- Westaway Court (April 2019 – August 2021) – 52 average workers per day

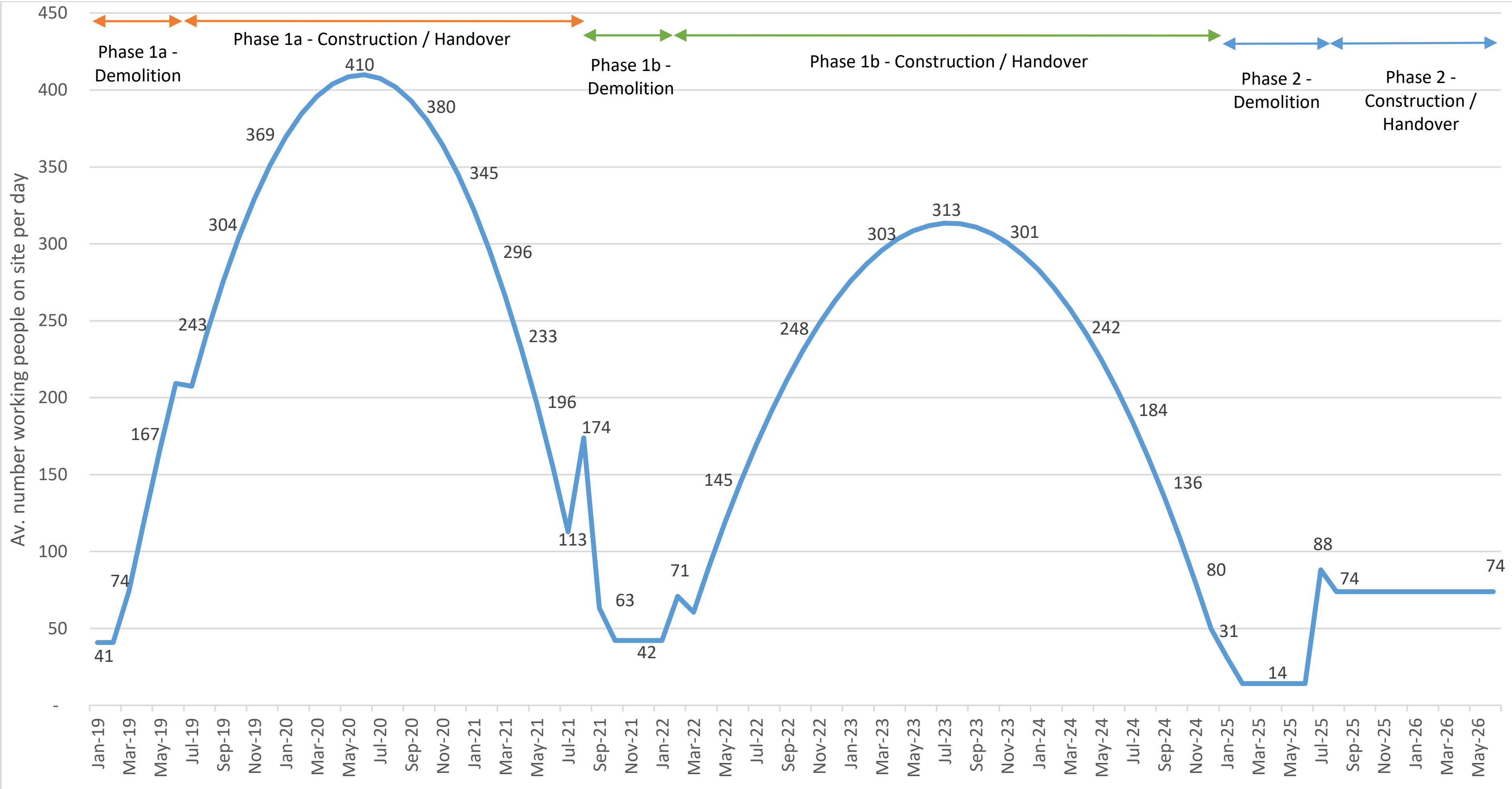

Figure 14.10 Construction Employment Profile (Source: Gleeds)

14.101 The Phase 1A and Phase 1B construction / fit out stages therefore bring the greatest workforce demand and the average number of workers on site between the months of October 2019 and January 2021 (Phase 1a) and April 2023 and November 2023 (Phase 1b) is estimated to be above 300. This preliminary data (which may be subject to change once a contractor is appointed[32]) therefore shows a prolonged period of approximately two years over the whole construction programme where the average daily workforce required on site will exceed 300 employees.

14.102 The baseline established that Jersey records a high level of economic activity, and a low rate of unemployment. The construction sector accounts for 10% of total employment, providing approximately 5,300 jobs. At its peak, the average daily construction workforce required on the JFH is estimated to be approximately 410 workers (June 2020) which would equate to at least 8% of jobs within the construction sector, while the average of 196 daily workers throughout the overall construction period would equate to approximately 4%. Given that the construction workforce will remain above 300 for a period of two years across Phases 1a and 1b, it is considered unlikely that there is the necessary capacity within Jersey to provide the total workforce for the construction of the scheme, and assumed that the majority of the construction workforce would be sourced from the UK mainland.

14.103 This ‘leakage’ of construction jobs reduces the magnitude of impact on the local labour market in Jersey. Based on the assumption that between 90% and 95% of the construction workforce would be ‘off-island’, it can be estimated that the construction of the proposed JFH would, at peak construction, support between 21 and 41 average daily jobs that would be retained within Jersey. Over the entire programme, based on an average number of workers per day of 196, this figure could be between 10 and 20 and over the two years where workforce requirements are above 300 this could be between 15 and 30 average daily workers from Jersey.

14.104 Further detail in relation to this will emerge when the contractor has developed their workforce strategy and it may be the case that smaller enabling projects offer greater opportunity for the local construction industry. Table 14.6 sets out the approximate average proportion of construction jobs that would be retained within Jersey at each phase.

[32] Caution should be taken when using these figures, which are indicative estimates rather than reflecting detailed construction programming plans. A more definitive profile would be produced by the contractor once appointed.

Table 14.16 Construction jobs retained within Jersey

	Average daily workforce				
	Across programme	Phase 1A	Phase 1B	Phase 2	Peak Construction
Assume 90% off-island workforce	20	27	19	6	41
Assume 95% off-island workforce	10	13	10	3	21

14.105 Given the above, it is considered that the proposed development has the potential to positively affect both employment within the Jersey construction sector, and employment with the successful contractor and within the contractor country, once appointed. In terms of the local employment opportunities that would be retained within Jersey, it is considered that the on-island construction workforce is of medium sensitivity, and that the effect is of low magnitude given the proportion of off-island workers. Opportunities for employment within the Jersey construction sector would therefore lead to a **minor beneficial** effect.

14.106 Liaison with the Jersey Construction Council will help to ensure that these jobs are targeted at areas where there are existing skill and resource gaps on the island, and identify opportunities to provide training and upskilling that will deliver a longer-term benefit to the Jersey construction sector. This approach will also help to reduce displacement effects elsewhere in the Jersey construction sector, and avoid the risk of creating surplus capacity of certain trades following the completion of construction. This liaison would help ensure that local employment is both maximised and focussed in areas of need for on-island skills post construction. This could lead to an effect which is of medium magnitude, leading to a **moderate beneficial** residual effect.

14.107 The effects of the construction of the proposed JFH on construction employment with the contractor and within the contractor's host country is considered to lead to a **moderate beneficial** effect due to the scale and magnitude of the workforce requirements.

Construction worker licensing

14.108 The exact nature of the licensing of off-island workers is still to be confirmed and would be the responsibility of the contractor. The appointed contractor would require the necessary business license and staffing permissions. 'Registered' staffing permissions, if granted, would enable the contractor to employ individuals who have not got 5 years residency to work in the Island for a specified period of time. These workers would be able to live in Registered (unqualified) accommodation only (see below).

14.109 If a non-resident contractor works on the JFH site, the individual(s) employed by that contractor would be expected to not be ordinarily resident and therefore would not accrue residence in the Island. This reflects the assumption that workers would either be employed for discrete phases of the construction and therefore not in-island for more than 5 years, and/or would return home regularly throughout their working period, therefore not accruing time towards Entitled to Work status.

14.110 At this stage of the project it is unclear if off-island construction workers would seek to bring with them other family members. However, consultation with the Population Office has advised that a spouse or civil partner of a worker would only be considered Entitled to Work upon arrival if the worker was Licensed. If the worker is Registered (as described above), the spouse or civil partner would also be Registered and therefore only able to work in a business which has capacity to employ a Registered member of staff. They would only gain Entitled to Work status once they have completed 5 years continuous ordinary residence.

Housing: increase in demand for accommodation

14.111 As discussed above, it is assumed that the majority of the construction workforce would be sourced from outside of Jersey, predominantly from the UK mainland. There would, therefore, be a requirement for suitable accommodation for these ‘off-island’ workers over the course of the construction programme. Based on the workforce profile above, the greatest sustained demand is likely between October 2019 and January 2021 (Phase 1a) and April 2023 and November 2023 (Phase 1b), when the average daily workforce on site will be over 300 people. The minimum demand for accommodation over this two year period would be between 300 workers. At the peak of construction, demand is estimated to increase to between 400 and 410 workers.

14.112 It is expected that the main contractor, once appointed, would put in place an accommodation strategy that would set out how the accommodation of the off-island workforce would be managed, and identify a range of accommodation options available for construction workers to access. The contractor may consider a bespoke solution through development or sourcing of their own accommodation, such as the construction / development of an accommodation village (which would require a separate planning application).

14.113 Based on experience from comparable projects in the UK, it is assumed that the construction workforce will comprise approximately 20% ‘lifetime’ staff, who will be working on the project for longer periods throughout the duration of the construction period, and approximately 80% shorter-term staff, who will work on the project for particular phases of construction only. It is considered that lifetime staff may prefer to choose to rent accommodation on the island, while shorter-term staff may be more likely to choose to stay in tourist accommodation or in an accommodation village, if this should be available.

Unqualified (Registered) accommodation

14.114 It is assumed that off-island construction workers choosing to rent privately would have access to registered housing stock only. This includes lodging accommodation, private lodgings, and tourist accommodation, and accounts for approximately 13% of all households in Jersey; equating to approximately 5,500 dwellings.

14.115 As established in the baseline, demand for registered stock is high, and the Housing Needs Survey for Jersey has identified a shortfall in this sector of the housing market. Any substantial increase in demand could result in an adverse effect on the availability of housing, particularly for recent arrivals to the island who are generally able to access registered stock only. Around half of registered households are considered to be in 'rental stress', and increased demand for registered stock could result in upward pressure on rental costs, particularly for recent arrivals. Approximately 75% of the recent increase in population recorded in Jersey is attributed to net inward migration, and around 11% of the total population is classed as a recent arrival.

14.116 On the basis that 20% of the total off-island workforce would comprise lifetime staff, it can be estimated that there could be between 35 and 37 workers[33] who would choose to rent privately on the island for the duration of the main construction period, with smaller numbers renting privately during demolition and enabling works. This would equate to approximately 1% of the total number of registered dwellings on the island. Approximately 7% of housing stock of all tenures in Jersey is vacant, indicating that there is spare housing capacity on the island. However, given the recognised shortage of registered stock, it is likely that there could be some effect in terms of restricting access to suitable housing, particularly for recent arrivals.

14.117 The market for registered accommodation in Jersey is considered to be of medium sensitivity, and the effect in terms of increased demand of medium magnitude. Increased demand from off-island construction workers could therefore lead to a **moderate adverse** effect.

14.118 It is assumed that the contractor, once appointed, would put in place an accommodation strategy that would manage the accommodation of the workforce and reduce potential impacts on the housing market. While it is considered likely that this would be aimed primarily at those workers requiring temporary accommodation for relatively short periods, it is expected that it would also address any pressures on registered accommodation resulting from the comparatively small numbers of workers who may choose to rent privately. The contractor will be encouraged to discuss their accommodation strategy with the States Strategic Housing Unit who will consider any approaches made by the contractor in relation to the use of a specific property. This

[33] This is calculated as 20% of the average off-island workforce per day required across the construction programme (Jan 2019 to June 2026).

would reduce the magnitude of the effect to negligible, resulting in a residual **minor adverse** effect that would not be significant.

Tourist accommodation

14.119 It is likely that the majority of the off-island construction workforce, including those working on the island for shorter periods, would choose to stay in tourist accommodation such as hotels, bed and breakfasts, self-catering units, and campsites, unless the contractor establishes their own accommodation solution.

14.120 Baseline data shows that in 2017, the total number of persons that could be accommodated in visitor accommodation was 10,594. Approximately 80% of the available accommodation was in hotels and guesthouses. On the basis that 80% of the total off-island workforce would comprise shorter-term staff, it can be estimated that there could be between 141 and 149[34] who would require accommodation at any one time throughout the construction period. At the peak of construction, this could rise to between 295 and 312. This would equate to approximately 3% of all available tourism bed spaces.

14.121 Outside of the peak tourist season, it is likely that there would be available capacity within the tourist sector to accommodate the off-island construction workforce. Data for 2016 showed average room occupancy of 66.6% with fluctuations throughout the year with occupancy being lowest in January (25%). This suggests that there are at least 3,000 bed spaces available throughout the majority of the year, with the exception of peak months (June – September).

14.122 In the summer months, occupancy increases to a peak in August of around 90% for hotels, 60% for guesthouses, and 70% for other types of accommodation. Despite this rise in occupancy, the baseline data suggests that there would be sufficient capacity within the tourist sector to accommodate the construction workforce even at peak times, with around 1,500 bed spaces available in August (using 90% occupancy across bed spaces as a worst case). Therefore the sensitivity of the tourist accommodation sector in Jersey is considered to be low, and the effect on tourist capacity of low magnitude. Increased demand from off-island construction workers could therefore lead to a **minor adverse** effect.

14.123 As discussed above, it is assumed that the contractor, once appointed, would put in place an accommodation strategy that would manage the accommodation of the workforce and reduce potential impacts on the housing market. It is expected that this would be aimed primarily at those workers requiring temporary accommodation for relatively short periods, and could potentially include the development by the contractor

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[34] This is calculated as 80% of the average off-island workforce per day required between across the construction programme (Jan 2019 to June 2026)

of an accommodation village or similar which would provide additional capacity and thereby reduce demand from construction workers for open market tourist accommodation. This would reduce the magnitude of the effect, resulting in a **negligible** effect that would not be significant.

14.124 The effects of construction on the tourist sector more widely, including potential benefits for accommodation providers, are discussed below, under Local businesses: induced spend by construction workforce.

Key worker accommodation

14.125 In addition to the construction workforce, the construction of the proposed development would also require replacement housing for key workers at the hospital currently accommodated at Westaway Court (56 dwellings) and Peter Crill House (24 bedsit dwellings). As part of the proposals, the existing buildings at Westaway Court would be demolished and replaced with a new build facility, providing permanent accommodation for outpatient departments and a centre for patients undergoing treatment for long-term conditions. During construction, the site would also be used to provide temporary accommodation for medical support secretaries.

14.126 It is understood that the majority of staff currently housed at Westaway Court would be relocated to The Limes, a former care home owned by the States of Jersey. Ownership would gradually be transferred to Andium Homes, the States Housing Company, who would manage the building. Alternative housing provision would be required for a small number of staff that could not be relocated to The Limes.

14.127 Given the nature of this accommodation and the small number of residents likely to be affected, sensitivity is considered to be low, and the magnitude of the impact in terms of the availability of housing on the island also considered to be low. This would result in a **minor adverse** effect. Alternative housing provision would be managed by the States Property Team, in conjunction with the Hospital HR team. This would reduce the magnitude of the effect to negligible, resulting in a **negligible** effect that would not be significant.

Local businesses: supply chain and procurement

14.128 In addition to the direct employment effects arising from the construction of the proposed development, there would be some potential for local businesses to benefit from opportunities in the technical supply chain. While local suppliers will be used wherever possible, it is anticipated that the contractor is likely to source most of the necessary raw materials and prefabricated components and machinery from the UK mainland through pre-existing supply arrangements. As a result, it is expected that the supply linkage multiplier associated with construction is likely to be considerably lower than would be expected for comparable projects on the UK mainland.

14.129 However, there may be opportunities for local businesses in certain sectors and sub-sectors of the construction industry to supply goods and services during construction. For example, materials and components sourced from the UK mainland would require storage and transportation to the construction site, creating opportunities for local hauliers or logistics firms to benefit. Processes such as concrete batching will also take place on-island.

14.130 The sensitivity of businesses in the local supply chain is considered to be medium, and the magnitude of the effect in terms of supply chain and procurement opportunities is considered to be low. This would therefore result in a **minor beneficial** effect that would not be significant.

14.131 There may be the potential to ensure through the construction contract that local suppliers are used wherever possible. However, it is not considered likely that this would change the magnitude of the effect.

Local businesses: induced spend by construction workforce

14.132 While the supply linkage multiplier is expected to be lower than for comparable projects on the UK mainland, it is anticipated that the income multiplier associated with local expenditure by the construction workforce could be relatively high due to the large proportion of off-island workers who would be based on the island temporarily.

14.133 According to data from 2015, visitors to Jersey spend on average £80 for every night stayed. It is assumed that construction workers would spend less per night stayed than the typical tourist visitor; however a portion of each worker's income would be spent in the local economy on accommodation, food and drink, leisure activities and other services. The Construction Industry Joint Council: Working Rule Agreeement, which covers over 500,000 workers within the UK construction industry, incorporates a subsistence (lodging) allowance of £36 per night[35]. It is assumed that there may be some uplift on this for off-island workers based in Jersey.

14.134 Given the excess bedspace capacity discussed above, it is likely that local businesses – and tourist accommodation providers in particular – would benefit from the presence of a year-round construction workforce providing additional revenue. This would be of particular benefit during the off peak season, when bedspace occupancy can fall below 25% across all tourist accommodation sectors. While this would be a direct benefit to accommodation providers, it is likely that there would also be benefits for other businesses in the tourist sector and more widely.

[35] UCATT, Construction Industry Joint Council: Working Rule Agreement. Available online at: *https://www.ucatt.org.uk/cijc-construction-industry-joint-council-working-rule-agreement* [accessed May 2017]

14.135 It is also anticipated that there would be sufficient capacity within the tourist accommodation sector to provide housing for the off-island construction workforce during the peak tourist season, with further potential benefits for accommodation providers and the local economy. This capacity reduces the likelihood of any dampening effect on trade in tourism-related sectors as a result of lower spend per night among construction workers than would be expected among tourists. However there is the potential for some displacement, should there be any effect in terms of restricting the choice of accommodation available for tourists visiting the island, particularly during the peak tourist season.

14.136 It is expected that the accommodation strategy put in place by the main contractor would set out measures which would help to manage the additional demand for short-term accommodation, and mitigate any potential effects on the tourist sector. Furthermore, it is considered that the benefits to local business of an increase in net expenditure from the presence of extra workers on the island, particularly during the off peak, would outweigh any potential adverse effects.

14.137 Given the importance of businesses in the tourist sector to the Jersey economy, sensitivity is considered to be medium, and the magnitude of the effect in terms of induced spend by construction workers is also considered to be medium. This would result in a **moderate beneficial** effect for local businesses that would be significant.

14.138 Should the contractor choose to provide accommodation through the construction of an accommodation village, additional hotel capacity or the use of, for example, a cruise liner, this would potentially reduce the benefits for accommodation providers in particular. However it is still likely that there would be some beneficial effect for local businesses in the wider leisure and tourism sectors and in other services.

Local businesses: loss of business premises

14.139 The construction of the proposed development would require the demolition of buildings on Kensington Place, resulting in the loss of business premises. Business occupiers that would be affected are:

- Stafford Hotel;
- Revere Hotel;
- Doran's Courtyard Bistro (ground floor of Revere);
- Cyrano's restaurant;
- Little Italy restaurant (no. 36);
- GC's Café (no. 40);
- 1-2-1 Hairdressers (no. 42); and
- Aroma's Restaurant (no. 44).

14.140 These businesses would no longer be able to operate in their current location. It is understood that all of the affected businesses are leasehold.

14.141 Jersey has experienced a decrease in demand for serviced accommodation over the period since the mid-1990s, and it is understood that the owners of the Revere and Stafford Hotels previously applied in 2010 for planning permission to demolish both hotels and construct 130 flats and a commercial / retail unit in their place. It is considered likely, therefore, that the affected hotels would cease to trade, rather than relocate to alternative premises. This would result in the permanent loss of 56 guestrooms at the Revere Hotel, and 72 guestrooms at the Stafford Hotel.

14.142 Given the total loss of existing premises, the sensitivity of affected businesses is considered to be high, and the magnitude of the effect is also considered to be high. This would result in a **major adverse** effect for these businesses. It is understood that businesses will be offered assistance through local agent BNP Paribas in finding suitable alternative premises on the island to allow them to continue to trade, should they wish to do so. This would reduce the magnitude of the effect to low. This would result in a residual **moderate adverse** effect for these businesses that would be significant.

Local businesses: disruption to business operating within the existing hospital

14.143 There are a number of businesses that currently operate within the existing hospital buildings. These are:

- League of Friends Shop;
- Bon Sante Restaurant;
- League of Friends Café; and
- Lil's Café.

14.144 The League of Friends is a charity based in the hospital which provides services for patients, visitors and staff. Its shop and café are run by volunteers, and it does not pay rent for its space within the hospital. The Bon Sante restaurant is run by States of Jersey Health and Social Services Department (HSSD). Lil's Café is privately run.

14.145 There is also a local undertaker business that uses facilities within the hospital.

14.146 It is understood that the League of Friends shop and café will remain in situ in the interim, and will maintain a presence in the future hospital. Bon Sante will also remain within the existing hospital in the interim and will transfer to the future hospital. The lease for Lil's Café will be ended prior to the demolition of the existing hospital buildings.

14.147 Given their location within the existing and hospital and the commitment to maintaining most of these businesses in the proposed JFH, the sensitivity of these receptors is considered to be medium and the magnitude of the effect is considered to be low. This would result in a **minor adverse** effect for these businesses. Working with affected businesses to minimise disruption and loss of trade could help to mitigate this effect; however, this would not change the magnitude of the effect and there would be a residual **minor adverse** effect that would not be significant.

Local businesses: construction traffic and disruption to access

14.148 The construction period will necessitate significant additional movements of HGVs on the relatively narrow Kensington Place. It is anticipated that at the peak of the demolition and construction works approximately 84 construction vehicles would need access to the site each day. This has the potential to impact on access to local businesses, particularly those located on Kensington Place itself.

14.149 The sensitivity of affected businesses is considered to be medium, and the magnitude of the effect in terms of disruption to access to these businesses is also considered to be medium. This would result in a **moderate adverse** effect. Careful planning and coordination would manage HGV movements in and out of the construction site, and avoid any excessive build-up of traffic on Kensington Place. The CEMP will include measures to ensure construction traffic and deliveries are controlled and managed to reduce associated traffic impacts. With mitigation in place it is considered that the magnitude of effect would reduce to low resulting in a **minor adverse** effect.

Local businesses: amenity effects

14.150 Taken in combination, the impacts of demolition and construction activity in terms of noise, air quality, and increased HGV traffic can change the environment in which businesses operate, resulting in an amenity effect. Certain businesses may be more sensitive to these effects, where reduced amenity could result in a reduction in the attractiveness of the business to potential customers.

14.151 Table 14.17 lists the businesses located within 50 metres of the Jersey Hospital site that are considered to be potentially sensitive to amenity effects arising during construction. These are primarily hotels, restaurants and other food and drink serving businesses.

Table 14.17: Potentially sensitive businesses located in the vicinity of the proposed development

Business name	Location	Type of business
Businesses within 50 metre radius		
The Haven Guest House	Kensington Place	Guest house

Business name	Location	Type of business
Phoenix Stores Romanian Delight	Kensington Place	Restaurant
Café Spice	Kensington Place	Restaurant
Casa Mia	Kensington Place	Restaurant
Wagon Wheel Coffee Centre	Kensington Place	Café
The Grand Hotel	Esplanade	Hotel
Mahmood's Tandoor Night	Cheapside	Restaurant
11 Cheapside Café	Cheapside	Café
The Old England	Cheapside	Pub
Danny's Fish and Chips	Cheapside	Takeaway
Plemont Pizza and Sushi	Cheapside	Takeaway
Bollywood Bite	The Parade	Restaurant
1st Stop Coffee Shop	The Parade	Café
Parade Café	The Parade	Cafe
Adelphi Lounge	The Parade	Bar
Adelphi Lounge	The Parade	Bar
Jersey Opera House and OH Cafe	Gloucester Street	Entertainment venue
The Crafty Lobster	Gloucester Street	Restaurant
The Mandarin Room	Gloucester Street	Restaurant
Casa Velha	Elizabeth Place	Restaurant
The Gloster Vaults	Gloucester Street	Pub
George's Garden Cafe	Gloucester Street	Café
Businesses outside 50 metre radius		
The New Park	Lewis Lane	Hotel and pub
Café Rilogio / Jorge's Clock Café	Cheapside	Café
Shipwright	Cheapside	Pub
Kitty O'Shea's	Parade	Pub
Abilios	Gloucester Road	Restaurant

14.152 The air quality assessment (Chapter 5) concludes that with dust control measures and wider mitigation outlined, no significant residual effects are anticipated during the demolition / construction phase.

14.153 The noise assessment (Chapter 6) concludes that following mitigation and best practice noise and vibration effects from demolition and construction would not be significant for surrounding sensitive receptors. The assessment does however conclude that road closures and the associated increase in traffic on diversion routes would lead to a significant effect from traffic noise, particularly on Lewis Street and Patriotic Place.

14.154 The transport chapter (Chapter 7) concludes that with mitigation which will be implemented through the CEMP, no significant residual effects are anticipated during the construction phase.

14.155 Taking into account the findings of other assessment chapters and the various mitigation measures proposed, the effects of the construction of the proposed development on amenity for local residents are considered to be **minor adverse** and not significant.

Local businesses: temporary and permanent increase in demand for commercial premises

14.156 Temporary and permanent relocations of hospital services during the construction of the proposed development would require leasing of additional facilities. This could result in an increase in demand for offices and commercial property, primarily within St Helier.

14.157 During construction, a temporary office facility of approximately 1,800m^2 would be required to accommodate the hospital's Corporate Services, Administration, Education and Training functions, which would be decanted from Peter Crill House to allow its demolition. A study has been conducted to assess the viability of refurbishing an existing States of Jersey property for this purpose. Assuming that these services are able to move into a refurbished States property, it is considered that this would have a limited impact on demand for commercial property in St Helier and Jersey more widely.

14.158 The main hospital kitchen would be decanted permanently to a leased off-site Central Production Unit (CPU), which would provide all the catering requirements of the existing and future hospital. This facility would be approximately 1,000m^2. The CPU would be run by the existing in-house catering team, and on-site storage and distribution facilities would be retained within the existing and future hospital to allow the management of meals from the CPU. This would result in a small increase in demand in the commercial rental market over the baseline.

14.159 A Light Industry Report produced in 2009 to inform the development of the Island Plan estimated that the stock of industrial accommodation in Jersey is in the region of 140,000 square metres[36]. Therefore, the CPU facility would require less than 1% of total light industrial stock. However, there is evidence of unmet demand for light

[36] BNP Paribas Real Estate Jersey (2009) Light Industry Report. Available online at: *https://www.gov.je/SiteCollectionDocuments/Planning%20and%20building/R%20Light%20Industrial%20Report%20RB.pdf* [accessed May 2017].

industrial premises on the island[37], and the Island Plan identified a need for around 20 additional acres (81,000m^2).

14.160 The increase in demand from the CPU could, therefore, impact on the availability of premises for light industrial occupiers, although the nature of the facility means that it would not be expected to have a catalytic effect on future developments in the vicinity. There would also be the potential for additional rental income for the owner of the property used for the CPU.

14.161 Given the relatively small scale of the requirements and the potential for additional rental income, the sensitivity of the commercial property market is considered to be low, and the magnitude of the impact in terms of the availability of premises is considered to be negligible. This would result in a **negligible** effect, which would not be significant.

Hospital services: relocation of services

14.162 The construction of the JFH would require the phased demolition of many parts of the existing hospital. This would result in various reconfigurations of existing service provision within the existing site and the temporary relocation of non-core services off site. Services that would be affected are medical records storage and distribution; staff accommodation; corporate services, administration, education and training; and catering provision.

14.163 Given the nature of the services that would be affected, the sensitivity of existing hospital services is considered to be medium, and the magnitude of the impact considered to be low. This would result in a **minor adverse** effect which would not be significant.

14.164 It is understood that a relocation strategy would be put in place, which would ensure that there would not be any material impact on the ability of the hospital to deliver primary care, nor would it have a major impact on the overall patient experience. Access to the hospital will be maintained and will be segregated from construction traffic, and it is not expected that there will be any changes to current access routes for ambulances. This would reduce the magnitude of the effect to negligible, however this would continue to result in a **minor adverse** effect that would not be significant.

[37] The Light Industry Report reports the findings of a 2008 Chamber of Commerce survey which found that 43% of respondents had been seeking suitable industrial premises for over one year, and that 79% felt that the lack of available facilities was having a negative impact on the development of their business.

Assessment of effects from operation

Local businesses: opportunities for new food/retail outlets in JFH

14.165 The new hospital will provide new commercial space totalling up to 375sqm (gross) that is anticipated to front onto Gloucester Street. This will allow for further retail/concession outlets within the hospital and its curtilage.

14.166 Based on an employment density per sqm of 15-20, this new floorspace could sustain or create between 19 and 25 jobs within the retail or restaurant / café sectors. However, this figure is assumed to include replacement or re-provision of floorspace for businesses that currently exist within the hospital, including those discussed above, and so the total floorspace and employment figure cannot be considered 'additional', i.e. an increase on the existing situation. It is not known how many people are currently employed by businesses within the existing hospital. However, it can be assumed that there will be some beneficial effect in terms of sustaining existing jobs as well as providing additional opportunities for businesses and employment.

14.167 The sensitivity of the businesses that could be affected is considered to be medium, and the magnitude of the impact is considered to be low. This reflects the fact that some of the jobs within the future hospital are likely to be relocated from the existing hospital. This results in a **minor beneficial** effect, which would not be significant.

Labour market: staff requirement in new hospital

14.168 The hospital currently employs a large number of people with approximately 625 employees working a shift rota and a further 362 employees working days (9am-5pm) within the hospital. In addition, there are a further 105 employees working days at HQ and 130 employees working days at Westaway.

14.169 The expanded hospital will provide net increase in floor space of core departmental areas which will provide capacity for further bed space should the need arise in future. Future demand and increases in patient numbers, as shown in Table 14.18 is expected to lead to a proportionate increase in demand for clinical and administrative staff, providing additional employment opportunities for individuals both on-island and off-island. In addition, it is considered that the improvements to the overall quality of facilities within the new hospital will improve the attractiveness of the hospital to future employees and ensure that Jersey is able to attract high quality staff to the hospital moving forward.

14.170 The sensitivity of hospital staff is considered to be medium, and the magnitude of the effect in terms of potential future job opportunities and improved working environment is also considered to be medium. This result in a **moderate beneficial** effect, which would be significant.

Community Facilities – Hospital Services

14.171 The new hospital would provide modern accommodation and facilities for the Jersey population and provide additional hospital floorspace to meet forecast increases in patient numbers as shown in Table 14.18.

Table 14.18 Current and Forecast Patient Numbers

Patient Type	Current (2016)	Forecast (2025)
Inpatient	36,283	41,075
Theatre cases	11,370	12,706
Outpatient appointments	206,204	231,578
Emergency Dept. Attendances	39,168	42,906

Source: EY Interim Data (May 2017)

14.172 The provision of the new hospital and the modernisation of the building and facilities is considered in detail in the outline business case.

14.173 Health impacts associated with the construction and operation of the hospital are considered in more detail in the Health Impact Assessment (HIA), which is submitted in support of the planning application.

Mitigation and enhancement

14.174 The assessment of effects presented has provided details of proposed mitigation in order to aid the reader in understanding how potential socio-economic effects have been considered. This section therefore provides a summary of the main mitigation measures during both the construction and operational phases. These measures include both actions to mitigate negative effects as well as actions to ensure positive effects from the proposed development.

Mitigation of effects from construction

14.175 Mitigation measures proposed during the construction phase include:

- **Local residents** – Purchase of property at market rate plus a premium in order to compensate property owners and appointment of a local agent to assist tenants with relocation in advance of the works.
- **Local businesses** – Support to relocate through local agent and work to minimise disruption and loss of trade.
- **Amenity effects on local residents** – Application of best practice construction management measures as described in the outline CEMP (Appendix O-1).

- **Construction employment –** Work with the Jersey Construction Council to ensure that local sourcing and training of construction staff focusses on areas and skills which are required on-island, ensuring longevity in the benefits to Jersey.
- **Housing market –** Implementation of an accommodation strategy, potentially incorporating an accommodation village or similar.
- **Key worker accommodation** - Provision of alternative housing, managed by the States Property Team, in conjunction with the Hospital HR team.
- **Hospital services –** Implementation of a phased relocation strategy.

Mitigation of effects from operation

14.176 There is no mitigation proposed during the operational phase.

Residual effects

14.177 Residual effects have been discussed within the Assessment of Effects sections of this chapter and are summarised within the Assessment Summary Matrix in Table 14.19 below.

14.178 Residual effects are considered significant if they are moderate or major. Significant residual effects identified include:

- **Moderate adverse effect** on local residents due to the loss of properties and need to relocate as a result of the demolition of residential properties;
- **Moderate beneficial effect** on the local labour market as a result of construction jobs and training opportunities; and
- **Moderate adverse effect** on local businesses as a result of the demolition of existing business premises.

Table 14.19 Assessment Summary Matrix

Potential Effect	Receptor (s)	Sensitivity of Receptor	Magnitude (prior to mitigation)	Significance (prior to mitigation)	Mitigation	Magnitude (following mitigation)	Significance (following mitigation)
Demolition of residential properties	Local residents	Medium	High	Major Adverse	Support to relocate through appointed agent	Medium	Moderate Adverse
Construction traffic and reductions in amenity value	Local residents	Medium	High	Major Adverse	Air Quality and Noise – measures outlined in assessments and to be secured through CEMP. Traffic – measures to be secured through the CEMP.	Low	Minor Adverse
Creation of construction jobs and training opportunities	Jersey Labour market	Medium	Low	Minor Beneficial	Work with Construction Council to ensure jobs are targeted to ensure long-term benefits.	Medium	Moderate Beneficial
Supply chain opportunities created	Local businesses	Medium	Low	Minor Beneficial	Construction contract to ensure use of local suppliers wherever practical	Low	Minor Beneficial
Induced spend by construction workforce	Local businesses	Medium	Medium	Moderate Beneficial	N/A	N/A	N/A
Loss of business premises	Local businesses	High	High	Major Adverse	Support to relocate through local agent (BNP Paribas)	Low	Moderate Adverse
Disruption to businesses operating in hospital	Local businesses	Medium	Low	Minor Adverse	Work with businesses to minimise disruption and loss of trade	Low	Minor Adverse
Construction traffic and disruption to access	Local businesses	Medium	Medium	Moderate Adverse	Traffic measures to ensure construction traffic and deliveries are controlled / managed will be outlined in the CEMP.	Low	Minor Adverse

Potential Effect	Receptor (s)	Sensitivity of Receptor	Magnitude (prior to mitigation)	Significance (prior to mitigation)	Mitigation	Magnitude (following mitigation)	Significance (following mitigation)
Loss in amenity	Local businesses	Medium	High	Major Adverse	Air Quality and Noise – measures outlined in assessments and to be secured through CEMP. Traffic – measures to be secured through the CEMP.	Low	Minor Adverse
Increase in demand for accommodation: registered accommodation	Property market and land use	Medium	Medium	Moderate Adverse	Accommodation strategy, potentially incorporating an accommodation village or similar	Negligible	Minor Adverse
Increase in demand for accommodation: tourist accommodation	Property market and land use	Low	Low	Minor Adverse	Accommodation strategy, potentially incorporating an accommodation village or similar	Negligible	Negligible
Increase in demand for accommodation: key worker accommodation	Property market and land use	Low	Low	Minor Adverse	Provision of alternative housing, managed by the States Property Team, in conjunction with the Hospital HR team	Negligible	Negligible
Increase in demand for commercial property	Property market and land use	Low	Negligible	Negligible	N/A	N/A	N/A
Relocation of services	Hospital services	Medium	Low	Minor Adverse	Relocation strategy	Negligible	Minor Adverse
Opportunities for new additional food/retail concessions in new hospital	Local businesses	Medium	Low	Minor Beneficial	N/A	N/A	N/A
Changes in staff requirement in new hospital	Labour market	Medium	Medium	Moderate Beneficial	N/A	N/A	N/A

Potential Effect	Receptor (s)	Sensitivity of Receptor	Magnitude (prior to mitigation)	Significance (prior to mitigation)	Mitigation	Magnitude (following mitigation)	Significance (following mitigation)
Improvements in long term service provision	Hospital services	N/A	N/A	N/A	N/A	N/A	N/A