

Examination of the Welwyn Hatfield Local Plan

**Council's Statement for the
Stage 3 Hearing on
20th to 22nd February 2018**

Session 11

SP8 Local Economy and SADM10



SP8 The Local Economy

48) Should the plan's policies take a more holistic and sub-regional approach to the attraction and location of inward investment?

Welwyn Hatfield Response

- a) Inward investment is an important source of new employment within Welwyn Hatfield and elsewhere in Hertfordshire. The importance of inward investment to the Borough is recognised by the specific reference in the introductory text of Policy SP8, and the policy goes on to recognise the importance of the planning system being able to provide and retain a stock of good quality employment land and premises, and being able to meet the needs of a range of sectors, including new ones. The importance of inward investment, care and retention of businesses is also recognised as a specific objective within the Welwyn Hatfield Economic Development Strategy (2017-20) ¹
- b) Within Hertfordshire, much inward investment activity is co-ordinated between the Boroughs and Districts. The Hertfordshire Growth Hub (HGH) receives specific funding from the Local Enterprise Partnership (LEP) to provide a county wide service, including co-ordinating responses to UK Trading and Investment (UKTI) enquiries, hosting investor visits and other activities. Good co-operation also exists at individual Borough / District levels with direct inward investment enquiries often being shared in order to ensure that investors locate to Hertfordshire wherever possible.
- c) Paragraph 21 of the NPPF says that local planning authorities should “set criteria, or identify strategic sites, for local and inward investment to meet anticipated needs over the plan period”. The Local Plan does this by ensuring that there is sufficient employment land to meet needs throughout the plan period, firstly by ensuring that the most important employment areas in the borough are safeguarded for employment use through Policy SADM10, and secondly by identifying new mixed use sites through the same policy. In particular, this approach has led to the allocation of Marshmoor in Welham Green (SDS7) on the basis of its suitability for life sciences and research. In addition, Welwyn Hatfield Borough Council has good engagement with the Hertfordshire LEP, who are seeking to invest in infrastructure which will further encourage inward investment into Hertfordshire as a whole.
- d) In conclusion, the Local Plan ensures that there is sufficient employment land available to meet demand throughout the plan period, including that from inward investment, in particular through allocating Marshmoor which is well suited to Life Sciences and research. Furthermore, at an operational level, good structures and relationships exist within Hertfordshire to ensure that inward investment interest is encouraged and that enquiries and interest are responded to on a county-wide basis.

¹ Welwyn Hatfield Economic Development Strategy 2017-20 <http://www.inwelwynhatfieldbusinessmatters.org.uk/>

49) Should the actions listed be expanded to include working with other LPA's on a joint economic and transportation strategy and providing good quality housing?

Welwyn Hatfield Response

- a) Policy SP8 of the Local Plan begins by listing six ways in which the council will “support economic prosperity, encourage inward investment and the creation of a range of jobs”. These actions include resisting the loss of land from Class B uses, retaining a good stock of employment land and premises, and maintaining a balance of employment types.
- b) These actions are specifically related to the role which planning has in delivering economic growth. Clearly though, there are other elements of delivering strong local economy which exist alongside, and work with, the planning system.
- c) It is important to note that the Hertfordshire Local Enterprise Partnership (LEP) has produced a Hertfordshire-wide economic strategy, their Strategic Economic Plan. This document was first produced in 2014 (HER/6) and was updated in 2017. This provides an economic growth strategy for the county of Hertfordshire as a whole, though separates the county into three Growth Areas for more spatially specific elements of the strategy. Welwyn Hatfield sits – along with North Hertfordshire and Stevenage - within the A1(M) Growth Area corridor, and as paragraph 10.1 of the Local Plan notes, the Local Plan is consistent with the strategy of the Hertfordshire LEP.
- d) In respect of transport, Hertfordshire County Council is the transport authority in the county, and they are responsible for producing an overall transport strategy. The County Council adopted Local Transport Plan 3 covering the 2011-31 period in 2011 and are currently consulting on Local Transport Plan 4. This identifies strategic level schemes and funding priorities.
- e) At a more local level, the County Council are also currently developing a series of Growth and Transport Plans. Welwyn Hatfield is covered by the South Central Growth and Transport Plan, which includes St Albans and Hertsmere, and this will identify schemes impacting on a broad local area. Welwyn Hatfield Borough Council is an active participant in all of these processes, and there is regular and ongoing work between the Borough and County Councils on the subject of transport. Recently this has included working together to develop a Transport Strategy for Hatfield to inform ongoing regeneration work.
- f) Other joint working also exists through a variety of other means: through the LEP, the A414 consortium, the A1 consortium and other groups.
- g) Providing good quality housing is a key objective of the Local Plan and is covered in detail in a number of other policy areas, most notably in Section 11.
- h) Overall, there is no need for reference in the policy to a joint economic and transportation strategy within the Local Plan as an economic strategy covering Hertfordshire as a whole already exists, and a transport strategy for this part of Hertfordshire is currently being updated.

50) In the context of unbalanced positive commuting flows, and the difficulties encountered in providing sufficient land to meet the Borough's objectively assessed housing need, are the restrictions preventing changes of use from B class uses to residential fully justified?

Welwyn Hatfield Response

- a) Given modern transport facilities and people's willingness to travel to work, commuting is an inevitable part of the national economy. The best measure of net commuting flows is jobs density, which is recorded by NOMIS. This is the ratio of jobs in a Local Authority area to the population aged between 16 and 64, and is expressed as a figure. So, anything above 1.0 would mean that there are more jobs than working aged residents in an area, so the area would see net in-commuting; and anything below 1.0 would mean that there were fewer jobs than working aged residents in an area, so would see net out-commuting.
- b) This figure is updated annually, but Welwyn Hatfield has generally shown a modest positive jobs density, and in recent years has ranged from 1.01 in 2011 to 1.11 in 2014. The most recent figure (2016) is 1.10.
- c) It is worth noting that whilst Welwyn Hatfield shows a positive jobs density, the picture in Hertfordshire as a whole is more mixed, and a summary of figures for the districts, boroughs and County overall is attached at Appendix A. As can be seen, the majority of districts and boroughs, and Hertfordshire overall show a negative jobs density (i.e. the net flow of commuters is outwards), with only Welwyn Hatfield and Watford showing positive figures to help redress this. Clearly, for the majority of Hertfordshire, the net movement of commuters is outwards, so it is important that other areas redress this and try to improve the overall self-containment picture.
- d) Welwyn Hatfield's positive flow is relatively modest at between 1.01 and 1.11 in recent years. This means that the net inflow has ranged between 1% and 11% of the total. Areas with a positive flow redress those areas with a negative flow. That Welwyn Hatfield's net flow is relatively modest can be illustrated by comparisons with a number of other local authorities, many of whom have a much more significant inflow, and a number of these are detailed in the table below. Clearly, many of these are very different areas to Welwyn Hatfield, such as those in London. However, not all are large solely urban areas, and those areas where the population is broadly similar to Welwyn Hatfield's are shaded in the table. It is interesting to note that the majority of areas outside of London in the table below are ones which host a University, as Welwyn Hatfield does.

Local Authority	Jobs Density	Population
Westminster	4.28	247,600
Camden	2.30	246,200
Watford	1.57	96,800
Islington	1.46	232,900
Kensington and Chelsea	1.39	156,700
Tower Hamlets	1.33	304,900
Winchester	1.30	122,000
Southwark	1.29	313,200
Cambridge	1.20	131,000
Aberdeen	1.19	229,800
Milton Keynes	1.19	264,500
Exeter	1.18	129,800
Oxford	1.17	161,300
Welwyn Hatfield	1.10	122,000
Warwick	1.07	140,400
Norwich	1.06	141,000

- e) It is also important to note that these figures are net, so any data will mask a large amount of commuting in all directions. This means that even in a situation where an area was nominally self-contained in employment terms (i.e. it had a jobs density of 1.0), this would not necessarily mean that in and out commuting did not exist, merely that the levels of in and out flows cancelled one another out. Equally, in the event that the net flows were reduced so that Welwyn Hatfield's jobs density were reduced to 1.0, there is no guarantee that employment would be increased in neighbouring authorities as a result, and therefore significant commuting would still exist. With the good connectivity which the borough enjoys, the existing number of high quality employment opportunities and the presence of places such as Stevenage, St Albans, Watford, Cambridge, London and others within reasonable travelling distance, commuting flows are likely to continue to exist even if the net figure were to be reduced.
- f) Welwyn Hatfield has many assets which make it attractive to business: good connections, good quality of life, more affordable than London or Cambridge, the presence of the University of Hertfordshire, Royal Veterinary College and other large employers etc., so if businesses want to locate in Welwyn Hatfield, a restriction on the supply of suitable land and premises doesn't necessarily mean that they will go to neighbouring areas, nor that this would redress the commuting balance. More "footloose" investors may go elsewhere altogether and it may just result in people commuting through Welwyn Hatfield to reach destinations elsewhere.
- g) Given Welwyn Hatfield's modest net inflow of commuters, and the role this plays in assisting self-containment in Hertfordshire more generally, it is entirely appropriate to restrict the change of use within designated employment areas in the borough and protect them from loss to other uses. In addition, if such a policy did not exist, it would mean that the Council would be unable to control any losses of employment

land, so given the differences in residential and commercial land values, there would be a risk that significant employment space would be lost to residential and the modest net inflow of commuters would reverse and become a net outflow, thus reducing the self-containment of the borough and further reducing that of Hertfordshire as a whole.

- h) Despite a general policy preference for B uses, Policy SADM10, which specifies the areas in question, does set out criteria by which changes to other uses may be appropriate. The policy sets out means by which other uses could be pursued includes a requirement to have undertaken “active, extensive and realistic marketing” of the site, and a requirement that any future use should not prejudice the future use of the remainder of the site for employment purposes. There are also criteria by which the area could accommodate uses such as motor vehicle sales, car hire businesses, petrol filling stations and retail warehouse clubs which can be difficult to accommodate in other locations.
 - i) In general, industrial and residential uses do not make good neighbours and can find it difficult to co-exist. Therefore another reason to restrict change of use to residential is to reduce the risk of constraints being placed on existing employment operations in order to protect the amenity of residents in new developments, which might affect the ability of those businesses still within an employment area to operate.
 - j) This restriction on the loss of B class land and premises thus has flexibility and is an entirely appropriate way of securing continued employment on the most significant employment sites in the borough, whilst recognising the changing nature of businesses and the economy, and the impact this may have on businesses locational requirements. Therefore the restrictions on changes of use are entirely justified.
- 51) Should the supply of land available for industrial, office and warehousing uses be protected from changes of use to other purposes in all employment areas?**

Welwyn Hatfield Response

- a) Policy SP8 sets out that the Council will encourage economic prosperity and support the borough’s economy by a range of means, including resisting the loss of B class land and retaining a good stock of employment land and premises. Policy SADM10 sets out the designated employment areas. In addition it identifies four mixed use strategic sites where a part of the site will accommodate employment, and which will receive protection once the employment element has been built out. This aim of encouraging local employment to meet the needs of business is in line with paragraph 20 of the NPPF, and the restrictions on changing uses on these sites is in line with paragraph 157 of the NPPF.
- b) The employment areas identified in this policy has been informed by an independent assessment of the quality and value of the areas, and this assessment can be found in the 2014 Economy Study (**ECO/5**). The response to question 52 provides more detail on this assessment
- c) This assessment considered both planning and market factors and determined an overall score based on a variety of factors, and is therefore an objective and balanced assessment of the suitability of the sites to accommodate employment both

now and in the future. The policy, which is underpinned by these assessments, also sets out the appropriate uses in each area. This is in line with the Council's Economic Development Strategy which sets out that the diversity of businesses in the Borough is a strength, and this policy seeks to protect that strength.

- d) The policy goes on to outline that planning permission will be granted, subject to other policies in the plan, for development within the particular use classes set out in the policy and that any retail uses are ancillary to the main use. In line with paragraph 157 of the NPPF the policy then sets out criteria which would need to be met for a change of use away from B uses, whether in a designated employment area or not, in order to protect the supply of employment land. This requires a demonstration that the site has been actively and extensively marketed, and that any proposed use would not prejudice the continued use of neighbouring land for employment.
- e) This is a flexible and appropriate approach to the recognition that business needs change over time, whilst ensuring that any losses will not negatively impact on the ability of neighbouring businesses to continue to operate. This is in line with paragraph 22 of the NPPF as it avoids long term protection of sites where there is no reasonable prospect of their being used for employment.
- f) Therefore whilst the Local Plan policy seeks to ensure that there is a supply of employment land available to meet the needs of businesses in the borough in line with paragraphs 20 and 21 of the NPPF, it avoids the long term protection of sites where there is no reasonable prospect of the site being used for employment, in line with paragraph 22 of the NPPF.

SADM10 Employment Development

52) Is it appropriate to restrict the use of sites EA9 and EA10 and the undeveloped parts of EA6 to Class B uses only?

Welwyn Hatfield Response

- a) Policy SADM10 designates eleven employment areas. Of those eleven areas, area EA9 is Sopers Road in Cuffley (3.3ha), area EA10 is London Road in Woolmer Green (4.1ha), and area EA6 is Hatfield Business Park, which in the policy is separated into developed and undeveloped parts.
- b) The suitability of existing employment land for designation as employment areas was assessed in the Welwyn Hatfield Economy Study 2014 (**ECO/5**). 22 employment sites were identified for this assessment which was based on a consistent and robust approach (as described in Chapter 9 of the study). The approach to assessing employment site suitability is consistent with a need to review the quality and the ongoing suitability of the borough's employment land, against a range of criteria including: accessibility of the site by public transport, accessibility to the strategic road network; sustainability (applying a sequential approach to the location of the site); the site quality, image and management; market conditions (based on business survey data and discussions with property agents); and conformity with local employment policies. The rationale for scoring is set out in Appendix E (Table E.3) along with the scores for each site against each of the criteria and an overall

suitability score. All 22 of the employment areas were assessed as good (i.e. a score of greater than 61%), and therefore suitable for continued employment use and suitable for designation as employment areas.

- c) The Sopers Road area forms a distinct area on the edge of Cuffley separated from the main part of the village by the railway line. The area is well established and is designated in the current Local Plan as an employment area having been in employment use for some time, with a mixture of employment uses. Safeguarding this area for employment purposes is in line with local objectives for Cuffley, set out in paragraph 23.2 of the Local Plan, namely to “maintain the supply of employment land to provide local job opportunities”.
- d) The Sopers Road employment area was assessed as part of the Welwyn Hatfield Economy Study of 2014 (**ECO/5**) as detailed above. The site was assessed as one which should continue to be protected having an overall suitability score of 76%.
- e) The site has good access to public transport network (bus and rail), and a fair location in terms of sustainability being on the edge of Cuffley. It was assessed as having fair environmental quality, due to the site quality and image (which is designed in a well ordered manner, with some landscaping, signage and clear boundaries, but could be improved in places); fair access to amenities (with close proximity to the shops and services in Cuffley on Station Road); and condition of buildings, which were considered to be adequate for existing occupiers and having a reasonable chance of reoccupation if they became vacant. The site was assessed as having strong demand based on findings from the business survey, discussions with property agents regarding which locations and types of premises are in demand, and at the time of survey the site was full occupied and was considered likely to continue to attract occupiers going forward. The site was also well aligned with local employment policies.
- f) Some representations made to the Draft Local Plan Proposed Submission consultation in 2016 suggested that the boundaries of the sites were inappropriate, particularly in relation to one building on the site – Everest House. This provides office accommodation but was the subject of a prior notification to convert to residential uses under Permitted Development. Whilst amending the boundary to the designation, to exclude Everest House, was considered as an option when that policy was being developed, Welwyn Hatfield Borough Council sought advice on the principle from a Planning Inspector (ref LPD/6). The advice received was that he was comfortable with the Council’s policy intent to protect existing employment areas including not amending boundaries to reflect sites converted to residential uses.
- g) Everest House has yet to be converted to residential use and is still in use for employment purposes, so it is unclear if the conversion will be implemented.
- h) In general, Welwyn Hatfield Borough Council has not designated space for “live / work” units within employment areas. This is because the areas designated for employment use within Policy SADM10 are for a mixture of B uses, so introducing residential uses potentially alongside B2 and B8 uses could lead to an impact on the amenity of residents, resulting in restrictions being imposed on the operation of employment uses within the employment areas.

- i) The assessment of the suitability of the designation of EA10 London Road, Woolmer Green is covered in more detail in question 53. The area was also assessed in 2014 as part of the economy study, and again, was identified as an area which should be retained for employment use.
- j) The area was assessed in two parts Site 1 (the northern part of the site) and Site 2 (the southern part of the site). Sites 1 and 2 both have excellent / good access to the bus network with a bus stop located on London Road, while both have poor access to the rail network with the nearest station being over 1.5km away (i.e. beyond a 10 minute walking catchment). Both parts of the site are in a fair location in terms of sustainability being on the edge of Woolmer Green. Both sites were assessed as having fair environmental quality, due to the site quality and image (with both having some landscaping, signage and clear boundaries and sufficient servicing and layout, but could be improved in places); fair access to amenities (with access to some amenities in Woolmer Green); and condition of buildings, which were considered to be in good condition on the northern part of the site, and the majority of buildings on the southern part of the site were in good condition. There were some differences in how demand was assessed with the northern part of the site being assessed as having a high level of demand, whilst the southern part was scored as having average level of demand, this is as a result of the premises being quite specific to the needs of the current occupier (car dealership). At the time of the survey the site was fully occupied and was considered likely to continue to attract occupiers going forward. The site was considered adequately aligned with local employment policies.
- k) EA6 Hatfield Business Park, which is separated in the policy into the previously developed parts, which the policy specifies are suitable for B1, B2 and B8; and the undeveloped parts which it specifies are suitable for B1. This restriction on the undeveloped parts of EA6 arose because of an aspiration to deliver high quality development and high value employment on the site, and for it to act – along with Shire Park in Welwyn Garden City - as the foci for high quality employment in the borough.
- l) However, the outline planning permission that was granted in July 2016 (6/2015/2043/OUTLINE) was for a broad range of B-uses, in line with Policies EMP1 and EMP2 of the 2005 Welwyn Hatfield District Plan, and development has come forward in line with that permission. As a result, only a small proportion of Hatfield Business Park is yet to be developed, and a part of that is subject to a current unimplemented planning permission, so it is proposed to remove the distinction between the developed and undeveloped parts of the employment area so that the B1, B2 and B8 restriction would apply across the employment area. This will be proposed as a modification.

53) Is site EA10 appropriately defined?

Welwyn Hatfield Response

- a) EA10 London Road in Woolmer Green comprises 4.1ha of employment land. The policy specifies the area is suitable for B1, B2 and B8 which recognises the existing mix of uses within the employment area. The employment area lies at the very northern end of Welwyn Hatfield, and is split into three parts, with the parts separated by London Road (B197) and by a care home.
- b) The majority of representations made to the consultation on the Draft Local Plan Proposed Submission related to the inclusion of Entech House (which lies to the West of the B197 / London Road) within the designation. The site was the subject of a planning application in 2017 for 72 dwellings, and some retail and office floorspace (6/2017/0848/MAJ). This application was refused, but is currently the subject of a new application for 72 dwellings (6/2017/2695/MAJ) and an appeal.
- c) The planning application for the Entech House part of the employment area provided evidence of how the site had been marketed for employment, in an attempt to meet the criteria identified in the policy for the loss of land from B class uses. This showed that the site had been marketed formally for around six months from October 2016, with a further six months of informal marketing undertaken in 2015. In the six months of formal marketing, enquiries had been received but based on the information provided, no assessment was able to be made as to whether the marketing undertaken was active, extensive or realistic, as the policy requires, and this was one of the reasons the original application was refused.
- d) Many of the representations to the consultation on the Local Plan suggest that this part of the employment area would be more appropriate to be allocated as a residential site in preference to the proposed site HS15 which lies across the road and behind another part of the EA10 site.
- e) A further representation on the designation of the employment area came from the owners of 51 – 53 High Street, which currently houses a Vauxhall dealership. They objected to the designation of that part of the area for employment, and instead said that it should be allocated for housing, on the grounds that it is brownfield land, will become available for development within the plan period and will ease pressure on green belt sites elsewhere.
- f) The assessment of site EA10 in Woolmer Green for employment was undertaken as part of the 2014 Economy Study. As set out in the response to question 52 above this assessed the site as two separate sites - North and South, sites 1 and 2 - along with others in the borough, through a range of factors related to their ongoing suitability for employment, including proximity to the road network, proximity to public transport, access to amenities, environmental quality and condition of buildings, and marketability both now and in the future. The scoring of a number of factors was the same for both sites, though there were differences in the scoring of condition of buildings, environmental quality and proximity to the bus network. This assessment concluded overall that both parts of the site should be protected for employment use,

scoring 75% and 64% respectively which rated them both as “Good”. Further detail on the rationale for scoring is provided in Chapter 9 and Appendix E of the Economy Study. This sets out the robust method and independent method used for assessing sites across the Borough, an approach that Atkins has used in numerous local plan evidence base assessments.

- g) Other representations concerning the designation of the employment area relate to the part to the East of the B197, currently occupied by Lessiters and Cawdor Stone. These representations say that the boundaries of the employment designation should be redrawn in order to allow for future expansion of the two businesses incorporating part of HS15 which could impact on the number of dwellings that could be delivered on that site. Lessiters could expand without encroachment into the housing site and it is not considered necessary for the designation to be extended in order to achieve this.
- h) The designation of the area for employment was initially supported by the local community. The Emerging Core Strategy (November 2012) (**LPD/4**), set out the key objectives for each Parish in the borough and indicated the intent to designate employment in the village as an employment area.
- i) The definition of site EA10 is therefore based on a robust assessment of the suitability of the land for employment purposes and is required to ensure the borough has an adequate supply of employment land to meet the needs of businesses throughout the plan period.

54) Is a three year period during which Class B employment sites should be marketed before they can be considered for other uses excessive?

Welwyn Hatfield Response

- a) Policy SADM10 sets out criteria which must be met in order for a change of use away from B uses on a site currently in employment, whether specifically designated in the policy or not. The first of these is that “it can be demonstrated through active, extensive and realistic marketing over a period of three years that the land or premises are no longer required to meet future employment land needs and that there is a lack of demand for the land or premises in that location”.
- b) Such a policy is clearly important to ensure that sites which perform a valuable function as part of the borough’s employment supply are not lost to other uses without there being certainty that they are no longer appropriate for employment use and that any loss will not be to the detriment of the borough’s employment offer and the local economy, both now and in the remainder of the plan period.
- c) Some representations to the Draft Local Plan Proposed Submission consultation in 2016 felt that the need to demonstrate marketing for three years was an excessive time and thus onerous and unreasonable. An alternative time period of 6 – 12 months over which marketing would be required to demonstrate that the site was no longer required was proposed in one representation as an alternative. The period of

three years was suggested by a Government consultation on national planning policy in November 2015 ² (paragraph 38 and Q38)

- d) Owners of an empty employment site would need to market their site comprehensively and actively for a period of time, and consider the results of the marketing activity to change their approach if necessary before they were able to come to the view that there was no demand for the land or premises. Such an exercise would be required for them to satisfy themselves or the Local Planning Authority that an alternative use was the most appropriate way to bring forward development on their site. A comprehensive marketing campaign for a commercial site, complete with regular reviews to understand and respond to feedback, the current view of the market, which elements of the marketing campaign had been successful and which less so, and amending the promotional approach used if necessary, and so on, will clearly take a period of time.
- e) The market for commercial property works differently to the market for residential property, and as a result commercial property transactions are fewer in number than residential transactions. The process for a business relocating will often take longer than a residential house move, as companies may be required to fit premises out – or even build something new, relocate equipment and possibly staff if moving a significant distance, mitigate any interruption to their business a move may cause and deal with many other factors. Therefore marketing for 6 – 12 months is insufficient to demonstrate that there is no demand for a particular property and that the site in question is no longer required to meet future employment need.
- f) Policy SADM10 seeks to ensure that any sites which are converted to uses other than employment are no longer required to meet future employment need. As the plan period is twenty years, a requirement to demonstrate marketing over three years forms only a relatively small proportion of the plan period, and given the forecasts for growth in the borough's economy over that period, it is important that any move away from employment on a site is undertaken with confidence that the site will not be required in the near future, and that its loss will not prejudice or inadvertently restrict future growth. This is particularly important in an area such as Welwyn Hatfield with extensive Green Belt, as it is very difficult to find sites for employment use outside the designated employment areas which may be required to meet future demand.

² Consultation on proposed changes to national planning policy (DCLG) December 2015
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/488276/151207_Consultation_document.pdf

Appendix A (Welwyn Hatfield response to Q50)

Hertfordshire Jobs Density Data

	2009	2010	2011	2012	2013	2014	2015	2016	Jobs Density Change (2009 – 2016)
Broxbourne	42,000 (0.71)	43,000 (0.72)	44,000 (0.74)	44,000 (0.75)	48,000 (0.81)	45,000 (0.75)	43,000 (0.73)	43,000 (0.71)	-
Dacorum	67,000 (0.73)	65,000 (0.70)	71,000 (0.76)	70,000 (0.74)	69,000 (0.73)	72,000 (0.76)	76,000 (0.79)	79,000 (0.82)	+0.09
East Herts	67,000 (0.75)	62,000 (0.70)	63,000 (0.70)	64,000 (0.71)	69,000 (0.77)	74,000 (0.82)	73,000 (0.80)	75,000 (0.81)	+0.06
Hertsmere	57,000 (0.91)	53,000 (0.83)	51,000 (0.81)	54,000 (0.86)	53,000 (0.84)	54,000 (0.85)	59,000 (0.93)	61,000 (0.97)	+0.06
North Herts	52,000 (0.66)	53,000 (0.66)	53,000 (0.66)	52,000 (0.65)	56,000 (0.69)	60,000 (0.73)	59,000 (0.72)	61,000 (0.75)	+0.09
St Albans	76,000 (0.87)	73,000 (0.83)	77,000 (0.87)	79,000 (0.89)	80,000 (0.90)	83,000 (0.93)	87,000 (0.97)	84,000 (0.94)	+0.07
Stevenage	48,000 (0.89)	47,000 (0.86)	47,000 (0.85)	47,000 (0.86)	45,000 (0.82)	47,000 (0.85)	48,000 (0.86)	50,000 (0.88)	-0.01
Three Rivers	37,000 (0.67)	37,000 (0.67)	37,000 (0.67)	39,000 (0.71)	39,000 (0.69)	46,000 (0.82)	50,000 (0.88)	48,000 (0.85)	+0.18
Watford	72,000 (1.23)	73,000 (1.22)	74,000 (1.23)	76,000 (1.25)	82,000 (1.32)	87,000 (1.39)	91,000 (1.43)	99,000 (1.57)	+0.34
Welwyn Hatfield	78,000 (1.09)	73,000 (1.01)	75,000 (1.02)	79,000 (1.07)	83,000 (1.11)	84,000 (1.11)	79,000 (1.00)	89,000 (1.10)	+0.01
Hertfordshire	597,000 (0.84)	578,000 (0.81)	593,000 (0.82)	605,000 (0.84)	624,000 (0.86)	653,000 (0.89)	665,000 (0.90)	690,000 (0.93)	+0.09

Jobs with Jobs Density shown in brackets

Source: www.nomisweb.co.uk jobs density time series data