

D5 EMPLOYMENT

OBJECTIVES

- D5/a To provide a part of the labour force for Cambridge and its locality as well as enabling people who live in Cambridge East to work locally;**
- D5/b Only to provide for firms that need to be located close to Cambridge.**

POLICY CE/11 Cambridge East Employment

- 1. Cambridge East will make provision for 4,000 to 5,000 jobs (net). The nature and form of employment provision will reflect the high density character of the urban quarter.**
- 2. Employment will be located:**
 - (i) At the District Centre as part of mixed use development**
 - (ii) At the Local Centres comprising small scale employment development.**
- 3. Employment development must fall into one or more of the following categories:**
 - (iii) Offices or other development, in Use Class B1 (a), providing an essential service for Cambridge as a local or Sub-Regional Centre;**
 - (iv) High technology and related industries, in Use Class B1 (b), primarily concerned with research and development, which show a special need to be located close to the universities or other established research facilities or associated services in the Cambridge Area;**
 - (v) Use Class D1 educational uses and sui generis research establishments, required in the national interest, to be located close to existing major establishments in related fields (such as the universities, the teaching hospital, or private research establishments), in order to share staff, equipment or data, or to undertake joint collaborative working;**
 - (vi) Other small-scale industries, in Use Classes B1 (c), B2, and B8 (up to 1,850 m²), which contribute to a greater range of local employment opportunities, particularly if it contributes to the development of locally-based skills or expertise.**

- D5.1 The Structure Plan identifies Cambridge East as a strategic employment location. However, the main purpose behind the development strategy of the Structure Plan is to rectify the imbalance between jobs and homes in the Cambridge area and it is therefore important to strike a balance between the provision of some employment in the new urban quarter to help it become a sustainable urban extension, whilst at the same time ensuring that there is not an overprovision of employment such that the benefits of new housing development at Cambridge to serve existing and proposed employment are lost.
- D5.2 In creating a high density urban quarter, it is inappropriate for employment provision to be made in traditional employment areas which tend to be at lower densities. The appropriate approach to the design and development of Cambridge East is to achieve a more imaginative, high density, high quality urban character. Employment uses will therefore be focused within the District Centre in mixed use developments and buildings, with some small scale employment opportunities at the Local Centres.
- D5.3 It is therefore more appropriate at Cambridge East to express the employment provision as a number of jobs to be provided, rather than an area of land. The average number of jobs per hectare in recently completed developments in Cambridge City suggests a conversion rate of approximately 1,000 jobs per 5ha employment land. In view of the nature of the new high density urban quarter, these rates may be exceeded.
- D5.4 A total provision of 20 to 25 hectares would be appropriate at Cambridge East to meet the Structure Plan identification of this location as a strategic employment allocation. This converts to a provision of 4,000 to 5,000 jobs. The provision of jobs is based on a net figure. Some existing Marshall's jobs will be retained on the site both at the car showrooms and supporting uses and when the Airport relocates in addition to this jobs figure.
- D5.5 Employment development at Cambridge East will be subject to a policy of selective management of employment development, as required by Structure Plan Policy P9/7. This reserves employment land for development that can demonstrate a clear need to be located in the area, to serve local needs, or contribute to the continued success of the Cambridge Sub-Region as a centre of high technology and research.