

# CAPITAL CITY PARTNERSHIP



## Summary of COVID Related Publications - Issue 16, February 2021

Topics covered in this issue include the long term cost of lost learning through lockdown restrictions, a comment from FAI on whether or not tackling poverty could be seen as being a priority in the Scottish Government's January budget and an in-depth examination of the impact of the pandemic on women from the Women's Budget Group. In addition there is a link to a paper from the Economics Observatory that looks at what has happened to the UK labour market during the pandemic. Also included is a link to a study from the Institute of Employment Studies which has examined the impact on low paid workers and a Resolution Foundation report looking at living standards.

As has been the case in previous issues much of the report links to statistical publications. Those that are discussed in this report include two from CCP the first is the monthly claimant count report and the second is a study of how employability providers have coped with delivering services during a pandemic. The Business Impact of COVID 19 survey features in 2 articles discussed, the UK position highlighted in Wave 22 is examined in an article from ONS whilst the position in Scotland reflected in Wave 21 of the survey is the focus of a paper produced by Scottish Government. There are a couple of links to recruitment studies which look at labour market demand and a employment report from ONS based on PAYE data.

### **What's happened in the UK labour market during the Covid-19 recession?, Aitken, A. et al Economics Observatory, 3/2/2021**

<https://www.economicsobservatory.com/whats-happened-in-the-uk-labour-market-during-the-covid-19-recession>

They argue that mass job losses in the UK have been stemmed by the furlough schemes, although there have been notable declines in employment among younger age groups and in certain sectors. More labour market adjustment has come through reductions in hours worked than in past recessions. The level of redundancies in September-November 2020 was the highest in any quarter since records began in 1995, reaching a record high of 395,000 in that quarter. In August-October 2020, the overall redundancy rate for people aged 16 years and over was a record high of 13.3 per thousand employees. In the same period a year earlier, the rate was 4.3 per thousand. Those aged 25-34 years had the highest redundancy rate of 16.2 per thousand (compared with 3.1 per thousand a year earlier). They discuss the delayed announcement of the extension of the furlough scheme beyond October and suggest that a significant proportion of the redundancies that occurred in the three months ending in October may not have occurred if the furlough scheme had been extended with sufficient notice.

This study also indicates that there is evidence of big changes in the labour market as a result of changes in immigration. Analysis shows that almost 1.3 million non-UK-born people may have left the UK between July-September 2019 and July-September 2020, a figure that includes almost 700,000 leaving London. Immigrants are disproportionately employed in hard-hit sectors such as hospitality, and the analysis suggests that many have emigrated rather than remain unemployed.

Labour market policies have mostly focused on helping those who have lost work, not on those entering the labour market for the first time. The high level of unemployment among younger age cohorts points to the serious challenges facing new labour market entrants, whether school leavers or graduates, and the high likelihood of long-term 'scarring' effects.

They conclude that the Covid-19 shock has been different from previous shocks, and demand may rebound relatively quickly in some sectors, as was apparent when restrictions were eased during the summer of 2020. Against this is the continuing uncertainty, exacerbated by the constant changing of government policy around restrictions to prevent spread of the virus and economic support. There is also uncertainty over the government's strategy towards suppressing or eliminating the virus, the long-term immunity provided by the Covid-19 vaccines, and the emergence of new variants of the virus.

**The crisis in lost learning calls for a massive national policy response, Sibietta, L. IFS, 1/2/2021**

<https://www.ifs.org.uk/publications/15291>

In this IFS observation, Sibietta sets out the potential long-run costs of lost schooling. The figures are extremely large and are not intended as precise estimates. Instead, they are intended to illustrate the scale of potential costs and risks and the economic rationale for a massive national plan to address this crisis. In the absence of a policy response, the long-run effects of this learning loss are, he suggests, likely to be substantial.

- By February half-term, children across the UK will have lost at least half a year of normal, in person schooling. This would increase to two thirds of a year if schools weren't to reopen as normal until Easter
- Early evidence already suggests this loss of schooling is contributing to lower educational progress and skills, particularly for disadvantaged pupils
- Existing evidence on returns to schooling would imply a long-run loss in earnings of £350bn
- If the efforts by schools, teachers, children, parents and charities allowed us to mitigate 75% of this effect, the total loss would still be £90bn
- A large amount of these negative effects are likely to be borne by children from lower-income families, resulting in a likely rise in inequality over the long-run
- A massive injection of resources is likely to be required to help pupils properly catch up
- A useful benchmark to judge these plans is the normal cost of half a year of schooling, about £30 billion across the UK
- So far, governments across the UK have allocated about £1.5bn towards the cost of catch-up. This is highly unlikely to be sufficient to help pupils catch-up or prevent inequalities from widening.

**JobsOutlook: Hiring intentions continue to rise despite increased worries about the economy, REC, 29/1/2021**

<https://www.rec.uk.com/our-view/news/press-releases/jobsoutlook-hiring-intentions-continue-rise-despite-increased-worries-about-economy>

In the final quarter of 2020, employers were feeling more confident about hiring and an increasing proportion expected to bring in new permanent staff in the coming months – despite the health restrictions brought on by rising numbers of COVID-19 cases and worsening economic circumstances. The Recruitment & Employment Confederation (REC)'s latest *JobsOutlook* found that in October-December, business confidence to make hiring and investment decisions rose to a net level of +5, four percentage points higher than in September-November. Other key figures from the latest *JobsOutlook* include:

- Three in ten (28%) employers reported making redundancies in the year to October-December 2020, while two in five (39%) had reduced workers' hours. In both cases this was up from just 10% in the year to October-December 2019.
- Satisfaction levels with the candidates presented by recruitment agencies rose from 67% in October-December 2019 to 79% in the last quarter of 2020. Satisfaction with agencies themselves rose from 65% to 78% over the same period.
- In December 2020, when asked what would be their biggest challenges for 2021:
  - two in five (41%) cited ongoing public health restrictions and social distancing measures
  - one in three (36%) said regulatory changes related to Brexit
  - just 17% said recruiting new staff.

**Was tackling poverty a priority in this Budget?, Congreve, E. Fraser of Allander Institute, 29/1/2021**

[https://fraserofallander.org/was-tackling-poverty-a-priority-in-this-budget/?utm\\_source=rss&utm\\_medium=rss&utm\\_campaign=was-tackling-poverty-a-priority-in-this-budget&utm\\_source=Fraser+Blog+and+subs+list&utm\\_campaign=fe94f70a29-Email-Blog-RSS&utm\\_medium=email&utm\\_term=0\\_c855ea57f7-fe94f70a29-86525662](https://fraserofallander.org/was-tackling-poverty-a-priority-in-this-budget/?utm_source=rss&utm_medium=rss&utm_campaign=was-tackling-poverty-a-priority-in-this-budget&utm_source=Fraser+Blog+and+subs+list&utm_campaign=fe94f70a29-Email-Blog-RSS&utm_medium=email&utm_term=0_c855ea57f7-fe94f70a29-86525662)

This article focuses on how new spend has been allocated to tackle the issue of low income and poverty, including child poverty. Highlights that many of the powers that the Scottish Government holds are for policy areas where the impact on people's lives may not be immediate. Scotland is in its early stages of operationalising its social security system, but we saw in this Budget the initial allocation to the Scottish Child Payment of £68 million which will be up and running by the start of the financial year for children under 6.

The budget also saw a return of the Council Tax freeze which will not have an impact on those on the lowest incomes as they don't pay Council Tax, but despite this limitation it is a tested approach to provide support at times of recession. FAI suggest that Even for those who do benefit, the amounts of saving, per household, from the council tax freeze are distinctly underwhelming. The average saving, per household, appears to be in the region of 50p a week. Yet the cost of the policy overall is significant at £90m. Could that money have been better spent to target money at protecting the income of those who need it the most? Had the £90m instead been allocated as a one-year bonus to the Scottish Child Payment, eligible children could have received an additional £13 a week. That is a more than a doubling of the payment already on the table for the next financial year. They suggest that there are plenty of other places that the £90m could have been spent, including on the other devolved social security benefits related to disabled people and carers.

### **Coronavirus and the latest indicators for the UK economy and society, ONS, 28/1/2021**

<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/conditionsanddiseases/bulletins/coronavirustheukeconomyandsocietyfasterindicators/28january2021>

A wide ranging study that provides data on everything from payment card use through to shipping trends. The ones that are most relevant for this audience will be;

- According to Adzuna, between 15<sup>th</sup> and 22<sup>nd</sup> January, the volume of online job adverts increased across all UK countries and English regions, except the East of England. In Scotland the picture broadly reflects the national average.
- According to Springboard, in the week ending 24 January 2021, overall retail footfall was broadly unchanged from last week at 34% of the volume seen in the same week a year ago.

### **Business insights and impact on the UK economy, ONS, 28/1/2021**

<https://www.ons.gov.uk/businessindustryandtrade/business/businessservices/bulletins/businessinsightsandimpactontheukeconomy/latest>

The data presented in this publication are final results from Wave 22 of the Business Impact of Coronavirus (COVID-19) Survey (BICS), which was live for the period 11 to 24 January 2021. For questions regarding the last two weeks, businesses were asked for their experience for the reference period 28 December 2020 to 10 January 2021 and the survey has a UK focus.

- The percentage of businesses currently trading has remained consistent in January 2021 at 71%.
- The percentage of businesses currently trading in the accommodation and food service activities industry has fallen to 34%, the lowest recorded value since comparable estimates began.
- The proportion of businesses' workforce on furlough leave has increased from 14% in December to 17%, a level last seen in July 2020.
- Of business currently trading, that have traded internationally over the past 12 months, and have reported how their imports or exports have been affected in the last two weeks, approximately 1 in 4 reported that a change in transportation costs affected their ability to trade goods or services internationally.
- 15% of businesses not permanently stopped trading had no or low confidence that their business would survive the next three months.
- 34% of the workforce, in businesses not permanently stopped trading, were working remotely instead of at their normal place of work.

### **Edinburgh and South East Regional Claimant Count December 2020 Update, Capital City Partnership, 27/1/2021**

<https://www.joinedorforjobs.org/uploads/store/mediaupload/238/file/12%20Edinburgh%20and%20South%20East%20Scotland%20Regional%20Claimant%20Count%20December%202020.pdf>

The most recent claimant count data published on the 26th January indicates that the claimant count across the UK is still far higher than it was both at the start of the pandemic or compared to December 2019. This report looks at the position of the Local Authorities in the City Region and below this at the ward level.

In the data we can see the Edinburgh Claimant Count increased by 153% from 7,105 in February 2020 up to 17,985 in December 2020. The Claimant Count in the 6 Local Authorities that make up the City Region was 24,399 in February and 48,070 in December. In the City Region both the ward with the highest claimant rate and the ward with the lowest are within Fife. The claimant rate in Buckhaven, Methil and Wemyss Villages was 10.8 in December whilst St. Andrews had a rate of 1.6. Across the region there has been a 129% increase in the number of in-work Universal Credit claimants and currently 39% of all Universal Credit claimants in the City Region are in work.

**Best Start Grant and Best Start Foods: high level statistics to 30 November 2020, Scottish Government, 26/1/2021**

<https://www.gov.scot/publications/best-start-grant-and-best-start-foods-high-level-statistics-to-30-november-2020/>

The Best Start Grant consists of three different benefit payments: Pregnancy and Baby Payment (applications taken from 10 December 2018), Early Learning Payment (applications taken from 29 April 2019) and School Age Payment (applications taken from 3 June 2019).

- From 10 December 2018 to 30 November 2020, 230,560 applications for Best Start Grant and Best Start Foods were received. Out of these applications, it is estimated that 77,840 were for Pregnancy and Baby Payment, 75,260 were for Early Learning Payment, 54,350 were for School Age Payment and 102,030 for Best Start Foods payment.
- In total, 216,810 applications had been processed by 30 November 2020. Of these, 68% were authorised for at least one Best Start Grant or Best Start Foods payment type.
- In total, £46.9 million had been paid to clients by 30 November 2020 for Best Start Grant and Best Start Foods. Of this, £15.7 million of payments was for Pregnancy and Baby Payment, £11.7 million was for Early Learning Payment and £9.8 million was for School Age Payment. Overall, £9.8 million was paid for Best Start Foods by the end of November 2020.

An excel workbook allows you to look at the position of each Local Authority and from this we can see that across the city region there have been over 50,000 applications for these benefits.

**Earnings and employment from Pay As You Earn Real Time Information, UK: January 2021, ONS, 26/1/2021**

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/earningsandemploymentfrompayasyouearnrealtimeinformationuk/latest>

Early estimates for December 2020 are provided to give an indication of the likely level of employees as well as median pay in the latest period. The figures for December 2020 are based on around 85% of information being available and may be subject to revision in next month's release when between 98% to 99% of data will be available. This release covers people paid through the Pay As You Earn (PAYE) system where their pay is reported through the Real Time Information (RTI) system. As employees who are furloughed as part of the Coronavirus Job Retention Scheme (CJRS) programme should still have their payments reported through this system, they should feature in these data and contribute toward the employment and pay statistics for the relevant periods.

- The number of payrolled employees in the UK in November 2020 fell by 2.8%, compared with the same period of the previous year.
- Early estimates for December 2020 indicate that the number of payrolled employees fell by 2.7% compared with December 2019, which is a fall of 793,000 employees.

- In December 2020, 828,000 fewer people were in payrolled employment when compared with February 2020.
- In December 2020, 52,000 more people were in payrolled employment when compared with November 2020.
- Median monthly pay increased by 4.7% in November 2020, compared with the same period of the previous year.
- Early estimates for December 2020 indicate that median monthly pay increased by 4.9%, compared with the same period of the previous year.
- The increase in payrolled employees between February and December 2020 was largest in the health and social work sector (a rise of 82,000 employees) and smallest in the accommodation and food services sector (a fall of 343,000).
- Annual growth in median pay for employees in December 2020 was highest in the arts and entertainment sector (an increase of 7.1%) and lowest in the accommodation and food services sector (a decrease of 4.2%).

**Lessons Learned: Where Women Stand at the Start of 2021, Johnston, A. Women's Budget Group, 26/1/2021**

<https://wbg.org.uk/wp-content/uploads/2021/01/Where-Women-Stand-Ex-sum-V4.pdf>

This is a really useful report that highlights how the pandemic has impacted on genders differently. In this summary it gives a number of key statistics which are presented around themes. Some of the more dramatic findings are as follows;

- Disabled people make up almost 6 in 10 (59%) of all Covid-19 related deaths. Mortality rate due to Covid-19 is 2.4 times higher for disabled women than non-disabled women and 2.0 for disabled men compared with non-disabled men (adjusting for relevant characteristics).
- 40% of female key workers in health and social care, work in frontline roles which require face-to-face interaction (compared with 17% of men). In 2020, women made up 83% of the 840,000 care workers and home carers.
- Health and Social Care accounted for 35% of the increase in the number of workers on zero-hours contracts since the outbreak of Covid-19. Adult social care workers only entitled to Statutory Sick Pay could see their weekly income reduced by two-thirds if they have to self-isolate.
- In September 2020, unemployment rates for BAME workers was 26 times higher than for White workers.
- Women have been furloughed at a slightly higher rate than men since summer 2020. In October 2020 women made up 51.1% of furloughed staff, down from 52.4% in August 2020. The gender furlough gap is higher for younger women than older women. 52.8% of furloughed 18-24 year olds were women in October 2020, compared with 49.7% in the 45-64 age group.
- Lone parents (90% of whom are women) have been particularly impacted, earning on average just over half as much as mothers in two-parent households. Nearly half (46%) of single parents worked in routine occupations more affected by the pandemic compared to 26% of coupled parents. Single parents are also twice as likely to be on a zero-hours contract than other family groups, putting them at greater risk of job insecurity during the crisis.
- Mothers on the lowest incomes are nine times more at risk of losing their job due to school closures in the UK. Overall, 4% of parents report being at risk of losing their job if schools close and no additional support is in place for childcare.

- By October 2020, there were 2.7 million more people on Universal Credit (a 90% increase) compared with early March 2020.
- Many households claiming benefits during the pandemic have been further disadvantaged by having to pay back benefit debt. Whilst deductions were paused at the start of the crisis, they resumed in summer 2020. In August 2020 41% of all households on Universal Credit were subject to a deduction. This rises to 63% for those that started claiming during the first 4 months of the pandemic.

**Labour Market Trends; January 2021, Scottish Government, 26/1/2021**

<https://www.gov.scot/publications/labour-market-trends-january-2021/>

The latest Labour Force Survey (LFS) estimates for September to November 2020 indicate that over the quarter, the unemployment rate decreased slightly, the employment rate increased and economic inactivity rate decreased. The LFS indicated that Scotland's unemployment rate (16+) decreased slightly over the quarter (0.1 percentage points) and increased over the year (0.6 percentage points) to 4.4 per cent. Scotland's unemployment rate was below the UK rate of 5.0 per cent.

The proportion of people aged 16-64 in work (the employment rate) increased over the quarter (0.5 percentage points) and increased slightly over the year (0.1 percentage points) to 74.4 per cent. Scotland's employment rate was below the UK rate of 75.2 per cent. The economic inactivity rate (the proportion of people aged 16 to 64 years who were not working and not seeking or available to work) decreased over the quarter (0.5 percentage points) and decreased over the year (0.6 percentage points) to 22.1 per cent. Scotland's inactivity rate is above the UK rate of 20.7 per cent.

Early estimates for December 2020 from HMRC Pay As You Earn Real Time Information indicate that there were 2.3 million pay-rolled employees in Scotland, a decrease of 2.8 per cent (67,000) compared to the same month the year before.

**Laid low. The impacts of the Covid-19 crisis on low-paid and insecure workers. Wilson T, Buzzeo, J. Institute for Employment Studies, 22/1/2021**

<https://www.employment-studies.co.uk/system/files/resources/files/The%20impacts%20of%20Covid-19%20on%20the%20low%20paid.pdf>

Analysis of the LFS finds that low paid employees have been significantly more likely to have had their hours reduced, been furloughed or lost their jobs than those not in low pay.

- During the first lockdown, the low-paid were twice as likely to either be on furlough or have had their hours reduced – with two thirds of all low-paid employees (nearly 4 million people) seeing their work affected in one of these ways.
- This was driven by higher rates of low pay in 'shutdown sectors', but within every sector of the economy low paid workers were significantly more likely to have been away from work or to have had fewer hours.
- While the low paid were more likely to return to work as social distancing restrictions began to ease, through the late summer 30% of low paid workers were not working normally compared with 20% of those earning above the Real Living Wage.

- Low-paid employees were also more than twice as likely to leave their jobs – with around one in twenty doing so each quarter (equivalent to over a quarter of a million low paid workers) compared with just one in fifty of those not in low pay.
- This in turn will have led to greater impacts on those who are more disadvantaged in the labour market, as they are over-represented in low-paid work – including disabled people, some ethnic minority groups, the youngest and oldest workers, women and those with the lowest qualifications

At the same time, employment is growing in higher-paying jobs (including public services, technology and finance). With current lockdown restrictions applying to broadly the same extent in lower-paying sectors as in the first lockdown and with schools again closed, it is likely that we will now be experiencing similar rates of furlough, hours loss and exits from work for low paid workers. This will be driving growing polarisation in the labour market risks widening inequalities too, with disadvantaged groups over-represented in jobs that are being lost and disrupted and under-represented in jobs that are growing.

**Business Impact of Coronavirus (COVID-19) Survey (BICS) - weighted Scotland estimates: data to wave 21, Scottish Government, 22/1/2021**

<https://www.gov.scot/publications/business-impact-of-coronavirus-covid-19-survey-bics---weighted-scotland-estimates-data-to-wave-21/>

This is the ninth publication of weighted Scotland estimates using the Office for National Statistics' (ONS') Business Impact of Coronavirus (COVID-19) Survey (BICS). This publication focuses on businesses' responses on how their workforce, turnover and business resilience have been affected from Wave 7 to Wave 21 of the survey.

- The share of businesses 'currently trading' was estimated at 82.3% in the period 29 December 2020 to 10 January 2021 - down from 92.6% in the previous period.
- The Accommodation & Food Services and the Arts, Entertainment & Recreation industry sectors had the lowest shares of businesses 'currently trading' at 38.9% and 42.9% respectively.
- The share of the workforce on furlough leave was estimated at 15.3% in the period 14 December 2020 to 10 January 2021. This rate varied by industry sector – with markedly higher rates for Arts, Entertainment & Recreation (estimated at 56.5%) and Accommodation & Food Services (estimated at 55.1%).
- In the period 14 December 2020 to 10 January 2021, there were two industries where more than half of trading businesses experienced a decrease in turnover compared with what is normally expected for this time of year. These were Accommodation & Food Services (59.4%) and Transport & Storage (52.9%).

**Good Growth for Cities. The local economic impact of COVID-19. DEMOS/PWC, 20/1/2021**

<https://www.pwc.co.uk/industries/government-public-sector/good-growth.html#keyfindings>

Good Growth for Cities measures the performance of the UK's largest cities against 10 indicators that the public think most important when it comes to economic wellbeing. The Index was developed by PwC and the think tank Demos in the aftermath of the financial crisis. Jobs and health are the two most important factors in the eyes of the public, alongside housing, income, skills, transport, income distribution, work-life balance, the environment and business start-ups.



Out of the three Scottish cities included in the national rankings, two make the top ten for another year running. Edinburgh rises up the rankings to fifth position this year, outperforming Aberdeen, which moves to seventh. Glasgow has a more middling performance, ranking 24th out of 42 cities. Cities across Scotland perform well across three key criteria:

- Skills, where all cities, bar Perth, score above the national average.
- Transport, where all cities again score at or above average.
- Jobs, where all cities, except Glasgow, score above average.

However, Scottish cities perform less well on health, new businesses and owner occupation.

**Service Delivery in a Pandemic. An examination of how employability services have been delivered across Edinburgh and the City Region in 2020. , Capital City Partnership 18/1/2021**

<https://www.joinedupforjobs.org/uploads/store/mediaupload/237/file/Survey%20report%202021.pdf>

This paper looks at the results of a survey of service providers carried out in December 2020 and places this in the context of what has been recorded on Caselink over the course of the year. It highlights that new engagements and outcomes had fallen when compared to 2019 but support had generally increased although tended to be delivered in different ways.

The survey highlighted the range of challenges that organisations faced as the responses to the pandemic were rolled out and these ranged from IT hardware and delivering through unfamiliar technology, through to clients presenting with issues and concerns that were entirely new to the caseworkers.

**The Living Standards Outlook 2021, Resolution Foundation, Brewer, M., Corlett, A., Handscomb, K. and Tomlinson, D. 18/1/2021**

<https://www.resolutionfoundation.org/app/uploads/2021/01/Living-standards-outlook-2021.pdf>

This is the third dedicated Living Standards Outlook, in which they assess how the post-pandemic economic recovery might translate into a recovery for living standards. Focusing on working-age households, they provide projections for household disposable incomes across the income distribution.

- Government support schemes have protected household incomes and jobs. Even though GDP in November 2020 was 8.5 per cent below pre-pandemic levels, official working-age unemployment in Aug-Oct 2020 stood at just 5.1 per cent, only 1.2 percentage points higher than a year earlier.
- Although the fall at median incomes is smaller than the inflation-driven fall that occurred after the financial crisis, the reduction at lower incomes is set to be significantly larger than seen a decade ago. Incomes at the 10th and 20th percentile of the distribution are projected to fall by around 10 per cent and 5 per cent respectively next year, leaving income at the 10th percentile no higher than it was in the early 2000s.
- Rising unemployment and the removal of the £20 uplift in 2021-22 will also lead to a further 1.2 million people falling into relative poverty, 400,000 of whom are children, the biggest year-on-year rise in poverty rates since the 1980s.
- By 2024-25, they project that 23.0 per cent of individuals will be living in relative poverty. Relative child poverty will also rise, with the roll-out of the two child limit and

removal of the family element for families on benefits pushing over one-in-three (33.7 per cent) children into poverty by the end of the parliament, 730,000 more than in 2020-21.

- The strength of the economic recovery is central to the pace of the living standards recovery – including whether we can move a post-Brexit and post-Covid UK onto a path of faster productivity growth – but how it is experienced by low-to-middle income households will be dominated by the immediate decision facing the Government on whether to extend the £20 a week rise in UC and WTC.
- Proceeding with current plans to remove this increase would reduce the incomes of 6 million households by around £1,000, and mean the incomes of the poorest fifth of working-age households fall by over 4 per cent. It would put the basic level of unemployment benefit at its lowest in real terms since 1990-91.
- Maintaining the current higher level of benefits would transform the living standards outlook for low-to-middle income households, more than halving the size of their projected income fall. It would mean that incomes at the 25<sup>th</sup> percentile of the distribution would grow by a projected 4 per cent over this Parliament, compared to a less-than-1 per cent rise.

Chris Nicol  
Business Intelligence  
Capital City Partnership  
3<sup>rd</sup> February 2021