

Key Worker Eligibility Criteria

Basic criteria for Open Market HomeBuy and New Build HomeBuy applications

- ◆ Must be unable to purchase a suitable property within a reasonable travelling distance to place of work without assistance
- ◆ Must be employed on a permanent contract (*temporary and fixed term contracts may be considered*)
- ◆ Must have access to £3,500 in savings to cover purchasing costs
- ◆ Must be a British or EU/EAA citizen or have indefinite leave to remain in the UK
- ◆ Must have a household income of minimum £18,000 and maximum £60,000.
- ◆ Must have less than £15,000 in personal debts or £20,000 including student loans
- ◆ Must be able to raise a mortgage with a lender regulated by the FSA
- ◆ Cannot have been in rent arrears for previous 12 month period
- ◆ We cannot accept applicants who already own a property that meets their current housing needs
- ◆ If they own a property that does not meet their current housing needs they must sell their existing property if they own one with capital growth on sale to be used as equity towards the purchase of the new home
- ◆ Must be permanently employed in one of the eligible groups listed below or be at least 3 months into a temporary contract issued for at least one year at the outset with at least 6 months remaining

Basic criteria for Discounted Rent applications

- ◆ Key workers must be unable/have difficulty renting a home suitable for their household needs within a reasonable travel to work area of their employment

- ◆ Indefinite leave to remain in the UK is not necessary although there must be at least 6 months remaining on any work permit at the start of the discounted rent tenancy

- ◆ Must have a household income that does not exceed £60,000.

- ◆ Must be employed in one of the eligible groups listed below. Key Workers who have temporary/fixed term contracts with at least 6 months remaining are eligible, as well as those on permanent contracts. NHS bank staff are also eligible

- ◆ Trainee key workers with an employment contract are also eligible for discounted rent

Eligible Key Worker roles

The current list of eligible key workers is being extended to cover a wider range of public sector workers where there is evidence of recruitment and retention issues. For 06/07 and 07/08 eligible key workers are:

- ◆ All clinical staff employed by the NHS except doctors and dentists.

- ◆ Qualified teachers in maintained primary and secondary schools and teachers in further education establishments. Children's social workers and qualified nursery nurses who work for the LEA are also eligible.

- ◆ Uniformed staff, below principal level, in Fire and Rescue Services. Currently included in this definition are the following services:
 - London
 - Bedfordshire & Luton
 - Cambridgeshire
 - Essex
 - Hertfordshire
 - Norfolk
 - Suffolk
 - Buckinghamshire
 - East Sussex
 - Hampshire
 - Isle of Wight
 - Kent
 - Oxfordshire
 - Royal Berkshire
 - Surrey
 - West Sussex

- ◆ Police officers and community support officers. Currently included in this definition are the following Police Authorities:
 - Metropolitan Police
 - Essex Police
 - Norfolk Police
 - Suffolk Police
 - Bedfordshire Police
 - Cambridgeshire Police
 - Hertfordshire Police
 - Thames Valley Police
 - Surrey Police
 - Hampshire Police
 - Sussex Police
 - Kent Police

- ◆ The inclusion of any frontline civilian staff will be determined individually with each Police Authority.
- ◆ Planning Officers employed in Local Planning Authorities delivering statutory planning services.
- ◆ Applicants from the Prison Service in one of the following disciplines:
 - Prison Officers and related grades;
 - Nursing Staff;
 - Operational Support Grades (OSGs);
 - Industrials;
 - Instructional Officers;

and employed in one of the following establishments:

- Brixton;
 - Belmarsh;
 - Wandsworth;
 - Wormwood Scrubs;
 - Feltham;
 - Latchmere House;
 - Pentonville;
 - Holloway;
 - Huntercombe;
 - Send;
 - Highdown;
 - Downview;
 - Coldingley;
 - Aylesbury;
 - Reading;
 - Woodhill;
 - Bullingdon;
 - Grendon/Springhill;
 - Winchester;
 - Lewes;
 - The Mount;
 - Chelmsford;
 - Bullwood Hall;
 - Bedford
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- ◆ Within the Probation Service, Senior Probation Officers, Probation Officers, Probation Service Officers and for intermediate rent only Trainee Probation Officers.

- ◆ British Transport Police Officers and Community Support Officers based at stations in:
 - Norwich
 - Peterborough
 - Cambridge
 - Ipswich
 - Milton Keynes
 - Southend
 - Reading
 - London
 - Guildford
 - Southampton
 - Portsmouth
 - Brighton
 - Gatwick
 - Croydon
 - Chatham
 - Ashford

- ◆ Police Officers in the Civil Nuclear Constabulary based at sites in Kent, Oxfordshire and Suffolk

- ◆ Local authority employed clinical staff, nursery nurses, occupational therapists, social workers, speech and language therapists, educational psychologists and rehabilitation officers for the visually impaired