



KEY WORKER HOUSING



**HEBRIDEAN
HOUSING
PARTNERSHIP**

KEY WORKERS



INTRODUCTION

HHP'S Allocations policy recognises the importance of certain roles to the sustainability, economy and wellbeing of the Outer Hebrides and has a section on Key Workers aimed at supporting local employers secure staff



"Priority will be given to those with key worker status. Key worker status is defined as where:

- 1. Local recruitment has not been possible for a post or where local recruitment is not likely in view of the skills required**
- 2. And where failure to recruit will have a serious impact on the local economy or individual business or where failure to recruit will have a detrimental impact on health and wellbeing of local businesses**

ALLOCATIONS POLICY



22.2

We will enter into agreements with local employers to provide access to housing as quickly as possible after recruitment. This commitment can then be provided as part of the recruitment process

22.3

The property location, type and size will be agreed with the employer and successful job applicant taking into account individual circumstances, the nature of the post and the availability of housing.

WHAT IS A KEY WORKER?

BROAD

Definition is broad and not restricted to traditional key worker roles

**Local recruitment
not possible**

or

**Local recruitment
not likely due to
the skills required**

and

**Failure to recruit
will have a serious
impact on the local
economy or
individual business**

or

**Failure to recruit
will have a
detrimental impact
on health and
wellbeing of local
business**



NOW HIRING!

EMPLOYER STEPS

VACANCY

When you have a vacancy which you think you will struggle to fill locally speak to us and we can enter into agreements with you so you can include details of key worker housing in the recruitment process





EMPLOYER STEPS

HIRING

Let us know once you have hired someone and we will work with you to provide access to housing as soon as possible



EMPLOYER STEPS

HIRING

The property location, type and size will be agreed with you and the successful job applicant taking into account individual circumstance, the nature of the post and the availability of housing



WHAT TO AVOID

Waiting until after the recruitment process has completed or months after someone is in post. Much better to contact us right from the start as any delay weakens the case for key worker status





**HOW LONG IT TAKE TO GET
A HOUSE?**



AREA



Some areas are under more pressure than others so there will be a longer wait

HOUSE SIZE



We may have a house in the right area for you but not at the right size

POINTS AWARDED



key Worker status attracts 25 allocation points

WHAT IF THE APPLICANTS OWNS A HOUSE ON THE MAINLAND?

Homeowners are normally excluded from the Housing List but applications from homeowners with Key Worker status will be considered. This is a specific exemption recognising recruitment challenge for essential roles



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