

# Key Worker Housing



# Key Workers

- Traditional key worker definition encompasses NHS staff, teachers, police officers, fire fighters, prison officers etc.
- In 2019, 10.6 million of those employed (33% of total workforce) were in key worker occupations or industries.
- Care assistants and nurses among top ten hard to fill roles in UK.
- South East has largest number of shortages in nursing in UK.
- Adult social care jobs in Eastern region estimated to increase by 40% (from 180,000 to 250,000 jobs) by 2035.
- Southend has key worker workforce of 31.4%, with health and social care sector with highest vacancies.
- Impact of Covid-19 on key workers and health and social care sector.

# The state of the adult social care sector and workforce in England

## Key findings



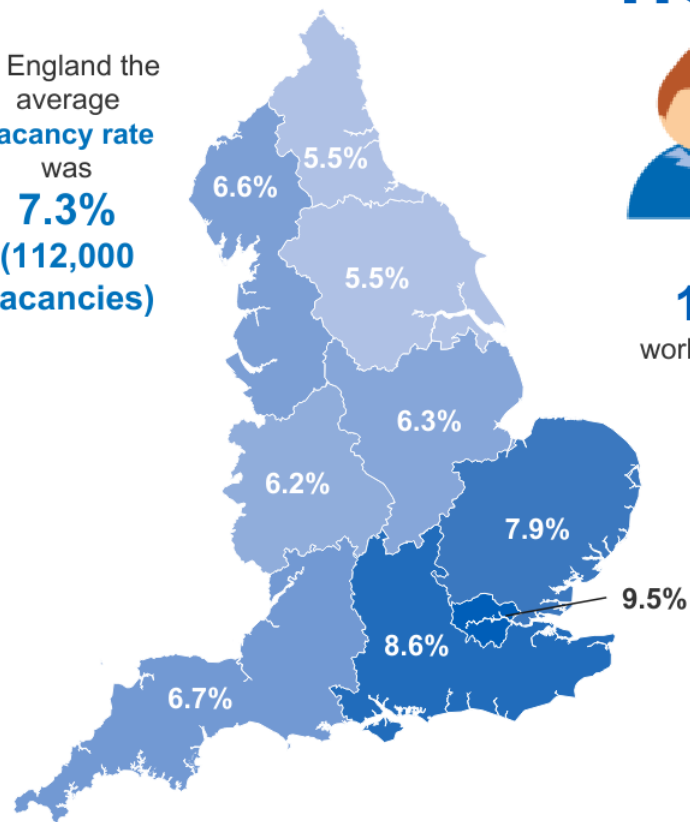
Source: Skills for Care workforce estimates, 2019/20

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### Workforce vacancy rate

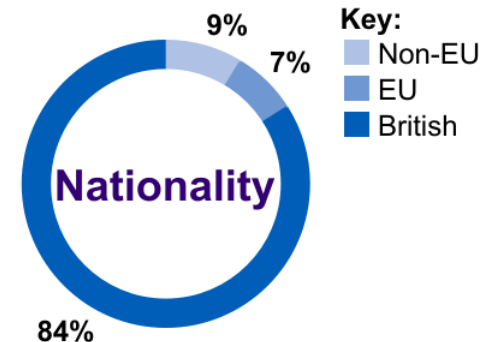
In England the average vacancy rate was **7.3%** (112,000 vacancies)



## 1.65m jobs



**1.52m people** working in adult social care in 2019/20



**7% (113,000)** of the workforce in England held an **EU nationality**

### Care worker real term median hourly pay



Please note this refers to care workers in the independent sector only



**24%** of jobs were on **zero-hours contracts**



**27%** were **aged 55 and above**



**67%** of leavers **remained in adult social care** in 2019/20



The average **turnover rate** was **30.4%** (430,000 leavers in last 12 months)

# Summary of the adult social care workforce

This summary of the adult social care workforce in **Southend on Sea** includes jobs in local authority and independent sectors as well jobs for direct payment recipients. **Please note that the other pages refer to jobs in the local authority and independent sector only.**



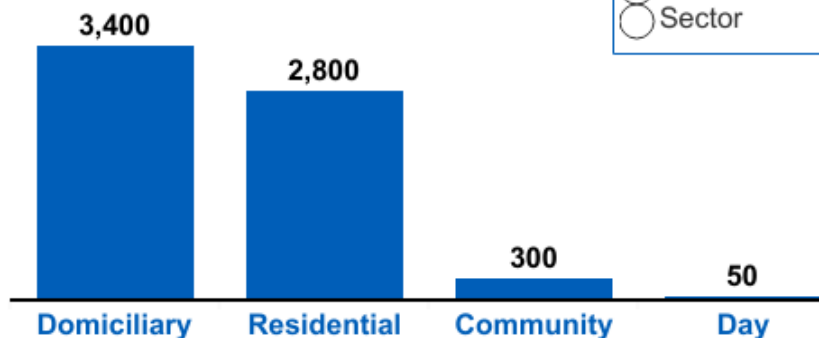
There were **6,600** jobs in **Southend on Sea** across the **independent sector, local authority** and **jobs working for direct payment recipients**.



CQC regulated establishments in **Southend on Sea**

## Jobs by service

Select a view:  
 Service  
 Sector



In **Southend-on-Sea** there were...



**4,500**  
Direct care jobs



**475**  
Managerial jobs



**175**  
Regulated professionals

There were also...

**600**  
Jobs working for direct payment recipients



# National Key Worker/First-Time Buyer Schemes

- **First Homes** offering at least 30% on new builds, prioritising first-time buyers and key workers.
- **Homes for Heroes** campaign to deliver 100k affordable homes over next five years.
- £12b **affordable homes boost** for social rent, half new builds for affordable home ownership, discounted rent (Inc. 10% for supported housing) and renewed Shared Ownership.
- **Shared Ownership** through a housing association, anywhere between 25% and 75% and pay rent on the remainder and have household income of less than £80k (£90k in London).
- **Help to Buy equity loan** for new builds with 5% deposit, government lending of up to 20% (40% in London) and mortgage of remaining 75%.
- **Help to Buy ISA** of government 25% top up (up to £3k) for first-time buyers.

# Other Schemes

- Peabody, Clarion and Optivo offer variety of properties across London, Midlands and South England at 15% to 35% lower than market rent.
- Swan and NHS offer housing across three Colchester sites at variable night and monthly rates (around £32 and £550 respectively).
- North West Cambridge key worker housing statement using Allocation Principles and Locational Strategy, allocated on basis of need.
- Stockton LA home ownership register and allocations target health workers locally.
- Other LAs link to local housing, income and job market, although generally branding of national schemes.

# Policy Framework

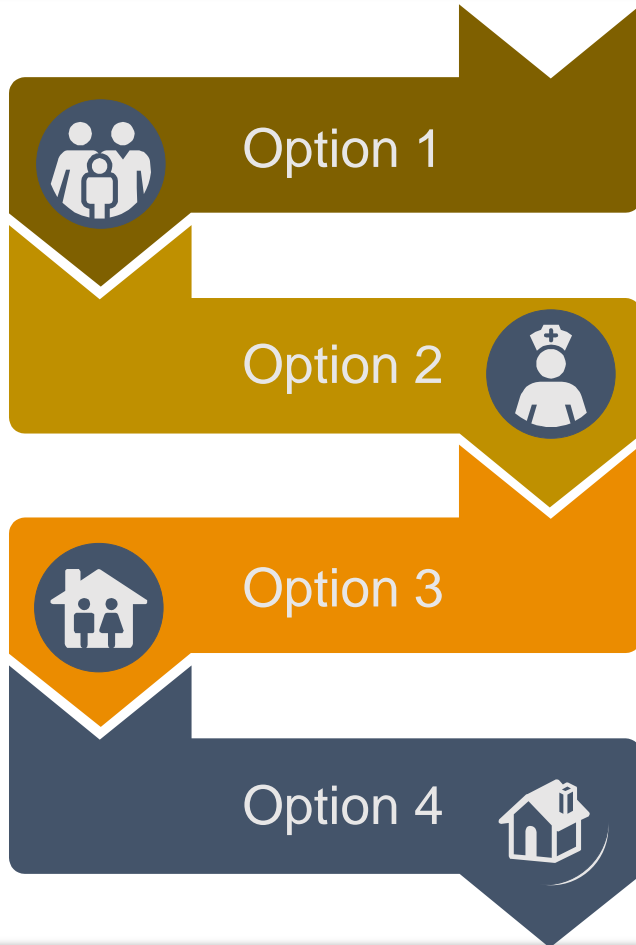
- SHMA under review – brief does not specify how need for affordable rented housing will be calculated (PPG standard methodology). Should distinguish need for different affordable housing and conclude types most effectively to meet the need in South Essex.
- Social Housing White Paper.
- Planning White Paper.
- New Local Plan.
- Allocations Policy.

# In Southend

- Higher than national average housing in the PRS (22% vs. 17%).
- -£17 pw gap between LHA and private renting (as of July 2020).
- LQ key worker salary £19.8k yet £32.5k to buy or £23.5k to privately rent a 1 bed flat at £140k.
- 63% of households can't afford to purchase a flat as a first-time buyer.
- 5,782 new homes built in Southend between 2001 and 2018.
- 70% of new builds from 2002 to 2018 were small flats (1 or 2 bed).
- Southend requires 1,181 dwellings pa to address housing need.
- In 2020-2021 Southend will deliver 102 affordable homes, with projection of 93 affordable homes in 2021-2022.



# Housing Options – Income and Affordability



Housing:  
Salary:  
Affordability:  
KWs:

## **Social housing**

Up to £30, 000 (individual) - £50, 000 (household)  
£338 pcm (LA), £412 pcm (HA) & £537 pcm (80% rent) (1 bed flat)  
Health & social care assistant; teaching assistant; warehouse; security; admin; driver

Housing:  
Salary:  
Affordability:  
KWs:

## **Private rented sector**

£23, 400 - £46, 800\*  
£650 pcm (1 bed flat) - £1300 (3 bed house)  
Registered nurse; social worker; teacher; technician; prison or probation officer; youth worker; fire service; analyst

Housing:  
Salary:  
Affordability:  
KWs:

## **Shared ownership** (based on 30%\*\* & 40%\*\*\* share)

£21, 200 (2 bed @ £191, 000) & £30, 000 (2 bed @ £235, 000)  
£701 pcm & £887 pcm  
Police; prison & probation service; youth workers; refuse collector; teacher

Housing:  
Salary:  
Affordability:  
KWs:

## **First-time buyer**

£32,445 (1 bed flat) - £65, 817 (3 bed house)  
£650 pcm (mortgage only) - £1300 (mortgage only)  
IT; communications; surveyor; environmental health officer; PQ nurse; PQ teacher; PQ social worker

# Discussion

- Key worker definition.
- Priority areas.
- Stakeholder engagement.
- Financial contribution / partnership opportunities.
- Statement of commitment.
- Planning context.
- Timeline / agreed next steps.