



# Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

## Re:locate Extra

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Keep up with trends and catch up with the latest news on relocation and mobility between issues of **Re:locate** magazine with **Re:locate Extra**. To send your feedback or contributions for inclusion in the next edition, email [editorial@relocatemagazine.com](mailto:editorial@relocatemagazine.com).

**Fiona Murchie**  
Managing Editor

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**Re:locate Extra** now features an exciting range of job opportunities - scroll down for the latest vacancies, and keep checking our website at [www.relocatemagazine.com](http://www.relocatemagazine.com)!

### Top Stories This Month

#### **Immigration: new changes announced**

Immigration experts Smith Stone Walters reports on the latest up-dates to the Migrant Programme (HSMP) and what they're likely to mean in practice. Says the company, "Applicants will be judged against new enhanced points criteria designed to better reflect the likelihood of migrants' labour market success. The result will be to bring the HSMP closer in line with the government's aims for migration. New points criteria for initial HSMP applications are as follows:

- There will be changes to the attributes for which points are awarded. The Home Office has deleted the work experience, significant achievements, skilled partner and GP Priority Provision categories. The new attributes will be academic qualifications, previous earnings, age and bonus points for previous work/study in the UK. The provision that allows holders of MBA degrees from designated institutions will continue. In addition, there will be a new mandatory English language requirement (IELTS level 6 or equivalent) for all applicants.
- The changes were made by announcing the deletion of the existing HSMP rules on 7 November 2006, effective from 8 November 2006. As part of this announcement, to prepare applicants and ensure an effective operational transition, the Home Office has effected a suspension of the scheme until 4 December 2006. The revised scheme will be operational from 5 December 2006.
- In suspending the HSMP for 27 days, the Home Office hopes to manage the transition more effectively with the available resources, and to ensure that current levels of customer service are maintained when the new arrangements are introduced."

For more information on immigration changes, contact Smith Stone Walters via [www.smithstonewalters.com](http://www.smithstonewalters.com). CIPD has produced a new factsheet that introduces the points-based system being adopted by the Home Office, and outlines the liabilities you face if caught in breach of immigration laws. To get hold of a copy, see [www.cipd.co.uk](http://www.cipd.co.uk).

## **UK population feels increasingly threatened by offshoring**

The UK public perceive offshoring to be an increasing threat, with 82% believing enough jobs have moved offshore already, according to a Deloitte/YouGov survey of attitudes to global economic competition published to coincide with the 2006 CBI annual conference. Just 4% of respondents support the continuation of offshoring and almost 1 in 3 (32%) believe UK companies should be forced to bring jobs back to the UK. Public attitudes towards offshoring have become more negative since the survey was initially conducted in January this year, when 22% of respondents thought UK companies should be forced to bring jobs back to the UK. In January, 29% said they could see the advantages of offshoring, or even thought it was a good thing, compared with just 13% now. Several announcements have been made in the past 10 months on plans to increase offshoring across a variety of sectors.

David Owen, consulting partner at Deloitte, comments: "There are clearly personal concerns over job security behind the negative attitudes to offshoring, and our own insights suggests we can expect massive increase in the financial services sector alone. Growing awareness of the increased mobility of both resource and labour is causing anxiety, with 17% of respondents believing that offshoring presents a threat to their own jobs, while a further 25% think the increasing number of workers migrating to the UK is their biggest threat."

When asked which countries posed the biggest challenges to the UK economy over the next five years, the emerging economies of China (76%) and India (48%) came out top, followed by the US (34%) and Japan (32%). Said David Owen, "The speed and energy with which India and China are increasingly competing on equal footing was a key subject of debate at the CBI conference this week and the fact is that these economies have the potential to create major openings for UK companies."

For further information on the Deloitte/YouGov survey of attitudes to global economic competition published, see [www.deloitte.co.uk](http://www.deloitte.co.uk).

## **New international recruitment factsheet available**

A new factsheet from CIPD, *International recruitment, selection and assessment: an introduction*, looks at the factors that influence decisions on where to resource employees and highlights key aspects of recruiting people to work overseas and bringing staff to the UK. Guidance on the factsheet is based on recent research conducted by Professor Paul Sparrow of Lancaster University Management School for CIPD. It also looks at the changing nature of international employees and the competencies needed to fill roles such as virtual working, contract expatriates and employees used on long-term business trips. Any fact sheet on this subject surely also raises the issues of career support and counseling for partners and employees, both during any move abroad and on repatriation. Failure to implement such support may well have contributed to the fact that, according to recent reports [see below] some 40% of senior executives leave their jobs within 12 months of returning from an overseas appointment.

For further information on the factsheet, see [www.cipd.co.uk](http://www.cipd.co.uk).

## **Expats quit after postings abroad**

According to recent findings by business advisers PricewaterhouseCoopers and Cranfield School of Management, increasing numbers of executives are returning from overseas assignments, then leaving their companies in search of promotion elsewhere. Figures suggest as many as 40% are quitting within a year of returning. The study followed more than 3,400 expatriates working for nine multinational companies in the UK and US over a period of three years, with one in three expatriates drawn from the top of the management tree. The results revealed that such employees receive twice the level of support from personnel managers compared to other staff. However, on returning from their overseas stints, three quarters of all expatriates surveyed had problems progressing their careers, with just under 24% managing to climb further up the promotion ladder in their first year back home.

To obtain a copy of the report, email [andrew.x.smith@uk.pwc.com](mailto:andrew.x.smith@uk.pwc.com).

## Ofsted says schools must try harder

Ofsted's new head, Christine Gilbert, recently declared that secondary school failure was the biggest problem facing the education system. Her comments came on the back of a report based on inspections of 6,000 schools. One in eight secondaries was judged to be inadequate over the past year and four in ten failed to achieve any higher judgement than satisfactory. "...I would share the view of my predecessors that 'satisfactory' is not good enough. Better education and care make a difference to the life chances of young people. It is a cliché to say that children have only one chance at school, but the cliché is right...The new inspection arrangements have raised the bar, but without putting it out of reach," said Ms Gilbert. "The performance of schools, and the public's expectations of them have risen, and it is right that inspection should reflect that."

## 5 x borrowers' income mortgage announced

Britain's second largest mortgage lender Abbey made news in early November 2006 when it announced a scheme to lend up to five times borrowers' joint incomes. In reality, however, strict conditions mean that few borrowers will actually qualify for such high loans. For instance, applicants must have an annual income of at least £60,000, must have excellent credit ratings and must have deposits equal to a quarter of the purchase price. With property prices having trebled in the past decade, increasing numbers of would-be home-owners are tempted by such deals. The concern, though, is that those who overstretch themselves financially could either be left with negative equity if house prices fall or – in a worse case scenario – could lose their homes altogether. With so many people struggling to get their feet on the first rung of the housing ladder, mortgage lenders are being forced to think creatively. Recent reports have revealed that, in a move to make situations easier for first-time buyers, seven lenders had increased their loan-to-value rates (the amount they'll lend in proportion to the value of the property), meaning individuals can pay a smaller deposit on their homes.

## Job Opportunities

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<b>International Mobility Manager</b>	Surrey	c. £35,000 + Benefits	<a href="#">Read More</a>
<b>International Assignment Consultant</b>	Berkshire	c. £25K + Car + Bonus + Benefits	<a href="#">Read More</a>
<b>Expatriate Employment and UK Policy Consultant</b>	Hampshire	c. £34,000	<a href="#">Read More</a>
<b>In-house Global Mobility Coordinator</b>	Middlesex	c. £20-25,000 + Benefits	<a href="#">Read More</a>
<b>Relocation Management Specialist</b>	Middlesex	Negotiable + Benefits	<a href="#">Read More</a>
<b>Expatriate Services Leader</b>	Basingstoke	c. £35-45,000 + Bonus + Benefits	<a href="#">Read More</a>
<b>Global Mobility Consultant</b>	Kent	c. £20-30,000 + Bonus + Benefits	<a href="#">Read More</a>
<b>Relocation Manager</b>	West Sussex	c. £35-40,000 + Bonus + Benefits	<a href="#">Read More</a>

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