



Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

Re:locate Extra

Issue 14, March 2007

Welcome to the March issue of **Re:locate Extra**, the newsletter that's designed to keep you up-to-speed with developments in the world of relocation between issues of **Re:locate** magazine.

To enable you to share **Re:locate** with your colleagues in regional offices and overseas, beginning with our Spring 2007 edition, the magazine will be available in digital format. With **Re:locate Digital**, colleagues from around the world can tap into our knowledge base and catch up with the latest news and trends simply by visiting www.relocatemagazine.com.

And look out for details of our new digital magazine for relocatees. **Re:locate People** will be packed with tips and practical advice on everything from property to education, helping your employees and their families make the most of their move. To subscribe, your employees should email their contact details to us at subscribe@relocatemagazine.com, or you can email us directly to receive a copy to pass on.

And do keep checking out new developments on our **Re:locate** website at www.relocatemagazine.com

For details of a branded version of Re:locate Digital, call Fiona Murchie on 01892 891334.

*** JOBS * JOBS * JOBS ***

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!

Top Stories This Month

Budget will affect houses owned through companies

Gordon Brown's 11th Budget contains changes that will affect landlords and companies owning houses. Explains tax experts Horwath Clark Whitehill, 'The current situation is that UK residents tend to own real estate in other countries indirectly – a company owns the property and the individual owns the company. This is usually for local legal reasons, but it has been suggested that it could produce a very bad result for UK tax. The owner could be taxed as if the company was providing a benefit in kind. The law is being changed to make it clear that no such charge should arise in most straightforward situations – where the company is owned by individuals, its major asset is the building and its activities are restricted to owning and letting the building. The change will apply retrospectively.' Meanwhile, landlords are able to deduct 100% of capital expenditure on certain items that enhance the energy efficiency of let property. This relief is extended with effect from 6 April 2007:

- Limit of £1,500 per building extends to £1,500 per property (so in a block of flats the limit is significantly increased);
- The scheme will run to 2015 (previously 2009)
- At present, the relief is only available to landlords who pay income tax. It is to be extended to corporate landlords from a date to be announced.

For more information on Horwath Clark Whitehill, see www.horwathcw.com.

Proposed Tory tax could hurt relocatees

Short-term international commuters could be hit by a proposed Conservative tax on air travel. Tory leader David Cameron recently announced plans for a higher rate of aviation tax for anyone who makes more than one short-haul flight a year. Some 400,000 people who currently own a second home abroad would also be affected, as would those who regularly fly out to see relatives abroad. Mr Cameron stressed that any money gained from air tax would be spent on tax breaks for families.

Companies gear up for new family-friendly legislation

Most employers anticipate difficulty coping with next week's introduction of new rights for workers with family responsibilities, according to a new survey from CIPD/KPMG.

Many employers believe that the implementation of new legal rights for working mothers and fathers, many of which are set to come into force on 6 April, will cause them difficulty according to a CIPD/KPMG survey of employers looking at the impact on organisations of provisions in the Work and Families Act (WFA) (2006). Despite these concerns about improved maternity and paternity leave provision, attitudes towards extending the right to request flexible working are more positive. Only 4% of employers surveyed think that the new right for carers to request flexible working will cause them significant difficulties. This is consistent with previous CIPD research, which shows that the Government's flexible working laws have been very successful to date. The new legislation will extend maternity and adoption pay from 6 to 9 months and extend the right to request flexible working to carers of adults from 6 April 2007.

Although most employers consider themselves to be prepared for the implementation of the WFA, only around one in 10 employers surveyed think that any of the provisions of the WFA 2006 will be beneficial to their organisations. Smaller employers are more likely than larger employers to cite potential difficulties and less likely to see potential benefits.

Almost two-thirds (64%) of employers surveyed think that the paternity leave provisions of the WFA 2006 will cause them either some (48%) or significant (16%) difficulties while 57% think the maternity and adoption pay provisions will cause difficulties. Says Mike Emmott, CIPD Adviser, Employee Relations 'These results do not necessarily mean that employers are hostile to the Work and Families Act. Most good employers recognise the importance of work-life balance and, as the CIPD/KPMG survey shows, many already offer flexible working to a wider range of employees than those covered by the WFA 2006.

'However, it is clear from the survey that there is scepticism about some of the WFA provisions, especially those relating to paternity leave, and concern about the difficulties that might arise in implementing them. It is possible that such reservations simply reflect the caution with which employers tend to embrace any new regulations. But the Government needs to reassure employers about the administration of the new provisions.'

It all further enforces the idea that those companies that are family-friendly when it comes to relocation are far more likely to both recruit and retain the top talent.

Contact the CIPD at www.cipd.co.uk.

Slower global house-price growth hides local market opportunities

Latest research from estate agents Knight Frank reveals two noticeable trends at work across global housing markets. The company says that, firstly, price growth is slowly but surely beginning to decline in most locations globally. It believes that the impact of lower interest rates has led to sharply higher prices across Europe, Asia and the Americas, and that this upward trend in asset prices is moving to a close as interest rates either remain level or begin to rise. Secondly the emerging economies are still dominating the top of the growth table – with – says Knight Frank, "the recent EU accession states being classic examples." Growth in prices here reflects wider mortgage market reform and rising wealth in expanding economies.

Comments Liam Bailey, Head of Knight Frank Residential Research: "The next issue to consider is where next for prices? Too many people look to invest in a top-growth location, such as Latvia, assuming that high growth will continue. It might be a more interesting and perhaps rewarding strategy to look at the bottom of the table and think which of these countries will see the next upturn.

"For various reasons Germany has under performed as a nation in housing market terms for a decade. We think investors

could do well to look behind the headline figure and look more closely at some of the German sub-markets.”

For more information on Knight Frank, see www.knightfrank.com.

£5k is average hidden cost of recruitment

Recruitment consultancy Angela Mortimer has revealed that the average hidden cost associated with recruiting a new employee is over £5,000. The findings come from the organisation's own Cost of Recruitment Calculator, which was developed to allow employers to monitor the cost-per hire of new staff, with the aim of helping them meet their recruitment needs on time and within budget. The software takes both the hard (e.g. advertising rates and recruitment consultancy fees) and soft (e.g. management time spent sifting through CV's or cost of existing staff shouldering extra responsibilities while awaiting arrival of new staff member) costs into consideration and quantifies the total cost of recruitment by inputting the relevant factors. Most employers currently do not measure the cost of recruitment, according to the Recruitment Confidence Index released this week by the Cranfield School of Management and Personnel Today. The index reveals that employers are throwing money at recruitment without measuring the return on their investment with less than half of the 500 organisations surveyed evaluating the success of their recruitment processes.

For more information on the Cost of Recruitment Calculator, see www.angelamortimer.com

BridgeStreet expands portfolio

BridgeStreet Worldwide has strengthened its UK portfolio with the opening of Park Row in Leeds. The property joins BridgeStreet's flagship Residence 6 by BridgeStreet Worldwide, currently recognised as Leeds' leading hotel on www.tripadvisor.com, in offering business and leisure visitors contemporary and luxurious serviced apartment accommodation.

To contact BridgeStreet, see www.bridgestreet.co.uk.

Employers are missing the mark according to diversity survey

Most employers seem to be missing out on the real business benefits that a more informed understanding and application of the business case and good practice could deliver according to the new diversity survey from the CIPD, Diversity in business – a focus for progress. Dianah Worman, CIPD Diversity Adviser says 'The survey shows that the state of play with regards to diversity in the UK is more cosmetic than real. By adopting a box ticking approach organizations are missing out on the real business benefits of diversity – such as creativity and innovation and improving access to customers and retaining their loyalty. Investing properly in building a diverse workforce could unleash those benefits and boost business performance.'

You can download a copy of the survey at www.cipd.co.uk.

EuRA Conference to take place in April

This year's EuRA conference, to be held in Lisbon on April 20, will take as its theme, 'At Home in the World – The New Nomad'.

To register, visit www.eura-relocation.com.

Re:locate Awards

We're very excited to announce the launch of the first-ever **Re:locate Awards**, which will celebrate all that's best in our industry. The award categories will be announced at the 11 July Inspirational Relocation event at the IOD (see below), culminating in a prestigious awards dinner to be held at the IOD in January 2008.

If you're interested in partnering **Re:locate** by sponsoring an award that promotes best practice in your sector, contact Fiona Murchie on 01892 891334.

Re:locate Event

Management expert to be keynote speaker on 11 July

We're delighted to announce that management expert and best-selling author Judith Leary-Joyce will be the keynote speaker at our third-birthday **Re:locate** event, **Inspirational Relocation**, to be held on 11 July at the IOD. Join us and learn from Judith how you can build an inspired and inspirational relocation team. The morning programme will also include relocation updates on immigration, recruitment and property.

Visit www.relocatemagazine.com/events to download a booking form and for further details.

Judith spoke at our first **Re:locate** event, back in 2005, on becoming an employer of choice and her latest book, *The Inspirational Manager*, will be published in June by Prentice Hall. Look out for highlights our forthcoming summer issue of **Re:locate** where Judith Leary-Joyce will examine what it takes to become an inspirational relocation manager.

Job Opportunities

There are currently **over 55** great jobs on our website, relevant to you and your skills. The **15 NEW jobs** below have been posted online since the last **Re:locate Extra** - for further details, click on the 'Read More' button. To view all job opportunities, click [here](#).

Global Mobility Consultant	Oxfordshire	c. £30,000 + Benefits (Pro Rata)	Read More
Expatriate Services Manager	London	c. £60-80,000 + Excellent Benefits	Read More
In-house Global Mobility Consultant	Berkshire/Milton Keynes	c. £25-30,000 + Bonus, Car/Car Allowance, Pension, Healthcare plus more	Read More
Relocation Consultant	Surrey	c. £20-25,000 + Benefits	Read More
Expatriate Payroll Specialist	Berkshire	c. £30,000 + Benefits	Read More
Domestic Relocation Services Director	London	Negotiable + Bonus + Benefits	Read More
International Assignment Manager	Hertfordshire	Negotiable + Bonus + Benefits	Read More
Expatriate Services Manager	Hertfordshire	Negotiable + Bonus + Benefits	Read More
IA/Mobility/Tax Specialist	London	c. £40,000 + Bonus + Excellent Benefits	Read More
International Assignment/Global Mobility Project Manager	London	c. £40-45,000 (pro rata)	Read More
Expatriate Payroll Services Manager	London	c. £40-60,000 + Benefits	Read More
Interim IA Manager	London	Very Attractive	Read More
Senior Manager of International Assignments - Asia	Hong Kong	£65-80,000 + Bonus + Extensive Benefits	Read More
Reward – Senior Analyst	City	£26-29,000 + Benefits	Read More
Compensation Assistant	City	£26-29,000 + Bonus + Benefits	Read More