



Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

Re:locate Extra

Issue 16, May 2007

Welcome to the May 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.

Now you can share **Re:locate** with your colleagues in regional offices and overseas: the magazine is available in digital format in full colour and with page turning facility and links via www.relocatemagazine.com.

We have lots of new content on the website this month, including our [Education](#), [Partner Support](#) and [Recruitment](#) sections. Look out for our growing number of country resources with [China](#) and [Portugal](#) online now and Australia and India to follow by the autumn. Let us know what other countries are of interest to you by emailing editorial@relocatemagazine.com and do keep checking out our website, as new sections are being added all the time.

The summer issue of **Re:locate** will be out towards the end of June and we look forward to seeing you at our next **Re:locate Event** – '[Inspirational Relocation](#)' on Wednesday, 11th July with keynote speaker Judith Leary-Joyce.

*** JOBS * JOBS * JOBS ***

Re:locate Extra 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

Another HIPs hiccup as process is delayed

Community Secretary Ruth Kelly has announced that Home Information Packs (HIPs) will now be introduced in stages from 01 August 2007, rather than on 01 June. The postponement follows pressure from opposition MPs and the launching of a legal challenge by the Royal Institution of Chartered Surveyors.

Says Richard Atkins, 'The Government's embarrassing climb down on HIPs on 22nd May means that HIPs will be implemented on a phased basis with 4 bedroom properties and above requiring a HIP from 01st August. They are to phase in packs for smaller properties as sufficient energy assessors become fully accredited. Only 520 of such people exist at present!

There are some other important concessions:-

1. Until 31st December 2007, Agents can market properties immediately they have commissioned a pack allowing first day marketing. This is a major change and one that will be welcomed by everyone.
2. EPCs can be commissioned up to 12 months before properties are marketed to ensure they are in place at the point of marketing.

The effect of all this is to introduce HIPs on a phased basis and minimise disruption to the housing market.

Naturally, many pack providers who have built their business model around large volumes of work and remote service are likely to suffer. However, for others, this is probably good news as it gives us all a chance to test our systems and adapt

gradually to the new arrangements.’

The question remains, however, as to whether the Government will go ahead at all on the 1st August. Faced with the prospect of further Court action they may still back down altogether. Watch this space!

Richard Atkins is a partner with Taylor Walton solicitors specialising in relocation – see www.taylorwalton.co.uk. View **Re:locate's** [HIPs Information Section](#) online.

Child friendly cost benefits

Relocating families often face life in a completely unfamiliar town, region or country, and those with children may find the lack of previous networks of friends and family a particularly daunting prospect. Offering practical ideas and systems of childcare to people with families is of great value, and can be the defining point of a successful relocation. Almost 40% of the UK workforce are parents, and many struggle with juggling responsibilities to families with obligations at work. ‘With extensive tax-breaks available from the government, you don’t have to be in the intelligence service to realise that helping staff with childcare is a smart choice for today’s employer,’ said Emma Knights, Joint-Chief Executive of the Daycare Trust. A cost-benefit analysis undertaken by Daycare Trust showed that employers could save up to 12.8% per employee in National Insurance Contributions, by helping them with eligible childcare costs. Yet only 2.5% of employers in the UK are doing so. Meanwhile, fees for one child at nursery amount to over £150 a week.

Find out more by contacting The Daycare Trust: www.daycaretrust.org.uk or tel 020 7840 3350. Visit the **Re:locate website** for more information on childcare and education issues.

Anniversary for Cheval

The Cheval Group of Serviced Apartments recently celebrated its 25th Anniversary, making it the longest established dedicated serviced apartment provider within the market. Since opening its first Knightsbridge-based property in 1982, the Cheval Group has successfully expanded and now boasts a portfolio of six individual properties across London, offering a total of 285 apartments. As part of its anniversary celebrations, the Cheval Group has planned a number of celebratory initiatives, which will run throughout the year from June 2007 until June 2008 – see www.chevalgroup.com for more information.

New Title for Trailing Spouses

A new book by a trailing spouse provides a wealth of practical tips and coping strategies for partners accompanying their other halves overseas, or waiting behind for their return. *Alone at Home* by Marian Weston cost £7.99 and is available by www.swiftransitions.co.uk. For a closer look at the changing face of the trailing spouse, see our feature in the summer issue of **Re:locate** magazine.

ARLA signs agreement

ARLA has signed the formal agreement that will bring the Association under the banner of the National Federation of Property Professionals, NFPP, along with the NAEA, it was announced on May 25.

The amalgamation will take effect on July 2, when ARLA will become the Residential Lettings and Management Division of the National Federation, with the NAEA as the Estate Agency Division. As of that date, the process will begin of combining the back office functions and membership support services of the two divisions. Welcoming the signing, Robert Jordan, President of ARLA, and Charles Smailes, President of the NAEA, said that they look forward to the confident and dynamic role the new Federation will be able to perform to the benefit of the whole property industry.

House prices on the way down warning

House price rises in the capital are at a 4 year high says Richard Donnell, Director of Research at Hometrack. “The last 12 months has seen a combination of lack of housing supply and strong buyer confidence supporting demand and in turn house prices. This has been the case particularly in London and the South East where prices have been up 14.2% and 7.2% respectively, compared to a national increase of 6.8%. But this is beginning to change. Over the last 2 months the number of properties coming to the market has exceeded the increase in demand – a trend seen right across the market, with London registering the second highest increase in supply for well over a year.” Hometrack quote £175,600 as the cost of an average home in England and Wales with house prices up 0.6 % in May down on 0.7% in April. They anticipate the headline rate of growth to slow relatively quickly over the rest of the year towards 4%.

Mounting recruitment difficulties

The latest quarterly CIPD/KPMG Labour Market Outlook survey published in May finds that pay rises are set to remain modest, in spite of indications that more employers expect to award staff increases of at least 4%. The median expected increase remains steady at 3% (2.5% in the public sector). However, the threat of higher pay inflation is greater than for some time amid signs of mounting recruitment difficulties. "Substantial growth in the supply of labour in recent years, due mainly to increased immigration, has helped the economy avoid the wage spiral some had feared in the wake of the recent surge in the cost of living. But although this risk may subside in the coming months as the rate of price inflation moderates, a new threat is emerging in the shape of increased recruitment difficulties. This is particularly true of job vacancies requiring the kind of skill or experience which migrants aren't always able to supply" said Dr John Philpott, Chief Economist at the CIPD. The full survey is available at www.cipd.co.uk.

New relocation division for ORI

Oceanic Resources International has recently opened a division specialising in recruitment for both Relocation Management companies and the International Moving sector. Since 1991 ORI – which today has offices in both the UK and Dubai - has developed its reputation in the shipping, freight and logistics sector, providing executive search services to fulfill its clients' requirements.

The division is currently recruiting in the following specialist areas: Relocation Management/Coordination, International Assignment Management, Home Search, Tenancy Management, cross cultural training, Move Management, Business Development, Household Goods shipping. Check out [Re:locate Jobs Online](#), and see www.oceanicresources.com for full details of the company's services.

Chinese pupils heading for Britain

According to the Independent Schools Council the top nationality for foreign pupils at UK independent schools is China with numbers having risen from a few hundred in 2000 to 2,345 this year. With pupils from Hong Kong included the figure rises to 8,652, which is 40% of all foreign pupils. The next largest group are from Germany with 1,888, Africa (all countries) 1,056 and North America 1,056 followed by South Korea, Russia, Spain, Japan and the Middle East. As reported in our spring issue of *Re:locate*, China is a hot relocation destination and leading UK independent schools such as Harrow and Dulwich College have opened schools in the country.

For more information on relocating to China, see our [China resource](#) on the website. Coming up in the summer issue of *Re:locate*, our education feature focuses on choosing British Schools abroad.

Re:locate Events

Inspirational Relocation

Wednesday, 11th July 2007 • 10am – 2pm • The IOD, 116 Pall Mall, London

Join us for a truly inspirational morning at *Re:locate's* third birthday Networking Forum Event, with keynote speaker Judith Leary-Joyce.

With examples from her new book *The Inspirational Manager* to be published on 12 June, Judith will show you how to be a great manager and remain true to yourself. She will reveal how to uncover the best in your relocation team and the people you move, and how to have the tough conversations when they are needed. Don't miss this fantastic opportunity to learn from a top management expert how to:

- Develop the mindset of an inspirational leader – think the way they do and understand how to let it impact your behaviour
- Get to grips with managing relocation in a way that is positive for both the company and the relocating employees and their families.
- Understand how to make each part of the working day an inspiration for your relocation team so they really want to do their best for you and the organisation.
- Build recognition into the daily round, so your people and those you relocate feel truly valued and you reinforce the behaviour that will deliver exceptional results.

The second part of the morning will be spent examining inspirational approaches to the relocation process including the importance of recruitment and selection with insights from Matt Brooks of Frazer Jones, and an immigration update from James Walters of Smith Stone Walters to ensure a smooth entry to the UK for expatriates and new recruits. Judith will lead a lively panel discussion and you can take the opportunity to have your questions answered by our experts and enjoy networking over lunch.

Places are limited, so book your place now! For further information on the event and a booking form, [click here](#).

Job Opportunities

There are currently **50** great jobs on our website, relevant to you and your skills. The **13 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](#).

International Assignment/Global Mobility Manager	London	£50,000 + Bonus + Benefits	Read More
Business Development Manager	UK Wide	Negotiable	Read More
Co-Head of Global Mobility Service	New York	Highly competitive	Read More
International Client Services Manager	Swindon	Highly competitive	Read More
Global Mobility/International Assignment Manager	London	£40,000 + Bonus + Benefits	Read More
Temporary Global Mobility/International Assignment/Expat Tax Advisor	Middlesex	c. £20-30 per hour	Read More
International Assignment/Global Mobility Consultant	Berlin, Germany	Negotiable + Bonus + Benefits	Read More
Interim Global Mobility/International Assignment Consultant	London	Negotiable + Benefits	Read More
Global Mobility/International Assignment/Expat Leader	London	c. £90,000 + Excellent Bonus & Benefits	Read More
International Assignment/Global Mobility Consultant	London	c. £30-35,000 + Benefits	Read More
Interim Global Mobility/International Assignment Consultant	London	c. £15-20 per hour	Read More
International Assignment Consultant	Surrey	c. £25-34,000 + Benefits	Read More
In-house Global Mobility Consultant	Milton Keynes	c. £25-30,000 + Benefits	Read More

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