



Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

Re:locate Extra

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Welcome to *Re:locate* Extra - the electronic newsletter designed to keep you up-to-speed with the latest developments in the world of relocation. Don't forget that the summer issue of *Re:locate* magazine is now available digitally - [click here](#) for details. And for the latest job opportunities, see below.

Look out for details of the new *Re:locate* Awards for 2007/8 to be launched in the autumn issue, and for sponsorship details [click here](#).

Enjoy the summer!

Fiona Murchie
Managing Editor

*** 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

Adjudicator backs council's right to use lottery for school places

When you're relocating with school-age children, a top priority is to get them into a good school. But a recent ruling has put the system whereby parents can virtually guarantee a place for their children at a certain state school by buying a home close to it is under threat. An adjudicator has ruled in favour of Brighton and Hove Council's decision to allocate its school places via a lottery method, with the schools minister Jim Knight backing that decision. "It is absolutely right that schools and town halls are responsible for choosing their own fair and transparent admission arrangements," he said.

UK business fails to 'walk the talk' on talent management

British business is failing to make the most of its star talent – with less than half of UK businesses implementing talent development programmes (49%), according to research by recruitment outsourcing specialist Capital Consulting and Cranfield School of Management.

While 60% of the businesses surveyed say talent management – the strategies and practices needed to define, identify, develop, attract and retain those deemed to have skills valuable to an organisation – is essential to a businesses bottom line, only 41% of businesses are strategically managing their star talent. This reveals a major 'disconnect' between what senior managers say about talent management and what's actually in place in their organisations.

Those surveyed say that various factors are holding back implementation of talent management strategies; chief among them a lack of financial investment (51%) and insufficient senior management support (40%).

Jeremy Tipper, Group Managing Director of Capital Consulting, reflects on the report: "Businesses are becoming increasingly aware of the growing importance of attracting the best available talent from the marketplace, but often fall

short when it comes to following through on development, retention and allowing talented people to reach their potential.”

www.cranfield.ac.uk

See autumn issue for how talent management, recruitment and immigration complete the inspirational relocation picture.

Location remains key driver of value in UK housing market

Savills' recent UK Housing Market Survey reveals that location remains the key driver of value in the UK residential market. The quality of the neighbourhood in which a property is located was considered the most important factor by over 80% of those surveyed, more than any other single attribute.

The survey, which draws upon the opinions of nearly 500 households across the UK, also placed good schools and the safety of the local environment, both attributes that are related to a property's location, within the top five most important factors. The other factors were outside appearance of the property and maintenance required.

Doing business in the age of accountability

A new report on '*Age and Recruitment*' produced by the Chartered Institute of Personnel and Development (CIPD), Cranfield School of Management and Beachcroft LLP, examines the impact of age legislation on recruitment. The Age Legislation, which came into affect in October 2006, makes it unlawful to discriminate against workers, employees, job seekers and trainees because of their age. The regulations left some organisations confused and wondering whether they needed to close graduate recruitment schemes and lose language such as “experienced, young and dynamic” for fear of falling foul of the law.

'*Age and Recruitment*' provides practical guidance for employers and gives examples of innovative practice from the following organisations: ASDA, Cancer Research UK, Co-operative Group, HSBC, Marks and Spencer, NHS Employers and Royal Mail. The publication highlights what companies need to be thinking about when reviewing their recruitment practices and policies, and shows how some businesses are achieving an age diverse workforce through recruitment initiatives.

To obtain a copy, log on to www.cipd.co.uk/research.

Campaign success leads to more BME leaders

A campaign to increase the number of people from black and ethnic minority communities on UK public boards has been hailed a success. Known as About Time, it actively seeks to support and encourage diverse leaders to take on board-level opportunities and put their skills and experience to work in community and public life. Its achievements include the placement of non-executive directors on hospital and housing trusts and a governor on a school board.

Run by leadership development organisation Common Purpose, the About Time campaign is supported by Lloyds TSB Foundation for England and Wales and specialist executive search company, Odgers Ray & Berndtson. The campaign identifies non-executive positions on boards and assists candidates from black and minority ethnic communities in applying for them. It also provides ongoing support through mentoring and shadowing to enable them to make a valuable contribution to the work of the board. The campaign is timely, as figures from the Office of the Commissioner for Public Appointments (OCPA) have found that people from BME communities make up just 8.6% of people on boards of public bodies.

www.commonpurpose.org.uk

Social housing: dramatic gap between targets and delivery

Experts from international property consultancy Knight Frank told delegates at the recent Chartered Institute of Housing Annual Conference about the dramatic gap between social housing targets and delivery that now exists across the UK. Knight Frank reveals the countrywide target for affordable housing to be roughly 30% of new supply, but in 2005-6 only 13% was affordable.

In London the target is 50% of new supply; however, last year only around 31% of newly built homes were in the affordable sector. Nationally, the overall supply of new homes continues to lag behind the estimated requirement for 200,000 new homes a year - not good news for anyone on a low-income who's looking both to relocate, then purchase their own home.

New software tool for Crown

Crown Records Management has recently introduced Records Management invoicing (RMi), an innovative customer invoicing software tool, to its clients in the United Kingdom and Ireland. Entirely web-based, RMi provides Crown's Records Management clients with instant online access to new invoices, invoice history and payment status. Clients can now raise invoice-related queries in real-time with a Crown representative as well as track the resolution of issues.

"Invoices will be automatically generated directly from the inventory tracking database and go through a predefined workflow," said Philip Britton, Group Vice President of Records Management. "This system will eliminate the manual process, reduce the chance of human error and improve invoicing accuracy for our staff and clients."

RMi has been successfully rolled out in Asia and the United States, where Crown says its customers have seen, "very substantial enhancements" in the billing process.

Language requirement queried by head teachers

At the recent annual conference of the National Association of Head Teachers, delegates agreed that French and German should be scrapped in favour of Punjabi and Swahili in some schools - a move that could make life easier for some children relocating to the UK from countries such as India and Africa. The teachers urged the government to remove its requirement in the national curriculum that children between the ages of 11 and 14 study at least one European foreign language. They said the linguistic abilities of large numbers of ethnic minority and refugee children were being ignored because they had to learn another European language as well as getting to grips with English.

University Admissions Officers reveal what they're looking for in their students

According to the results of the annual survey of university admissions officers, commissioned by ACS International Schools, 86% of admissions officers are looking for 'soft' skills such as communication, team working and presentation skills in would be students to their universities. 84% take work experience into consideration, while 73% consider active participation in charitable citizenship work important. When it comes to specific qualifications, the greatest emphasis remains on A levels and the International Baccalaureate. 52 % agree that, 'we should support and develop the A level system', and 88 per cent agree that the IB is a good alternative to A levels - good news for parents relocating overseas with children, where, for older children, IB courses may be the most readily available.

Relocation Destinations

New from *Re:locate*, a series of international resources with practical relocation advice and inside local knowledge. Now online, new country destination [**Australia**](#) with India live in September, and for expatriates, the [**Online Guide to London**](#).

Scroll down to the next page for the latest jobs

Job Opportunities

There are currently **31 great jobs** on our website, relevant to you and your skills. The **5 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	c. £60,000 + Bonus + Benefits	Read More
Home Search Consultants	Around London but based in Chiswick	Competitive hourly rate	Read More
Team Leader	Chiswick	Competitive salary + benefits + bonus	Read More
International Assignment/Global Mobility Manager	Hong Kong	c. £40-80,000 + Relocation Package + Bonus + Excellent Benefits	Read More
EMEA Regional International Assignment/Global Mobility Leader	Switzerland or Berkshire (UK)	c. £80,000 + Excellent Bonus+ Benefits	Read More

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