

Re:locate Extra

Issue 20, September 2007

Welcome to *Re:locate* Extra - the electronic newsletter designed to keep you up-to-speed with the latest developments in the world of relocation. The autumn has been off to a busy start with the new autumn issue of *Re:locate* now out and the conference season in full swing. See details of what went on at the CIPD national conference below, with more on our website. We'll continue to keep you informed of what's new at conferences and in the latest reports and surveys over the coming months. The *Re:locate* website is packed with new content and has growing recruitment and property sections, with more news, articles and practical advice being added all the time, so keep visiting to stay ahead at www.relocatemagazine.com.

Announcing the *Re:locate* Awards 2007 – Your Chance to Shine!

The time is right to celebrate success across the world of relocation, how much we achieve and what a difference we make as individuals and teams across large and small organisations. The first of their kind in the UK, these prestigious awards recognise and reward inspirational talent from across the profession. The seven awards are for excellence achieved by individuals, teams, policy and innovation, with a choice of categories for HR and service providers.

Award Categories

1. Best relocation strategy/policy
2. Technological innovation in relocation
3. Inspirational HR director, manager or team of the year - *Sponsored by IPM*
4. Relocation service provider or team of the year
5. Best property provider or solution
6. Rising Star in relocation - *Sponsored by Cartus*
7. Relocation 'Personality of the Year'

Make it happen and nominate your company, yourself or an organisation that deserves recognition. Entry couldn't be simpler - for an entry form, details of the gala dinner and ongoing awards news, [click here](#). For sponsorship opportunities [click here](#).

The digital edition of the autumn issue of *Re:locate* is available now, ideal for international readers - [click here](#). And for the latest job opportunities, see below.

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

European housing market growth slows

Even before the effect of the Northern Rock crisis and the introduction of HIPS on the UK property market can be assessed, the latest Knight Frank Global Price Index confirms that the growth in residential property prices around the world are slowing down. In the second quarter of 2007, global prices rose 7.8% compared to 9.6% in the same period in 2006. Key factors are seen as rising interest rates and a tightening of lending criteria in many European countries. Latvia still tops the list of year-on-year price growth, despite a slowdown in growth. High interest rates across the Eurozone have put a break on Ireland's growth at just 0.9% higher than the year earlier. However, property hotspot Dublin significantly exceeded growth in the rest of the country. The price boom in Spain appears to be over with prices moderating but nationally prices for quarter 2 were still 5% higher than last year. Denmark, France, the Netherlands and Switzerland have all seen rates of property price inflation slow and the German residential market remains in the doldrums according to the report. Bucking the trend is Bulgaria with strong growth and Estonia has also seen higher annual prices. "The UK has also seen continued strong price growth, fundamentally driven by an undersupply of property, and until recently, the increased availability of more flexible mortgage products" Says Liam Bail head of Residential Research at Knight Frank.

Outside Europe Singapore has seen spectacular improvement with house price inflation exceeding 20% and prices have continued to rise in South Africa, New Zealand and Australia with only the US and Japan lagging behind. The US crisis in the sub-prime market has resulted in the lowest rate of growth in the US since 1997.

For the full reports visit www.knightfrank.com/research.

London prices set to fall

UK house prices were unchanged over August with the lowest monthly growth for 20 months, reported Hometrack, in line with its predicted slowdown. London was the only region to see rises in August (0.1% down from the high of 1.8% in March), with falls of -0.1% over the month in Yorkshire and Humberside, the North and South West. Savills expects minimal growth at best, or even a 5% fall by the new year. City bankers, lawyers and accountants have flocked to buy in the prime belt from Nottinghill to Kensington and Chelsea as have wealthy overseas buyers particularly from the Middle East and Russia. However Savills have noted uncertainties from potential buyers regarding the jobs market and bonus predictions (city bonuses are likely to be cut back by at least 15% according to The Centre for Economics and Business Research) and this combined with the current crisis of confidence in financial markets has caused them to cut-back their forecast for annual house-price inflation from 22 % to 18% for prime Central London locations. Looking forward to 2008, although they haven't firmed up their forecast, Savills are predicting 14% for Central London although this may be revised down to 10% as reported in the Times this week. This should have a knock on effect for rentals in these popular areas for expatriates. Keep up to date with the developing picture at www.Hometrack.co.uk and www.savills.co.uk, and see the recently-developed property section on the *Re:locate* website at www.relocatemagazine.com.

Demand for rental accommodation rises as house prices soften

The quarterly ARLA survey reveals that rent levels have risen in all areas continuing at trend that began at the beginning of 2007. Rent levels are now at an all time high. In the three months to the end of August, average rents for houses ranged from £819 a week in prime central London, through £345 across the South East to £230 in the rest of the country. For flats, average rents were £525 in Prime Central London, £215 in the South East and £150 in the rest of the country. Commented Ian Potter, newly appointed ARLA Operations Manager, "These figures are consistent with the traditional cycles that are always underlined by the Private Rented Sector when house prices soften. Nearly three quarters of all tenants, 73%, stay in the same rented property for between ten and 18 months, leading to an average tenancy of 16.3 months. The longest tenancies are in Prime Central London at 17.7 months, followed by the South East at 16.5 months and 15.4 months for the rest of the country.

The full results of the latest quarterly survey of ARLA member firms of letting agents are available on www.arla.co.uk.

Parents can save £1,195.56 each on childcare

Leading childcare allowance organisation Early Year Vouchers announced it now has over 2,000 registered carers using its voucher scheme and took the opportunity to remind parents and employers of big childcare savings they could be missing out on. Says Amanda Ward, Director of Early Years Vouchers Ltd, "It is surprising just how many employers and parents don't realise that both mums and dads can claim Income Tax and National Insurance savings on the first £55 per week of their childcare costs. The savings to each parent can be as much as £1195.56 per annum which can provide significant financial childcare support."

Appointments

Bridgestreet Worldwide, the serviced apartment provider, has promoted Jo Layton to the position of Vice President, Sales & Marketing, EMEA. Jo serves on the Executive Committee of the Association of Serviced Apartment Providers (ASAP) and was instrumental in bringing about the recently launched Quality in Tourism grading system for serviced apartments.

Michael Brazier has joined Interdean Group, the international removals specialist, as Group Marketing Manager. He has ten years' marketing and relocation experience and is based in London to head up marketing throughout Europe.

English a must for Immigrants

Under the government's new points system 'Highly skilled' migrants have had to learn English since December 2006 but now the necessity to learn English is being extended to 'skilled' workers. They will be expected to speak, write and understand English to the equivalent of GCSE grade A to C by passing an internationally recognised test or showing they have a university degree from a course taught in English. There were 96,000 skilled migrant entries last year, of which around 35,000 would not have passed an English-speaking test, according to government sources.

What went on in Harrogate

The annual CIPD conference held in Harrogate is the largest HR forum in the country covering the latest issues and trends and with an accompanying giant exhibition of over 300 exhibitors that attracts over 6,000 visitors. Among the exhibitors representing the wider relocation industry were WRRRI - Weichert Relocation, Crown Relocations, Sterling Relocation, GB Liners and Babel the language and cultural consultants. There was plenty on management and leadership with a line up of well-known business experts giving their take on successful management. Sir Gerry Robinson and Greg Dyke faced questions from Jeremy Paxman, revealing that successful leaders ensure their employees feel valued and that scare tactics and aggressive leadership simply don't work. Successful leaders are authentic and inspire confidence and they're good at spotting talent. Sir Gerry bravely admitted that he "wasn't a great fan of HR". Key messages to HR were to have clear and uncomplicated goals, keep things simple without too many policies and processes, cut out jargon and ensure you have backing from the top to facilitate change. There were also practical words of wisdom on leadership at a masterclass from Allan Leighton, former Asda chief and current Chairman of the Royal Mail, "The key qualities are around common sense – the ability and willingness to think for the long term and great radar." Hot topic of the moment, talent management and was covered in various other sessions and speakers from Wagamama and easyJet shared their knowledge of how to build and sustain an employer brand – increasingly crucial for those involved in any aspect of recruitment and retention.

The conference was short on specific relocation issues but, as ever there, was plenty for the relocation professional to apply to their circumstances. Here is a further round-up of the hot topics covered:

Happy, happy, happy

CIPD research shows that happy and engaged employees perform better than others, are more likely to recommend their organisation to others, take less sick leave, and are less likely to quit. Commonsense of course - but now you have the facts at your finger tips to prove it when making the case for more relocation support.

Nic Marks from the centre for well-being at nef (the new economics foundation) who spoke on the subject at the CIPD conference says: "Employee well-being is becoming increasingly important as organisations realise the link between happy, healthy staff and their long-term success. Research shows that challenge and interest are key drivers of well-being in the workplace. If jobs aren't challenging or interesting enough this will be reflected in lack of commitment, underperformance and satisfaction. By measuring and focusing on well-being at work we can create good jobs – and good jobs not only benefit employees, but also employers."

The changing face of HR

“Today’s HR departments are often judged on their success in meeting business targets, improving efficiency, performance and reducing costs. Changes in the HR function have created a huge shift in the way it delivers services and in its relationship with the rest of the organisation in order to increase business focus” says Vanessa Robinson, CIPD Organisation and Resourcing Adviser, commenting on new research from the CIPD and Institute of Employment Studies (IES). Of the 800 senior HR professionals surveyed, 53% have restructured their HR function in the last year and over 80% have done so in the last five years. “Structural change has been driven largely by a desire to make HR a more strategic contributor to business success. There has been a drive to make it more business-orientated, more accountable and to demonstrate value for money.

“One major obstacle preventing progress rests with the balance between what are and should be HR and line manager responsibilities for people management and development. Three-quarters of HR professionals would like to go further in the transfer of people management responsibilities to the line.”

The survey finds that the HR function has, over the last three years, doubled the proportion of time it spends on strategic inputs. However, providing support to line managers and HR administration remain the most time-consuming tasks.

But what percentage of time is spent managing relocation or international assignments we wonder? If you would like your contribution in this specialist area to be recognised then why not enter for the *Re:locate* Award ‘Inspirational HR director, manager or team of the year’. Find out more at www.relocatemagazine.com.

The changing HR Function: Transforming HR survey is available to download at www.cipd.co.uk/surveys.

Clearly HR has a greater role to play as a business partner. “People are central to business success and HR can add real value to business by focusing on the wider business and outcomes as well as the traditional HR specialisms” says Shirley Dalziel co-author of the CIPD’s toolkit HR Business Partnering available from www.cipd.co.uk/bookstore.

See the *Re:locate* website for more coverage of the CIPD conference and other news at www.relocatemagazine.com.

Scroll down to the next page for the latest jobs

Job Opportunities

There are currently **39 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 Assignments Consultant	Central London	£30,000 to £38,000	Read More
International Assignment Manager	London	£28,000 to £35,000	Read More
Global Business Immigration Consultant	London	£30,000 to £38,000	Read More
European Head of Global Mobility	London	£70,000 to £110,000	Read More
Global Mobility Manager	Swindon	c. £40,000 to £45,000 plus benefits	Read More
International Assignments Coordinator	Tonbridge, Kent	c. £25,000	Read More
International Assignment/Global Mobility/Corporate Relocation – Managing Director	New York	Negotiable + Bonus + Excellent Benefits	Read More
International Assignment/Global Mobility Consultant	Belgium/Brussels	c. €40,000 + Car + Benefits	Read More
International Assignment/Global Mobility Advisor	Swindon/Wiltshire	c. £24,000 + Benefits	Read More
In-house International Assignment/Global Mobility Manager	London	c. £50-70,000 + Car + Bonus + Benefits	Read More
International Assignment/Global Mobility Operations Manager	Swindon/Wiltshire	c. £40-45,000 + Bonus + Car + Benefits	Read More
International Assignments Senior Manager	Canary Wharf	£60,000 to £80,000	Read More
International Assignments Manager	London – Docklands	£60,000 to £70,000	Read More

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