



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. Remember to check out the growing *Re:locate* website; you'll find it's packed with new content and it has new [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.

Do you have star quality?

Then here's your opportunity to prove it! Relocation now has its very own awards and we are calling on the HR community and relocation industry to get behind the [Re:locate Awards 2007](#) and raise the profile of a sector that, until now, has often lacked recognition for its contribution to corporate success. [Enter the Re:locate Awards 2007](#)

With seven awards, between them recognising individuals, teams, policy and innovation, and a choice of categories for HR and service providers there really is something for everyone.

Award Categories

1. Best relocation strategy/policy – *Sponsored by [PhoenixARC](#)*
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](#).

Spread the word to HR colleagues, clients and suppliers across the profession and help raise the profile of relocation

[Email us](#) if you would be interested in receiving any of the following:

- Awards banner for your website (jpeg or gif);
- Awards entry flier (pdf) for colleagues and contacts;
- Awards entry flier full colour printed version;

Don't forget the digital edition of the autumn issue of *Re:locate* is available online, ideal for international readers - [click here](#).

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

New survey predicts HR challenges until 2015

At a recent CIPD international forum meeting, Philip Krinks, UK leader of the Boston Consulting Group's HR and Organisation practice presented the report, based on a joint research project with the European Association for Personnel Management, on how priorities for HR in Europe will evolve to 2015. In this period, five challenges are likely to be particularly critical for HR: managing talent, managing demographics, becoming a learning organisation, managing work-life balance and managing change and cultural transformation. Only 30% of the respondents – some 1,355 executives from 27 countries in Europe - said that they have begun to tackle all five of the top challenges for the future.

For a further details visit www.bcg.com or www.eapm.org.

Deloitte confirms: people are key to success

The results of a global survey on people and business challenges conducted by Deloitte Touche Tohmatsu and the Economist Intelligence Unit reveal that people continue to be top of the working agenda. Nearly 86% of all surveyed executives consider people 'vital' to every aspect of their company's performance, with 88% believing people issues will become more important over the next three to five years. Meanwhile, only 4% of senior business executives describe their company as world-class in people management and HR, while 46% said their capabilities are adequate, but need to improve.

For details of this survey 'Aligned at the Top' visit www.deloitte.com.

Property News

24% of young working households priced out of housing market

New research compiled for Hometrack, the housing intelligence business, reveals that just under a quarter of young working households have little chance of accessing home ownership in their local housing market, with the analysis based on a ratio of house price (two to three bedrooms) with household income. *Can't buy: Can rent – the affordability of private housing in Great Britain*, has been written by Professor Steve Wilcox of the University of York, using Hometrack data on house prices and rental levels. The report finds that in all regions, and in the majority of local authority areas, the costs of private rents were significantly lower than the cost of house purchase – good news for relocatees between properties. In England and Wales, private rents in 2006 – for example – represented less than two thirds of the level of house purchase costs.

To obtain an electronic version of the summary report, email affordability@hometrack.co.uk.

We'll be looking at the likely implications for relocation of the latest developments in the housing market in the winter 2007/8 edition of Re:locate magazine.

Good schools a priority

A new survey from estate agency Savills suggests that access to good schools is important to 75% of families. Top performing Local Education Authorities (LEAs) tend to be split between those located in the more affluent London Boroughs, the Home Counties, the commuter belts surrounding other major cities and those maintaining a grammar school system. Such counties, the survey reveals, generally contain the highest proportion of top 25% performing state schools, although additional hotspots are identifiable. At LEA level, there is a positive correlation between educational standards at secondary school level and regionally adjusted house prices. The top 25% performing LEAs carry an average house price premium of just below 15%. At a school level, areas immediately surrounding the top 25% of secondary schools carry an average house price premium of 13% over the county average. The value of houses in proximity to the lowest performing

25% of schools average 90% of the county average. House price premiums are not universal. 58% of the top 25% of schools show house price premium. That premium exceeds 20% in 31% of cases.

For more information, see www.savills.com.

Yet more changes to UK secondary education

The Schools Secretary, Ed Balls has announced further expansion of the vocational diploma scheme to become 'the qualification of choice' for young people. He announced three new diplomas bringing the number up to 17 but didn't give any assurances that A levels and GCSEs would survive the review of exam courses scheduled for 2013.

See *Fiona Leney's report on changes to the education system in the winter issue of Re:locate*.

Party, party, party with Focus

Rounding off a year of 25th anniversary celebrations, Focus the expatriate support organisation, are holding a special event at The Louise T Blouin Foundation in Nottinghill, that will showcase modern art and design and bring together friends and supporters for a fabulous evening to toast their success. In the winter issue of *Re:locate*, we examine how life has changed for expatriates and the difference Focus has made to so many international employees, their partners and families new to London and the UK.

Focus are also running one of their popular half day Career Clinics for expatriate partners, on 15 November at their offices, just off Kensington High Street.

For details of the party, career clinic and other events visit www.focus-info.org.

Different takes on best and worst places to live...

Two recent surveys reveal contradictions regarding the UK's perceived best and worst places to live – of course, it all depends on the criteria you use to choose them. Leading the pack in the publicity stakes is Channel 4's Location, Location, Location, which – on the basis of six criteria including crime, education, environment and employment, chose Edinburgh as the best place to call home – and Middlesbrough the worst. In a Halifax survey, meanwhile, Wokingham in Surrey won the top accolade thanks to having some of the largest homes in the country, one of the highest rates of central heating and some of the best salaries – residents take home an average of £744 a week.

For more *property news* visit www.relocatemagazine.com.

Living in France

France-based relocatees need to be aware that recent legislative changes mean individuals from the EU who are resident in France need to be in receipt of a state pension, which would in the UK qualify then for an E121 form, in order to be eligible for subscription to the French state healthcare system, the Couverture Maladie Universelle (CMU). They will also need the form E106 – valid for up to 2.5 years upon moving to France - and to have been working in France and therefore contributing to the French system.

Darling's new tax rule for foreign residents

The Government will make major changes to the taxation of UK resident non-UK domicillaries with effect from 6 April 2008. 'The changes include an annual 'additional tax charge' of £30,000 for individuals who have been resident in the UK for seven years or more and who wish to continue using the remittance basis of taxation.' say Deloitte in their Pre-Budget briefing. They also highlight some major changes to the test for UK tax residence.

For detailed coverage see www.ukbudget.com.

Immigration to hit all time high

Official figures show biggest rise in population for 50 years with five million increase predicted in ten years reaching 65 million people in the UK and reaching 70 million by 2031. Statistics released at the same time show 70% of population rise will be attributed to immigration over 20 years. The Government forecast for long term annual net immigration currently stands at 190,000. However this year's net figure is expected to be 240,000, with next year's net figure predicted to be

230,000. There are obvious implications for housing, education, health and transport.

Also this week, the European Commission presented its first proposal for measures to address legal immigration in the EU, including a proposed 'blue card' for EU immigrants aimed at recruits from Africa and Asia. Commenting on the proposals, UK Green and immigration spokesperson Jean Lambert, MEP said: "The proposed blue card for skilled workers is a welcome start as regards recognising that the EU will benefit from an increase in legal migration. This blue card is supposed to make the EU more attractive as a destination in the global 'talent war', but the Commission risks undermining its own goal. It is regretful that the Commission is proposing restrictions on mobility within the EU to accompany the card." Britain is opting out of the system but once workers are in Europe for five years they can then move freely around the EU.

Keep up to date with immigration and visa issues by reading the winter edition of Re:locate, available early December.

ARP events to watch out for:

Christmas lunch and AGM – 7 December, London.
Members' days: Coventry, 07 November & Leeds, 08 November.

For further information visit the ARP website at www.arp-relocation.com.

Appointments

New Chief for CIPD

The Chartered Institute of Personnel and Development has appointed Jackie Orme as Chief Executive, to succeed Geoff Armstrong, who is retiring in June 2008. She will join the CIPD in April 2008 from PepsiCo International, where she is Chief Personnel Officer and Vice-President, HR. Jackie is a member of the UK Executive Board of PepsiCo International, and sits on the global PepsiCo International HR Council. She is also on the Board of Shelter, the housing and homelessness charity. Says Vicky Wright, CIPD President: "This is an exciting moment for the CIPD. Jackie has exceptional experience of the modern world our members are operating in. As a leading practitioner and innovator, she is ideally placed to lead the profession into the future. She's also got the business experience needed to drive continued high performance and growth at the CIPD."

And new sales manager for Re:locate!

Alison Woolley has joined the team at Re:locate as Sales Manager. She brings to the company many years of international business-to-business publishing experience, gained across a wide range of industries, and she's also worked in recruitment, having specialised in international placements. Says Re:locate's Managing Editor, Fiona Murchie, "We're delighted to have Alison on board – she's the ideal person to raise the profile of the Re:locate brand at this very exciting time of continued expansion."

BridgeStreet expansion continues with new EMEA VP

BridgeStreet Worldwide has announced the promotion of Max D. Thorne to vice president of development for the company's EMEA region.

Dean gets business role at Cheval

Luxury serviced apartments company Cheval Group has appointed Emma Dean as its business sales manager. Emma worked as sales manager at Calico House, the Cheval Group's City-based property.

See our new Serviced Accommodation section at www.relocatemagazine.com.

Job Opportunities

There are currently **41 great jobs** on our website, relevant to you and your skills. The **18 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. £40-60,000 + Bonus + Benefits	Read More
Relocations Project Manager	Berkshire	£30,000 - £34,500	Read More
Relocation Coordinator	Kent	£25,000	Read More
International Assignment Manager	London	£28,000 - £32,000	Read More
International Assignment/Global Mobility Advisor	London	c. £30-33,000 + Bonus + Excellent Benefits	Read More
International Assignment/Global Mobility Manager	North East - Darlington	c. £33-38,000 + Relocation Support + Bonus + Benefits	Read More
Global Mobility Manager	Central London	£50,000 to £60,000 plus benefits	Read More
International Assignment/Global Mobility Consultant (1-Month Temporary Assignment)	Hertfordshire	c. £20 per hour	Read More
International Assignment/Global Mobility Advisor	Birmingham	c. £25-35,000 + Bonus + Benefits	Read More
International Assignment/Global Mobility Advisor	Nottingham	c. £20-31,000 + Bonus + Benefits	Read More
International Assignment/Global Mobility Director	London	c. £50-65,000 + Bonus + Benefits	Read More
International Assignment/Global Mobility Specialist	West Sussex	c. £30-40,000 + Bonus + Benefits	Read More
Corporate Relocation Business Development Manager	Surrey	Negotiable + Bonus + Benefits	Read More
International Assignment/Global Mobility Manager	Swindon/Wiltshire	c. £40-50,000 + Bonus + Car + Benefits	Read More
International Assignment/Global Mobility Consultant	London	Negotiable + Benefits	Read More
International Assignment/Global Mobility Project Advisor	London	c. £25-35,000 + Benefits	Read More
International Assignment/Global Mobility Co-ordinator	Kent	c. £20-30,000 (Pro Rata)	Read More
International Assignment/Global Mobility - Vice-President In-house Services	London	c. £70-110,000 + Bonus + Benefits	Read More