



Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

Re:locate Extra

Issue 25, February 2008

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 spring issue will be out at the end of March, with features on international relocation hotspots, Guaranteed Sales Prices, Eastern Europe and much more! Don't forget that it will also be available online in digital format through our website at www.relocatemagazine.com - ideal for international readers.

We were thrilled by the number of entries to the *Re:locate* Awards – thank you to all those who took the time to enter, the shortlist will be announced in our spring issue. In the mean time don't forget to book your place at our fabulous awards dinner to be held on the 23rd April at the IOD, and share in the success of our winning entrants, and celebrate excellence in relocation!

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

London's status threatened by non-dom policy

Chancellor Alistair Darling has been forced to stage a climb-down over his proposal to tax non-domiciled, or 'non-doms', resident in the UK for more than seven years £30,000, after many of the estimated 116,000 foreign residents who would have been affected threatened to leave the UK capital. Although the £30,000 annual levy still stands, significant concessions have been made, such as no longer asking for information about offshore trusts.

We will cover the latest developments and implications, plus expatriate tax issues, in the summer issue of Re:locate, out in June.

Sharp rise in expected redundancies signals jobs slowdown

The recently published CIPD/KPMG Labour Market Outlook (LMO) survey shows a sharp rise in the proportion of employers expecting to make at least some staff redundant in the coming months, suggesting that tougher economic conditions are starting to bite in the UK jobs market. The survey of 1,553 employers shows that almost two in five (38%) intend to make some employees redundant this quarter – a sharp increase on the autumn 2007 LMO survey figure of 17%, and the highest quarterly figure for redundancy intentions since the LMO survey began in 2004. The average quarterly figure for redundancy intentions is 21%, which compares with a seasonal winter average of 22%.

A quarter of employers expecting to make redundancies this quarter report that at least 10 staff will lose their jobs. Thirty seven per cent expect to make fewer than 10 people redundant, with the remainder uncertain of the numbers likely to be involved.

Redundancy intentions have increased in all sectors since the autumn 2007 survey and are strongest in the public services where almost half (48%) of employers surveyed expected to make at least some staff redundant this quarter. Redundancy intentions are highest in the East Midlands (47%), the West Midlands (45%) and the South West of England (45%). The Celtic fringe looks set to be the least affected in the next three months, with around a third of organisations in Scotland (33%), Wales (35%) and Northern Ireland (36%) planning redundancies; redundancy intentions in England are lowest in Yorkshire and Humberside (34%).

For more information, see www.cipd.co.uk.

And while we're on the subject...

The latest official labour market statistics, published recently by the Office for National Statistics (ONS), show that the UK jobs market was performing remarkably well in the final quarter of 2007. But says John Philpott, Chief Economist at the Chartered Institute of Personnel and Development (CIPD), a number of conundrums surround the ONS figures. "What is surprising is that the ONS figures show no sign whatsoever of the softening in demand for staff identified by various recent independent employer surveys, including the CIPD/KPMG Labour Market Outlook survey [see above]. The apparent conundrum might be explained by the normal lag between turning points in economic activity and the eventual labour market fall out. But it might also indicate that the jobs outlook isn't so bleak after all. Let's hope for the best – but don't be too surprised if things soon start to take a turn for the worse.

"Taken at face value the ONS figures suggest that most new jobs at present are going to people aged 50 and over – this age cohort accounts for almost 6 in 10 of the additional people in work last year. But this sits oddly with the observation that most new jobs are being taken by migrant workers – a group overwhelmingly aged under 40."

The CIPD reckons this can be explained by the fact that migrant workers are taking the lion's share of new job vacancies while older workers are instead better able than in the past to hold onto their jobs. In jargon terms, over 50s employment is rising because of increased job retention not increased hiring of older workers. What this also highlights is that home grown workers, not just those from overseas, have benefited from the jobs boom of recent years. It remains to be seen which groups will fare best when the jobs market next enters tougher times.

Some skills hard to find in the global jobs market

1,150 bosses from around the world, polled in the annual PricewaterhouseCoopers CEO survey, reveals the skills in the global jobs market that they are collectively finding it most difficult to recruit. Combined technical and business expertise are hardest to find globally, with 67% of CEOs reporting shortages. Some 56% report difficulties in finding people with the courage to challenge decisions while those with the ability to collaborate, or with language skills, are easier to find.

There is mixed news for people managers. Some 89% of CEOs globally say that that people management issues are one of their top priorities, 67% believe their time is best spent on the people agenda but only 43% believe their HR department is equipped to deal with changes needed to compete for talent – this is as low as 34% in the UK.

The skills hardest to find point to a potential increase in international demand for senior executives from mature economies, such as that of the UK, where challenging others, innovation and leadership are established traits among top personnel. For more information, see www.pwc.com.

See our feature on the picture for international assignments and relocation recruitment in the spring issue of *Re:locate*.

Employers need to do more to tempt older workers

With demographic changes, skills shortages and recent UK legislation on age all making their mark, a new Research Insight from the Chartered Institute of Personnel and Development (CIPD) highlights the importance for employers to address the challenges presented by an ageing workforce to recruit, retain and engage talent. The research, carried out on behalf of the CIPD by Cranfield School of Management, examines what employers are doing to ensure that the way they reward and recognise individual and collective contribution is actually appealing to older workers. It shows that a more holistic approach to pay and reward is necessary – organisations need to look across their financial and non-financial reward offerings to consider whether they are attractive to older workers. However, while the research finds many examples of employers introducing initiatives to make their organisation more appealing to older workers, most have been introduced on an ad-hoc basis to deal with specific issues. What is lacking, the survey notes, is a systematic and integrated approach to reward that examines whether the pay and the financial and non-financial benefits are appealing to all

individuals, irrespective of their age, race, gender, etc. We'd like to hear your views on the implications for relocation.

For more information, see www.cipd.co.uk.

Fresh idea from VSO

If you're an HR professional planning a sabbatical placement for an executive on your team – or even for yourself - a new initiative from Voluntary Service Overseas (VSO), could be just what you're looking for. VSO hopes to attract managers, fundraisers, finance and HR Directors, small business advisors, IT professionals and more to urgently fill a range of short- and long- term volunteering opportunities. Says VSO marketing adviser Rowena Harding, "Research from the Chartered Management Institute has shown that 94% of employers agree that long-term overseas voluntary activity broadens skills and experiences."

For more information, see www.vso.org.uk.

Global good practice explored

Senior leaders and practitioners in global diversity from around the world gathered in London on 26th February for an event addressing the current and emerging challenges and opportunities of mainstreaming diversity in a global environment.

Exploring Good Practice, hosted by the British Council, in partnership with ORC Worldwide, brought together participants from a wide range of public and private sector organisations from around the world to discuss and share insights into good practice through relevant case studies (from India, China, Saudi Arabia, Brazil and South Africa), and from the practical experience of the presenters. The key aims of the day were to engage on the key issues, and the challenges of mainstreaming diversity within international organisations, share approaches by a range of organisations to mainstreaming equality and diversity across a global network and to identify good practice in implementing and progressing equality and diversity within international organisations. Fiona Bartells-Ellis, Head of the Equal Opportunities and Diversity Unit at the British Council described the conference as "a tremendous opportunity to debate engage with global diversity issues".

For further information, see www.britishcouncil.org.

Events

Rome the top venue for spring conferences

The 2008 PricewaterhouseCoopers Human Resource Services international conference, 'Fit for business: keeping HR relevant in a changing world', will take place from 26th to 28th March in Rome. Issues on its agenda include how does HR become more relevant to the business it serves and can HR truly take the lead in driving the people agenda? The diverse range of speakers will include world-famous football referee Pierluigi Collina, who'll be taking about what it takes to be and stay the best, as well as Will Day, Special Advisor to the United Nations and Cynthia McCague, Senior Vice President Global Human Resources at The Coca-Cola Company. There is also a comprehensive workshop programme, covering areas such as global reward, international mobility and talent management. For further information, see www.pwc.com/hrs.

EuRA (the European Relocation Association) is holding its 10th Anniversary Conference in Rome, from 14th-18th May. To book your place, see www.eura-relocation.com.

See the spring edition of *Re:locate* magazine for our feature on Talent Management.

WFPMA World Congress in London

The Chartered Institute of Personnel and Development is hosting the WFPMA World HR Congress Day on Monday, 14th April in London, ahead of the CIPD's HRD 2008 conference. Both events are at ExCel, London. For more details of both events, see www.cipd.co.uk/hrd.

PainSmith seminars

PainSmith Solicitors has expanded its London-based seminar programme to update knowledge of landlord and tenant issues. Topics to be covered include discrimination with regard to property, and Energy Performance Certificates and associated issues. To subscribe to its legal update, email update-subscribe@painsmith.co.uk. Contact PainSmith on 01420 565310 – and look out for David Smith's update on rental law in the spring 2008 edition of *Re:locate*.

Flagship collaboration for Glasgow and Columbia University Business School

In a flagship collaboration with Columbia University in New York, the University of Glasgow Business School is offering a week-long Executive Development Programme tailor-made to meet the demands of globalisation. The new course, designed in consultation with business leaders, aims to bring business education of the highest international standards to Scotland.

Professor Robert MacIntosh, an expert in strategic management in the University of Glasgow Business School who will be lecturing on the new course says, "The residential programme is designed as an integrated learning experience to place an organisation's strategy in a global context. With leading academics from both the University of Glasgow and Columbia University, the Executive Development experience will stretch the thinking of participants, translating concepts into meaningful action and delivering value back to businesses."

Entitled: 'Executive Education: Corporate Competency, Financial Strategy and Globalisation,' the course will be held at the University of Glasgow from 12-16 May 2008.

For further information, contact Mary Beth Kneafsey on 0141 330 6608.

Property News

For an assessment of the current state of play in the UK property market, visit our [Property Section](#) at www.relocatemagazine.com.

Energy Performance Certificates a requirement in Let property

The requirement for an Energy Performance Certificate (EPC) to be supplied to the purchaser as part of the Home Information Pack (HIP) has now been extended to cover Let property, both residential and commercial. PainSmith Solicitors has produced a useful update about the requirements – to obtain a copy email update-subscribe@painsmith.co.uk.

Don't regulate the rental market away, says ARLA

For the fifth year running, agents from around the country attending the annual conference of the Association of Residential Letting Agents, ARLA, heard a plea for government not to regulate the rental market out of business. Instead, delegates heard that the way forward, according to ARLA, is to licence all letting agents.

The outgoing President of ARLA, Robert Jordan, cautioned the new Housing Minister, Caroline Flint, and PM Gordon Brown, "One step too far on the legislative bandwagon and you will kill off the Private Rented Sector ... The government's own figures may suggest that there are over half a million landlords in the Private Rented Sector but the market cannot afford to lose any of them, particularly in troubled times," he said.

London still top of its game as global city

The latest London residential development research report from estate agency Knight Frank, 'Global City', reveals that London's super-prime market is set to continue to outperform all other UK markets through 2008, and that around 60% of all central London property purchases over £4m now made by foreign national. Housing demand from the foreign super-rich is anticipated to grow significantly in the next decade. Meanwhile, according to Knight Frank's latest figures, January saw prime central London property prices grow by 1.1%; the highest monthly rate since the credit crunch began to build in September 2007. On an annualised basis, the market continued to slow, with growth of 26.2% in the year to January. This compares to a rate of 37.9% in August last year.

For further information, see www.knightfrank.com.

Bad news could be good news for serviced accommodation providers

A serviced-accommodation industry insider, Steve Brenman, managing director of the London-based serviced apartment provider Deep Blue Apartments, is keen to point out the value of serviced accommodation during periods of crisis.

"In times of financial uncertainty, many international companies move quickly to reduce their variable overheads.

Discretionary costs, such as international travel and accommodation, are quickly scaled-back.”

Such a situation would, at first glance, appear to work against apartment providers, who count business travellers among their most coveted clients. However, as Brenman argues, the serviced apartment industry is uniquely positioned to benefit.

“In the midst of stagnating markets, companies require cost-effective accommodation when sending their employees either nationally or internationally. This is where serviced apartments really excel. A typical serviced apartment offers up to 50% more space than a hotel room, but often at 30-50% less cost.”

Expansion for Staying Cool

Staying Cool, Manchester’s independent operator of four and five-star serviced apartments, is expanding its collection with the launch of 15 apartments at the Rotunda in central Birmingham this April. The apartments – all on the 19th floor plus a top floor 20th storey penthouse – will combine contemporary cool with 60’s design. www.stayingcool.com.

Immigration News

Extra levy for migrants

Foreigners coming to the UK will have to pay a special levy on entry, to be used to provide extra funding for public services, the government recently announced. Immigrants assessed to be more of a burden on the state – such as older applicants who are more likely to require health care – will pay more than younger workers. In 2006/6, the UK Visas agency raised £190 million from visa fees for 2.7 million applications.

ID cards update

According to the latest information from Law Now, British citizen will not be forced to obtain identity cards until 2012, over two years later than originally planned, leaked Home Office documents have shown. ID cards will be issued to foreign nationals from this year, and available to British nationals who want them from 2009. Further leaked documents suggest that certain sectors of the public may effectively be compelled to join the scheme from 2010, despite a statement from the Prime Minister announcing that ID cards will not become compulsory for British citizens without Parliament’s approval. In accordance with the framework timetable, only six companies now remain as prime contractors in the competitive dialogue stage: Fujitsu Services, CSC, EDS, IBM, Steria and Thales.

Keep up to speed with the latest immigration news by visiting our [Immigration Section](http://www.relocatemagazine.com) at www.relocatemagazine.com.

Scroll down to the next page for the latest jobs

Job Opportunities

There are currently **45 great jobs** on our website, relevant to you and your skills. The **12 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 Manager	London	Negotiable with experience	Read More
Team Leader – DSP – Relocation	London	£32-40,000 + bonus	Read More
International Assignment/Global Mobility Assistant Manager	Hertfordshire	Negotiable + Excellent Benefits	Read More
International Assignment/Global Mobility Manager	Hertfordshire	Negotiable + Excellent Benefits	Read More
International Assignment/Global Mobility Advisor	London	c. £25-30,000 (Pro Rata)	Read More
International Assignment/Global Mobility/ Expatriate Tax Consultant	Bristol	c. £25-35,000 + Benefits	Read More
Senior Move Manager/Team Leader	London	£30,000 + bonus	Read More
International Move Manager	Middlesex	c. £30,000	Read More
Senior Global Moving Co-ordinator	London	£25-30,000	Read More
Senior Corporate Developer International Sector	London	£60,000 base + commission	Read More
Senior Client Services Consultant	Surrey	£35,000 + bonus	Read More
International Assignments Manager	London	£45,000 to £55,000 plus benefits	Read More

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