



# Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

## Re:locate Extra

Issue 27, April 2008

### **Re:locate Awards: winners announced!**

The winners of the *Re:locate* Awards 2007/8 were presented with their awards at a gala black tie event held in the elegant surroundings of the Institute of Directors (IoD), in London's Pall Mall, on 23 April.

This glittering occasion fulfilled its promise of being *the* social and networking event of the year for everyone involved in relocation, from HR people to suppliers.

Beneath the IoD's sparkling chandeliers, nearly 200 guests enjoyed a champagne reception and gourmet dinner. Guest speaker Simon Calder, travel editor of *The Independent* and frequent contributor to TV and radio programmes, regaled us with lively anecdotes about his travels and insights into some of the top relocation destinations. The winners were then presented with striking crystal trophies.

The Summer issue of *Re:locate* will feature a full-colour supplement with full details of this year's winning entries and comments from our judges. We hope they will inspire you to enter the 2008/9 Awards – and be part of something truly special.

For further details of the Awards [click here](#).

*Pictures from the evening will be available from our website at [www.relocatemagazine.com](http://www.relocatemagazine.com) from Monday 28 April 2008 and you will be able to buy copies from the photographer directly.*

### **Winners**

#### **1. Best relocation strategy/policy *Sponsored by PhoenixARC***

PricewaterhouseCoopers

#### **2. Technological innovation in relocation**

MoveAssist International

#### **3. Inspirational team of the year *Sponsored by IPM***

NATS

#### **4. Relocation service provider of the year**

Cartus

Beswick Relocation – *Highly Commended*

#### **5. Best property provider or solution *Sponsored by Connells Relocation Services***

SACO Apartments

#### **6. Rising Star in relocation *Sponsored by Cartus***

Debbie Britton, Britton Relocation Services

## 7. Relocation 'Personality of the Year' Sponsored by Clark & Rose

Carol Moore, GSK Services Unlimited

**\* 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](http://www.relocatemagazine.com)!

### Top Stories This Month

#### **BCG launches key worldwide HR report**

Companies around the world are facing eight key human resources challenges in the future, with managing talent being the most critical, according to a recent survey of more than 4,700 executives in 83 countries conducted by The Boston Consulting Group (BCG) and the World Federation of Personnel Management Associations (WFPMA).

The report, entitled People Advantage, was launched on 14 April at the World HR Congress hosted by the Chartered Institute of Personnel and Development (CIPD) at London ExCel. It is the first of its kind to be conducted on such a global scale.

Find out more in the Summer issue of *Re:locate* and see the Spring issue for coverage of The Future of HR in Europe, a recent report from BCG and the European Association for Personnel Management (EAPM).

#### **Pickfords makes a move**

The TEAM Group, Europe's leading independent corporate international mobility company, has announced that one of its managed companies has concluded a deal to purchase from SIRVA Inc its moving services operations in the UK and the Republic of Ireland. The deal means that the group now employs 2,100 staff and operates from 106 locations in 15 countries.

The sale includes UK moving and storage business Pickfords, and Allied's international moving services business in the UK. SIRVA's relocation operations in the UK and continental Europe are not part of the transaction.

#### **2008 Annual Wealth Report published**

Those responsible for relocating senior managers may find the 2008 edition of Knight Frank and Citi Private Bank's Wealth Report interesting reading. The report analyses the relationship between high net worth individuals and prime residential property. Key findings were:

- Global prime property prices rose by 11% during 2007
- The highest price growth achieved by prime residential properties was in Antigua (40%); St Jean Cap Ferrat, France (39%) and St Petersburg (38%)
- The areas with the weakest growth during 2007 were Dublin (-15%); Ibiza (-13%) and Noosa Heads, Australia (-7%)
- London is the most expensive location for prime residential property, with an average price of £3,025 per sq ft. Monaco is second at £2,877 per sq ft, and St Jean Cap Ferrat third at £2,860 per sq ft

#### **Central London market slows**

Knight Frank reports that the pattern of slower monthly growth rates seen over the last five months continued into March, with its prime central London index recording near even growth of just 0.1%, the same level as November 2007 and the lowest level since January 2005. This slowdown was also reflected in its quarterly figures, which show prices of properties in this sector, the traditional flagship for the UK property market, increasing by only 1.8%.

Slower monthly growth is feeding through to sharply lower annualised growth rates, with prices standing 20.4% higher in the year to March, the slowest growth since June 2006. Sales volumes across prime London fell by 20% year on year during the first quarter of 2008.

### **Don't cut corners, ARLA warns landlords**

With demand for housing in the private rented sector likely to soar because of the credit crunch, the Association of Residential Letting Agents (ARLA) is warning agents and landlords not to take advantage by cutting corners.

ARLA points out that both the law and best practice have come a long way since the early 90s, when the last housing crisis produced soaring rental demand, cowboy agents and rogue landlords. Nowadays, as well as the duty of care that landlords and letting agents owe to tenants, compliance with new legislation and operating to a code of best practice is seen by most to be in the interests of everyone.

However, ARLA Head of Operations, Ian Potter, said, "We are still worried that some landlords may try to cut corners and not comply with legislation covering safety and the protection of tenancy deposits. We are also worried that there could be an upsurge in lettings agencies opening for business, without being members of the professional bodies."

### **More English Education changes**

"The post 16 qualification landscape is changing and whilst providing more choice it also creates more complex decisions for those relocating to England." Commented Fergus Rose, Head of Marketing at ACS International Schools, following the changes in English post -16 qualifications over the last month, and what they might mean for relocating families.

The Government announced last year that they would be introducing a new diploma-style qualification and at the start of April a large scale streamlining of qualifications was outlined with the aim of simplifying the 6,500 qualifications currently available. Then, on the 14th April the Qualification and Curriculum Authority (QCA), announced that another qualification, the Cambridge Pre-U, was to be taught in 30 schools from this September, including six state schools, which would receive government funding.

However argues Fergus Rose " The International Baccalaureate (IB), the qualification of choice for many relocating families, is still very highly-regarded both nationally and internationally and our own research has found it to be highly valued amongst UK University Admissions Officers, particularly for its rigorous academic programme, breadth of study and global perspective. As an international qualification it is independent of national intervention so its future as a respected qualification is secure. The decision to focus on the development of the new Government diplomas will probably mean that the IB will not be very widely introduced into the maintained school sector in the UK."

### **Global safety and security for employees**

SPOT is a potentially life-saving piece of equipment has been introduced by ExtremeGB.com, an online retailer of outdoor and adventure goods. Particularly suitable for employees travelling or working in hostile countries or environments, SPOT sends a signal back to monitoring teams or potential rescuers, to ask for help or – with any luck – confirm they're safe and well. Because SPOT works through the satellite system, the company says it does not have the same limitations of coverage, range or size as walkie-talkies, mobile and satellite phones, currently the default communication devices for people who go well off the beaten track.

*Details from [www.extremegb.com](http://www.extremegb.com).*

### **Pay-as-you-go cars**

If your company, or office, is relocating, this might be a good time to consider a pay-as-you-go car club such as Streetcar, the UK 's largest pay-as-you-go car club. According to Streetcar, the concept is gaining popularity across London and five other UK cities, with around 35,000 members and over 600 locations.

Members book a car online or over the phone, as little as 30 seconds ahead of time, and use remotely activated smartcards to unlock the vehicle, which is typically within a short walk of their home. At the end of the journey, the car is returned to a dedicated parking space.

*Information from [www.streetcar.co.uk](http://www.streetcar.co.uk).*

## **Diversity takes centre stage**

*Sexism and the City*, a new report published today by equality pressure group The Fawcett Society, outlines the harsh reality that mothers-to-be and new mothers experience the most discrimination in the labour market. The report is backed by Tessa Jowell, minister for the Olympics and London, and reveals that more than 30,000 women a year in Britain lose their jobs for simply being pregnant.

CIPD diversity adviser Dianah Worman welcomes the research but argues that changing deep-rooted workplace practices will take more than a politically expedient gesture. She calls for a diversity agenda to punch its weight through a national awareness raising campaign.

“The war for talent is a key preoccupation with top teams in business, yet so much talent continues to be wasted through the failure to provide fair and tailored working conditions for all. We need to make the business case for diversity and inclusion through a campaign that hits where it hurts - namely, the bottom line on the balance sheet.”

## **UK businesses fail to take age discrimination seriously**

Despite being illegal, age discrimination remains rife in the UK workplace, according to the latest findings from the Recruitment Confidence Index (RCI), produced by Cranfield School of Management. Respondents, who included HR professionals and senior managers, admitted to having stereotypical views of older and younger workers. Older workers were seen as having wide experience, being loyal, having better time keeping and being interested in having a work-life balance. Younger workers were seen as open to new ideas and ambitious, but inexperienced and not likely to stay in the job long.

The latest research found that a quarter of respondents were aware of a current policy or practice within their organisation that could be perceived as discriminating on the basis of age.

The support of the board or CEO was seen as the most important factor in eliminating age discrimination at work, followed by the awareness of issues, policies and lastly, education or training. A fifth of respondents believed that their board or senior management remained uncommitted to eliminating age discrimination at work.

The HR department was identified as being the most aware of the benefits of a workforce of all ages, followed by senior management and the board or CEO. Employee representatives were seen as the least aware.

Dr Emma Parry, Research Fellow at Cranfield School of Management, said: “The research shows a lack of commitment at senior management and board level to stamp out ageism in the workplace. The message to business is clear – age discrimination is illegal. HR professionals need board and CEO level support to stamp out age discrimination for good.”

*More information is available from [www.rcisurvey.co.uk](http://www.rcisurvey.co.uk).*

## **HR diary date**

According to CIPD research, 53% of organisations have restructured their HR function in the past year, such changes having been driven largely by a desire to make HR a more strategic contributor to business success. Problems they've encountered have ranged from limited resources or inadequate technology to trouble redefining job roles. On 14 May, the CIPD will examine *The Changing Face of the HR Function*, in a conference to be held at Jury's Great Russell Street, London. Featuring the latest CIPD research as well as case studies from organisations which have undergone a successful restructure, the conference is relevant to all those working in HR strategy or organisational development.

Speakers will include: Maria Antoniou, Group HR Director, Transport for London; Jacquie Heany, Deputy Director, HR Professionalism, Cabinet Office; and Mike Taylor, Director HR Transformation and Systems, Vodafone Group Services.

*For more about the role of HR as a strategic business partner, see Re:locate's articles 'The Future of HR?' and 'Managing Talent' (Spring 08 issue).*

## Job Opportunities

There are currently **43 great jobs** on our website, relevant to you and your skills. The **14 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](#).

<b>Relocation Management Consultant</b>	Hitchin, Herts	Negotiable	<a href="#">Read More</a>
<b>International Assignment/Global Mobility/Expat Director</b>	London	Negotiable + Car + Benefits	<a href="#">Read More</a>
<b>International Assignment/Global Mobility/Expat Manager</b>	London	c. £45-55,000 + 20% Bonus + Benefits	<a href="#">Read More</a>
<b>International Assignment/Global Mobility/Expat Specialist</b>	Berkshire	c. £30-40,000 (Pro rata)	<a href="#">Read More</a>
<b>International Assignment/Global Mobility/Expat Manager</b>	London	c. £50-60,000 + Bonus + Car Allowance + Benefits	<a href="#">Read More</a>
<b>International Assignment/Global Mobility/HR Manager</b>	Manchester	c. £40-50,000 + Bonus + Benefits	<a href="#">Read More</a>
<b>Move Manager</b>	Scotland	£20,000	<a href="#">Read More</a>
<b>Relocation Consultant</b>	Dubai	£TBC	<a href="#">Read More</a>
<b>Business Development Manager - Logistics</b>	Dubai	£TBC	<a href="#">Read More</a>
<b>Corporate Services Manager</b>	Dubai	£TBC	<a href="#">Read More</a>
<b>Customer Services Representative</b>	Dubai	£TBC	<a href="#">Read More</a>
<b>IA Advisor</b>	Central London	£35,000 to £40,000	<a href="#">Read More</a>
<b>International Assignment Manager</b>	Central London	c. £45,000 to £55,000	<a href="#">Read More</a>
<b>Expat HR Advisor</b>	Canary Wharf, London	£28,000 to £32,000	<a href="#">Read More</a>

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