



Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

Re:locate Extra

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Re:locate Awards: special supplement to celebrate industry success!

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 content on every aspect of relocation and managing international assignments with more news, articles and practical advice being added all the time, so keep visiting to stay ahead at www.relocatemagazine.com.

Don't miss coverage of our *Re:locate* Award winners, including the inside story of how our Inspirational Team of the Year, the NATS Policy Review Group, have moved 3500 employees since 2001. Find out about all our winners and the secrets of their success in our special awards supplement in the Summer issue of *Re:locate*, out at the end of June, which also features photographs of our fabulous awards dinner. [Click here](#) to view photos from the Awards Dinner via our website.

*** 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

Hometrack says 'hold steady'

With the news that the average home is now worth less than it was this time last year, and fears that thousands of property owners may face negative equity, the current housing picture certainly looks a grim one. According to Gary Styles, Hometrack's risk and economics director, however, the situation in the housing market may not be as dire as predicted. Says Mr. Styles, "The wide variation in performance of lenders in the current market makes clear that the situation is not as gloomy as many portray it.

"Lenders are struggling to fund and maintain a good supply of affordable mortgages to the market but the latest volume figures are far from gloomy. Banks are continuing to grow their remortgage lending volumes and competition in the sector will intensify further as the year progresses. The FSA estimate that 1.4 million borrowers will need to refinance or remortgage their existing fixed rate deals during 2008. The signs are that the competition in this market will intensify further making more attractive offers likely. A recent example of this is shown by HSBC's decision to offer to match existing borrower current deals if they choose to remortgage with HSBC. I think we will see far more of this risk-based pricing, with lenders choosing to focus in on lower risk remortgage deals as opposed to higher LTV house purchase loans.

"There is definite risk that some of the gloomy assessments in recent weeks will result in a self-fulfilling downward spiral in house price expectations. The current data does not support these assessments and we must avoid talking ourselves into a serious downturn. Forward-looking behaviour and clear analysis of the data makes clear that the UK economy is strong enough to absorb the impact of the credit crunch but much of this will depend on how consumers and businesses react in times of adversity."

Agency workers' rights at 12 weeks 'a serious risk to UK jobs' says CIPD

The government's decision to extend full employment rights to agency workers after 12 weeks of employment risks undermining the flexibility of the UK labour market, according to the Chartered Institute of Personnel and Development. Responding to the recent announcement, Mike Emmott, employee relations adviser at the CIPD, said:

"It is a shame that the government has ditched the sensible proposal to set up an independent commission to examine plans to extend agency worker rights. Our research shows significant employer resistance to a qualifying period of less than six months, so the government's intention to push for 12 weeks seems bound to cause a great deal of unhappiness amongst employers.

"Agency workers play a valuable role in the UK's flexible labour market. Undermining this flexibility poses a serious risk to UK jobs, and risks blocking an important pathway into work for many jobless people. At a time of economic uncertainty, and with the government committed to ambitious targets for getting more people back into work, the timing could hardly have been worse."

Select Committee could have gone further, says ARLA

Although welcoming the Select Committee report into the supply of rented housing, published 21st May, ARLA, the Association of Residential Letting Agents, believes that it could have said more to help consolidate and build on the successes of the Private Rented Sector over the past decade.

Commented Ian Potter, Head of Operations for ARLA, "Many of the recommendations to government are aspects that ARLA has long proposed. The Association looks forward to contributing meaningful suggestions to government, particularly in support of the Select Committee's suggestion that the Private Rented Sector requires financial incentives for private landlords."

In calling for the accreditation of letting agents, the Select Committee went part-way towards meeting ARLA proposals for full licensing of all letting agents. However, the Association was disappointed that the Select Committee report failed to tackle the problems with licensing of Houses in Multiple Occupation.

"The inconsistencies in the requirements and the variation in licensing costs between local authorities have left an unsatisfactory situation for landlords operating in this section of the rental market. However, all are agreed that effective licensing of HMOs is very necessary," said Ian Potter.

New book demystifies The Housing Act 2004

The Housing Act 2004 has brought about significant changes in business practice for landlords, letting agents and their legal advisers with consequences for relocating employees and those managing relocation. A new book, *The Housing Act 2004 and Residential Lettings* by Francis Davey and David Smith, offers a practical guide to the act which is a must for those in relocation and residential lettings. David Smith works for PainSmith Solicitors, who are well known to ARP members for their excellent legal training on residential lettings.

Published by RIC books it is available from www.ricsbooks.com.

CIPD Conference relocates to Manchester in 2009

From 2009 the CIPD Annual Conference and Exhibition will move to Manchester in 2009 also changing their timing of the event from September to Tuesday 17 to Thursday 19 of November. State of the art facilities and excellent transport links for domestic and international guests, as well as a wide range of accommodation were some of the reasons stated for the move. Nina Harman, CIPD Head of Conferences and Exhibitions, said: "Manchester Central's state of the art facilities offer us the flexibility to be innovative in developing the conference and exhibition from 2009 and on into the future, for the benefit of the thousands of people management and development professionals who join us for the event each year."

This year's conference and exhibition will take place as usual in Harrogate from Tuesday 16 September to Thursday 18 September – look out for the Re:locate magazine stand!

Make it easier for even more older people to work, says TAEN

Commenting on May's record employment figures for people working past state pension age, Chris Ball, Chief Executive of TAEN – The Age and Employment Network – says: "It's clear from the new record level of 1.301 million of people over state pension age who are working, that the traditional views and patterns of work and retirement are breaking down. The Government should recognise that for various reasons, a rapidly increasing number of older people want, or need, to go on working if they are to avoid the 'vulnerability trap' and risk being impoverished in retirement. It should do everything it can to avoid this happening by actively removing the barriers that prevent people working on."

International Reward Factsheet revised

CIPD has recently revised its factsheet on international reward, which contains useful information on creating an international reward and recognition strategy. The guidance is based on research conducted for CIPD by Professor Stephen Perkins of London Metropolitan University.

Copies can be obtained via the CIPD at www.cipd.co.uk.

Serviced Apartments – The Global Industry Report...

The Apartment Service, founded in 1981, and the largest booking agent for worldwide serviced apartments is currently sponsoring a Global Report into the Serviced Apartment Industry to be produced by Travel Intelligence Network. A key element of this will be a Survey currently being undertaken

"...This will be the first Global survey of its kind, highlighting the current key global providers, explaining the various property options in the sector, discussing inventory availability, investigating corporate buyers and agents needs, commenting on the sector's history and looking at it's future directionWe are looking to everyone in the industry to have the opportunity to contribute" says Charles McCrow, Managing Director of The Apartment Service.

You will be eligible to receive a free download of the Global Serviced Apartments Industry Report 2008/9, due out in September if you participate in the survey. To participate, please click the following link and choose the appropriate survey for your situation: <http://www.apartmentservice.com/globalsurvey/index.html>.

For further information please contact Mike Stapley via email at mikes@apartment.co.uk.

Look out for our special feature on the rise of serviced accommodation in the Summer issue of Re:locate.

Hyde Park Gate completes major refurbishment

Hyde Park Gate, which has an enviable location overlooking Kensington Gardens, has just completed a multi-million pound refurbishment. The apartments are the most prestigious in the Capital, and in hotel terms equate with London's grandest five-star establishments.

For further information see www.chevalgroup.com.

Smart solution for short term assignments catching on

Continually working away from home can be a lonely, expensive and costly existence; but online property rental service mondaytofriday.com offers a practical compromise for 'nomadic' professionals who continually work away from their home base during the week on secondment or assignment – generally for many months at a time, at the same location.

In a recent survey conducted with a cross-section of its user base, mondaytofriday.com reveals that just over 20% of lodgers are using the service to work on assignments away from home during the week; whilst 12% are lodging and working in an area to 'test the water' before actually relocating. Typical industries include IT, Banking, Insurance, Government, Construction and Engineering.

Renting a weekday room near to work as a mondaytofriday lodger – rather than living in a faceless hotel room or guest house – enables many professionals to take up attractive career opportunities, whilst allowing employers to affordably and responsibly retain, and place their talent, where it's needed most.

For the full story of this neat solution to a familiar headache [click here](#). Also see our useful [property section](#) resource on the Re:locate website.

Brits more keen than ever to buy abroad

Despite the credit crunch, in the last month (April/May) currency specialist FC Exchange has signed up more people who are planning to buy an overseas property than in any single month in the past 12 months.

“There are a number of reasons that could explain why people are more prepared to invest their money overseas. These include – a reluctance of many to invest in the UK property market as prices start to drop, or first time buyers who are still determined to get on the property ladder...as representing more opportunity for growth and better value for money” said Nick Fullerton, MD of FC Exchange. For further details see www.fcexchange.co.uk.

We watch with interest to see if international movers also follow this trend. See the summer issue for the latest on the Non Dom situation.

ISL Celebrates 35 years of international education

The International School of London (ISL) recently celebrated 35 years of international education in London with a gala dinner held in the magnificent Orangery at Kew Gardens. Highly popular with international relocating families, ISL was the first school in London to offer the International Baccalaureate Diploma and also offers the IB Primary and Middle Years programmes. School Director, Amin Makarem, took the opportunity to announce the opening a new branch school – The International School of London in Qatar which will be opening in September 2008. For more details visit www.ISLondon.com and www.ISLqatar.com.

See the summer issue of Re:locate for the feature on language skills for relocating children, and don't miss our education feature in every issue and [education section](#) on the website. Relocating to the Middle East will also be covered in our winter issue.

Scroll down to the next page for the latest jobs

Job Opportunities

There are currently **46 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 Assignment/Global Mobility/ Expat Assistant	Milton Keynes	c. £15-20,000 + Benefits	Read More
International Assignment/Global Mobility/ Expat Manager	Hertfordshire	c. £40-50,000 + Bonus + Benefits	Read More
International Assignment/Global Mobility/ Expat Advisor	London	c. £30-40,000 (Pro Rata)	Read More
International Assignment/Global Mobility Manager	London / Surrey (Dual Site)	c. £40-60,000 (Pro Rata)	Read More
International Assignment/Global Mobility Executive	London	c. £30-40,000 + Benefits	Read More
International Assignments Manager	Central London	£50,000 to £55,000	Read More
Global Mobility Manager	Watford	£45,000 to £50,000	Read More
International Assignments Consultant	Waterloo, London	Up to £35,000	Read More
Sales and Customer Service Manager	London	Negotiable	Read More
General Manager	Sydney	c. \$150,000	Read More
Relocation Consultant	Dubai	£TBC	Read More
Relocations Assignments Manager	London	£30,000	Read More
Sales Co-ordinator	Middlesex	c. £20,000 + Bonus	Read More

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