



Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

Re:locate Extra

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Welcome to the third issue of **Re:locate Extra**. Brought to you by the team behind **Re:locate** magazine, it aims to ensure you're kept up to speed between editions with everything that's happening in the world of relocation, from the latest news and appointments to the hot topics of the day. To send your feedback or contributions for inclusion in the next edition of **Re:locate Extra**, email editorial@relocatemagazine.com - we look forward to hearing from you!

Fiona Murchie
Managing Editor

Top Stories This Month

Insufficient training is jeopardising success of organisational change

According to the 2006 Learning and Development Survey from the Chartered Institute of Personnel and Development (CIPD), the success of organisational change in major outfits - which of course may include factors such as relocation - is being jeopardised by a failure to put in place adequate training and development measures. However, an increasing number of organisations are aspiring to having a coaching culture with four out of five organisations now using coaching as part of their efforts to develop their people (79%). The survey also reveals employers fears of a worsening economic situation over the year ahead, with these fears translating into a decline in the funds available for training in many cases - particularly in public sector organisations. The average spend on learning, training and development per employee in 2006 was £469 a fall of 23% since last year's survey (£607 per employee). 67% of those surveyed say that insufficient training and development is in place to follow organisational change initiatives; 56% say that training and development implications of change are simply not thought through.

Meanwhile, separate CIPD research shows that large organisations can expect to undergo major restructuring, on average, every three years, and that 40% of these reorganisations fail to deliver on their objectives. Jessica Jarvis, CIPD Learning and Development Adviser, said "Any organisation planning a major reorganisation needs to plan resource issues, from IT implications to office space and furniture. But this research shows that many organisations don't pay the same level of attention to managing their human resources. Employers that do not equip their staff with the training and development needed to work effectively after a major reorganisation are running the risk of undermining their own objectives." Surely the message for relocating organisations, then, is that it's vital to look holistically at the process of relocation, and to consider well in advance of the actual move what it'll involve for every member of staff and at every stage.

The CIPD Learning and Development Survey 2006 is available at www.cipd.co.uk/surveys.

Changes to the rights of EU citizens and family members

The immigration law specialists at legal firm Cameron McKenna have highlighted the changes due to the rights system for EU citizens and their family members within the UK: "On 30 April 2006, new rights for EU citizens and their family members come into effect in the UK. These rights come into force in the midst of changes to the UK immigration system as a whole.

"The new rights derive from EU Directive 2004/38, which merges the previous rules and extends the rights of EU citizens and family members of any nationality (EU and third country) to move and reside within the 25 member States of the Union. The Directive was the catalyst for several of the recent changes announced to the UK immigration system as the

UK Government has sought to bring various non-EU related provisions into line with rules applying in other European countries. For example, from 3 April 2006 persons in various employment-related UK immigration categories will need to have resided continuously in the UK for five years (increased from four years) in order to be able to apply for permanent residence in the UK. This equals the five-year period that will be required for EU citizens and their family members from 30 April 2006."

For more detail on the recent changes to the immigration system, [click here](#) to go to the immigration section of our website. We'll also be carrying an in-depth article on immigration changes in the summer edition of **Re:locate** magazine, published in June.

Migrant workers proving a success

A study by the Institute for Employment Studies (IES) in 2004 found the majority of employers believed the public perception towards migrant workers was so negative the recruiting them would harm their business. However, a recent assessment of the views of UK HR professionals by Personnel Today magazine reveals the picture has changed considerably. Jim Dalton, European recruitment manager of transport operator First Group, told Personnel Today, "The benefits of using migrant workers are enormous. I don't see why any organisation would be scared of employing them." Meanwhile, David Price, managing director of recruitment consultancy Anglo-Polish, which places Polish staff with UK companies, commented on the shift away from the perceived risk to reputations of hiring overseas workers: "Firms are more concerned with providing [migrant workers with] accommodation and good pastoral care, and [to ensure] that they speak acceptable English," he said.

HIPs latest: VAT to be charged

Government ministers recently confirmed that Home Information Packs – due to become compulsory in 2007 and already anticipated to cost each homeowner between £300 to £700 to prepare - will be subject to VAT at the standard rate of 17.5%. The Conservatives condemned the move as a Labour stealth tax, which the party estimates will raise some £111 million per year for the government. However, housing minister Yvette Cooper told the Daily Telegraph, "Home Information Packs are strongly backed by every consumer group, and they are only opposed by those who profit from the millions of pounds wasted every day on sales that fall through."

NEW [Click here](#) to go straight to our online resource portal for the latest news on HIPs ***NEW***

Edinburgh and Glasgow to collaborate more closely

In a bid to forge closer working relations and acknowledging that working together can achieve more than working alone, the cities of Glasgow and Edinburgh have joined together in a Collaboration Project, which is now seeking a Director to head it up. The job is for two years initially and is located in Glasgow and Edinburgh. The collaboration project will be funded by an £800,000 budget from the Scottish Executive's Cities Growth Fund, encompassing a £400,000 bid from each Council. On behalf of the partners, Jim McFarlane, Scottish Enterprise's Senior Director of Operations, said: 'Collaboration between the two cities is vital if Scotland wants to compete more effectively on the international stage.'

Hopefully, this will result in more inward investment, such as that from Morgan Stanley, which announced earlier this month that it has expanded its operations in Scotland with the creation of 300 new jobs.

Why international students like the boarding life

Parents who have been relocated overseas and have chosen to board their children at school in the UK should be reassured by the results of a recent survey by educational consultants Gabbitas. It questioned some 140 students aged 11-19 from all over the world who are at school in the UK, to find out their impressions of boarding-school life. Asked to describe what they found different about school in the UK, many students cited smaller classes and more opportunity to get involved in class discussions. Teachers, meanwhile, were praised for their friendliness and accessibility. The opportunity to learn new sports and activities also emerged as some of the best aspects of a UK boarding-school education.

For a closer look at boarding-school life in the UK, see our education feature in the summer edition of **Re:locate** magazine, published in June.

Acquisition for Weichert Relocation

Global relocation and assignment management firm Weichert Relocation has reached an agreement with Pricewaterhouse Coopers (PwC) to acquire its global mobility services practice in the United States. Weichert believes the acquisition will position the organisation as the country's leading assignment management and expatriate administration service provider. Said Jim Schneider, senior vice president, Weichert Relocation Resources "The convergence of these industry leaders offers unprecedented opportunities for clients of both businesses. Separately, Weichert Relocation Resources and PwC have achieved tremendous results. Together, we'll advance the global mobility industry in ways never before possible."

Primacy Relocation launches operation in France

Primacy Relocation, a provider of full-service employee mobility and global assignment management services, has announced the launch of Primacy France through a partnership with HR Valley, a human resource services firm based in Paris. HR Valley's International Mobility division now operates its expatriate consulting and outsourcing services under the Primacy banner, joining the company's other operations throughout Europe, North America and China.

FOCUS programme now available

FOCUS, the non-profit, membership organisation that supports the expatriate community in the UK, has recently announced its May/June programme of events, which includes everything from a talk on portable careers to a wine-tasting evening. For more information, see www.focus-info.org, or call 020 7937 7799.

Re:locate Events

Motivating Employees to Relocate

Ensuring effective remuneration, allowances and support

Wednesday 7th June 2006 at the IOD, 116 Pall Mall, London

How can you ensure your relocation policy and packages of pay and benefits are enough to entice employees to relocate, while at the same time ensuring efficiency and productivity are maintained? These questions and more will be answered at

Re:locate's next Networking Forum. This essential half-day event will be held at the Institute of Directors, London, on Wednesday, 7th June 2006. For more information on the programme and speakers and to book your place, click [HERE](#).

For any general enquiries please email us at events@relocatemagazine.com or call David Sadler on 01892 891334.

Re:locate Appointments

Are you interested in this service, in the magazine or online? We want to hear your views. Whether you want to advertise vacancies, are looking for a new job yourself or are working in the recruitment industry.

[Email us](#) with your views.

Suppliers' Directory

Find contact details for essential relocation services, from educational consultants to serviced accommodation-providers.

Click [HERE](#) to go to directly to our online Suppliers' Directory.

www.relocatemagazine.com

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