



Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

Re:locate Extra

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Re:locate – keeping you in touch with credit crunch developments!

With budgets under scrutiny and the need to relocate employees not decreasing in many businesses, the climate is becoming increasingly challenging for relocation managers. Often, the employee required to relocate is married, with a young family, so schooling and partner employment are important and affect location and property options.

The current economic situation is making domestic relocation more complex; relocatees tend to expect a high price for their existing property, while seeking a bargain in the new area. This is a thorny problem for some organisations, as, with property prices continuing to fall, the use of Guaranteed Sale Price Schemes becomes increasingly risky.

Re:locate aims to hold an informal discussion group in the autumn, to air some of relocation's burning issues and explore options and strategies to help you enable mobility and remain creative and supportive to your employees. Whether you are in HR, a relocation manager or a supplier, please complete our [questionnaire](#) if you would like to participate. The outcomes will be presented and explored further at the [Re:locate event](#) on 5 November (see below).

The autumn issue of *Re:locate* magazine is out in mid-September, ready for the CIPD Annual Conference and Exhibition – look out for features on what's happening in the Asia Pacific region, the state of play in the recruitment industry and what's hot in HR, plus further details of our forthcoming *Re:locate* event, [Best Practice in Relocation – meeting the challenges of today and tomorrow](#), to take place on 5 November at the IOD.

*** 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!

Watch out for our new look Jobs Board to be relaunched in September with lots of new features.

Top Stories This Month

Rental boom at least continues...

At over GBP500 billion, the value of the Private Rented Sector now outstrips the total of all privately-owned commercial property, including offices, shops, hotels, factories, warehouses and leisure facilities.

In a report for the Association of Residential Letting Agents (ARLA) published recently, the Private Rented Sector is forecast to continue outstripping other types of investment property and rents will rise significantly in the short term. House prices, it concludes, will almost certainly increase faster than commercial real estate over the longer term, as housing supply is less responsive to demand than commercial property but consumers demand more housing as living standards rise.

The report, Part I of *The Modern UK Housing Market - Origins and Prospects* by Professor Michael Ball, Professor of Urban and Property Economics at Reading University, forms part of a wider study into residential housing commissioned by the National Federation of Property Professionals, to be published in the autumn. This will cover the market sectors of both its residential housing divisions, ARLA and the NAEA.

Professor Ball forecasts rents to rise by 10% to 15% in both 2008 and 2009. Despite this, he says that the modern Private Rented Sector is helping to stabilise housing because it accommodates those who, by this stage in the housing cycle, would be over-stretched borrowers with rising negative equity. A re-run of the 1990s, when negative equity prolonged the housing market recession and blighted the lives of many, is less likely to occur in this downswing as a result.

...while London prices slump

According to London estate agents Knight Frank, the monthly fall in property prices in prime central London accelerated in June, from a 1.5% decline in May to a 1.7% decline over the past month. Prices have now fallen for two consecutive months and are now 3.1% lower than three months ago, equaling the largest recorded quarterly fall in their index since 2002. The downturn is slowly eroding last year's gains – prices are now just 7.5% higher than a year ago, the lowest annualised increase since November 2005. Sales volumes have dropped by around 60% over the past year. Super-prime properties (£10m+) remain relatively immune from the slowdown, with prices only falling by 0.9% last month, they still stand 22.7% higher than a year ago.

For more information, see www.knightfrank.com.

There are still bargains in the Eurozone

Although the European Central Bank (ECB) has announced an interest rate rise and the Euro threatens to strengthen further, FC Exchange customers looking to invest in property in the Eurozone are reporting that there are still bargains out there.

FC Exchange Director, Ciaran McVeigh, said: "Whilst the situation is difficult for those buying Euros with Sterling there are still many opportunities to buy overseas at great value. European sellers are finding that the number of potential buyers has reduced dramatically because of fluctuating Euro. They are responding to this by lowering their prices and our customers are picking up bargains.

"At these times you have to set a strict budget and get the most for your money by haggling the price down as much as you can. You can also remove the volatility of the currency markets by buying a forward contract – a way of freezing exchange rates for up to two years – so you know exactly how much you will pay."

To find out more about beating the volatile currency markets visit www.fcexchange.co.uk.

Jobs market continues to prop up UK economy

The latest official labour market statistics, published by the Office for National Statistics (ONS), show that the UK jobs market continues to be in good health. It has shown another rise in the number of people in employment and only a modest increase in both the number of people unemployed and the economically inactive. The number of job vacancies has dropped by around five per cent in the previous quarter, but the overall job vacancy landscape remains positive by historical standards.

Pay pressures also remain subdued in spite of recent hikes in the rate of inflation. The measures for calculating average earnings show a slight fall compared with the previous month.

Gerwyn Davies, Public Policy Adviser at the Chartered Institute of Personnel and Development (CIPD) comments, "Yet again, the jobs figures continue to defy the woes experienced by the rest of the economy, which will provide some comfort to the Government and reassure the Bank of England that pay rises still pose little threat to inflation. While there has been an increase in the claimant count, the numbers classified as economically inactive have risen less fast, and the number in employment has continued to rise."

Don't miss our recruitment feature in the autumn issue of Re:locate magazine, published mid-September. See our new jobs board, too, at www.relocatemagazine.com for the very latest news of the best opportunities in HR international assignment positions and relocation!

Employers feeling the pressure to award big pay rises

Employers are under increasing pressure to award bumper pay rises, according to a survey commissioned by Croner Reward, which has one of the largest continuously updated salary databases in the UK. Croner asked bosses for details of

pay awards given and the reasons for granting them.

Many said they were feeling the pressure from staff because of rising inflation due to fuel costs and energy prices. They also blamed public sector pay agreements for influencing salary negotiations within their own businesses.

The survey found:

- Most employers gave pay rises higher or in line with last year's award – but 30% gave less
- The basic percentage pay rise across the board was between 2% and 4%
- The need to retain staff influenced pay decisions, rather than lose staff and go through a costly recruitment process
- Some employers are waiting until later in the year to decide how much to award
- Inflation and public sector pay deals are influencing decisions on pay awards

Andrew Walker, Business Director at Croner Reward, said: "This survey makes very interesting reading, giving us a valuable insight into the pay awards given to staff across the UK and the pressures on employers when deciding how much to offer... we expect pressure on employers to give their staff pay awards at least in line with inflation."

For further information visit www.croner.co.uk/reward.

News in brief

Cadogan Tate helps out with top tips for summer relocation

Summer is, of course, one of the removal industry's busiest times, with families attempting to move homes and get settled into their new areas before the start of the autumn school term. Specialist removals and storage company Cadogan Tate has come up with useful, timely advice to make the process simpler and less stressful for employees on the move – click on to www.relocatemagazine.com for their top ten tips.

Expansion for easyOffice

Stelios, the man behind the easyJet empire, has recently announced the expansion of easyOffice, which aims to fulfil the demand from start-up businesses and entrepreneurs for flexible office space that can be rented in central London for as little as one week at a time – a concept that would prove equally useful as a quick fix for an international assignee or relocatee with a need for a temporary work place. The Kensington High Street site has 35 specially designed private office units ranging from one to four desks and is available for booking online using upfront credit card payment with no monthly billing costs, creating low-risk flexibility for the occupier. Another added value service is that telecom and IT systems can be set up at very competitive rates. Mark Smith, previously with Regus, has come on board as the first CEO, and there are plans to open two further centres, one each in central Glasgow and Edinburgh.

For further information, see www.easyoffice.co.uk.

Written advice could prove a winner

Getting Back on Track is a new, self-coaching guide from leadership coach Ann Lewis that's aimed at anyone experiencing change at work or who may have suffered a recent knock-back. Valuable insights and reassurance, together with plenty of practical tips to help you find the way forward if you're in this position yourself, if you're coaching employees or helping relocating employees to make difficult decisions about the future, make this a useful addition to any relocation library. It's published by Trafford and is available online through www.trafford.com.

European HR Award 2009 essay competition

The competition is open to CIPD members and particularly pertinent to those involved with managing international assignments and global teams. You are invited to write a 5000 word essay on the theme of the European Association of Personnel Management (EAPM) 2009 Congress 'People, Planet, Profit'. The essay must be submitted by 17 November 2008 and the winner will be announced in January 09. The winner will become the UK representative for the European HR award 2009 and gain a week's free accommodation and a place at the Summer School that will run during the EAPM Congress in June 2009 at the Hague.

For more information visit the EAPM 2009 website at www.eapm2009.org/html/index.php?sitedeelID=2.

New programme for Focus

If you're welcoming expatriates and their families to London over the coming months, then don't forget to point them in the direction of the FOCUS group. As well as providing a newsletter, website and information centre they offer practical assistance to help families and partners with settling-in from networking events and career-development sessions to seminars explaining how the UK school system works. Their imaginative autumn programme of events is out now – see what's upcoming at www.focus-info.org.

Relocation software update

Radix-Technologies has announced the launch of viaRELO V2, the latest release of its web based relocation application. The new version brings such upgrades as Expense Management and the ability to attach all emails associated with a particular quote or job to the corresponding quote or job file by using Radix's patented viaTTACH Technology. "We are excited about the enhancements to version 1.0 of viaRELO. The tremendous response to the original version combined with numerous new clients provided an opportunity to quickly bring new features to market." stated David Corriveau Chief Technology Officer at Radix Technologies.

Employers leaving their overseas works at risk

Hiscox, the specialist insurer voiced its concerns after identifying a growing trend for underinsurance among professionals being sent to work overseas. There are currently 2.2 million British expats in professional employment overseas. According to Hiscox, those assigned to overseas roles by employers are increasingly being left to fend for themselves or finding themselves inadequately covered by the 'one size fits all' group insurance policies their employers take out.

"Large numbers of international assignees are potentially vulnerable to significant financial losses. Said Laurent Schonbach, expatriate underwriter. "We find that 'gold collar' workers in places like Saudi, Japan or Hong Kong often possess many items that are woefully under-insured by their employer's policy. Take, for example, a senior executive at a law firm. If his Hong Kong apartment is burgled and thieves steal his wife's jewellery, their camera equipment, watercolour and his laptop, the loss could easily exceed £25,000. He is, therefore, likely to be pretty disappointed by the £10,000 sum the employer's group scheme entitles him to." Hiscox have announced a new expat insurance product aimed at tackling the problem – see www.hiscox.com.

New Irish removals company with established pedigree

A husband and wife team is heading up Move Plus, a new Irish company in the domestic and international relocation and moving business. Although Move Plus is a new name in the very competitive domestic and international relocating business, both Robert Gilbert, who is the Managing Director, and Rhona Doris, a Director, are veterans of the business, and between them have over 30 years experience. The current downturn in the Irish economy has seen a contraction in the level of domestic relocation activity, but Robert Gilbert says that corporate relocations, both domestic and international, are still very strong. "Irish companies are always looking for the best buildings, rentals and locations, and there is still a very strong flow of personnel from international companies either being moved to Ireland, or relocating abroad after a period working here".

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 **19 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](#).

Account Manager (2 Positions Available)	Knightsbridge, London SW3	Depends on experience. Junior c. £22,000-25,000; Senior £30,000 + bonus + benefits	Read More
Workforce Planning Specialist	Dubai	£39,999 + (tax free)	Read More
International Mobility Manager	London - Central	£65,000 base plus benefits	Read More
Recruiter	Dubai	c. £30-50,000	Read More
International Assignment/Global Mobility/HR Executive	Hertfordshire	c. £35-40,000 + Bonus + Benefits	Read More
International Assignment/Global Mobility/Expat Manager	London	c. £45-60,000 + Bonus + Benefits	Read More
International Assignment/Global Mobility/HR Manager	London	c. £50-60,000 + Bonus + Benefits	Read More
International Corporate Relocation Manager/DSP/Inbound UK	Hertfordshire	c. £30-40,000 + Bonus + Benefits	Read More
International Assignment/Global Mobility/HR Advisor	London	c. £35-45,000 + Benefits	Read More
Sales Estimator	Vienna, Austria	€2000 - €3300 p/m	Read More
Country Manager	Saudi Arabia, Dubai	£ Negotiable	Read More
Senior Business Development Co-ordinator	Jumeirah, Dubai	AED 8,000 Per Month	Read More
Director of Business Development Asia & Middle East	Singapore	£ Negotiable	Read More
Destination Services Co-ordinator	Surrey, Weybridge	c. £35,000 (Negotiable)	Read More
International Assignments Consultant	Waterloo	Up to £35,000	Read More
Secondment Administrator	City	Up to £35,000	Read More
Mobility Manager	Docklands	£30-40,000	Read More
Global Business Immigration Consultant	Central London	£30-40,000	Read More
International Assignments Manager	London	£45,000 to £55,000 plus benefits	Read More

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