

Re:locate Extra

Issue 33, October 2008

Re:locate – keeping you in touch

Apart from the welcome fall in petrol prices, there seems to be no let-up in the difficult economic situation, which is now affecting us all, in many different areas of our lives. In this month's *Re:locate* Extra, we take a look at the latest residential property and employment picture, and examine some of the ways in which you can support employees, and your organisation, through troubled times, with a focus on coaching, wellness and managing redundancy.

We have had a very positive response to our next *Re:locate* event, [Best Practice in Relocation: meeting the challenges of today and tomorrow](#), which takes place at the IoD in London, next Wednesday (5 November). There are still a few places available, so book now! With a Relocation and the Credit Crunch round-table workshop and a timely immigration update session, as well as inspirational, award-winning case studies from NATS and PwC, you can't afford to miss it.

Major website developments

Our website, www.relocateagazine.com, includes a new [online forum](#) where you'll be able to share ideas and best practice with others from throughout the world of relocation.

And if you haven't already done so, check out our new-look [jobs board](#) featuring all the latest – and best – posts for international assignment, global mobility and relocation professionals across this growing industry.

*** JOBS * JOBS * JOBS ***

Re:locate Extra features an exciting range of job opportunities – scroll down for the latest vacancies and keep checking our new jobs board at

Top Stories This Month

CIPD forecasts 'woeful winter' for jobs

Commenting on recent labour market figures from the Office for National Statistics, John Philpott, the CIPD's chief economist, says this will be a hard winter for jobs, and that the government's hard earned credibility for restoring full employment could be destroyed in a matter of months.

Dr Philpott comments, "Today's official figures are dire – the 122,000 quarterly drop in the number of people in work and the 164,000 quarterly rise in unemployment underline the severity of the emerging jobs crisis. With a recession now almost certainly already underway, we face the prospect of a woeful winter. If today's figures are a guide to what happens next, claimant unemployment will probably top 1 million by Christmas, with unemployment on the government's preferred survey-based measure heading for 2.25 million by next Easter at the latest. And that's likely to be the best we can hope for. "

www.cipd.co.uk

[Read the full article here](#)

Recruitment specialists are key during economic downturn, says survey

It's not all doom and gloom on the jobs front. This year's Chartered Institute of Personnel and Development (CIPD) and Croner Reward pay survey (*Personnel Rewards Survey*) shows that those working in recruitment at senior management level have experienced the biggest increase in salary of all HR specialisms at that level, indicating that organisations are valuing the recruitment and retention of key talent during difficult economic times. Salaries are generally 11% above the average senior management HR pay of £45,000 per annum, compared with 4% above the average in 2007.

Charles Cotton, reward adviser at the CIPD, says, "While many employers are looking to cut back on their headcount, they are still looking to recruit

individuals at all levels with the right skills, knowledge and attitudes to lead them through these difficult times.”

To order a copy of the survey (price £350 CIPD members, £430 full price), visit www.croner-reward.co.uk

[Read the full article here](#)

Property market takes a beating

Key research from estate agent Knight Frank shows the impact of the current slowdown on the London property market. Its London Residential Review for Autumn 2008 shows that prices in the capital are continuing to fall. In some locations, they are already 20% down on a year ago, although 10% is the norm. Transaction volumes are 50% to 60% lower over the same period, and the market paralysis shows little sign of abating.

Knight Frank's Prime London Rental Index for October shows that residential rents have fallen in central London as stocks continue to rise. There is evidence that the amount of new stock coming to the market has peaked and Knight Frank believes rents should plateau, possibly rising in 2009 if demand remains at record levels.

At the other end of the country, the north of England's housing markets are adapting more quickly to the slowdown than those in other parts of the UK, according to Knight Frank's Northern Residential Review. Completions are down 32% as developers simply wait or revisit the mix of uses or the type of homes planned. Quality homes, which attract premiums in strong markets, are still managing to add value and secure sales in a slowing market.

[Read the full article here](#)

Conference will bring coaching to life

According to the CIPD's 2008 Annual Learning and Development survey, 71% of organisations use coaching. Of those that do, most (72%) consider it very or fairly effective, yet over half (53%) fail to link coaching to overall learning and development strategies, and only 8% formally evaluate the effectiveness

of coaching.

The 2008 CIPD Coaching at Work Conference (25–26 November) will look at the difference between perceived effectiveness and real results by focusing on initiatives that allow coaching to unlock potential and drive a measurable difference during difficult times.

John McGurk, the CIPD's learning, training and development adviser, says, "Coaching is uniquely fitted for turbulent times and is the best facilitator of change for people and organisations. The credit crunch and the predicted recession will require difficult decisions and tough choices. Coaching allows these difficult issues to be discussed in a supportive and involving atmosphere, which maximises motivation and helps build employee engagement."

Details from www.cipd.co.uk

[Read the full article here](#)

New legislation for childcare providers and educators

This autumn has seen the introduction of new statutory legislation requiring all Ofsted-registered childcare providers in both the state and private sectors to implement the Early Years Foundation Stage framework (EYFS).

All providers, be they childminders or nursery schools, are required to use the EYFS to ensure that whatever setting parents choose, they can be confident that their child will receive a quality experience that supports their child's development and learning. The framework spans 69 writing, counting and problem-solving skills targets for children under the age of five, and government ministers insist that the compulsory regime will ensure that all children get a good start in their education.

What might this mean for relocating families and their choice of nursery school or childcare? Anne Stewart is assistant principal and an early childhood expert at ACS Cobham International School. She is overseeing the implementation of the framework in the international-school context and in broad terms, welcomes the initiative – with the proviso that it stays true to its stated principles of learning through play and developmentally appropriate activities.

"The new framework recommends a learning-through-play approach to early

years education. This educational philosophy, supported by international research, has always been fundamental to ACS's approach. We believe that a structured play-based approach is important to a child's intellectual development; for example, we use water play to help children learn about concepts such as volume, problem solving, prediction and co-operation."

In the majority of areas, experienced providers will take the EYFS as a baseline, and pre-existing teaching approaches will go above and beyond the statutory targets.

www.acs-england.co.uk.

News in brief

CIPD advises government to target SME training spend at management level

The CIPD has welcomed the announcement of £350 million extra support for skills training for SMEs, but warns that investment must be effectively targeted if it is to reap tangible benefits for the UK economy. It advises that the best way to improve productivity across the workforce is to concentrate spend on training frontline managers.

CIPD research shows that UK people management capability is extremely poor. Just 37% of employees believe their manager helps to improve their performance, and poor people management remains one of the biggest causes of stress and conflict at work.

Further research estimates that management deficiencies account for 10 – 15% of the productivity gap in the UK and the government's own research confirms that management training further improves workforce skills development threefold.

[Read the full article here](#)

Credit crunch benefits serviced apartment providers

Corporate serviced apartment provider Select Apartments is reporting a UK-wide shift away from traditional hotel bookings in favour of short- to

medium-term apartment rentals. It believes this is a direct result of the economic downturn.

For organisations with teams or individual business travellers working on projects or relocating with their families to other parts of the UK, Europe or beyond, the ability to organise a real home-from-home is becoming a serious alternative to the traditional hotel stay. Select Apartments says companies can expect to save up to 30% on the cost of equivalent hotel accommodation when booking a serviced apartment, and minimum stay requirements can be as little as one night. "With accommodation and relocation budgets being squeezed at the very time when companies are relying more substantially on secondment and the outsourcing of staff, we are receiving an increased level of enquiries and bookings for serviced apartments," says Adrian England, marketing director of Select Apartments.

www.selectapartments.co.uk

Global employers unprepared for practicalities of non-doms legislation, survey finds

Multinationals with globally mobile employees are adopting a wait-and-see approach to their policy for dealing with issues arising from the UK's new tax rules for non-domiciled individuals (non-doms), according to a survey by KPMG in the UK.

Most of the respondents, who were HR professionals with responsibility for international assignments, said that the changes to the non-dom tax rules were unlikely to affect their assignment selection processes. However, when questioned on their likely reaction to specific issues arising from the new non-dom rules (such as whether they would be prepared to pay any additional UK tax the employee or their spouse incurs as a result of the rules), a significant proportion of the respondents appeared to have no firm policies in place.

Sarah Robert, director, International Executive Services at KPMG in the UK, says, "It is not good policy to have no policy. No clear guidance tends to result in subjective decisions being made on issues arising with different employees. Such decisions are usually inconsistent, and this often leads to employee discontent." She continues, "Despite the non-dom rules' complexity, it is surprising that large global employers have not made greater progress in adapting to this new legislation, which has been in force since 6 April. It may well be the case that UK-based HR professionals are

struggling to get these issues discussed outside the UK or amend global policies to reflect these peculiarly British rules.”

www.kpmg.co.uk

New book helps companies handle redundancy

In the current economic climate, many organisations will be unable to avoid making redundancies. Mismanaging the process can result in distress to individuals and problems for the company. To ensure that employers follow the correct procedures and protect themselves from litigation when making employees redundant, employment law specialist Croner has launched a new pocket book, *Managing Redundancy*.

The book provides a breadth of advice in an easy-to-absorb format, from guidance on calculating redundancy payments and providing training to management, to assisting employees with finding alternative employment and minimising the negative impact on the workforce as a whole. Chapters deal with the employer’s duties and responsibilities under statutory and case law, and feature handy summaries of the key legal requirements.

Meanwhile, the CIPD has updated its factsheet on redundancy, encouraging organisations to develop strategies which reduce, avoid or limit redundancy. The FAQs on redundancy and UK law have also been brought up to date.

The winter issue of *Re:locate* includes an in-depth look at outplacement. Don’t miss it!

www.croner.co.uk/manred and www.cipd.co.uk

Spotlight on corporate health

As concern grows over the increasing instability of the UK economy, organisations are thinking more carefully about the recruitment and retention of key staff. Dame Carole Black, national director of Health and Work, has revealed that ill health now costs the British economy more than £100bn. Smart organisations recognise the value of ‘wellness’, with its effects on productivity, reduced staff absence and staff turnover and the enhancement of corporate success.

Against this background, support services company MITIE has teamed up with Health Coach (UK) to offer a complete wellness solution for corporate organisations. City Living Active is a one-stop shop offering online and face-to-face healthy lifestyle support, with the aim of reducing sickness costs and increasing employee wellbeing.

www.citylivingactive.co.uk

Look out for the new "Health" section on the Re:locate website coming in November.

www.relocatemagazine.com

Employees go green

New research from Fujitsu Siemens Computers indicates that employees are becoming increasingly environmentally conscious, with one in two (51%) stating that they regularly lobby their workplace or employer to encourage 'green' practices and procedures, such as saving energy and recycling. This figure has doubled since 2005, when just one in four (27%) said they lobbied their bosses.

The findings also show that four out of five (80%) of British workers believe that they are more environmentally conscious today than they were three years ago, and the majority of them are bringing their green consciences into the workplace.

Dave Scott, head of communications at Fujitsu Siemens Computers, comments, "Our research shows that the gap between how green we are at home and how green we are at work is certainly closing."

Re:locate starts a new series examining green issues in relocation in the winter issue, focusing on the removals industry.

[Read the full article here](#)

Are international mobility policies worth the money?

Research among the high-tech, pharmaceutical and financial services sectors

has shown that, although companies are investing heavily in international assignments, they are failing to measure the return on investment.

A further challenge for organisations expanding their presence in emerging markets is how best to build the capability of these operations. They must strike a balance between staff willing to accept an assignment, being able to send the most talented or competent employee, and developing and training the local operations.

Based on the annual Global Relocation Trends Survey published by GMAC Global Relocation Services and interviews with global mobility directors carried out by the Centre for Performance-Led HR at Lancaster University Management School, the research also reveals that organisations often struggle to hire and develop local talent as part of their strategy when moving into emerging markets.

The research gives a detailed insight into the issues facing organisations as they expand into emerging markets. These include: the role of international mobility (IM) functions; expatriate demographics; standardisation of policies; economic conditions affecting IM; the business context for IM; creating, leveraging and protecting value through IM; and measuring value or return on investment for international assignments

To obtain a copy, visit

http://gmacglobalrelocation.com/insight_support/global_relocation.asp

Icon Relocation achieves EuRA Quality Seal

Icon Relocation a Welwyn Garden City based company has been awarded the EuRA Quality Seal. The Quality Seal recognises Icon's commitment to quality standards and its dedication to ensuring best practise for its customers. Managing Director Simon Johnston speaking of their achievement said, "It is an extremely exciting time for Icon, not only have we opened an additional office to our Crowborough headquarters, but we have also grown our portfolio of services to cater for increasing demand. The EuRA Quality Seal of approval recognises Icon's commitment to our customers to provide a superior level of service of which they can rely on in confidence."

New CEO for Worldwide ERC

Lynn M Bragg has been named the new chief executive officer of Worldwide ERC, the workforce mobility association. She has more than 20 years' experience in non-profit, government and corporate sectors and in the management of large-scale organisations and initiatives. Her career includes a nine-year presidential appointment by President Clinton to a Republican seat on the United States International Trade Commission (USITC) from 1994–2003, where she managed the 350-personnel, \$50m agency during one of the most productive periods since its inception, and most recently, a five-year presidency of the Chocolate Manufacturers Association and a seat on the Board of Directors of the National Association of Manufacturers Council of Manufacturing Associations and on the Board of the World Cocoa Foundation.

Farnham Castle launches online language tuition

Intercultural training organisation Farnham Castle International Briefing and Conference Centre has introduced Languages-Online, a new internet-based language training package, as an added-value service for clients of its intercultural or intensive language training programmes.

“By taking advantage of the advances in technology, our team of experienced, native language teachers is now able to offer training to people regardless of their geographical location,” confirms Jeff Toms, director of marketing and client services at Farnham Castle. “This addresses the challenge of executives’ increasingly busy schedules, which often prevent individuals taking time out of the office for residential study. It will also enable the partners and children of international employees who are being sent on assignment to acquire some basic language skills before they arrive in the new country, assisting them to settle more quickly and comfortably into their new life.”

Tuition is available in all the major languages, including English, French, German, Italian, Japanese, Mandarin, Portuguese, Russian and Spanish.
www.farnhamcastle.com

Job Opportunities

There are currently over 100 great jobs on our website, relevant to you and your skills. The ‘LATEST JOBS’ are listed below, posted on our jobs board

since the last Re:locate Extra. To view all job opportunities, [click here](#).

Global Alliance Manager	London	35 – 40K	Read More
Immigration Manager	London	c 65K	Read More
Global Mobility Coordinator	London	25 – 30K	Read More
HR Manager	London	40 – 50K	Read More
Relocation Quality Manager	London	45 – 50K	Read More
Move Management/ Relocation & Removals Consultant	South East	20 – 30K	Read More
Global Mobility Adviser	London / South East	20 – 35K	Read More
UK Sales Director	London / South East	70 – 71K	Read More
Immigration Manager	London / South East	55 – 65K	Read More
Relocation Services Manager	China, Hong Kong, Singapore	Neg	Read More

www.relocatemagazine.com