



Re:locate

THE MAGAZINE FOR HR & RELOCATION PROFESSIONALS

Re:locate Extra

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A happy 2009 to all our readers!

Welcome to *Re:locate* Extra – the electronic newsletter that keeps you up to speed with the latest developments in the world of relocation.

With just over a fortnight to go until the deadline for entering the *Re:locate* Awards (Monday 16 February), it's time to submit your entry and get the recognition you and your team deserve.

Both HR and service providers from across the profession are warmly invited to enter, from organisations of all sizes. Whatever your contribution to relocation or managing international assignments and global mobility, there is a category that's ideal for you.

To enter, simply download an entry form from our website at www.relocatemagazine.com/awards-entry.php and submit it via email to awards@relocatemagazine.com.

[Click here](#) for further information on each of the award categories, or call us on 01892 891334 if you would like to discuss which category would suit you.

The shortlist will be revealed in the Spring issue of *Re:locate*, and the winners will be announced at a Gala Awards Dinner to be held on 7 May 2009 at the Institute of Directors, in London's Pall Mall.

Advertise your Vacancies on the Re:locate Jobs Board

The *Re:locate* Jobs Board is dedicated to HR International Assignment, Global Mobility and Relocation positions. Finding the right person for your vacancy is easy and cost effective.

Recent candidates who have registered on the *Re:locate* Jobs Board include:

International Relocation Specialist; Expatriate Assistant; HR Coordinator; Organisational Development Team Leader; Global Mobility Manager; IAS Manager ; Human Resources Director; Business Development Manager; Relocation Consultant; Business Development Manager; International Assignment Consultant; Global Mobility and Expatriates Manager; Relocation Manager; Removals Manager; Executive Manager in Relocation Sector; Immigration Adviser; Relocation Coach; Expatriate Consultant; Senior Expatriate Consultant.

Scroll down for the latest vacancies or [click here](#).

Top Stories This Month

Education in the news

It's been a busy period in the world of education, with every week seeming to bring a crop of news stories in an area that is particularly important to relocating families. Here are some of the key ones:

- Grammar schools, a popular choice with relocating parents, are in the spotlight again. Following a ruling from government watchdog the Office of the Schools Adjudicator under which three grammar schools in Rugby, Warwickshire, were prohibited from accepting pupils from Northamptonshire, on the grounds that doing so would undermine comprehensives in the county, parents elsewhere may also be up against new restrictions on getting their children into grammar schools.
- The best teachers may be offered payments of £10,000 to take jobs in underperforming state secondary schools, according to a government White Paper that seeks to improve the prospects of children from the poorest homes.
- Leading independent school Charterhouse has dropped the A level exam, replacing it with Cambridge University's Pre-U qualification, which was developed as a rigorous alternative to A levels, and the International Baccalaureate. Charterhouse head John Witheridge said A level was now "a dumbed-down exam."
- A report in the Telegraph suggests that the economic downturn is starting to affect independent schools, with more and more parents giving serious consideration to state education.
- Lord Sutherland, who led the inquiry into the debacle of last summer's SATs, has said that mistakes could occur again under reforms being trialled by the government. However, he said, "significant changes" could not be avoided.

Keep up to date with education issues on our website, www.relocatemagazine.com.

In the Spring issue of *Re:locate*, Fiona Leney will be assessing how parents can get the most out of open days.

Property outlook a little brighter

A welcome lightening of the gloom enshrouding the UK property market has come in the form of new research from Lombard Street Research (LSR), which suggests that the market should bottom out in the coming 12 months and that prices may start to rise again by the end of 2009.

The LSR/Daily Telegraph housing affordability index shows that house prices have become considerably more affordable over the past year, which means that the property market may recover sooner than many economists have been predicting.

Estate agents are reporting a marked increase in viewings over the past few weeks, partly accounted for by aspiring purchasers who have been living in rented accommodation deciding to take advantage of price falls. However, research from Hometrack indicates it now takes more than three months to sell a house, the longest period since the company began collecting data in January 2001.

Further information from www.lombardstreetresearch.com and www.hometrack.co.uk.

In the Spring issue of *Re:locate*, we'll be analysing the current state of the property market.

Latest unemployment figures show jobs recession is deepening

The latest figures from the Office for National Statistics (ONS) show that the number of people out of work rose by 131,000 between September and November 2008, confirming that the labour market had already entered a full recession by last autumn.

As unemployment spirals towards two million, the CIPD expects that the total level of redundancies will reach 300,000 in the first quarter of 2009, and that at least 600,000 jobs will be lost overall during the course of the year.

According to Dr John Philpott, the organisation's chief economist, we are only at the start of what will be the darkest period for jobs since at least the early 1990s. "This is the first time during this downturn that every sector of the economy registered a fall in vacancies", he noted. "Full-time workers have been hit hardest by the downturn, with full-time women workers faring less well than full-time male workers. However, women overall have benefited from the increased availability of part-time jobs."

Chris Ball, chief executive of The Age and Employment Network (TAEN), has called for a "job preserving agenda" to combat the situation, on the basis that "saving jobs is easier than curing unemployment." He said, "As we all know, the government intervened when the banks faced collapse. Strong, interventionist measures should be taken to protect jobs in a similar way."

TAEN suggests more pressure should be put on banks to open up credit lines to businesses, and extensions could be offered on VAT and NICs payments to businesses, amongst other measures.

Meanwhile, the government's Learning and Skills Council (LSC) is urging employers to take advantage of its leadership training fund to protect themselves and staff from redundancy. The government increased its investment in the programme from £4 million to £30 million in 2007, and it has recently been opened up to more Small and Medium Enterprises (SMEs).

Chris Banks, chair of the LSC, said, "I urge companies to take advantage of money designed to pay for good quality leadership skills that will help managers and leaders to steer their organisations through these very difficult times."

Further information from www.cipd.co.uk, www.taen.org.uk and www.lsc.gov.uk.

The Spring issue of Re:locate will include a feature on recruiting from generations X and Y.

Report reveals UK cities most exposed to effects of recession

Cities Outlook 2009, from research and policy institute the Centre for Cities, pinpoints the UK cities most exposed to the effects of the recession and least well placed to weather job losses and business closures during the coming year.

Cities Outlook ranks the economic performance of 64 of the UK's largest cities and towns, drawing on data from the most recent releases from government sources. This year's index includes an overall economic prosperity index, social deprivation index and built environment index.

The report suggests that, while the impact of the deepening recession is now being felt in every city, it will play out very differently across the UK during 2009. Leeds, Brighton and Bristol together, it says, could lose over 5% of their jobs over the next three years.

Meanwhile, research commissioned by the Sunday Times from the Centre for Economics and Business Research (CEBR) has found that some parts of the UK are now so dependent on government funding that the private sector is generating less than a third of the regional economy. Northern Ireland tops the list, with the proportion of regional GDP derived from state spending standing at 77.6%, followed by Wales at 71.6%. At 36%, the South East is the region that relies least on the public sector.

Details from www.centreforcities.org.

Don't miss our series on UK regional hotspots, which continues in the Spring issue with Liverpool and the North West.

News in brief

Mayor unveils new airport plans

As the row over the recent government decision to allow a third runway at Heathrow rumbles on, London mayor Boris Johnson has put forward ambitious proposals for a new £40 billion airport spanning the Thames estuary, with runways on two separate islands.

A study by the engineer responsible for Hong Kong international airport indicates that this solution would be technically feasible and would serve the country better than the Heathrow expansion.

Sterling in biggest-ever freefall against dollar

Last week saw sterling fall to its lowest against the US dollar for 25 years, hitting \$1.35. Nick Fullerton, MD of foreign currency specialist FC Exchange, commented, "This week started off with sterling at a low and it has now continued to take a pounding to the point that parity is not so far off. This is lowest we've seen sterling fall against the dollar for a long time.

"The fact that the UK is now officially in a recession will not help us in the long run. The only way we'll see a climb against other currencies is if they become weaker, because sterling has little hope of strengthening anytime soon."

Meanwhile, reports in the national press have quoted well-known investor Jim Rogers as saying, "I would urge you to sell any sterling you might have. It's finished. I hate to say it, but I would not put any money in the UK."

Tenancy deposit protection withdrawn from unregulated letting agents

From 6 April, only regulated letting agents and corporate and individual landlords will be covered by the Tenancy Deposit Scheme.

The scheme is advising landlords and tenants to be certain that their lettings agents are members of either the Association of Residential Letting Agents (ARLA), the National Approved Letting Scheme (NALS), the National Association of Estate Agents (NAEA), or the Royal Institution of Chartered Surveyors (RICS), or that deposits are protected under one of the other government-authorised deposit protection schemes: Tenancy Deposit Solutions (trading as mydeposits.com) or the Deposit Protection Service.

Further information from www.thedisputeservice.co.uk.

Farnham Castle introduces remote training

Intercultural training organisation Farnham Castle International Briefing and Conference Centre has launched iCulture, which it describes as a new live, web-based training and coaching solution that allows simultaneous group and one-to-one delivery and mentoring of all its intercultural training and assignment briefing programmes over the internet.

According to Farnham Castle, iCulture has a number of advantages in addition to increased convenience for geographically dispersed employees. These include: the elimination of the cost of travel and associated expenses and environmental impact relating to attending on-site training sessions; increased flexibility on the timing of sessions – including weekend tuition for the benefit of families requiring a country briefing before a move abroad, for example; and more efficient use of employee time, as individuals are no longer required to take valuable time out of the office to attend on-site training.

For further details, see www.relocatemagazine.com.

For an online demonstration of iCulture, visit: http://www.intercultural-training.co.uk/prod_remotedel_video.asp.

New sales director for BridgeStreet Worldwide

Global serviced apartments provider BridgeStreet Worldwide has appointed Lorna Keen to the post of director of sales – Europe. Previously, Ms Keen held a number of senior management roles in the serviced apartment sector, latterly as head of sales for Clarendon Serviced Apartments. She has served on the council of the Association of Relocation Professionals (ARP), and was the founder chairperson of ASAP, the association of serviced apartment providers.

Primacy expands global reach with opening of India office

Primacy Relocation, provider of employee relocation and international assignment management services, has opened an office in Hyderabad, India. This is the latest in a number of recent acquisitions and office openings in Asia by the company.

ICM and Abels move in with Gerson

ICM Kungsholms AB, a publicly quoted Swedish removal and storage company, has joined forces with UK removals and storage firm Abels Moving Services Ltd to acquire the businesses of international moving and storage companies Michael Gerson Ltd and Michael Gerson Relocation Ltd. The move creates an organisation with a combined turnover of around £37 million, bringing it within the top five in the UK moving industry.

Important note

To help us to improve delivery and mailing list management, we have moved *Re:locate* Extra to a new emailing system. You will need to re-register to continue receiving your monthly copy.

Please complete the short form at <http://relocatemagazine.com/index.php/relocate-extra> and check your email for a confirmation link.

Job Opportunities

There are currently 140 great jobs on our website, relevant to you and your skills. The top **10 'HOT JOBS'** are listed below, including new jobs posted online since the last *Re:locate* Extra. To view all job opportunities, [click here](#).

Position	Location	Salary	Link
International Assignment / Global Mobility Advisor	Hampshire	Negotiable	Link
Business Development Manager	West London	£45,000 per annum	Link
Operations Manager	Hampshire	Negotiable	Link
Relocations Assignments Manager	London	£35,000 to £36,000 per annum	Link
Regional Hr Manager	London	£55,000 to £56,000 per annum	Link
International Assignment / Global Mobility Manager	London	£40,000 to £60,000 per annum	Link
Senior Business Development Manager	London	£40,000 to £80,000 per annum	Link
International Assignment / Global Mobility Administrator	London	£20,000 to £25,000 per annum	Link
In-house Expatriate Management Analyst	Surrey	£30,000 to £35,000 per annum	Link
In-house International Assignments Advisor	London	Negotiable	Link
Global Immigration Manager	London	Negotiable	Link
In-house Global Mobility Case Manager	London	£45,000 to £55,000 per annum	Link
HR Generalist	Cambridge	£30,000 to £35,000 per annum	Link
Global Reward Analyst	London	£27,000 per annum	Link