



Re:locate

THE WEBSITE FOR HR & RELOCATION PROFESSIONALS

Re:locate Extra

Issue 37, February 2009

Re:locate: keeping you in touch

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

With the deadline for entering the *Re:locate* Awards now passed, we'd like to thank all those who took the time to enter. The shortlist will be revealed in the Spring issue of *Re:locate*, and the winners will be honoured at a glittering Gala Awards Dinner, to be held on Thursday 7 May at the Institute of Directors, in London's Pall Mall. We are fortunate to have as our guest speaker the highly entertaining **David Bryon**, media personality and former MD of bmibaby, one of Europe's leading low-cost airlines.

Don't miss what promises to be the social and networking event of the year! For further details and a booking form, visit www.relocatemagazine.com/index.php/gala-awards-dinner.

Major website development: Underlining *Re:locate*'s commitment to bringing you coverage of the hot topics in education, the first of a new monthly series of articles by Fiona Leney on www.relocatemagazine.com explores the implications of the approval of IGCSEs for the state sector.

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

Unexpected house price increase in January

Figures released by the Halifax show that house prices have risen for the first time in 11 months.

According to the data, average prices rose in January by 1.9% to £163,966. However, economists are warning people not to read too much into the figures, which represent the market for a single month. Figures for the past three months show that house prices dropped 5.1% in comparison with the previous three months.

Seema Shah, a property economist at Capital Economics, noted the volatility of monthly house prices and predicted that "house prices have much further to fall". Martin Ellis, chief economist at Halifax, also anticipated that this would be a difficult year for the housing market. However, he said the January figures might represent "early signs that market activity may be stabilising, albeit at quite a low level".

Meanwhile, figures released by the British Bankers' Association show that the number of new mortgages approved for house buying jumped by 27% during December, but the average loan for a house purchase has fallen from £156,000 a year ago to £116,000 last month, reflecting the fall in property prices.

Don't miss our feature examining the current state of the UK property market, in the Spring issue of Re:locate.

Spotlight on education

- In these difficult economic times, parents are turning to grammar schools as an alternative to private education, and are moving to be near one of the best. Applications for grammars are at a record high, with, on average, 10 applicants per place in the UK, and many parents are paying to have their children coached for the 11-plus. Moveme.com, a specialist website that helps people organise their house move, has a Migration Monitor which has revealed that six of the 10 top-performing grammars in the country are in some of the favourite destinations for people planning to move house. Moveme.com's research has found the top five areas are Chelmsford, Harrogate, Colchester, Kingston-upon-Thames and Reading.
- Government qualifications regulator Ofqual has now approved the International GCSE (IGCSE). Some 30,000 pupils in fee-paying schools sat the IGCSE last summer, but the exam has not been used in the state sector because it was not recognised by the government. Fifteen courses set by the Cambridge Assessment exam board have now been accredited by Ofqual.
- An 8% rise in applications has led to the toughest competition for university places in years. This is believed to be partly a result of the economic downturn, which is making it harder for school leavers to find jobs.

In the Spring issue of Re:locate, our Education writer, Fiona Leney, looks at getting the most out of open days.

The first of a new monthly series of articles by Fiona Leney on www.relocatemagazine.com explores the implications of the approval of IGCSEs for the state sector.

See also the brand new School Open Days [section of our website](#), which features a wealth of useful information.

New guidance helps employers manage in a recession

The CIPD and Acas have launched joint guidance on managing the workforce in a recession.

With the latest unemployment figures from the Office for National Statistics standing at just under 2 million and further job cuts expected, it's not surprising that redundancy-related calls to the CIPD and Acas helplines continue to increase. Over a third (35%) of calls to the Acas helpline in January were related to redundancies, lay-offs and business transfers. Figures just released by the CIPD's HR helpline show that calls concerning redundancy in the same month have doubled since a year ago.

Called *Managing in Recession*, the guidance emphasises the importance of organisations managing for the long term and being innovative in their approach to avoiding job cuts wherever possible. It also focuses on the fundamental importance of managing people properly in order to maintain employee engagement, wellbeing and productivity as rising work intensity threatens to increase stress and conflict at work. Finally, it highlights the importance of organisations developing redundancy strategies so they manage this difficult issue sensitively and within the law.

Download the full report from www.cipd.co.uk.

Downturn affecting expat programmes, says ORC Worldwide

According to a new study by ORC Worldwide, *Flash Survey: Cost Savings Initiatives*, employers looking to reduce costs in the international arena are considering reducing the number of expatriates, localising long-term expatriates, and using short-term assignees and commuters where feasible. Some employers reported plans to implement tiered policies for different types of assignment, while others are implementing cost-effective cost-of-living allowances in destinations where high-quality goods and services are easily available.

The results of the survey suggest that, for suppliers offering relocation assistance, destination services, property management and language or cultural training, value for money will be key to retaining business in the coming months.

"This year is going to be very difficult for all business enterprises, particularly those with global operations, whose mobility programmes are critical to their success," said Roger Herod, senior vice president of ORC Worldwide. "Consequently, HR managers face the challenge of implementing programmes to reduce costs without jeopardising the company's ability to mobilise – and motivate – skilled resources where critically needed on a global basis."

For more information about the survey, visit orcworldwide.com.

News in brief

Apprenticeships revived to boost talent

This week has seen hundreds of employers, celebrities and members of the public donning 'I Love Apprenticeships' badges to show their support for Apprenticeship Week, which highlights the crucial role of apprentices in the UK economy.

On Wednesday, celebrities, MPs and businesspeople gave apprentices the chance to follow in their footsteps for a day, to get a taste of life in their chosen profession. Amongst the influential figures who took part were former 'dragon' Richard Farleigh, entrepreneur Levi Roots, CEO of Sainsbury's Justin King, and Tesco's David Potts. John Denham, secretary of state for Innovation, Universities and Skills, and schools secretary Ed Balls also participated, giving young apprentices the chance to experience life in politics.

Over 130,000 businesses in England offer apprenticeships. Approximately 200,000 apprentices start each year, with more than 110,000 people completing apprenticeships in 2007. In recognition of this week of activity, the head of the National Skills Academy Process Industries is calling for more employers to invest in students.

Think tank criticises proposed immigration restrictions

The Institute for Public Policy Research (IPPR) has warned the economic downturn could be longer and deeper if government plans to restrict immigration are implemented. The think tank said placing restrictions on migrants who plug skills gaps, or take jobs which Britons will not do, will damage the economy. It criticised proposals in the Immigration and Citizenship Bill, including the proposal to end the automatic right to stay after five years' residence and replace it with "earned citizenship". This would see migrants who want to settle becoming "probationary" citizens to show they are contributing to the country. The IPPR claims the number of people coming to Britain for work would reduce "naturally" as the economy slowed, and more could be put off by the new proposals.

However, an influential groups of MPs, peers, churchmen and business experts has warned that Gordon Brown's drive to create new jobs for British workers and get the unemployed back in work risks being undermined by his immigration policies.

War for talent remains a priority, report finds

A new research report from the CIPD has found that, despite the downturn, the war to keep top talent remains a priority for most organisations. *The War on Talent?* is the first in a two-part series looking at talent management in a downturn.

Of the 705 respondents, the majority (74%) have not changed their talent management strategy at all. Of the 26% that have revisited and changed their strategy, almost one in five (18%) is placing more emphasis on identifying, developing and retaining talent. In light of the downturn, talent strategies have been revisited, reworked and streamlined to improve their cost effectiveness, with organisations looking for internal options to retain talent. The most popular positive practices include developing more talent in house (55%) and focusing on essential development (45%). While a quarter of respondents have had to downsize, they have consciously preserved key talent throughout this process. Just 3% of those that are downsizing are having to let go of key talent, while 11% are taking the opportunity to recruit talent discarded by competitors.

The report is available from www.cipd.co.uk.

New parking tax could cost companies £3.4bn

UK businesses could face a bill of £3.4 billion for using spaces in their own car parks. Nottingham City Council has already applied to implement the controversial Workplace Parking Levy (WPL), which will require companies to register all workplace parking spaces. A Department for Transport consultation into the WPL is planned, which will increase the chance of other councils following Nottingham City's example.

A final decision on this first application, from secretary of state for Transport Geoff Hoon, is imminent. Businesses with more than ten spaces will suffer financially from this levy because each additional parking space will have to be paid for. The blueprint from Nottingham suggests the tax will start at £185 in 2010, rising to £350 by 2014.

The British Chambers of Commerce (BCC) has called for Mr Hoon to reject Nottingham City Council's application and abolish the blueprint for this tax on a national scale. Calculations by the BCC have determined that if every eligible council covered by the consultation does adopt the WPL, costs to businesses will amount to £3.4 billion.

If the Secretary of State gives Nottingham City the go-ahead, relocation companies could be in for a busy time, with companies looking for alternatives to paying out such large sums in a difficult economic climate.

Tenancy Deposit Scheme publishes case studies

The Tenancy Deposit Scheme has published a series of case studies on disputes between landlords and tenants over deposit monies due. Commented Lawrence Greenberg, chief executive of the Tenancy Deposit Scheme, "We believe it

is important that landlords, tenants and agents understand what can lead to deposit disputes. It is to this end that we have published these typical examples of landlords and tenants being unable to resolve their differences.”

More than half of all disputes (52%) involve cleaning. Over a third (45%) are occasioned by damage, and over 25% by the need for redecoration. Problems over gardening arise in 13% of all disputes. However, the amounts involved tend to be little more than half the total deposit.

The case studies are available on www.tds.gb.com.

CORE Relocation UK joins NOVA Relocation

NOVA Relocation, Europe’s largest privately owned and independent relocation services company, which currently has offices in Belgium, France and the Netherlands, has acquired CORE Relocation UK, based in Chorley, Lancashire. The acquisition is part of NOVA’s strategy to become the leading destination services and immigration services provider in all key locations in Europe.

Cheval Group acquires Reside International

The Cheval Group of Serviced Apartments has acquired Reside International, an online serviced apartment and hotel accommodation booking agency. Aimed at both business and leisure travellers, Reside’s services enable clients to make reservations at more than 100,000 hotels and serviced apartments worldwide. The agency can also arrange competitively priced flights and car rental. For VIP members, it will even check and advise on flight times, to ensure the client has a stress-free trip.

Further information from www.chevalgroup.com or www.resideint.com.

Interdean appoints former Sterling director

Interdean International Relocation has appointed Andy Johnson as operations director for Interdean UK. He was previously group director at Sterling Relocation, and has held senior operational management roles at Trans Euro Movers (now TEAM Relocations) and Global International.

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 over 160 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
Director Of Compensation And Benefits	South West England	£100,000- £140,000	Link
Expatriate Tax Manager	-	£50,000 to £60,000	Link
International Assignment / Expat Policy Consultant	Berkshire	Negotiable	Link

International Assignment / Global Mobility Advisor	Hampshire	Negotiable	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

www.relocatemagazine.com

Re:locate Magazine, Spray Hill, Hastings Road, Lamberhurst, Kent TN3 8JB