



Re:locate

THE WEBSITE FOR HR & RELOCATION PROFESSIONALS

Re:locate Extra

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Re:locate: keeping you in touch

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

It's been a busy month for the *Re:locate* team. On 7 May, after a terrific build-up, the winners of the *Re:locate* Awards 2008/9 were presented with their trophies at a gala dinner held at the Institute of Directors (IoD). This glittering occasion fulfilled its promise of being the social and networking event of the year for everyone involved in relocation, from HR people to suppliers from across the industry. Visit www.relocatemagazine.com for photographs and video clips capturing the excitement of the evening.

There's only a week to go until our next networking forum event, **Relocation: moving the goalposts**, which takes place on Thursday 4 June at the IoD. This will be a fantastic opportunity to discover how companies are adapting their policies to reflect the current economic climate, to hear from leading experts and HR colleagues dealing successfully with a range of relocation issues, and to share knowledge in our discussion forum. Book your place today, either online or by downloading and completing a booking form. Visit www.relocatemagazine.com/index.php/events or call 01892 891334.

New website developments – www.relocatemagazine.com is the **No.1 relocation portal**, with a more than 50% increase in traffic in 2009. We constantly update this content-rich resource, adding news, articles and features, so be sure to check regularly for updates. Our new **Suppliers Directory** has an extensive search facility and enhanced listings. If you'd like to be included in the directory, it's quick and easy to upload your entry, pay online and edit existing information. Go to www.relocatemagazine.com/index.php/suppliers-directory to find out more.

Also on the website is our [School Open Days listing](#), a valuable resource for relocating parents and HR.

Advertise your Vacancies or Find a Job on the *Re:locate* Jobs Board

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

Top Stories This Month

Jobs market will continue to shrink, says CIPD

The jobs market will continue to shrink in the next three months as the number of employers planning to make

redundancies continues to exceed the number planning to hire, according to the CIPD/KPMG Labour Market Outlook, a survey of more than 500 employers.

Prospects for school leavers and graduates taking their first steps into the jobs market appear particularly poor, with nearly half (45%) of UK companies not planning to recruit from either of these groups. School leavers will be worst affected. Only 17% of employers from a sample of more than 500 plan to recruit from the pool of 16-year-olds leaving school in the next three months, while a third plan to hire school-leavers at 18. The situation is more optimistic for graduates, underlying the advantage of university study, but still less than a half of the employers surveyed intend to recruit those leaving university this summer. On top of this, a third of employers say they have already cut the number of graduates they recruit this year.

Meanwhile, the CIPD is forecasting that the recent sharp fall in the Retail Prices Index (RPI) will add to current downward pressure on pay.

Further information from www.cipd.co.uk

Property in the news

- The Rightmove House Price Index, compiled from asking prices of properties as they come on the market via Rightmove's member estate agents, found that a lack of new sellers pushed up average prices by 2.4% in May. The supply of property coming onto the market was at a six-year low, as falling values eroded sellers' critical loan-to-value ratios. Prospective buyers with nothing to sell were increasingly active, encouraged by owners of 59,072 properties reducing asking prices by 2% or more, with an average reduction of 6.8%. www.rightmove.co.uk
- Investment bank Goldman Sachs predicts a further 10% fall in residential property prices by the second quarter of 2010. This, it says, will be the bottom of the market. www2.goldmansachs.com
- Money from multi-billion-pound government building programmes should be used to part-fund schemes to regenerate Britain out of recession, providing thousands of new jobs and homes, says a new five-point plan by the British Property Federation (BPF). With developers unable to raise debt and future government spending severely constrained, the BPF's *Regeneration Manifesto* calls on public bodies to maximise the benefits of their committed investment by looking at a variety of ways to fund vital regeneration schemes that could provide employment and housing across the country. www.bpf.org.uk
- The latest Knight Frank London Residential Review shows a marked improvement in the sales market since the turn of the year. Prices fell in the first four months of 2009, but at a much reduced pace, and like-for-like sales volumes are higher compared with the dark months at the end of 2008. The growing problem in the sales market is lack of stock. In the lettings market, however, an oversupply is pushing rents down. www.knightfrank.com

At Re:locate's next networking forum event, **Relocation: moving the goalposts**, on Thursday 4 June, Jon Neale, Knight Frank's head of development research, will be giving an overview of the current property scene and the implications for those involved in relocation. [Click here for details](#).

Education matters

- A report by the House of Commons Public Accounts committee has revealed that one in five children leaves primary school with a poor understanding of maths, despite £2.3bn being spent on teaching it
- According to a report in *The Daily Telegraph*, increasing numbers of students are resorting to taking prescription stimulants, obtained via the internet, to help boost their results in exams
- The value of school governance, a key voluntary role in education, is showing a healthy increase despite the recession, according to new figures from the School Governors' One-Stop Shop (SGOSS), a not-for-profit recruitment and placement organisation of volunteer governors in England, which published the data to demonstrate in financial terms the significance of governor volunteering in a downturn. Its report indicated that

the average governor, contributing the equivalent of the nationally recognised rate of £16.50 per hour, giving seven hours per month, for nine months of the year during school term time, adds value worth £1,040 per annum. www.sgooss.org.uk

- The number of schools and colleges teaching the International Baccalaureate (IB) will rise to more than 300 by next year. This represents a nine-fold increase in a decade and a near doubling of the current figure of 167, reports *The Daily Telegraph*

Don't miss our education correspondent Fiona Leney's article on Finding School Places, in the Summer issue of Re:locate. Fiona also writes monthly features for the education section of www.relocatemagazine.com

ARLA launches new licensing scheme

Recognising the need to safeguard consumers' interests, the Association of Residential Letting Agents (ARLA) has introduced a licensing scheme for its members. This should also be a boost for promoting best practice in relocation, a cause already championed by the relocation industry, *Re:locate* magazine and the professional bodies of ARP and EuRA.

ARLA's announcement came ahead of government proposals for a registration scheme, which will be outlined in a Green Paper, expected shortly, in response to the Rugg Report's call for regulation.

Further information from www.arla.co.uk

News in brief

Minimum wage to rise

The minimum wage will increase by 7p in October, it has been announced. The hourly wage for workers aged 22 and above will rise to £5.80, while the rate for 18–21-year-olds will go up by 6p to £4.83. Rates for 16- and 17-year-olds will also increase by 4p to £3.57 an hour, while there are plans to extend the adult minimum wage rate to 21-year-olds from October 2010.

The government has also announced that using tips to make up staff pay to minimum wage levels will be outlawed from October this year. This, it says, will give thousands of workers fair wages, ensure a level playing field for employers, and boost consumer confidence in the use of tips.

In a separate announcement, the Mayor of London, Boris Johnson, said he would be increasing the London Living Wage to £7.60 per hour, a rise of 15p. This represents an increase of 2% on last year's figure.

Conference seeks practical solutions

This year's CIPD *Recruitment Resourcing and Performance Conference*, which takes place in London on 17 and 18 June, will tackle some new resourcing challenges. Despite the increase in labour supply, getting the right people on board is still a headache for many employers, and keeping existing talent has become the priority. The conference, made up of four practical half-day events, will focus on recruitment, resourcing, talent management and inspiring high performance.

Booking information from www.cipd.co.uk

Most popular interview question changes as recession takes hold

Excellent customer service skills now have the highest priority when assessing job candidates, according to global organisations using specialist HR consultancy Assessment and Development Consultants' online Competency Based Interviewing (CBI) tool, CBI-Smart.

In September 2008, the most popular question focused on managing conflicting demands. Six months before that, the most popular topic was tolerance of stress. Today, the question most likely to be asked is, "Tell me about a time when you have taken action to ensure that you are providing the best possible service to customers." Rory Fidgeon, principal consultant of Assessment & Development Consultants, explains, "The questions chosen by interviewers suggest that supporting customer needs is the most vital issue organisations face today. In these leaner times, strategy is changing globally; companies are concentrating on looking after current customers to retain revenue."

Further information from www.adc.uk.com

BridgeStreet wins award

BridgeStreet Worldwide Serviced Apartments' Residence 6, in Leeds, has been given a Gold Award by EnjoyEngland.com, part of VisitBritain and Quality In Tourism (QIT). The Gold Award is the highest standard achievable, and BridgeStreet is one of only seven serviced apartment companies in the UK to receive it.

Residence 6 is a five-star property of 23 apartments located in the heart of Leeds, close to the city's thriving shopping and restaurant areas, with excellent transport links.

For details, visit www.bridgestreet.co.uk

University examines Olympic legacies

A conference at the University of Greenwich on 5 June, entitled *Olympic Legacies: Global Stage, Local Impacts*, will examine how the 2012 Olympics can benefit East London. The university's Business School is bringing together policy makers, local authority representatives and business leaders to discuss the impact of the games. Says the university's Peter Vlachos, "The discussions will look at how we can work together to meet the immediate challenges and get the long-term benefits that the games have to offer. The Olympics is the perfect opportunity to highlight the diversity of the local community on the world stage."

To reserve a place, visit www.gre.ac.uk/business_events

New language training proves popular

Intercultural training organisation Farnham Castle International Briefing and Conference Centre has announced a successful take-up of Languages-Online, its new internet-based training package launched in October 2008. The added-value service for clients of its intercultural or intensive language training programmes has, it says, exceeded expectations in terms of interest and positive feedback from customers.

Tuition is available in all the major languages, including English, French, German, Italian, Japanese, Mandarin, Portuguese, Russian and Spanish. Classes cost £28 per lesson, plus VAT, for a minimum of 20 lessons.

For more information, visit www.farnhamcastle.com

Move One opens office in Iraq

Move One Relocations has announced the opening of a new office in the Ainkawa suburb of Erbil, in northern Iraq, which offers full services, including home and school searches, as part of corporate relocation packages. Move One's Iraq country manager, Robert Hass, said, "The expansion into Erbil gives our clients the opportunity to expand their operations within Iraq. Kurdistan continues to offer a stable business environment, and it is this that has allowed us to quickly develop the services that we offer in the region."

For details, visit www.moveoneog.com

Job Opportunities

There are currently **120** 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 |
|--|--------------------|----------------------|----------------------|
| Global Mobility Manager | London | £55,000 to £65,000 | Link |
| Mobility Services Specialist | London | Negotiable | Link |
| International Assignments / Global Mobility Supplier Manager | London | £35,000 to £45,000 | Link |
| Expatriate Tax Manager | Surrey | £30,000 to £40,000 | Link |
| Director of Compensation and Benefits | South / South West | £100,000 to £140,000 | Link |
| Business Development Manager | London | £45,000 | Link |
| Operations Manager | South West | Negotiable | Link |
| Relocations Assignments Manager | London | £35,000 to £36,000 | Link |
| Regional HR Manager | London | £55,000 to £56,000 | Link |
| HR Generalist | East Anglia | £30,000 to £35,000 | Link |

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