



Re:locate Extra

Issue 41, June 2009

Re:locate: keeping you in touch over the summer

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

It's been another busy month for the *Re:locate* team. Held at the beginning of the month, our latest networking forum event, *Relocation: moving the goalposts*, prompted enthusiastic feedback. In just one morning, delegates from many different areas of relocation found answers to key questions, solutions to problems, and a fresh perspective on a whole range of relocation issues. Read all about the event at www.relocatemagazine.com/index.php/events, where those who attended can also view the presentation slides and videos. Also on the website is an article by Sue Shortland, entitled [Current issues in relocation](#), in which she summarises the morning's highlights. We think you'll find this a fascinating read.

At our next networking forum event, to be held in November, some of our *Re:locate* Awards 2008/9 winners will share the secrets of their success. Join us, and be inspired! Details will be available soon at www.relocatemagazine.com/index.php/events. If there's a topic you'd like us to cover in a future forum, please let us know by emailing events@relocatemagazine.com

Also this month, we've been putting the finishing touches to the summer issue of *Re:locate*, out next week. There'll be more from Sue Shortland on policy design and review, plus the inside track on all our *Re:locate* Awards 2008/9 winners. Our Country Profile spotlights Russia (and there'll be supplementary information on the website), education correspondent Fiona Leney looks at the challenges of finding school places, and we have a roundup of all the latest conference and survey news, including coverage of the EuRA Conference in Vienna.

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

Skills shortages an ongoing issue for employers

With recent figures from the Office of National Statistics (ONS) showing a quarterly fall in employment and rise in unemployment which rank among the worst seen in the post-war era, jobseekers continue to face an uphill struggle. However, there are real opportunities for those already in work to secure development and promotion opportunities, according to the Chartered Institute of Personnel and Development (CIPD). Despite the recession, employers have continued to strive to secure the skills they need, and are turning to retention and staff development rather than recruitment as their weapons of choice.

This year's CIPD *Recruitment, Retention and Turnover* survey findings show that, despite increased labour supply, the key resourcing challenge has remained a lack of necessary specialist skills (73%). A majority of organisations (56%) are preferring to focus on retaining rather than recruiting talent in response. The survey finds 'additional training to allow internal staff to fill posts' has been the most effective recruitment initiative (75%). Similarly, 'offering increased learning and development opportunities' (47%) is the most favoured action to address retention.

Where recruitment is still required, recruiters are paying attention to the long term, choosing to appoint 'people who have the potential to grow but who currently do not have all that is required for the job role' as their most frequently used initiative (74%).

According to a new report by the Boston Consulting Group (BCG) and the European Association for People Management (EAPM), only 15% of European companies plan their workforce more than three years in advance, suggesting that many companies may soon face key shortages in skills, owing to the double whammy of falling birth rates and rising numbers of baby boomers entering retirement. Companies that have been forced to cut costs and reduce headcount during the recession may struggle to find the people they need when growth eventually returns.

"In ten years, the scarcest resource for a company will be people," says Rainer Strack, a co-author of the report and senior partner in BCG's Düsseldorf office. "Companies should understand how their workforce will develop, which job categories drive the business, and how demand will evolve. With the uncertainty prevailing today, the human resources (HR) department should analyse different scenarios to figure out whether and how to find, hire, retrain, outsource, or lay off employees."

Further information from www.cipd.co.uk

The property picture

- The Knight Frank Global House Price Index Q1 2009 has found that housing markets continue to struggle against a backcloth of economic stagnation or decline and rising unemployment. Israel was the top performer over the 12-month period ending Q1 2009, recording growth of 10.9%, followed by the Czech Republic at 9.9%. The worst performers were Dubai and Singapore, which recorded falls in average prices of, respectively, 32% and 23%. On a quarterly basis, the most dramatic fall in prices were recorded by Dubai (-40%) and Singapore (-16.2%). The best-performing markets were Jersey, with a 5.6% uplift in values, and Finland (+4). The shorter-term economic outlook suggests, says Knight Frank, that the world's housing markets are likely to continue to suffer for the remainder of 2009. www.knightfrank.com
- Things are moving in the housing market again, according to the John Charcol Index, the monthly mortgage activity monitor from independent mortgage adviser John Charcol, which shows a sharp increase in purchase activity this year. In 2008, the company says, purchases made up an average of 25% of its business. In contrast, purchases have taken an increasing share over the course of the year to date, hitting 53.4% in May. Enquiries for new business have risen sharply over the last few months, particularly for purchases, and in May the proportion of mortgage enquiries for a purchase was up to 59.7%, compared to 49% in April. www.charcol.co.uk
- Hometrack's latest Market Snapshot shows house price growth (% year on year) at -9.6%. Average time taken to sell is 10 weeks, with an average of 12 viewings per property sold. Mortgage approvals (% on year) are at 37.9%, and repossessions (% on year) at 21%. www.hometrack.com
- The Royal Institution of Chartered Surveyors (RICS) has launched Isurv Residential Lettings, a new online information resource that offers jargon-free practical advice on dealing with all aspects of residential lettings. Written by industry expert David Smith, it includes a wealth of useful information, including guidelines on tenancy deposit protection. www.rics.org
- The property industry is backing calls for the government to double flood-prevention spending, following news that one in six homes is at risk as rainfall across the country increases, with many potentially facing the prospect of affordable insurance cover being withdrawn. Spending must increase from £570m a year to £1bn per year to avoid around £4bn of yearly damage from flooding, the Environment Agency said. The British Property Federation (BPF), which represents developers, investors and agents, believes that the government must act now, and that not doing so could have an impact not only on new development but also on insurance

for existing homes and businesses. There is, it says, a very real possibility of affordable cover being withdrawn in areas of high flood risk. www.bpf.org.uk

Education in the news

- Figures published by the Liberal Democrats indicate that the gulf in spending between private and state schools has widened by more than 50% in six years, reports the Daily Telegraph. The Government spends an average of £5,850 on every pupil in England, compared with £10,296 in the private sector. The news comes as studies show parents with children in state schools are increasingly turning to private tutors for top-up sessions
- League tables have revealed that almost a quarter of students fail to complete their degrees after the rise in tuition fees to £3,000 a year
- As part of a plan by children's secretary Ed Balls to abolish league tables, every state school in the country is to be graded A–D. In addition to recording academic results, details such as aspects as truancy levels and sporting achievement will be included in the gradings

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

Survey reveals sharp cutbacks in overseas assignments

The latest Global Relocation Trends Survey Report, published by Brookfield GRS, reveals that 67 per cent of companies expect to either reduce or maintain the number of employees they relocate, with the mobility of younger employees reaching an all-time low.

The worldwide survey, of 180 multinational firms managing a total worldwide employee population of 9.8 million, revealed widespread pessimism, with 25% expecting their expatriate numbers to decrease. Top relocation challenges were controlling the overall cost of assignments (46%), finding suitable candidates (39%) and controlling policy exceptions (33%).

China soared to the top destination position, followed by the US, the UK, Singapore and Switzerland, and is ranked as the top emerging destination after India and Russia. China also presented the greatest challenges to international assignment managers and assignees alike.

For more information on the survey, see www.brookfieldgrs.com

In the Summer issue of Re:locate, our Country Profile will turn the spotlight on Russia.

'Five-a-day' fundamentals promote good management

Business leaders and the Government are being urged to take a stand against poor people management, which is too often the cause of bullying, conflict and stress in the workplace and a significant factor in the UK's productivity gap. The call comes as the CIPD and Acas publish joint guidance on how to be a better boss and urge the Government to help address the UK's people management skills deficit. The two organisations launched the 'five-a-day' fundamentals of good management at their joint *Resilience through Recession* conference because of their belief that the country faces a huge challenge to raise the level of people management skills among its 4 million managers if it is to improve productivity.

Developed from CIPD and Acas research and practical experience of management development, the 'five-a-day' management fundamentals are grouped under the following headings: managing work now and in the future; managing the team; managing the individual; managing conflict and difficult situations; managing yourself. Under each heading, there are practical tips to help managers become better bosses.

Said Jackie Orme, chief executive of the CIPD, "It is the quality of day-to-day line management which will decide whether your employees will stay and put in the extra effort needed for your organisation to emerge fighting fit as the economy recovers."

More information from www.cipd.co.uk

News in brief

High-speed 'preview' services announced

Following the recent successful trial run, train operator Southeastern has confirmed that a limited high-speed 'preview' service will begin on 29 June. The service will run on High Speed 1 between Ashford International, Ebbsfleet International and St Pancras International from Monday to Friday, offering passengers the chance to experience what the UK's first high-speed service will be like when it is fully introduced on 13 December. Journey times from Ashford International to London will be just 37 minutes, and, from Ebbsfleet International, just 17 minutes.

HCR Group recognised at GO Awards

HCR Group, the UK and international relocation specialist based in Basingstoke, has been highly commended in the Best Service category of the GO Awards, which recognise excellence in public procurement.

For further details, visit www.hcr.co.uk

New book – Managing Across Cultures

A new book from cross-cultural training experts Charlene Solomon and Michael Schell (of www.culturalwizard.com) looks at seven readily recognizable behaviours and explains what they mean, how to interpret them, and most importantly, how to respond to them. Published by McGraw Hill at £25.99.

For further details, visit www.hcr.co.uk

Flexi Apartments adds new locations

Flexi Apartments has added Southampton and the City of London to the locations in which it provides serviced accommodation.

Southampton has a number of large, blue chip companies which need flexible accommodation for their employees. Says Flexi Apartments' director, Carole Charge, "Whilst there is currently some serviced accommodation in Southampton, it does not generally meet the standards of these high-calibre companies. We are looking forward to filling this gap in the market." In London, the company offers spacious apartments in the heart of the City. Says Carole Charge, "Compared with using hotels, this is a cost-effective way for companies to provide short-term accommodation for employees."

For further details, visit www.flexi-apartments.co.uk

Sign of the times?

Recruitment scoring website www.HireScores.com is reporting a dramatic increase in enquiries from candidates seeking advice about the legalities of lying on their CVs. Over the last month, it has received more than 500 such enquiries. It believes that BBC1's *The Apprentice*, in which some contestants were found to have lied on their application, is behind the recent influx of worried workers and candidates trying to establish what the outcome could be if their lies were uncovered. Lisette Howlett, founder of HireScores.com, said, "It is no surprise that the current economic downturn has made people desperate to stand out from the crowd by telling what they consider to be white lies, but applicants who do so must prepare themselves for what will happen when they are expected to manage something that is completely new to them, or talk about experiences they have never had." She continues, "Candidates who lie on their CVs and subsequently earn themselves a new role are gaining monetary advantage illegally, which is considered to be fraudulent deception. This is not only gross misconduct (thus liable to dismissal without notice), but, in more serious cases, the candidate can be sued for the total cost of hiring them, or sent to prison."

Re:locate appoints new sales manager

Re:locate is delighted to announce the appointment of Barrie Barradell as its new sales manager. Responsible for advertising sales across the *Re:locate* family of media, Barrie will offer tailored advice and solutions based on his extensive experience in advertising and marketing. Phone him on 01892 891334, or email barrie@relocatemagazine.com

Tweet, tweet ...

You've heard of Twitter, but you haven't a clue how it works? A new book can help ensure you don't get left behind as the technological bandwagon gathers speed. The Twitter Book, by Tim O'Reilly and Sara Milstein, explains, without technical jargon, why Twitter is so popular, how to use it, and how it can benefit you and your business. Published by O'Reilly, the book costs £14.99.

Job Opportunities

There are currently **117** 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