



Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

Re:locate Extra

Issue 5, June 2006

Welcome to the latest issue of **Re:locate Extra**. Brought to you by the team behind **Re:locate** magazine, it aims to ensure you're kept up to speed between editions with everything that's happening in the world of relocation, from the latest news and appointments to the hot topics of the day. To send your feedback or contributions for inclusion in the next edition of **Re:locate Extra**, email editorial@relocatemagazine.com - we look forward to hearing from you!

Fiona Murchie
Managing Editor

P.s. Look out for our summer issue of **Re:locate**, out first week in July.

Top Stories This Month

Report highlights relocation issues

A recent report by Nicola Monson of the CIPD entitled *The Changing Face of International Assignments* highlights the ways in which expatriates and their partners/families are supported prior to, during and after the assignment, including information on the initiatives employers are using to deal with dual career issues. It also includes recommendations regarding improvements that could be made, including organising language training for both the employee and his/her family, providing coaching and mentoring services for the assignees in the host country (see Sue Shortland's article on overseas mentoring in the forthcoming summer issue of **Re:locate**) and introducing initiatives to address dual career issues.

For further information on the reports, see www.cipd.co.uk.

Report identifies wasted potential in the workplace

PricewaterhouseCoopers' Business Insights survey 2006 – featuring responses from over 500 CEOs and FDs from companies with turnover up to £500m - reveals that many business leaders appear to place limited importance on the role of HR: 52% of CEOs interviewed spend less than 10% of their time with the most senior person responsible for people-related issues, while 51% of companies described the primary role of their HR function as that of, 'an administration centre.' PricewaterhouseCoopers concludes in the report that, "in an ever tougher competitive environment with an ageing workforce and increasing war for talent, companies must focus on how to get the most out of their people. Employees should know where the business is going, what's expected of them, how success will be measured and what their reward will be in terms of pay and career progression. The issues raised by the research are not all about soft HR issues. If companies get people policies right, the impact on the bottom line is positive and there will be less fighting in the market place for increasingly scarce talent. The sooner the rhetoric turns into hard focused activity, the sooner the bottom line impact will come through." Relocation and mobility are clearly issues to which the philosophy could apply. To see a copy of the report in full, click onto www.pwc.com/UK.

Resourceful humans versus human resources

Still in a similar vein, and as a follow up to our recent *Motivating Employees to Relocate* event, Sue Shortland, our speaker on Dual Career and Family issues and a regular contributor to **Re:locate** has written a think piece on the current state of play regarding human resources and the issues surrounding staff relocation, and would welcome feedback on the issues she raises. Sue emphasises the continuing requirement for resourceful people who can, through flexibility and mobility,

raise employers' productivity and competitiveness. She draws attention to a potential social contradiction. While employers demand more from current workers those of the future, she says, their demands for workforce flexibility and mobility jeopardise the education of the next generation and the career tracks of relocating partners. She suggests creative approaches to tackling dual career and educational barriers to relocation.

To read the article in full, click [HERE](#). For further details on the event itself, see the round-up in the summer issue of *Re:locate*, and to learn more about the organisations involved in the event see:

ORC – www.orcworldwide.co.uk

CIPD – Guide on International Management Development - www.cipd.co.uk/guides

CIPD – Ongoing CIPD Research – www.cipd.co.uk/research

Profile Locations – www.profilelocations.co.uk

HIPS hits the headlines

With the issue of Home Information Packs (HIPs) making the front page of The Telegraph and featuring in The Sunday Times this month, and sparking off debate in other broadsheets, it's surely only a matter of time before relocating homeowners themselves start to realise the full implications of the proposed new scheme. All the more reason for HR professionals in charge of relocation to keep on top of latest developments – check out the HIPs section of our website – click [HERE](#) to access it.

Carers win most far-reaching right so far

With increasing numbers of potential relocatees citing the need to care for relatives as an impediment to relocation, the Work and Families Bill, which received Royal Assent earlier this month, has implications for the relocation industry.

The Bill will see carers win the right to request flexible working, with the charity Carers UK claiming that the Act, which comes into effect in April 2007, will enable carers to better juggle work with their caring role.

Imelda Redmond, chief executive of Carers UK, says: "Having the right to request some flexibility will make it easier for carers who are currently in employment to stay in work, and for more carers to take that vital step into employment. It is also crucial for employers that carers remain in the workplace, as demographic changes mean that the economy will need two million more carers and 2.5 million more people in the workforce over the next 20 years. Giving carers the right to request flexible working is one way of helping employers meet that demographic challenge".

New online guide

Profile Locations has re-launched its popular online area guides with a stylish new look - see a demo by clicking [here](#). Available for destinations throughout the UK and with branding an option, they give employees the low-down on everything in their new area, from accommodation and education to leisure and shopping. The increasing demand for web-based employee support makes them the obvious choice for group moves, recruitment and expatriates.

Changes to EEA Family Permits

Immigration law experts Smith Stone Walters reports on the new EU Free Movement of Persons Directive (FMOP), which came into force in April of this year. The main changes are:

Family members – Civil partners can now qualify for EEA family permits

Extended family members – new rights/restrictions including:

Durable relationships (equivalent to 'unmarried partners' – if the applicant meets the criteria for an Unmarried Partner, he or she can be issued an EEA Family Permit if it seems appropriate in all circumstances.

Extended family members – an Extended Family Member is a relation of the EEA national who does not fall under the 'Family Member' definition. Unlike Family members, they do not have a right to join the EEA national in the UK, but the new Regulation 8 allows consideration of their application and to issue an EEA Family Permit if "in all circumstances it is appropriate to do so."

For more information, contact David Hugkulstone at david@smithstonewalters.com.

Look out for Summer Schools

If you're helping employees find something for their children to do this summer – or if they want to have a taster of the sort of schools they might be considering sending their children to - it's worth knowing about the summer schools that are running in 2006. TESIS – the American School In England (www.tasis.com) – for instance has short summer courses for kids on subjects ranging from football to Shakespeare. There are language courses, too – an ideal way to ensure overseas children are up-to-speed before school term starts. For details of courses at other schools, see also www.isbi.com.

Re:locate Events

Supporting Families Solving Education and Dual Career Dilemmas

Wednesday 8th November 2006 at the IOD, 116 Pall Mall, London

Make sure you're informed and up to date with the latest trends, to ensure the mobility of your people and aid retention!

Our full-day event will address a range of family issues, drawing upon research into good practice to provide practical solutions to commonly encountered concerns. We'll get you up to speed with the latest developments in schooling and spousal assistance, as well as providing creative solutions to accommodation dilemmas. Speakers will include education experts Gill Bowker and Richard Pearce and the latest dual-career and family surveys and research round-up from Sue Shortland of London Metropolitan University.

For more information on the programme and speakers and to book your place, click [HERE](#).

For any general enquiries please email us at events@relocatemagazine.com or call David Sadler on 01892 891334.

In the Summer issue of Re:locate

International issues

The difference a good mentor makes when you're working overseas

Hot Topic

A look at the radical changes due to be made to the law regarding migrant labour

International issues

Commuting as a flexible alternative to international relocation

Event report

A round-up of the key points covered at our recent networking forum, Motivating Employees to Relocate

Property

Why serviced accommodation is the smart choice for everyone

Legal issues

What premium leases will mean for employers and employees

Employee support

Learning a new language

Education

The benefits of boarding schools

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