



Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

Re:locate Extra

Issue 8, September 2006

We hope you've enjoyed the autumn edition of **Re:locate** magazine – keep up with trends and catch up with the latest news on relocation and mobility between issues with **Re:locate Extra**. To send your feedback or contributions for inclusion in the next edition, email editorial@relocatemagazine.com.

We hope to see you at our next event on 8th November – see below for details!

Fiona Murchie
Managing Editor

*** NEW * NEW * NEW ***

Re:locate Extra now features an exciting range of job opportunities - scroll down for the latest vacancies, and keep checking our website at www.relocatemagazine.com!

Top Stories This Month

Romania and Bulgaria to join EU on 1 January 2007

The European Commission has given the green light for Romania and Bulgaria to join the European Union in the 5th wave of enlargement, but with strict conditions to be compiled during the accession process. Britain has confirmed that workers from the two countries will face restrictions, allowing only gradual access to jobs. This follows the public outcry that an estimated 600,000 immigrants arrived in the UK from the 10 countries that joined in 2004.

Watch out for details of a **Re:locate** immigration event in 2007. Email us with your views on content to events@relocatemagazine.com.

Services Apartments Price Survey 2006

UK-wide accommodation services company Go Native has commissioned the first independent UK-wide survey of over 3,000 apartments. Key findings include:

- No nationwide supply chain
- Apartment quality, minimum terms, amenities and inclusive services vary significantly between operators
- A Serviced Apartment benchmark standard does not currently exist
- In price terms, there's a limited north-south divide
- Serviced Apartments offer increasing flexible terms with over 50% offering 1 night minimum stays
- As far as Leased Apartments are concerned, the traditional six-month minimum term is being eroded as landlords compete to attract blue-chip corporate tenants. Three-month terms are increasingly available

Driving sector growth are the rise in short-medium term assignments due to companies' design to avoid permanent relocations for reasons of cost and employee welfare, and the growing numbers of offshore personnel who are entering the UK on temporary working visas. While serviced accommodation is a growing market, it seems there are challenges to be faced. Comments Mark Harris of the Travel Intelligence Network, "Most hotel chains have ensured that most interested

parties know what to expect from them, where they are located and how to book them. The same is not yet true of Serviced Apartments.”

For more information, see www.gonative.co.uk.

Top Graduate Employers Revealed

The Times top 100 Graduate Employers for 2006 list – based on interviews with more than 16,000 final-year university students – answers the open-ended question, ‘Which employers do you think offer the best opportunities for graduates?’ This year, over 500 employers were cited, with the top five positions awarded to PricewaterhouseCoopers, Deloitte, KPMG, the Civil Service and the BBC. Find out what relocation support is on offer for graduates in winter issue of **Re:locate** magazine.

Results of new domestic relocation survey unveiled

Cartus has unveiled its latest policy and practice survey on domestic relocation within the UK. Based on 80 responses from organisations representing 10 industry segments, employing some 350,000 employees and relocating over 5,000 people in 2005, the survey reports some notable issues. These include a shift towards compensation for relocating new hires, with the survey indicating a trend towards equal benefits being offered to those of existing employees, a focus on cost control via tightening of expenditure through exception management, and the use of relocation policies as a retention and recruitment tool in the continuing quest for talent.

To obtain a copy of the report, email deliveringmoreEMEA@cartus.com.

Language Skills Lacking

The recently-held European Day of Languages has highlighted just how bad the UK is when it comes to embracing languages other than its own – as **Re:locate** magazine highlighted in a recent article on language support (summer 2006 issue). According to a new YouGov survey of 2,500 UK employees commissioned by Rosetta Stone, the provider of online- and CD ROM-based language courses, 80% of employees have never been offered the opportunity to learn a second language at work, despite EU expansion and tougher competition from European businesses. Rosetta Stone concludes that this reluctance might explain why the UK was recently ranked bottom of the league table of 28 countries for language ability by CILT, the national languages centre and why, according to the British Chamber of Commerce, 20% of UK businesses have lost business opportunities because of their failure to embrace new language skills.

Global HR lab opens at LSE

Manpower Inc has launched a new global research laboratory, the Manpower Human Resources Lab at the Centre for Economic Performance at the London School of Economics and Political Science (LSE). It aims to establish a leading centre of excellence and important thought-leadership platform for the study and analysis of the impact of HR and labour market decisions and trends on productivity. Says Barbara Beck of Manpower, “We believe that, together with Manpower’s practical experience of the employment services market, the establishment of the Lab will add a valuable resource to studies of talent management in the global marketplace.”

Silver Jubilee for the Apartment Service

Serviced accommodation provider the Apartment Service celebrates 25 years in business. The company, founded by director Charles McCrow, attributes its longevity to an ability to stay one step ahead of clients’ needs, “ We knew early on that there was a market for what we had to offer, and we’re delighted to have been proved right!”

Employment Law Changes from 1st October

New laws against age discrimination, which come into force from the beginning of next month, will have implications for every industry – including relocation. From Oct 1, it is unlawful to discriminate against someone on the basis of age unless, whether direct or indirect, such discrimination can be objectively justified. Food for thought, then, in group relocation situations, where redundancies may be made – see our feature on diversity issues in the forthcoming winter issue of **Re:locate** magazine.

Boost to Car Seats

Relocation agents need to take the new car-seat laws into consideration when driving clients with children on tours of new areas. Child seats or boosters are now compulsory for under-12s under 135cm (4ft 5in) tall, with drivers facing an on-the-spot £30-fine, or up to £500 in court if they do not ensure that the children they are carrying comply with the regulations.

New Appointment

Steve Thorne, formally of Oakwood, The Ascott Group and Weichert Relocation has been appointed General Manager of City Apartments Ltd, following the expansion of the brand within the City of London. Its forthcoming Newbury House, London EC1 opening will offer unique, warehouse-style open-plan apartments.

Re:locate Events

Don't miss your chance to book your place at:

Supporting Families Solving Education and Dual Career Dilemmas

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

SAVE 10% IF YOU BOOK BY 29th SEPTEMBER 2006!

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.

Job Opportunities

Click on the 'Read More' button for full details on our website.

Assistant Consultant, International Assignments	City	£24,000 + package	Read More
HR Business Partner – Europe	Europe	75,000 to 95,000 EURO	Read More
Director of Client Services EMEA	Swindon	Competitive Package	Read More
Senior Assignment Consultant	London	Competitive plus benefits	Read More
Senior International Assignment Consultant	Canary Wharf, London	Competitive Package	Read More
Global Mobility Adviser	Sunbury on Thames	Competitive Package	Read More
International Reward Manager	London City	circa £80,000 + package	Read More

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