



Re:locate

THE MAGAZINE FOR RELOCATION & HR PROFESSIONALS

Re:locate Extra

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Keep up with trends and catch up with the latest news on relocation and mobility between issues of **Re:locate** magazine with **Re:locate Extra**. To send your feedback or contributions for inclusion in the next edition, email editorial@relocatemagazine.com.

Don't miss your last chance to book your places at our next event, **Supporting Families: Solving Education and Dual Career Dilemmas**, to take place on 8th November at the Institute of Directors – click [here](#) for further 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

Spot Checks for migrants, says Reid

Home Secretary John Reid announced earlier this week that Romanians and Bulgarians caught working illegally in the UK after their countries join the EU in January 2007 risk a £1,000 on-the-spot fine. Other measures announced include an annual limit of 20,000 on the numbers of low-skilled workers entering Britain from the two countries. They will only be allowed to work in agriculture and food processing for up to six months, with no access to state benefits. Highly skilled workers, meanwhile, will still have to apply through a programme already up and running that already allows about 1,500 people from the two countries to work in the UK. One large bone of contention is the fact that self-employed individuals won't be subject to controls – critics point out that anyone can set themselves up as a self-employed contract worker.

Julia Onslow-Cole, Partner and Head of Global Immigration at CMS Cameron McKenna said, "The way in which the Home Office has introduced the restrictions has been well thought out. There will be little impact on the processing of existing work permit and Highly Skilled Migrant programmes which is welcome news for employers, who suffered after the introduction of the Workers Registration Scheme in 2004 when resources were redirected to this area."

Ageism an obstacle, says Kelly Services

A CIPD-sponsored survey on diversity management has cited legal pressure as the most important factor in encouraging companies to promote diversity. Meanwhile, The Kelly Global Workforce Index, a recently released survey that comes hard on the heels of new anti-ageism legislation reveals that 40% of job seekers in the UK believe they've been discriminated against when applying for work in the past five years. The survey sought the views of around 70,000 people in 28 countries, including almost 6,000 UK respondents. The good news is that the level of discrimination in the UK is low by global standards, with the UK ranked 25th on the list of 28 countries worldwide.

*For further insight into diversity issues, see the winter issue of **Re:locate***

Tenancy Deposit Scheme delayed

The government's tenancy deposit scheme, designed to resolve landlord/tenant disputes, was due to become law in October of this year, but the government has now decided to push the launch back by six months in order to, "deal with concerns raised by key stakeholders, including tenants, landlords and letting agents, during consultation."

Property prices

Average residential values increased by 0.4% over September, according to the latest monthly housing market survey by Hometrack, the housing information business. Average house prices are now 4.3% higher than they were a year ago, the fastest year-on-year rate of growth for two years. "Despite the rate increase in August, house prices continue to rise as we start the autumn selling season," said Richard Donnell, Hometrack's director of research. "Prices have risen in nine out of 10 regions over September, largely on the back of a -0.4% decline in the volume of homes available for sale over the month," he adds.

High house prices, fully mortgaged homeowners and relatively high transaction costs, especially in southern England, are all acting as a disincentive for households to put their homes on the market. As a result, the volume of property coming to the market over the last six months has been half the level seen over the same period for the last two years. This lack of supply, set against rising levels of demand, is providing extra impetus for house prices - negating the impact of the recent increase in interest rates. Set against a background of falling supply and rising levels of demand, it is no surprise that average residential values in the capital continue to rise well above the national average. Average values in the capital grew by 0.9% over September and have risen by 6.5% over the last 6 months, compared to 3.3% growth nationally over the same time period. The same is true to a lesser degree in the South East, where prices have grown by 3.2% over the last 6 months and by 0.3% in September.

In contrast, growth has been far more subdued in most other regions, where supply has been outstripping demand. As a result, the impetus for house price growth has been far more limited. Average values in the East Midlands, the North and Yorkshire and Humberside regions have all been below 1% over the last 6 months.

For more information on house prices, see www.hometrack.co.uk

HR staff are happy in their work

A new survey produced by *People Management*, in conjunction with Frazer Jones recruitment, examines just how happy – or unhappy – HR professionals are in their jobs. The good news is that over 70% of those working in the field of Reward regarded themselves as happy, compared with 61% in Training, 56% in ER, 53% in Generalist HR and only 33% in Recruitment. The only specialisation to express any significant unhappiness was Recruitment, with 6% saying that they were extremely unhappy. Also on the plus side, 70% of respondents said that, if they were starting their career again, they'd consider a career in HR. However, when asked the question, 'Do you think you are currently being paid enough?' 59% of respondents said no.

For more information on this survey, see www.frazerjones.com

ORC International's 'Putting it in Perspective' report for 2006

The 2006 edition of the annual 'Putting it in Perspective' report from ORC suggests that only 53% of employees feel secure in their jobs – down from 61% last year. However, 67% of employees intend to still be working for the same organisation in 12 months' time, with 68% of UK employees satisfied with their organisation at the current time. ORC Perspectives, a database containing benchmarking data from more than 200 employee opinion surveys, represents the views and opinions of over 1.4 million employees.

For more information on the data results, see www.orc.co.uk

UK companies drive into Chinese markets

Trade between the UK and China was boosted this week as London played host to a high-level business delegation from China, hosted by UK Trade & Investment (UKTI). The day culminated in a range of commercial contracts being signed between companies from the two countries. Speaking at the signing ceremony, Baroness Amos said, "The business, economic and cultural links between the UK and China have never been stronger...The UK is the largest EU investor in China, and bilateral trade is well ahead of the target for 2010 set by Premier Wen."

New website could prove invaluable for relocating mums

A recently launched nationwide website – www.workingmums.co.uk - aims to bridge an employment gap by offering highly experienced work-returning mums access to challenging, flexible jobs, and could be just what relocating dual-career partners have been looking for. For £89.95 a month, employers can advertise specific jobs, while mums can advertise their skills. The organisation feels there's a real need for its services, quoting in support recently published research by Sheffield Hallam University's Gender and Employment in Local Labour Markets, which found that 54% of women working part-time have previously worked in positions requiring more qualifications, skills or experience, or with more responsibility.

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

November's just round the corner – so, to be sure you don't miss out, book your place at our next Networking Forum on 8th November NOW! You won't get a better opportunity to have your questions answered by so many education experts in one place and to find out what other companies are doing to support their people. Surveys prove that relocating partners want to work – discover what you can do to help them find a job and develop their careers, whether in the UK or overseas.

Click [here](#) for full run-down of programme and speakers.

BOOK NOW TO SECURE YOUR PLACE!

Simply click to download a [booking form](#), or call **David Sadler** on **01892 891334**. **Discount packages available for group bookings – call us for details!**

Job Opportunities

There are currently **over 40** great jobs on our website, relevant to you and your skills. To view all job opportunities, click [here](#). For further details of one of the following selected jobs, click on the 'Read More' button.

Senior Global Mobility Manager (English & French Speaking)	Paris, France	c€40,000 + Bonus + Benefits	Read More
UK Head of Internal Mobility & Deployment	Docklands	£40,000 - £60,000	Read More
International Assignment Co-ordinator	Aberdeen	c£19-23,000 + Benefits	Read More
In-house EMEA International Assignments Executive	Berkshire	c£40-50,000 + Bonus + Benefits	Read More
Senior International Assignment Consultant	Canary Wharf	Competitive Package	Read More
HR Business Partner – Europe	Europe	75,000 to 95,000 EURO	Read More
International Assignments Role	Docklands	£60-70,000 + Benefits	Read More

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