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On Behalf of the Team at Expat we would like to wish you all a wonderful Christmas and safe and prosperous New Year!

Overview of Expat International's services:

- Home search
- Immigration and Visa
- Education Consulting
- Pre-assignment visit
- Relocation Policy
- Settling In
- Destination Briefings

Stay tuned for Expat's new Visa Website - we are expanding our visa services.

Relocation Trends in 2009/2010

At Expat we are coming to the end of another successful year. 2009 has been a year of challenges and many changes in global relocation. During the year Expat has assisted many companies in reviewing and revising their relocation policies to cope with the more challenging economic times. Trends in 2009 and going into 2010 include;

At the Strategic level – more questioning and analysis prior to any relocation

- Do we need to move this person?
- What is the value of the assignment and transfer?
- What are the alternatives to relocation?
- Analysis of total assignment cost

At the Policy level

- Review fundamental structure of policy and benefits
- Look at different types of moves and have flexibility – for example:
 - Core moves long or short term or other options
 - Local hiring and localization
 - Increased business travel
 - Self-move – employees sharing or meeting the cost of relocation for development purposes
 - Lump sum provided – to facilitate own relocation
- No sacred cows – review everything
- Exceptions to policy reduced
- Cost is King

At Employee level

- Reluctant to relocate
- Benefits not as generous
- Spouse not as able to relocate because of own career
- Employee more stressed

For more detail contact Trish Hansen on 03 9670 7555

Change, Stress and Relocation: a Wellness Approach – by Amy Reece Connelly

Health care reform has dominated the news in much of the western hemisphere for the past several months, and there is little doubt that the topic will continue to be discussed into the new decade as compensation and benefit professionals analyse expenditures while employees bite their nails in nervous anticipation of changes on the horizon Full Story;

<http://www.worldwideerc.org/Resources/MOBILITYarticles/Pages/1109-connelly.aspx>

The One-der years? Australians come up with name for the next decade as 'Noughties' draw to a close..... Full Story

<http://www.dailymail.co.uk/news/article-1232661/The-One-der-years-Australians-come-decade-Noughties-draw-close.html>