

## Welcome

Welcome to the Expat Academy Round-Up ("EAR") where we bring you a summary of all that we've heard from our recent events. Get up to speed in one quick read!



## Issue 44: June 2022

Shipping Insurance

Cost of Living Baskets

Benchmarking

## Intro

This update gives you real-time intel on what's occurring in Global Mobility circles. It's purpose is to keep you up to date on the latest technical issues to help inform your decision making

## Shipping Insurance

A varying response from our members regarding policy wording for shipping insurance. Some have no cap on the declared value of the shipment for insurance purposes. Many exclude high value items such as antiques or individual items over £5,000.

Others have a cap on the maximum declared value of goods for insurance purposes written into their policies. See individual answers in our benchmarking service for the details. This is great practice! There is some good guidance from our Training Partner - Bourne Relocation below on the reasonable values to include in your policy documentation.

The average value of the contents of a three bed property ranges between £50,000 to £70,000.

Whereas for a 40' Container the average valuation for a 4 to 5 bed property is on average between £100,000 to £150,000

A word of warning that asking an assignee to pay more more privately in case of higher valuations than permitted by the employer, can cause upset for the employees.

## Cost of Living Baskets

Certain items previously included in the calculation of cost of living indexes are being excluded (e.g. Kodak film, kitchen stove cooker, video rental, DVDs) and a set of new hi-tech items (smartphone, tablet computer, mobile phone service etc.) are being included so the indexes are more accurate.

Suggestions for managing changes in COLA are:

- ask your data provider for help in your communications
- do not implement negative moves of COLA but communicate to your employees the changes so they understand their windfall
- grandfather those on the old methodology
- change to a more generous index when transitioning to the new basket



# HOT TOPICS

## This Week's Benchmarking

The benchmarking service is buzzing with questions.

Open Questions include:

-In light of the increasing requirements for organisations to make ESG disclosures, we would like to understand how others are managing their environmental footprint with relocating assignees?

-I would be interested to hear from companies who have paid the £25k to the Home office for the premium customer service.

-The OECD publishes inflation rates per country and we wondered if anyone was aware of a source to get tailored inflation rates based on a customised basket of goods. So for example, the total inflation rate for the UK might be 9% but based on energy and selected food items, it could be 5% only.

Contact [sugi@expat-academy.com](mailto:sugi@expat-academy.com) to discover the nominated benchmarker for your company.

Contact [chloe@expat-academy.com](mailto:chloe@expat-academy.com) to learn how to switch your benchmarking



**Clawbacks** came up in discussion again at a recent Expat Academy Event. Some are including wording in their policies and clauses in their assignment letters to enable them to claw back relocation costs, should the assignee leave the organisation within a defined period of time. In particular immigration costs are a focus and will include the costs incurred for indefinite leave to remain applications

**Pre-COVID rules** Many of those in financial services are reverting to pre-covid rules when considering remote working requests. Notably, some are forbidding remote working from France and Austria.



Due to regulatory constraints, some banks are setting up **branches** overseas in order to accommodate employee requests to work remotely where they do not have legal entities.

## EAR for Yourself

Come and boost your technical knowledge at one of our upcoming events. Sign up here:

[Symposium and Club 100 Huddle](#) – 21 June



### Author

Emma Holder, Co-Founder of Expat Academy, Royalist, loves to dance, listens to classical piano whilst she works

