

A woman with dark hair, wearing a black blazer over a white shirt, is smiling and looking upwards and to the right. She is holding a blue folder or tablet. The background is a blurred office setting with a green plant on the left and a window with blinds on the right.

**Exercising mobility clauses**

Balancing business needs  
and employee rights

[www.k2corporatemobility.com](http://www.k2corporatemobility.com)

## Relocation services

# What do you need to know about exercising employee mobility clauses?

Exercising employee mobility clauses in employment contracts involves several key considerations and challenges. These clauses, which generally allow an employer to relocate an employee to a different workplace or region, must be managed carefully to ensure legal compliance and maintain employee morale. Here are the primary considerations and challenges:

1. **Clarity**
2. **Fairness & reasonableness**
3. **Legal compliance**
4. **Consultation & communication**
5. **Support and assistance**
6. **Impact on employment terms**
7. **Consistency**
8. **Document the process**



1

### Clarity

It's important to clearly define the mobility clause within the employment contract because vague or overly broad clauses can lead to legal disputes. The clause should clearly **specify the geographical scope** within which the employer can relocate the employee, and outline the process for notifying employees of such relocation, including providing a reasonable notice period.

2

### Fairness & reasonableness

Any relocation must be justified, proportionate and consider the employee's personal circumstances, such as family obligations, health conditions, and commuting distance. There must be a **legitimate business reason** why the relocation needs to take place and it should be proportionate to the employee's role and seniority. Remember that what might be reasonable to one employee might be completely unreasonable to another.

3

### Legal Compliance

Any mobility clause must comply with local employment laws and regulations, which vary by jurisdiction. Choosing a global mobility provider that offers **local knowledge** of destination locations across the globe can help you identify what these might be. Other **legal considerations** must also be taken into account, such as discrimination laws related to age, gender, and disability.

4

### Consultation & communication

Key to any relocation is employee engagement and transparency. Not only should you consult with the employee(s) in question, but it's also a good idea, where applicable, to speak to trade unions or employee representatives. **Clearly communicate the reasons** for the relocation, the benefits, and any support available to the employee.



5

### Support and Assistance

Providing personal and tailored support when exercising employee mobility can help the whole process run more smoothly. Offering things like relocation expenses, housing assistance, and help with finding schools for employees' children is a good start. And it's a good idea to allow for an **adjustment period** within the clause, where the employee can settle into the new location.

7

### Consistency

It's crucial that mobility clauses are applied consistently across the organisation to avoid claims of unfair treatment. To help with this, consider previous relocations and the outcomes to ensure **consistency and fairness**. Poorly managed and unfair relocations can negatively impact employee morale and productivity.

6

### Impact on employment terms

Any contractual changes in the employment terms and conditions as a result of the relocation need to be **documented and agreed upon**. Employers should also consider adjustments to compensation for relocating employees if the cost of living in the new location is significantly different.

8

### Document the Process

To ensure exercising an employee mobility clause doesn't affect your business or employees negatively, it's important to **keep detailed records** of the relocation process, including communications, consultations and agreements. Should the need arise to seek legal advice for any dispute, this documental evidence could prove vital.

### In Summary

How your organisation approaches employees' relocation rights can be hugely influential in retaining key personnel. Remember that every employee's personal situation is unique and that, as their employer, you have a duty of care. Using the right global mobility provider to support you in addressing some of these considerations and challenges, can help ensure the delivery of seamless relocations.



## Dedicated to making mobility better

# Genuinely human-centric, because it's personal

We are K2 Corporate Mobility, a truly independent global mobility, immigration, HR and advisory service provider that has been serving clients around the world for over 22 years. We are not affiliated with any moving company, real estate agency, or other third-party vendor, which gives us ultimate flexibility and impartiality to offer the best solutions for your needs.

We have a vision to become a world-renowned, sector-leading company that is recognised for our expertise, innovation, and customer satisfaction. Driven by our passion for global mobility, our commitment to excellence in everything we do and to the experience relocating individuals get.

We value transparency, credibility, trust, and service excellence in our relationships with our clients, partners, and employees. We believe that these

are the foundations of successful and long-lasting partnerships that create value and deliver results.

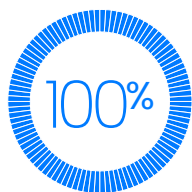
We offer a comprehensive range of global mobility services to support the relocation of employees and their families across borders. Whether it is a short/long term assignment or a permanent move, we can handle every aspect of the relocation process, from immigration and compliance, to destination and home services, to policy and programme management, and more.

We work as an extension of our clients' in-house HR and global mobility teams, providing them with a single point of contact and a dedicated account manager for each assignment. We tailor our services to the specific needs and objectives of each client, ensuring a high-quality, personalised, and consistent service on every assignment.

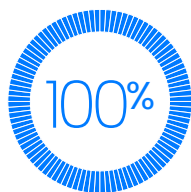
# 80

## *And if you need convincing?*

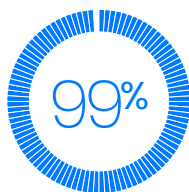
That big 80 should be all you need. Our NPS® score of 80 means “world-class” service delivery. Our clients felt this satisfied with our work:



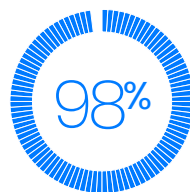
Feel supported by us



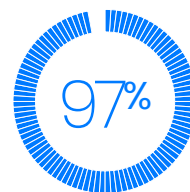
Satisfied with  
communication



Satisfied with  
service delivery



Satisfied with  
information received



Satisfied with  
personal approach

## Empowering seamless global mobility

# Comprehensive services to support every step of the journey

### We help organisations navigate the complexities of global mobility with confidence.

Our tailored solutions are designed to support employees and their families through every stage of relocation, enhancing the employee experience, optimising mobility programs, and aligning with your strategic goals. Whether you're moving talent across borders or cities, we deliver the expertise, insight, and care that make mobility work.

### Our global services include:

- Policy development & consultation
- Policy management
- Account management
- Stakeholder communication
- ESG & value alignment
- Supply chain management
- Data, analytics & reporting
- Pre-decision & planning support
- Pre-decision counseling
- Moving cost estimates
- Lump sum support
- Tax gross-ups
- Insurance
- Household goods moves
- Specialist goods handling
- Pet relocation
- Temporary accommodation
- Orientation services
- Home search
- Temporary housing
- Home sale assistance\*
- Home purchase support\*
- Home sale – BVO\*
- Mortgage assistance\*
- Property management
- Immigration support
- Visa & work permit coordination
- Language & cultural awareness training
- School search assistance
- Partner & family support
- Executive relocation support
- Vip handling
- Relocation accounting
- Expense management

\*Only available within the domestic USA region.



*because it's personal*

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