

MEMBER'S NEWSLETTER

OCTOBER 2019



IN THIS ISSUE:

Message from / **The CEO**

ISME Welcomes / **New Members**

ISME / **News**

HR / **Construction SEO Update**

Events / **Annual Conference**

Training Courses / **Course Updates**

Tax Update / **Dates for the diary**

Legal Update / **Tax Relief for Pension**

Contributions

ISME GROUP LIFE SCHEME



Tangible employee benefit for ISME Member companies, offering universal cover for staff and is tax effective.

- Staff cover for €206 per year
- €100,000 lump sum payment to next of kin

APPLY NOW
ISME.ie/Advantage

TAKING APPLICATIONS
1ST - 31ST OCTOBER 2019

Arranged by:



Dear member,

Writing the first paragraph for the Member's Monthly, I'm starting to feel like the weatherman in *Groundhog Day*; the situation won't go away, but the story never changes! While the House of Commons has outlawed a no-deal Brexit, this doesn't mean one can't happen by accident. It is the default legal position in the absence of an extension which would require EU-27 agreement.

One issue we have been regularly questioned on concerns the import of UK-certified goods, and whether they will remain certified post October 31st. The EU Commission issued a [Guidance Document](#) on this back in February. In summary, goods which are 'on the market' are OK for sale, even if they are UK-certified. Of course the issue remains post-Brexit if you rely on a UK supplier- you MUST consider alternative sources of supply.

As ever, you'll get our most up to date advice on our [Brexit Advice page](#).

We're less than one month away from budget day. We acknowledge the difficulties Paschal Donohoe faces in framing a budget 23 days before Brexit, but we fear that he is limited by the budgetary policies he has followed over the last few years: Despite a decade-long boom, we have no primary budget surplus, and a disorderly Brexit could tip us into another recession. Where will he find money to spend without borrowing more? Ireland is by far the most indebted nation in the EU on a per-capita basis. Talking about 'debt-GDP ratios' is meaningless when 32% of our GDP is US money we will never see in our pockets. It is long past time to reduce the €42,000 every man, woman and child in the country owes.

As most of you are no doubt aware, the insurance issue has not improved, and it's not going away. We will keep pressure on Justice Minister Charlie Flanagan, who will have to do most of the heavy lifting to solve the problem. We are very unhappy with the stalling of insurance reform. This will be an election issue, and our informed sources (and bookies!) suggest we're in for a February General Election- possibly with no return after the Christmas recess.

Our regional [ISME Roadshows](#) have been a big success with members. After a break to facilitate the Annual Conference, we'll resume them soon.

It really is our best line-up ever for the ISME Annual Conference- with Dublin five-in-a-row Manager Jim Gavin, Norah Casey, and some meaty panel discussions (including a serious Brexit panel line-up). This year's conference is a must-see, and you can get your tickets [here](#). I look forward to seeing you!

Neil McDonnell | CEO | neil@isme.ie



Enable Me Coaching
Opora Russia
Gateway Consulting
McGrath Mediation Services
Tipping Point Ltd T/A Travel Centres
The Far Away Tree Donadea
Irish Lamp Recycling Company Limited
Laser Shipping Company
Conscious Living & Working
Loredo Materials Handling Limited
The Signlab
Vetex Medical Ltd.
Ard Precision (Ireland) Limited
Mallwood Ltd.
Courtney Kelly Consulting
Neopost
Wilson Salt Ltd.
Volcano Pizza Ltd.
Retention Bridge
Psycholistic Living Ireland
Bathquip



ISME NEWS

Taking Care of Business Event

The Taking Care of Business Event, organised by the Department of Business, Enterprise and Innovation will take place Wednesday 02 October at the Sheraton Hotel, Athlone. This event will bring more than 25 State bodies and services together to offer advice to small businesses in the Midlands. Register for the event [here](#).



Rialtas na hÉireann
Government of Ireland

*Athlone
October 2nd
2019*



Meet the Buyer Event: Arklow Wastewater Treatment Plant Project

Irish Water invite you to their Meet the Buyer: Arklow Wastewater Treatment Plant event. It will take place Tuesday 8 October 2-4pm at The Arklow Bay Hotel. This free event will provide an opportunity for SMEs to find out more about potential supply chain opportunities with our shortlisted tenderers as they advance in their bid for this project. Read the full list of areas of work [here](#). And register for the [Event here](#).



Creating Economic and Business Opportunities from Climate Change

This conference takes place Wednesday 9 October at the Tullamore Court Hotel, Co Offaly, 9am-4pm. The conference will explore how businesses in addressing and responding to climate change, can realise unique economic and business opportunities. Book your place [here](#).

The Real Deal 2019

The event aims to explore the art of the possible for Irish SMEs and inspire the next generation of Irish business success stories. By bringing together successful business leaders, SME owners & managers and relevant advisors, Irish SME leadership should be inspired, and have the necessary roadmap and network, to go on and achieve great success. Get tickets and find out more [here](#).

Meet the Buyer Event: Facilities Management Category Briefing

InterTradeIreland and the Office of Government Procurement are hosting this briefing on Tuesday 22 October 10am – 2pm at the Hodson Bay Hotel, Athlone. This free event represents an excellent opportunity for suppliers in the field of facilities management to meet directly with category staff from the OGP. Smaller businesses are particularly encouraged to attend as a briefing on forming consortia will also be provided.

Read more about the event and register [here](#).



Responsible Innovation Summit

Join the leaders of change on Wednesday 30 October at Smock Alley Theatre, Dublin. Responsible investments, value-driven consumer expectations, major economic changes driven by new technologies and emerging global challenges such as climate change are shaping the next generation of innovation! The winners of the Business Spirit Award will also be announced. Book your ticket [here](#).

ISME NEWS

Adverse Weather Warning Notification

With the uncertainty around the scheduled course of **Hurricane Lorenzo**, ISME are encouraging employers to be proactive in response to this and put suitable contingency plans in place with regards to their operation, employees and customers.

ISME members can refer to [the ISME Adverse Weather Preparation Guide](#) for useful information in reducing the impact to their company and employees.

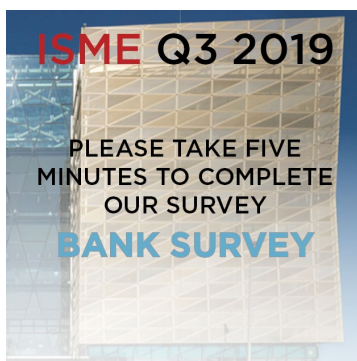
For more information about preparing for adverse weather conditions and a range of other employment related issues, ISME members can log on to the [Members Area](#) or contact the membership team directly on 01-6622755.



Q2'19 Prompt Payment and Government Satisfaction Results

Results from our Quarter 2 Surveys are on the ISME website. The [Prompt Payment Report](#) found that 55% of businesses are experiencing delays of two months or more, and it's 'Unacceptable' that 21% of big businesses are taking longer to pay SMEs.

The [Government Satisfaction Report](#) found that medium businesses are most satisfied with the government, whereas micro businesses are least satisfied. While satisfaction in the Construction sector has dropped dramatically. You can find all of ISME's Reports [here](#).



Q3'19 Bank Survey

Please take five minutes to complete our Quarterly Bank Watch Survey for Quarter three. This survey provides us with the latest up to date information on SME's access to finance.

Take the survey [here](#).



Q3'19 Business Trends Survey

The ISME Quarterly Business Trends Survey is an important part of our lobbying and representation. Please take a few minutes to respond based on your experiences of the third Quarter of 2019. Take the survey [here](#).

ISME NEWS

Free Online HR Health Check

Management Support Services (MSS) provide a full range of Human Resource and Recruitment solutions, and are offering ISME Members a [free online HR Healthcheck](#). This questionnaire is designed to ask questions concerning the key areas where there are legal obligations, or it is best practice, and will give a good idea as to whether you are getting the basics right.

Commercial E-Tender for Minor Building Works

Multiparty Framework Agreement for **Minor Building Works – Commercial – Public Service Bodies** Tenders will be open until **1 November 2019**. This framework presents a very significant business opportunity for SMEs. View more details [here](#).



Minor Building Works - Public Service Bodies - Commercial

Integrity at Work Conference 2019

Wednesday 20 November, Radisson Blu Hotel, Dublin 8. Leading with Integrity – How to foster ethical behaviour in the workplace. Integrity at Work is an initiative developed by Transparency International Ireland that provides employers with the training, tools and support to create an environment where staff feel safe to come forward and raise concerns of wrongdoing. Find out more [here](#).



Storage Available

There is a shortage of storage and warehouse space in Ireland at the moment. Three of our Members have storage options available.

Freightspeed have a vacant warehouse in Greenogue Rathcoole. Read more [here](#).

[Big Space Solutions](#) have options for your storage requirements.

You can also contact Mary Fanning on 087 2430977 for:

4,000 square foot of secure and dry storage 48 kms from Dublin, near Monasterevin Co. Kildare. (Comprises 1,000 square foot shed, dry and secure and a 3,000 square foot American Barn with 12 individual units.)

European Commission No Deal Notice

The Department of Business, Enterprise and Innovation (DBEI) want to bring awareness to companies about a possible No Deal Brexit and how to prepare. They advise that the European Commission have a [No Deal Notice](#) on industrial products which deals with [Goods on the Market](#).

The [Health and Safety Authority website](#) includes information for economic operators (manufacturers or importers) on their responsibilities, particularly when placing products on the EU-27 market.

And a reminder that DBEI have a Brexit section to their [website](#).



ISME NEWS

Construction SEO Updates

Today, **1 October** the reviewed pay scales of the **Construction SEO** come into effect. ISME have created a guide to these changes. Members can log into the Members Area and go to ISME Human Resources to view the guide in full. Once you're logged in, you can find the guide [here](#).

ISME and Erasmus+ Projects



Funded by the
Erasmus+ Programme
of the European Union

New Online Business Programme - Seeking Learners: Innovation and R&D Programme for SMEs

Through the University of Limerick and other EU partners, we have developed a curriculum to assist SMEs to develop a best practice approach into research, R&D and innovation for their businesses.

We are looking for learners to participate in this pilot phase of the programme. The programme is 100% online and can be done in your business environment at a pace that you are comfortable with. Use your current research projects for best practice analysis into new products / services and business venture ideas whilst completing the programme.

This is being offered **FREE** of any charge at the pilot phase. We are looking at accreditation by January, and we are seeking a **Level 8** status TBC.

- **Module 1 | Using research to identify future opportunities** (Enrolling Now for November 2019 start)
- **Module 2 | Smart methods to gather and analyse data** (commencing Jan 2020)
- **Module 3 | Managing your research project**
- **Module 4 | Evaluating success and future opportunities**

For more information on the project click [here](#) or contact [Adam](#).



Halligan Insurance – Improved Member Benefits

Halligan Insurances are offering Improved Member benefits for their home insurance as part of the **ADVANTAGE Affinity Programme**. They continue to provide standard home insurance product that delivers great level of cover, as well as the ADVANTAGE of a reduced premium rate for ISME Members. Halligan Insurances are now offering to include a range of products for affluent homeowners with higher-value properties and also cover for non-standard risks. See full details [here](#).



ISME NEWS

Brexit Prepared: Construction industry

The Construction Industry can and should Prepare for a no-deal Brexit. Manufacturers, importers, distributors, authorised representatives, builders, building professionals and others should be aware of the inherent risks of no-deal and should increase awareness and action about Brexit Preparedness. The Department of Housing, Planning and Local Government have created a [leaflet](#) for the Construction Industry to prepare as well as information on this [website](#).



YESS

The Department of Employment Affairs and Social Protection have launched a Youth Employment Support Scheme (YESS). We are looking for Employers who may be interested in offering work experience to a U25 Jobseekers under this scheme looking at a variety of roles and sectors that may suit some of our clients and employers. This is at no cost to the employer and a minimum wage up to 24 hours is paid by the Department. Find out more [here](#).



Explosive Precursors

The Department of Justice and Equality want to make aware the development of a new EU Regulation on explosives precursors to replace the existing Regulation 98/2013. Full wording and details can be found [here](#).

Issue 6 of The bISME

Don't miss Issue 6 of The bISME! Senator Pádraig Ó Céidigh talks about the Perjury Bill in the b Interview, there are tips on brand design from Monologue's Creative Director, HR Advice on Parental Leave, plus so much more. Read The bISME [here](#).



Department of Finance

The Department of Finance's [Cost of Insurance Working Group](#) would like to raise awareness to changes to Section 8 of the *Civil Liability and Courts Act 2004*. The primary purpose of these changes is to reduce the period of notification of a claim by a plaintiff against a defendant from two months to one month. These changes went live earlier this year and a summary explaining them can be found [here](#).

Final Adverts on our 2020 Wall Planner

We have one or two remaining advert spaces for the 2020 ISME Wall Planner. The Wall Planner goes out to 3,000 businesses, there are up to 14 places available, with four advert sizes, and of course, members get a discounted rate! Email Jane – janec@isme.ie to receive a rate card or to reserve your place. Or view details [here](#).



Construction SEO Updates – As of 1st October 2019

As of 01st October 2019 the new updates of the Construction SEO come into force. The following is a breakdown of the key changes however ISME are advising all members that are impacted by this to review the document which is available on the ISME website.

If you have any further queries, please contact the Human Resources team on 01-6622755 or by email at hr@isme.ie.

Key Changes

- New definitions for the sector
- Rates of pay increases scheduled on 01/10/2019 & 01/10/2020 - as outlined
- Extension of New Entrant period to two years of service.
- Clearer identification of Category A workers
- Increase in Pensions and Death in Service payments to match the salary increases.

Definition of the Sector

The sector to which the Order should have application is defined as the sector of the economy comprising the following economic activity:

- The construction, reconstruction, alteration, repair, painting, decorating, fitting of glass in buildings and demolition of buildings;
- The clearing and laying out of sites for buildings, the construction of foundations of such sites, the construction, reconstruction, repair and maintenance within such sites of all sewers, drains and other works for use in connection with sanitation of buildings or the disposal of waste;
- The construction, reconstruction, repair and maintenance on such sites of boundary walls, railings and fences for the use, protection or ornamentation of buildings, the making of roads and paths within the boundaries of such sites;

- The manufacture, alteration, fitting and repair of articles of worked stone (including rough punched granite and stone), granite, marble, slate and plaster;
- The construction, reconstruction, alteration, repair, painting, decoration and demolition of roads, paths, kerbs, bridges, viaducts, aqueducts, harbours, docks, wharves, piers, quays, promenades, landing places, sea defences, airports, canals, waterworks, reservoirs, filter beds, works for the production of gas or electricity, sewerage works, public mains for the supply of water or the disposal of sewerage and all work in connection with buildings and their sites with such mains; rivers works, dams, weirs, embankments, breakwaters, moles, works for the purpose of road drainage or the prevention of coastal erosion, cattle markets, fair grounds, sports grounds, playgrounds, tennis-courts, ball alleys, swimming pools, public baths, bathing places in concrete, stone tarmacadam, asphalt or such like material, any boundary walls, railings, fences and shelters erected thereon;
- The painting or decoration of poles, masts, standard pylons for telephone, telegraph, radio communication and broadcasting;
- Ground levelling, ground formation or drainage in connection with the construction or reconstruction of grass sports grounds, public parks, playing fields, tennis-courts, golf links, playgrounds, racecourses and greyhound racing tracks.

Definition of Grades and Pay Rates

General Operative Grade B

A basic minimum rate of pay to apply to all Skilled General Operatives who have worked in the sector for more than 2 years - (**Category B Worker**)

€17.50 per hour (increase of €0.46 / 2.7%)

General Operative Grade A

Scaffolders who hold an Advanced Scaffolding Card and who have four years' experience; Banks operatives, Steel Fixers; Crane Drivers and Heavy Machine Operators.

€18.86 per hour (increase of €0.50 / 2.6%)

Craft Workers

The following trades: Bricklayers/Stone Layers; Carpenters and Joiners; Floor Layers; Glaziers; Painters; Plasterers; Stone Cutters; Wood Machinists; Slaters and Tilers;

Craft Worker: €19.44 per hour (increase of €0.51 / 2.6%)

Apprentice: Year 1 33.3% of Craft rate
Year 2 50% of Craft Rate
Year 3 75% of Craft Rate
Year 4 90% of Craft Rate

New Entrant General Operative

to apply to all new entrant General Operatives with less than one year's service working in the sector.

New Entrant Worker €14.14per hour (increase of €0.37 / 2.6%)

1st October 2020

General Operative Grade B

A basic minimum rate of pay to apply to all Skilled General Operatives who have worked in the sector for more than 2 years - **(Category B Worker)**

€17.97 per hour (increase of €0.47 / 2.7%)
(Cumulative = €0.90 / 5.3%)

General Operative Grade A

Scaffolders who hold an Advanced Scaffolding Card and who have four years' experience; Banks operatives, Steel Fixers; Crane Drivers and Heavy Machine Operators

€19.37 per hour (increase of €0.51 / 2.7%)
(Cumulative = €1.01 / 5.5%)

Craft Workers

The following trades: Bricklayers/Stone Layers; Carpenters and Joiners; Floor Layers; Glaziers; Painters; Plasterers; Stone Cutters; Wood Machinists; Slaters and Tilers;

Craft Worker €19.96 per hour

(increase of €0.52 / 2.6%)

(Cumulative = €1.03 / 5.4%)

Apprentice Year 1 33.3% of Craft rate
Year 2 50% of Craft Rate
Year 3 75% of Craft Rate
Year 4 90% of Craft Rate

New Entrant General Operative

to apply to all new entrant General Operatives with less than one year's service working in the sector.

New Entrant Worker €14.52

(increase of €0.38 / 2.7%)

(Cumulative = €0.78 / 5.6%)

Overtime / Unsociable Work

This remains unchanged.

Pensions

2019 – 01/10/2019

Employer €27.35 per week [Daily rate - €5.47]
(2.7% increase)

Employee €18.24 per week [Daily Rate - €3.65]
(2.7% increase)

Total Contribution weekly into the scheme per worker - €45.59
(2.7% increase)

Total Contribution daily into the scheme per worker - €9.12

Contribution rates will increase in line with wage inflation in the sector after 1st October 2019.

Death in Service

2019

Employer €1.14 per week

[Daily rate - €0.23] (2.7% increase)

Employee €1.14 per week

[Daily rate - €0.23] (2.7% increase)

Total death in service weekly contribution –

€2.28 (2.7% increase)

Contribution rates will increase in line with wage inflation in the sector after 1st October 2019.

Sick Pay

This is unchanged

Employee Relations

Unchanged

Individual Dispute

- a) The grievance or dispute shall in the first instance be raised with the employer at local level with a requirement to respond within 5 working days. Notice in writing of the dispute shall be given by the individual concerned or his trade union to the relevant organisation representing employers or to the employer directly.
- b) If the dispute is not resolved it shall be referred to the Adjudication Service of the WRC.

- c) Either party can appeal the outcome of the Adjudication Hearing to the Labour Court.

Collective Dispute

- a) The grievance or dispute shall be raised in the first instance with the employers with a requirement to respond within five working days. Notice in writing of the dispute shall be given by the workers concerned or their trade union to the relevant organisation representing employers or to the employer directly.
- b) If the dispute is not resolved the issue shall be referred to the Conciliation Service of the WRC.
- c) If the issue remains unresolved, it shall be referred to the Labour Court for investigation and recommendation.

You can also find the Construction SEO Update Guide to download in our Members Area. Log in and find the guide [here](#).

If you would like to discuss this subject further please do not hesitate to get in touch with the Human Resources team on 01 6622 755 or email hr@isme.ie.



A day of people & purpose

The business event not to be missed in 2019 is ISME's Annual Conference which will take place on Wednesday 23rd October in the Citywest Hotel, Dublin. The theme of the conference is **People & Purpose** – *The Power Ps of Business* which will look at the importance of these key elements to business success and growth.

Commenting on the conference, ISME CEO, Neil McDonnell said:

"2019 was meant to be the year when uncertainty cleared. Instead, it abounds. Which makes it more important than ever for enterprises to be able to define a clear purpose for their business, and to have the right people to fulfil that purpose. This is not easily done in a market at full employment, with skills shortages in many areas. This year we'll focus on how your business can do both for the times ahead."

Conall Ó Mórain will chair this action-packed day which includes networking, breakout sessions, guest speakers, interview, panel discussions and a dedicated exhibition area.

We are delighted to be joined by a fantastic line-up of speakers and panellists including:

Robert Troy T.D. Fianna Fáil Spokesperson on Business, Enterprise and Innovation who will open the conference

Our Keynote speaker **Jim Gavin**, manager of the five times winning Dublin Gaelic Football Team and Assistant Director of the Irish Aviation Authority.

Broadcaster, publishing entrepreneur and human rights campaigner **Norah Casey** who will discuss the theme People & Purpose.

An interview with **Marc O'Dwyer**, CEO of Big Red Cloud.

Christopher Paye, General Manager, Jobs.ie looks recruitment and getting the best people for your business.

Sinead Proos, Head of Wellness in Laya healthcare will discuss the importance of Wellness in the Workplace.



The Great Debate — *Is it just about the bottom line? Does people & purpose really matter in business?*

With panellists:

Gillian Neilis, Managing Editor, Sunday Business Post

Conall Mac Coille, Chief Economist, Davy

Senator Pádraig Ó'Ceidigh

Richard Boyd Barrett T.D., People before Profit

Dr Laura Bambrick, Congress Social Policy Office, ICTU



There will be four breakout sessions during the day which cover a range of topics linked to the conference theme. Three will take place in the Breakout Room in the foyer and include:

The Talent Workshop - Five actions you can take now to help win the battle for talent. Claes Peyron, MD of Universum and the Employer Branding Academy, global leaders in employer branding.

Digital transformation: empower people, redefine purpose - How SMES can harness technology to become a purpose driven organisation (People, Purpose, Process)), Justin Smal, CEO, Monread CRM

Adjudication, Mediation and Inspection Services An Overview. James Kelly, Adjudicator & Mediator and John Kelly, Regional Manager, Inspection Service, Workplace Relations Commission (WRC)

When the conference takes place, it will be less than 10 days before the UK leave the EU and we've assembled a terrific group of speakers for the mainstage Brexit breakout panel discussion which will no doubt prove to be an energetic debate including:

Moderator: David Davin Power, columnist with The Times Ireland, and former Northern Ireland Editor for RTÉ News and Current Affairs.

Shanker Singham, Alternative Arrangements Commission;

Chairman and CEO of Competere

Hermann Kelly, Director of Communications EFDD Group, European Parliament; Irexit Freedom Party

Fergus O'Dowd TD, Fine Gael

Lisa Chambers TD, Fianna Fáil

Dr Karen Devine, Department of Law and Government DCU (home of the Brexit Institute)

ISME is thrilled that this year's conference is sponsored by Jobs.ie and the media partner for the third-year running is the Sunday Business Post. Christopher Paye, General Manager of Jobs.ie commented:

"As Ireland has moved towards full employment, the power balance within the recruitment market has shifted from employer to jobseeker. This combination has resulted in many SME's facing increasing difficulties attracting the right people to work in their business, which is vital to ensure growth and sustainability. We're thrilled to be working with ISME and their members throughout the year, highlighting issues and offering insight into the mindset of the jobseekers in Ireland."



View the full programme [here](#) and click [here](#) to view the video from the 2018 conference. You can book your tickets and exhibition space now, find out more [here](#). To receive the member rate please quote coupon code **member** when booking [here](#).

An Introduction to Lean: **INCREASING PRODUCTIVITY AND PROFITS**

AIM:

These breakfast workshops aim to assist Irish SMEs to be more sustainably efficient, increase productivity and growth, via the implementation of proven business improvement tools.

COURSE CONTENT:

- The history and reasons for Lean Six Sigma
- Understanding the concepts, tools and principles of Lean Six Sigma
- How to use analysis tools and techniques to determine the current performance
- How these programmes can be applied to deliver an effective continuous improvement programme to reduce time and increase productivity

LEARNING OBJECTIVES:

In this challenging economy with an ever-growing consumer pressure for cheaper, better and faster products and services, businesses need to work SMARTER. They could and should utilise reliable, systematic and rigorous tools and techniques to solve their problems continuously. Lean and Lean Six Sigma (LSS) tools are your appropriate problem-solving tools towards enhanced customer satisfaction, amplified productivity/operating costs, highly satisfied and motivated employees and STRATEGIC COMPETITIVE ADVANTAGE locally, nationally and internationally.

METHODOLOGY:

Interactive Workshop

TARGET AUDIENCE:

Any SME wishing to streamline their operations, day-to-day working processes, increase productivity and grow revenues.

DATE: 27TH & 28TH November 08:00am - 11:00am

VENUE: TUD, Kevin Street Campus, Dublin 2

FEE: €25 per delegate

CONTACT: adam@isme.ie

Booking is Essential



This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 734824

ISME Members

Can avail of up to **33%** discount & we can design a suitable training course to meet your needs or we can help you source suitable trainers.

Course	Date	Location	Fees
Diploma in Business Management – Cert. Dublin Business School	Commencing 3 rd October 2019	Dublin	€1,795 ISME Members, €1,995 Non-Members (50% upfront / 50% on completion)
Starting November Breakfast Business Clinic Series Business Critical Topics for SMEs	Expressions of Interest	Nationwide	€45 ISME members, €60 Non- Members
Transform Your Business – 6 month programme	Commencing Late October	The Carlton Hotel, Dublin Airport	€999 – Flat fee
Team Management and Leadership	02/10/19	Dublin	€230 ISME Members, €325 Non Members
Employment Law	04/10/19	Dublin	€230 ISME Members, €325 Non Members
Closing the Deal – Breakfast Seminar (08.00-12.00)	10/10/19	Dublin	€75 ISME Members, €95 Non- Members
Effective Sales Planning	11/10/19	Dublin	€230 ISME Members, €325 Non Members
Develop Your First Google Ads Campaign	17/10/19	Dublin	€230 ISME Members, €325 Non Members
Cold Calling and Appointment Making	22/10/19	Dublin	€230 ISME Members, €325 Non Members
Office Productivity – Effective Use of Microsoft Suite of Products	24/10/19	Dublin	€230 ISME Members, €325 Non Members
Presentation Skills- Overcoming Your Fear	30/10/19	Dublin	€230 ISME Members, €325 Non Members
Customer Service and Complaints Handling	01/11/19	Dublin	€230 ISME Members, €325 Non-Members

ISME Members

Can avail of up to **33%** discount & we can design a suitable training course to meet your needs or we can help you source suitable trainers.

Course	Date	Location	Fees
Essential HR Fundamentals	06/11/19	Dublin	€230 ISME Members, €325 Non Members
Handling In-Bound Sales	07/11/19	Dublin	€230 ISME Members, €325 Non-Members
Business Writing & Email Etiquette	15/11/19	Dublin	€230 ISME Members, €325 Non Members
Contract Management & Contract Negotiation Skills	Seeking Expressions of Interest!	Dublin	€230 ISME Members, €325 Non Members
Linkedin for Business	Seeking Expressions of Interest!	Dublin	€230 ISME Members, €325 Non Members
Time Management and Goal Settings	Seeking Expressions of Interest!	Dublin	€230 ISME Members, €325 Non-Members



Find out more by contacting
Adam Weatherley,
 tel: 01 662 3755
 email: skillnet@isme.ie
 web: isme.ie/learning



NEW: ISME BUSINESS CLINIC SERIES THROUGHOUT NOVEMBER 2019

This new learning series has been designed to make it easier for owner managers and their employees to engage in topical learning events. These 2-hour workshops start at 08.00 and finish at 10.30. The cost is €45 for ISME Members and €60 for Non-Members

Each topic will be covered by carefully selected Subject Matter Experts

- Brexit Planning – The Basic steps for Small Businesses – late October
- Internationalisation: Entering New Markets for Irish Small Businesses
- Managing a Heavy Workload & Handling Difficult Conversations
- Successful Conflict Conversations
- Data protection as a marketing and customer engagement tool
- Your Business & its Safety: Witness a Live Hack & see the damage that can be done
- Your Online Presence – Top tips for your websites & Online success
- Recruitment: Identify methods to use to differentiate your business to attract talent.
- 4 Considerations for Businesses Implementing Remote Working

Email you Expressions of Interest to Adam@isme.ie

NEW TRAINING EVENTS IN THE CALENDAR

NEW Breakfast Seminar 10th October 08.00-11.00

Closing the Deal with Simon Haigh & Jason Cooper, find out more [here](#).

- Increase revenue through effective deal closing
- Optimise important sales conversations
- Leverage best practice negotiation for business growth

REGIONAL TRAINING:

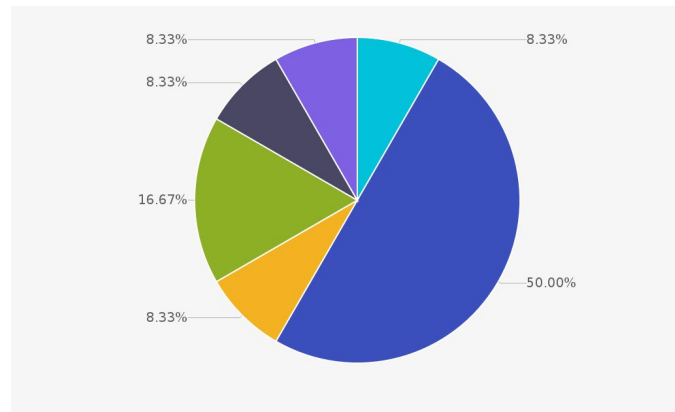
We would like to provide training for our members around the country and would like to hear from people with training requirements outside of Dublin. Please email us at skillnet@isme.ie



SURVEY: ISME SKILLNET 2020 – 2022 ASSESSMENT NEEDS

Please help ISME Skillnet to better understand the needs of your business and develop a training strategy relevant to your business. Take a few minutes to fill out our short survey so that we can develop a future training with the results.

Take the survey [here](#).



CLEAR CUSTOMS TRAINING:

Equip your business to deal with any new customs challenges

Continued uncertainty around Brexit has highlighted the importance of capacity-building in the customs intermediary sector and the necessity to boost 'in-house' customs capacity amongst business that are regularly trading with the UK. Delays at customs can result in disruption to both business and customers. Taking steps now to train key staff on how to effectively complete a customs declaration helps pre-empt Brexit related customs challenges.



Supported by Getting Ireland Brexit Ready, the [Clear Customs free training initiative](#) developed by [Skillnet Ireland](#) will be delivered by CILT Skillnet at several training locations nationwide. Clear Customs offers immediate and free customs training to Customs intermediaries, and to businesses who frequently trade with or through the UK.

In order to ensure your business is Brexit ready, please [register your interest](#) in Clear Customs training now.

The Clear Customs initiative is led by Skillnet Ireland, the Government agency responsible for workforce development, together with Enterprise Ireland. The training programme has been designed in close collaboration with key industry associations and will be delivered by the Chartered Institute of Logistics and Transport (CILT) Skillnet, in conjunction with the Irish Exporters Association and Irish International Freight Association.



Join us for ISME's 2019 Annual Conference, Wednesday 23 October at Citywest Hotel, Dublin
This year the theme of the conference is *'People & Purpose - Power Ps of business'*.

- Exhibit to over 400 owner managers and directors
- Networking opportunities throughout the day
- 2 shell stand options - Standard & Premium

- Exhibition area is centrally located
- Exhibitors promoted on isme.ie and in ISME conference material

 We have been exceptionally pleased with the results from attending and exhibiting at the ISME Annual Conference.

John H Pickering
The Bill Moss Partnership

Watch the highlights from last year's event:



Stand options	Members	Non Members
2 X 2	€800	€1,000
2 X 2 Premium	€950	€1,600
4 X 2	€1,200	€2,000
4 X 2 Premium	€1,400	€2,250
4 X 4	€2,000	€3,500

Each stand comes with two attendee passes, plus:	
Standard Stands:	Premium Stands:
● 1 free guest day ticket	● Centrally Located
	● 2 free guest day tickets

BOOK YOUR EXHIBITION SPACE NOW THROUGH OUR BOOKING FORM>>



October

Dividend Withholding Tax

14th Due date for payment and filing of returns of withholding tax on dividends paid by companies in September 2019.

Income Tax

23rd Payment of PAYE/PRSI/USC/LPT deductions for September 2019 (ROS filers).

Corporation Tax

23rd Company year-end 31st November 2019: Preliminary tax due, minimum 90% of total liability for the year. Small companies can pay 100% of previous year's liability (ROS filers).
Company year-end 31st January 2019: Payment of balance of corporation tax and filing of corporation tax return (ROS filers).

Company Secretarial

28th Filing of Annual Returns dated 30th September 2019.

Corporation Tax

31st Company year-end 30th April 2018: Close companies with undistributed profits may have to make a distribution by this date to avoid surcharge.
Company year-end 31st January 2019: Filing of 'Return of third-party information' (Form 46G).

Company Secretarial

31st Company year-end 31st January 2019: Final date for holding Annual General Meeting and latest possible Annual Return date for 2019.

Capital Gains Tax

31st Filing of return of capital gains tax for 2018 tax year.

Income Tax

31st Filing of 2018 Income Tax return.
Payment of Preliminary Income Tax for 2019.
Payment of balance of Income Tax for 2018.

On 9th May 2019, Revenue announced an extension to the ROS Return filing and tax payment date for certain customers. The new deadline of 12th November 2019 applies to Customers who file the 2018 Form 11 Return **and** make the appropriate payment through ROS for Preliminary Tax for 2019 **and** Income Tax balance for 2018.

Contributions to an exempt approved scheme are allowable as an expense in assessing an employee's liability to tax under Schedule E. This is only an income tax relief and does not apply to the Universal Social Charge (USC) and Pay Related Social Insurance (PRSI). The following are the applicable pension plans:

- Occupational pension plans
- Personal Retirement Savings Accounts (PRSAs)
- Retirement Annuity Contracts (RACs)
- Certain overseas plans

Tax relief for employee pension contributions is subject to two main limits under Section 790A TCA 1997:

1. Age-related earnings percentage limit

You can get tax relief on your pension contributions up to the relevant age-related percentage limit of your earnings in any year. This relief is only from the employment in respect of which the contributions are made.

The age-related earnings percentage limits are:

Age	Percentage Limit %
Under 30	15%
30 – 39	20%
40 – 49	25%
50-54	30%
55-59	35%
60 or over	40%

2. Total earnings limit

The maximum amount of earnings taken into account for calculating tax relief is €115,000 per year.

Contributions to more than one pension product

Where an individual has two sources of income e.g. earnings from employment and profits from self-employment and is making pension contributions to an occupational pension scheme and to a personal pension plan, a single aggregate earnings limit of €115,000 applies in determining the amount of tax relieviable contributions.

THE MONTHLY NEWSLETTER
OCTOBER 2019



isme.ie

