

MEMBER'S NEWSLETTER

JANUARY 2020



IN THIS ISSUE:

Message from / **The CEO**

ISME Welcomes / **New Members**

ISME / **News**

Events / **2020 Roadshows**

Training Courses / **Course Updates**

Tax Update / **Dates for the diary**

Legal Update / **VRT and Nitrogen Oxide Emissions**

THE **b**ISME

THE BUSINESS OF IRISH SMEs

Reach over 20k business people with ISME's quarterly online publication for Irish SMEs
The bISME.

ISME Members can advertise in The bISME at a special rate.

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The latest edition of the bISME is now live. Stay up to date below:

[Read issue 7 here](#)



For advertising opportunities please contact:

marketing@isme.ie

ISME
Irish SME Association

Dear member,

In our first members' monthly of the new decade, I want to wish you a happy and prosperous 2020.

Brexit hasn't gone away you know. Barring accidents, the new British Government will conclude their withdrawal agreement process, and officially enter the 'transition' phase of withdrawal on 1st February. Their goal is to complete a trade agreement by December 31st. This is an ambitious timetable. As we cross the threshold of 2020, this looks like a 'customs Brexit' which will cost us in terms of time and money. Please check out our [Brexit Advice page](#).

Strong customer authentication (SCA) in electronic banking transactions under the Payment Services Directive was meant to be completed last September, but several EU countries weren't ready for implementation. The deadline has now been pushed to 31st December next. This means that you have a year to ensure that your payment services intermediaries are ready, and that your staff are briefed. Don't delay. Central Bank updates are available [here](#).

The pace of insurance reform is embarrassingly slow. Before Christmas, we heard how creches and restaurants were being threatened with closure because of unaffordable insurance. We're determined to do something about it in the new year, by facilitating the set-up of captive insurers. If you haven't taken our seven-question [Captive Insurer Survey](#), please do so now.

We also could not do all the good work we are doing on insurance without the help of the Alliance for Insurance Reform. They need your help to finance their operations into 2020, and you can make an electronic donation to them [here](#).

The ISME Skillnet is 20 years old this year. Did you know that you can use our Skillnet to reduce your training costs, **even if you do not currently use our Skillnet**? If you're interested in reducing your training costs by 25% (or more) in 2020, contact Adam in 17 Kildare Street.

If Leo Varadkar has not already gone to the Áras by the time you read this, we are likely to have a general election in February, as the 32nd Dáil won't last until May. ISME is preparing a list of 'asks' for all the political parties ahead of the publication of their manifestos, which we will send on to you once the general election is called. We ask all of you to engage with your sitting TDs and Ministers, and likely contenders, to make sure they know what our pain points are. **Please make sure you are active locally** - it the only way to get issues on the political agenda.

Thank you.

Neil McDonnell | CEO | neil@isme.ie



Lift Technology

The Spinery

Sremium Ltd

Buy Media

Chambers Engineering Ltd.

All Office Equipment Ltd.

Bofin Consultancy



ISME NEWS

Winning Public Contracts & The High Cost of Insurance

Robert Troy TD will host an information evening on Wednesday 8 January 8-10pm at Annebrook Hotel, Mullingar. Speakers for this event include Peter Boland, Director of the Alliance for Insurance Reform, and Ross McCarthy, ISME Chairman and Managing Director of Keystone Procurement. See more [here](#).

Captive Insurer Survey

In order to tackle the cost (and availability) of insurance, ISME is exploring the development of specialist group insurance schemes. If there is sufficient interest in the formation of captive insurers, ISME will issue a formal Request for Proposals to the brokerage community in Q1 2020. Read more [here](#). If you are interested in the formation of a captive insurer for your business sector, please take 3-4 minutes to complete the seven-question survey [here](#).



InterTradelreland Clinics & Workshops

Interested in learning the latest business innovation techniques from industry experts? InterTradelreland has just launched the **'Innovation Station'**, a new series of innovation podcasts featuring international thought leaders in the field of innovation, sharing their experiences and insights with small businesses on how to succeed in the current economic climate. Listen to the podcasts now, [here](#).



Consultation on Flexible Working under Future Jobs Ireland

The Government, as part of Future Jobs Ireland, launched a consultation seeking the public's views on flexible working on 11 December 2019. The consultation is seeking views from employers, employees, trade unions and wider public on the types of flexible working arrangements that currently exist and what changes would they like to see in the future. Submissions for the consultation are open until 5pm on **31 January 2020**. Read more and find out how to submit your response [here](#).



Ireland's Industry 4.0 Strategy

A 5-year plan to future-proof the manufacturing sector was launched on 16 December 2019. The strategy covers the period 2020-2025 and is part of Future Jobs Ireland framework. It will support the development and adoption of new digital technologies in the manufacturing sector, encouraging collaboration across supply chain SMEs and software and ICT industries. Read more [here](#).

Consumer Protection (Gift Vouchers) Act 2019

This Act came into effect on 2 December 2019. One of the main benefits of the Act is that Gift Vouchers will have a minimum expiry date of five years. Read more about it [here](#).

ISME NEWS

Management Skills and Practices Survey



An Roinn Gnó,
Fiontar agus Nuálaíochta
Department of Business,
Enterprise and Innovation

The Department of Business, Enterprise and Innovation (DBEI) is carrying out a study of management skills and practices in SMEs in Ireland. Good management practices have been linked to productivity, firm growth and survival. DBEI would like to survey 500 SME managers and owners. An expert team at Technological University Dublin (TU Dublin) are leading this project and managing the survey. To take part in the survey email SMESurvey2020.response@tudublin.ie with your name, telephone number, name and address of your company and number of employees. Read more [here](#).

How good are your management skills?

Brexit: A National SME Study

The Department of Business, Enterprise and Innovation (DBEI) carried out a survey of over 1,000 SMEs to garner insights on the current and anticipated future impact of Brexit on SME base in Ireland.

The survey was also to determine the extent to which Irish SMEs are prepared for Brexit. Read the report, published in December 2019, [here](#).

And get your business Brexit prepared with our Brexit Advice page. Find links to grants, loans, events, finance advice, plus so much more [here](#).



Lorraine Murphy Coaching Survey

Lorraine Murphy Business, Coaching & Training is carrying out an [Employee Satisfaction Survey](#). What, in an employees opinion, makes a great place to work? SMEs should be focusing on their teams and how to attract the best talent in the current market. The survey only takes a few minutes and is anonymous. The findings will be compiled and shared with ISME members. Please take the survey [here](#).

Credit Review re-brand

Credit Review are making important developments to their website and re-branding after conducting market research and receiving feedback. Credit Review are there to help SMEs with lending matters and they seek workable solutions for viable borrowers who are having difficulty obtaining credit from major banks. Keep an eye out for their re-vamped website [here](#), and look at their [video](#) with explains their processes to borrowers.



Q4'19 Business Trends Survey

We would like your experiences for the fourth Quarter of 2019 for the ISME Business Trends Survey. This survey is an important part of our lobbying and representation. Take the survey [here](#).

Q4'19 Bank Watch Survey

This Bank Watch Survey provides us with the latest up to date information on SME's access to finance. We are seeking your views for Quarter 4 of 2019. Take the survey [here](#).

ISME NEWS

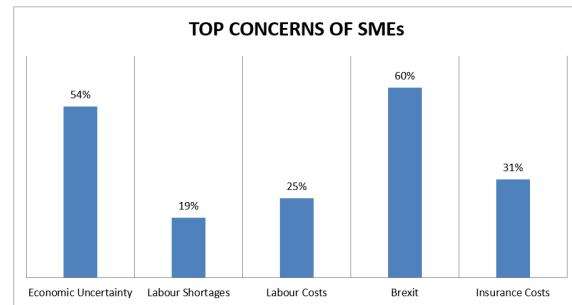
PSD2 Compliant

The European Banking Authority has granted an extension for the implementation of Secure Customer Authentication for eCommerce Merchants until 31st December 2020. Don't wait until the last minute, eCAI advise using this time wisely and make sites PSD2 compliant. For support on making your site compliant visit the PSD2 Ready site [here](#).



Q3'19 Bank Watch and Business Trends Reports

Results from our **Quarter 3 Business Trends Survey** and **Quarter 3 Bank Watch Survey** are on the ISME website. The Business Trends Q3'19 report found that Business Confidence has dropped 27%. The Bank Watch Q3'19 report found that loan refusal rates have increased and demand for credit remains high (31%). View the full reports [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.)

Dates for your Diary

Equity Advisory Clinic, Tuesday 14 January, Regional Development Centre, DKIT, Dundalk, organised by InterTradeIreland, register [here](#).

Equity Advisory Clinic, Thursday 16 January, Invest Northern Ireland, Belfast, organised by InterTradeIreland, register [here](#).

Exporter Development Workshop, Thursday 16 January, Mullingar Park Hotel, organised by Enterprise Ireland, find out more [here](#).

Go-2-Tender Workshop, Tuesday 21 January, Annebrook House Hotel, Mullingar, organised by InterTradeIreland, book [here](#).

Showcase Ireland 2020, Sunday 19 – Wednesday 22 January, RDS Dublin, find out more [here](#).

Amplify Digital Marketing Conference, Thursday 23 January, Republic of Work, Cork, get tickets [here](#).

National Manufacturing & Supply Chain Conference & Exhibition, Wednesday 29 & Thursday 30 January, Citywest Exhibition Centre, Dublin, register [here](#).

WELLNESS PROGRAMME

EMPLOYEE ASSISTANCE PROGRAMME (EAP)

UNLIMITED ACCESS FOR AN EMPLOYEE AND THEIR FAMILY TO:

- 24/7 Freephone Mental wellbeing support
- Up to 6 Sessions of face to face Counselling
- Video/telephone counselling option
- Support across finance, legal, mediation, parenting coaching, life coaching and more

€500 p.a. for up to 30 employees, for each subsequent employee

€9 per employee p.a.

Email mark.oconnor@isme.ie to find out more

ISME.IE/ABOUT/ISME-WELLNESS

ISME ROADSHOWS 2020



**ISME
ROADSHOW
2020**

LIFFEY VALLEY | 29TH JANUARY

CLAYTON HOTEL,
LIFFEY VALLEY,
CO DUBLIN

- Breakfast networking
- CEO address
- ISME Skillnet Training update
- HR update
- Recruiting

ISME Skillnet Jobs.ie ISME Irish SME Association

The ISME Roadshows will continue throughout 2020. The first of these Roadshows will take place on Wednesday 29 January in the Clayton Hotel, Liffey Valley, Co Dublin.

The Roadshows will be complimentary, beginning with breakfast and networking. We will have a talk on lobbying, business and how ISME can help you from our CEO, Neil McDonnell, followed by a training update from ISME Learning and Development Manager Adam Weatherley, a HR Update, and a talk on Recruitment for SMEs. With a further topic to be announced soon. You can register for our Liffey Valley Roadshow and see the schedule in full, [here](#).



**ISME Roadshow
2020**

WHERE TO NEXT?

Jobs.ie ISME Irish SME Association

We would also like your opinion on where else our ISME Roadshow should visit in 2020. You can fill out a form on our [website](#) to let us know where to go next, and also tell us your opinion on what topics we should discuss at our 2020 Roadshows!



ISME

Skillnet

**Get in touch...
to design
bespoke SME
training, to
meet your
needs**

CONTACT US:



01 6622 755



skillnet@isme.ie



isme.ie/learning

**33% discount
for ISME
Members**

ISME Skillnet is co-funded by Skillnet Ireland and member companies. Skillnet Ireland is funded from the National Training Fund through the Department of Education and Skills.



**An Roinn Oideachais
agus Eolcanna
Department of
Education and Skills**

Skillnet
IRELAND

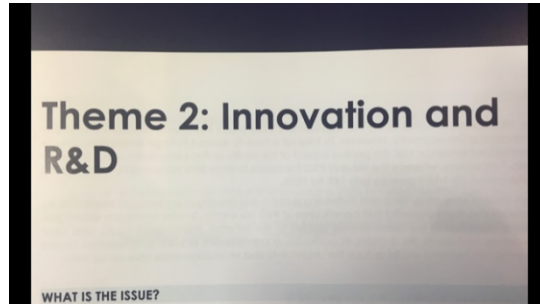
ISME Members

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 Management Skills– QQI Level 6	January 2020	Dublin	€1650 ISME members, €1850 Non-Members
HR Fundamentals for SMEs	16/01/20	Dublin	€230 ISME Members, €325 Non-Members
Breakfast Business Clinic: Positioning Your Business – How to Attract Talent	17/01/20	Dublin	€30 ISME members, €40 Non- Members
Cold Calling- Using the Telephone to Generate Sales	30/01/20	Dublin	€230 ISME members, €325 Non- Members
Business Breakfast Clinic: Going Global – How to Become an Exporter	31/01/2020	Dublin	€30 ISME members, €40 Non- Members
Closing Your Deals- Preparing a Record for 2020	21/02/20	Dublin	€95 ISME members, €120 Non- Members
Business Breakfast Clinic: Microsoft Office Productivity	Q1 2020- Dates TBC	Dublin	€45 ISME members, €60 Non- Members
Contract Management & Contract Negotiation Skills	Seeking Expressions of Interest!	Dublin	€230 ISME Members, €325 Non-Members
Breakfast Clinic Series- Online Success for Your Business	Seeking Expressions of Interest!	Dublin	€45 ISME Members, €60 Non-Members

GOOD NEWS! ISME Skillnet has secured funding for 2020 - 2022

ISME AND ERASMUS+ PROJECTS



Funded by the
Erasmus+ Programme
of the European Union



This programme perfectly aligns with the 2019 OECD report's recommendations for Irish business – Innovation, R&D and entrepreneurship.

This is currently **FREE** of charge at the pilot phase – a saving of €2,500 per learner! It will be accredited to Level 8 status.

Innovation and R&D Programme for SMEs

This programme is an programme and can be completed in your business environment at a pace that you are comfortable with.

- **Module 1 | Using research to identify future opportunities**
- **Module 2 | Smart methods to gather and analyse data**
- **Module 3 | Managing your research project**
- **Module 4 | Evaluating success and future opportunities**

For more information on the project click [here](#), or contact Adam at adam@isme.ie.

REGIONAL TRAINING:

We would like to provide other 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

ISME BUSINESS CLINIC SERIES 2019

We entertained 30 avid learners with our recent Business Clinic Series which address the OECD report's recommendations for Irish businesses:

Live Hack



Closing Your Deals



Remote Working Strategies



Managing a Heavy Workload



Online Success for Your Business



We will be continuing the series throughout 2020. Topics will include:

- Successful Conflict Conversations
- Closing Your Deals – Preparing for a Record 2020
- Going Global – How to Become an Exporter
- Managing a Heavy Workload
- Practical Remote Working Strategies for Your Staff

Spaces for the clinics are limited, so please register today [here](#). Or if you have any questions or would like to suggest a topic to be covered email Adam@isme.ie.

January

Dividend Withholding Tax14th

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

PSWT14th

F30 monthly return and payment for December 2019.

RCT14th

RCT 30 monthly return and payment for December 2019.

Corporation Tax21st

Company year-end 29th February 2020: Preliminary tax due, minimum 90% of total liability for the year. Small companies can pay 100% of previous year's liability.

Company year-end 30th April 2019: Payment of balance of corporation tax and filing of corporation tax return (ROS filers 23rd January 2019).

Income Tax23rd

Payment of PAYE/PRSI deductions for December 2019 (ROS filers).

VAT23rd

Filing of VAT return for November/December 2019 (ROS filers).

Company Secretarial28th

Filing of Annual Returns dated 31st December 2019.

Corporation Tax31st

Company year-end 31st July 2018: Close companies with undistributed profits may have to make a distribution by this date to avoid surcharge.

Company year-end 30th April 2019: Filing of 'Return of third party information' (Form 46G).

Capital Gains Tax31st

Payment due on gains arising between 1st December 2019 and 31st December 2019.

Company Secretarial31st

Company year-end 30th April 2019: Final date for holding Annual General Meeting

Introduction

From 1 January 2020 a second component will be added to the calculation of vehicle registration tax. The Nitrogen Oxide (NOx) charge will be combined with the existing Carbon Dioxide rates to form the VRT payable.

Scope

The NOx levy will be chargeable on all Category A vehicles registered after 31 December 2019. Customers registering a vehicle after this date will have to provide evidence of the vehicles NOx emissions to finalise registration.

Failure to provide this information may lead to delays or a flat charge being imposed. There are a number of sources where the emissions figure may be obtained which are outlined below.

Pre-Inspected Vehicles

Vehicles pre-inspected prior to 1 January 2020 will be liable to NOx if they are registered after 31 December 2019.

New Vehicles

For new vehicles the amount of NOx emissions is recorded on the vehicles Certificate of Conformity. This document should be obtained from the seller or from the vehicle's manufacturer.

A Certificate of Conformity is required to be uploaded in advance of a vehicle's registration inspection. A manual on uploading an eCOC is available to assist customers.

Used Vehicles

The foreign registration certificate (FRC), which is a mandatory document for all used vehicles, may contain a NOx emissions figure.

United Kingdom imports may have the NOx figure on the FRC if the document was issued prior to April 2019. This is usually displayed in box V3 of the V5 the UK registration certificate.

If not present on the foreign registration certificate, customers are advised to obtain the Certificate of Conformity for the vehicle. This can be obtained by contacting a main dealer or the manufacturer directly.

Revenue will also accept official written confirmation from the manufacturer or an appropriate statutory authority of the NOx emissions. These will be considered on a case by case basis depending on the documentation presented.

A NOx figure for Japanese imports can be obtained from the Japanese Ministry of Land, Infrastructure, Transport and Tourism. If a NOx figure cannot be provided for a vehicle then a flat charge will apply.

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JANUARY 2020



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