

MEMBER'S NEWSLETTER

JUNE 2020



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Dear member,

Another month passes, and another month goes by without a workable proposal to provide liquidity solution to Irish businesses. The continued refusal by the Minister Donohoe and the Department of Public Expenditure and Reform to put viable funding packages on the table for SMEs is inexplicable. But we are not powerless.

As we speak, Fianna Fail, Fine Gael and the Green Party are engaged in discussion on government formation and a program for government. Now is the time for you to contact your local TD. Contact all the local TV's in your area irrespective of your party affiliation. You will find their contact details [here](#). Do it TODAY!

The key messages for you to communicate to the politicians are available for you in the [SME Recovery Plan](#) and in the [Local Jobs Alliance](#) submission to Government.

We are also urging the government to reopen the economy as quickly as is safely possible to do so. Please ensure that your business is capable of reopening safely and follow the government guidance available [here](#). It is very important for you and your staff that you put in place the measures necessary to ensure the health and safety of workers and managers in your business.

However, it's not all doom and gloom. You will see a Back-to-Business campaign starting from ISME in the first week of June. I am also delighted to say that our second survey of business mortality during COVID-19 shows most of our members are more optimistic about their chances of survival than they were when previously surveyed in April. You will see the results [here](#).

I also need to warn you about the increasing likelihood of a no deal Brexit occurring on the 1st of January. While this seems like a long time away, the failure of the British government to conduct meaningful negotiations until now means that it will be extremely difficult if not impossible to conclude a deal by the end of June.

This is especially important for any businesses exporting to the UK or importing intermediate products from the UK. There is plenty of information available to you on our [Brexit Page](#). Please ensure you use all the resources available to you to prepare. If you have not done so, please avail of the [Start to Plan Voucher](#) provided by InterTrade Ireland.

Stay safe,

Neil McDonnell | CEO | neil@isme.ie



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

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

[Read here](#)



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Irish SME Association



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Lucas Products & Services
Premier Business Consultancy
Scéal Digital
THC Consult
Tweetinggoddess
Zendfast

WELCOME

ISME NEWS

COVID-19 Hub for ISME Members

ISME have developed an online Members only hub with tools and templates to help guide them through these unknown waters. Included in the COVID-19 page are explainers and links to all government schemes, HR resources, best practice advice and supports.

Access by logging into the Members Area of the website [here](#)



ISME welcomes the publication of Ireland's Competitiveness Scorecard 2020

The 2020 scorecard by the National Competitiveness Council is, of course, overshadowed by the COVID-19 pandemic. But this makes it more important than ever that our business environment is as efficient and as cost-effective as it can be. We particularly welcome Dr Ruane's comments on the importance of liquidity in maintaining the viability of the SME sector. Read in full [here](#).

ISME fear the Government are retreating into their cocoon

ISME has issued four public calls for liquidity for small business, and wrote to An Taoiseach and the Minister for Finance to explain the plight of small businesses throughout the country. We received no meaningful response.

ISME has set out its three main requirements for business to get through COVID-19:

- A workable liquidity solution for viable business
- Access to the State's examinership process for smaller businesses in trading difficulty
- A clear operational plan for safely restarting the economy

While there has been some movement on our third requirement, progress on the other two has been lacking. We have made it consistently clear that businesses need grant assistance, not increased debt. But where debt is provided, it needs to be on the most favourable terms, and at low, zero, or indeed, negative rates.

Speaking about the importance of SMEs to the Exchequer, ISME CEO Neil McDonnell said; 'If we fail the SME sector and allow a large number to go out of business, the pain down the road for the Exchequer and our public servants will be severe. Government must engage with the SME sector, and start to address its needs, quickly.'

Read in full [here](#).

ISME NEWS

ISME seek better liquidity solutions for SMEs

Thousands of Irish businesses have been starved of cash for almost two months due to COVID-19. The vast majority of these are viable, profitable businesses, which have simply been prevented from trading. These SMEs are risk and debt averse, and therefore putting more debt onto their balance sheets is not a solution to their liquidity problem.

As we know, Ireland has a well-developed examinership regime, to give viable businesses a chance to trade through difficulties. But the current regime is too expensive and too slow for SMEs to avail of. ISME has proposed procedural amendments to our examinership system that would make it more affordable for SMEs. ISME's proposal is [available here](#).

ISME are urging the Oireachtas to prioritise this legislation in order to allow as many SMEs as possible to avail of examinership protections.



Version 13 of Revenues Wage Subsidy Scheme FAQs is here

Revenue have released version 13 of FAQ's on the temporary wage subsidy scheme. The recent update deals with:

- Confirmation that those returning from Maternity or Adoptive Leave will be included in the scheme
- Further detail on rehiring employees who were on temporary lay off
- Detail on treatment of employees with multiple incomes
- How to enter payroll information manually on ROS
- How BIK should be treated for the duration of the scheme
- Reasons why refund amount may be lower than expected

The full FAQs are available [here](#).

Results of second COVID-19 survey now available

ISME carried out an initial survey of over 500 SMEs in April 2020. The survey aimed to review how SMEs were coping in the face of COVID-19. The survey found that almost 6% believed their business would not survive a month, and a further 64% believed they would continue as viable concerns only for up to six months. The full report can be [read here](#).

One month on we carried out the same survey and found that almost 3% of SMEs believe their business will not survive post COVID-19, a decrease of 3% on the previous month and a further 41% believe they can continue trading as viable concerns only for up to six months, a decrease of 23% on the previous month. The latest results can be [read here](#).

ISME NEWS

ISME back smerecovery.ie's national recovery plan for the small business sector

Backed by a broad church of stakeholders including ISME, the National Small Business Recovery Plan calls for a more extensive range of supports including a business compensation fund, business stabilisation supports, an extended mandate for the SBCI and measures to boost demand.

Find out more about the plan and sign the petition [here](#)



Brexit: Resources from ISME

ISME have created a page for BREXIT resource to help you navigate these unknown times. Included on the page is **A Brexit Guide** written by ISME Roadshow speaker, Paul McMahon. 'BrexitLegal.ie' is a comprehensive free website about Brexit for Irish business. Read more [here](#).

Employee wellbeing during COVID-19

Looking after your employee's welfare has never been so important as during COVID-19. While many employees are working remotely, or have been placed on temporary layoff, the employer's duty of care still remains in place. Looking after employee wellbeing at arm's length poses a unique set of challenges. This guide is intended to help employers navigate these challenges.



There are a number of areas of wellbeing an employer can support during this difficult time. Our full guide [is available here](#)

PayPal launches QR codes to limit physical contact for casual sellers

PayPal is rolling out the ability to use QR codes to pay for goods and services through its app in Ireland and 27 other markets around the globe.

The company said that the new QR functionality is a "quick and safe" way to complete an in-person transaction using a PayPal wallet, while limiting physical contact and eliminating the need to handle cash.

Read more [here](#).

ISME **WELLNESS** PROGRAMME

EMPLOYEE ASSISTANCE PROGRAMME

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.

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ISME SKILLNET'S **FREE** WEBINARS:
HELPING SMEs THROUGH COVID-19



EXPLORE OUR FREE WEBINARS

Develop Your Network and Customer Relationships	8 th June	WEBINAR	FREE
Overcoming the Language Barrier When Exporting to the EU	9 th June	WEBINAR	FREE
Facebook for Business in a Time of Change	10 th June	WEBINAR	FREE
Avoiding Cultural Mishaps When Exporting to the EU	11 th June	WEBINAR	FREE
Customer Service in a Virtual World	12 th June	WEBINAR	FREE
Negotiation in Challenging Times	15 th June	WEBINAR	FREE
Introduction to Sustainability and How to Create a Sustainability Policy	19 th June	WEBINAR	FREE
An Overview of Sustainability Management Systems	23 rd June	WEBINAR	FREE
Marketing and Communicating Sustainability	26 th June	WEBINAR	FREE



After the enormous success of the ISME / Griffith College “**Business Recovery and Rethink Your Strategy Programme**”, ISME Skillnet has received emergency funding from Skillnet Ireland.

The fund is generous enough for us to offer our members a free Business Advisory consultation service to assist you get your business up and running again.

Key services:

- **6 hours of free consultation** with a qualified business advisory consultant
- **Confidence:** Making new, courageous decisions for your business
- **Innovation:** Explore new opportunities: Markets, Products & Services
- **Pivot:** What new direction can you take your business in?
- **R&D:** Are you on the right path?
- **Skills assessment:** What skills can be utilised, what new skills are required?

Contact Adam at adam@isme.ie / 086 824 4364, to explore this fabulous opportunity and take the right steps



ISME

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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 Scileanna
Department of
Education and Skills**

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ISME's Back to Business Campaign Free Promotion and Advice for ISME Members

In early June we are launching **Back to Business** – an initiative to provide Members with a platform to promote your business, network and get key information during the COVID-19 crisis. ISME will create a dedicated section on ISME.ie that will advertise and promote your businesses, free of charge; provide webinars and podcasts focusing on key tools and advice needed to get back to business; plus, virtual networking events.

To support this initiative and drive traffic to the **Back to Business** section of the website, ISME will run a marketing campaign which will include social media, PR and digital marketing activity. We ask Members to send in their ads - banner or video format, specification details below, that we will add then to the Back to Business section of the website. Please send your ad to marketing@isme.ie.

Advertising Specifications

Some tips

- Include your business logo/name
- Think about a discount/offer to encourage people to engage. It's also a good way to track uptake or to generate leads
- Keep it simple
- Have a CTA - "call to action"
- Include contact details
- A link to your website

Banner Ads

- Accepted formats include: PNG, JPEG
- Dimensions: 1050 x 300
- Minimum resolution: 72
- Include link to your website /offer page

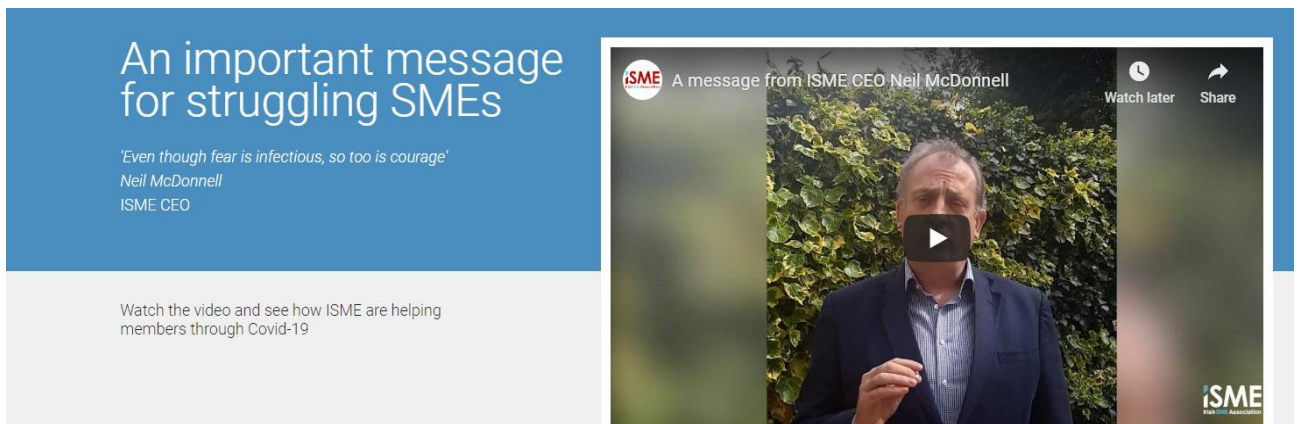
See example on the next page:



YouTube Video Ads

- Recommended dimensions: 1920 x 1080 (1080p)
- Minimum dimension is 426 x 240
- Max dimension is 3840 x 2160
- Aspect ratio is 16:9 (auto adds pillarboxing if 4:3)
- Accepted video formats include: .MOV, .MPEG4, MP4, AVI, .WMV, MPEGPS, .FLV, 3GPP, and Web
- Duration 1-2 minutes max.

See an example below



Our focus is to think local, think Irish and get business moving again and we encourage innovation and rethinking of business delivery, customers, product offering following a sea change in society post COVID-19. We would ask you to support each other by doing business with fellow Members.

**For further details you can contact
marketing@isme.ie**



June**Dividend Withholding Tax**

14th Due date for payment and filing of returns of withholding tax on dividends paid by companies in May 2020.

Income Tax

23rd Payment of PAYE/PRSI deductions for May 2020 (ROS filers).

Corporation Tax

23rd Company year end 31st July 2020: 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 30th September 2019: Payment of balance of corporation tax and filing of corporation tax return (ROS filers).

Company Secretarial

28th Filing of Annual Returns dated 31st May 2020.

Corporation Tax

30th Company year end 31st December 2018: Close companies with undistributed profits may have to make a distribution by this date to avoid surcharge.

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

Company Secretarial

30th Company year end 30th September 2019: Final date for holding Annual General Meeting and latest possible Annual Return date for 2020.

COVID-19: Latest updates on the Temporary Wage Subsidy Scheme (TWSS)

Last week, Revenue released version 12 of the FAQ, Guidance on the Operational Phase of the COVID-19: Temporary Wage Subsidy Scheme (TWSS). At paragraph 2.8, it clarifies that from Monday, 18 May, the Employer CSV File will include information on employees who were on the employer's payroll on 29 February, were laid off and subsequently rehired after 1 May 2020. Revenue updated the Employer CSV files to include rehired employees notified to Revenue between 2 May 2020 and 17 May 2020.

TWSS: Rehired employees

Revenue will now undertake a daily refresh of the Employer CSV file to include rehired eligible employees. To be included in this refresh, employers must ensure that the rehired employees are on the Payroll and an RPN has been received one working day before the employer calculates and submits the first payroll payment for the rehired employees. Revenue is developing a notification process to inform employers (via the ROS inbox) when a refreshed Employer CSV file is available to download.

Revenue issued a press release yesterday with advice for employers who wish to operate TWSS for rehired employees (outlined below). Revenue is reprocessing all J9 submissions for rehired employees received between 2 May 2020 and 18 May 2020 and refunds will be made as appropriate (paragraph 2.8).

The updated FAQ also includes:

- Confirmation that Revenue will process all submissions (including gross pay values of €0.00), that have a J9 PRSI class as submissions for refund processing regardless of the Additional Gross Payment value. The €0.01 (in Additional Gross Pay) is required as some payroll software require a minimum of €0.01 in order to calculate the employee's tax refund (paragraph 2.1).
- Information for employers who no longer wish to avail of the scheme or if circumstances have changed whereby the employer no longer meets the employer eligibility criteria. The employer should stop making any further J9 payroll submissions to Revenue and ensure that the PRSI class on all employees is returned to the correct PRSI class. The employer must retain records relating to the operation of the scheme including all subsidy payments made to employees (paragraph 2.13).
- Detailed information to help employers and agents understand the information provided on the Statement of Account on ROS, together with a worked example (paragraph 5.7).

Revenue advice to employers on operating TWSS for rehired employees

In a press release Revenue confirmed that, as scheduled, information relating to the calculation of the correct subsidy due for employees who were laid off due to the COVID-19 crisis and subsequently rehired by their employer from 1 May 2020, can now be downloaded via ROS. Any retrospective subsidy payments due to employers will be made automatically by Revenue.

As sectors begin to reopen and staff return to work over the coming weeks, Revenue remind employers to ensure that a Revenue Payroll Notification (RPN) has been received for any rehired employees at least one working day before running the first payroll that includes those staff members. This will ensure that the rehired employee's information is provided to employers in advance of running the payroll and the correct wage subsidy is paid.

THE MONTHLY NEWSLETTER



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