

MEMBER'S NEWSLETTER

OCTOBER 2020

IN THIS ISSUE:

Message from / **The CEO**

ISME Welcomes / **New Members**

ISME / **News**

Training Courses / **Course Updates**

Insurance Reform Update / **Insurance renewals**

Tax Update / **Dates for the Diary**

Legal Update / **Employment Wage Subsidy Scheme**

Dear member,

It's October, and we're back with a bang.

The six-month forbearance period that banks applied to mortgage debt ends this month. This does not mean that everyone is out of the woods and able to pay their mortgage. It is very important that you talk to your bank NOW if you are still suffering an inability to pay.

A lot of you are about to renew insurance policies. In almost all cases, the cost of your insurance should be falling. We have some pointers from the Alliance for Insurance Reform [here](#).

Insurance reform remains painfully slow. The Tánaiste has promised a lot of Government focus, but we have yet to see action that will reduce your premiums. While the Law Reform Commission has declared that it is constitutional to cap damages, they have also said that the mechanism to fix it is via the Judicial Council. Since the judges put up the awards in the first place, this route is fraught with problems. We have made our views known to the press and the Oireachtas [here](#).

While it was good to see the National Competitiveness Council denounce the scandal of insurance and legal costs in this year's report, they missed the rents issue entirely. Since rents are likely to be the most significant factor for those businesses that become insolvent during the Covid-19 pandemic, this was a significant omission. Our views on the issue are [here](#).

As the budget approaches, and with the Department of Finance pulling the cushions from every sofa in search of money, ISME identified a real threat to private sector pensions. This was the piggy-bank raided by Michael Noonan in the last recession. Those of us who had our money taken a few years back will not see it again. ISME is determined that this State-sponsored theft will not recur. To do this, we need to put the State on notice that State employees are far better treated than private sector workers and entrepreneurs already, and that we are confident that courts would agree with us. We are looking for a number of individuals who are willing to act as plaintiffs in the case. You will find the details [here](#).

As of 1st October, Dublin and Donegal are at Level 3 in the [Covid-19 Framework](#). We want these counties out of Level 3 as soon as possible, and we don't want any more places affected. It is really important for you to lead the public safety message in your business and your locality. The solution to living with Covid-19 isn't more lockdowns, it is the simple recurrent message:

- Washing our hands regularly and thoroughly.
- Observing good cough and sneeze etiquette.
- Maintaining social distancing

Please drive these messages as hard as you can.

Lastly, don't forget the help that is available for you and your staff. There is always someone to talk to. If you haven't considered it yet, have a look at the [ISME Wellness Program](#) from Laya, which has a 24/7 Mental Wellbeing Support Programme Employee Assistance Program. You are not alone.

Thank you

Neil McDonnell | CEO | neil@isme.ie



THE **b**ISME

THE BUSINESS OF IRISH SMEs

Reach over 15k business people with ISME's quarterly online publication for Irish SMEs
The bISME.

Special advertising rates available for Members
Half page €150, full page €300.

[View the Media Pack here](#)

The latest edition of the bISME is now live.

[Read here](#)



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 WELCOME

ISME NEWS

Virtual Brexit Discussion

As Brexit has not gone away and key dates are looming, we, along with Skillnet Ireland will host a live Virtual Brexit Discussion with a selection of subject experts on Tuesday, 20th October at 11.00 am. The event will be hosted by Newstalk's Business Editor, Vincent Wall and is free and open to all.



The panel is made up of Katy Hayward, Dave Flynn, Giles O'Neill, Derek Dunne and Paul McMahon. Full speaker bios can be read [here](#). This discussion will focus on a number of key issues, including importing, exporting & customs; legal ramifications; supports; and cross-border trading. Questions for the panel must be sent in advance and registration is also necessary. Full speaker bios and a link to register can be found [here](#).

What savings do you want for your Business?

As part of our review of our existing ADVANTAGE Affinity programme, we are looking at ways to provide ISME Members with more cost saving and added services, particularly now. Please email marketing@isme.ie to tell us about the types of programmes, or ways in which you would like to reduce your business costs.

Share your story in The bISME

In the last issue of The bISME we heard from members, Louise McDonnell and Siobhán Ní Gháirbhith, St. Tola Cheese who talked about how their business was impacted by COVID-19, see page 15 in [issue 10](#). Share your COVID-19 experience in the next issue of The bISME, due out in November by contacting marketing@isme.ie.



Lets get Back to Business

ISME launched the **Back to Business** initiative in June, providing a platform for Members to promote their business, network and get key information during the COVID-19 crisis. We have been delighted with the response and you can view the Member ads and offers, webinars, advice and blogs focusing on key tools and advice needed to get back to business; plus virtual networking events - *Pitch my Business* [here](#).

You are welcome to submit your free advert for the campaign to marketing@isme.ie - spec available [here](#).

ISME NEWS

COVID-19 Hub for ISME Members

ISME have developed an online Members only hub with tools and templates to help guide you during this difficult time. Included in the COVID-19 page are explainers and links to all government schemes, HR resources, best practice advice supports and a link to our COVID-19 FAQs.

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



Ready for Customs

Regardless of the outcome of the current negotiations on a Brexit deal, our trading relationship with the UK will change fundamentally and irrevocably on January 1st. While the Brexit process may have been plagued with uncertainty up until now, the only absolute certainty in relation to the trading relationship is that moving goods to, from or through the UK (excluding Northern Ireland) will require a customs declaration from January 1st 2021. That will present a massive challenge for Irish businesses. To put its scale in context, nearly 100,000 Irish businesses trade with the UK. At present, Irish businesses generate around 1.7 million customs declarations annually, but that will rise to 20 million next year as a result of Brexit. The government has put in place a new €20 million Ready for Customs fund managed by Enterprise Ireland to assist Irish businesses to meet this challenge. The Ready for Customs fund provides grants of up to €9,000 for each new full-time employee engaged in customs work. The grant also covers costs associated with redeploying an existing member of staff.

The grants can be used for employee salary costs and a contribution towards overheads, including software and IT infrastructure.

The urgency of the situation cannot be overemphasised. The stark reality is that the United Kingdom will become a third country as far as trade with the EU is concerned from January 1st 2021 and customs procedures will be the new normal. It's time to get ready now. More [info here](#)

By Giles O'Neill, Brexit Unit Manager, Enterprise Ireland.

ISME Group Life Cover

ISME Group Life Cover administered by Halligan Insurance will open for applications from 1st October and will remain open until the 31st of October. The plan provides peace of mind for your employees should the worst occur. Find out more about the scheme [here](#).

Cover for Employees at a Low Cost

€100,000 Death Benefit

**IF NOT NOW;
WHEN?**

In association with:
ISME
Irish SME Association

Future of Work Summit 2021 & Beyond

We are delighted to partner with Legal-Island for the "Future of Work Summit 2021 & Beyond" taking place on October 14th. The event is designed to help business leaders understand the full impact of COVID-19 on the world of work. You can reserve your space [here](#) for free if you book by 5th October.

ISME NEWS

Enterprise Ireland Funding Available to Help Your Business Recover and Grow

Enterprise Ireland's International Markets Week is Ireland's largest exporter event and will open with a virtual conference to be launched by the Tánaiste Leo Varadkar TD, at 9:30am on Monday 5th October.



During the conference Enterprise Ireland CEO, Julie Sinnamon, and leading Irish exporters, will explore how Irish companies are responding to the unprecedented challenges that have arisen in 2020 and how they are planning to grow and thrive.

The conference theme is 'Ready for a New World' and will provide unique and expert insights that will be beneficial to your business strategy.

Register [here](#)

Free Online Learning with the SEAI Energy Academy

The Sustainable Energy Authority of Ireland (SEAI) has launched the Energy Academy, a free online training resource to help businesses reduce their energy costs. The Energy Academy can help businesses to lower energy bills by as much as 10%, through education and training on changing energy use behaviours.

Sign up [here](#).

HSA Brexit Webinar Series

The HSA will host a series of on-line webinars, aimed at assisting Irish companies in their preparations for Brexit, starting on October 1st 2020. Companies will be informed as to the implications of Brexit and the Northern Ireland Protocol for them and what they need to do now to ensure both continuity within their supply chains and compliance with relevant EU Regulations.

Areas covered will include accreditation, the use of notified bodies and implications for those businesses involved with transportable pressure equipment, machinery and chemical products.

Register [here](#)

ISME Launch Q3 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 2020.

Please complete the survey [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 resources to help you navigate these unknown times. Included on the page is **A Brexit Guide** written by Paul McMahon who was a regular ISME Roadshow speaker in 2019. 'BrexitLegal.ie' is a comprehensive free website about Brexit for Irish business. Read more [here](#).

Promote your business with ISME

Advertising with ISME is an effective way to reach Owner / Managers of Irish SMEs. Members can advertise in our online publication **The bISME**, the next issue is due out in November. You can also advertise in the 2021 ISME Wall Planner, details [here](#) and free ads in **Back to Business**, details [here](#). If you wish to receive members rates and more details on promotional opportunities please email Marketing@isme.ie

Upload our news to isme.ie

Have you pivoted your business or are you about to reopen? If so, we want to hear your story! Contact us to share your news by uploading in the Members Area [here](#) or by emailing marketing@isme.ie Lets keep SMEs front and centre in the media!!



ISME Member Sleeping out for Focus Ireland

ISME Member, Rebecca Markey from IFP Media will be sleeping out on 16th October to raise money and awareness for Focus Ireland. In what has been a tough year for many businesses anything you can give would be greatly appreciated. Donate [here](#)

Members offers

Within the **Back to Business** portal you will find special offers from a variety of ISME Members from various industries. You can submit offers to marketing@isme.ie and view current offers [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.

LEARN MORE >

The Power of learning in your PC

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



EXPLORE OUR FREE WEBINARS

3 Steps to Twitter Success

25th September, 2nd October, 9th October | [Find out more](#)

Getting Hired In A Virtual World- 3 Part Series

5th, 7th, 9th October | [Find out more](#)

Remote Working – Managing Teams Remotely

13th, 15th, 16th October | [Find out more](#)

Introductory Certificate in Bookkeeping

Launching Now | [Find out more](#)

Master Your Pitch- 3-Part Mini Series

2nd, 5th, 6th November | [Find out more](#)

REGISTER FOR ALL ON ISME.IE/LEARNING



EMBRACING CHANGE

BUSINESS GROWTH PROGRAMME

The business landscape is facing significant shifts and constant change is the context for business growth. ISME is delighted to now seek expressions of interest for this new Backing Business – Embracing Change Business Growth Programme.

For a minimal fee, you will work with two acclaimed ISME trainers (Simon Haigh and Jason Cooper) and business advisors who will, over 12 x 1.5 hour online sessions guide you to invest in your personal and professional journey so you are best placed to succeed. Each participant will receive full course material, work-books, e-books and the opportunity of ongoing coaching.

Dates and Times:

Commencing September, through to December 2020

Seeking Expressions of Interest at this stage

Fees:

The more people attending this programme, the cheaper it will be:

- 10 learners @ €200 p/p
- 20 learners @ €100
- 25 @ €85 etc

Course:

Step 1 – Personal/Professional Development Plan:

- Session 1- Master your mind, & present yourself to win
- Session 2- Be more effective in communication

Step 2 – Develop your plan:

- Session 3- Smart goal and purpose setting
- Session 4- Focus on what you can achieve through strong strategy
- Session 5- Embrace and navigate change

Step 3 – Create value by serving others:

- Session 6- Sales Effectiveness
- Session 7- Negotiate with ease
- Session 8- Close more deals

Step 4 – Add value back into your business growth:

- Session 9- Future of your work – digital plan
- Session 10- Build your personal and business brand
- Session 11- Pricing and new business
- Session 12- Design your business future now through a powerful business plan

REGISTER FOR ALL ON ISME.IE



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

A message from the Alliance for Insurance Reform:



Companies in many sectors are getting ready to renew their insurance cover at the moment so the Alliance Covid-19 Working Group is reaching out about insurance renewals in the current environment with a few pointers:

- By law, an insurer (underwriter, broker or other intermediary) must, no later than 20 working days before renewal, notify policyholders of any alteration to the terms and conditions of the policy (Section 14(6) of the Consumer Insurance Contracts Act 2019). While this applies to organisations with a T/O of less than €3m, we would expect that at the very least, bigger organisations would extend that essential courtesy as well
- In lieu of immediate forbearance, many insurers promised to reflect reduced levels of risk during the first half of 2020 in the new premium when policyholders renewed. We would expect them to honour that commitment at renewal
- Equally, we would expect the majority of liability premiums to fall on renewal due to:
 - Dramatically reduced levels of economic and social activity in many sectors
 - The removal of Covid19, or in some cases any disease-related risk, from policies on renewal (The experience of some pubs is related HERE)
- At [this link](#) you will find the Renewals Checklist compiled by the Covid19 Working Group

Finally, in order to quantify where your stand right now on insurance renewals, please complete this 2 MINUTE survey: <https://www.surveymonkey.com/r/AllianceSnapSurvey>

October

Dividend Withholding Tax

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

Corporation Tax

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

Income Tax

23rd Payment of PAYE/PRSI/USC/LPT deductions for September 2020 (ROS filers).

Company Secretarial

28th Filing of Annual Returns dated 30th September 2020.

Corporation Tax

31st Company year-end 30th April 2019: Close companies with undistributed profits may have to make a distribution by this date to avoid surcharge.

Company year-end 31st January 2020: Filing of 'Return of third party information' (Form 46G).

Company Secretarial

31st Company year end 31st January 2020: Final date for holding Annual General Meeting and latest possible Annual Return date for 2020.

Capital Gains Tax

31st Filing of return of capital gains tax for 2019 tax year.

Income Tax

31st Filing of 2019 Income Tax return.
Payment of Preliminary Income Tax for 2020.
Payment of balance of Income Tax for 2019.

EWSS Registration is now open

Eligible employers or their payroll/tax agents can now register for EWSS through ROS. Revenue confirmed the opening of the registration facility on Wednesday 20th August. Employers who are claiming the TWSS must separately register for the EWSS as different eligibility conditions apply to both schemes.

Revenue confirmed that registration applications will only be processed if the employer:

- is registered for PAYE/PRSI
- has a bank account linked to the PAYE/PRSI registration, and
- has tax clearance

The employer or payroll/tax agent must make a self-declaration to Revenue confirming eligibility for the scheme, undertake to adhere to the required terms and conditions and retain all relevant records relating to the scheme.

Registration is effective from the date of application and cannot be backdated. Registration must be undertaken prior to the first payment date for which the EWSS is being claimed. Claims for new hires and seasonal workers can be made from 1st July 2020, subject to limited exceptions. Details on making an application for retrospective EWSS payment is included in Revenue's Guidelines on the operation of the EWSS.

Register Now – EWSS Registration Cannot Be Backdated

Revenue are reminding employers and accountants acting on their behalf to register for the EWSS through ROS if they have not already done so. Revenue are stressing the importance of registering before the first pay date for which EWSS is being claimed, as applications cannot be backdated.

In recent press release, Revenue said:

'Employers who meet the eligibility conditions should take action and register now if they wish to claim EWSS in respect of payroll submissions made on or after 1st September 2020. However, in doing so, employers should be aware that making an application for tax clearance and registering for the EWSS are separate processes. Both processes need to be completed before an employer can access EWSS supports. Additionally, employers who are currently claiming the Temporary Wage Subsidy Scheme (TWSS) must separately register for the EWSS as different eligibility conditions apply to both schemes.'

As of Thursday 27th August, 12,100 employers registered for the EWSS, while 14,800 employers applied for tax clearance.

To qualify for tax clearance, the business and any persons or entities connected to the business must be compliant with all obligations under tax legislation for the filing of tax returns and payment of taxes.

Revenue published updated Guidelines on the operation of the EWSS in early September.

THE MONTHLY NEWSLETTER



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