

MEMBER'S NEWSLETTER

APRIL 2021



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Dear member,

We were very disappointed to see only a partial reopening of construction (homes only) and no other business reopening in the plan communicated by Government on March 30th. The longer this Level 5 Lockdown persists, the greater the number of small businesses that will not return as going concerns.

While ISME accepts the public health guidance coming from Government, and while we do not want to see a return to the illness figures seen in January, we note that the longest and second hardest lockdown in the world is not producing lower infection rates. In particular, we are very frustrated to see that the bailout supports we sought for small business in the [SME Recovery Plan](#) have not materialized. We know that the supports for jobs remain in place via the PUP and the EWSS. But the direct-to-business supports by the Irish Government are the lowest in the EU. This paltry level of support for enterprise (as opposed to support for the people employed by the enterprise) may prove to have a terrible toll.

We are regularly asked to estimate what the business mortality arising from the Covid-19 pandemic will be. It is hard for us to estimate, beyond saying that every 1% of SMEs that cease trading, we can expect to see 1,600 businesses close, and 16,000 job losses. This will come at a huge personal toll, as well as a significant hit to the Exchequer in VAT, PAYE, PRSI and USC.

That is why we will continue to lobby hard for the enactment of a workable “summary rescue” system for small business this year, and we ask you to press your local representatives to make sure we get this over the line before the Government starts to taper the Covid-19 business supports.

On the plus side, we have been lobbying for workplace antigen testing since the second week of December. Following the publication of a favourable expert report, it looks like the Government will start rollout of antigen testing in schools, and hopefully childcare facilities, in the very near future.

It is that time of year again when we are formulating our pre-budget submission. If you have any priorities for proposals on taxation or on expenditure, please let us know.

Your generosity in our [GoFundMe Pensions Challenge](#) continues. Please keep it up- we need to be sufficiently funded to kick this challenge off in October.

You know we have worked long and hard to get reduced damages for minor personal injuries. We regret to say that the revised damages announced by the Judicial Council on 6th March do not go far enough. We sought an 80% reduction in these awards, and we got only 50% (approximately). We explain our reasons for this view [here](#). There is also much more work required by Government on legal costs, legal reform, the duty of care, PIAB reform, and the investigation and prosecution of fraud.

Finally, May 25th sees our Biennial General Meeting and National Council election. Are you interested in joining our National Council? If you are, please contact the membership team or me. We have a number of interesting candidates already. You will receive your ballot paper next month, but please remember you cannot vote if you have an outstanding membership subscription.

Stay Safe,

THE **b**ISME

THE BUSINESS OF IRISH SMEs

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

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 WELCOME

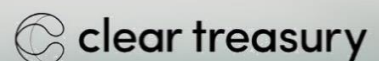
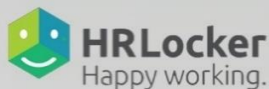
Reduce your business costs with ISME

Cost

Take **ADVANTAGE** of your ISME Membership to access up to **50% discounts** and added services from selected companies across a range of industries.



Hugh J. Ward
& Co. Solicitors



SAVE NOW

ISME NEWS

ISME launch legal challenge for pension equality

ISME is raising funds for a legal challenge to force the creation of a fair system for private sector pension savers. By way of crowdfunding, ISME intends to raise €500,000, with the support of our Members, so far we have raised over €11,000. Our three objectives are:

1. Tax relief for private sector pension savers must be maintained at the current marginal rate of taxation
2. Private sector workers mustn't be discriminated against via the "income ceiling" on contributions
3. Many public sector pensioners enjoy pensions that would require a fund far in excess of the current €2m "standard fund threshold" (SFT) even though they do not have to fund their pension. Yet higher-earning private sector workers are financially penalised if they save more than €2m of their own money for their pension.

Find out more, donate and view our new video appeal [here](#).

Pitch My Business – Registration now open

ISME will hold another virtual networking event, [Pitch my Business](#), on 8th April at 10.30am. This event is free and open to all where you can network and promote your company with a two-minute pitch to fellow attendees. This event is limited to 30 spaces so [register today](#).



Anne Conlon founder of All About Sales will share tips and insights about selling during COVID-19 at the start of the session.

New provisions under the Family Leave and Miscellaneous Provisions Bill 2021

Parents will be entitled to an extra three weeks of parental leave and benefit after the [Family Leave and Miscellaneous Provisions Bill 2021](#) passed all stages in the Oireachtas last week. The bill extends the period in which the leave can be taken to the first two years after the birth or adoptive placement of a child. It is non-transferrable between parents.

The additional three weeks of leave is available to employees and the self-employed in respect of new babies born or children adopted after 1 November, 2019. The associated benefit will be paid at the same rate as maternity, paternity, and adoptive benefits.

The bill also gives adoptive parents more flexibility to decide which parent will avail of adoptive leave and benefit. It also addresses access to adoptive leave and benefit by male same-sex couples. Paternity Leave and Benefit will be made available to the parent who is not availing of adoptive leave. The bill will be enacted after it is signed into law by the President.

ISME NEWS

Still time to Shop local for Easter

We will be continuing our Shop Local ...not just for Christmas campaign with a focus on Easter. Take a look at local florists, gift & craft retailers, food & drink, fashion, hairdressers, beauticians, hotels, restaurants and more to support.

Browse the listings [here](#)

Energy Management workshops

SEAI are offering a free 'Introduction to Energy Management' course for SMEs. This is an online workshop designed to help you understand how much your business is spending on energy and what energy-saving measures you could implement to reduce consumption and cut your bills. The course consists of 2 one-hour sessions, with an optional follow-up phone call from an energy advisor.

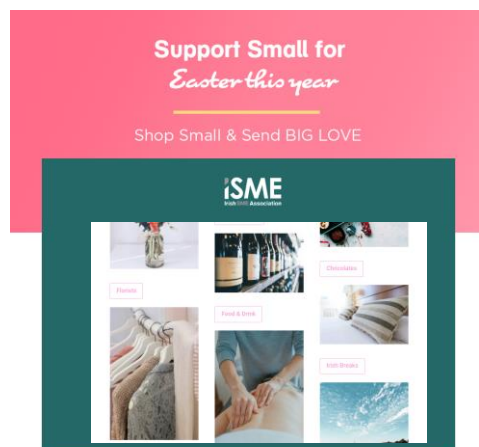
Find out more [here](#) or email business@seai.ie if you are interested in attending an online Energy Management workshop.

Wellbeing Live from Laya Healthcare

Laya Healthcare have developed Wellbeing Live – all free and all live. Take a look at their portal [here](#) and if you want to further support for your employees, we would encourage you to take a look at our Wellness Programme with Laya Healthcare [here](#). Laya ran an expert-led discussion on 17th February on the implications of Ireland's COVID-19 vaccination roll-out for employers. The discussion was chaired by Newstalk's Jonathan Healy with panellists Jennifer Cashman, Employment Partner, Ronan Daly Jermyn, Professor John Gallagher, Managing Director, Cognate Health and Sinéad Proos, Head of Health & Wellbeing at laya healthcare. You can view the webinar [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 Spring 2021. You can advertise for free through the [Shop Local](#) and [Back to Business](#) campaigns. If you wish to receive members rates and more details on promotional opportunities please email Marketing@isme.ie



ISME NEWS

Watch Back - HR Q&A: The Workplace and Health & Safety

Our HR Q&A in partnership with the HAS took place on Wednesday 31st March at 11.00am. ISME's HR Advisor Cait Lynch was joined by Joanne Harmon, Business & Education Support Manager, Health & Safety Authority. They gave advice and guidance to business owners and managers to help them understand the requirements for employers who have staff working both remotely or at their business premises. The event can be watched back [here](#).



Research Study on the Future of Flexible, Agile, Innovative and Remote Working

Is the full-time, 9-5 office model gone forever? Will people return to their city centre locations in flocks? What do you think? What would you like to see happen?

This DCU/Workjuggle research study aims to explore current perceptions of our changing work practices, including remote and flexible/reduced-load work. Research findings are intended to inform and assist organisations in their adoption of new employee processes and tools to leverage new working trends. Additionally, this study investigates employee motivation, work-life balance, innovation, and company culture in the current context.

To take the survey please go to: [FAIRwork](#)

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 and supports.

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

Data Protection for Marketers: A Practical Guide

Steven Roberts, head of marketing at Griffith College, has written a new book Data Protection for Marketers: A Practical Guide. The book offers advice and guidance for marketers and business owners. The book presents data privacy principles in a simple and transparent manner, focusing on the practical steps that marketers can adopt, along with useful case study examples.

The book will be available from 20th April. For more information, click [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 >

ISME MEMBER FEATURE

Accounting Pro Ireland



Accounting Pro Ireland was created for contractors by contractors. Trading since mid-2017, it was set-up by former contractors who have worked in the IT, finance, and accounting services. Our idea is simple - take what we know from our many years of contracting experience and apply it to the current market. We service the contractor, SME, and start-up markets by supplying our services and using our best PAYE Umbrella service, Limited Company Accounting service, Outsourced Payroll and Factoring services. We possess the technology, team, and processes to ensure that we provide our clients with the best possible service and care, no matter which service they are availing of. Accounting Pro Ireland has hundreds of happy contractor clients and 100 startup, SME, and larger companies availing of our services. We are also proud to have been voted Best Contractor at the 2021 Irish Enterprise Awards.

Here is a more detailed look at the services Accounting Pro Ireland provides:

- Contractor services: We offer a full range of PAYE Umbrella services to busy contractors. The team at Accounting Pro will take care of all administration, from invoicing and payments to ensuring your tax obligations are paid on time.
- Limited Company service: Accounting Pro can help you with the set up of a personal limited company. This service includes registering your company for all relevant taxes, such as Corporation Tax, PAYE and VAT. We also provide PAYE submissions, VAT returns and company accounts.
- SME Accounting services: Our team at Accounting Pro provides a full range of accounting, tax, VAT and payroll services to Start-ups and SMEs.
- Outsourced Payroll: Accounting Pro offers flexible payroll solutions for every business no matter what size your company is. Accounting Pro's outsourced payroll service is ideal for any form of company and industry. We take care of each client and customize our service model to best suit the needs of each client. With years of experience in dealing with payroll management across various sectors, we are committed to providing the best solution for each business. We guarantee that your employees' payroll outsourcing experience is enhanced by presenting the most effective results with maximum transparency throughout the entire process. In our payroll service, we can accommodate different payroll schedules that are available on a weekly, fortnightly, monthly basis.

To protect your employee's privacy, we generate each payslip to be password protected which is only accessible by themselves. On top of this, we always keep up to date on the latest changes in Revenue requirements and ensure that our customers continue to comply with all mandatory regulations. With the help of a professional payroll service provider such as Accounting Pro, you can eliminate the hassle of handling payroll management. We will take care of the entire process and with a guarantee of paying your employees on time. As a business owner, you can now focus on growing your business.

ISME MEMBER FEATURE

Accounting Pro Ireland

Invoice Discounting: Also known as factoring, invoice discounting is a flexible funding solution for businesses wanting to release the value of their outstanding invoices. In this purchase, accounts receivable are discounted in order to allow the buyer to make a profit upon the settlement of the debt. Essentially, factoring transfers the ownership of accounts to another party that then chases up the debt. Accounting Pro has just begun offering this new service to our clients, and we are excited to help contractors and recruiters with their invoice and cash flow needs.

We have just finalised a partnership with a global analytics and trade finance company. This means, subject to certain data setups, we can help companies from SMEs to corporates and government entities to fund themselves in a very low cost manner via their accounts receivables. This will have amazing benefits to anyone who works with us at Accounting Pro, and will have game-changing capabilities for ISME members.

At Accounting Pro, we make every step simple and easy and systematically facilitate each of our processes. If you have any questions regarding Accounting Pro and our services, please don't hesitate to email us at info@accounting-pro.ie, or contact us through our website www.accounting-pro.ie.



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association for SMEs, **lobbying on your behalf**

Renew online

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LEARNING & DEVELOPMENT



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A COURSE
THIS APRIL
AND BRING
A COLLEAGUE
FOR FREE



This April when you book a course you can bring a colleague for free!

How to avail of this offer:

- #1 Simply book and pay for the course
- #2 email **skillnet@isme.ie** with the name of your colleague for their free pass

Below you will find a selection of our upcoming courses that this offer applies to.

**Strategies to Develop your Business |
9th April**

[More info here](#)

**Communication & Remote Presentation
Skills | 3 Part Series 13th, 14th and 16th
April**

[More info here](#)

**Driving Digital Sales and E-Commerce |
15th, 21st, 28th April**

[More info here](#)

**Staying On Track When Things Get
Tough to Achieve More | 20th, 22nd,
23rd April**

[More info here](#)

**Storytelling Essentials: Create Stories that
Connect | 29th April**

[More info here](#)

**ISME Bitesize HR Series | 11th, 12th, 14th
May**

[More info here](#)

**Master Your Pitch- 3-Part Mini Series |
25th, 26th and 28th May**

[More info here](#)

**Unlock the Potential of Microsoft Teams
Free | Webinar May 13th**

[More info here](#)



LEARNING & DEVELOPMENT

Introductory Certificate in Bookkeeping using Big Red Cloud

ISME Skillnet are delighted to be prompting this practical, certified course gives you a strong foundation in Bookkeeping Principles. The course uses practical worked examples and real-to-life case studies. You will also be introduced to VAT and RCT as well the key skill of Cash Budgeting. Ensuring that your business is as economical as possible we look at deductible expenses, including capital allowances, and payments that can be used to make employee payments most tax efficient. This course does not assume any previous bookkeeping knowledge. Basic maths and business English will enhance your journey through the course.

The full cost of this programme through the Bookkeeping Academy of Ireland is €349, but we are subsidizing this by 40% for ISME Members and 30% for Non-Members. That brings the cost to €210 for ISME members, €245 non-members.

We suggest that you approach the course over 6 to 8 weeks. However, you may progress through the course at your own speed. We would suggest between 20 and 30 hours over the course of the 6 to 8 weeks, although this will vary from one individual to the next.

There are **12 hours of tutor to camera recordings** based specifically on the course material as well as links to other recordings which may be of interest to you but are not a core part of the course..

What will you learn about?

1. Basic Principles of Bookkeeping
2. Dealing with VAT
3. Business Documentation and Dealing with Discount
4. Relevant Contracts Tax
5. Cash Budgeting
6. Deductible Expenses and Tax-Free Payments to Employees
7. Depreciation and Capital Allowances
8. Misc tax and business topics and queries from participants.

You will be provided with the following resources:

1. Guide to Effective Online Learning
2. Bookkeeping Workbook with up to date legislation, VAT and worked examples.
3. Tutor to camera recorded examples of computerised accounts.
4. Case studies using true to life scenarios for participants to practice.
5. Business resource section including business guides and useful information
6. Forum with replies and solutions to frequently asked questions.

Book you place today: [here](#)





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ISME Skillnet is co-funded by Skillnet Ireland and network companies. Skillnet Ireland is funded from the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science.



An Roinn Breisoideachais agus Ardoideachais,
Taighde, Nuálaíochta agus Eolaíochta
Department of Further and Higher Education,
Research, Innovation and Science

Skillnet,
IRELAND

April**Dividend Withholding Tax**

14th Due date for payment and filing of returns of withholding tax on dividends paid by companies in March 2021.

Professional Services Withholding Tax

14th Due date for payment and filing of Form F30 for March 2021.

PAYE/PRSI/USC/LPT

23rd Payment of PAYE/PRSI/USC/LPT deductions for March 2021 (ROS filers).

Relevant Contracts Tax

23rd Due date for payment and filing of Form RCT30 for March 2021.

Corporation Tax

23rd Company year-end 31st May 2021: 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 July 2020: Payment of balance of corporation tax and filing of corporation tax return (ROS filers).

Company Secretarial

28th Filing of Annual Returns dated 31st March 2021.

Corporation Tax

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

30th Company year-end 31st July 2020: Filing of 'Return of third-party information' (Form 46G).

Company Secretarial

30th Company year-end 31st July 2020: Final date for holding Annual General Meeting.

While taxpayers are advised to pay tax liabilities if at all possible, Revenue recognise that tax payment difficulties are an inevitable impact of the COVID-19 pandemic.

To assist businesses who are experiencing tax payment difficulties:

- Warehousing of certain tax debts for SMEs was introduced.
- Businesses, other than SMEs, who are experiencing difficulties in paying their tax liabilities should contact the Collector-General's office through MyEnquiries. Alternatively, these businesses can engage directly with their branch contacts in Revenue's Large Corporates Division or Medium Enterprises Division.

Businesses can apply for a Phased Payment Arrangement online by using Revenue's Online Phased Payment Facility which is accessible through ROS. The duration of the phased payment required will vary dependant on individual taxpayer circumstances. This can be set out by the applicant when the phased payment application is being made. The duration required will be reviewed by Revenue on a case-by-case basis and the taxpayer will be advised accordingly. This online facility is available 24/7 and affords businesses considerable flexibility to self-manage their tax payment schedule in line with business needs or temporary cash flow challenges. For those businesses that have no capacity at present to pay their current taxes or meet the PPA obligations, the taxpayer may defer the PPA payment by one month via the online facility. Alternatively, a taxpayer may seek a deferral in excess of one month and such requests will be considered on a case-by-case basis.

Tax debt - warehousing

Revenue recognises that, in the current circumstances, businesses that have had to close or have been significantly negatively impacted by public health restrictions may not be able to enter into arrangements in the short term to clear any COVID-19 related tax debt

In addition to this tax debt, businesses face the challenge of paying their ongoing tax liabilities as they arise after they reopen; pay their trade and other non-Revenue creditors; complete any necessary restructuring to deal with new trading arrangements in the context of social distancing; build up stock, etc.

In response to these business challenges, the Government has legislated to allow for debt associated with the COVID-19 crisis to be 'warehoused'. Under this scheme, unpaid VAT and PAYE (Employers) debts arising from the COVID-19 crisis can be 'parked' for a period of 12 months after a business resumes trading (in accordance with the Reopening Roadmap/Living with COVID-19 Plan). After the 12-month interest free period, the warehoused debts can be repaid at a low interest rate of 3% per annum. The debt warehousing scheme was expanded in Finance Act 2020 to include overpayments of the Temporary Wage Subsidy which employers may be unable to repay at this time. These overpayments can be deferred for a 12-month period and then repaid at the reduced interest charge of 3% on the same basis as the VAT/PAYE debts outlined above.

To avail of Debt Warehousing, all tax returns must be filed, even if the liability cannot be paid or there is no liability. Current taxes must be paid as they fall due once trading resumes. Failure to file returns may result in the entitlement to avail of the Debt Warehousing Scheme being withdrawn. Where warehousing is withdrawn, periods which had been warehoused;

- will become payable immediately
- may be subjected to debt collection enforcement action
- will be subject to interest charges of 8% or 10% per annum.

In addition, Tax clearance certification will be automatically rescinded and, consequently, any payments due under the Employment Wage Subsidy Scheme (EWSS), Covid Restrictions Support Scheme (CRSS) or other similar Government supports will cease until the compliance issues are rectified.

THE MONTHLY NEWSLETTER



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