

MEMBER'S NEWSLETTER

SEPTEMBER 2022



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Dear member,

Since last month, we have seen twin crises emerge in energy: one regarding energy prices, the other regarding energy supply.

The energy price crisis has many causes, and the war in Ukraine has exacerbated them because so much electricity generation is gas based. The Department of Enterprise has shared their [Energy Supports for Business](#) with us, however, most of these are too long term to be of any assistance this winter. While we polled members on their willingness to join an energy purchasing group, it is clear that suppliers have no interest in setting up new purchasing groups at the moment.

The issue of energy supply is not yet with us, but there is a significant [risk of disruption](#) this winter because of our lack of back-up capacity for wind, the absence of a gas interconnector to the continent, and our lack of gas storage. What is particularly infuriating about the emergence of this crisis now is that these energy risks were identified in Ireland's first [National Risk Assessment](#) in 2014. Yet the State did nothing to mitigate the supply risks it had identified. This is unacceptable, and we must collectively hold our Government and public service to account for so serious a failure.

We have made our position clear. The magnitude of the energy crisis [will require State supports](#) for SMEs similar in size to those been undertaken [in other EU states](#).

No one takes issue with the desire for workers to address their cost of living through higher wages. All employers are experiencing similar wage pressures. But the reported size of the deal at a time when there will be a need for crisis measures on energy is very worrying. Here is our [reaction to the deal](#).

It's not all bad news though. After two plus years of pandemic mayhem, we're back on the road for our member's meetings starting in September. Here are the details for our [ISME Roadshows](#).

Kind Regards,

Neil McDonnell | CEO | neil@isme.ie

Allied Turned Parts Limited

BJD Electrical

Buttercups Uniforms Limited

C & G Engineering Ltd.

Coolrite

Don Maher Services

Greyhound Recycling

Gript

LN HR Consultancy

Metaltech Engineering Ltd.

Supermac's Ireland

The People Password

Trojan IT Business Solutions Ltd.

Stressed about rising business costs?

Access up to 50% in
discounts on business
products & services
with the **ISME ADVANTAGE**
Affinity programme

**ISME members can save
now on
www.isme.ie/advantage**



ISME NEWS



ISME Roadshows back in 2022

We are delighted to be back on the road to continue our Roadshow series starting in September. We plan to host events in Dublin, Meath, Kildare, Cork, Roscommon, Limerick and Wexford, full details are available [here](#). The first event will take place in the Lucan Spa Hotel on 21st September at 8.00am.

The programme will include an address by ISME's CEO, Neil McDonnell, HR Update, discussion and talks by guest speakers about key topics such as HR and Employment Law, SME Finance and more. Each session will finish with Pitch my business – our networking event allowing business representatives to give a 2 minute pitch and network with fellow business people. Refreshments are provided at all events; admission is complimentary and all businesses are welcome to attend.

Schedule below:

- Wednesday 21st September, 8.00-10am, Lucan Spa Hotel, Dublin
- Thursday 22nd September, 9.00–11.00am, City North Hotel, Co. Meath
- Wednesday 12th October, 5.00–7.00pm, Keadeen Hotel, Co. Kildare
- Thursday 13th October, 9.00–11.00am, Clayton Hotel Silver Springs, Cork
- Wednesday, 26th October, 9.00–11.00am, Bracken House Hotel, New Ross, Co. Wexford
- Wednesday 9th November, 9.00-11.00am, Limerick Strand Hotel, Limerick
- Wednesday 16th November, 5.00–7.00pm, Athlone Springs Hotel, Co. Roscommon
- Thursday 17th November, 9.00–11.00am, Maldron Hotel Galway, Co. Galway

View on demand

If you missed any of our HR updates to date, you can purchase a recording of the seminars [here](#). Webinars include:

- Managing a remote or hybrid workforce with Tracy O'Brien & Cait Lynch
- Absence Management, Income & Sick Pay with Tracy O'Brien & Cait Lynch
- Contracts and Handbooks with Tracy O'Brien & Cait Lynch
- Bullying in the workplace with Tracy O'Brien & Adam Weatherley
- Recruitment, Equality, GDPR and Best Practices with Tracy O'Brien & Adam Weatherley
- Managing Probationary Periods with Tracy O'Brien

ISME Skillnet & UCD Professional Academy Offer

We are continuing our special offer for the ISME Skillnet & UCD Professional Academy in September. The price is reduced from €625 to **€495** for Members and from €675 to **€525** for non-members.

The partnership provides flexible learning that fits easily into a busy SME's life and easy access to industry-focused courses that deliver job-ready skills. As an alternative to on-campus learning, the academy will deliver all expert instructor-led courses via UCD's interactive online study environment.

This exciting new partnership will provide flexible learning that fits easily into a busy SME's life and easy access to industry-focused courses that deliver job-ready skills. As an alternative to on-campus learning, the academy will deliver all expert instructor-led courses via UCD's interactive online study environment. Find out more [here](#).

To find out more and book your free space visit [here](#)

ISME NEWS

Public sector pay demands represent self-interest not the national interest

ISME understand the pressure on public sector pay because of inflation, the fact is that the public service already enjoys wages that are 22% higher than the average private sector wage, and 46% higher than the average small business wage.

Public sector employees also have well-documented benefits and job security far beyond those enjoyed by others in the workplace.

Neil McDonnell, CEO, ISME, said: “Ireland has number of concurrent crises to deal with including housing, inflation and security of energy supply. Tackling these issues will be capital-intensive and must be the priority for Government, citizens and society. If we throw our budgetary space at the public sector, we diminish the ability to tackle the other, more urgent crises.

This is on top of the continuing impact and aftermath of the Covid-19 pandemic; the ongoing uncertainty arising out of Brexit and the more recent and atrocious Russian invasion of Ukraine. We must NOT allow reckless public service union self-interest prevailing over Ireland’s national interest.”

The Government must stand up to any threat of strikes by any Union in the public sector. It has to take a balanced view for the other 85% of the workforce not working in the public service and it cannot allow itself to be informed or influenced by any Union threat to go on strike.

Read in full [here](#)

Get your Member Discount

Don’t forget when booking any of our Learning and Development courses, to be logged into isme.ie so you can avail of the ISME Member discount.



More Mentoring & Coaching available

Available now is our **Back in Business Mentoring & Coaching** programme – a continuation of the successful 2021’s Back to Business programme, which is a complimentary service for ISME Members.

Each engagement will consist of six hours of face-to-face coaching and mentoring. We will provide a suitable business advisor / qualified coach with either domain or sector experience (or both). Our panel of 30 coaches were carefully selected via a robust tendering exercise in 2021. They have been through ordeals that many businesses are going through themselves. Therefore, offering to share their experience allows the development of a trusted partnership, and set a confident path to success. The progression of this relationship will aid a business owner to delve into their true purpose, both personally and professionally. To hear a mentor’s or coach’s experience, or a business owner sharing fresh perspectives, can shine a new light on to different situations. You can read about the mentors [here](#).

The areas we have covered, but not exclusively:

- Digital and Automation
- Growth and Finance
- People and Leadership
- Business Improvement Strategies
- Business Processes

You can read more about the programme and apply [here](#).

ISME NEWS

Pending Commercial Rates Revaluation

The Rates Revaluations that were due to take place in 2019 were postponed due to Covid-19. We understand that the Proposed Certificates are now being issued in September 2022.

The Valuation Office are extremely strict on deadlines and there is no leeway. There is a statutory process involved in the revaluation and it is essential that ratepayers prepare and take action well in advance. Time is of the essence and we recommend that all property inspections take place as soon as possible.

Further information and key [dates here](#).

Register for SEAI Introduction to Energy Management Training: Creating an Energy Action Plan

The Sustainable Energy Authority of Ireland (SEAI) is offering free training to help businesses create an energy action plan. Training is taking place regularly over the coming months. To learn more and register view the [SEAI Eventbrite Page](#)

New SEAI Energy Academy Course: Leading Sustainable Change for Decarbonisation

The Sustainable Energy Authority of Ireland's (SEAI) Energy Academy has released a new free e-learning course "Leading Sustainable Change for Decarbonisation" aimed at providing you with the essential concepts needed to lead sustainable change within your business.

- Learn how your business can approach, measure, and report on sustainability
- Find out how Ireland came to the target of net-zero emissions and what decarbonisation means for your business
- Explore what the circular economy is the benefits of circularity for your business

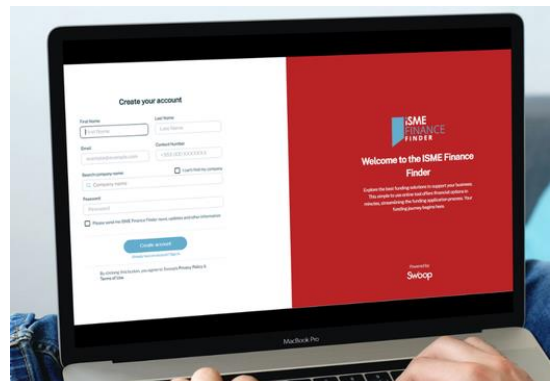
Join the SEAI Energy Academy now on www.seai.ie/energyacademy

ISME in the news

In the media in August some of the topics covered were:

- Public Sector Pay
- Inflation
- Rising Energy Costs
- Shopping Trends after Covid
- Living Wage/Minimum Wage
- Opinion Piece with Neil McDonnell on tax reform
- Energy service interruption

You can view and listen back to a selection of ISME's media coverage [here](#).



ISME Finance Finder

Explore the funding options available to SMEs with the **ISME Finance Finder** powered by Swoop Funding. This online tool offers loan choices to SMEs in minutes, streamlining the funding application process. For a start-up or a business looking to expand, improve cashflow, refinance debt, acquire a business, purchase property, stock or invest in a new market, the ISME Finance Finder will provide easy access to the funding opportunities available to them. The platform can also be used to secure funding for big ticket items such as vehicles, buildings, and equipment through the Asset Finance option.

Your funding journey starts now by going to www.isme.ie/finance-finder

ISME NEWS



Meet us at Biz Expo

We will be exhibiting at Biz Expo on Thursday, 29th September in the Sport Ireland National Indoor Arena, Dublin. Please pop over and say hello to the Membership Team who will be happy to discuss ways we can support you in business. Looking forward to seeing you there.

Businesses urged to prepare now for new EU corporate sustainability reporting standards

Irish businesses have been urged to begin preparing for new EU corporate sustainability reporting responsibilities which are due to come into effect from January 2024, according to leading corporate governance expert, Dr Diarmuid Torney.

Dr Torney, an Associate Professor in DCU's School of Law and Government, was speaking ahead of a free online masterclass for businesses, facilitated by the Climate Ready Academy, on the subject of corporate sustainability reporting and the role of business and government in achieving transformative change.

The Climate Ready Academy Sustainability Reporting Masterclass will take place virtually via Zoom on Wednesday, 7th September between 1pm and 2pm. Those wishing to attend the free event, can [register here](#).

Upcoming InterTradeIreland events

During September & October InterTradeIreland will run a series of online events as follows:

- Go-2-Tender Construction Workshop on 20th & 21st September, 9.30am–1.00pm, book [here](#).
-
- Go-2-Tender Supplies & Services Workshop, 11th & 12th October, 9.30am–1.00pm, book [here](#).
- Equity Advisory Clinic, 14th October, 8.30am–3.30pm, register [here](#).

See all event listings [here](#).

The EU 2030 Climate & Energy Framework

Do you want realistic solutions for renovation of your commercial property but don't know where to start or what exactly you need to do – as an owner or an occupier? [ENACT](#) is a 3 year SEAI funded initiative, led by the [Irish Green Buildings Council](#). It will develop solutions to financial, technical and knowledge barriers.

We need your say to understand exactly what the commercial sector's needs are. So please [click here](#) and have your say. It takes a max of 8 mins, but the solutions will be lasting!

Reduce costs with ISME

We had added more ways for ISME Members to reduce their costs and get added benefits for their business by adding four new programmes in 2022.

We are delighted to offer the following savings to members:

- **35% discount** on [AA membership](#) for Roadside Rescue, Home Start & Rescue Plus Cover for company membership only
- **30% discount** on [website development and design subscription from XYZ](#)
- **20% discount** on a range of [HR Services from MSS 'The HR People'](#)
- **10% discount** on [dental services with Dublin Dental Clinic](#)

View all our Affinity programmes [here](#).

ISME NEWS

Two Fully Funded Diplomas for Jobseekers, Graduates and those looking for a new career

ISME Skillnet is delighted to offer two fully funded programmes from Skillnet Ireland's Skills Connect initiative. Skills Connect offers free, online training which will help you reskill and develop the skills that employers are looking for today. Through this programme, ISME Skillnet will offer two innovative training and upskilling programmes, each offering practical work placements or projects on completion.

Our two programmes:

Digital Marketing & Strategy Diploma with the Dublin Business School

A 12-week programme, one evening per week, 7.30 — 9.30pm, commencing 19th September and concluding on 12th December 2022.

Office Administration and Management Diploma with the UCD Professional Academy

A 12-week programme, one online module per week, 7.30pm — 9.30pm, commencing 19th September and concluding 12th December 2022.

To register your interest to participate please email skillnet@isme.ie



ISME Surveys

Q2 Trends Survey

How did your business find Q2? We are living in particularly challenging times so we want to hear from you on how your business has been impacted by completing our Q2 Trends Survey 2022.

The Trends Survey provides us with the latest up-to-date information on pay, insurance costs and confidence indicators in the SME sector.

You can take the Q2 Trends Survey [here](#).

Q2 Bank Watch Survey

Now available is our Q2 Bank Watch Survey 2022 where we ask you to share your experiences in accessing and managing your finances in the first quarter of this year.

Please take a few minutes to fill out the survey [here](#).

The findings of these surveys will be circulated to media and will feed into relevant groups and committees ISME sit on. Reports will also be uploaded to the ISME website. All our surveys inform our lobbying on your behalf to Government so it is vital we capture as many experiences as possible.

We're Listening...

We like to continually review our services and activity and we believe the best way to do this is to listen to the business community. For this we would ask you to give your feedback by taking a few minutes to fill out a survey. You will see in the survey that there are questions that cover your awareness of ISME, rating the services we provide and understanding your business needs and activity.

We really appreciate your participation and will enter all these surveys completed into a draw for a One4All voucher worth €100.

Please take a few minutes to fill out the survey [here](#).



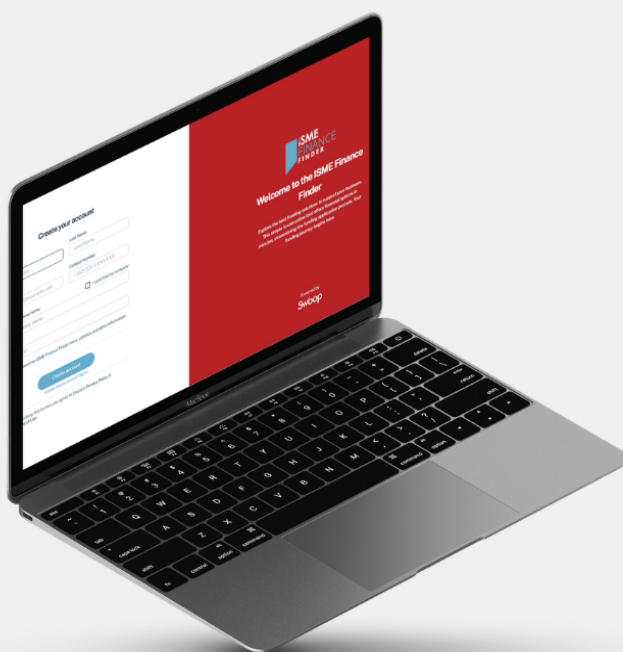
Do you want to...

start or expand your business?

improve cashflow?

acquire a business?

purchase property?



If so, your finance journey starts here

isme.ie/finance-finder

LEARNING & DEVELOPMENT



Upcoming Short Courses

Free session: Creating a winning Customer Experience for Retailers
Date: 08-09-2022

Free session: A continuous coaching model for your retail team
Date: 09-09-2022

Effective Telephone Sales Techniques
Date: 27-09-2022

Essential VAT
Date: 27-09-2022

Intermediate VAT
Date: 28-09-2022

Advanced VAT
Date: 30-09-2022

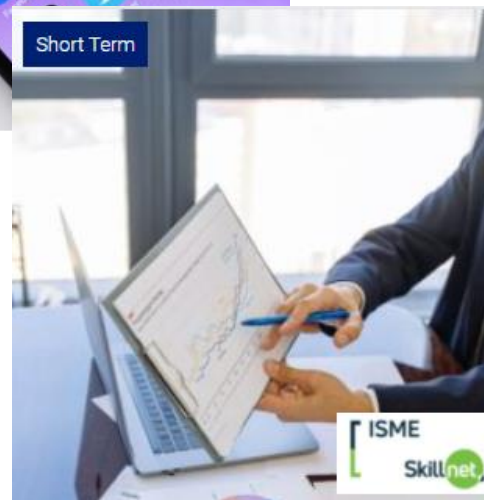
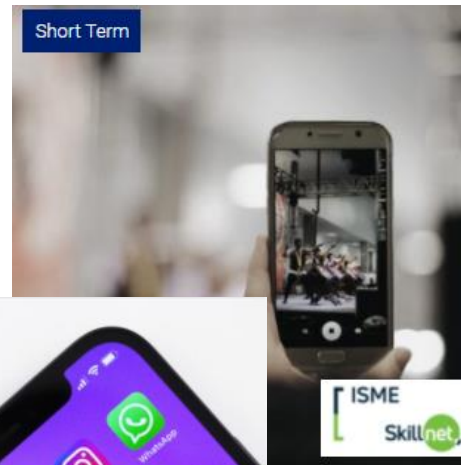
Business writing and Email Etiquette
Dates: 17-10-2022 to 19-10-2022

Upcoming longer Programmes

Leadership & Managing the Blind Spots
Dates: 06-09-2022 to 27-09-2022

Senior Leadership Development Programme
Dates: 29-09-2022 to 12-12-2022

Certificate in SME Management
Dates: 28-09-2022 to 30-11-2022



[Find out more >](#)



ISME Skillnet's Fully Funded SkillsConnect Programmes



The ISME Skillnet is delighted to continue their SkillsConnect programmes from Skillnet Ireland, assisting people wishing to find new employment or change direction in their careers by providing two diplomas from two highly respected institutions, The UCD Professional Academy and The Dublin Business School.

If you are unemployed, a recent graduate, or someone wishing to return to the workplace, then these programmes will give you the skills and knowledge to do so in a sector with high demand for certain skills.

The Skillnet Ireland SkillsConnect initiative is particularly important to the Irish economy as we come out of the pandemic, plus the additional pressures such as the shortage of skills in the marketplace and the pressure on certain jobs due to the continued sophistication of automation technology. To be able to offer these programmes on a fully funded basis to upskill people affected by current trends is of huge importance to the overall economy.

We are delighted to be able to offer a place to 24 participants (12 people per programme) and help them secure a new role in an exciting new sector. On completion of the programme there will be the opportunity for a work placement so they can apply their newly learnt skills.

Because these courses are 100% funded, there are certain eligibility criteria which you can check [here](#).

Office Administration and Management Diploma

Fully funded by ISME Skillnet and delivered by The UCD Professional Academy.

Launch a career in administration by enrolling in this Professional Course in Office Administration. Gain the skills and knowledge needed to keep offices running like clockwork. Demonstrate your ability to maximise efficiency and productivity in the office and deliver this central support role with confidence and reliability.

Commencing 20th September and concluding 6th December 2022, the course is delivered over a 12-week period with one online module per week, running 6.30pm–9.30pm.

To register your interest to participate please email skillnet@isme.ie

To find out more click [here](#).

Digital Marketing & Strategy Diploma

Fully funded by ISME Skillnet and delivered by The Dublin Business School.

This is an industry-led course, which has been designed by Industry experts for Digital Marketing covering the latest trends, strategies, real-world experiences, and best practices in the Digital Industry. This practical hands-on course will give you a complete overview of all the core channels and how they fit together to plan and deliver successful digital and social media marketing campaigns, applicable for both B2B and B2C businesses.

A 12-week programme, one online module per week, 7.30pm–9.30pm, commencing 19th September and concluding 12th December 2022.

To register your interest to participate please email skillnet@isme.ie

Click [here](#) for the more information.





ISME

Skillnet

**Get in touch...
to design
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meet your
needs**

CONTACT US:



01 6622 755



skillnet@isme.ie



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**33% discount
for ISME
Members**

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,
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