

Member's Newsletter

May 2024



iSME
Irish **SME** Association



Dear member,

As previously alerted, the UK's [Border Target Operating Model](#) is slowly being rolled out, with inbound checks on goods at UK ports. So far, it appears that only ports on Britain's east coast are involved, with the main western ports, which handle Irish goods, unaffected (as yet). However, goods in transit through the UK on the landbridge can expect administrative delay. If you are affected on the inbound or outbound side, please start get your supply chain sorted now.

The EU Parliament elections take place next month. In view of the amount of SME-related legislation that originates in Brussels, we are urging members to ensure that their vote is not used as a "protest" in the Euros. If you wouldn't give them a vote for the Dáil, don't give them a vote for Europe. We are sending all candidates a questionnaire about their priorities for small business, and we will let you know their responses before election day.

The [SaveJobs](#) campaign continues, and in particular we want members to focus on their local elections on 6th June with the SaveJobs asks: Minimum Wage Reform, Tax Reform and Industrial Relations Reform. You'll get the details of all on the SaveJobs website- please follow up with the candidates for your local council.

We're delighted to be back on the road with the [ISME Roadshows](#), starting in the Talbot Hotel in Stillorgan on 2nd May. Aside from our usual content, there will be a very interesting presentation on the use of AI in business.

We will publish our pre-budget submission in the month of May. It has become important in recent years to publish this before the summer holidays, while there is also the possibility that 2024 will be an election year. If your business has policy issues we did not address in our [Pre Budget Submission 2024](#), please let us know asap.

Given the ministerial changes after the election of Simon Harris as Taoiseach, we have sought meetings with both him and our new Enterprise Minister Peter Burke. I will update you on progress of these meetings.

Lastly, you will have received official notification of our AGM, taking place this year in the National University of Ireland, 49 Merrion Square, Dublin 2. We look forward to seeing as many of you as possible there, but you must book in advance so that we can cater for attendees.

**Soul Garden Limited ta Marketing
Coach**

PH Sound Systems Ltd

Temple Bar Medical Center

SevTech

Belgrave Recruitment Limited

Kitchen Safe Services

JAS Limited

Sterval Limited

DK Motors Limited

**Ann Gillespie Beauty Solutions
Limited**

NSI Technology Limited

Accutool Limited

Bill Madden Nurseries Limited

Cashin Telecommunications Ltd

ISME Dublin Roadshow 2024



We are delighted to be back on the road to continue our Roadshow series in 2024!

Tickets are selling fast for the first ISME Ireland Roadshow of 2024, taking place at **Talbot Hotel Stillorgan** on **Thursday 2nd May from 8am-12 noon**. This event will be a great networking opportunity as well as providing valuable information to SME owners.

We have [Mark Kelly](#) as the Keynote speaker for the event. As well as heading up [AI Ireland](#), Mark has literally written the book on AI, and we are giving away a free copy of his book "AI Unleashed" with every ticket to the event.

This keynote will demystify AI for business and will help SME owners identify opportunities to use AI within their business to maximise productivity and drive efficiencies.

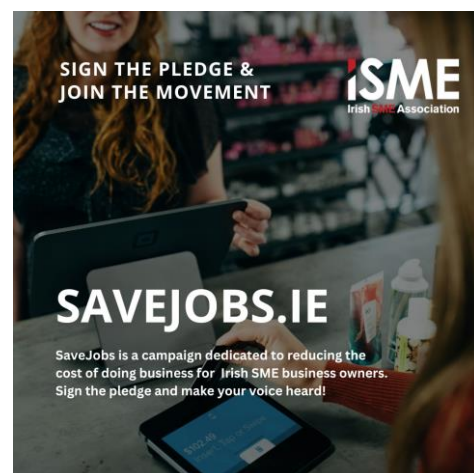
Click [here](#) to view the full programme and our partners. The event will be livestreamed by Combined Media, so keep an eye on your inbox for the livestream link.

Everyone is welcome so please bring along your colleagues, clients, or friends in business. Refreshments are provided at all events and don't forget to purchase your tickets [here](#)

Updates on our SaveJobs Campaign

Our SaveJobs campaign is under persistent attack from Big Unions. We want you to:

1. [Sign up to the pledge](#) and follow all the members of the SaveJobs campaign. Click [here](#) to find the social media handles of the members.
2. Follow and amplify member social media accounts & posts
3. Chase down your local TD or Minister and ask for a meeting with them about your business needs- especially FF & FG
4. Tell us what extra support you would like- PRSI reduction? Energy supports? Rates reduction? Assistance with auto enrolment?
5. Make sure you apply for your Increased Cost of Business Grant [HERE](#). (You MUST apply by 1st May)





Advertise with ISME

We are planning issue 25 of the bISME. If you would like to advertise in our online publication with a growing circulation, take a look at the rate card here and email us at

marketing@isme.ie

Affinity Programme

Take a look at the most recent addition to the ISME ADVANTAGE Affinity programme from ISME Member business Me2You

Order over €5,000 and get €50 gift card free. Other offers include discounted acceptance rates for all new ISME member merchants/retailers joining Me2You gift card.

View all our Affinity programmes [here](#). ISME Members can access all offers when they log into the Members Area



ISME Surveys

➤ Q1 2024 Trends Survey

How did your business find the first quarter of 2024?

In an ever-changing business environment, we want to hear from you on how your organisation has been impacted by completing our Trends Survey for Q1 2024 [here](#).

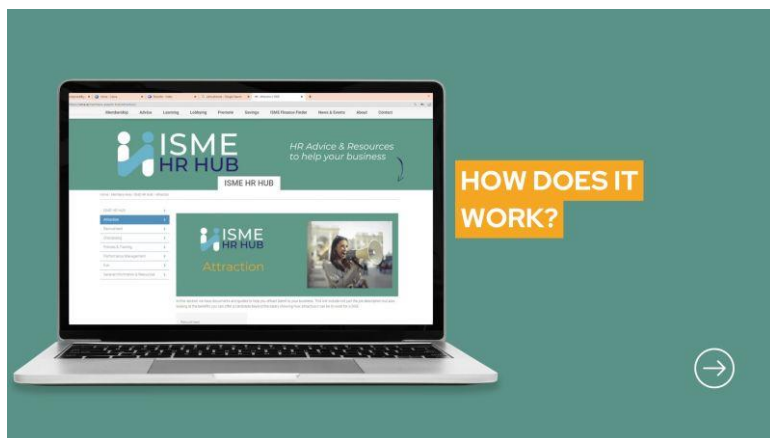
Please share this survey with your network.

➤ Q1 2024 Bank Watch Survey

Please take our Bank Watch Survey for Q1 2024 based on your experiences of accessing finance and engaging with lenders [here](#).

The Bank Watch Survey provides us with the latest up to date information on SME's access to finance. 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, view previous reports [here](#).

Please share this survey with your network.

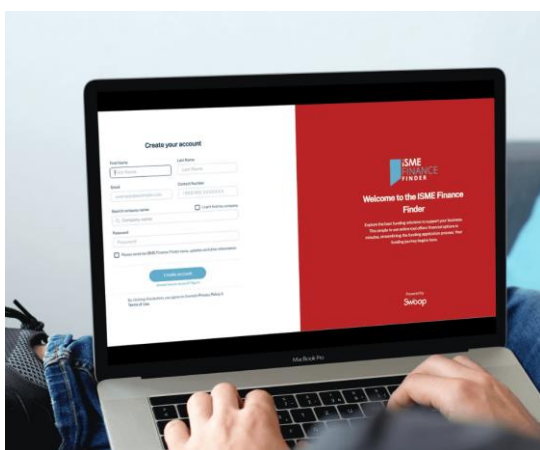


ISME HR Hub – your HR support

To support Members to deal with the ever-changing world of HR and employment law, we have created a portal to give you access to guides, templates, contracts, policies and more to support you in managing HR in your business. We have curated the information based on the HR Life Cycle: Attraction, Recruitment, Onboarding, Policies & Training, Performance Management and Exit.

You can also find information from government agencies and other third parties in our General Information & Resources page, links to the top downloads and view our selection of blogs including Statutory Sick Pay FAQs and EU Directive on Transparent and Predictable Working Conditions.

To find out how it works and looks, click on the video about the portal [here](#). To use the ISME HR Hub log into the Members Area, click on the top left button.



ISME Finance Finder

To support businesses in accessing funding the ISME Finance Finder, powered by Swoop Funding, has updated and improved its online platform by introducing cashflow and forecasting tools, banking and accounting system integration, as well as equity funding. Register here now to explore the funding options available or to start a conversation about how much you could raise through equity. Your funding journey starts now by going to www.isme.ie/finance-finder

ISME Wellness Programme

Partnering with Laya healthcare and their health and wellbeing provider, Spectrum.Life

Offering ISME Members a **24/7 Employee Assistance Programme**, with unlimited access for members, their employees & families to:

- 24/7 EAP service accessible via website, app, or live chat
- Up to 6 sessions of face-to-face counselling
- Video/telephone counselling
- Support across finance, legal, mediation, parenting coaching, life coaching & more

Special Member Rate:

€500 + VAT (fixed cost per year) for up to 30 employees. Each subsequent employee €9 + VAT per employee per year

Learn more here:

isme.ie/isme-wellness-programme

INSURANCE

In view of all the work we have done on insurance so far, when it comes to renewal time for your buildings, motor, PL or EL insurance, we want you to ask your broker for a discount and email us if they do not give you one.

UNIFIED PATENT COURT

Do any of you have a patent, or are you interested in applying for one? Please contact neil@isme.ie

Health & Safety Authority Update



An tÚdarás Sláinte agus Sábháilteachta
Health and Safety Authority

- ❑ A new course '[Protecting Vulnerable Workers](https://hsalearning.ie)' is now live on hsalearning.ie. The course is accessible from a new topic titled 'Vulnerable Workers' on hsalearning.ie. This course is targeted at employers/managers/supervisors – across all sectors. It includes a definition of vulnerable workers (VWs), examples of VWs, some profiling around specific cohorts, accident data (including HSA accident trends data 2013 to 2022), an explanation of vulnerability and some indicative personas. In addition, we have a useful checklist which provides examples of what a prevention approach looks like.
- ❑ New information sheet on occupational noise is written for employers and employees to raise awareness and control the risk of workplace noise. It is applicable to all sectors. Many thanks to Declan Foster, Mairead Wall, Shara Smith and Helen Hourihane. Please see: [Sound matters - Occupational Noise](#)
- ❑ **New Topic Page on Human Factors:** [Human Factors - Health and Safety Authority \(hsa.ie\)](https://hsa.ie)
- ❑ [Vulnerable Workers Information Sheet](#) is written for employers, managers, and supervisors. The purpose of this information sheet is to raise awareness around vulnerable workers, employer responsibilities in relation to protecting vulnerable workers, and protection practices.
- ❑ [Vulnerable Workers Topic Page on HSA Website](#) provides some high-level information about vulnerable workers and some signposting to key resources.
- ❑ The HSA are delighted to have reached a huge milestone with [BeSMART.ie](https://besmart.ie) with over 100,000 users.
- ❑ [Psychosocial Risk Assessment: Guidance for Exposure to Sensitive Content](#) was developed by the Health and Safety Authority and the State Claims Agency. It was developed in order to assist organisations employing people in roles which expose them to sensitive content as part of their assigned duties or other employees who are unexpectedly exposed in their role.
- ❑ [Exposure to Sensitive Content Risk Assessment Template](#) was developed by HSA to support organisations employing people in roles which expose them to sensitive content.

HSA Events



The HSA will be hosting a National Conference on Safety Representatives in Dublin Castle on the 12th of November 2024.

All current Safety Representatives, employers, training organisations, instructors, professional health, and safety practitioners, those interested in occupational health and safety and anyone with occupational health and safety responsibilities are welcome to attend the conference.

The conference will include keynote speakers, panel discussion and round table discussions.

Click [here](#) to book your spot and learn more.

Healthy Workplace

The Healthy Workplace Framework is a government strategy to enhance the health and wellbeing of Ireland's workers. A committee led by the Department of Health and the Department of Enterprise, Trade and Employment oversaw the development of this Framework and set the strategic direction for workplace policies and programmes to enhance the health of workers.

A new Healthy Workplace website was recently launched and features interactive tools to facilitate the delivery and evaluation of health and wellbeing initiatives in workplaces of any size. This website aims to be the one-stop-shop for everything you need to make your workplace a Healthy Workplace. It is designed to cater for the needs of public and private organisations and is targeted towards members of staff from Wellness/Health Promotion, Human Resources, Occupational Health, Health & Safety, decision-makers in senior management, and employees hoping to champion a Healthy Workplace.



Find out more on <https://healthyworkplace.ie/>



New Module from SEAI

SEAI has released a new module - Introduction to Energy in Hotels. This module has been designed to support hotels on their energy efficiency journey. It will help businesses understand their energy use, identify quick wins and investment opportunities.

You can access the module [here](#)

A valuable support for your employees

ISME partners with Laya healthcare and their health & wellbeing provider, SpectrumLife to provide 24/7 Mental Wellbeing Support Programme (EAP) for ISME Members. We offer unlimited access for your employees and their families to a 365 freephone EAP service, accessible via website, app, or live chat. The cost for up to 30 employees is €500 + VAT and each subsequent employee €9 per employee. Find out more [here](#)

Events

Whiskey Live Dublin 2024, Friday 17th May- Saturday 18th May, RDS Dublin, Book [here](#)

The National Manufacturing & Supply Chain Conference & Exhibition, Tuesday 28th May- Thursday 29th May , RDS Dublin, Book [here](#)

Dublin Tech Summit , Wednesday May 29, 2024 – Thursday May 30, 2024 , RDS Dublin, Book [here](#)

All-Ireland Business Summit, Wednesday 12th June, Croke Park, Book [here](#)

Jobs Expo Cork 2024, Saturday 25th Ma, y Devere Hall, Cork, Book [here](#)

Concerned 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**





Explore ISME Skillnet’s Brand New Website !

In early 2023 the ISME Skillnet team embarked on a new website build to improve efficiencies and an overall user experience. By adding been adding graphics and custom-written content, the new ISME Skillnet website makes it easier for visitors to interact with their training events and content.

This is an exciting time for the ISME Skillnet as we continue to grow our engagement with businesses wishing to upskill staff, improve parts of their business and assist with the growth of their bottom line. The new website is an important tool to help us continue this growth path and to provide training courses and events that truly resonate with Irish SMEs.

We encourage you to take a tour of the new website and to register as a new user of the site (this is separate to your ISME membership logins). You can be notified of new training programmes and be first to hear about our events.

The ISME Skillnet service is here to help both the business owner and their employees. ISME Members can receive up to 40% discount for ISME Skillnet training, view courses below.

UPCOMING COURSES:

COURSE	DATE	VIEW COURSE
Innovation for Your Business – Identify, create and embed	Thursday 2nd May - Thursday, 16th May	View Course
Credit Control – How to get paid promptly	Thursday, 23rd May	View Course
Maximising Your Sales Strategies	Monday, 27th May	View Course
Cyber Security Workshop	Wednesday, 5th June	View Course
Introduction to Canva	Wednesday, 12th June	View Course

SCAN THE QR CODE TO FIND
THE FULL LISTING





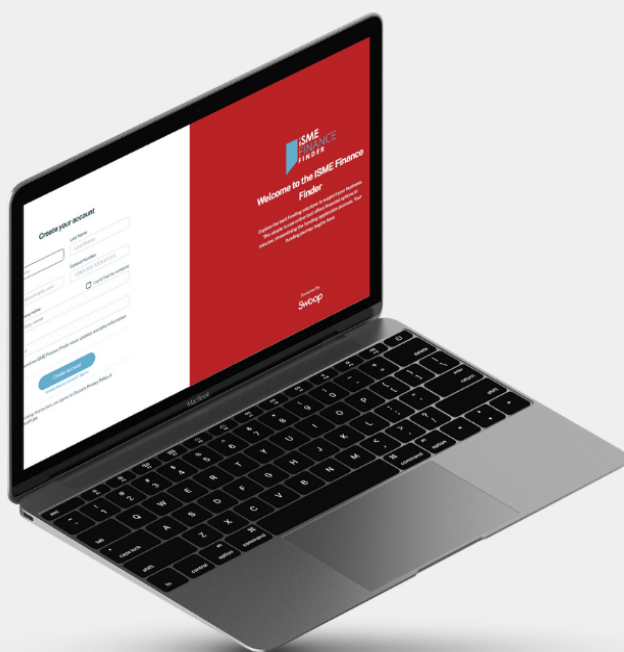
Do you want to...

start or expand your business?

improve cashflow?

acquire a business?

purchase property?



If so, your finance journey starts here

isme.ie/finance-finder