



DISTRICT BULLETIN

REPUBLIC OF IRELAND DISTRICT

LOCAL NEWS AND VIEWS FOR NFRN MEMBERS

January to March 2019

Over the past year I have stressed how we urgently need more than ever an Ombudsman appointed for small independent businesses. Substantial progress on this matter has been made and I am expecting to meet with Minister Kevin (Boxer) Moran TD in early 2019 to update him on current NFRN activities. Do contact your local TD, senators and councillors to make sure that they are in no doubt of the many struggles faced by our members on a daily basis. Rising rates, retail crime, increased VAT rates, fraudulent insurance claims, predatory pricing are to name but a few; all of which are certainly not in the consumer's best interests long term. The correlation between the health of small local Irish business and the vibrancy of our local communities should not be forgotten.

I firmly believe, and it is very evident, that trade has abandoned the independent retailer in favour of the multinational big brand stores. This is clear when suppliers continue to provide the multinationals with stock at a majorly discounted cost price, meaning they are able to pass on extremely attractive bargains to the consumer. Independent retailers are being forced into cutting their profit margins to single digits and below to try and compete, and this is not sustainable. Too many retailers are working for a rate far below the minimum wage, causing a great deal of stress and sleepless nights, and are now so disillusioned they are beginning to ask "is it worth it all?"

Our AGM takes place in April 2019 at which time we hope to be in a position to showcase a revitalised district – one more focused on meeting our members' needs on a daily basis. My hope is to encourage all members throughout Ireland - particularly in the south and west - to step forward and take an active part in all NFRN activities at district and executive levels as per the old saying: "United We Stand, Divided We Fall". Gone are the days when suppliers or governments were a friend of the independent retailer; it is a sad day when it has taken the announcement of 150 post office closures to make many of our local councillors and senior politicians stand up and take notice. Unfortunately, their response was too little too late.

On a positive note come 2020 and with the combined effort of all our members I hope that the NFRN will have become a force to be recognised with and a champion for the rights of the independent retailer. I wish you a very peaceful and prosperous new year and every success for 2019.

Martin Mulligan
District President



PAYE MODERNISATION: MAJOR CHANGES FROM JANUARY 1 2019

From January 1 2019, all payments made to employees must be reported to Revenue through the new real time reporting regime. You will calculate and report to Revenue pay, tax and deductions (Income Tax, Pay Related Social Insurance, Universal Social Charge and Local Property Tax), as well as details of any employees leaving the employment, at the same time as you run their payroll.

WHAT IT MEANS FOR EMPLOYERS

P35 submissions will be replaced with a 'PAYE Modernisation submission file' returned to Revenue after every payroll run. The final year for the P35 return is 2018 – which needs to be submitted by February 2019. Also, P46s will no longer be needed – as new employees will be reported to Revenue through the payroll process. P60s will be replaced by a final pay and deductions statement for the year.

HOW PAYE WILL WORK

You will submit payroll data to Revenue via a Payroll Submission Request (PSR) on or before each pay period. Every month, Revenue will issue a statement with payroll submission totals. You will check for Revenue Payroll Notification (RPN) each pay period. RPNs can be requested using your payroll software or through Revenue's Online Service (ROS). You can either accept the statement as a monthly return or correct payroll data if the statement is incorrect. If you do not accept or edit the statement, Revenue will deem it to be accepted.

Have you talked to your accountant or contacted your software provider to ensure your software is able to cater for the new PAYE requirements?

YOUR DUTY AS AN EMPLOYER

You have to ensure that the personal details of all employees are up-to-date and accurate:

- They are registered with Revenue as your employees.
- You have the correct PPS number for each employee. Where an employee does not hold a PPSN, they should contact the DSP to apply for one.
- You have a current Tax Credit Certificate for each employee.
- You have issued a P45 for anyone who no longer works for you.

Miscalculating the payroll reports could result in non-compliance penalties up to €4,000.

Should you have any queries, visit: <https://www.revenue.ie/en/employing-people/pay-modernisation/index.aspx> or contact paymodernisation@revenue.ie.

WATCH OUT FOR YOUR WEEKLY EMAIL NEWSLETTER

Since December we have been issuing a weekly e-letter that brings you up to date with news relating to your membership plus the latest developments in the political and news arena.

This is emailed out every Thursday so keep an eye out as in terms of news and best practice, this e-letter has it all! To request to be added to the mailing list please email theresa.neale@nfrn.org.uk.



'GROUNDBREAKING' ALCOHOL LAWS GET THE GREEN LIGHT

Strict new rules around the sale of alcohol are set to come into force from November after health minister Simon Harris signed the orders to commence the legislation.

The Public Health Alcohol Bill seeks to reduce alcohol consumption in Ireland through a package of measures that includes minimum unit pricing, cancer warnings and segregation of alcohol sales in shops. Mr Harris, the health minister, has now signed orders to commence 23 sections of the bill into operation.

A section of the bill in relation to the visibility of alcohol in shops, which also proved controversial, will come into force on November 12 2020.

From that date in mixed retail outlets alcohol products and advertising are confined to one of the following: an area separated by a 1.2 metre high barrier, or units in which alcohol products are not visible up to 1.5 metres height, or up to three units that can be a maximum of 1 metre wide by 2.2 metres high. Alcohol products can be contained but not be visible in a unit behind the counter.

Explaining the rationale behind the plans earlier this year, Mr Harris said they were "designed to address the relationship between alcohol and children by reducing the likelihood that they will be exposed to alcohol products and advertising in their daily lives."

He added: "The presence of a physical barrier will ensure there is a marked separation of alcohol products from other ordinary products

in a mixed retail outlet and the minimum height is such to ensure reduced visibility of alcohol products for young children."

Describing the legislation as ground breaking, Mr Harris said: "For the very first time in our history, we are legislating for alcohol as it affects our health and it is right and proper that we do so. We know that we have a relationship with alcohol in this country that is not good, damages our health, harms our communities and harms many families."

As yet, no date has been set for the introduction of minimum unit pricing.

KEY DATES

From November 12, 2019

Alcohol advertising will be prohibited in or on public service vehicles, at public transport stops or stations and within 200 metres of a school, a crèche or a local authority playground.

From November 12, 2020

New rules on visibility of alcohol to come into effect.

From November 12, 2021

A ban on alcohol advertising in a sports arena during a sporting event. Alcohol sponsorship of events aimed at children and in which most participants or competitors are children will also be banned.

NFRN CONNECT – A SERVICE YOU CAN DEPEND ON WHEN YOU NEED HELP WITH ANY INDUSTRY ISSUE

NFRN Connect is your member helpline. It's a vital resource when you feel there is nowhere left to turn. The small team of dedicated and experienced advisors are here to listen and step in when you need assistance most.

Whether you require someone to act on your behalf with your news wholesaler or you require access to any of the other great



benefits you enjoy as an NFRN member, NFRN Connect is your one stop shop and should be your first port of call.

In particular, Connect needs to hear from you if you are suffering at the hands of your news wholesaler.

Reporting such problems to NFRN Connect has a range of benefits:

- The team can provide immediate assistance and advice to ensure a satisfactory resolution to the problem at hand.
- Where appropriate the NFRN Connect team can manage a restitution claim to ensure that you are recompensed for poor service.
- Your reports form a vital part of the NFRN news team's national campaigning to the news wholesalers. Through the data gathered from our members' complaints we are able to identify wider issues affecting a depot and ensure that senior management at the offending news wholesaler are held to account.

You can contact NFRN Connect by telephone on (01) 453 5822 or emailing connect@nfrn.org.uk.

WHEN ENOUGH'S ENOUGH WITH THIRD PARTY GOODS

Members from across the district have been in touch with NFRN Connect of late to complain about receiving third party goods such as confectionery or drinks from their news wholesaler or about calls from third party companies seeking to sell them stock.

As a result, we thought now would be a good time to remind you about our "Enough's Enough" scheme. Should you wish to opt out of receiving non news items such as sweets

and soft drinks from your news wholesaler or prefer that it did not pass your contact details to third parties give NFRN Connect a quick call on (01) 453 5822 or email connect@nfrn.org.uk. One of the team will then ensure your news wholesaler is made aware of your preferences. Logging this request via NFRN Connect will also assist in any disputes with suppliers as we can provide evidence of your wishes should a mistake be made and you still receive unwanted goods or phone calls.