

CSNA NEWS



JOHN PAUL LONERGAN
National President, CSNA

PRESIDENT'S OPINION

New Year greetings to all

CSNA president John Paul Lonergan, the National Executive and all of us in the office would like to wish all CSNA members our best wishes for 2023 and would like to remind you that you can contact us by phone or e-mail with any concerns, queries or observations you might have about any aspect of your business.

Whether you need advice on the implications of forthcoming legislation or information about your Statutory obligations, the association will be able to assist you.

This year will see an additional

number of potentially costly increases to your business in areas as diverse as Auto Enrolment Pensions, extensions to Sick Leave and the introduction of separate licensing regimes for tobacco and the sale of vaping products.

There will also be substantial changes in the law regarding access to new off-licenses, with a proposal to extinguish access for new applicants for wine only off-licenses.

The move towards a Living Wage will see yearly increases in the existing National Minimum Wage in the order of an 80 cent increase each year over the next three years,

with a suggestion that the current sub-minima rates for 17, 18 and 19 year-old workers be paid at the adult rate if the Low Pay Commission overturns its own 2017 decision to maintain these rates - the Irish way of continually asking a question until the "right" answer is given comes to mind!

It is very likely that the association will need you to assist us in campaigning for changes to some of these directions during the year; we know that such campaigns are effective and look forward to getting in touch.

CSNA NEWS

2023 CSNA Stockbook delivered to members

The 2023 CSNA Stockbook was delivered to all members on Monday, 19 December. If you have not received your copy of the 2023 CSNA Stockbook, can you please contact the office on 045-535050 to arrange to have your copy delivered.



All members should now have received the 2023 CSNA Stockbook

New Year's Resolutions

- ☐ **Worried about your shop insurance?**
Contact CSNA today.
- ☐ **Feel you're paying too much for your energy?**
Contact CSNA and avail of a free CSNA energy audit.
- ☐ **Ensure that you are receiving the weekly CSNA newsletter;**
if you're not, please contact the CSNA office on 045-535050.
- ☐ **Have you updated your EPOS systems with the 0% VAT on newspapers?**
- ☐ **Age restricted products** - ensure that you have policies in place for age restricted products (Alcohol, Tobacco, Lottery products).
- ☐ **Repak: Are you paying too much?** - Avail of the free CSNA Repak Audit.
- ☐ **Remember that the National Minimum Wage increased on 1 January 2023:**
Ensure that you made the relevant changes.
- ☐ **Contracts of employment:** Ensure that all contracts are up-to-date and compliant with current legislation.

CSNA NEWS

Minimum Wage reminder: Rates increased on 1 January 2023

A reminder to all members that on 1 January 2023, the National Minimum Wage was increased from €10.50 to €11.30 per hour.

In order to ensure that the increase in the minimum wage does not result in employers attracting a higher level of PRSI charge solely due to this increase, the employer PRSI threshold will increase from €410 to €441 on 1 January 2023.

Further information, including details of exemptions and deductions, can be found at gov.ie/minimumwage.

Category of employee	Hourly rate
Aged 20 and above	€11.30
Aged 19	€10.17
Aged 18	€9.04
Under 18	€7.91



Further information on the NMW increase can be found at gov.ie/minimumwage

IF YOU WISH TO **JOIN THE CSNA**,
PLEASE CONTACT THE ASSOCIATION ON **045 535050**



CSNA NEWS

Newsread responds positively to association request to drop fuel surcharge

When Newsread added an additional €2.20 to each of its 3,800 customers' weekly invoices for all deliveries from 12 April as a response to the spiralling fuel prices, it was unwelcome though hardly unprecedented. The contractors are almost entirely independent of Newsread and were in real danger of not being able to continue to fulfil their delivery contracts due to the high costs of fuel.

Newsread management advised the association that the increase of €2.20 would only be applied for the duration of the crisis, would not be subsumed into existing Carriage Service Charges, and would have its own description as a separate line on invoices.

At the time, the price of diesel at the pumps was averaging €1.95, the price this week is €1.75, and has (fortunately) continued to fall since early November.

After representation from the association on behalf of our members, we are very pleased to report that we have been informed that the surcharge will be removed in full on the first week in January and all retailers will be informed accordingly.

Members will be aware that EM News did not apply a fuel surcharge, though we believe that there is a built-in delivery charge contained in the £STG to €EURO Ready Reckoner calculations, so perhaps that ongoing windfall can be diverted towards supplementing carrier costs!



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Sick Pay update

The Department of Enterprise has not published the regulations for the Sick Leave Scheme and we are concerned that many of our members who outsource their payroll and HR matters may be unaware that the software providers may not as yet have perfected their systems since they are awaiting the regulations. The CSNA is trying to get sight of them, even in draft form but the Attorney General has blocked this.

If there are employees who call in sick, they should be appraised of the following:

- Payment will only be made on production of a Sick Certificate
- Payment will be at a rate of 70% of what the missed shift would have earned, up to a maximum of €110 (per day).

You have a legal duty to maintain a record of all Sick Leave Claims that were paid.

In 2023, an employee will be entitled to claim for three certified sick days.



Employers have a legal duty to maintain a record of all Sick Leave Claims that were paid

Every employee who has worked for at least 13 weeks for the business is entitled to Statutory Sick Leave.

An employee cannot "carry over" unused Sick Leave days into the following year.

NEWS

Bank of Ireland donates €1 million to cost-of-living crisis response



Myles O'Grady, Group CEO, Bank of Ireland with Denise Charlton, CEO of Community Foundation Ireland along with grant recipients, Focus Ireland's director of services, Ciara Carty and Tanya Ward, CEO of The Children's Rights Alliance

Bank of Ireland is donating €1 million to organisations supporting those most at risk from cost-of-living pressures.

The bank is making €500,000 available immediately with the remaining €500,000 to be allocated in March. The first €500,000 is being fast-tracked to 12 organisations working with vulnerable groups across the island of Ireland with grants ranging from €25k up to €100k. It will support established, national organisations that are alleviating the cost-of-living crisis through the provision of a range of practical supports. The second allocation will be divided across approximately 50 smaller non-profit organisations, with average grants of up to €10,000 being distributed in March.

As with previous similar donations, the bank is working with Community Foundation Ireland. The foundation has advised the bank on a wide range of social issues and organisations that require immediate financial support, and is managing the allocation of the funding on behalf of the bank.

The beneficiary organisations identified by the foundation who will receive funding from Bank of Ireland in ROI are; The Children's Rights Alliance, Focus Ireland, Enable Ireland Disability Services, Age Action, One Family, Tribli CLG, Crosscare, Irish Refugee Council, Immigrant Council of Ireland, Children's Rights Alliance. In Northern Ireland, Barnardo's NI, Oasis Caring in Action Antrim, Belfast and Lisburn Women's Aid will receive funding. ■