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# Payroll in a Pandemic
# More EWSS Changes Introduced

The webinar will begin shortly...

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## Welcome
## to today's webinar

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## Presenters

**Rachel Hynes**
Marketing Manager
at Thesaurus Software

**Karen Bennett**
Chief Commercial Officer
at Thesaurus Software

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## Today we will discuss...

- Where are we now?
- Key Lessons Learned
- Practical Guidance
- Questions & Answers

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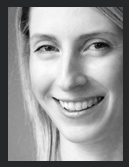
## Q&A Panelists

**Paul Byrne**
Managing Director
at Thesaurus Software

**Audrey Mooney**
Customer Support Manager
at Thesaurus Software



**Laura Murphy**
Chief Human Resources Officer
at Thesaurus Software

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Questions

Recording

Email

Handouts

Resources

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## TWSS: A Quick Recap

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## Temporary Wage Subsidy Scheme

26 March 2020 – 31 August 2020

The TWSS was in operation from 26 March until 31 August 2020

Transitional Phase of the scheme (before 4th May 2020)

Revenue refunded a flat rate of €410 per employee per week

In many cases - exceeded the subsidy the employee was entitled to receive

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## TWSS Reconciliation

**TWSS Reconciliation – Stage 1**

Employers were required to report the actual subsidy that was paid to employees on each pay date

**TWSS Reconciliation – Stage 2**

Revenue will compare the total subsidy payable against the subsidy amounts paid to the employer

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## TWSS Reconciliation

A Statement of Account will be sent to your ROS inbox

Employers will be given a deadline to review and accept reconciliation amounts

You will either be paid any additional amount due to you, or be required to repay any amount owed to Revenue

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## Employee Tax Bills

TWSS payments are subject to both income tax and USC

TWSS was processed through the payroll as a non-taxable addition

The subsidy is now liable to tax and USC via an end of year review

As many as 660,000 employees are now facing tax shortfalls

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## Employee Tax Bills

Preliminary end of year statements released on 15 January

Preliminary end of year statements reflect overpayments / underpayments

**For Example:**
For someone who received the average payment of €280 per week, the estimated amount owed is **€1,200**

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## Employee Tax Bills

Options for repaying shortfall:

- Make payment through myAccount – either in full or in instalments
- Reduce tax credits for up to 4 years, commencing in 2022
- Employees can attempt to reduce it by claiming tax credits
- Employers may pay the tax liability on behalf of their employees

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## Employee Tax Bills

Where an employer is paying tax liabilities on behalf of employees:

- **Payment direct to employee**
  The employee must then pay their liability via RevPay
- **Amend final payroll submission**
  Amend the last payroll submission of 2020 to include additional 'income tax paid' and 'USC paid'

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## EWSS: A Quick Recap

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## Employment Wage Subsidy Scheme

1 July 2020 – 31 March 2021

The TWSS was replaced by the EWSS from 1 September 2020

The EWSS does not have the same tax issues as the TWSS

A subsidy payable to employers rather than employees

The EWSS provides a flat-rate subsidy to qualifying employers

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## Changes to EWSS Eligibility

Businesses are required to compare:

- Financial projections for the period from January to June 2021
- Actual reported turnover for the period from January to June 2019

To be eligible, businesses must expect to experience at least a 30% reduction in turnover / customer orders

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## Changes to EWSS Eligibility

Employers availing of the EWSS must review their eligibility on the last day of every month

If no longer eligible, employers need to de-register for EWSS with effect from the following day

Subsidies claimed prior to de-registration will not be repayable

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## Changes to EWSS Eligibility

If circumstances change, the employer may be eligible again

The employer can re-register and claim from the date of re-registration

Cannot backdate the claim to include the period of de-registration

De-registration correctly reflected the expectations at that time

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## Extension of EWSS Pay Rates

Subsidy Rates: Before 20th October

| Employee Gross Weekly Wages | Subsidy |
|---|---|
| Less than €151.50 | €0 |
| From €151.50 to €202.99 | €151.50 |
| From €203 to €1462 | €203 |
| More than €1462 | €0 |

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## Extension of EWSS Pay Rates

**20th October 2020 - 31st March 2021**

| Employee Gross Weekly Wages | Subsidy |
|---|---|
| Less than €151.50 | €0 |
| From €151.50 to €202.99 | €203 |
| From €203 to €299.99 | €250 |
| From €300 to €399.99 | €300 |
| From €400 to €1462 | €350 |
| More than €1462 | €0 |

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## How EWSS operates in Payroll Software

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## EWSS in Payroll Software

With the EWSS, an indicator will be included on the payroll submission to Revenue

Revenue will calculate the subsidy payable based on the gross pay, pay frequency & insurable weeks

EWSS will be paid to the employer after 5th of the following month

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## EWSS & PRSI Credit

A 0.5% rate of employer PRSI applies for employments that are eligible for the subsidy

PAYE on all payments must be processed in the normal manner

Revenue will calculate the difference and show any PRSI credit on the Statement of Account

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## EWSS in Thesaurus Payroll Manager

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## EWSS in BrightPay

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## Webinar Agenda

- Where are we now?
- Key Lessons Learned
- Practical Guidance
- Questions & Answers

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## Key Lessons Learned

- Importance of Remote Access
- ?
- ?
- ?

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## Importance of Remote Access

National Remote Work Strategy – to be introduced in Ireland

Remote working will be central to the 'Next Normal'

It is important to be able to access your payroll data from home

Especially where there are several people processing payroll

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## Importance of Remote Access

Thesaurus & BrightPay licences can be installed on up to 10 PCs

Payroll processing is possible by 10 users or from 10 different locations

New 'version checking' feature when opening an employer

New 'other users check' feature when opening an employer

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## New Functionality

'Version checking' when opening an employer

'Other users' check when opening an employer

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## Key Lessons Learned

Importance of Remote Access

Importance of Reliable Software

?

?

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## Importance of Reliable Software

- Payroll processors have had an added workload this year
- Needed to learn about the various government schemes
- There was a lot of time involved in learning and keeping up to date
- At times it was difficult to keep up to date with the latest guidance

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## Importance of Reliable Software

- ✓ Thesaurus & BrightPay kept up to date to cater for scheme changes
- ✓ Automated & simplified processes – bulk stop/start claiming subsidy
- ✓ Alerts where an employee falls outside of the limits
- ✓ No EWSS marker included on PSR if the employee is not eligible

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Winner: COVID-19 Hero Award

- 99.6% Payroll Upgrades
- 99.7% COVID-19 Webinars
- 99.5% Online Guidance
- 98.6% Customer Support

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## Key Lessons Learned

- Importance of Remote Access
- Importance of Reliable Software
- Importance of Cloud Backups
- ?

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## Importance of Cloud Backups

Data security is extremely important in today's world:

- What if your computer broke down or was hacked?
- How would you get your payroll data back quickly?
- Would employees still get paid if the information was lost?

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## Importance of Cloud Backups

With cloud access you can backup your payroll data instantly

Connect will automatically backup your payroll data to the cloud

You can easily restore your data should the unforeseen happen

An added layer of data protection to safeguard your payroll data

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## Key Lessons Learned

- Importance of Remote Access
- Importance of Reliable Software
- Importance of Cloud Backups
- Importance of Automation

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## Importance of Automation

Payroll processors have had an added workload this year

Eliminate admin-heavy tasks to make up for time spent learning

How much time do you spend on administrative payroll tasks?

Managing leave, employee requests, communicating with employees

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## Cloud Portals for Employers

Cloud functionality means getting things done smarter and faster

- Manage employee leave
- Communicate with employees
- Automate payslip distribution
- Run payroll reports
- Introduce employee self-service

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## Cloud Portals for Bureaus

Connect can also be beneficial for accountants & payroll bureaus

- Upload employee hours
- Approve the payroll run
- Notify you of new starters
- Run payroll reports
- View amounts due to Revenue

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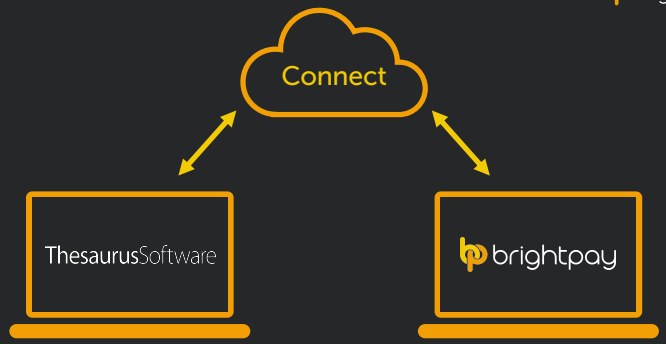

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Payroll Software of the Year 2018 & 2019

★★★★★ 5-star rating on Software Advice

99% Customer Satisfaction Rate

320,000 Businesses in Ireland and the UK

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## Questions & Answers

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