

# GMS Flash Alert

## Global Compensation Edition

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# Ireland - Reminder on March Deadline for Reporting Employee Share Schemes

In Ireland, 31 March 2017 is the mandatory due date for the filing of returns of information for certain employee share participation schemes in respect of 2016. Failure to comply with this mandatory filing obligation can result in a penalty and other sanctions.

## WHY THIS MATTERS

This requirement to file information returns is particularly important for companies with employees and directors that have been granted share options, or options have been assigned, released, or exercised by employees and directors, or a Revenue-approved share participation scheme has been operated in 2016.

Failure to comply with this mandatory filing obligation can result in a penalty and, in the cases of Revenue-approved schemes (such as Approved Profit Sharing Schemes, Employee Share Ownership Trusts, and "Save as You Earn" schemes) Revenue approval can be withdrawn.

Grant, release, assignment and exercise of options awarded to directors and employees must be reported on the 2016 Form RSS1. This Form must be submitted in electronic format. The electronic Form RSS1 is in a spreadsheet format which must be up-loaded via the Revenue Online System ("ROS"). Only registered ROS users may access and upload returns.

No entry is required on Form RSS1 for awards which have been subject to PAYE through payroll (including restricted and forfeitable shares and the vesting of restricted stock units).

A separate 31 March 2017 mandatory filing requirement also applies to the following Revenue-approved share participation schemes:

- save as you earn options;
- approved profit sharing schemes;
- employee share ownership trust transactions.

These returns continue to be in paper form.

This article is excerpted from, "[Reporting Deadline: 2017 Share Schemes](#)," a publication of the KPMG International member firm in Ireland.

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### **Now Available: 2016 Global Assignment Policies and Practice Survey Report**

KPMG's Global Mobility Services practice is excited to announce that the key findings from the Global Assignment Policies and Practices (GAPP) survey 2016 are now summed up in a new report.

The GAPP survey allows organizations to benchmark themselves in relation to other participants on numerous aspects of an international assignment program; including: assignee selection and assessment, assignment preparation and planning, talent and performance management, assignment compensation and allowances, administration and outsourcing, and tax reimbursement policies. In addition, new survey sections exploring the use of global mobility technology, data and analytics, and immigration management are featured. Globally, more than 100 cross-industry organizations took part in this year's survey.

To access your copy of the report, click [here](#).

## Contact us

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**The information contained in this newsletter was submitted by the KPMG International member firm in Ireland.**

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