



GMS Flash Alert

Global Compensation Edition

2017-019 | February 1, 2017



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Profit Sharing Schemes, Employee Share Ownership Trusts, and "Save as You Earn" schemes) Revenue approval can be withdrawn.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.

* * * * *

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

For additional information or assistance, please contact your local GMS or People Services professional or the following professional with the KPMG International member firm in Ireland:

Gemma Jacobsen
Tel. +353 1 410 1768
Gemma.jacobsen@kpmg.ie

Billy Burke
Tel. +353 1 410 2759
Billy.burke@kpmg.ie

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

© 2017 KPMG, an Irish partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International ("KPMG International"), a Swiss entity. All rights reserved.

www.kpmg.com

kpmg.com/socialmedia



The KPMG name and logo are registered trademarks or trademarks of KPMG International.

The KPMG logo and name are trademarks of KPMG International. KPMG International is a Swiss cooperative that serves as a coordinating entity for a network of independent member firms. KPMG International provides no audit or other client services. Such services are provided solely by member firms in their respective geographic areas. KPMG International and its member firms are legally distinct and separate entities. They are not and nothing contained herein shall be construed to place these entities in the relationship of parents, subsidiaries, agents, partners, or joint venturers. No member firm has any authority (actual, apparent, implied or otherwise) to obligate or bind KPMG International or any member firm in any manner whatsoever. The information contained in herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

Flash Alert is a GMS publication of KPMG LLP's Washington National Tax practice. To view this publication or recent prior issues online, please click [here](#). To learn more about our GMS practice, please visit us on the Internet: click [here](#) or go to <http://www.kpmg.com>.

© 2017 KPMG LLP, a Delaware limited liability partnership and the U.S. member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved. Printed in the U.S.A. NDPPS 530159