RONAN ENRIGHT
SOLICITORS

AUTUMN 2019

5 STEPS IN CUTTING YOUR DEBT

ECONOMIC OUTLOOK
Dr. Constantin Gurdgiev

SELF EMPLOYED CONTRACTORS - GOVERNMENT CRACKDOWN ON FALSE REPORTING

ARISTOTLE - THE ART OF PERSUASION

REVOLUT & T26 - SHAKING UP THE BANKING SECTOR

AIRBNB - HOW TO STAY IN THE LETTING GAME

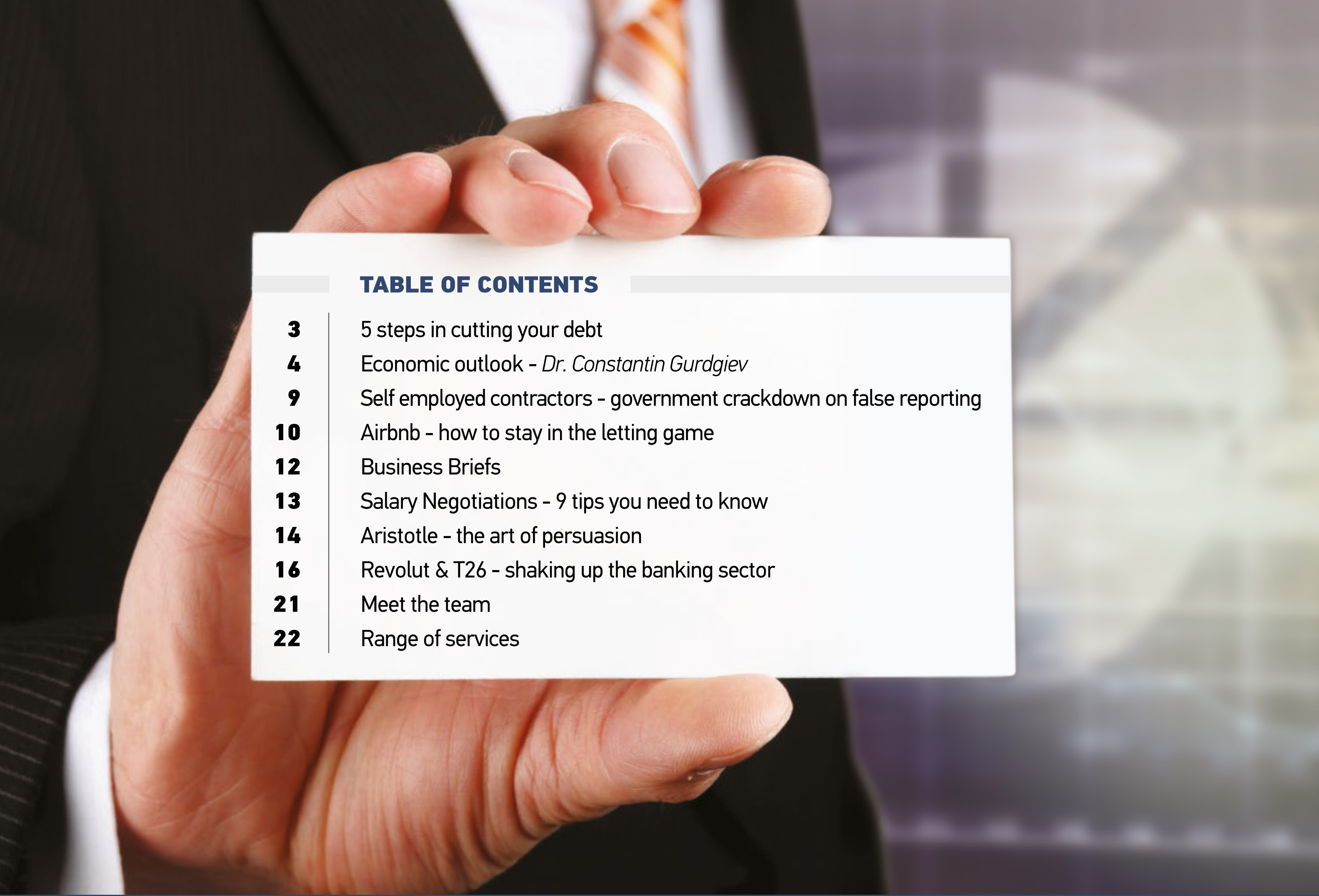


TABLE OF CONTENTS

Welcome to the Autumn 2019 edition of our newsletter.

This issue, as always contains articles on a wide variety of topics which I hope will be of interest to you and your business.

If you have any queries, please do not hesitate to get in touch and one of our highly experienced team at Ronan Enright Solicitors will be happy to assist you.

Ronan.

5 STEPS to Cutting YOUR DEBT

Are you losing sleep worrying about debt? In the lives of many personal debt is a major source of financial stress. Debt often starts small with a personal loan or a credit card. For many, debt is an unavoidable part of making one's way through life – a student loan, a mortgage for that first home or a car loan. Whatever the reason the journey into debt is a stressful one.

As pointed out by Albert Einstein the power of compound interest allows mankind to accumulate wealth. He thought of compounding as one of mankind's greatest discoveries. Unfortunately compounding does the opposite for those in debt.

You can take control of your debt. We show you how in five easy steps.

Step 1 LIST AND CATEGORIZE YOUR DEBT

Make a list of all of the money that you owe. Include everything from your mortgage to the money you borrowed from your sister to repair your car. Whatever you do you must ensure that you pay back at least the minimum required payment every month. Now go one step further and pay a little more than the minimum on the amount that has the highest rate of interest.

Once you have paid off the debt with the highest interest rate, move on to the next most expensive debt and pay that off as fast as you can. We call this the sniper approach to debt recovery. It is always sensible to pay off the most expensive short-term debt first, as this will save the most money.

Step 2 REDUCE SPENDING AND PAY OFF MORE DEBT

Download the Money Doctor app. It's free of charge and it does an excellent job of tracking your spending. It then uses this information to supply you with a detailed report of your spending habits. Once you've filled in your details, you're ready to start analysing your expenditure. Use the information to make cost saving decisions and find opportunities to cut your spending.

Ask yourself whether you really need all of the impulse buys and luxuries like the expensive magazines and flat whites. Just changing a few of your spending habits can help you to save a lot of money. Use the money to pay off your debt and you could save yourself a lot of interest. Take a long hard look at your budget to see whether there are any items where you can reduce your spending. Whatever savings you make can help you to pay off your debt. Thereby accumulating the benefits of reduced interest.

Step 3 SHOP AROUND

There are often vast differences between the offerings of the various lenders. These can include differing interest rates and incentives like, for example, the 2% cashback offered by many lenders on mortgages. Whatever your reason for looking for a loan whether its a student loan or a mortgage it pays to shop around.

Don't borrow more than you have to. You will have to pay it back and the bigger the original loan the more interest you will have to pay. If you are borrowing money to pay for a car, aim to pay it off within three years. At the same time, you should save, so that the next time you have to upgrade your vehicle you will require less borrowed money to do so. Remember cars depreciate over time. Try not to take a Personal Contract Plan. This leads many into an everlasting car loan.

Step 4 CLEAR YOUR CREDIT CARD

If you are able to pay your credit card off over a number of months and you have a decent credit history, you could transfer your existing credit card debt to one of the credit card businesses, Permanent TSB Or KBC Bank, that charge 0% interest for amounts paid off in six months. Bank of Ireland does the same for seven months and An Post Money for twelve.

If you are able to pay the total debt over the required period, the rewards are obvious. If not, at the very least, you'll have the time to consider all your options. These include paying off or reducing the high-interest credit card debt. Don't forget if you continue to pay the bare minimum it will take you about twenty years to pay the debt off completely. Imagine the interest you'll end up paying.

Step 4 SPEAK TO THE EXPERTS

Finding yourself up to your neck in debt is not fun. The good news is that there are always ways to resolve such issues no matter how desperate they may seem. Seek help. The Personal Insolvency Act has three sections each dealing with different debt circumstances.

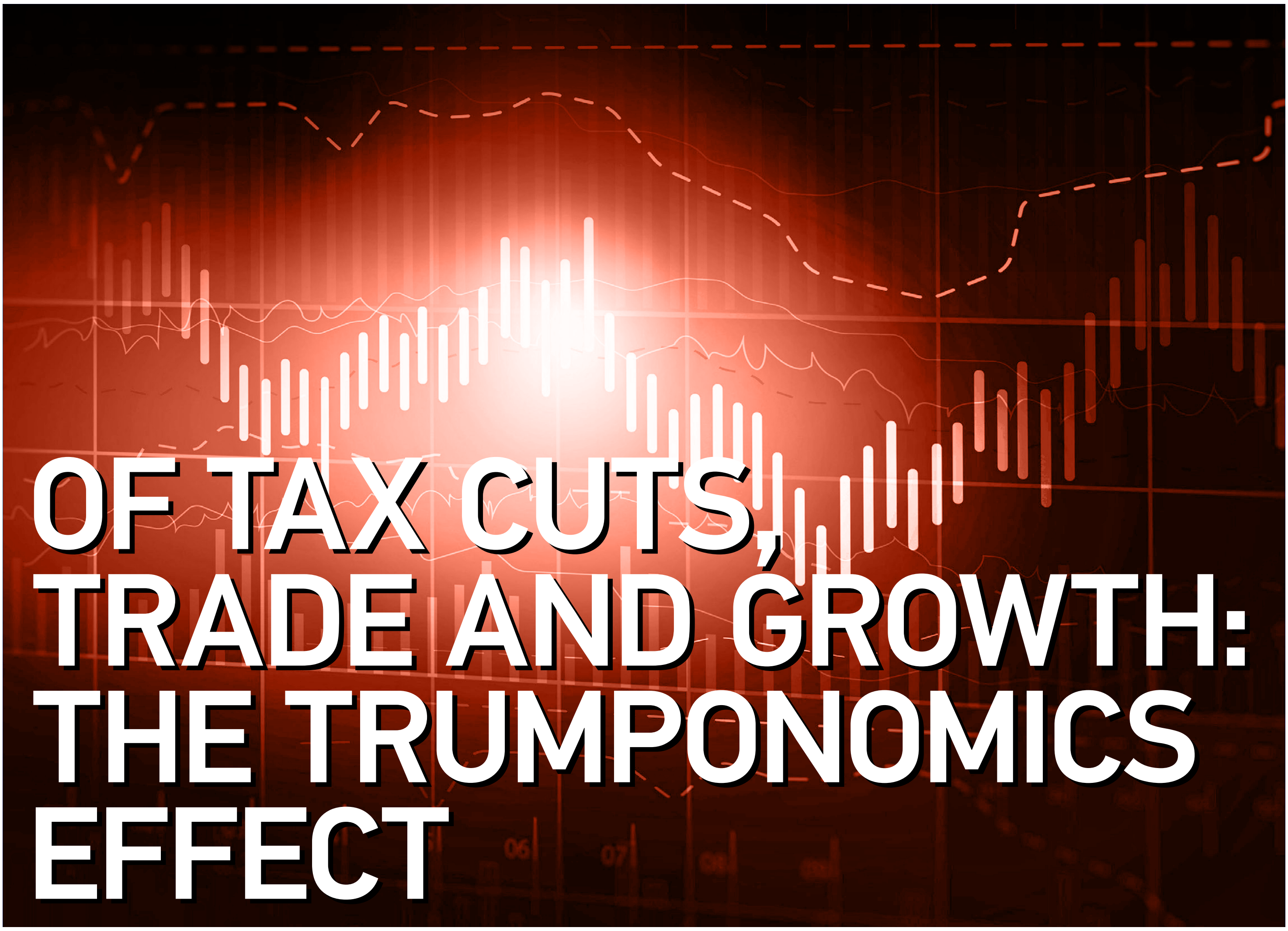
They are as follows:

- Unsecured debts not exceeding a total of €35,000 – Debt Relief Notice
- Secured and unsecured debts of more than €35,000 – Debt Settlement Arrangement
- Secured debts under €3 million – Personal Insolvency Arrangement.

If you require additional details or someone to talk to, you'll find additional information on the website of the Insolvency Service of Ireland. You'll also find the location of a Personal Insolvency Practitioner. There is one other option and that is to declare bankruptcy. This has become a more attractive option since the term of bankruptcy has been reduced to just one year.

Polonius reminds us in the Shakespearian play Hamlet "Neither a lender or a borrower be". A nice idea but next to impossible for those who need to buy a big-ticket item such as a house, a car or a few years at college. Debt may be a necessary evil, but it must be well managed.

Dr. Constantin Gurdgiev



OF TAX CUTS, TRADE AND GROWTH: THE TRUMPONOMICS EFFECT

U.S. economic growth ticked lower in 2Q 2019, falling to an annual rate of 2.1 percent, a full percentage point down from a 3.1 percent in 1Q, based on the Commerce Department data. This puts the U.S. growth well below the 3 percent target set by President Trump back in late 2017 on the eve of the Republican tax cuts; a target President repeatedly referred to since taking the office.

In reality, President Trump-supported, Congress enacted U.S. Tax Cuts and Jobs Act of 2017, known as TCJA-17, has hardly moved the needle on the U.S. growth even in 2018, when the economy expanded at 2.9 percent rate. Based on the Congressional Research Service (CRS) – a non-partisan office tasked with providing economic and policy research to the Congress – only a small faction of 2018 growth can be attributed to the TCJA-17.

In a paper published in May this year (www.everycrsreport.com/reports/R45736.html), the CRS noted:

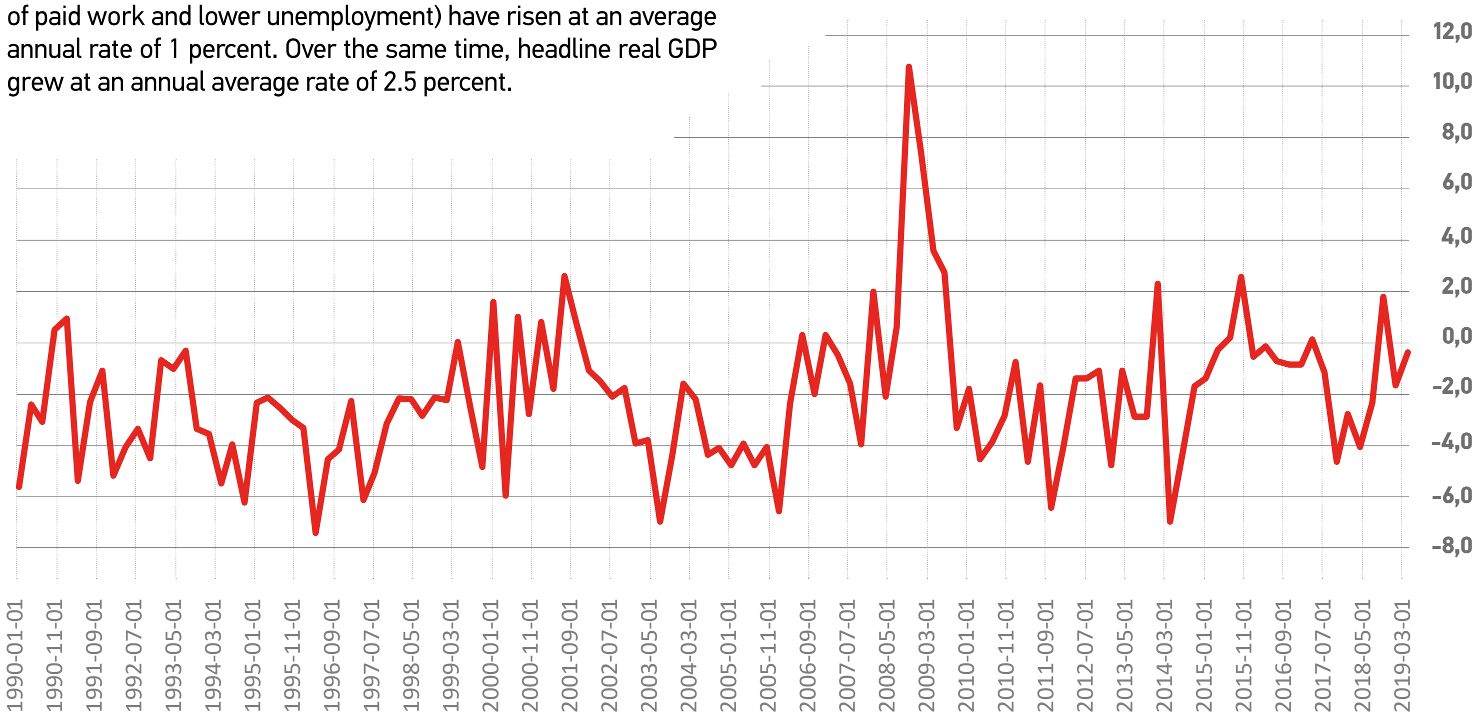
"On the whole, the growth effects tend to show a relatively small (if any) first-year effect on the economy. ... Although investment grew significantly, the growth patterns for different types of assets do not appear to be consistent with the direction and size of the supply-side incentive effects one would expect from the tax changes. This potential outcome may raise questions about how much longer-run growth will result from the tax revision... From 2017 to 2018, the estimated average corporate tax rate fell from 23.4% to 12.1% and individual income taxes as a percentage of personal income fell slightly from 9.6% to 9.2%. Real wages grew more slowly than GDP: at 2.0% (adjusted by the GDP deflator) compared with 2.9% for overall real GDP."

In other words, as the CRS research points, vast majority of the corporate tax cuts was swallowed by (in decreasing order of magnitude) shares repurchases, dividends payouts, and mergers and acquisitions. Overall, under the TCJA-17, companies repatriated some US$664 billion worth of foreign profits in 2018. They spent over US$1.1 trillion on shares buybacks alone. Shares buybacks, dividends and M&As, all of which have little to do with organic, jobs-creating and tax-paying investments, sustain continued appreciation of the share and corporate bond prices.

Chart 1 below shows that gains in the headline economic growth have failed to trickle down into uplift in wages, with the gap between real GDP growth wage inflation remaining negative, even when accounting for exceptionally low unemployment and improving paid hours of work. Since January 2018, when the TCJA-17 came into effect, median effective real wages (accounting for all three factors: wages inflation, increased hours of paid work and lower unemployment) have risen at an average annual rate of 1 percent. Over the same time, headline real GDP grew at an annual average rate of 2.5 percent.

CHART 1: **Wages vs Economic Growth: The gap between real wages growth and real GDP growth, Percentage points**

Source: *Author own calculations based on data from the Federal Reserve Bank of St. Louis.*



The CRS study estimates that, overall, TCJA-17 has contributed only 0.3 percentage points to nominal economic growth since 1Q 2018, well below 6.7 percent increase necessary for the cuts to be revenue-neutral. The reason for this is that TCJA-17 has had a negligible effect on household demand (a combination of household consumption and investment). Tax cuts disproportionately benefited corporate sector, while having virtually no positive uplift for either jobs creation or household incomes. Under the TCJA-17, the effective rate of corporate tax in the U.S. fell from 17.2 percent in 2017 to 8.8 percent in 2018, an improvement of 8.4 percentage points. Effective median Federal personal income tax rates have declined from 9.6 percent to 9.2 percent over the same period of time, meaning that for the first time in the U.S. modern history, personal income tax burden has now surpassed corporate tax burden.

The matters are not helped by the fact that despite record low unemployment, U.S. labour markets remain far from healthy. Civilian unemployment rate is at seasonally-adjusted 3.7 percent (lowest since 1969), and official unemployment rate for 20 years and over, at 3.3 percent (lowest since 2000). But, low unemployment, in fact, does not mean high employment. U.S. employment to population ratio, currently at 60.6 percent, is some 4.1 percentage points below its historical high recorded in 2000. Employment rate for 20 years and older population currently sits at 71.2 percent and the last three months average is at 71.1 percent. Both figures are the lowest for 1990-2008 period. Once one excludes periods of recessions. One would have to go back to 1987 to see lower levels of employment rate.

The U.S. is also near historical (considering modern period of economic development) lows in terms of people willing to work or search for jobs. Or put differently, we are at historical highs in terms of people being disillusioned with the prospect of searching for a job. U.S. Labor Force Participation rate is at 62.9 percent (62.8 percent for the last three months average). And it has been steadily falling from the peak in 1Q 2000 (at 67.3 percent).

In simple terms, the TCJA-17 failure has been much deeper than simple policy misfire. The Act failed to target properly household incomes by focusing erroneously on corporate tax cuts and tax cuts for wealthier investors and business owners. But in reality, tax cuts are no longer sufficient in generating substantive uplift in household real disposable incomes because wages inflation has been lagging real economic growth and returns on financial assets for decades. While tax policy margin for income tax cuts is extremely low already (given low median and average Federal tax burdens), the cumulated 1982-2019 gap between real wages and real GDP currently stands at 97.6 percent. Put differently, over the last 37 years, real wages have completely missed economic growth trends, leaving ordinary workers' income far behind capital and financial assets owners'. No amount of tax cuts can undo this bleak reality. And no amount of new debt take up by consumers can compensate for this longer term deterioration in employment income.

TRADE POLICY: LOSING BIGLY

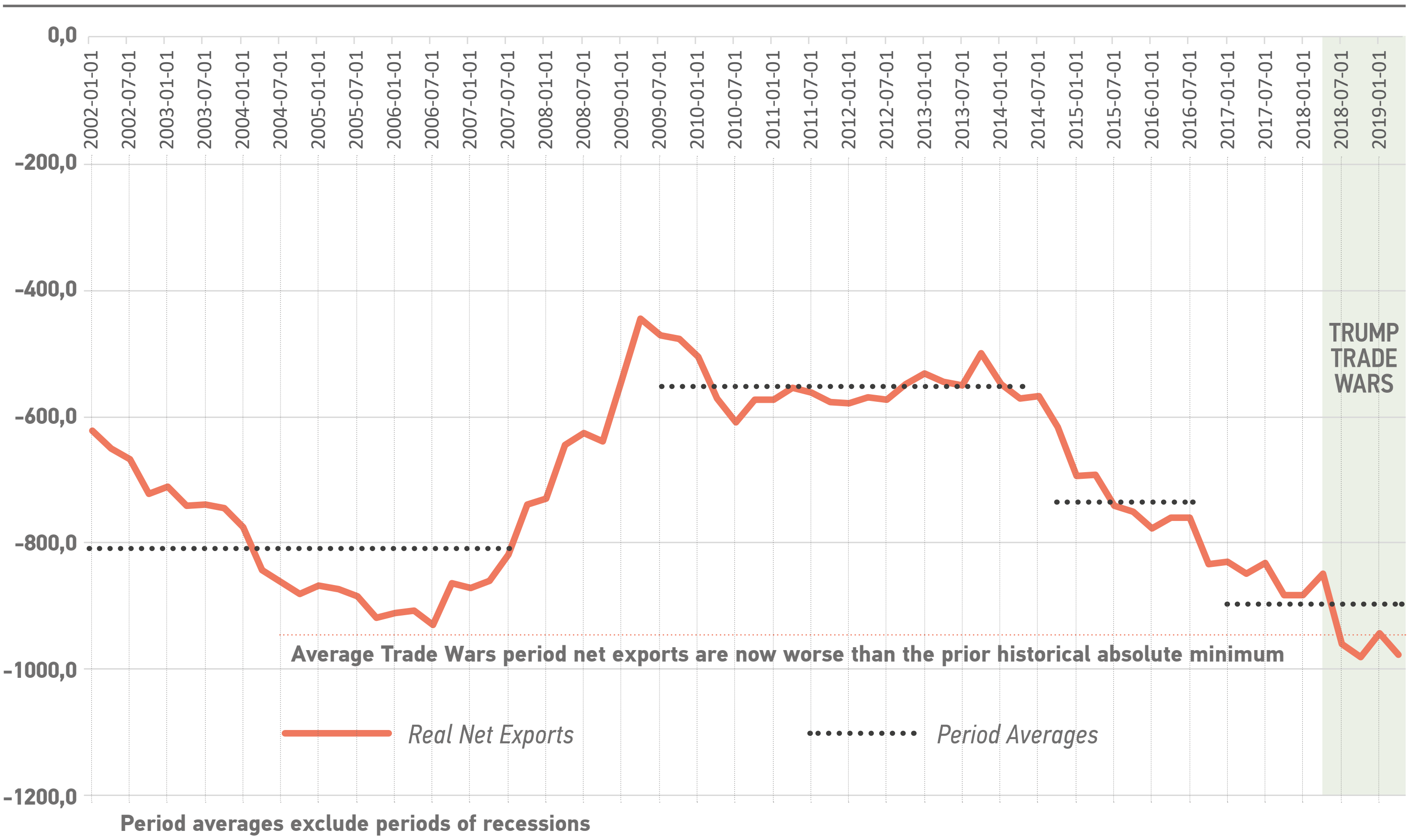
Weaker than expected consumer demand and lack of upward momentum in household incomes – in part induced by the asymmetric, anti-household nature of the TCJA-17 provisions, but more closely related to the long-term wages-growth gap discussed above – are one set of factors holding the U.S. economy back.

The other is the Trump Administration trade policy, evident not only in the White House-led trade war with China, but also in Mr. Trump's erratic, unpredictable and outright narcissistic approach to the U.S. trade relations with Canada, Mexico, the EU, Japan, Taiwan, Vietnam and even the Latin America U.S. client-states.

The most recent data shows that despite the unfolding currency wars favouring U.S. exporters, America's exports are down 5.2 percent. Net trade deficit in real terms has been running at US$ 900.2 billion on average since Mr. Trump took office, and at US$943.7 billion since the start of his trade war with China. The latter figure is below the pre-2017 absolute historical low for net exports, attained in Q3 2006. In the last 8 quarters of the Obama Administration, U.S. net exports of goods and services recorded a cumulated deficit of US$6.16 trillion. Since 'Art of the Deal' approach took over U.S. trade policies in 2Q 2017, the same deficits rose to more than US$8.17 trillion.

CHART 2: **Real Net Exports of Goods & Services,** US$ billions (2012 dollars)

Source: *Federal Reserve Bank of St. Louis and author own calculations.*



June growth report, posting a significant drop in the rate of GDP expansion rallied the stocks and boosted bond prices by fuelling investors' expectations that the Fed is likely to cut interest rates. Over recent months, markets participants' dramatically reversed their outlook for monetary policy in the U.S. and Europe, primarily on foot of deteriorating outlook for the advanced economies. In January 2019, consensus expectations for twelve months forward policy rates changes in the U.S. priced in two rate hikes of between 50 and 75 basis points. By March, the odds of rate hikes slipped to 0-50 basis points. At the end of June, 97 percent of markets analysts surveyed by Bloomberg and 89 percent of those surveyed by Reuters were pricing in a 50 basis points cut – a swing in monetary policy expectation of 125 basis points in just six months.

The reason for this policy psychosis is that, as outlined above, after unprecedented 11 years of economic expansion, growth in the U.S. and European economies is only starting to show positive impact on the middle and lower earners.

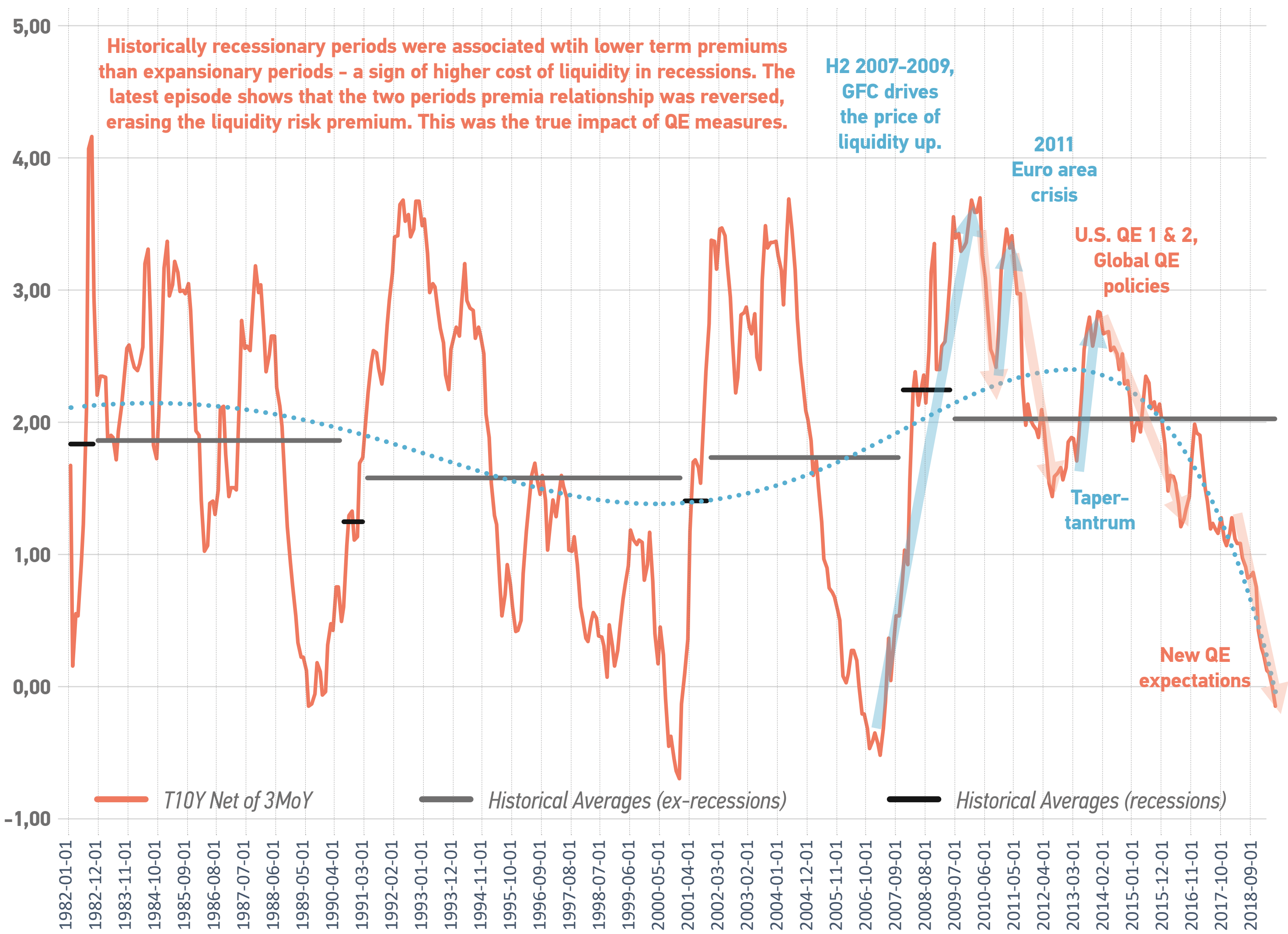
CHART 3: **10-Year U.S. Treasury Minus 3-Month Treasury Constant Maturity**

Source: *Author own calculations based on data from the Federal Reserve Bank of St. Louis.*

The last minutes from the Fed policy meetings, released at the end of June, say as much (www.federalreserve.gov/monetarypolicy/fomcminutes20190619.htm)."Many participants noted that, since the Committee's previous meeting, the economy appeared to have lost some momentum. ...Economy-wide wage growth was seen as being broadly consistent with modest average rates of labor productivity growth in recent years. However, a few participants noted that there were limited signs of upward pressure on wage inflation."

All of which brings us to the investors' broader expectations and attempting to gauge markets direction over the next few months.

Political cycle and monetary policy signalling suggest that U.S. markets are still likely to favour bulls over bears through 2019, although there is a highly elevated, and rising still, risk of a major markets correction, should the Fed continue to hold rates into October. Any such sell-off will, however, be short-lived. The swiftness with which the U.S. Congress has moved to pre-empt the risk of another debt ceiling debacle and endorse White House's fiscal profligacy signals more support for the economy in late 2019 – early 2020. Even with a relatively healthy economic growth, albeit the one below the White House rosy promises, the Federal deficit has widened to $747 billion or 23 percent year on year in the first nine months of this fiscal year. The deficit is now on track to exceed US$1 trillion by the fiscal year-end. Only promise of lower interest rates and return of the Fed to Treasury's bond sales is holding the bond markets (Chart 3).



Thereafter, global economic slowdown, continued trade wars, and sustained lack of real investment growth in the U.S. corporate sector will tilt the economy toward a major growth slowdown toward the tail end of the first half of 2020.

This proposition suggests that investors should tread cautiously in the present markets when it comes to allocating new funds (staying cash and avoiding putting more money into over-bought risky assets). Defensive positioning against potential adverse shocks should involve avoiding high yield bonds and being mindful of potential liquidity risks involved in holding large positions in smaller issuers' debt (e.g. smaller Euro area government bonds). On the other hand, more aggressive defensive investors should consider selling out of higher risk, higher yield assets while the markets for these remain strong. For funds investors, homework should involve close re-examination of funds' core exposures. Some mutual funds and ETFs are risk-loaded with lower liquidity and higher risk exposures, especially given the last 10 years of financial markets mispricing. Once again, closing such positions and booking profits on them, constitutes a good risk positioning forward. Lastly, investors should avoid selling out of higher quality, cyclically defensive stocks and bonds that can serve as both a hedge against markets corrections and a growth opportunity after any repricing events.

Prof. Constantin Gurdgiev is the Associate Professor of Finance with Middlebury Institute of International Studies (California, USA) and an Adjunct Professor of Finance with Trinity College Dublin (Ireland). His research is concentrated in the fields of investment, geopolitical and macroeconomic risk and uncertainty analysis. Prof. Gurdgiev serves an adviser with a number of fintech start ups, and a co-Founder and Chairman of the Board of the Irish Mortgage Holders Organisation, and a co-Founder of iCare Housing Solutions, two non-profit organizations working with the issues of financial empowerment.

In the past, Prof. Gurdgiev served as the Head of Macroeconomics with the Institute for Business Value, IBM, the Director of Research with NCB Stockbrokers, Ltd, and the Editor and Director of the Business & Finance magazine.

THE GOVERNMENT CRACKS DOWN ON FALSE REPORTING OF SELF-EMPLOYED CONTRACTORS

Government intends to crackdown on organisations who deceptively identify staff as self-employed contractors. Legislation currently under discussion proposes fines of up to €25,000 for companies found guilty of contravening the law.

Government plans to continue to focus on the usual culprits. These include organisations in the construction industry where fake sub-contractors abound. Inspectors will also interrogate the growing use of sub-contractors in the professional sectors.

Regina Doherty, the Minister for Social Protection, plans to hasten the implementation of the law. Employers caught classifying employees as self-employed contractors will face prosecution and heavier fines.

Currently many employers falsely identify employees as sub-contractors. They do this to avoid the costs of paying benefits such as annual leave and sick pay. PRSI is also avoided.

Once approved, legislation will provide that employers found guilty of contravention in a Circuit Court will face a maximum fine of €25,000. Currently fines top out at €13,000. For those convicted in a District Court the maximum will increase to €4,000 from the current €2,500.

Until now very few employers have faced the prosecution for falsely reporting that their employees as sub-contractors. The Department of Social Protection has instead concentrated on recouping the PRSI lost to false reporting. Every year the department recovers around €60 million in unpaid fees.

The minister is of the view that current legislation is not a strong enough deterrent. She believes that heavier fines and increased risk of prosecution will make employers think twice before they file false reports of self-employed contractors.

Doherty has established a separate unit to find and unravel complicated cases of false self-employment. The unit will come into operation next month. It will have five dedicated inspectors. The existing unit, consisting of 340 social welfare inspectors, will continue to assist. Plans are afoot to increase the number of employer inspections.

Organisations should understand that this will affect not only the construction industry. The department intends to focus on every sector of the economy.

The legislation will protect employees who report that they are falsely listed as unemployed from penalisation. Doherty said that she was aware of people who worried about losing their jobs if they disclosed false reporting by their employers.

The legislation dealing with false reporting of self-employment is almost ready for publication. The department will issue it shortly for comments by unions and employers.

The legislation will make the rules clear to employees. Supporters of the legislation believe that this will make it difficult for transgressors to defend their actions in court.

Government is increasing its focus on the false reporting of self-employment as the social insurance fund is running dry. This fund is used to for unemployment benefits and state pensions.

The social insurance fund is underwritten by PRSI payments. It is there for vital to ensure that all employees are correctly designated so that the PRSI fund is quickly replenished.

Opposition parties have been putting pressure on the government to take decisive measures to curb the problem of false reports of self-employment. Ged Nash, Labour senator, Sinn Fein's John Brady and TD Brid Smith of People before Profit have all introduced private bills into Parliament.

According to John Brady bogus self-employment is an enormous problem. He said that the Irish Congress of Trade Unions had estimated that over the last eight years the problem had cost the government €640 million in the construction sector alone.

In Brady's view the legislation should offer a complete upgrade of the system, which currently failed to prosecute at the required rate. Thus, allowing the false reporting to continue unabated. This results in lost state income.

The spokesperson for the Department of Social Protection confirmed that the fines for falsely reporting employees as self-employed were currently receiving urgent attention. Raising the fines and increasing the rate of prosecution were under discussion. The view is that this should act as a deterrent to the misclassification of employees.

AIRBNB

HOW TO STAY IN THE LETTING GAME WITHOUT FLOUTING NEW RENT LAWS

This summer could be the last time that many holiday home owners will be able to rent out their properties to tourists - unless they flout the Government's new short-term letting rules. Under those rules, which kicked in at the start of this month, holiday home owners must have planning permission to rent out their property to tourists, or for stays of up to two weeks - if that property is in a rent-pressure zone (RPZ, an area where rent is typically above the national average).

As people typically take a holiday home for a week or two, many property owners will be breaking the rules if they continue to rent their homes out to tourists - unless they already have, or can soon secure, planning permission to do so.

Those in breach of the new rules face fines of up to €5,000 or six months' imprisonment - or both.

The only holiday homes in RPZs that are not affected by the new rules are those which «have been purposely designed and constructed, and approved as dedicated tourism accommodation complexes, sharing communal facilities, and [which] would normally be subject to planning conditions in relation to their continued operation, management and maintenance as a commercial development rather than a residential estate», according to Government guidelines.

However, four out of five holiday homes around the country do not have holiday home planning permission, according to Jacinta Doolan, founder of Trident Holiday Homes and vice-chair of the Irish Self Catering Federation.

"Owners of these properties would have planning as normal for residential [use of a property]," said Doolan. "The introduction of these regulations means that many traditional owners of tourism-based products in RPZs now have to apply for change-of-use planning permission [for their holiday homes], while their neighbours in counties outside the RPZs do not."

So if you inherited an old family home previously owned by your parents or another relative, and you occasionally rent that property out to tourists for stays of up to two weeks, you must now have - or get - planning permission to be able to continue to do so, if the property is in an RPZ. The same applies if you bought a holiday home in a favourite rural retreat of yours, if you converted one or two properties on your farm into a holiday home, or if you simply have a couple of properties on your land which you rent out as holiday homes. Once these homes are in an RPZ, they must have planning permission to be rented out for tourism purposes, or for stays of up to two weeks at a time.

There is no guarantee that you will get planning permission for tourist accommodation or to short-term let your property if it is in an RPZ - indeed, you are likely to struggle to do so.

Furthermore, a recent widening of RPZs means more holiday home owners now fall under the new rules than would previously have been the case. Since the beginning of July, a number of local electoral areas are now RPZs - including Arklow, Gorey, Kilkenny, Gort-Kinvara and Athenry-Oranmore in Galway, Athlone and Kells. Many holiday homes are based in these areas.

Holiday home owners are not the only ones affected by the new rules. Anyone renting out a second property or an investment property for short-term stays (those of up to two weeks) must now have planning permission if they wish to continue to do so - if the property is in an RPZ. Many Airbnb hosts and landlords who prefer short-term lets will be caught by the new rules.

So if you are one of those hampered by the new rules, what options do you have if you wish to continue renting out your property?

RENT FOR LONGER

It is unlikely that you will be granted planning permission for short-term lets if you are renting out an investment property in an RPZ. You could instead rent your property out for periods of a year or more. One advantage of doing so is that the rental income is often more consistent than it is with short-term lets - as long as you have reliable tenants. The rental income, however, may not be as lucrative as it is with a short-term let.

You should not have any difficulty securing tenants - and a comfortable level of rental income - if your property is in an RPZ. You may, however, lose around half of your rental income to tax - depending on your total earnings.

There are downsides to renting to tenants on a long-term basis. You could end up with unreliable tenants who damage your property or fail to pay the rent. "Where tenants fail to pay the rent, the landlord is effectively supporting the tenant financially - but no one is supporting the landlord," said Margaret McCormick, spokesperson for the Irish Property Owners' Association, which represents property owners.

"If the landlord has a mortgage to repay on the investment property, the landlord's own family home - and credit rating - could be at risk if a tenant doesn't pay rent."

It is important to understand and meet your obligations as a landlord. Failure to do so could see you facing financial penalties running into the tens of thousands - and possible imprisonment.

You do not have to rent out your property for periods of a year or more to get around the new rules. The regulations define a short-term let as the letting of a house or apartment - or of part of a house or apartment - for up to 14 days.

So should you have a second home or investment property which is located in an RPZ, you could rent it out in blocks of 15 days or more at a time - without having to get planning permission to do so.

STEER CLEAR OF RPZS

Properties located outside RPZs are not bound by the new rules. So buying a holiday home or investment property which is not in an RPZ - and in a location which is unlikely to become one in the future - is one way to dodge the rules. Be sure, however, that you do not buy in an area where you will struggle to secure tenants.

RENT A FULL HOME

It is possible to rent out your entire home for short-term stays while you are temporarily absent from it - as long as the total number of days that your home is rented out in a year does not exceed 90, even if it is in an RPZ. You do not need planning permission to do so - though you must register the arrangement with your local authority. So, for example, you could let out your entire home for two days on 45 separate weekends of the year (which adds up to 90 days in total) without having to apply for planning permission. However, if you go over the 90-day limit, you must apply for permission.

HOME SHARE

You can short-term let a room or rooms in your own house, or a 'granny' flat adjacent to or in the garden of your home, while you are living at home, without getting planning permission for doing so, even if your property is in an RPZ. Such arrangements are considered home shares and must be registered with your local authority.

Renting out a granny flat to tourists (while you are at home) would be deemed a home share because when a granny flat is no longer being used to house a family member, the unit should revert to being part of the home, according to a spokesman for the Department of Housing.

ACT QUICKLY

Property owners affected by the new rules should apply for planning permission as soon as possible. It should be possible to honour any bookings already made for this summer - as it is unlikely that a planning authority will take enforcement action while a change-of-use planning application is being decided on.

Planning permission to change the use of the property from residential to commercial should be sought. Planning fees must be paid if granted that permission - and those fees will be much higher if retention permission is being sought.

For example, in Dublin city, the planning fee for change of use of a 140 sq m four-bed semi-detached home from residential to commercial would come to €502 - but that rises to €1,506 if retention permission is being sought, according to Dublin City Council. The planning fee for change of use of a 93 sq m mid-terraced home would come to €335 - or €1,004 for retention permission, added the council.

So the earlier you apply for planning permission, the better - bearing in mind that you may not be granted permission at all.

BUSINESS BRIEFS

PADDY POWER OWNER SAYS NO-DEAL BREXIT COULD MEAN FEWER HORSES AT RACE MEETINGS

According to the boss of Flutter, which owns bookmakers Paddy Power and Betfair, fewer horses at race meetings is a real possibility under a no-deal exit from the EU, because transporting them between Ireland, France and UK will become more difficult. And, according to an analyst at broker Shore Capital, fewer horses would mean smaller fields and therefore shorter-priced favourites.

For Flutter, which attracts more racing punters than its rivals, that could theoretically trim margins, but would seem to have little impact on its business as a whole: last week, it maintained its full-year earnings guidance.

FRIENDS FIRST BID TO USE DUBLIN APARTMENTS FOR SHORT-TERM LETS FAILS

An Bord Pleanála has refused planning permission to Friends First Life Assurance DAC for the temporary use of six apartments at 43-44 Clarendon Street, off Grafton Street, for short-term letting.

Friends First said it had discerned a demand for short-term letting of the apartments as they are located in the heart of Dublin city, surrounded by hotels, cafes, restaurants and shopping streets.

However, the board refused the application, stating that permission would be contrary to the city development plan, which recognises residential units as a scarce resource that needs to be managed in a sustainable manner so that the housing needs of the city are met.

PROPERTY TAX RISE OF €100 PER HOME COULD GENERATE €180M

Imposing a flat-rate increase in property tax of €100 on every homeowner in the State would raise a further €180 million a year in the upcoming budget, according to a new report by Revenue.

The report also states that increasing carbon tax by €10 a tonne would bring in additional tax revenue of €216 million a year, while increasing duty on a pint by 10 cent would collect a further €68 million for the exchequer.

These are just some of the revenue-raising measures costed by the Revenue in a report published ahead of Budget 2020 on October 8th.

MORE THAN 100,000 SET TO PAY MORE INCOME TAX

More than 100,000 taxpayers will pay more income tax from January next year unless the Minister for Finance makes some adjustment to account for inflation on budget day.

However, according to newly published estimates from Revenue, there would appear to be little scope for making adjustments to tax bands and rates in this year's budget given the amount of money available for tax cuts and the cost of achieving these cuts.

Minister for Finance Paschal Donohoe is understood to have a budget-day package of about €2.8 billion, but with €2.1 billion already allocated for items including public pay rises, infrastructure and the National Broadband plan, it leaves just €700 million available for new spending/tax cuts. And, with a ratio of 2:1 in favour of increased spending, it leaves just €233 million available for tax reductions.

5G GOES LIVE: THE STATE'S FIRST NETWORK GETS SWITCHED ON

Vodafone expects to have rolled out its 5G mobile network nationwide by the end of next year. However it has again stressed that the new network cannot be considered as a possible replacement for the National Broadband Plan (NBP).

The company became the first mobile operator in the State to go live with a commercial 5G service on Tuesday with coverage restricted to certain parts of Dublin, Cork, Limerick, Galway and Waterford. It said it would expand the network to other locations over the coming months with a full roll-out forecast by the end of 2020.

While Vodafone said it expects 5G to eventually be available even in hard-to-reach rural locations, it reiterated that it should not be seen as a substitute for the NBP, which has still to get off the ground after a sequence of controversies and delays.

SALARY NEGOTIATION

HOW TO GET WHAT YOU WANT

Most of us are not comfortable when it comes to negotiating higher salaries. We're embarrassed when we have to discuss our expectations. We apologise when asking for a pay rise, and worse still, we just accept the first offer that is made making little attempt at negotiating a better offer

It is not rude to negotiate a salary. It may be uncomfortable, but it is accepted, and it is necessary. If your would-be employer is not open to a frank and open discussion on your salary expectations, you probably don't want the job. So, how can you start the discussion? Below we offer four easy tips.

1 DO YOUR HOMEWORK

If you are lucky, the job you're after will include a salary band and a job description. If there are no clues to the size of the salary, you'll need to do some homework.

Get onto the internet and do some research on similar positions. There are plenty of websites like Glassdoor and Jobbio that can give you some insight into the going rates. Take account of your skills and experience. Take adequate account of your talents.

2 CHOOSE THE RIGHT MOMENT

It can be difficult to choose the right time. You shouldn't broach the subject until you have received the signed job offer. Once you know that the job is yours, you are in a much stronger negotiating position. Knowing that you are the preferred candidate should give you the confidence to negotiate the best deal.

3 BE FIRST TO SPEAK UP

In any negotiation the first amount that is put on the table has the best chance of making it through. This is why you should ensure that you state your salary requirement first. All the offers that follow will be based on the first amount on the table. If the offer is placed on the table first it may be too low to make you happy.

4 AIM FOR MORE

For similar reasons you should ask for a higher amount than you actually want. This will give you space for negotiation. If you settle for less your employer will feel as though they have made a good deal. Don't be embarrassed about asking for too much.

5 TIME TO REFLECT

If the company makes an offer that is not quite in keeping with what you had wanted, you don't have to give them an answer immediately. Stalling for time could even benefit you. When the offer is made do not answer in the affirmative. Say "I appreciate your offer" or simply "Thank you" and let them know when you will get back to them.

6 BE THERE

While it may seem easier to negotiate a salary over the phone or via e-mail. Truth is that you are far more likely to get the salary that you want if you meet your potential manager one on one to discuss your salary requirements.

Dress professionally, show the appropriate level of confidence and walk tall. This will ensure that you are bold enough to ask for what you want.

7 KNOW WHAT YOU WANT

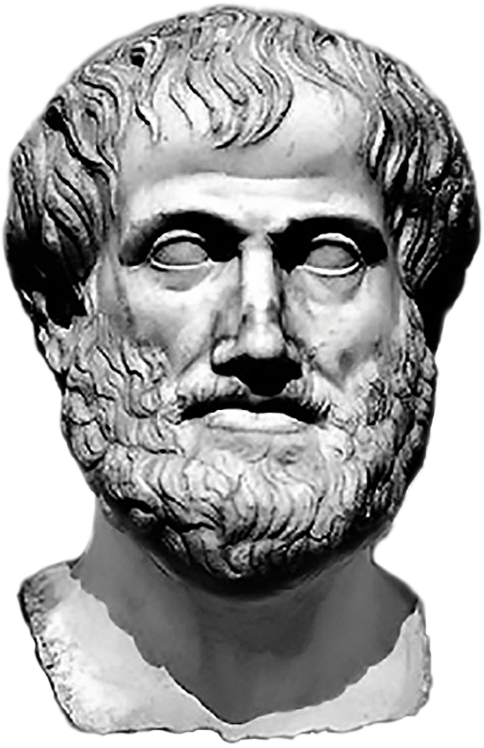
There is no place for the word "between" in a discussion on salary. If, for example, you say that you would be happy to accept anything between €25,000 and €30,000, you are bound to receive an amount at the lower limit. Far better to ask up front for the amount that you are aiming for.

8 FOCUS ON YOUR WORTH, NOT YOUR NEEDS

Employers are not interested in your cost of living. They really don't care how much you pay in rent. Salary negotiation is about your worth and not your needs. Tell the employee what value you bring to the organisation. Point out your skills, experience and training. Tell them about what you plan to do in the position. Make them feel that you are the very best candidate for the position.

9 MONEY ISN'T THE BE-ALL AND END-ALL

Before you accept the offer make sure that you understand the details of the job. Money is important but it cannot make up for an unhappy work situation. You should consider how the new position can help you reach your goals. It must help you to achieve the skills for career growth and future development. No salary is worth a stalled career.



Aristotle
AND THE ART OF
PERSUASION

Ideas matter most in the knowledge environment in which we live. In this dynamic world the art of persuasion, the ability to sell your ideas and convince others, may offer you the competitive edge. It may be your stepping stone to success.

Economists have estimated that upwards of 25% of the total national income of the United States results directly from the power of persuasion. Over the years, places around the world have developed from agrarian to industrial and finally to knowledge-based economies. In our current environment the most successful people are those able to sell their ideas to others. This is the basis upon which big business is built.

Today persuasion plays an essential part in our everyday lives. Consider this:

- Job hunters persuade businesses to recruit them
- Leaders persuade their followers to take action
- Businessmen convince investors to part with their money
- Politicians convince people to put them into office
- Business leaders convince analysts to back their companies
- Sales reps convince their customers to buy their product rather than that of the competitor.

In the twenty first century the art of persuasion has become an essential skill that you can use to attract funds, build your brand, motivate your team, sell your product. In short, persuasion will develop your business.

A number of years ago, billionaire investor, Warren Buffet, told business students that they could immediately improve their professional value by as much as 50%. All they had to do was improve their communications skills. In his view, persuasive powers are so important that the only diploma that hangs in his office is a Dale Carnegie public speaking certificate.

Concepts and language created the world as we know it today. It is these concepts and words that can lead you to success in your chosen career if you use them to persuade others to follow you.

Over two thousand years ago the Greek philosopher, Aristotle, in his treatise, Rhetoric, described the method of gaining mastery over the art of persuasion. This method has survived to this day. Many great orators have used it to make presentations, deliver dialogues and convince people of the effectiveness of their ideas.

In his work, Aristotle offered up the following tools to help people to sell their ideas to others and to master the art of persuasion.

Ethos or credibility

Ethos is about establishing your credibility with the audience. According to Aristotle, to do this the speaker must appear competent, have empathy and have good intentions. A great deal of the credibility is established non-verbally. Aristotle believed that for credibility the speaker's actions should support his words.

An example of this can be found in the speech of Human Rights Attorney, Bryan Stevenson, in his well-known TED Talks presentation. In it he discusses the need for reform in the criminal justice system. He starts the discussion not with a list of achievements, awards or academic accomplishments. Instead he sets the tone for the discussion by explaining how much time he had spent visiting jails of various sorts. He also discussed amount of time he spends in low-income areas, understanding the needs of the hopeless. By doing this he builds understanding with the audience and builds in them a sense of trust.

Human beings all quickly seek ways to establish trust with others. In ancient times we had seconds to make life and death decisions on whether to trust a stranger or not. In our example, the speaker establishes his credibility by showing that he is committed to the welfare of the less fortunate. He then goes on to present his case.

Logos or reason

Once the speaker has established his credibility he must appeal to the listeners' reason. He must convince his audience that his ideas have merit. The speaker must fill in the details surrounding the ideas. If, for example, he offers the listener a cost saving idea, he'll need to let them know how much they can save and how. Likewise, if they will make money by adopting the ideas. He'll have to let them know how much they will make and how they must go about earning that money. When appealing to your listeners' logic you should use information, facts and proof to support your argument.

Pathos or emotional influence

Pathos is about the influencing the audience emotionally. Aristotle believed that it was not possible to persuade people without eliciting an emotional response. The speaker who plans to appeal to the emotions of the audience must have basic knowledge of them. People in the audience react to the emotions that the speaker evokes in them.

Aristotle advised that storytelling was the best way to engage the emotions of the audience. Modern day research has confirmed his theory. Stories activate the neuro-receptors in the brain which responds by releasing the feel-good neurochemical, oxytocin. This makes people relate on a more emotional level.

An analysis of the more popular TED Talks reveals that up to 65% of the best talks appealed to the emotions, only 25% to reason and 10% to establishing credibility. The internet reveals that the best TED talks are nothing more than wisdom packaged in a captivating story.

TED curator Chris Anderson advises that the stories that make the deepest emotional connection are those that involve the speaker or those close to them. Stories related to life's difficult times when misfortune, danger or failure were the order of the day make the best emotional connections with the audience.

Metaphor

In Aristotle's view it is the metaphor that bequeaths beauty on a language. He believed that those who mastered the metaphor held the powers of persuasion. The persuasive speaker is able to use the metaphor to present a new idea to the listener in familiar terms. Metaphors can render abstract ideas into something that the audience understands and appreciates.

Warren Buffet is known for his powers of persuasion and for his excellent use of metaphors. His annual Berkshire Hathaway presentations draw attention from across the globe. He has established a number of popular metaphors not least of all the "economic castles" that he seeks for investment purposes. This metaphor describes companies surrounded by moats that make it really difficult for competing companies to enter the industry.

In 2017 during the annual shareholders meeting he coined another term that was to make a number of headlines around the country. He referred to the rise in healthcare spending as the "tapeworm" of the US economy. The metaphor made clear the scale of the problem that the economy is facing and what the growing problem could do. It required no further explanation.

Mastery over the metaphor allows the speaker to draw pictures with words. In this way, the audience gets a clear view of the ideas conveyed by the presenter. Metaphors can also help the audience to remember the presentation and to share the ideas with others.

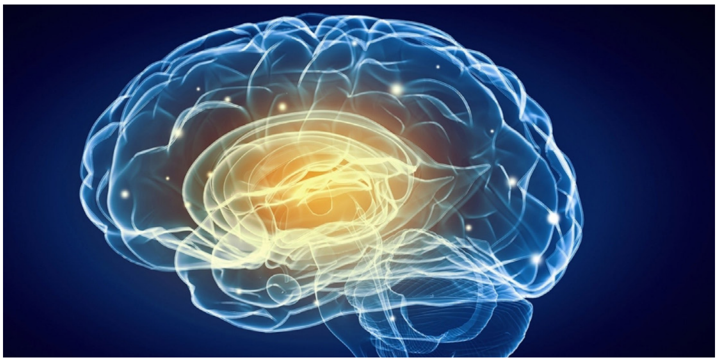
Keep it short

Aristotle knew the importance of brevity when it came to the power of persuasion. He understood that the human brain is limited in the amount of information that it can take in and recall. It is essential that the speaker who seeks to persuade his audience keeps the discussion short and to the point.

Aristotle taught that a persuasive argument should be as brief as possible. He also pointed out that the first part the speech was the most essential. This is when audience attention is at its highest levels. That attention will quickly slacken off. The best presentations should start with the most convincing argument.

Fortunately for those who despair of their presentation skills, Aristotle was of the view that powers of persuasion can be taught. According to Edith Hall, author of Aristotle's Way, authorities of the time were concerned that if the man in the street was availed the instruments of good rhetoric, they would present a threat to the ancient Greek government. The authorities did not want Aristotle to publish his lessons. He, however, defended the right of the masses to have this information. He believed that giving people the ability to articulate ideas and persuade others to accept their ideas would allow them to reach their full potential, boosting their happiness.

Many things have changed over the last two thousand years, but human beings remain intrinsically the same. This is why the lessons taught by Aristotle remain as relevant today as they were nearly two millennia ago.



REVOLUT and T26

The New Kids on the Block

Revolut and N26 are leading the mobile banking revolution. We have decided to compare their offering and determine which is the better of the two.

In the world of financial technology, also known as fintech, N26 and Revolut are two of the best- known digital banks in Ireland right now. Neither has a brick and mortar presence, operating online only, which is why they are referred to as "digital only" banks. Customers access the service using user friendly, quick and easy apps via smartphone.

Both of these fintech companies offer free and premium accounts. For a premium account you'll need to make a monthly payment. Both banks are challenging the traditional current accounts of brick and mortar banks with the digital equivalent.

In this article we compare the free mobile banking packages, ignoring the premium version.

Introducing Revolut

With over three million customers, Revolut is slightly bigger than N26. It is a UK fintech that has been around since 2015.

It has recently obtained a banking licence in Lithuania, and it plans to have the licence transported to Ireland using the same passport rules that allow N26 to operate in this country. On opening the account, you will receive the BIC and IBAN numbers that will allow you to operate the account in the usual manner, using debit orders and receiving your salary.

Unfortunately, Revolut has been in the news lately for all the wrong reasons. There have been reports of sloppy compliance and unpleasant working conditions.

Revolut, like N26 is fully digital, so a visit to a branch is not an option. If you're into cash or cheques, you may want to stick to your traditional current account.

Introducing N26

Operating in more than twenty European countries, N26 is a bank of German origin. The bank intends to start operating in the US in the near future, the company already has 2.5 million customers around the world.

N26 has a European Passport to operate in Ireland. The European Passport is an EU regulation that permits a bank that is licenced in any country in the EU to operate in any other EU country. N26 has licences with the European Central Bank and the German Central Bank.

The German deposit guarantee scheme covers Irish N26 customers. Business conduct is regulated by the Irish Central Bank. This guarantees that your funds are as secure with N26 as they would be in an Irish bank.

Like with any Irish bank account you will immediately receive a BIC and IBAN number when you sign up for an account. This means that your employer can pay your salary directly into your bank account. It also ensures that direct debits are possible.

The only disadvantage to banking with N26 is that you won't find a branch anywhere in the country so you have zero chance of a face to face meeting with your banker and you can't cash a cheque.

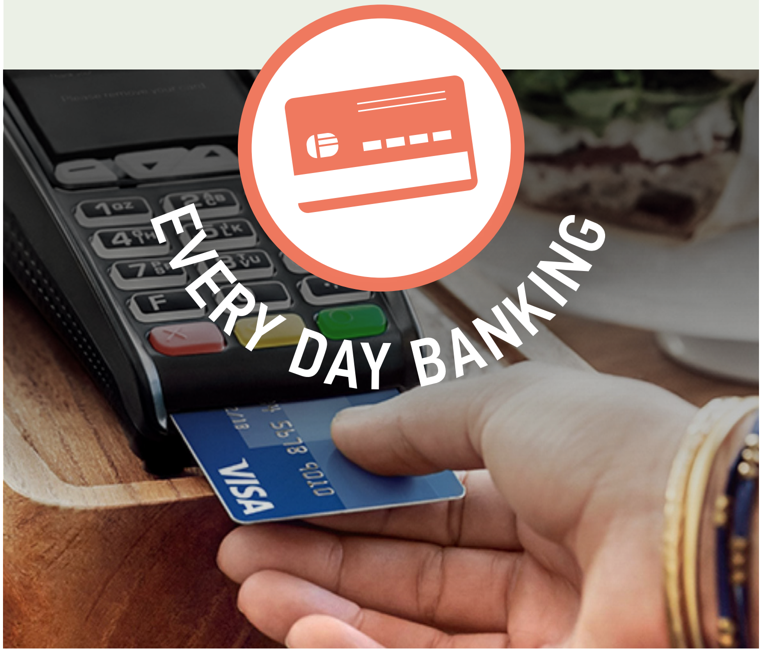
How to Open an Account

Opening an online account takes a matter of minutes and is accomplished on your phone.

Whichever of the two banks you choose, download the appropriate application, complete the personal details information, and then take a picture of yourself and of your passport. All of this is then submitted through the app. You will receive your BIC and IBAN as soon as the account is approved and the account opened,

You will receive your bank card by post within a week.

N26 does not charge people for opening accounts with them. Revolut charges €6.



Most of the transactions through these digital banks are offered completely free. Neither charges an annual or monthly maintenance fee. Nor do they charge for pin, chip or contact free transactions. Direct debit orders and standing orders are also absolutely free.

Charges kick in when it comes to withdrawals. N26 gives customers five free withdrawals from an ATM every month. They charge €2 for each withdrawal thereafter.

If you bank with Revolut, you can withdraw €200 free of charge each month. After which you'll pay a fee of 2% of the withdrawal.

Both banks support both Google Pay and Apple Pay.

You can use N26 on PC, tablet or smartphone. Revolut is only accessible via smartphone.

For the Traveller

If you're a regular traveller these bank accounts, make great sense. Not only will you save on the everyday banking, you'll save on foreign exchange fees too. Neither N26 or Revolut charge foreign exchange fees.

For the traveller this saving can amount to a lot of money. Traditional banks charge anything from 1.75% to 3% processing fee for all goods bought on a debit card in countries not in the Eurozone.

Purchases in all major currencies are totally free of charge when you bank through N26. Revolut also offers free foreign exchange purchases with a monthly ceiling of €6,000. Anything over this amount will attract a small fee of 0.5%.

And that's not all. When you convert your expenditure back to euro, N26 uses the Mastercard exchange rate and Revolut the Interbank exchange Rate. With Revolut you will pay a mark-up over weekends of 0.5% on major currencies and 1% on the others. These rates are lower than the rates charged by many of the regular banks.

The charges of both banks are comparable. This is because the Interbank rate is typically slightly lower than the Mastercard rate, but of course Revolut charges a mark-up on the weekends so the rates turn out much the same.

Money transfers receive the same treatment by the banks.

Cash withdrawals abroad using the N26 and Revolut cards are also very competitive. N26 charges 1.7% for a withdrawal and Revolut will allow you to withdraw €200 per month free of charge. Once you have exhausted your free withdrawal amount you will pay 2%. Typical Irish banks charge between 3% and 4%.

SPECIAL FEATURES

Both N26 and Revolut supply instantaneous notification of card transactions. They also provide up-to date analysis of your expenditure. When it comes to analytics Revolut takes the prize. It has a bright user-friendly analytics interface that quickly draws attention to your spending habits.

Revolut also features Vaults, a clever feature that will help you to save. Each time you buy something using the card, Revolut rounds the transaction up to the next whole number and places the change in your Vault. Without even thinking about it you are saving for a rainy day. You can think of Vault as an online money box.

For the kind-hearted, Donations works on a similar concept. It will allow you to round up your transactions and then give the change to your choice of charity.

With Revolut you can also gain access to various cryptocurrencies with just one touch of a button. It will also allow you to convert the savings in your Vault or the funds in your bank account into a cryptocurrency. It is very easy but buy with caution as cryptocurrencies are known for their volatility.

The creators of N26 have been equally creative in their design. Spaces allows you to open two savings accounts. You can name them according to the plans that you have for their proceeds. Cryptocurrencies are not available on N26.

No interest is paid by either bank for balances in the savings accounts.

If you're into electronic filing Revolut has a handy little feature that you may enjoy. When making a purchase, you can take a picture of the receipt and then save it with the purchase record. That way if you want to request a credit you will have the receipt readily available on your phone.

Revolut allows you to place a limit on the amount that you can spend every month. Each time that you pay for something you'll receive a notice of the amount that you have left. N26 also has a facility for setting limits on your daily payments and withdrawals.

KEEPING IT SAFE

It doesn't get much safer than this. Both Revolut and N26 boast fingerprint login technology, and if you have mislaid your card you can freeze it in the app and remove the freeze later if you please. This means that if you lose your card you don't have to cancel it. Just freeze it and if you find it again you have the option of releasing the card and carrying on as before.

Theses digital banks also offer the security of allowing you to disable online transactions. This gives you the security of preventing the possibility of online fraud taking place. You can still do in store payments and withdraw money from teller machines using your card if you have chosen to disable the online function.

At a touch of a button, Revolut will also allow users to temporarily disable contactless transactions. It is equally quick and easy to re-enable the function. This handy security feature allows you to decide when to allow contactless and when to enforce chip and pin.

It's quick and easy to pay and request funds

Both of the banks offer users a very nifty feature which lets you send or request funds from any of the contacts in you address book. All it takes is a touch of a button. You don't even need their bank account details.

N26 has called this feature MoneyBeam. It allows you to send up to €1,000 a day to any of their other customers. You can also request funds or pay anyone, even if they are not N26 customers. The process is, however, not as simple when it comes to non-users. The amount that you can send is also limited to €100 every 24 hours. If you wish to request payment from a non-user, they will receive a link which will request their bank details. If you've sent funds, the recipient will receive the funds within two working days. If within seven days the money is not retrieved from the MoneyBeam, you will receive a refund into your account.

The Revolut designers appear to have carefully thought out every situation. The split bill feature will allow you to share a account with any of your phone contacts. This instant feature comes free of charge and is really handy as you don't have to keep asking for the money owed to you.

The feature is activated when you touch the payment that you have agreed to split. You then touch the split button and choose the contact with whom you are splitting. You hit request to halve the bill or edit the amounts to ensure that the amounts are split per agreement.

Revolut users will get a notification for the requested split amount. This they can accept with the touch of a button. You will receive the funds as soon as they have accepted. If your contact is not a Revolut user, they will receive a link via email or text message requesting payment.

Credit Facilities in the Future

Neither N26 of these fintech's offer credit facilities of any kind. Both plan to introduce some credit facilities in the next year or two.

N26 AND REVOLUT COMPARED

Description	N26	Revolut
Monthly subscription	None	None
Costs to sign up	Free	€6
Contactless and chip and pin fee	Free	Free
ATM euro withdrawal fee	5 free withdrawals. Thereafter €2 per withdrawal	Every month the first €200 is free. Thereafter 2% is charged
Available on PC/ laptop	Yes	No
Cost to buy forex	None	Free for €6,000 per month. Thereafter 0.5%
ATM withdrawal of foreign currency	1.7%	Free €200 per month. Thereafter 2%
Foreign exchange rate	Mastercard	Interbank plus 0.5% on weekends
Direct debits	Yes	Yes
Apple Pay and Google Pay	Yes	Yes
Credit available	No	No
Cryptocurrencies	No	Yes
Instant money transfer	Yes	Yes
Bill split feature	No	Yes
Savings feature	Spaces	Vault
Interest paid on savings	No	No
Instant freeze and unfreeze	Yes	Yes
Disable contactless	No	Yes
Disable internet transactions	Yes	Yes

Which is best?

Both fintech companies offer features that are quite similar. This makes it difficult to say which is better. Although we did like the fun and colourful interface that Revolut offer.

You could probably save some money on withdrawals if you manage the five free withdrawal options available on N26. You can, after all, draw as much as you like with each transaction. Revolut on the other hand offers users the option to withdraw, free of charge, as much as €200 outside the Eurozone.

Revolut's Vaults feature appealed to us, as it unobtrusively saves on your behalf. Some people may however prefer accessing their digital bank account via laptop, a feature that Revolut does not offer user.

The bank account that will suit you will depend on your lifestyle and how you like to do things. Either way these two fintech companies are shaking up the way that things are done in a world which was once dull. The lumbering mainstream banks will have to start modernising or they may find that they have been left behind in the dust.

Sign up on N26 or Revolut and join the banking revolution.

N26 Revolut

MEET THE TEAM

RONAN ENRIGHT
SOLICITORS

RONAN ENRIGHT
Principal Solicitor

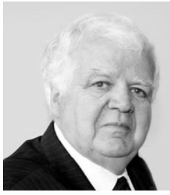
Ronan Enright qualified as a solicitor in 2007. He received a Bachelor of Commerce degree from University College Cork and later went on to receive a Diploma in Commercial Litigation, and Diploma in Commercial Property and a Diploma in Employment Law from the Law Society of Ireland. He volunteers as a Mentor to start up companies on various accelerator programmes. Ronan is also a Practitioner of the Institute of Banking.

Ronan practices extensively in both plaintiff and defence litigation. He advises clients in relation to personal injury, general litigation and commercial litigation, and acts on behalf of private clients, insurance companies and self insured bodies. He also advises clients in relation to debt collection, employment law issues, social welfare investigations and disputes, tax investigations and disputes, road traffic matters, residential conveyancing, commercial property, wills, probate, and estate planning.

Having worked for over ten years as an associate in a general practice in Cork, Ronan formed Ronan Enright Solicitors in 2017.

Contact Ronan

ronan@ronanenright.com



MICHAEL ENRIGHT
Consultant Solicitor

Michael Enright is a full-time Consultant Solicitor in the Firm. Having attended Christian Brothers College, and University College Cork, he qualified as a solicitor in 1973 and practiced for much of his career as a Partner and head of litigation in a large firm. He formed his own firm in 1994 where he was the Senior Partner until 2017.

Michael has extensive experience in litigation. Much of his work is on behalf of insurance companies and he has acted on behalf of a number of local authorities, dealing with public liability claims and employers' liability for many years. He also practices in the areas of plaintiff litigation and commercial litigation and has extensive experience dealing with claims of professional negligence and medical negligence. Michael is an experienced Arbitrator and has helped many clients resolve matters outside of the court system.

Michael is a former Council Member of the Law Society of Ireland and has served on many committees, including the Litigation Committee. He is a former President of the Southern Law Association, and was Chairman of the Litigation Committee of the Southern Law Association for over 20 years.

Contact Michael

michael@ronanenright.com

RANGE OF SERVICES

LITIGATION AND DISPUTE RESOLUTION

- Medical Negligence
- Road Traffic Accidents
- Occupiers' Liability
- Public Liability
- Product Liability
- Employers' Liability
- Company Law & Shareholder Disputes
- Contract Disputes
- Defamation
- Environmental Law
- Nuisance
- Health & Safety Legislation
- Professional Negligence
- Conciliation
- Insurance law
- Arbitration
- Insurance defence litigation
- Mediation
- Injuries Board Applications

WILLS AND ESTATE PLANNING

- Will Drafting
- Periodic Will Review
- Estate Planning
- Tax implications
- Advise beneficiaries and family members

EMPLOYMENT LAW

- Unfair Dismissal
- Workplace Discrimination
- Drafting of Employee Handbooks
- Drafting of Employee Contracts
- Bullying and Harassment Issues
- Equality Issues
- Redundancy
- Representation at the Workplace Relations Commission

FAMILY LAW

- Separation and Divorce
- Custody, Access and Guardianship Issues
- Advise relating to barring orders and safety issues
- Maintenance Payments

PROPERTY

- Buying
- Selling
- Commercial
- Residential
- Planning
- Environmental
- Landlord & tenant

COMMERCIAL LAW

- Buying and Selling a Business
- Taxation Issues
- Debt Collection
- Enforcement of Judgements
- Shareholders agreements

LICENSING LAW

- Ad Interim Transfers
- Confirmation of Transfers
- Renewal of Licences
- Dance licences
- Occassional Licences
- Restaurant Licences
- Music and Singing Licences
- Special and General Exemption Orders
- Applications for New/ replacement Licenses
- Declaratory Orders

32 South Bank,
Crosses Green,
Cork, Ireland.

021 2355443
www.ronanenright.com
info@ronanenright.com