

Global Rewards Update: Ireland - Electronic Form RSS1 Return of Share Options and other Rights

March 2015

Background

As was previously highlighted in our **January 2015 Global Rewards Update**, companies are required to provide information to the Office of the Revenue Commissioners (“Revenue”) in relation to the grant, assignment or release of rights, allotment of shares on the exercise of a right, or the transfer of any asset under rights granted.

This requirement is applicable to companies offering share option plans (whether these are in the form of market value options, discounted options or nil cost options) to employees who are taxable in Ireland.

This information is provided on Form RSS1, which must be filed by 31 March each year. The RSS1 for 2014 is due to be filed by 31 March 2015.

Electronic Form RSS1

The required information for 2014 and future years must be delivered in an electronic format approved by the Revenue Commissioners.

The Revenue Commissioners have now developed an electronic version of the Form RSS1 to facilitate this requirement. This form is available on the Revenue Commissioners' website - www.revenue.ie. This electronic version is in spreadsheet format, and is tailored to capture the same Form RSS1 information as was required in previous years on the paper version. Guidance and explanatory notes on the completion and filing of the electronic Form RSS1 are included in the “*Instructions & Explan. Notes*” tab on the spreadsheet.

Companies must register for the Revenue On-Line System (ROS) before a secure upload of the form to the system is made. If the secure upload facility is not available, an email (including the company's official name and the company's employer registration number) needs to be sent to rss1register@revenue.ie to register.

The form can be completed offline and then uploaded via the ROS. Agents can file the forms on behalf of companies or employers can file the form directly.

Action

Employers offering share options to employees taxable in Ireland should continue to provide the Form RSS1 information to the Revenue by 31 March each year.

It is important for employers to consider carefully which mobile employees, who may have moved into or out of Ireland between grant and exercise, need to be reported on the form.

People to contact

For assistance with this matter, or any other issue related to the operation of your global rewards plans, please contact your local Deloitte global rewards consulting services adviser or email us at globalshareplans@deloitte.co.uk, and a global rewards consultant will contact you.

This Global Rewards Update information is also included in our biweekly GES newsletter, *Global InSight*, which you will receive directly if you are on the central distribution list.

If you are not on the central distribution list and received this communication by some other means, you can follow these few simple steps to be added to the central distribution list:

- Go to the [Deloitte Subscriptions Page](#) on Deloitte.com.
- Fill out your contact information.
- Make sure that, under Email Newsletters, "Global InSight" (which is under the Tax heading) is selected and click "Save Profile."
- Be sure to visit us at our website: www.deloitte.com/tax.

[Home](#) | [Security](#) | [Legal](#) | [Privacy](#)

© 2015 Deloitte LLP. All rights reserved.

This communication is from Deloitte LLP, a limited liability partnership registered in England and Wales with registered number OC303675. Its registered office is 2, New Street Square, London EC4A 3BZ, United Kingdom. Deloitte LLP is the United Kingdom member firm of Deloitte Touche Tohmatsu Limited ("DTTL"), a UK private company limited by guarantee, whose member firms are legally separate and independent entities. Please see www.deloitte.co.uk/about for a detailed description of the legal structure of DTTL and its member firms.

This communication contains information which is confidential and may also be privileged. It is for the exclusive use of the intended recipient(s). If you are not the intended recipient(s), please (1) notify it.security.uk@deloitte.co.uk by forwarding this email and delete all copies from your system and (2) note that disclosure, distribution, copying or use of this communication is strictly prohibited. Email communications cannot be guaranteed to be secure or free from error or viruses.

To the extent permitted by law, Deloitte LLP does not accept any liability for use of or reliance on the contents of this email by any person save by the intended recipient(s) to the extent agreed in a Deloitte LLP engagement contract.

Opinions, conclusions and other information in this email which have not been delivered by way of the business of Deloitte LLP are neither given nor endorsed by it.

 [Deloitte RSS feeds](#)