

NEWSTRING



Paul Abela Confirmed as GRTU President

GRTU President Paul Abela said that not only was 2018 another busy year for GRTU but it was also an extraordinary year.

“This year GRTU started operating from its new headquarters in Floriana. At the same time we also started implementing the biggest EU funding project ever administered by GRTU in terms of value. This is helping GRTU be stronger and more effective, providing GRTU and its members with great benefits”, said the GRTU President.

Mr Abela also announced the start of a rebranding project which aims to give a new, revamped image to the organisation and one that better reflects what GRTU is and does today. The GRTU President mentioned that we will not forget where we started from, as our history is part of who we are today and we will endeavour to incorporate this into a new brand. This is a very exciting project for us and our members and it will drive GRTU into the future.

Mr Abela also mentioned that he is proud that GRTU has managed to become versatile, extending its membership of over 90 economic sectors to welcome gaming companies,

companies in financial services and companies that are based on consultancies.

Ms Abigail Mamo, GRTU CEO, gave a detailed presentation on GRTU's Annual Report. Mr Marcel Mizzi, GRTU Vice President Finance and Administration, presented an overview of GRTU's accounts to the General Meeting. Mr Paul Abela expressed his gratitude towards GRTU's staff and councilors for their hard work throughout the year.

During the first council meeting, Mr Paul Abela was confirmed as GRTU President while six councilors filled in the positions of Vice-Presidents as shown below.



Vice President Policy and Strategy	Philip Fenech	Tourism, Hospitality and Leisure, Business Consultancy Services
Vice president Finance and Administration	Marcel Mizzi	E-Commerce, Web & Software Developer
Vice President Sectors	Sergio Camilleri	Petrol Station owner, Auto Parts, Auto Dealer, Rent a Car & Panel Beater
Vice President Districts and Localities	Michael Galea	Auto Dealer, Importer & Repairs, Auto Service Station, Marketing Advisor & Real Estate
Vice President International Relations	Joseph Zerafa	Importer and retailer of Brown Goods.
Vice President Training and Development	Noel Gauci	Renewable Energy, Culinary Products.

GRTU Welcomes Dr George Vella, Malta's New President!



On 3rd April 2019, Dr George Vella became the 10th President of the Republic Of Malta succeeding Emeritus Dr Marie-Louise Coleiro Preca.

GRTU would like thank Dr Coleiro Preca for her dedication in office. Her input throughout these last five years focusing on social issues have been commendable.

GRTU would also like to welcome Dr Vella in Office. We wish him the best of luck during his term.

We are looking forward to working with his Excellency, especially in the remit of the CORE platform which promotes Corporate Citizenship & Corporate Social Responsibility (CSR).

New: ordering, paying and receiving of Excise Tax Stamps.



These changes, that came into effect from 23rd April, form part of an ongoing process to provide digital traceability for all excisable goods that will in turn provide Malta Customs, and the public, with greater tools to combat and detect illicit trade.

Step 1: Registration Process

The new scheme will see stamp production and distribution managed by OpSec Security Malta Limited. All ERC, ERM and TWK operators will need to register online through: <http://gov.opsecsecurity.com/malta> and complete the 'Scheme Registration Form'. Upon submission, all requests will be reviewed by Malta Customs and upon approval used to create a new trading account with OpSec Security.

Step 2: Ordering Stamps

1. Once approved TPD security features, can be made by submitting an 'Excise Tax Stamp Order Form': gov.opsecsecurity.com/malta.

All ERC, ERM and TWK importers will be required to provide with their order:

- a valid excise declaration number provided by Customs Department; and
- a scanned copy of the invoice document for excisable products being imported.

The volume of Excise Stamps or TPD security features requested by ERC, ERM and TWK importers must not differ from the volume of excisable products listed in the attached invoice.

2. Malta Customs will review all order requests. Traders will receive confirmation of any approvals or clarifications within this time.
3. Upon email approval from Malta Customs, OpSec Security will provide the trader with a pro-forma invoice for the value of the tax stamps via email.

4. For all orders made to OpSec Security from 23rd April 2019, stamps will need to be collected from the OpSec Security premises, Collections will be available between: 9:00 – 15:00 hrs, Monday -Friday.

Payment and excise stamp pricing:

Three methods of payment will be possible for the new excise tax stamp and TPD security feature purchases:

- Bank Transfer: Please note, if payment is made by this method orders will only be processed on full receipt of payment;
- Credit Card: Payment for full value of order to be taken at time of collection from the OpSec Security Malta, Santa Venera office;
- Cheque: Cheques will be accepted up to a value of €200 with a limit of one cheque payment per trader per week. Cheques to be made payable to: 'OpSec Security Malta Limited'.

5. Pricing from 23rd April 2019:

Finished Item No.	Description	Price Euros (each)
4020057	Wet Glue Banderol TPD Security Feature for Cigarettes*	0.0049
4020059	Wet Glue Banderol TPD Security Feature for RYO Tobacco*	0.01545
4020055	Wine Wet Glue Banderol Pink (0.70 Lt - 1.00 Lt)*	0.02232
4020060	Wine Wet Glue Banderol Blue (0.375 Lt - 0.5 Lt)*	0.02232
4020054	Wine Self Adhesive Pink (0.70 Lt - 1.00 Lt)	0.0139
4020062	Wine Self Adhesive Blue (0.375 Lt - 0.5 Lt)	0.0139
4020063	Wine Self Adhesive Generic Orange (Over 1 Lt)	0.0139
4020056	Self Adhesive Alcoholic Beverages	0.02156

*minimum order volumes required on these items

All prices are Ex Works

Further info: gov.opsecsecurity.com/malta



The Tobacco Products Directive Track and Trace - Are you Prepared?

On the 20th of May 2019, the EU will be introducing changes to the Tobacco Products Directive (TPD). The changes will introduce the track and trace of cigarettes and roll your own products.

All tobacco packs produced in, destined for, or placed on the EU market will need to carry a traceability marking, a so-called 'unique identifier'. This marking will have information on the location, the date of manufacture, destination etc. All product movements will be recorded, from the manufacturer to the last level, before the first retail outlet. Each unique identifier will be embedded in a data carrier, a machine-readable optical medium (e.g. a barcode) that allows public authorities to read the information using handheld devices, such as scanners or smartphones.

The aim of this directive is to counter illicit trade and falsified tobacco products.

GRTU has for the past few months been keeping its members (mainly Local tobacco Importers, Wholesalers and Distributer) informed on how they should implement this directive. This was done through meetings with OpSec and Honeywell. Of the changes that need to occur Importers, Wholesalers and Distributers have three steps that are required in order to get in line with this directive.

Primarily they need to register for an Economic Operator Identifier Code, Apply for reimbursement of the equipment required to be purchased and purchase the actual software and hardware.

Registering for an economic operator ID

On the 10th of May, OpSec (the company entrusted with creating a portal and issuing excise stamps) will be making their portal available for businesses to register for an economic operator ID. Without the respective unique ID persons can no longer distribute or sell tobacco products.

Register on SGS website

For Importers, Wholesalers and Distributers to become eligible for reimbursement they must register on: <https://ontrack.sgs.com/en-US/> after signing up, they will be contacted to fill in the survey. Through this survey SGS will analyse the amount of equipment required and the cost. Once the amount is agreed, one can proceed with ordering equipment and software. Purchasing of Equipment and Software: Once the approval is given wholesalers and distributors can order the respective equipment accordingly. There are various suppliers providing this. One of which is Honeywell which the SGS on track reimbursement calculation was built on.

Do you sell off the shelf cigarettes or roll your own tobacco products?

In order to be able to keep selling these products after the 20th of May you **MUST** register for an **economic operator Identifier Code**. When registering you will be asked to provide the below information:

Economic Operator Name: This is the commercial name of the entity requesting the EO UID.

Economic Operator Alternate Name: This field is optional and to be completed if the entity is commercially known with a different name.

Economic Operator Address: Address of the main office.

Country of Registration: Country where the main facility is located. Malta for most traders.

Economic Operator Email Address: This is the email address for the EO. The system will send confirmation of the request to this address.

Optional Identifier: an additional identifier for the EO. Optional.

VAT Registration Status: (Yes/No). Whether the EO has a VAT registration

VAT Number: Mandatory if VAT Registration Status is Yes.

Tax Registration Number: Mandatory if VAT Registration Status is No.

Has Excise Number: (Yes/No). Yes the EO has an excise number

Excise Number: Mandatory if Has Excise Number is Yes

If for some reason you cannot register an EO there is also the possibility to ask your local Distributer or Wholesaler to apply for an EO-ID on your behalf. This can be done through a signed consent form which can be

The official Portal to register will open on the **10th of May** and can be accessed through the OpSec portal. GRTU encourages all interested parties to prepare the respective information till the 10th of May.

Email admin@grtu.eu for more information!

Take the Survey.

The Women4IT project (Innovative Solutions to Increase the Numbers of EU Vulnerable Girls and Young Women into the Digital Agenda), is a 3 years project funded by the EEA and Norway Grants Fund for Youth Employment.



It aims to develop digital competences and promote the employability of young women who are at risk of exclusion from the labour market as well as provide innovative training solutions to increase the number of young women with ICT careers and women participating in the digital economy.

Click [here](#) to start the survey.



St Patrick's Day - Another Success

St. Patrick's Day, celebrated on 17th March in St Julian's, has become an iconic day in Malta, where flocks of locals and foreigners alike spend their day celebrating Ireland's patron saint.

This year, GRTU Malta Chamber of SMEs helped organise the logistics for the day, together with the St Julian's Local Council, the Malta Police Force, the Town Centre Management, Transport Malta and the Cleansing and Maintenance Department.

This is because the amount of people attending has increased every year and therefore, the responsibility to ensure that the day runs in a safe and smooth manner has also increased.

The day was deemed successful, as festivities on the day started late morning which spilled well into the early hours of the morning on the following day in Paceville establishments.

However, St Patrick's Day is not all about partying. It is notable that together with the Cleansing and Maintenance Department, the St Julian's Local Council, organised a clean up of the area in record time. In fact, no disruptions in the area were recorded due to St Patrick's, which meant that business was allowed to proceed as per usual.

Today St Patricks is synonymous with the area of St Julians and our patrons have given us an occasion to rise to.

2019 SUSTAINABLE ENTERPRISE AWARD

The Sustainable Enterprise Award distinguishes enterprises operating in Malta for their efforts to change their practices with the aim of increasing:

- SOCIAL SUSTAINABILITY**
- ECONOMIC SUSTAINABILITY**
- ENVIRONMENTAL SUSTAINABILITY**

Guidelines and application form can be downloaded from www.economy.gov.mt

Two info-sessions will be held on the 9th and 23rd May 2019. To book a place for the info-session and for any queries please call on 22209823, send an email on enterprise.policy.melb@gov.mt or find us on Facebook Malta SME Week.

THE TOP THREE (3) ENTERPRISES WILL BE AWARDED:

A FIRST, SECOND AND THIRD PRIZE RESPECTIVELY CONSISTING OF A MONETARY PRIZE, TROPHY AND CERTIFICATE

1st	2nd	3rd
€6000	€4000	€2000

Endorsed by

Work-Life Balance Directive.



European People's Party (EPP) Head of the Maltese Delegation, MEP David Casa, negotiated the Work-Life Balance Directive, as rapporteur. During the negotiation phase, GRTU was proactive and worked to highlight the concerns and difficulties Maltese SMEs would go through. The EU just approved the final text of the Work-Life Balance Directive. A summary of the provisions may be read below.

Paternity leave

10 working days for fathers or second parents, paid at the same level as that for maternity leave (currently set at EU level), i.e. sick pay, subject to any ceiling laid down under national legislation.

Parental leave

Individual right to 4 months, from which 2 months are non-transferable between the parents. The non-transferable part is not as long as the European Parliament requested, and the level of the payment is to be set by member states.



Carers' leave

5 days per year for workers caring for relatives in need of care or support due to serious medical reasons. Some flexibility is provided to member states, as they may use a different reference period and may introduce additional conditions for the exercise of this right.

Flexible working arrangements

Extension of the right to request to working carers in addition to this right for all parents. Employers have the obligations to consider and respond within a reasonable period of time to such requests taking into account the needs of both employers and workers. Employers shall justify any refusal or postponement of such a request in writing.

Furthermore, parents have the right to request flexible working hours for children aged up to 8 years old.

GRTU welcomes the amendments and final text presented by the EU and continues to urge the Maltese government to pay for this directive, and relieve the burden from Maltese SMEs.

VAT/FSS SUBMISSIONS—The Process



The Commissioner of Revenue (CoR) is moving in the same direction of the government by announcing that their services will now be executed online. GRTU had the privilege of organising four sessions with the CoR; one of which was held in Gozo for its members.

Going online has its benefits and these include:

- ◆ On-Line validations ensure that the data submitted is error free
- ◆ Correct submissions and payments are acknowledged instantly, or
- ◆ Immediate error report provided
- ◆ Improved security and confidentiality in the submission of the information
- ◆ History log, tools and information available any time, anywhere

However, one must ensure that they have everything in order before they attempt submitting. The online services can only be accessed through their e-ID number which is provided by Identity Malta. Submissions may be made through the services of a registered tax practitioner or any other person as appointed by the employer. The forms available are dependent on the authorised person using the service.

Following this process, one can start the process to submit their returns through the online portal available. A step-by-step guide is available on their website.

It is important to note, that this process has replaced the one before it and shall be the new way of submitting one's returns.

For more information, visit, <https://cfr.gov.mt>

GRTU Deputy President, Philip Fenech meets BREXIT Negotiator, Michel Barnier.



Mr Philip Fenech, together with other stakeholders, met Mr Barnier on Friday 3rd May to discuss the BREXIT agreement and what it consists of, further explaining the scenario in the case of a no deal BREXIT.

Mr Fenech questioned what would happen to the aviation sector, post a no deal BREXIT. Mr Barnier assured stakeholders that there is a temporary agreement in place till 2020, after which a supplement negotiation would need to take place.

Mr Barnier insisted that even though the best solution is trying to be found, the EU must remain firm in its decisions and protect EU Citizens and EU states moving forward.

Take the Survey.

Ms Ema Marie Attard is a final year student at Birkbeck, University of London, reading in a MSc in Organizational Psychology. She is currently conducting research for that focuses on exploring the relationship between work engagement and job burnout.



For further details and information regarding this study, contact Ema Marie Attard at eattar01@mail.bbk.ac.uk

Should you be interested, kindly fill in this [survey](#).

Mr Thomas Zammit is currently in his final year at the University of Malta, reading for a Masters in Accountancy. As part of his course, he is writing a dissertation entitled, *Organisational Culture and Attitudes towards Financial Statements: an Analysis*.

As part of his dissertation, he is asking Directors of Companies general information about the company they form part of and their thoughts on leadership.

As such, only Directors must fill in the questionnaire.

All respondents will remain anonymous.

Should you be interested, kindly click [here](#) to start the survey.

GRTU Calendar of Events

EVENT	DATE	TIME	LOCATION	REGISTRATION
Changes in the Employment & Training Services Act	7th May	14:00	GRTU Offices	Contact GRTU!
Business Enhance Scheme	22nd May	15:00	Business First	http://www.business1st.grtu.eu/
Business Enhance Scheme	19th June	15:00	Business First	http://www.business1st.grtu.eu/

GRTU sits down with Ing. Matthew Spiteri, Managing Director at **Altern**.

Altern was set up 10 years ago to tackle issues related to energy both sustainably and holistically and it does this by focusing on three areas: Research and Development, offers services in Energy Auditing and Energy Management and investing in innovative technologies. These areas expand into different services, which Altern offer.



Photo: DOI - Anthony Sultana

In a recent event organised by Altern, Ing. Spiteri, launched a new product 'the INNOVLED Sport Light' developed by Altern locally, together with the Abertax Group and SportMalta. This product consisted of high-power LED lighting unit which has been specifically designed for sports applications aimed at sports venues. These lights have been tested in Frankfurt and some have even been used in Maltese sports centres.

Altern also provides services in energy auditing and is registered with the Energy and Water Agency (ERA) as a certified provider. ERA launched an initiative known as the 'Promotion of Energy Audits in Small and Medium Sized Enterprises Scheme' . This initiative is falls under Operational Programme I, "Fostering a competitive and sustainable economy to meet our challenges." This scheme is beneficial for SMEs, as it highlights the importance of energy efficiency within companies.

Contact GRTU Malta Chamber of SMEs on **21232881 / 3** or e-mail **admin@grtu.eu**