



IRIS INSPIRE

Monthly Newsletter

March Edition

Welcome to the March edition of IRIS Inspire!

As we step into spring and the trees are blossoming, we're looking towards how we can do the same for businesses and their employees to help them bloom.

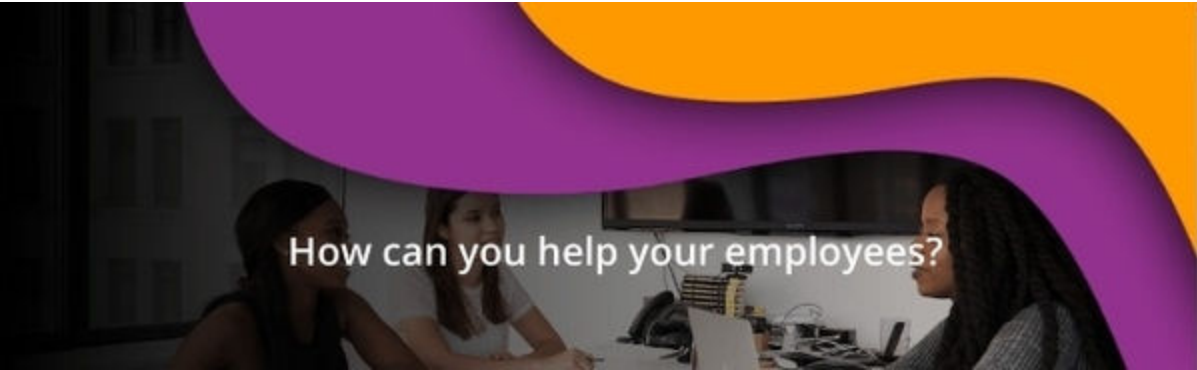
This month we're looking at employee engagement and wellbeing, and with the cost-of-living crisis there has without a doubt been an elevation in people's expectations and re-evaluations of career paths.

Against the backdrop of recession, budgets tightening, scarce and expensive talent and the challenge to retain and engage employees, accelerating your digital transformation should remain a key priority.

Join us this month to find out how you can try to stay on top of it all.

Happy reading!

The IRIS Commercial Sector Team.



How can you help your employees?

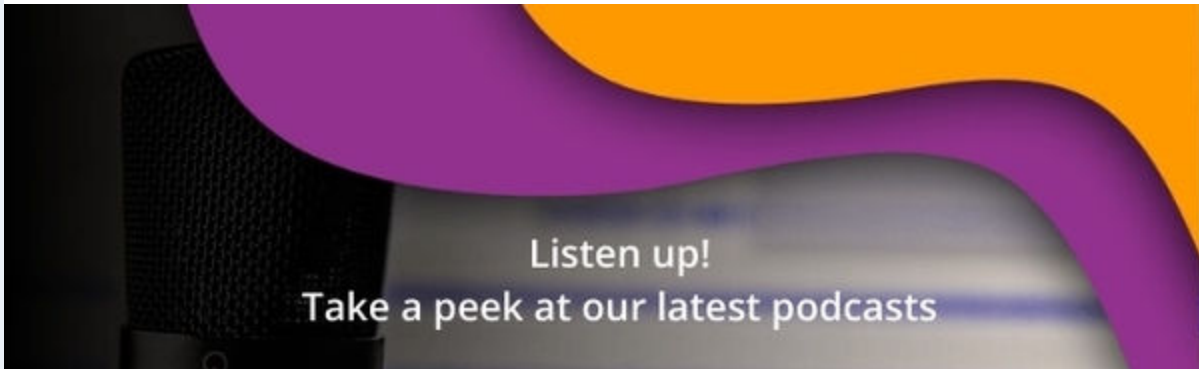
What can you and your business do to help?

Is it time to consider what you can do to ebb the flow of talent leaving if raising salaries is not an option? Perhaps you should evaluate:

Pay and benefits – you don't want to say hello to continuous recruitment costs to replace talent.

Employee experiences across the entire employee life cycle – modern HR systems facilitate enhancing the employee experience.

Giving employees control of their own career paths – training & upskilling are key, and so is recording employee achievements & aspirations.



Measuring what matters – how to build commitment culture:

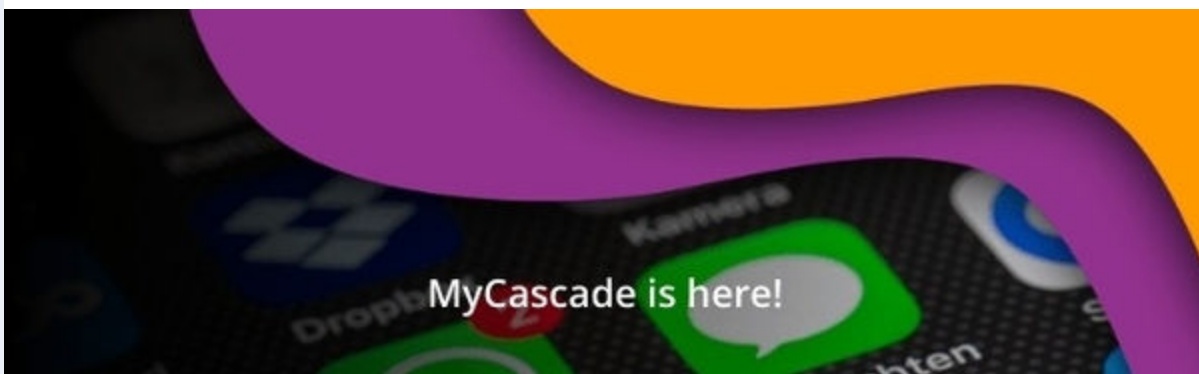
Let us inspire your people policies. What can you put in place to engage staff at a more meaningful level to ensure they deliver on what the business needs them to?

[Listen now!](#)

How to have cost-of-living conversations with your staff:

It's a jungle out there! Inflation, an energy crisis, rocketing interest rates and a recession – there is mounting pressure on all businesses to support their employees...

[Listen for more!](#)



Say hello to the MyCascade Mobile App

Do you want to book time off work for your summer holiday without having to log in to a desktop? Or perhaps you want to view your payslip on a Sunday morning? Are you frustrated with having to keep accessing the MyCascade website on your mobile device?

If you've answered yes to any of these questions, you'll be excited to hear about the new MyCascade Mobile App which will make it much easier to request holiday leave, view payslips, your personal calendar and your team calendar, all whilst on the move.

Using Progressive Web App (PWA) technology, you can download the app to your phone and bypass the app stores.

For the latest updates on the launch of the MyCascade Mobile App, keep an eye out for notifications on MyCascade and the [IRIS Cascade Help Hub](#).

Keep up to date with our help hub



Did you know we have a help centre you can use to get answers to your questions about [Cascade](#)?



We update our [help centre](#) with monthly release information. Check back regularly to see what's new!




Year end is coming up! Don't forget to check out our [year end guide](#) to help you through.



We've put a [list of resources together](#) including close and carry tasks, for you to get ready for your new year.

[Access the help centre](#)



Employee Engagement?
It's more important than ever

How are you engaging with your employees?

As the demand for hybrid and remote work grows, businesses must ensure that they remain in touch with their employees. Old communication channels no longer work, and employers must connect with their employees proactively, especially now.

From inclusion to hybrid working, this survey building provider allows you to gain instant insights and better understand to evaluate the next steps needed.

Dates for your diary:

Gender Pay Gap Reporting 2023:

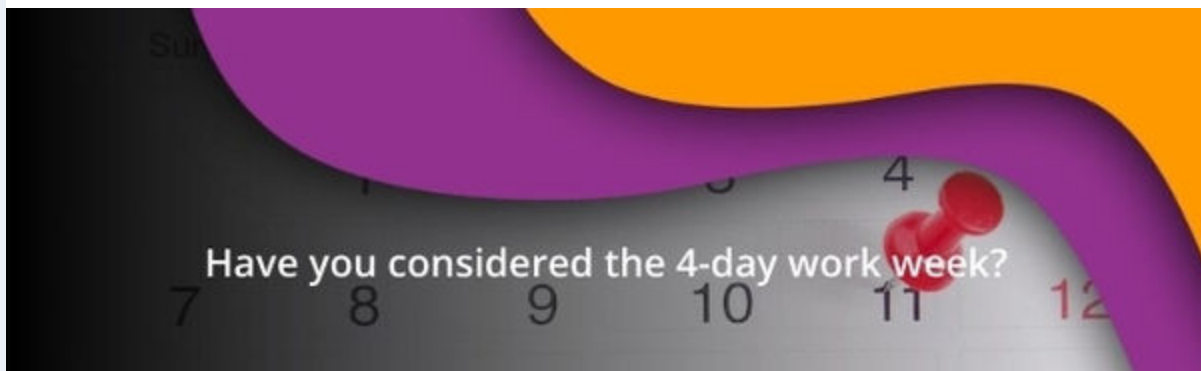
The deadline for reporting on Gender Pay Gaps is close! For public authorities the snapshot date is March 31st and for private authorities the snapshot date is April 4th.

Payroll Year End 2022/2023:

Don't forget that the April 5th 2023 should be marked in your calendars - this is when the payroll year end occurs for the 2022/2023 tax year!

Spring Budget:

Keep an eye out for the potential upcoming changes in legislation on or after March 15th - ensure that you are prepared to enact any updates and changes.



Four-day workweeks make employees more productive...

Four-day workweeks improve recruitment and retention...

Four-day workweeks increase employee engagement...

Comments and headlines such as the above have been dominating the HR space, but frankly, it's not that simple.

In our new blog, we examine the four-day workweek, how tangible it is and where HR professionals should be focusing efforts.

[Read more about it here!](#)

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