IRIS INSPIRE
Monthly Newsletter
April Edition

Welcome to the April edition of IRIS Inspire!

For many businesses we are entering into the new financial year, and with this brings many challenges.

At IRIS we want to help you to better prepare for your new financial years, so you can perform at your best, and so you can celebrate the end of the previous one!

From new applications that can aid your HR, to fresh help hubs for your teams, to insightful blogs and podcasts – we're bringing you our very best this spring!

Happy reading!
From your Commercial Sector Team.

MyCascade is official!

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 via a browser?

If you've answered yes to any of those questions, you'll be excited to hear about the new MyCascade mobile app which will make all of this easier!

Read on to find out how you can download MyCascade!

MyCascade help centre:

If you have or would like to use our new MyCascade app, you'll be pleased to know we have a whole new help centre dedicated to this.

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

For further information and how to install the app, or if you have queries about the app, please go to **https://help.iris.co.uk/hr/mycascade/home.htm**

Introducing networx's latest addition to our Managed Service offering - the **Advertise option**.

With this powerful tool, clients can now tap into thousands of potential candidates across a wide range of job sites, social media platforms, and aggregators.

With our cutting-edge Applicant Tracking System, managing and tracking responses has never been easier.

Whether you're hiring for a niche role or looking to fill multiple vacancies, our platform ensures maximum exposure and response rates.

So why wait? **Try out our Advertise option today** and take your recruitment efforts to the next level!

Desktop vs Cloud
It's simpler than you think

You may be wondering what the difference is between desktop and cloud, but we'll simplify it for you! **Desktop** refers to an application that is installed on your company hardware, whereas **Cloud** refers to software that runs on a supplier's servers in the cloud, where business users access it over the internet.

So, what's the hype?

With the world moving to future-proof technology, desktop is slowly fading out. With hybrid working and cyber security on the rise, and businesses looking into cost-effective solutions – cloud snags the vote for the future.

Instead of having to go into the office, or waiting for an individual with the downloaded software to return from annual leave, cloud opens up the possibility for businesses to:

- Store data securely on the cloud, giving your people access from anywhere at any time.
- Almost unlimited storage, with backups easier than ever.
- Cost-effectivity – pay for as much or as little as you like!
- Utilise software features that suit your business needs.
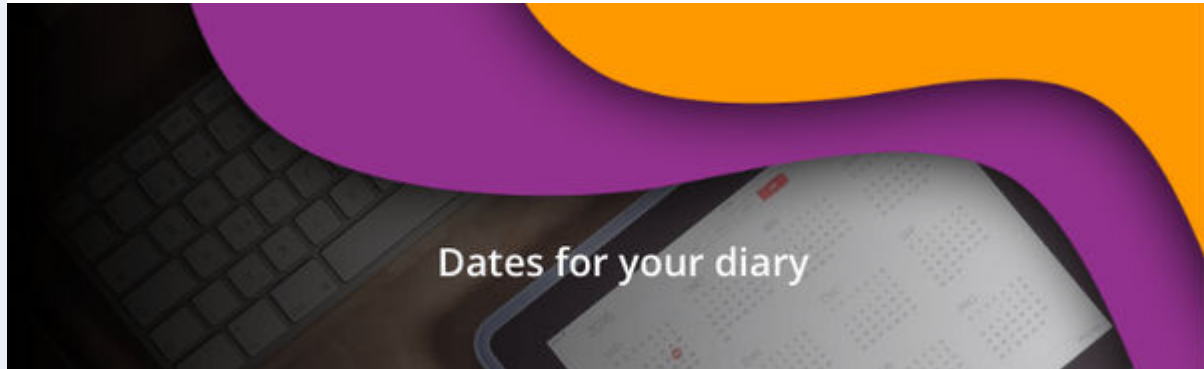

Blogs

The greater the diversity the greater the perfection:

It's time to consider diversity in it's broadest sense. Read here for **Stephanie Coward**, HCM Managing Director at IRIS Software Group's, hot take on diversity – ranging from the PLU trap, flexibility, attitude to finding common purpose.

Spring Budget 2023: getting people back to work:

What exactly did the Spring Budget 2023 announce? Read on for **Caroline Gammon**, HCM Market Specialist at IRIS Software Group's, analysis and elaboration of the recent Spring Budget – touching on business pressures and collaborative working.

Dates for your diary

1st April 2023:

Don't forget that the National Minimum Living Wage increases! If you're unsure on what these new figures are, please refer to the government website **here**.
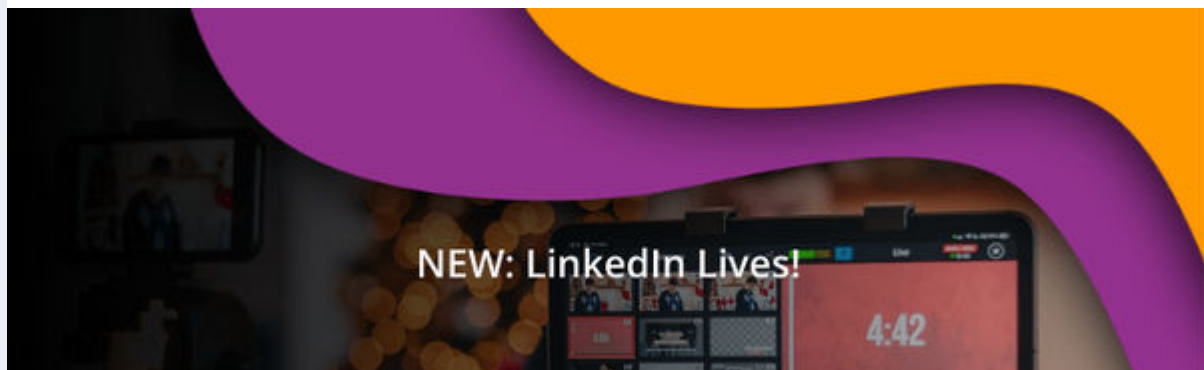
April 2023:

It's **Stress Awareness Month**!

It is important to ensure that you are keeping good communication with your people. Listen to your people, help them to manage their workload and balance challenges.

Find out more about Employee Listening **here**!

April-May 2023:

P60s! Don't get caught out - ensure that you are sending out your employees P60s this April, the deadline for this is **31st May 2023**.

NEW: LinkedIn Lives!

Payroll Year End bootcamp:

We recently held a LinkedIn live session with **Caroline Gammon**, and **Samantha O'Sullivan** – Policy Lead at CIPP.

They discussed all things Payroll Year End – ranging from preparing for PYE, to P11D's and payslips, to completing your financial year end and celebrating the beginning of a new one!

Watch here

Diversity & Inclusion: changing the midlife narrative:

Caroline Gammon this time is joined by **Steve Butler** – Chief Executive of Punter Southall Aspire – to discuss how HR professionals can best support older employees who continue to work and why companies should review their recruitment and retention strategies of senior workers.

Watch here

Customer success

"The integration between HR and Payroll has been really positive. Since we moved to Cascade, I can reuse this time to focus on other projects as well as providing a greater range of reporting to the business."
- Payroll Manager, Workspace – IRIS Cascade HRi.

"It would be easy to view IRIS Financials as a complicated system. But it's actually a very clever tool and when you've got your head around it, there's a lot it can do for your organisation. We know we could be getting more from it, in particular with our fund management, and we're looking forward to working more closely with the team at IRIS to make that happen."
- Associate Director Financial Control, Stoke Association – IRIS Financials.