



IRIS Inspire

Your monthly newsletter

Welcome to the December edition of IRIS Inspire!

As we wrap up the final edition of IRIS Inspire for 2023, we're excited to infuse a bit of holiday cheer into our December newsletter! Picture this: Santa conducting performance reviews in his workshop and checking the elves' timesheets—now, that's a festive take on HR practices!

In the spirit of the season, we'll be unwrapping a year-end recap adorned with more glitter than Santa's suit. From blogs that sparkle with insights to podcasts merrier than carol singers and webinars more engaging than a round of Secret Santa, we've got your HCM stocking filled to the brim.

Gear up for a festive feast of knowledge and stay tuned for our Cascade and Network masterclasses, the gifts that keep on giving in the world of HR and Payroll. And of course, expect updates on our products and user experience changes that are as refreshing as a cup of hot chocolate by the fire.

Wishing you a season of joy, laughter, and seamless payroll processes that even Santa's magic can't top!

**'Tis the season to be jolly,
Happy Reading!
Your HCM Sector Team**



Webinar, blog and podcast recap:

As we reflect on the highlights of the year, we're thrilled to bring your attention to the standout content that captured the hearts and minds of our community. Our most-watched webinar of the year encapsulates the depth of the power of payroll that garnered an impressive audience. If you missed the live session, fear not – the recording awaits your perusal!

Similarly, our most-listened-to podcast soared to new heights, delivering thought-

provoking discussions and expert perspectives on employee wellbeing. Take a moment to tune in to the engaging dialogues that defined our year.

Last but certainly not least, our most-read blog stands as a testament to the thirst for knowledge within our community. Dive into this informative piece to uncover valuable insights into how AI can work together with HR.

For those who might have missed these gems, now's your chance to catch up. Here's to the pursuit of knowledge and the promising year that lies ahead!



Can AI and HR work together?

[Read the blog](#)



How fresh thinking can tackle the employee wellbeing crisis

[Listen here](#)



Polishing your payroll: the art of payroll housekeeping

[Watch here](#)



Exciting News: IRIS Networkx set to integrate with Indeed Apply!

IRIS Networkx is excited to announce its upcoming integration with Indeed Apply, a collaboration set to streamline the hiring process. This integration, scheduled for an early release in the new year, is designed to simplify and expedite recruitment workflows for businesses of all sizes. A key feature of this integration is the ability for candidates to complete their entire application process on Indeed using the Quick Apply functionality. This enhancement not only improves the user experience for job seekers but also ensures comprehensive applications seamlessly integrate into the Applicant Tracking System (ATS) for employers.

Key Benefits:

1

Effortless posting

2

Enhanced visibility

3

Integrated responses

4

Time and resource savings

5

Quick and seamless application process

Keep up to date with the latest developments here: [IRIS Networx Help Centre](#)



IRIS Software Group partners with Experian to make applying for loans and mortgages easier for millions of UK employees

Have you heard about IRIS Employee Verification? It's a service that is available in all our IRIS payroll products that simplifies the process of applying for loans, mortgages, and tenancy agreements by removing the manual process, of gathering income and employment data.

Through our partnership with Experian, employee data is verified during the application process in real-time, reducing the time taken to process applications and, more importantly, removing the administrative burden for HR, Payroll, and all your employees.

No more employee requests for payslips and employment documentation and no need for your employees to hunt around for the information. The employee simply starts the application and consents to verify their employment and income data via the Experian Work Report™ solution.

Should you choose not to make this service available to your employees, it is possible to opt out using the options in your payroll product.

[Read more about it here](#)[Visit the help centre](#)

Updates for Staffology Payroll and Cascade:

Stay ahead with IRIS Cascade's latest updates

Are you ready to unlock the full potential of Cascade? Watch our recent update webinar where we unveiled the latest enhancements and offer a sneak peek into the exciting features coming soon.

[Watch on-demand](#)

Stay ahead with Staffology Payroll's latest updates

At Staffology, we're constantly building new features & enhancing current functionality in order to give you & your employees something to smile about. Watch now to hear more about the latest payroll updates we have in store for you.

[Watch on-demand](#)



Dates for your diary:

Christmas Jumper Day - 7th December 2023:

Christmas Jumper Day is Save the Children's annual event which raises money for children who need it the most. While their official day is on 7th December, you can of course have your own Christmas Jumper Day! This is great for employee engagement and for raising money for a great cause!

Bank Holidays & Shorter Payroll Month - December 2023:

December is a shorter payroll month, with most companies paying their employees earlier than usual. Take into account the bank holidays this month (25th & 26th December) and ensure you have submitted your payroll on time!

Class 1 Employee National Insurance Contributions - 6th January 2024:

The main rate for Class 1 Employee NICs will be reduced by 2% to 10% from 6th January 2024 for earnings between the primary threshold (£12,571) and the upper earning limit (£50,270), giving employees a boost in their take-home pay.



[Hear from our customers!](#)

Ford Fuels heats up efficiency with Staffology

Ford Fuels upgraded HR efficiency with Staffology, replacing outdated spreadsheets. Head of HR, Debbie Caple, emphasised the need for scalability and user-friendliness. The new system streamlined processes, offering visibility on holidays, training, and conditions for nearly 200 staff, half of whom are on the road. Staffology's impact on efficiency and employee experience led Debbie to recommend it for businesses looking to move away from spreadsheet reliance.

Ford Fuels appreciates the positive impact and time savings achieved in their first year with Staffology.

[Read Ford Fuels story](#)

Redwings Horse Sanctuary gallops ahead with Cascade

Redwings Horse Sanctuary, the UK's largest, streamlined operations and adapted to COVID changes with Cascade HR software. Crucial for managing HR and payroll for 400 staff, Cascade's flexibility proved vital. Adopted in 2015, it eliminated manual tasks, enabling flexibility in work patterns. CEO Office Manager Liz Halford lauds Cascade for its adaptability, ideal for a growing charity. The success underscores Cascade's role in simplifying tasks, automating processes, and enhancing efficiency in the not-for-profit sector.

[Read Redwings story](#)



Masterclasses galore:

Cascade Mini-Masterclasses

Whether you're wanting to freshen up your knowledge of IRIS Cascade HRi, or you're new to the software and want to get a better understanding of the capabilities - our mini-masterclasses offer a range of training, tips and tricks!

[Check out the masterclasses](#)

Networkx Masterclasses

Revolutionise your recruitment processes so you can #RecruitLikeaPro! From advertising, to sourcing, to hiring processes & onboarding - our Networkx experts have you covered with their masterclasses!

[Take a look at the schedule](#)



Podcasts

Welcome to IRIS Interviews - our new podcasts aiming to help working professionals add value and thrive.



Webinars

All of our webinars are free and ready for you to watch. With sessions running every week and wide topics covered, you won't miss a thing.



Blogs

The IRIS Blog is the central location for product updates, guest articles and industry insights.



Your insights are pivotal!

Join us in shaping the future of workplace excellence by sharing your businesses 2023 developments and 2024 plans in our quick survey. Tell us about your organisational challenges and improvement strategies for areas such as recruitment & onboarding, upskilling, employee engagement and wellbeing. Your input fuels innovation and empowers our community. Let's make 2024 a year of collective success. Take the survey [here](#) and be a part of the positive change!

[Provide your insights here](#)

The IRIS Inspire is a monthly resource. If you think that your colleagues might benefit from receiving our newsletter, they can opt-in to receive future updates using the following [form](#). Alternatively, if you would like to opt-out of receiving our newsletter please do so [here](#).



IRIS Software Group Ltd, Heathrow Approach, 470 London Road, Slough, SL3 8QY

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