



# IRIS Inspire

Your monthly newsletter

## Welcome to the January edition of IRIS Inspire!

Happy New Year! As we bid farewell to the festive season and welcome 2024 with open arms, we extend our warmest wishes for a prosperous and successful year ahead.

As you return to the workplace after Christmas, we are dedicated to keeping you informed and inspired. Our January edition is packed with exciting updates, insightful blogs, comprehensive guides, engaging podcasts, enlightening webinars and more!

Here's to a year filled with empowerment and shared success. Welcome back!

**Happy Reading!**  
**Your HCM sector team.**



## Utilising technology to drive recruitment:



In today's rapidly evolving tech landscape, staying at the forefront is crucial for attracting top talent. By integrating cutting-edge software and AI solutions into your hiring process, you can streamline recruitment and captivate candidates in innovative ways. Our guide explores AI's

pivotal role in recruitment, tackling bias elimination, and the advantages of digital transformation in hiring. Stay abreast of technology trends to elevate your recruitment game. Download the guide from IRIS Networx for indispensable insights and solutions, propelling your recruitment process to new heights.

**Embrace the recruitment future—download now!**

[Download the guide](#)



## Full expensing: can you save on software?

Navigating the challenges of the UK economy, businesses anticipated additional incentives for investment in the recent Autumn Statement. The Chancellor's announcement brought a significant win with the permanent implementation of full expensing. Now, UK businesses can deduct 25p for every £1 invested in plant and

machinery, encompassing various areas, including technology. While the government offers clear guidelines for applying full expensing to hardware, the same clarity is lacking for software.



**How can full expensing translate into savings for your software investments?**

[Read more here](#)



## Sharpening your recruitment arrow:



As the talent crisis persists, HR faces relentless pressure to expand teams and alleviate the burden on overworked staff. The recruitment process, however, proves excessively time-consuming, from crafting job descriptions to candidate matching, limiting achievable outcomes.

In this podcast, Lee McQueen, Founder and CEO of Phoenix51, and Natalie Tedstone, VP of Talent and Organisational Development at IRIS Software Group, delve into technology automation and AI tools. They highlight areas where HR teams and

business owners can make time-saving strides, empowering every hour to meet urgent staffing needs.

**Hit play now to transform your approach to talent acquisition.**

[Listen to the podcast](#)



## Dates for your diary

### **Monday 15th January — Blue Monday:**

Unofficially crowned the saddest day of the year due to the cold weather, the darkness, and delayed Christmas bills coming in before pay day.

### **Monday 15th January — Brew Monday:**

Brew Monday is Blue Monday's more positive twin. Samaritans remind everyone to reach out for a cuppa and a catch-up with the people you care about.

### **Wednesday 31st January — Tax Returns:**

Online self-assessment tax returns must be received by HMRC by the 31st of January.

### **Saturday 6th April — Employment Relations Act 2023:**

The Employment Relations (Flexible Working) Act 2023, along with additional regulations, introduces the following changes:

1. Day one employment right to request flexible working, eliminating the 26 weeks' continuous service requirement.
2. New employer requirement to consult with employees before rejecting their flexible working request, replacing the previous option of rejecting with a letter only.
3. Employees can now make two flexible working applications within a 12-month period.
4. Shortened decision period for flexible working requests from three to two months.
5. Simplified application process by removing the need for employees to explain the potential impact of the requested change on the employer.

**You can read about the upcoming [Employment Law changes](#) in our blog.**

[Read about changes here](#)



## Navigating the cloud: a comprehensive guide to cloud

In the era of technological progress, businesses are adopting cloud computing to enhance efficiency and cut costs. Despite its transformative potential, navigating the cloud migration process can be daunting without expert support. The key to a successful transition is understanding the process and the benefits it brings

to your business. Whether you're considering a move to the cloud or seeking more information, dive into our guide for valuable insights. Elevate your understanding and explore the possibilities of cloud migration—download our guide now.



**Click here to download the guide and elevate your business to new heights!**

[Discover the cloud here](#)



## Things to get excited for in 2024:

### New Employee Benefits Partnership

We're excited to be partnering with a comprehensive employee benefits solution that plugs seamlessly into IRIS Cascade and Staffology HR. Coming early this year, this collaboration will allow you to introduce a personalised and branded benefits experience, enhancing employee well-being and fostering a positive and attractive workplace environment.

### Staffology HR Multi-Language Capability

Soon, you'll have the ability to use Staffology HR in multiple languages, as we introduce a new feature that seamlessly translates all screens. This means a more inclusive and accessible experience for all users, regardless of language preferences. The first languages we're launching with are Welsh (CY), US English (EN-US), Spanish (ES), Italian (IT), German (DE) and French (FR).

**IRIS Cascade Chatbot**

Coming up in IRIS Cascade, we will be introducing a helpful Chatbot. This feature is designed to enhance user experience by providing instant assistance, speeding up issue resolution, and transform the way your users access support and information. Whether they need guidance on a specific feature or help troubleshooting an issue, our Chatbot is here to help.



## Masterclasses continue!

### Cascade Masterclasses

We are continuing to add to our masterclass schedule, and you can still watch our previous sessions on-demand. Whether you're wanting to freshen up on your knowledge, or you're new to Cascade and want a better understanding - keep an eye out for new and upcoming sessions.

[View the Cascade schedule](#)

### Networkx Masterclasses

We have a wealth of content available for you to digest around all things recruitment. From Advertising, to Sourcing, to Application Processes and more - revolutionise your recruitment processes so you can #RecruitLikeaPro!

[View the Networkx schedule](#)



## Five financial management predictions for small businesses



As 2024 unfolds, the remnants of past years will significantly influence small businesses' financial management. The persistent economic uncertainty offers ample speculation grounds. Leveraging insights from our experts, we've identified five key trends shaping financial management for small businesses in the year ahead.

[Read more here](#)



### 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.



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](#).



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