



IRIS Inspire

Your monthly newsletter

Welcome to the April edition of IRIS Inspire!

In our latest edition of IRIS Inspire, we're embracing the vibrant energy of spring, bringing you a blend of insightful updates, practical solutions, and, of course, a dash of seasonal humour to lighten your day.

As the flowers bloom and the days grow longer, we understand that the needs and aspirations of HR and Payroll professionals—among others in our diverse community—continue to evolve. Whether you're navigating the complexities of payroll adjustments, seeking efficient HR systems, or looking to streamline your business processes, IRIS have you covered.

This month, we delve into the latest employment legislation, offer insights on post-budget analysis, and provide engaging blogs and content designed to help your business thrive... and more! So, as you sip on your morning coffee or take a well-deserved break, let's explore together how to make this spring a season of growth and efficiency for your HR and Payroll operations.

Happy Reading!
Your HCM Sector Team.



Read about the latest changes in legislation:

As we enter the time of year marked by the onset of new financial periods and the Spring Budget, businesses must start adapting to the latest compliance and legislative updates. Explore our recent blog posts to find out what this means for your employees, and how you can navigate these important changes!

Simple guide to auto-enrolment:

Automatic enrolment is a key aspect of pension legislation impacting employers and employees alike. Over a decade since its launch, many professionals new to the industry lack a deep understanding of its implications. If

Employment law changes:

The new Flexible Working Bill, extending to England, Wales, and Scotland, has been approved, granting millions of British workers increased flexibility in their working locations and hours under the Employment Relations (Flexible

you're looking to recap your knowledge, read our recent blog!

Working) Act 2023. But what does this mean for your business?

[Recap your knowledge](#)

[Read about it here](#)



Explore our recent blogs:

Employer's guide to grievances & disciplinaries:

Grievances and disciplinaries are key HR elements. Success requires knowing how to manage them effectively. Often, disciplinaries happen for the wrong reasons and grievances are mishandled, exposing employers to risk. Unhappy employees, reputational damage, or financial penalties are the last things businesses and HR departments want. But how can businesses minimise risk and ensure best practices?

[Read the Employers Guide](#)

Spring Budget 2024; plans for long-term growth:

Ahead of the general election, Chancellor Jeremy Hunt delivered the 2024 spring Budget, and with it came some welcome changes, one of which is to support millions of workers across the UK with a 2p cut to National Insurance (NI). The Budget, Hunt exclaimed, will unleash people power and put this country back on the path to lower taxes with a plan to "*grow the economy*"

[Explore the Spring Budget](#)



New downloadable guides:

[HR Handbook: how to retain top talent](#)

Need help with employee retention? Look no further! This free guide explores how you can tackle your staff retention challenges using smart

[A complete guide to payroll outsourcing](#)

Understand your payroll requirements and find a solution that works for you. Download our comprehensive free guide to payroll outsourcing

[Essential guide for business growth](#)

This guide offers best practices to enhance recruitment efforts, addressing everything from recruitment fundamentals to crafting a

talent management
software and strategy.

solutions and discover
more!

robust talent acquisition
strategy.

[Access now](#)

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Dates for your diary

Monday 1st April 2024:

National Minimum Living Wage Increase:

As every year, the changes announced during the Autumn Budget come into effect at the start of April. Ensure you are following new guidelines and make the relevant changes.

Additional free hours of childcare available for parents:

Starting from April 2024, existing childcare support will be expanded in phases. By September 2025, most working families with children under the age of 5 will be entitled to 30 hours of childcare support. The changes are being introduced gradually to make sure that providers can meet the needs of more families.

From April 2024, eligible working parents of 2-year-olds will be able to access 15 hours childcare support. **From September 2024**, 15 hours childcare support will be extended to eligible working parents of children from the age of 9 months to 3-year-olds. **From September 2025**, eligible working parents with a child from 9 months old up to school age will be entitled to 30 hours of childcare a week.

Holiday pay reforms come into force:

For holiday years beginning on or after 1st April 2024, holiday entitlement will be calculated using an accrual method throughout the year. Holiday entitlement will accrue at 12.07% of hours worked in a pay period, rounded to the nearest hour.

Friday 5th April 2024:

Payroll Year End:

Friday will mark the end of the 2023/24 financial year, ensure your employees have received their P60s before the upcoming tax year.

Saturday 6th April 2024:

National Insurance Class 2 & Class 4 changes:

For the self-employed the main rate of Class 4 National Insurance will reduce contributions by 1 percentage point, from 9% to 8%, and remove liability to pay the weekly Class 2 flat rate for those with profits above £12,570 from 6 April 2024, while ensuring they will retain access to contributory benefits including the State Pension. Those with profits under £6,725, who pay Class 2 National Insurance contributions voluntarily, will also retain access to contributory benefits including the State Pension.

New Tax Year:

We move into the 2024/25 financial year!



Help Hub Videos:

We acknowledge that individuals have diverse preferences for consuming content and information. In response and in addition to our written help guides, we're excited to enhance our help hubs with video content. These videos are designed to guide you through setting up your system, making adjustments, and much more. You can delve into our current offerings, and stay tuned for additional expert-curated content coming your way!

[Access Cascade videos](#)

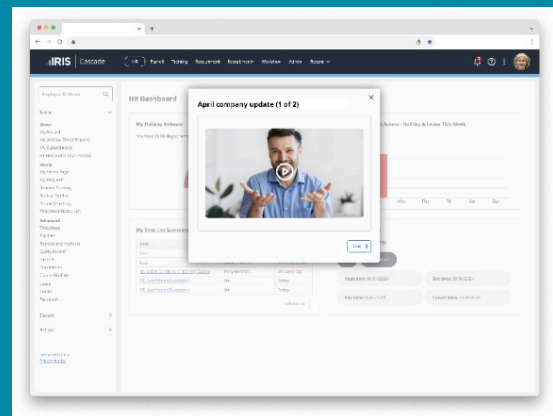
[Access Staffology videos](#)



Things to look forward to:

Cascade Employee Engagements:

Enhance your communication efforts with our **customisable employee engagement posts**. Displayed to users when they login to Cascade, messages can include both text and video content, and can be used to either target specific users or your entire user base.



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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