

# IRIS Inspire

Your monthly newsletter

July edition



Welcome to the latest edition of IRIS Inspire!

This month, we're excited to share our success at the Global Payroll Awards and the latest product updates and enhancements across our HR and payroll solutions. Check out our new blogs covering topics from overseas staff management to the future of AI in HR software and be one of the first to sign up to our upcoming webinars and masterclasses.

We're here to get you acquainted with the latest industry trends, product updates, and expert advice in the realm of HR and payroll management. Let's navigate the world of HR and payroll together!

**Happy Reading!**  
**Your HCM Sector Team.**



## Recent news:

### **Staffology HR: New Welsh language option:**

IRIS Software Group introduces a Welsh language option to Staffology HR, enhancing accessibility and inclusivity. This update underscores our commitment to user-friendly HR solutions for all. Explore the full story [here](#) and join us in embracing inclusivity and efficiency in HR management!

### **New AI Chatbot and Automation:**

Exciting news for HR, recruitment, and payroll professionals! IRIS Software Group introduces cutting-edge generative AI chatbot and automation features to streamline processes and enhance efficiency. This update empowers users with improved HR support, faster recruitment experiences, and automated payroll processing. Explore more [here](#) as we drive innovation in HR solutions together!



**Global Payroll Awards WINNERS!**

We are super proud and excited to announce that IRIS Software Group has successfully won the Payroll Innovation category at this year's Global Payroll Association Awards for our pioneering solution **Troncmasters** - a solution specifically targeting critical challenges in managing and distributing tips within the hospitality sector.

The Global Payroll Awards celebrate outstanding achievements and advancements within the payroll sector, highlighting industry leaders who drive innovation and quality. Being shortlisted and winning such a competitive category is testament to IRIS's unwavering commitment to continually enhance payroll management practices and deliver exceptional solutions to our clients.

Join us in celebrating this remarkable win and discover more about our award-winning journey here. Let's shape the future of payroll excellence and innovation together!

[Explore Troncmasters here](#)

[Discover Managed Services](#)



## Our latest blogs:

### **New Labour Government:**

Learn about the Labour Government's impactful shake-up of workplace regulations. Stay informed with expert analysis and practical guidance by exploring the full blog - stay ahead in HR and compliance!

[Read about the impacts here](#)

### **Absence Management:**

Discover the significance of the Bradford Factor in addressing absenteeism. Read all about it in our new blog to enhance your understanding of effective absence management strategies for a more productive work environment.

[Find out more inside](#)

### **2024 Holiday Pay Changes:**

Discover the 2024 holiday pay changes for irregular hours and part-year workers. Gain insights into the impact on payroll practices and compliance. Dive into the full blog below to stay informed on crucial developments in payroll management.

[Read about the changes](#)

### **Payroll Software and SMEs:**

Find out how payroll software can benefit small businesses. Explore the advantages of using payroll solutions to streamline processes and enhance efficiency. Uncover insights into empowering small businesses to manage payroll effectively.

[Find out how payroll can help](#)



## Staffology HR Marketplace:

Introducing the new Staffology HR Marketplace, your comprehensive one-stop destination for all HR requirements. This innovative platform offers a seamless integration of IRIS solutions alongside trusted partner software for payroll management, learning resources, employee benefits, and more.

With a wealth of tools tailored to help enhance the efficiency of your HR operations to explore, the marketplace is now live and accessible from within your Staffology HR solution.

**If you're unable to find it, please reach out to your Account Manager or Support to find out more!**



### Our latest webinars:

#### **Cascade Product Update - Thursday 25th July, 10.00am-11.00am:**

Are you ready to continue supercharging your HR management with Cascade? Don't miss out on our highly anticipated webinar where we dive deep into all things Cascade HRi. We're thrilled to bring you the latest insights and updates to help you maximise the potential of your HR operations.

[Register for Cascade Product Update](#)

#### **IRIS Managed Payroll July Update - watch on-demand:**

This webinar is designed not only to extend a warm welcome to our new clients who have recently joined the IRIS family, but also to provide all our clients, both new and long-standing, with an insightful update on the future of our managed payroll services.

[Watch the Managed Payroll Update](#)

#### **Cascade Masterclasses - full on-demand and upcoming schedule:**

Whether you're wanting to freshen up on your knowledge of Cascade, or you're new to the system and want to better understand the capabilities - our Cascade Masterclasses offer a range of training and tips and tricks from workflows, to retrieving records, to outlook integrations and more! **Our schedule also continues to grow, so make sure you keep checking regularly to see what's new!**

[Explore the schedule here](#)



## Dates for your diary:

### Expenses and Benefits Forms

#### **Saturday 6th July:**

Ensure your Expense and Benefits Forms P11D(b) and P11D are submitted to HMRC by July 6th. This deadline also marks the final day to distribute P11D forms to applicable employees and for Form 42, the Employee Share Scheme Annual Return, to be received by HMRC.

### PAYE payment deadline & Class 1A National Insurance Contributions

#### **Friday 19th July - Monday 22nd July:**

If you have filed a P11D(b), ensure timely payment of Class 1A National Insurance Contributions (NIC) to HMRC. Payment must reach HMRC by July 19th for non-electronic methods or by July 22nd for electronic payments. When making electronic payments, remember to include the 13-digit accounts office reference number along with the additional four digits corresponding to the 13th payment and tax year as your payment reference.

### Submit your PSA

#### **Wednesday 31st July:**

You must submit any and all PAYE settlement agreements (PSA) for the 2023/24 tax year by the 31st July.

### International Self-Care Day

#### **Wednesday 24th July:**

Marking the half-way point of the year, this marks a day to celebrate ourselves and treat ourselves to some well-deserved self-care time. Take some time out of your day to unwind, choosing activities such as with yoga or meditation, or a coffee and walk in the sunshine!

### International Day of Friendship

#### **Tuesday 30th July:**

This is a day to celebrate friendship and social interaction, understanding and making new connections within your business. Team building and bonding exercises could be a good way to bring people together!



## Share your experience:

At IRIS, we strive to continually enhance our services to better meet your needs. Your feedback is invaluable in aiding us to evolve and refine our offerings. We kindly invite you to consider sharing your experience with us on Trustpilot, where your review can guide others looking to join the IRIS community. Additionally, we welcome you to participate in a brief survey to provide detailed feedback about your interaction with IRIS. Your input helps us shape a better future for all our customers. Thank you for being an essential part of our journey towards excellence.

[Share your experience](#)



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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