



Cascade HRi

The independent choice
for business success is
Cascade HRi

Claire Beales

Customer Story



*From integrated payroll
and recruitment to
customisable workflows,
IRIS Cascade HRi can do
it all and more*





Claire Beales, an independent business analyst, was hired as a contractor for a UK business to bring in an integrated HR and payroll system in 2020. She tells us, ***“Cascade was one of ten HR companies we looked at in length, and straight away it blew me away. From the integration with other systems to the flexibility and control you can have; I am now a big advocate of Cascade HRi and think it’s fantastic.”***





Highlights

- *Integrated HR, payroll and recruitment*
- *The flexibility of Cascade HRi which has allowed the business to streamline its processes in a way that works for them*
- *Hours saved each week from basic administrative tasks*



Teach a man to fish and you feed him for a lifetime

Having looked at many HR systems and weighing up what was right for the business, Claire knew she was looking for a system that was customisable, with one centralised database and one source of truth.

She tells us, ***“The ability to create your own screens, for me, it’s the whole ‘teach a man how to fish’ scenario with Cascade and I love it. We’ve been able to cross-train some of the team to be able to modify the screens, which gives them complete control. I haven’t seen another HR system that has the flexibility that IRIS Cascade HRi offers.”***



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Once the system had been implemented within the company, Claire's contracting term was complete, until 2023 when she was brought back again. She says, ***“I was brought back because they were going through a merger of the companies. The team from London had their own HR / Payroll system so they brought me in again to look at what both companies had and to help choose the best solution for them. Cascade was clearly the superior system and so the decision was very easy.”***

“Cascade had a lot more functionality in comparison to the other system, and the team from London was excited to begin using it. The workflows made a big difference, their processes became more efficient, and triggered emails and reminders were such a big timesaver. Integrated payroll was also welcomed by the team and this instantly streamlined the process.”



“ Customisable workflows that empower the team

HR software shouldn't just make life easier for your HR department - it should empower you to make the most of your people and improve how you run your business. With Cascade's workflows, teams can build their own processes, giving them the flexibility and control to make it work for them. Claire tells us, ***“We've built workflows for new starters, leavers, and changes in T&Cs.”***

“From a new starter point of view, we've created our own screens and turned them into checklists. So, if somebody starts the company, we've created this screen which asks if payroll has been notified. We tick a little box and it fires off the email to payroll. We work through the checklist and the workflow notifies anyone in the business who needs to know we have a new starter. Same with leavers - we go through the checklist and the workflow does what needs to be done. I don't think we could cope without it now!”





// Networx does the job - so you don't have to

IRIS Cascade HRi integrates seamlessly with IRIS Recruitment to optimise recruitment processes from advertising through to appointment, providing the perfect platform from which to secure the highest calibre candidates.

Claire tells us, *"We've recently brought in Networx - it's live for the recruitment team to use and at the minute we're introducing onboarding for the HR team, and next, we'll bring the managers on board. We've purposefully done it slowly, because with the company still going through the merger, there has been a lot of change, and for me, the devil is in the detail. So far, it's been very good, I have a background in IT so I'm expecting a bump in the road, but so far, so good. There's no such thing as a perfect system, but Cascade is pretty close and I'm impressed with the integration."*



// Integrated HR & Payroll and the ease of reporting


Cascade's integrated payroll module simplifies the complexities of payroll and reduces the time spent on admin, enabling teams to focus on improving company culture and creating an environment where people can thrive.

Claire tells us, *"The biggest benefit of IRIS Cascade HRi has got to be the integration with payroll. It's a huge timesaver, but it's also a huge reduction in risk. If you've got all of your HR data automatically feeding through to payroll, you don't have to rely on any manual interventions. When you have a separate HR and payroll system, your cut-off point for getting payroll completed is a lot earlier. There are so many benefits to having an integrated HR and payroll system."*

“It’s worth mentioning the reporting functionality too. You can export any field from within Cascade into a report, giving you a really powerful way of making sense of the data. It’s just another fantastic feature of Cascade HRi in my opinion.”

Steph Coward, Managing Director of HCM, comments, *When businesses utilise IRIS Cascade HRi, mundane HR tasks can be removed to free the time, talent, and energy of HR professionals so they can focus on doing the work they love. We love hearing customer stories like this one, where Cascade has been adaptable and grown with the team, and adding Networx will only further help streamline their processes.”*





With Claire's contract ending soon, we hope that her journey with Cascade HRi won't be ending here.

"I think it's a brilliant system and I'm sure our paths will cross again, but until then, I'll continue to recommend it!"



Manage, recruit, pay and empower your people - from one integrated platform
visit www.iris.co.uk/products/iris-cascade

 **IRIS**

Cascade HRi