

# IRIS Inspire

Your monthly newsletter  
August edition



As the summer winds down and we prepare for the colour and cooler temperatures of autumn, we're excited to bring you the August edition of IRIS Inspire. In this issue, we focus on fresh insights and essential updates to empower your HR and payroll journeys.

Dive into our blogs that explore the latest tips bill, strategies for attracting top talent in recruitment, unraveling ePayslips and more! You can also stay informed with our product update webinars, featuring both our payroll and HR solutions.

Additionally, we have curated key dates and reminders for you to remember throughout August and September. Join us as we navigate the evolving landscape of HR and payroll, providing you with the tools and knowledge to inspire your teams and drive success.

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



## Our latest blogs:

### Back to basics, payslips explained:

Payslips are vital, yet many overlook them. This may stem from a lack of understanding, leaving potential issues unchecked. Educating employees about their payslips empowers them to spot discrepancies. We've compiled everything you need to understand in this useful blog.

[Discover Payslips](#)

### Unpacking the Tips Act:

The **Employment (Allocation of Tips) Act 2023** becomes law on 1st October 2024, requiring businesses to distribute all tips fairly and without deductions. It aims for fairness and transparency. Are you prepared for this significant shift in the hospitality landscape?

[Read about the Tips Act](#)

### Presenteeism in your workplace:

Combating presenteeism in the workplace, enhancing productivity, and fostering a healthy work environment? Explore effective strategies tailored for accountancy firms, HR professionals, and educators. Learn how to tackle presenteeism head-on and optimise workplace well-being.

### Six places to find talent in 2024:

Across the UK, there are currently a huge number of open vacancies, with the estimated number still sitting around 102,000 above pre-pandemic levels. In this blog, we have summarised a few points from our recent masterclass to help!

[Understand and prevent here](#)

[Explore talent acquisition](#)

### CrowdStrike global outage:

Chances are you've either been impacted by, or heard about, the CrowdStrike global outage. Read this blog on what payroll professionals can learn from the global outage as well as advice on supporting staff and easing concerns should their pay be impacted.

[Learn more here](#)

### How to attract the right talent:

We recently hosted a lunch & learn with our internal specialists, discussing the current recruitment obstacles plaguing the UK and how they can be overcome. If you missed the session, don't panic! We've highlighted the key discussion points in this blog.

[Attract talent today](#)



## Partner Spotlight - GFB:

### What is a 360 Survey, and why run one?

How do you know what makes an individual or a team more successful than others? What are their hidden strengths and how can you leverage them to make others more successful?

360 degree feedback surveys provide an opportunity for both individuals and organisations to understand both the strengths that have made them successful in the past, and what they need to develop to continue to be successful in the future.

"360" refers to the 360 degrees in a circle where feedback is provided by team members, colleagues, manager(s) and/or clients. HR professionals use 360 degree feedback to help improve both individual and team performance, and to develop leaders.



IRIS have partnered with market leader GFB to provide our clients with a comprehensive range of 360 products and services, from a range of online 360 surveys to feedback, training, and coaching.

[Explore the partnership](#)



## Our latest webinars:

### **Cascade Product Update - watch on-demand:**

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.

[Watch the Cascade 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](#)

### **Networx Product Update - watch on-demand:**

Watch back this customer webinar where we take an exclusive inside look at the evolution of IRIS Networx, the latest cutting-edge features and updates, and hear directly from our product and support teams.

[Watch the Networx Update](#)

### **Staffology Payroll Product Update - watch on-demand:**

At Staffology, we're constantly building new features and enhancing current functionality in order to give you and your employees something to smile about. Would you like to know more about the latest payroll updates we have in store for you? Or perhaps you're curious to know what Staffology's future plans look like and how you can contribute to them?

[Watch the Staffology 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:

### World Photography Day

#### **Monday 19th August**

The annual and worldwide celebration of art, craft, science and history of photography. Take the opportunity to boost engagement by hosting internal competitions, or find ways to team build using photography, for example!

### Summer Bank Holiday

#### **Monday 26th August:**

Remember that we have another bank holiday in the UK this month - account for this throughout your HR and Payroll operations for August.

### Women's Equality Day

#### **Monday 26th August:**

This is a day to celebrate the progress towards equality for women in the UK! While this year falls on the bank holiday, you can still find ways to celebrate your female workforce before/ after the long weekend!

### National Payroll Week

#### **Monday 2nd - Friday 6th September:**

There's more to payroll than sending out payslips, and that's what this week is about! Although paying your people is imperative to how your organisation operates, payroll data can help drive important business decisions. From gender pay gap reporting, salary benchmarking and more - dedicate this week to educating the wider business on the important part payroll plays in your business!

### Additional Free Childcare Hours

#### **Sunday 1st September:**

There will be additional childcare hours for both **Early Years Childcare** and **Wraparound Childcare**. You can read more about these changes [here](#).



## 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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