

IRIS Inspire

Your monthly newsletter
September edition



Welcome to the September edition of IRIS Inspire!

As the leaves begin to change and the air turns a tad crisper, we're here to help you embrace the season of change with the latest news, insights, and updates from the world of HR, Finance, and Payroll. Whether you're gearing up for end-of-year reporting or looking to streamline processes before the autumn/winter holidays, we've got plenty of resources to support you during this busy time.

In this edition, you'll find exciting product updates, must-attend webinars, and fresh blogs to help you navigate the challenges of today's landscape. We've also included some insightful guides and podcasts to help you stay informed and inspired. So, grab a warm drink (pumpkin spice latte, anyone?), settle in, and enjoy all the content we've gathered for you this month.

Happy reading—and happy autumn!
Your HCM Sector Team.



Our latest blogs:

What is IR35?

IR35 legislation affects how contractors are taxed, determining whether they're considered employees for tax purposes. Our blog explains the complexities of IR35, helping businesses and contractors understand compliance requirements, avoid penalties, and ensure correct tax practices. Stay informed and protect your business with our comprehensive guide.

[Understand IR35 here](#)

Guide to automatic enrolment:

Automatic enrolment can be complex, but it's crucial for managing workplace pensions. Our blog offers a straightforward guide, explaining employer obligations, employee eligibility, and key deadlines. Stay compliant and ensure your employees are enrolled in the right pension scheme.

[Explore the blog now](#)

Statutory maternity & paternity:

Understanding statutory maternity and paternity leave is crucial for compliance and employee support. Our blog breaks down

UK National Minimum Wage:

Stay updated on the UK National Minimum Wage with our latest blog. Learn about current rates, who qualifies, and how to

the basics, including eligibility, pay rates, and employer obligations. Ensure your business provides the right entitlements to new parents.

ensure compliance. Discover key details to avoid costly mistakes and keep your payroll in line with the latest regulations.

[Master the basics here](#)

[Understand NMW today](#)



Our latest guides:

A complete guide to payroll outsourcing options:

Considering outsourcing your payroll? Our comprehensive guide covers everything you need to know about managed payroll solutions, from reducing errors to improving compliance. Discover how outsourcing can save time, reduce risks, and enhance payroll accuracy for your business.

[Explore your options](#)

The future of payroll software is in the cloud:

Cloud-based payroll software is revolutionising the way businesses manage payroll, offering greater flexibility, security, and efficiency. Our guide explores the benefits of moving to the cloud and how it can future-proof your payroll processes.

[Read about it here](#)

Putting people at the heart of the employee lifecycle:

Your employees are the core of your business, and understanding their journey is essential for long-term success. Our guide explores the employee lifecycle, from recruitment to offboarding, offering insights on how to optimise each stage. Discover practical strategies to improve engagement, retention, and overall employee satisfaction by placing people at the heart of your approach.

[Prioritise employee experience today](#)



Our latest webinars:

In-house or managed payroll, what's right for your business?:

Managing payroll accurately is essential, but with so many options, how do you choose the right one? Join this expert-led webinar on 25th September to explore in-house vs. outsourcing solutions, understand key benefits, and get practical advice on software and managed services. Plus, participate in a live Q&A. Sign up now to find the best payroll fit for your organisation.

[Register for the session today](#)

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:

National Inclusion Week

Monday 23rd - Friday 27th September:

This week celebrates diversity and inclusion in the workplace and provides an opportunity to reflect on and improve your D&I efforts. It's a key date for 2024 to acknowledge progress and plan future initiatives.

HR Professional Appreciation Day

Thursday 26th September:

Celebrate HR today! Take a moment to acknowledge and appreciate the often behind-the-scenes work of your HR team. It's a perfect opportunity to recognise their contributions and show gratitude for their vital role in your organisation.

The Employment (Allocation of Tips) Act

Tuesday 1st October:

Starting October 1, 2024, the Employment (Allocation of Tips) Act 2023 requires employers to distribute all tips to workers without deductions. The new law includes a statutory code of practice to ensure fair and transparent tip distribution, impacting over two million hospitality workers.



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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