

October edition

# IRIS Inspire

Your monthly newsletter



## Welcome to the October edition of IRIS Inspire!

As the days grow shorter and the cozy comforts of autumn settle in, we're here to help you navigate the tricks (and treats!) of the HR, Finance, and Payroll world. October is often a time of reflection and preparation, so whether you're planning for the year's end or simply making the most of the start of Autumn —we're here to support you every step of the way.

This month, we're rolling out even more product enhancements, hosting webinars you won't want to miss, and sharing articles and guides to help you stay ahead of the curve. Plus, we've packed in some extra resources to keep you informed and inspired as we move toward the close of the year.

So, grab your favourite warm drink, get comfy, and enjoy what we have in store for you.

**Wishing you a fa-boo-lous October!**  
**Your HCM Sector Team.**



## Our latest blogs and podcasts:

### Building a future-ready workforce:

Recruitment has changed drastically, with businesses needing to rethink how they attract talent. Our blog offers three practical strategies to help you stand out to candidates, improve your recruitment process, and stay competitive in today's job market.

[Explore the blog now](#)

### How to unlock hidden talent:

Our recent survey showed 69% of HR professionals use agencies to fill over half of their vacancies. In this blog, we share insights from our masterclass on how to target passive candidates and reduce reliance on costly recruitment agencies.

[Unlock the blog now](#)

**How to unite an equitable workforce:**

**Improve the employee experience:**

In this podcast, Jessica Zwaan and Lizzy Barry discuss how leaders can foster unity across a multigenerational workforce. They explore how to move beyond stereotypes and use workforce data to drive effective people management.

Are admin tasks taking up too much of your time? In our latest blog, we explore how HR software can help ease these burdens, allowing you to focus more on supporting your people.

[Master the basics here](#)

[Enhance today](#)



## Our latest guides:

### Putting people at the heart of the employee lifecycle

In this guide, we explore each stage of the employee lifecycle, examining the main challenges plaguing businesses today and offering tangible advice.

[Explore your options](#)

### The future of payroll software is in the cloud

In this guide, we explore the benefits of cloud payroll software and how you can make an informed choice that suits your organisation.

[Read about it here](#)



## Our upcoming webinars:

### Code of Practice explained: Policies and tribunals

Two words that can cause headaches and extra admin for HR teams; policies and tribunals. But with proper understanding of legislation and good practices in place there isn't any need to panic. Policies and tribunals can be tackled with confidence and efficiency.

[Register for the session today](#)

### Mastering equality, diversity and inclusion

Are you ready to build a more resilient and inclusive organisation? Join us for an insightful Recruitment workshop and discover the strategies and technologies that will help you attract and retain a diverse workforce.

[Ready to make a difference?](#)

## 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 Masterclasses offer a range of training, 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](#)

## Catch up on missed sessions

### Staffology Payroll

Discover the latest payroll updates and features in Staffology Payroll for September 2024.

[Find out more](#)



### Blue Octopus

Explore the future of Blue Octopus as we unveil our vision for enhancing recruitment solutions with IRIS Recruitment.

[Find out more](#)



## Awards

### Onrec Awards 2024

We are thrilled to announce that we have been honoured with the 'Technical Innovation – National Supplier Award' at the Onrec Awards 2024, recognising our exceptional recruitment software.

[Find out more](#)



## Partner Updates

### Qlearsite: Compensation IQ

Building upon our successful partnership with Qlearsite, we're delighted to offer our customers access to a powerful tool for salary benchmarks. With Qlearsite's Compensation IQ product, you can access real-time salary data for thousands of job roles and locations, empowering you to make informed decisions about compensation and ensuring your team is fairly rewarded and motivated.



[Find out more](#)

### Kallidus

We're excited to announce our new partnership with Kallidus, a leading learning and performance management solution. By integrating Kallidus with our HR software, IRIS Cascade, you can empower your employees to:

- Take charge of their development
- Provide them with the tools to reach new heights in their careers
- Foster a culture of learning



[Learn more](#)

## Dates for your diary:

### The Employment (Allocation of Tips) Act

**Tuesday, October 1st 2024**

The Employment (Allocation of Tips) Act 2023 requires that all qualifying tips be fully distributed to hospitality workers, emphasising the use of a [Tronc system](#) to ensure fairness and transparency in tip allocation without employer deductions.

### The Worker Protection Act

**Tuesday, October 1st 2024**

The Worker Protection (Amendment of Equality Act 2010) Act: new legislation will require businesses to take 'reasonable' steps to protect their employees from sexual harassment at work.

### PAYE Settlement Agreement by Cheque

**Saturday, 19th October 2024**

If you have a PAYE Settlement Agreement, you must pay all taxes and Class 1B National Insurance owed

### PAYE Settlement Agreement by Electronic Payment



**Monday, 21st October 2024**

If you have a PAYE Settlement Agreement, you must pay all taxes and Class 1B National Insurance owed

**The Autumn Budget**

**Wednesday, 30th October 2024**

The Autumn Budget will take place on October 30, potentially impacting payroll and HR legislation.

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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