

IRIS Inspire

Your monthly newsletter

December edition



Welcome to the December edition of IRIS Inspire!

As we step into the final chapter of the year and the festive spirit fills the air, we're here to help you make this December a time of achievement and celebration. December is all about wrapping up the year with purpose and setting the stage for a bright new beginning. Whether you're finalising year-end tasks or laying the groundwork for success in the coming year, we have the insights and tools to support you.

This month, we're excited to share updates to optimise your HR, Finance, and Payroll processes, along with expert-led webinars and resources tailored to help you navigate year-end activities with ease. As always, our team is here to provide the tools, insights, and inspiration you need for a successful and productive month.

So, pour yourself a festive treat, take a moment to reflect, and explore all we've prepared for you this December.

**All the best,
Your HCM Sector Team.**



Our latest content:

Preparing for payroll year end 2025

Payroll Year End doesn't have to be stressful. Discover the top three pitfalls to avoid and how to streamline your processes for a smooth finish to the year. From managing payroll data to navigating tax changes, we've got the insights you need to prepare with confidence.

[Prepare for PYE](#)

How automation can improve the onboarding journey

Struggling with manual onboarding? Discover how to streamline your new hire process, avoid common pitfalls, and create a seamless experience that boosts retention by 82%. Learn how automation can add the human touch where it matters most.

[Streamline onboarding](#)

[Holiday Pay: What is it and how is it calculated](#)

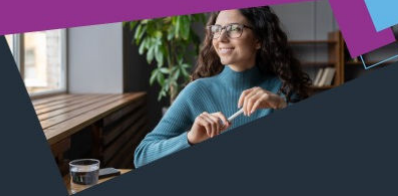
[How to facilitate equitable hiring](#)

Dive into how holiday pay is calculated for employees with regular and irregular hours. Ensure compliance with employment regulations, learn about pay rates during leave, and get clear guidance on managing complexities in holiday pay calculations.

[Demystify holiday pay](#)

Find out what it means, why it matters, and how to implement it. Discover steps to reduce bias, create inclusive job adverts, standardise interviews, and focus on skills over stereotypes. Build a diverse workforce that drives innovation and better business results.

[Discover equitable hiring](#)



Building winning teams: why equitable hiring fuels success

Missed the live session? Don't worry! You can now watch our on-demand webinar and discover how strategic hiring can foster diversity, drive success, and reduce recruitment costs. Gain valuable insights on pay equity, AI-driven hiring, and innovative practices to turn workforce challenges into growth—whenever it suits you!

[Get the link](#)



On-demand webinars

Staffology Certified: All things reports

Unlock the power of Staffology HR with our in-depth reports. Whether you're new to reporting or looking to optimise your processes, this session has everything you need to streamline HR tasks with confidence.

[Get informed](#)

Cascade Certified

Explore the full Cascade Certified on-demand and upcoming webinar lineup! Whether you're new to Cascade or brushing up your skills, discover tips, tricks, and training on workflows, record retrieval, Outlook integrations, and more. Check out our growing schedule and see

what's new on our newly updated Cascade Certified hub.

[Explore the schedule here](#)

Staffology Payroll product update

Discover what's new at Staffology Payroll! Learn about our vision, upcoming roadmap, and the latest feature enhancements with live demonstrations. Hear updates from customer service, explore HR advancements, and get insights into platform performance.

[Explore the schedule here](#)



Read our latest guide

Discover the ultimate guide to virtual onboarding

Virtual onboarding is now essential in today's digital world. With cloud-based recruitment software, streamline hiring from job postings to onboarding. Unsure which technology to choose? Our guide covers the key factors for success.



[Discover today](#)



IRIS Cascade product update

A Modernised User Experience

Serving over 1,300 organisations, the IRIS Cascade platform was re-designed in response to customer feedback. Users will benefit from the new design, improved navigation and enhanced accessibility.



- **Streamlined design:** A modern sleek user interface with customisable dashboards for real-time insights
- **Enhanced navigation:** Updated navigation bar simplifies access to critical tools and data.
- **Accessibility enhancements:** Features like screen reader support, voice recognition, and

dark mode ensure inclusivity.

- **Personalised branding:** Incorporate company logos and colour schemes for a tailored experience.
- **Coming from January 2024:** New employee engagement feature that centralises communications and a stronger sense of community, enhanced by new improvements to MyCascade.



Dates for your diary:

International Day of Persons with Disabilities—Tuesday 3rd December

International Day of Persons with Disabilities gives you the perfect opportunity to consider whether your HR strategy does enough to support employees with disabilities. It's also a good opportunity to raise awareness of disabilities, and reinforce the message that not all disabilities are visible.

Christmas Jumper Day—Tuesday 10th December

Human Rights Day is observed every year on 10 December—the day on which the United Nations General Assembly adopted, in 1948, the Universal Declaration of Human Rights. This year the theme is Equality—reducing inequalities and advancing human rights. Reducing inequality requires tackling discrimination and biases deeply engrained in our society.

Christmas Jumper Day—Thursday 12th December

Get into the festive spirit by putting on your favourite Christmas jumper and raise money for charity! As a fun employee engagement, set up competitions for your teams such as best jumper, funniest jumper and more!

December Bank Holidays

December is a shorter payroll month, with most companies paying their employees earlier than usual. Take into account the bank holidays this month (25th & 26th December) and ensure you have submitted your payroll on time.

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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