

# IRIS Inspire

Your monthly newsletter  
March Edition



**Spring is in the air – and so is a new financial year!** `{{my.flower}}``{{my.chart}}`

As we wrap up this financial year and gear up for the next, now's the time to stay ahead of key legislation changes, payroll year-end tasks, and everything else coming your way in April.

Don't worry—we've got you covered!

This month, we're bringing you insightful blogs, new guides, and must-attend webinars, including our Spring Budget webinar and an unmissable thought leadership webinar showcasing the power of a connected workplace.

So, grab a coffee, dive in, and let's get ready for a fresh start! `{{my.rocket}}`

**Happy Reading!**  
**The IRIS HCM Sector Team.**



## **Exciting Payroll Updates Coming Soon!** `{{my.rocket}}`

Big things are on the way for Staffology Payroll, with two powerful new features launching in April 2025 to make payroll processing even smoother:

`{{my.lightbulb}}` **Supplementary Pay Runs** – Need to make payroll adjustments after running payroll? No problem! This new feature lets you correct payments without reopening the original pay run, saving time and hassle.

`{{my.chart}}` **Report Writer** – Get full control over your payroll data with our brand-new Report Writer tool. Create custom reports across single or multiple pay runs for deeper insights and smarter decision-making.

Stay tuned for more updates designed to make payroll processing faster, easier, and more flexible than ever! `{{my.rocket}}`



## **Upcoming Webinars – Save Your Spot!** `{{my.headphones}}``{{my.calendar}}`

`{{my.link}}` **The Connected Workplace: The Key to Efficiency, Accuracy & Well-being**

`{{my.calendar}}` Tuesday 25th March | 2.00pm – 2.45pm

Discover how a fully connected HR, Payroll, and/or Recruitment ecosystem can transform your organisation. Join industry experts as they explore the power of integration, automation, and data-driven decision-making to boost efficiency, accuracy, and employee well-being. Don't miss out—register now!

`{{my.moneybag}}` **Spring Budget 2025: What It Means for You**

`{{my.calendar}}` Thursday 27th March | 1.00pm – 1.45pm

The Chancellor's Budget can have a huge impact on businesses, payroll teams, and HR professionals. Join our experts as they break down the key takeaways, tax changes, and employment law updates that could affect your organisation. Get the insights you need—reserve your spot today.

[Sign up here](#)

[Register now](#)



## Upcoming Compliance & Legislation Changes: What You Need to Know

As the new financial year approaches, several key legislative updates will impact businesses, HR teams, and payroll professionals. **These include:**

**Statutory Neonatal Care (Leave & Pay)** – Effective from 6th April 2025, parents of newborns needing neonatal care within 28 days of birth can take up to 12 weeks of leave (within 68 weeks), with statutory pay available (except in Northern Ireland). This leave cannot overlap with maternity leave or statutory maternity pay.

**National Minimum & Living Wage Increases** – From April 2025, rates will rise, with the National Living Wage for over-21s increasing to £12.21 per hour. Employers must update payroll systems accordingly.

**Employer National Insurance Changes** – NIC rates will increase to 15%, while the Secondary Threshold lowers to £5,000. This means higher employer contributions, affecting payroll budgets.

**Payrolling Benefits in Kind (BiKs)** – From 6 April, employers can opt to payroll BiKs, streamlining tax processes and reducing reliance on P11D forms. Registration is required before 5 April.

**New “Fire & Rehire” Regulations** – From 20 January, stricter rules will apply, with potential legal consequences for businesses failing to follow the statutory Code of Practice.

**Statutory Pay & Tribunal Award Adjustments** – Updates to statutory sick pay and compensation limits will require payroll system updates.

**Youth Employment Challenges** – Rising NEET (Not in Employment, Education, or Training) figures could influence future hiring strategies and policies.

These changes will have financial and operational impacts, so reviewing payroll systems, updating policies, and ensuring compliance is essential. Stay ahead by planning now!



## New blogs:

### Hybrid Working: What Does the Future Hold?

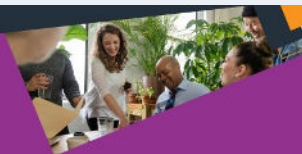
Is hybrid working here to stay? Explore the latest trends, challenges, and opportunities shaping the future of flexible work in our insightful blog.

[Read about hybrid working](#)

### How to Reduce Employee Attrition in 2025

Struggling with staff turnover? Discover key strategies to boost retention, improve engagement, and keep your best talent in the year ahead.

[Reduce your employee attrition](#)



## New guides:

### Payroll Year-End Survival Guide

Year-end can be stressful, but it doesn't have to be! Our expert guide walks you through the key steps, deadlines, and best practices to ensure a smooth payroll transition.

### Manual vs. Outsourced Payroll: Which is Right for You?

Running payroll in-house or thinking about outsourcing? Compare both approaches and find the best solution for your business with our

handy guide.

[Survive PYE here](#)

[Explore payroll options](#)



### Partner Spotlight: Kallidus

This month we're shining the spotlight on Kallidus, a trusted partner in the IRIS HR Marketplace! Kallidus offers industry-leading learning, performance, and talent management solutions designed to help businesses develop, engage, and retain their workforce.

From intuitive e-learning and compliance training to performance management, Kallidus empowers HR teams with the tools they need to create a culture of continuous learning and growth. Seamlessly integrate Kallidus with your HR systems and take your people strategy to the next level!

[Discover more about Kallidus and how they can support your business today.](#)



### Rising Workforce Costs: How to Save on Employer National Insurance

Due to the higher National Insurance Contribution announced in the Autumn Budget UK firms will pay £25 billion more each year from April. Coupled with a 6.7% increase in the National Minimum Wage/National Living Wage, this is a significant area of concern for employers in the UK. As workforce costs continue to rise, finding ways to optimise expenses without compromising employee benefits is crucial. Are you looking for strategies to reduce these expenses whilst maintaining compliance?

Our partner, [Mercer](#), has published an insightful article exploring practical solutions to help your organisation save on employer National Insurance. From taking advantage of available reliefs to implementing cost-effective workforce management practices, this article offers valuable strategies to navigate these financial challenges. [Read the full article here](#) and learn how you can manage rising costs more effectively with insights from our trusted partner.



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