

# IRIS Inspire

Your monthly newsletter  
April Edition

Happy new financial year! If you're in payroll, April means you've survived Year End, give yourself a well-deserved pat on the back. If you're in HR, it means a fresh set of challenges just landed on your desk. Either way, we're here with everything you need to start the new tax year with confidence.

April 2026 marks one of the biggest shifts in UK employment law in years, with key provisions of the Employment Rights Act 2025 now in force. From day-one rights for paternity and unpaid parental leave, to the removal of the SSP lower earnings limit and three-day waiting period, to the launch of the Fair Work Agency and doubled protective awards for collective redundancy breaches - there's a lot to get your head around. And that's before we even mention the new whistleblowing protections around sexual harassment.

Whether you're updating policies, recalculating SSP entitlements, or simply trying to work out what applies to your business and when, this month's IRIS Inspire has you covered. We've pulled together our latest expert insights, practical resources, and product updates to help you navigate the changes with clarity - not panic.

So, brew a strong coffee (you've earned it after Year End), and let's get stuck in.

Happy reading,  
**Your IRIS HCM Team**

## Your software, updated and ready for the new tax year

A new financial year means new rates, new thresholds, and new compliance requirements, and as always, IRIS has already taken care of the heavy lifting. Your IRIS payroll and HR software has been automatically updated to reflect the 2026/27 tax year changes, so you can run your first pay of the new year with confidence.

### Here's what's been applied across your IRIS solutions:

#### Payroll compliance updates

Updated National Minimum Wage and National Living Wage rates (including the NLW increase to £12.71/hr for workers aged 21+), revised NIC thresholds, updated student loan plan type thresholds, and new statutory payment rates for maternity, paternity, adoption, shared parental, parental bereavement and neonatal care pay - all configured and ready to go.

#### Statutory Sick Pay overhaul

This is a big one. Following the Employment Rights Act 2025, SSP is now payable from day one of sickness (the three-day waiting period has been removed), and the lower earnings limit no longer applies - meaning more of your employees will qualify. The SSP weekly rate is now the lower of £123.25 or 80% of average weekly earnings. Your software reflects all of these changes.

#### Statutory Parental Bereavement Pay (Northern Ireland)

Updated in line with the latest Northern Ireland provisions. You don't need to do anything for these updates to take effect - they're already live in your system. But it's worth reviewing your internal policies and employee communications to make sure they align with the new legislation, particularly around the SSP changes.

## Product Updates

### What's new in Staffology HR

We've got a major update to share this month: the complete rebuild of our Staffology HR to Staffology Payroll integration.

#### Payroll sync, rebuilt from the ground up

We've completely refactored the integration between Staffology HR and Staffology Payroll, improving reliability, simplifying setup, and giving you a much cleaner experience when it comes to troubleshooting. All core functionality is fully preserved (employee sync, pay, and absence), so you're getting a better engine with no disruption.

#### Here's what's changed:

**Real-time, event-based sync** - Changes you make in Staffology HR now flow through to payroll the moment they happen, replacing the old timed sync approach. No more waiting, no more wondering whether it's gone through.

**New wizard-style setup** - A step-by-step configuration flow guides you through the initial integration, making it cleaner, clearer, and far less error-prone than before.

**Dedicated Integration Log** - Navigate to System Tools > Utilities > Payroll > Staffology Payroll, click Actions and select Integration Log. You'll get full visibility into sync activity, filtered to today by default, with the ability to drill down by employee and see clear Success/Failure outcomes at a glance. Both you and our support teams can now audit and diagnose issues faster.

**One-click Sync to Payroll** - A new option in the Actions menu across six key screens (Personal, Contract, Payroll, Absence Record, and Pay Element Record) lets you immediately push a record through to payroll with a single click — perfect for recovery when an automatic sync hasn't fired as expected.

Alongside the payroll compliance updates outlined above, IRIS Cascade has also received the following:

**New API endpoints** - We've released two new GET endpoints: Positions (Posts), enabling retrieval of position and post data through the API, and Employee Calendar, providing access to employee calendar information for improved integration and planning.

## Latest IRIS Blogs

### Mandatory Payrolling of Benefits in Kind (BiK) from 2027

Originally planned for April 2026, mandatory payrolling of BiK has been pushed back to April 2027 - but that doesn't mean you can wait. This blog breaks down what's changing, why HMRC is making the shift, and how to start preparing and avoid the anticipated scramble next spring.

[Read here](#)

### Equitable Hiring Practices: Why They Matter and How to Get Started

With talent shortages intensifying and candidates scrutinising employers more carefully than ever, equitable hiring isn't just an ethical imperative - it's a commercial one. Practical steps you can implement today to give every qualified candidate a fair shot.

[Explore today](#)

### How to Deal with HR Burnout

If your HR team is stretched thin and running on fumes, they're not alone. We explore the causes, the warning signs, and what you can do to protect your people team before burnout takes hold.

[Have a read](#)

### What Is the ROI from HR Software?

Still relying on spreadsheets and manual processes? This blog makes the business case for HR software, helping you quantify the time savings, error reduction, and strategic value that the right system can deliver.

[Read here](#)

### What Is the ROI from Payroll Software?

The payroll equivalent - because if you're spending more time processing pay than analysing it, there's a better way. Find out how modern payroll software pays for itself.

[Read today](#)

## Guides & Resources

### [Understanding the Employment Rights Act](#)

A comprehensive breakdown of the Employment Rights Act 2025 - what's already in force, what's coming next, and what it all means for your business. Essential reading as the first wave of changes lands this April.

### [UK Payroll Compliance 2026](#)

Your go-to reference for staying compliant in the new tax year, covering everything from updated rates and thresholds to the SSP overhaul and Fair Work Agency launch.

### [Payroll Fact Card 2026/2027](#)

The quick-reference card you'll want pinned to your desk (or bookmarked on your screen). All the key rates, thresholds, and statutory payments for the year ahead in one place.

### [The Strategic Rise of Payroll](#)

Payroll is no longer a back-office function - it's becoming a strategic asset. This guide explores how forward-thinking businesses are elevating payroll's role and what that means for your team.

### [The All-in-One Guide to Optimising the Employee Experience](#)

From onboarding to offboarding and everything in between, this guide covers how to create an employee experience that attracts, engages, and retains your best people.

## New Customer Stories

We love hearing how IRIS customers are making our solutions work for them. Here are three of our latest stories.

### Lovell saves £140k+ in recruitment agency fees

Housing developer Lovell was spending heavily on agencies with inconsistent results. Since using IRIS Recruitment Services' Managed Campaigns, they've saved over £140,000 and reduced first-year attrition by nearly 50%.

[Read the full story](#)

### Halton Housing goes fully digital with IRIS Cascade

With over 7,000 homes across Cheshire and the North West, Halton Housing has been using Cascade for almost ten years - eliminating paper entirely and streamlining everything from onboarding to compliance reporting.

[Read the full story](#)

### Norwich City FC scores with Cascade HR & Payroll

With around 1,200 staff and a two-person payroll team, Norwich City FC needed a system that could do the heavy lifting. Since moving to Cascade, they've cut payroll processing time significantly and centralised HR, absence tracking, and holiday management in one place.

[Read the full story](#)

## Webinars

### Cascade Certified: How Can Employees Update Their Details?

Weds 15th April | 10:30AM | 30 mins

Empower employees and managers to update their own details, reducing your admin workload.

[Register your interest](#)

### Staffology Payroll Certified: Imports — Save Time with Smart Data Uploads

Weds 22nd April | 1:00PM | Up to 60 mins

Stop manual data entry and learn to upload employee records, pay elements, and historical data in bulk.

[Book your space here](#)

### The New Rules of Work: How April 2026 Changes the Way You Hire, Manage and Retain Your People

The first wave of the Employment Rights Act 2025 lands on 6 April - bringing day-one rights, an SSP overhaul, the NLW rising to £12.71, and the launch of the Fair Work Agency. In a recent webinar, IRIS experts covered what it all means for hiring, reward, risk, and your systems.

[Watch the webinar on-demand today](#)



IRIS Software Group Ltd, Heathrow Approach, 470 London Road, Slough, SL3 8QY

[View in Browser](#) | [Privacy Policy](#) | [Unsubscribe](#)

Copyright © {{my.year-EM}} IRIS Software Group Ltd. All Rights Reserved.

This email was sent to {{lead.Email Address:default=}}, if you would like to unsubscribe, please use this email address on the form.