IRIS | Cascade HR**i**

Freeing up time,
so you can focus on people

IRIS. Look forward

Want to work intelligently?
Now you can.

IRIS Cascade HRi helps ambitious HR teams to **intelligently** strike the balance between the smooth-running of a business, and collectively winning to become the best HR professionals they can be.

Intuitively working to combine HR, payroll and recruitment tasks, this single database allows staff to self-serve – customising everyday workflows to improve efficiency, and tailoring their software to adapt to changing situations.

And, by **interacting** with IRIS Cascade HRi experts each month, HR teams can ensure they're getting jobs done to an excellent standard and delivering for the business, their manager and their team.

HR**intuition**

HR, payroll and recruitment all rolled into one intuitive platform

- Flexible tools and modules that can be tailored to the exact needs of your organisation
- Simple set up, meaning no expensive consultants to customise the software
- One single database database that creates one centralised system for everything HR

HR**interaction**

Intelligent HR software. Great for your business, great for your team.

- Build effective processes and streamline your HR and payroll administration
- Roll out consistent best practice across your organisation
- Help your employees integrate back into the business successfully after periods of short-term or extended absence

HR**intelligence**

Intelligent software and real-time flexibility. Built to empower HR professionals.

- Streamline fundamental HR tasks such as onboarding, absences and leavers
- Set notifications and reminder emails to prompt employees and monitor progress as tasks are delivered directly within the system
- Automate repetitive admin tasks such as authorising time-off, approving timesheets or concluding interviews

Contents

Reimagine how HR can impact your business

IRIS Cascade HRi works with businesses who face a barrage of legislation, administration and want to keep their people happy.

From onboarding to offboarding (and everything in-between), our intuitive HR and payroll management system software helps you to manage the whole employee experience.

Enabling you to do more with less, IRIS Cascade HRi is flexible to adapt to your individual business needs. By automating processes and providing one central place for all your people data, the system streamlines your HR activity, saving you time and money.

Configurable and completely scalable, IRIS Cascade HRi can grow and adapt with you. You can start off with our HR module as standard, adding additional modules as and when you need them.

A self-service solution, employees are responsible for their own personal work-life admin tasks. This frees your HR team to focus on more strategic projects - for example, utilising key employee metrics to identify workforce trends and problem areas, such as employee turnover and workforce diversity to the cost of recruitment and absence rates.

Becoming extraordinary

Utilising IRIS Cascade HRi, mundane HR tasks can be removed to free the time, talent and energy of HR professionals so they can focus on doing the work they love. From taking insight to the board to help achieve strategic business goals, to magnifying employee engagement, utilising IRIS Cascade HRi leads to a more dedicated, productive workforce and improved business performance.

HR management – as standard

With a huge amount of standard functionality, IRIS Cascade HRi is a powerful HR tool.
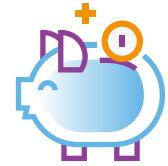
Upon log-in, you're presented with a welcoming, easy to digest dashboard, updated in real-time and tailored to your business needs. Charts, tables and reminders relevant to you personally will show you the actions you need to take each day. Easy to use analytical tools give you deep insight into your workforce to support the decision-making process about the future direction of your business.

Additional standard functionality includes:

- Attendance and holiday management - reducing administrative burdens

- Organisational charts - giving you visibility of the overall organisation

- Document management - store documents in one place

- Customisable branding – available throughout the system to fit with your organisation's brand

Reimagine how HR can impact your business

Solving business problems...

"I want all my people processes in one place"

IRIS Cascade HRi provides one central and secure place for all your people data, enabling you to streamline your HR activity, saving you time and money.

"I spend hours compiling reports"

Automating routine tasks, such as compiling manual reports, frees up your HR team's time so they can focus on more strategic matters.

"I need to monitor absence and deliver actionable results"

Employee self-service absence management combined with powerful yet easy to use reporting functionality gives you all the absence data you need to make evidence based decisions.

"I need to be be sure we're keeping our people data safe."

With IRIS Cascade HRi, you can enable authorisation routes for review and sign off to make sure only the people who need to access each segment of your people data are able to. IRIS Cascade HRi is also accredited with ISO 27001 (Information Security) and ISO 9001 (Quality Management) so you know your data is held securely.

Meeting business needs...

IRIS Cascade HRi supports the following business needs:

- Effective change management
- Business continuity planning
- Evidence based decision making
- Payroll integration
- Compliance
- Efficiency
- Data security

Flexible internal communications

IRIS Engage is a powerful tool for employee engagement and company-wide communications enabling HR professionals and business owners to deliver efficient, comprehensive messages to teams, groups and individual employees.

A centralised platform to manage internal communications eradicates the need for managers to relay important messages to teams, ensuring consistent, professional engagement for all employees, wherever they may be.

IRIS Engage links with IRIS Cascade HRi, enabling data sharing and a complete audit trail of all communications.

Add more...

Build your system, your way.

IRIS Cascade HRi offers a suite of intelligent software modules, enabling us to create a solution tailored perfectly to your initial brief.

Start off with the functionality your business needs right now, and introduce new functionality as and when you need it.

Workflow Module
Establish best practice procedures which proactively guide the right people to carry out the right tasks, at the right time

Self-Service Module
Empower managers and give employees responsibility for their own personal information

Payroll Module
Best-practice, legislatively compliant and fully-integrated payroll functionality, with single data entry

Recruitment
Ensure you have the capabilities to source, select and recruit the best possible candidates for new job roles

Expenses Module
Free up administrative burden by allowing employees to submit their own expenses and mileage claims

Training
Encourage employees to meet their full potential by effectively managing their learning and development plans

Mobile Applications
Enhance employee engagement by enabling them to use IRIS Cascade HRi whilst on the move

Auto Enrolment Module
Ensure continuous eligibility checks, ongoing compliance and the accurate and timely payment of pension contributions

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