

A professional woman with long dark hair, wearing a light blue blazer over a white shirt, is smiling and looking towards the right. She is seated at a desk, with her hands resting on a laptop. The background is a blurred office environment with modern lighting. A dark blue diagonal shape is overlaid on the top left, and a purple diagonal shape is overlaid on the bottom right.

PRICING DOCUMENT

IRIS CASCADE

IRIS

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IRIS Cascade – Pricing Document

IRIS Cascade offers an affordable, annual subscription for our cloud-based system. The subscription cost varies as it is based on the number of employees you have, and the modules you decide to invest in. The benefit of this pricing model is that it can save you the concern of a high upfront license fee at the beginning of the contract.

The software is more cost-effective and accessible for organisations of all shapes and sizes. Budgetary sign off can be more comfortable, too, as any initial charges are kept to more manageable levels, and your investment can be budgeted across several financial years.

IRIS Cascade pricing is based on two core elements:

- Cascade Cloud Subscription
 - Ongoing annual Cascade Cloud licence subscription costs – also incorporating support and ongoing maintenance
- Professional Services Implementation
 - One-off initial setup and implementation costs. These include elements such as: project management, configuration, data migration and training.

Standard provision Includes: HR system, Self-service, MyCascade app and Workflow designer module, with the ability to purchase additional modules.

IRIS Cascade licences increase in bandings of; 25 employees (<1000 licences), 50 employees (1000 – 2500 licences), 100 employees (2500 – 5000 licences), and 500 licences (>5000 licences). Please contact us and we will provide more precise costs based upon your exact employee numbers.

IRIS Cascade projects vary in timescale in the same way that our clients vary in size, complexity, location, and requirement. Our clients range from those with hundreds to thousands of employees, can be single, multi-site or international and may choose any combination of modules.

A typical project lasts 3/4 months for IRIS Cascade HR or 6/7 months for IRIS Cascade HR & Payroll, however projects can range from 3 months to 12 months depending on the client, their resource, their requirements, phases etc.

Professional Services daily rates are

- On site: £1,575+VAT per day
- Remote: £1,575+VAT per day

Pricing as follows – Year 1 pricing

Fee Type	Core HR	Training Manager	Payroll	Auto Enrolment	Group Timesheets	Expenses
Professional Services Implementation	£20,790.00	£5,145.00	£22,102.50	£4,095.00	£2,310.00	£4,095.00
Annual fee – 150 employees	£10,513.13	£1,692.18	£3,712.82	£1,692.18	£1,691.19	£1,691.19
Annual fee – 250 employees	£13,607.81	£2,175.00	£4,896.88	£2,175.00	£2,175.00	£2,175.00
Annual fee – 500 employees	£21,348.44	£3,382.81	£7,862.50	£3,382.81	£3,382.81	£3,382.81
Annual fee – 750 employees	£29,090.63	£4,590.62	£10,828.13	£4,590.62	£4,590.62	£4,590.62
Annual fee – 1,000 employees	£35,500.00	£5,554.69	£13,309.37	£5,554.69	£5,554.69	£5,554.69
Annual fee – 2,500 employees	£72,646.88	£11,109.37	£27,717.19	£11,109.37	£11,109.37	£11,109.37
Annual fee – 5,000 employees	£130,126.56	£16,859.38	£52,818.75	£19,559.37	£19,559.37	£19,559.37
Annual fee – 7,500 employees	£174,331.25	£25,596.88	£67,692.18	£25,596.88	£25,596.88	£25,596.88
Annual fee – 10,000 employees	£235,800.00	£34,773.44	£91,545.31	£34,773.44	£34,773.44	£34,773.44

In addition to the modules listed above, we also offer a CIPP-qualified managed payroll service.

Monthly / 4 Weekly Payroll Fees (IRIS Cascade Managed Payroll)

Employee Bandings	Per Payslip Fee Per Period*	Setup Fee*
Minimum Monthly Fee	£150	N/A
1-10	£8.25	£15,390.00
10-19	£8.00	£15,390.00
20-49	£7.75	£15,390.00
50-100	£7.75	£15,390.00
101-200	£7.25	£15,390.00
201-300	£7.25	£15,390.00
301-1000	£7.00	£15,390.00
1001-2,500	£7.00	£15,390.00

2,501-5000	£6.75	£15,390.00
5,001+	£6.25	£15,390.00

- All pricing is subject to VAT
- AML charge of £37.50 + VAT per annum
- End of year charge is the equivalent of one months processing fees (minimum charge £99 + VAT)

Fortnightly Payroll Fees (IRIS Cascade Managed Payroll)

Employee Bandings	Per Payslip Fee Per Period*	Setup Fee*
Minimum Monthly Fee	£112.50	N/A
1-10	£6.19	£15,390.00
10-19	£5.63	£15,390.00
20-49	£5.44	£15,390.00
50-100	£5.44	£15,390.00
101-200	£5.25	£15,390.00
201-300	£5.25	£15,390.00
301-1000	£5.06	£15,390.00
1001-2,500	£5.06	£15,390.00
2,501-5000	£4.88	£15,390.00
5,001+	£4.50	£15,390.00

- All pricing is subject to VAT
- AML charge of £37.50 + VAT per annum
- End of year charge is the equivalent of one months processing fees (minimum charge £99 + VAT)

Weekly Payroll Fees (IRIS Cascade Managed Payroll)

Employee Bandings	Per Payslip Fee Per Period*	Setup Fee*
Minimum Monthly Fee	£97.50	N/A
1-10	£5.36	£15,390.00
10-19	£5.20	£15,390.00
20-49	£5.04	£15,390.00
50-100	£5.04	£15,390.00

101-200	£4.71	£15,390.00
201-300	£4.71	£15,390.00
301-1000	£4.55	£15,390.00
1001-2,500	£4.55	£15,390.00
2,501-5000	£4.39	£15,390.00
5,001+	£4.06	£15,390.00

- All pricing is subject to VAT
- AML charge of £37.50 + VAT per annum
- End of year charge is the equivalent of one months processing fees (minimum charge £99 + VAT)

Additional Fees

Item	Fee*	Notes
Additional BACS Payments	£41.50	Per BACS
Additional Payroll Run	£83.00	Per Hour (Minimum 15 mins)
Additional 3rd Party Payments	£13.50	Per Payment
Advance Bonus Run	£83.00	Per Hour (Minimum 15 mins)
Advance Calculations (not producing a payslip)	£13.50	Per Advance
Advance Calculations (payslips produced)	£27.25	Per Advance
Backdated Pension Calculation	£83.00	Per Hour (Minimum 15 mins)
Backdated Pay rise	£83.00	Per Hour (Minimum 15 mins)
BACS Recall	£28.00	Per Recall
Client Training Requirement	£1,350	Per Day
Corrections to Average Holiday Pay	£83.00	Per Hour (Minimum 15 mins)
Creating & Producing Additional Reports	£83.00	Per Hour (Minimum 15 mins)
Customer Requests – Ad Hoc Work	£83.00	Per Hour (Minimum 15 mins)
Earlier Year Update (Basic Tools)	£83.00	Per Hour (Minimum 15 mins)
Earlier Year Update (FPS)	£83.00	Per Hour (Minimum 15 mins)
EPS Only	£13.00	Per Payroll
Late BACS Submissions	£28.00	Per Hour after 3pm on final BACS day (Minimum 15 mins)
P11D Amendments	£30.00	Per P11d
Pension Upload to Provider	£83.00	Per Hour (Minimum 15 mins)

Previous Period Payslips Re-Calc (Rollback)	£83.00	Per Hour (Minimum 15 mins)
Statement of Earnings	£13.50	Per SoE

- All pricing is subject to VAT



Thank you

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