



Earnie™

HR Integration Guide

November 2020

IRIS. Look forward

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Welcome

This guide will give you an overview of how HR Integration works within the payroll software. You can read it straight through or just jump to the section you are interested in, using the links on the [Contents](#) page.

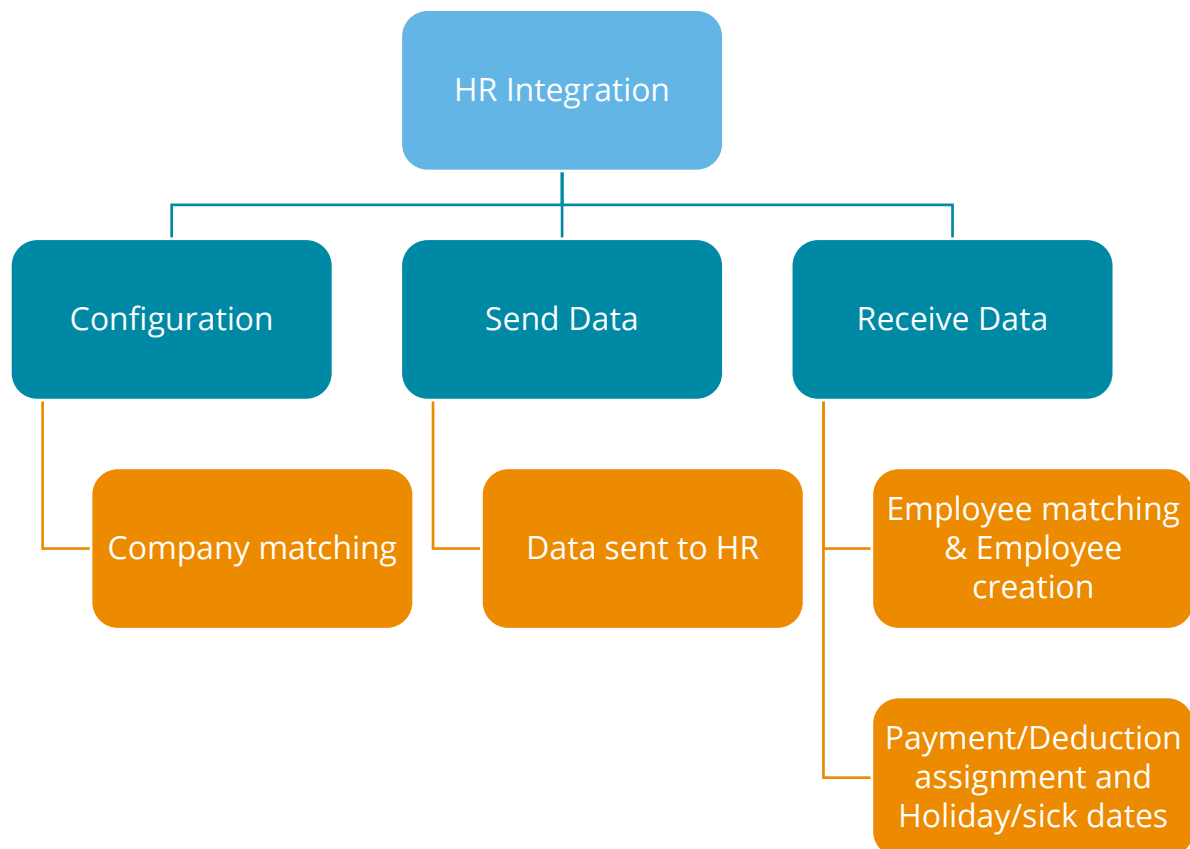
If text within the guide looks like [this](#) it is a link, which will take you to information on that topic.

Introduction

HR Integration is a revolutionary feature of the software, created to help reduce your workload, and free up your valuable time.

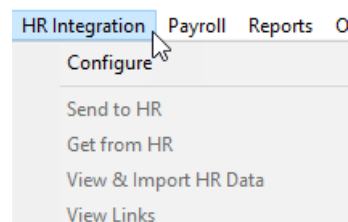
With an active HR account, you can send data to payroll and import payroll data into HR. Information entered into your HR system can be pulled through to payroll and used to pay employees. This time-saving feature removes the need to enter the same information twice, or to use cumbersome export and import processes.

Here is an overview of the process:



HR Integration

In the payroll software, on the main menu there is an **HR Integration** menu including the following options: **Configure**; **Send to HR**; **Get from HR**; **View & Import HR Data** and **View Links**.



Configuration

Please Note: Before configuring HR Integration in payroll, you must:

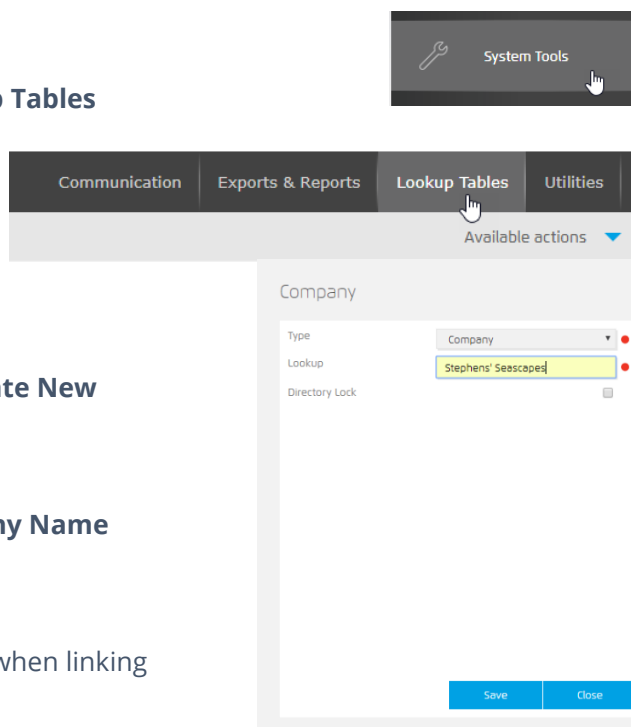
- have a company in HR for the payroll company to link to
- configure your **Payroll Calendar** for the whole tax year, including **Work Periods**
- check that each payment/deduction **Name** in payroll is unique, before sending data to HR

To create a new company in HR

As stated above, you must have a company in HR for your payroll company to link to. To create a company in HR:

1. Log into HR
2. Choose **System Tools**
3. Then, from the top right, select **Lookup Tables**
4. From the **Lookup Tables** screen click **Contract**
5. This opens a drop-down list, choose **Company**
6. From the **Company** screen, select **Create New**
7. Leave **Type** set to **Company**
8. In the **Lookup** field enter your **Company Name**
9. Click **Save** then **Close**

This company will now be available to select when linking payroll to HR.

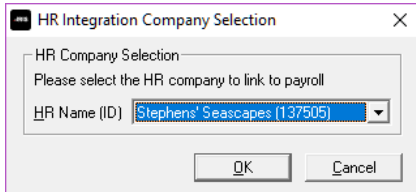
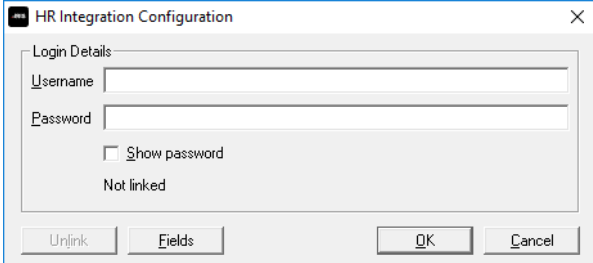


How to configure HR Integration in Payroll

You **must** complete the configuration process **before** using HR Integration for the first time. To do this follow these steps:

Login Details

1. Go to **HR Integration | Configure** to open the **HR Integration Configuration** screen
2. Enter your HR login credentials as the **Username** and **Password**
3. Tick **Show Password** if you want to confirm what you have entered
4. Click **OK**
5. If you only have one company in HR, the company will automatically link
6. If you have more than one HR company, the **HR Integration Company Selection** screen will be displayed
 - a. From the drop-down list, select the HR company to link to payroll
 - b. Choose the **HR Name (ID)** from the list
 - c. Click **OK**



Note: the Username and Password can be changed without having to unlink your company

Each HR Company only links to a single payroll company. Once you have linked a company in payroll to a company in HR you are unable to link that HR company to a different payroll company. HR has a mandatory company field when set to link to payroll.

Please Note: If the Tax Code field and Student Loan details are blank in payroll, for instance it is a new employee, the fields (if applicable) will be imported into **Employee Details**

7. On the **HR Integration Configuration** screen, click the **Fields** button to open the **HR Integration Settings** screen
8. The **HR to Payroll** and **Payroll to HR** columns allow you to customize the direction the information is transmitted, for instance send from Payroll to HR or import from HR into payroll. The fields available for selection are:
 - **Employee Details** (both HR to Payroll and Payroll to HR selected by default)
 - **Tax/NI Details** (Only Payroll to HR selected by default)
 - **P45/New Starter Details** (Only Payroll to HR selected by default)
 - **Student Loan Details** (Only Payroll to HR selected by default)
 - **Bank Details** (Only HR to Payroll selected by default)
 - **Absences** (Only HR to Payroll selected by default)
 - **Pensions** (Only Payroll to HR selected by default)
 - **Pay Information** (Only Payroll to HR selected by default)

Field Groups

For your information, the following table details the field groups.

Employee Details		
Title	Status	Surname
Forename 1	Forename 2	Known As
Phone No	e-mail	Dates - Birth
Address	Postcode	Country
Male/Female	Dates - Started	Department
Passport No	Pay Method	

Tax/NI Details		
Tax Code	Wk1/Mth 1?	NI Number
NI Rate	Director?	Director Tax Week Number
Normal NI	Apprent. End	Off-Payroll Worker
Employee Pays ER's NI		

P45/New Starter Details

P45 Details – Gross Pay	P45 Details Tax Paid	Starter Details
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Student Loan

Student Loan Start Date	Student Loan End Date	Continue Student Loan
Plan Type	Postgraduate Student Loan Start Date	Postgraduate Student Loan End Date
Continue Postgraduate Student Loan		

Bank Details

Sort Code	Account No	Bank/Building Soc Name
Bank Branch	Account Name	Building Soc Roll Number
Bank Ref 1 (Bobs/Autopay)		

Absences

Absence Reason (Sick/Holiday)	Date of absence	Holiday Pay Entitlement
-------------------------------	-----------------	---------------------------

Pensions

Pay Elements flagged as Pension	Pension Fund* (Payroll to HR only)	
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Pay Details

Pay Rate in period assigned to employee	Hours in period assigned to employee	Pay/Deds assigned to employee that are not flagged as pension
---	--------------------------------------	---

Send to HR

Send to HR must be carried out for all companies before you can get data from HR.

The **Send to HR** option can also be used to export static data to HR, such as company pay element data (e.g. hourly rates and payments & deductions), employee details and pay elements (such as bonus payments and expenses) assigned to employees. The process also exports Company ID, Tax Year, Frequency (Weekly, 2-Weekly, 4-Weekly, Monthly, Quarterly), Period Number and Pay Date.

Send to HR also includes the factors. For instance, if a payroll has a rate of Basic and factors of Basic, Time & Half and Double Time configured, sending to HR will include:

- Basic – Basic
- Basic – Time & Half
- Basic – Double Time

The factor will populate the **System Tools | Lookup Tables | Payments | Premium** field in IRIS HR for the associated rate.

Employee Details

Employee | Alter Current Employee | Employee details | Rates in payroll will be sent to IRIS HR. Each rate with a different factor assigned will be treated as a separate pay rate in IRIS HR.

Payroll Details

If an employee has pay rates assigned for the period data being sent to IRIS HR, the assigned pay rates with factors will be set as separate pay elements in HR.

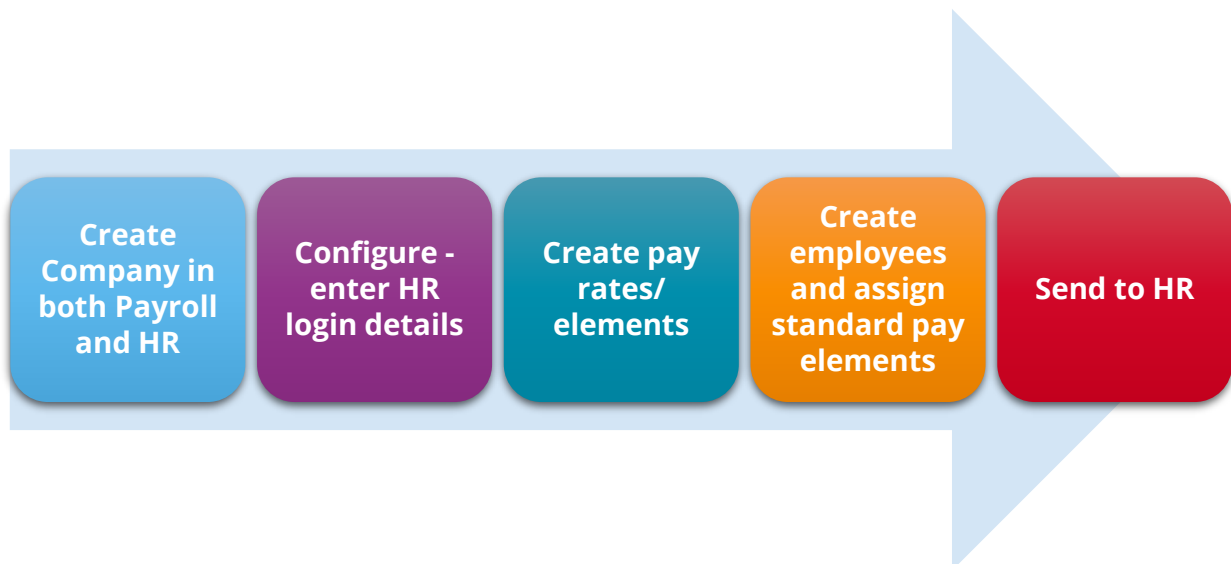
You must check that each payment/deduction **Name** in payroll is unique, before sending data to HR

Please Note: Do not delete rates or payments that have been used from either system for an employee. This may cause inaccuracies with reports on both HR and Payroll systems. Removal of rates/payments for employees should only be performed if a rate/payment has not been used in the current tax year (i.e. after a year end restart)

This section shows the steps you need to take:

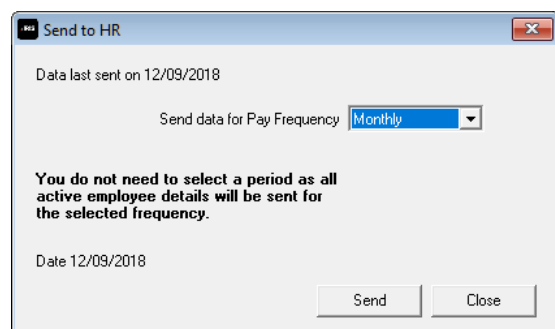
- **If you are new to both payroll and HR**
- **If you have an existing company in payroll but you are new to HR**
- **If you have an existing company in HR but you are new to payroll**
- **If you have both payroll and HR with an existing company and employees**

If you are a new company to both payroll and HR



If you are setting up a new company having purchased both the payroll software and HR, you first need to create a company in payroll and HR. Then:

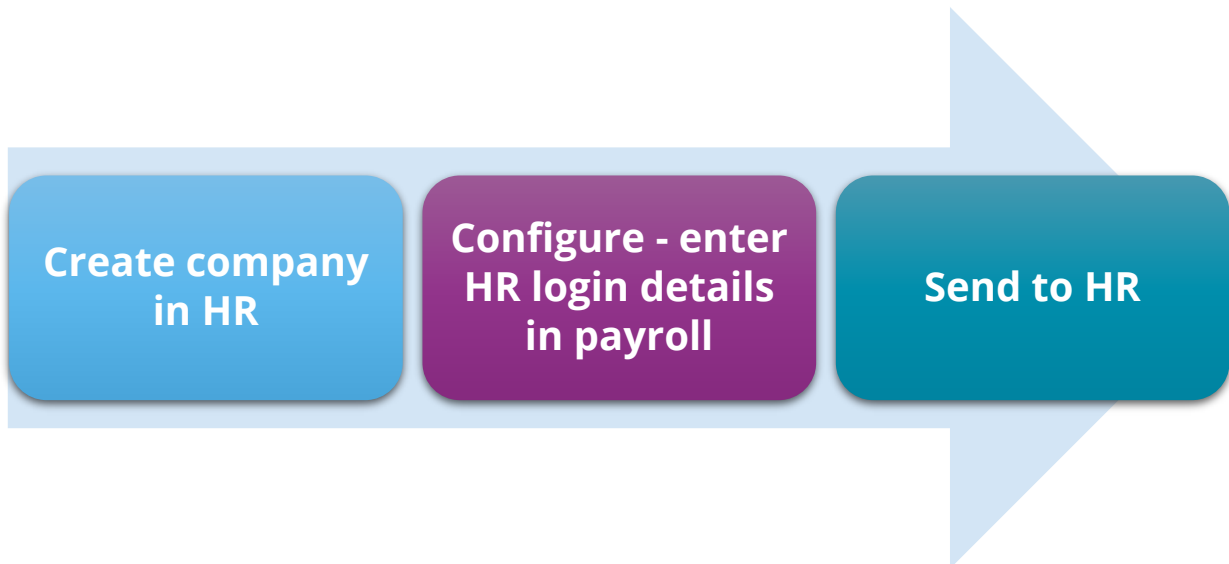
1. Log into payroll
2. In payroll go to **HR Integration | Configure** and enter your **HR login details**
3. Go to **Company | Alter Company Details | Pay Rates** section and create hourly rates
4. Go to **Company | Alter Payments / Deductions** and set up your standard pay elements
5. Create your employees and assign any standard pay elements
6. From the **HR Integration** menu select **Send to HR**
7. A message will be displayed, click **Send** to continue
8. Once complete, a message confirming data has been successfully sent to HR will be displayed



This process will:

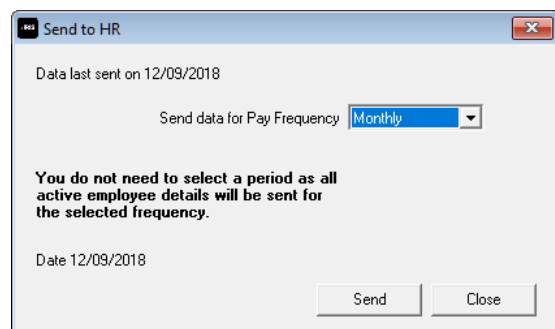
- Send and create the pay elements definitions in HR
- Create the employees in HR, together with the standard pay elements assigned in payroll

If you have an existing company in payroll but you are new to HR



If you have a company in payroll but not HR, create a company in HR, then:

1. Log into payroll
2. In payroll go to **HR Integration | Configure** and enter your **HR login details**
3. From the **HR Integration** menu select **Send to HR**
4. A message will be displayed, click **Send** to continue

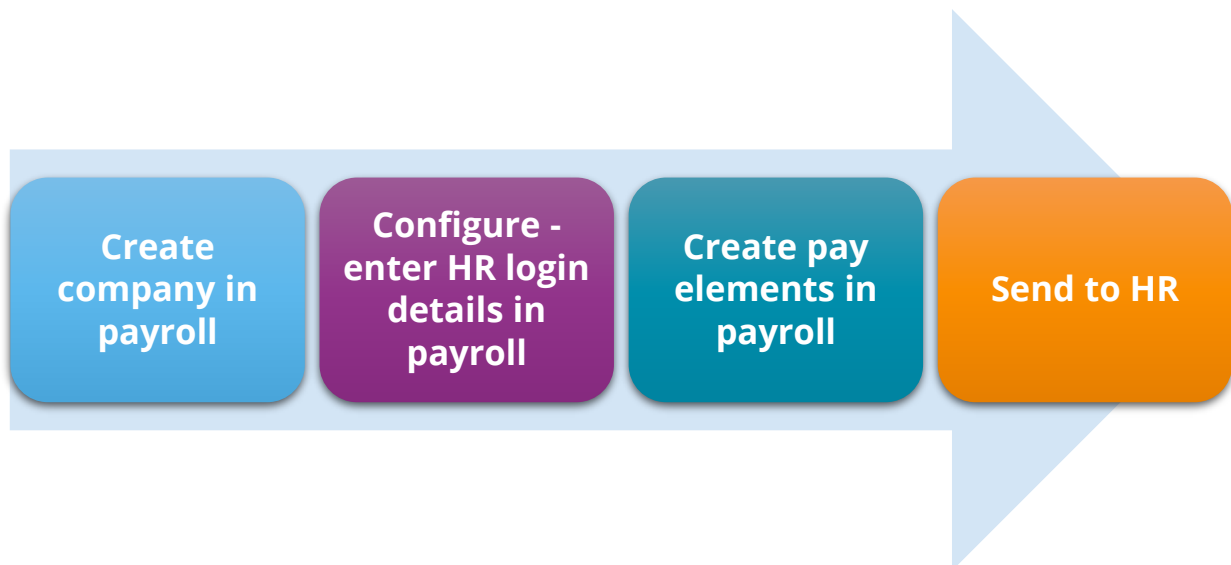


- Once complete, a message confirming data has been successfully sent to HR will be displayed

This process will:

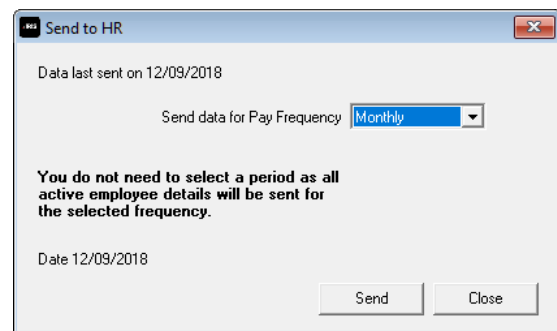
- Send and create the pay elements definitions in HR
- Create the employees in HR, together with the standard pay elements assigned in payroll

If you have an existing company in HR but you are new to payroll



If you are creating a new company, having purchased the payroll software, once you have set up the company in payroll:

1. In payroll go to **HR Integration | Configure** and enter your **HR login details**
2. Go to **Company | Alter Company Details | Pay Rates** section and create hourly rates
3. Go to **Company | Alter Payments / Deductions** and set up your standard pay elements



4. From the **HR Integration** menu select **Send to HR**
5. A message will be displayed, click **Send** to continue
6. Once complete, a message confirming data has been successfully sent to HR will be displayed
7. In HR, ensure employees have the **Pay Type** field set

This process will:

- Send and create the pay elements definitions in HR

Please Note: After performing the **Get from HR** process you need to assign any standard pay elements to employees in payroll

If you have both payroll and HR with an existing company and employees

1. Ensure all data in IRIS HR is up to date
2. Make a backup of your payroll data
3. Close down the last pay period you processed. (To do this, go to **Company/Alter Company Options/Period Close-Down** and make sure the option is set to **Yes**, then click **OK**. Then go to **Payroll/Close Period**, select the relevant period and click **OK**)
4. Go to **File/Change Payroll Date** and ensure the **Payroll Date** is set to the period you have just closed
5. Go to **HR Integration/Get from HR** and get the data from HR for the period you have just closed
6. After performing **Get from HR**, the retrieved data is listed on the **HR Integration/View & Import HR Data** screen
7. Highlight the Period and click **Validate**
8. Ignore any "**Error – Pay/Ded does not exist**" messages. However, if other validation errors/warnings appear, amend these in HR and repeat step 7
9. When you are happy with the data from HR, go to **HR Integration/Get from HR** and select **Get Data** for the period you have just closed, with the **Final Request** option selected
10. Go to **HR Integration/View & Import HR Data**, highlight the period you have just closed and click **Import**, ignoring any "**Error – Pay/Ded does not exist**" messages

Get from HR

HR data last downloaded on 26/11/2018 for 2018/2019 Week 3

Get HR Data for Pay Frequency Weekly

Year 2018/2019

Pay Date 20/04/2018

Week 3

Final Request

Final request selected, you will not be able to get the HR data for this period again.

Get Data Close

- This will copy over and import all the employee details from HR into payroll without affecting the closed period's payroll

11. Repeat steps 3 to 10 for all pay frequencies in use
 - Remember that if a combination of weekly, 2-weekly and/or 4-weekly periods are in use, then the order of closing the periods and importing HR data should start at the lowest numbered week number. For example, if you have Weekly, 2-weekly and 4-weekly payrolls, employees have been paid up to and including week 7, then ensure week 4 is closed and import 4-weekly employees, followed by week 6 for 2-weekly and, finally, week 7 for weekly paid employees
12. Remove any duplicated holidays or holidays that have already been paid

13. Set pay date in payroll to the current period to be run

14. Send data to HR

- This will set up the pay elements in HR and assign them to employees

15. Continue to use HR integration in the normal manner

Example



Using HR Integration in Payroll

Get From HR

Once you perform the initial **Send to HR**, the payroll software will be able to retrieve and import data from the HR system.

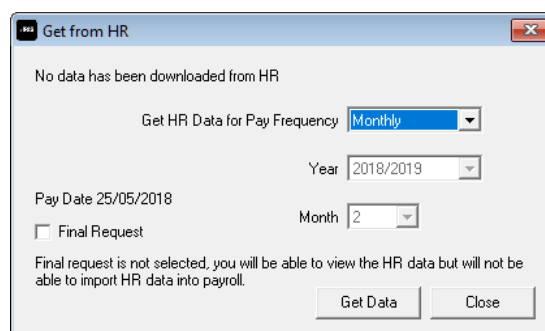
The **Get from HR** screen displays the date HR data was last retrieved, the tax year, pay frequency and period number.

When employees have been sent to HR but not matched to a HR employee in payroll, if you use the **Send to HR** process again, these individuals will not be included until they have been **matched**.

Perform a **Get from HR** to match those employees.

To get data from HR:

1. From the **HR Integration** menu, select **Get from HR**
2. Select the relevant **Pay Frequency**
3. If you want to view the HR data but not import into payroll at this point, leave **Final Request** unticked. (If you are happy with the data and are ready import it into payroll tick **Final Request**)
4. Click **Get Data**
5. We recommend that you validate the data before import. See **View & Import Data**



Once data has been retrieved from HR marked as **Final Request**, should you require to retrieve the data again, you must unlock the period. To do this, from the **HR Integration** menu, select **Unlock Period**

Please note: any new pay elements must be created in payroll and the **Send to HR** process carried out before using the **Get Data** function

View & Import Data

After performing the **Get from HR** function, the retrieved data is listed on the **View/Import from HR** screen. This screen shows:

- **Date Downloaded**
- **Pay Frequency**
- **Period**
- **Status**
- **Import Date**
- **User**

If you choose to **Get from HR** without ticking **Final Request** the text in the fields will be red.

Validate

Prior to importing the data received from HR, we recommend you **Validate** the data. The **Status** column will show 'not validated' if:

- HR data has been retrieved without selecting **Final Request**, and
- HR data has not been validated

To validate the data:

1. From the **View/Import from HR** screen click **Validate**

If the data is validated with no errors found, a **HR Data successfully validated** message will be displayed and the **Status** column will show **Validated**.

If errors are found, a screen is displayed detailing the employee and the error, e.g. code is too long

2. Click **Print** to obtain a report detailing the errors, this could assist you when resolving the errors in HR
3. Click **Close** from this screen

Date Downloaded	Pay Frequency	Period	Status	Import Date	User
12/03/2018	Monthly	6	Not Validated	Intex	Intex

Employee Code	Employee Name	Field	Data	Error Message
101115	Roberts B	Employee Code	20	Error - code is too long
FRANKENSTEIN F	Rate	Rate	5	Error - Rate does not exist. Rate 5 does not exist

4. A prompt will be displayed advising you to make the required amendments, and to perform the **Get from HR** process again. Alternatively, you can mark the HR data as valid and then **Get from HR** again with the **Final Request** option ticked. You may then need to address the validation errors once you have imported
5. To mark the HR Data as valid, click **Yes**, alternatively click **No** to return to the **View/Import** grid
6. You can automatically import data from HR to Payroll when it is marked as validated. If you select **HR Integration | View & Import Data | Validate** when the data has already been validated, or if you select to mark the data as valid, this will display a prompt asking if you want to import the HR data to payroll now. Click **Yes** to proceed with the import process. If you select **No** to this prompt, you will need to **Get from HR** and tick the **Final Request** box, prior to importing the data

If you attempt to **Get Data from HR**, with **Final Request** selected, and have not validated the data, a warning message will be displayed advising you to **Validate** prior to importing into payroll. We would strongly recommend that you carry out the **Validate** process prior to importing however, you can click **Yes** on this message to proceed with the **Get Data from HR** with **Final Request** set.

To view the data received from HR:

1. Go to **Company | View & Import HR Data**
2. Highlight the period in the grid and click **View**

The data is read-only; you can view the following tabs:

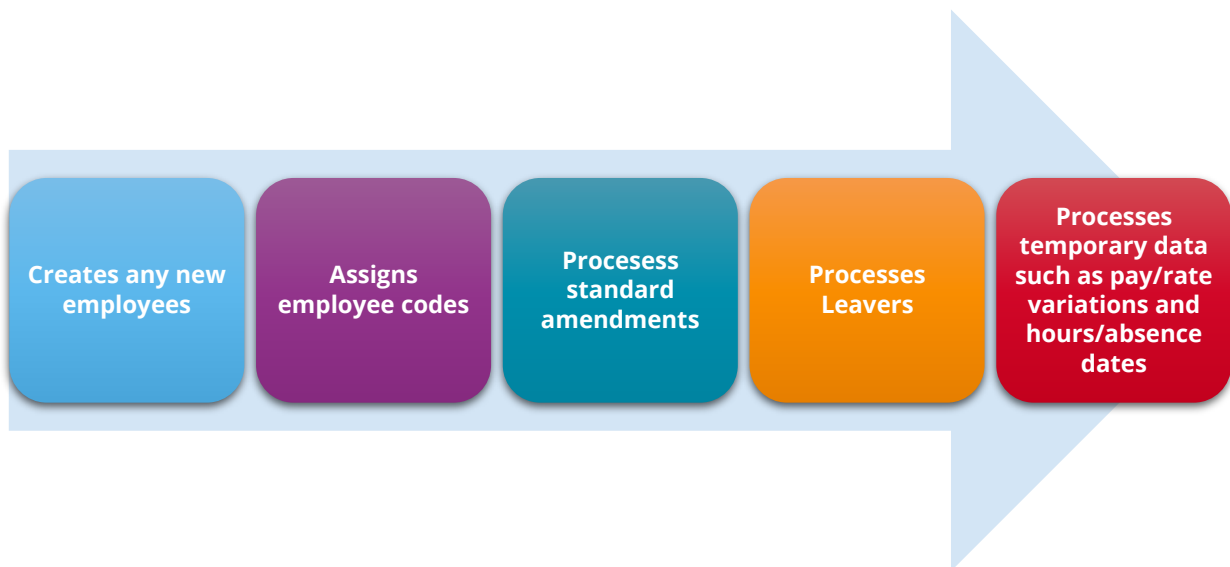
- **Bulk Employee Amendments** – information here will change the standard amounts, such as salary, that appear each payroll for an employee
 - **Amend Existing Employees** – this section displays a card for each employee on the payroll, containing his or her Name, Code and Department
 - **Payroll Entry** – this screen details payroll variations entered to appear for this pay period only
3. Click **Close** to return to the **View/Import from HR** screen

To get data from HR with Final Request selected:

Once you have validated the data received from HR and are ready to import:

1. Go to **HR Integration | Get from HR**
2. Tick **Final Request**
3. Click **Get Data** – a message will be displayed advising you will not be able to get the selected period's data from HR again
4. Select **Yes** to continue (**No** will return you to the **Get from HR** screen)
5. If successful, a confirmation message will be displayed

Importing the Data



When you are ready to import the data:

1. Go to **HR Integration | View & Import HR Data**
2. Highlight the period in the grid and click **Import**
3. Click **Yes** to the message asking if you are sure you want to import

Please Note: A warning is displayed if you attempt to import data for an employee who has already had the period calculated. If you click **Yes** to continue importing the data, you will need to calculate the payroll again for the individual. If there are any changes that are not temporary, you will need to undo the payroll for the employee and then calculate again.

After data has been imported, if there are any errors or warnings, such as a missing NI number, they will be displayed.

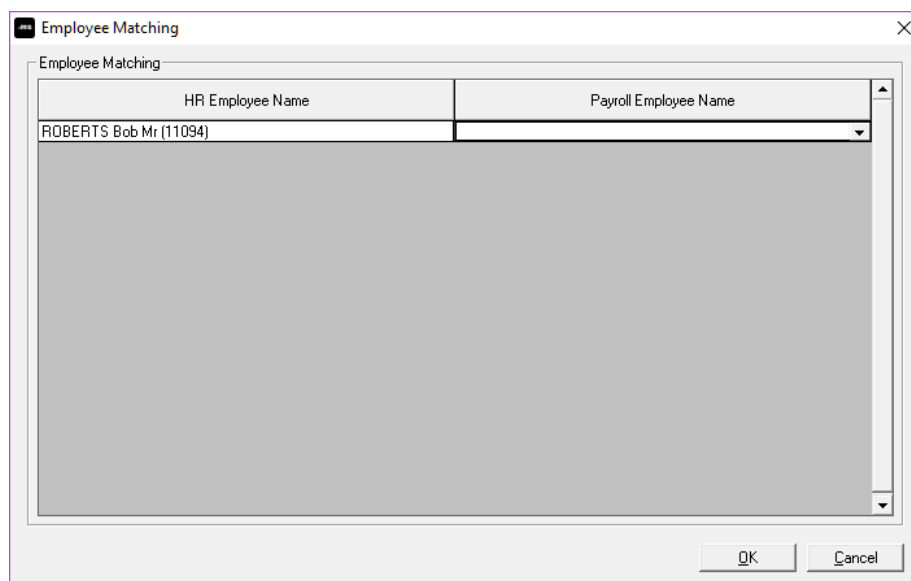
- During the **Get from HR** process, the factors assigned to pay rates for employees will be imported.
- If there are unlinked pay elements, these will be ignored. If a factor multiplier in payroll does not match the Premium multiplier in IRIS HR, a warning message will be displayed and the factor in payroll will not be changed.
- If the **System Tools | Lookup Tables | Payments | Premium** field is **0** or **<Blank>**, payroll will assume factor 1.

Employee Matching

When an employee is selected to be matched during the HR Integration import, if there is a mismatch between the Surname and/or the employee NI Number a warning is displayed. Employee matching is usually for new employees where different employee codes (numbers) may have been used in payroll and HR.

Example

If a HR Employee's NI number does not match the Payroll Employee's number a warning will be displayed. Clicking **Yes** on the warning will continue with the employee matching and import process and clicking **No** will return you to the employee matching screen.



Payroll will attempt to match employees and will display suggested matches, however, if there is no proposed match between the **HR Employee Name** and the **Payroll Employee Name**, choose the relevant employee from the drop-down list to link with the **HR Employee Name**. If the employee is a new employee, choose the option **-New Employee-**. The drop-down list will not include already linked employees.

Importing Absence

Any holiday and sickness days are imported during the import process. Payroll will automatically calculate the amount of holiday pay and/or sickness due and will pay this in the current pay period (if applicable).

The first time you are using HR Integration you will need to check holiday and sickness calculations manually as absence dates may have already been paid in a previous period. A warning message to this effect will be displayed, click **OK** to continue with the import process.

Please note: Attachment of Earnings and SMP/SPP/SAP/SPBP pay elements will not be transferred between HR and Payroll and these will need to be assigned manually in each system

Once the import is complete, the **View/Import from HR** screen will be updated and will show:

- Status – Imported
- Import Date
- Import User

Once the import is finished, you can continue with your usual payroll process i.e. **Do/Redo Payroll**. Once payroll is complete, to finish off the period we would advise that you **Send to HR**; this will ensure that the HR records are up to date with the payroll records.

If you are new to payroll, various user guides are available from the **Support | Help & Guides** section. Alternatively, if you need help with a particular screen in payroll, press the **F1** key on your keyboard to open **Help** directly on the current topic.

Frequently Asked Questions

Can I view links for employees?

Can I delete links for employees?

Can I enter absence in HR to transfer to payroll?

If I change the Start Date in HR will it change in payroll?

Why is the username field disabled when trying to enter my credentials?

Can I cancel the Send to HR process?

Can I amend details in payroll and send to HR?

How do I create a pay frequency in HR?

How do I enter a Pay Type for an employee in HR?

Do employee codes need to be unique in HR?

What happens if data is entered into IRIS HR and payroll at the same time?

Can I unlock a pay period that has been closed in IRIS HR?

Can I view links for employees?

Yes, from **HR Integration | View Links**. The screen displays the **HR ID** and **Payroll Name**.

Can I delete links for employees?

Yes, to delete a link for an employee:

1. Go to **HR Integration | View Links**
2. Choose the employee
3. Click **Delete**
4. To remove the link between payroll and HR click **Yes** to the warning message


Can I enter absence in HR to transfer to payroll?

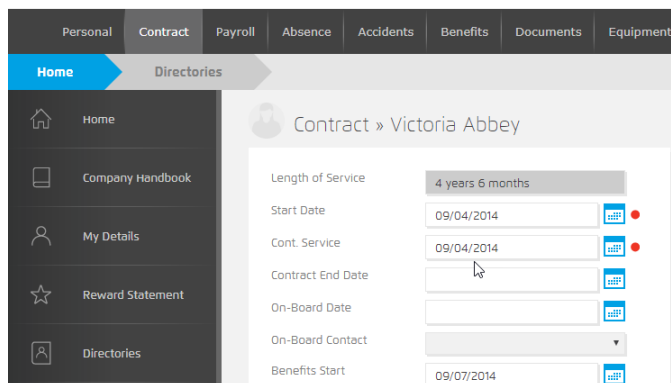
Yes. You can currently enter holidays and sickness only. Maternity, compassionate leave and unauthorised absence is not transferred to payroll.

If I change the Start Date in HR, will it change in payroll?

No. To change the **Start Date** in Payroll for an employee you need to amend the **Cont. Service** field in HR.

To edit the Cont. Service field:

1. In HR, select **Directories** and then choose the employee
2. Click the **Edit** icon 
3. Go to the **Contract** tab
4. Amend the **Cont. Service** field
5. Click **Save**



The screenshot shows the HR system interface for 'Victoria Abbey'. The 'Contract' tab is selected, and the 'Cont. Service' field is highlighted. The 'Edit' icon is visible next to the field. The 'Start Date' and 'Benefits Start' fields are also visible.

Field	Value
Length of Service	4 years 6 months
Start Date	09/04/2014
Cont. Service	09/04/2014
Contract End Date	
On-Board Date	
On-Board Contact	
Benefits Start	09/07/2014

Can I cancel the Send to HR process?

A progress bar will be displayed during the "send" process. Clicking **Cancel** will pause the process and a message will be displayed advising that all data may have been sent to the HR system and advising you to check HR for the changes. You will also be asked if you want to cancel sending the data, click **Yes** to stop the process or **No** to resume sending the data to HR.

Can I amend details in payroll and send to HR?

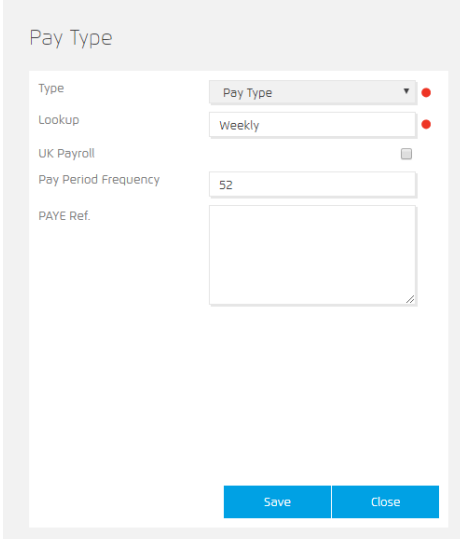
Yes, you can make changes to an employee's details in payroll and then send the changes from payroll to HR. In this example, we will change an employee's address and add a monthly bonus:

1. Log into payroll
2. Select the employee and in **Employee Details**, change their address
3. In **Employee | Alter Current Employee | Employee details | Pay Deds**, add a new bonus for an employee
4. From the **HR Integration** menu choose **Send to HR**
5. Click **Yes** to the message to confirm

How do I create a pay frequency in HR?

1. In HR go to **System Tools**
2. Choose **Lookup Tables**
3. Click **Payroll** and from the drop-down select **Pay Type**
4. Select **Create New**
5. From the **Type** drop-down select **Pay Type**
6. Next to **Lookup** enter your pay frequency i.e. Weekly
7. Enter **Pay Period Frequency** – this is how many periods there are in the year for the selected Lookup:

- Weekly = 52
- 2-weekly = 26
- Monthly = 12
- 4-weekly = 13




The screenshot shows a 'Pay Type' form with the following fields and values:

- Type: Pay Type (dropdown menu)
- Lookup: Weekly (text input)
- UK Payroll:
- Pay Period Frequency: 52 (text input)
- PAYE Ref.: (empty text area)

Buttons: Save, Close

How do I enter a Pay Type for an employee in HR?

1. In HR go to **Directories**
2. Choose the employee and click the edit icon 
3. Select the **Payroll** tab
4. Choose the required frequency from the **Pay Type** drop-down
5. Click **Save**

Do employee numbers need to be unique in HR?

Yes, employee numbers in HR must always be unique. If you have multiple companies in payroll, you will need to ensure that there are no employees with the same number.

What happens if data is entered into IRIS HR and payroll at the same time?

Care needs to be taken in this situation. If the payroll user amends a record in HR, and another user amends the same record in payroll, some of the data may be lost when that record is sent between systems. We recommend that work is completed in IRIS HR before continuing in payroll.

Can I unlock a pay period that has been closed in IRIS HR?

Yes, you can unlock the last pay period that has been closed in IRIS HR. To do this:

1. In payroll, from the **Select Frequency to unlock** drop-down, choose from **Weekly, 2-weekly, 4-weekly, Monthly** or **Quarterly** *
2. Once you have selected the relevant period, click **Unlock**
3. A message will be displayed, click **Yes** to confirm the unlock of the date range or **No** to cancel the process

* Only frequencies configured in **Company | Payroll Calendar** will show in the drop-down list.

Useful numbers

HMRC online service helpdesk	HMRC employer helpline
Tel: 0300 200 3600	Tel: 0300 200 3200
Fax: 0844 366 7828	Tel: 0300 200 3211 (new business)
Email: helpdesk@ir-efile.gov.uk	

Contact Sales (including stationery sales)

For IRIS Payrolls	For Earnie Payrolls	For IRIS Payroll Professional
Tel: 0344 815 5656	Tel: 0344 815 5676	Tel: 0345 057 3708
Email: sales@iris.co.uk	Email: earniesales@iris.co.uk	Email: payrollsales@iris.co.uk

Contact Support

Your Product	Phone	E-mail
IRIS PAYE-Master	0344 815 5661	payroll@iris.co.uk
IRIS Payroll Business	0344 815 5661	ipsupport@iris.co.uk
IRIS Bureau Payroll	0344 815 5661	ipsupport@iris.co.uk
IRIS GP Payroll	0344 815 5681	gpsupport@iris.co.uk
IRIS GP Accounts	0344 815 5681	gpaccsupport@iris.co.uk
Earnie or Earnie IQ	0344 815 5671	earniesupport@iris.co.uk
IRIS Payroll Professional (formerly Star)	01273 715300	payroll-support@iris.co.uk

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