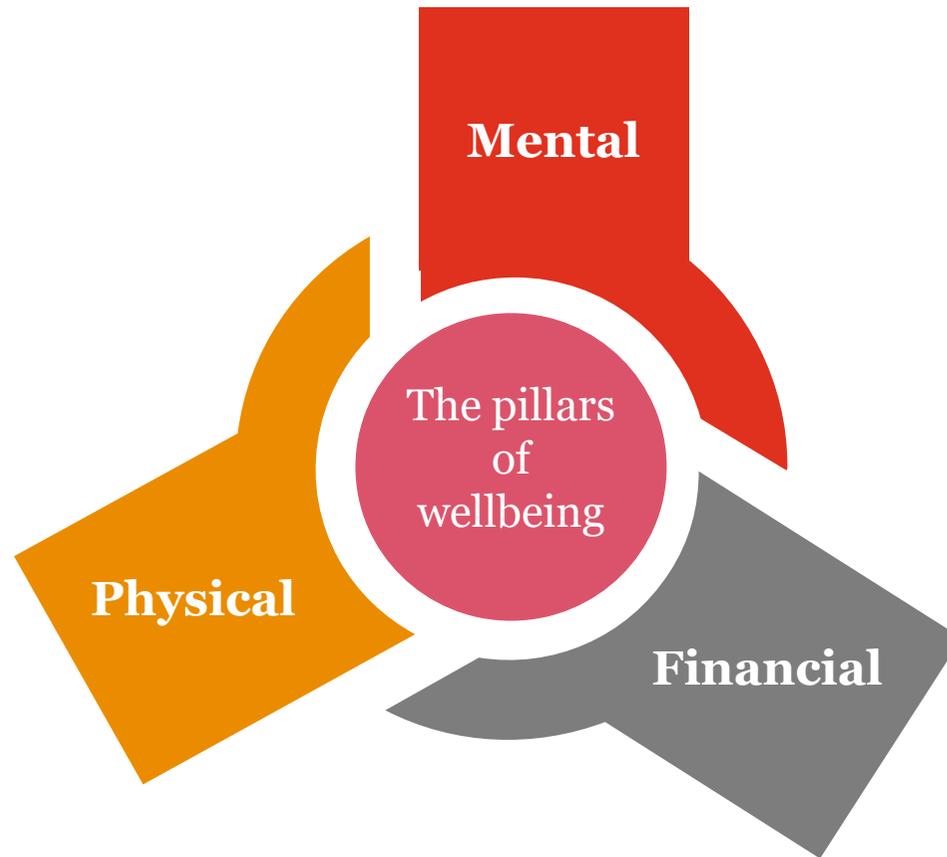


Financial Wellbeing – ROI?

Ian Dearnley
June 2019



What is financial wellbeing?

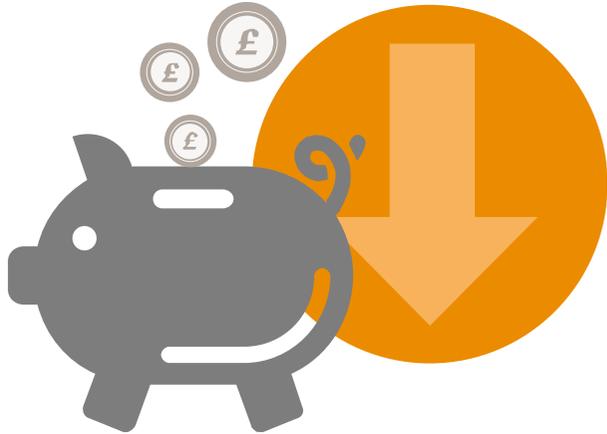


What is financial wellbeing?



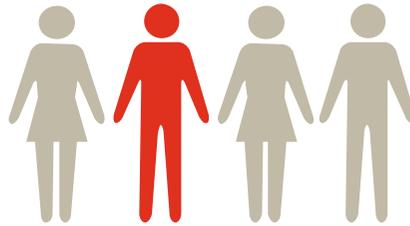
Why is this now an issue for employers?

For every *£1 million* an organisation spends on payroll...

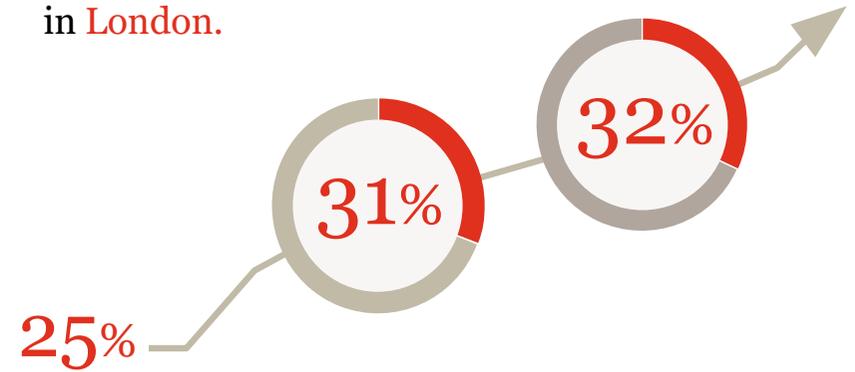


...there is an estimated *4% loss in productivity* due to poor employee financial wellbeing (Barclays 2014).

One in four employees say that **financial concerns** have affected their ability to do their job.



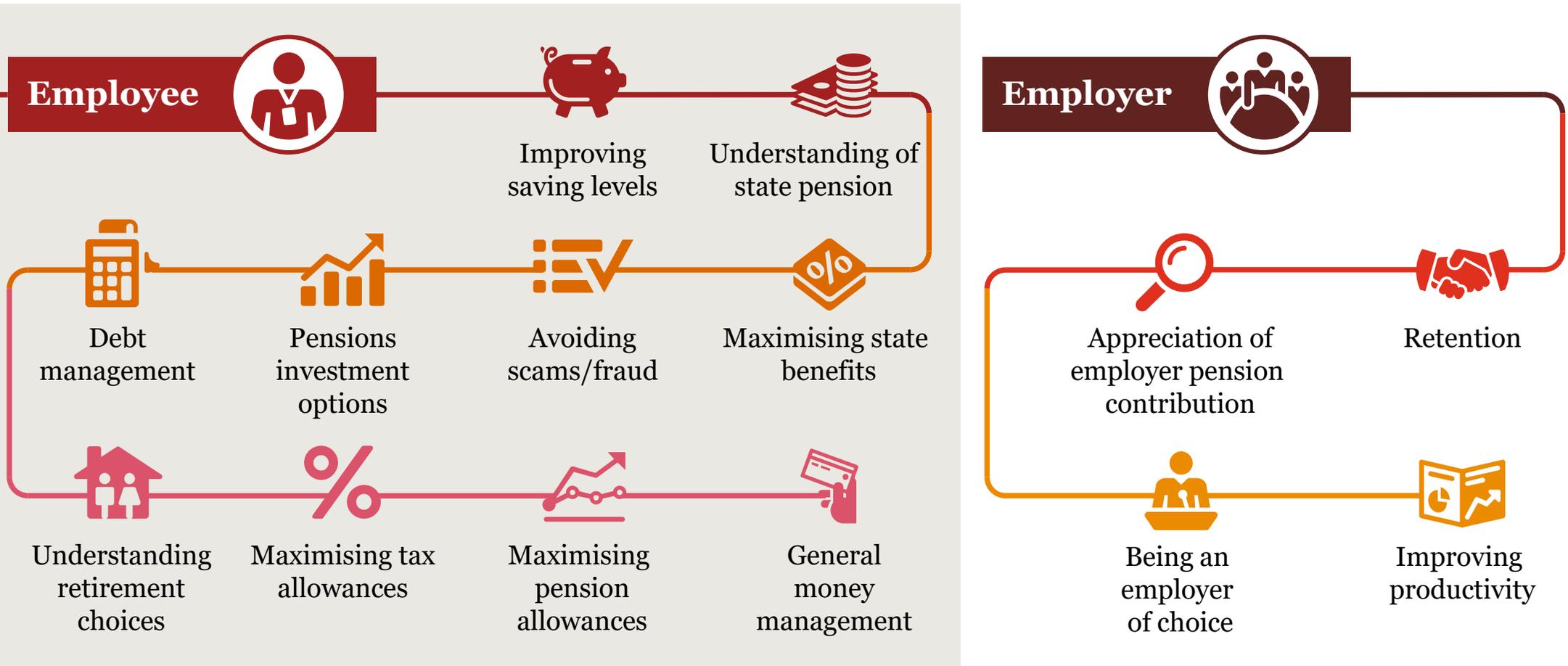
This increases to **31%** for **18-24 year olds** and **32%** for employees in **London**.



70% of the UK workforce admit to wasting a fifth of their time at work **worrying about their finances** (Neyber 2016).



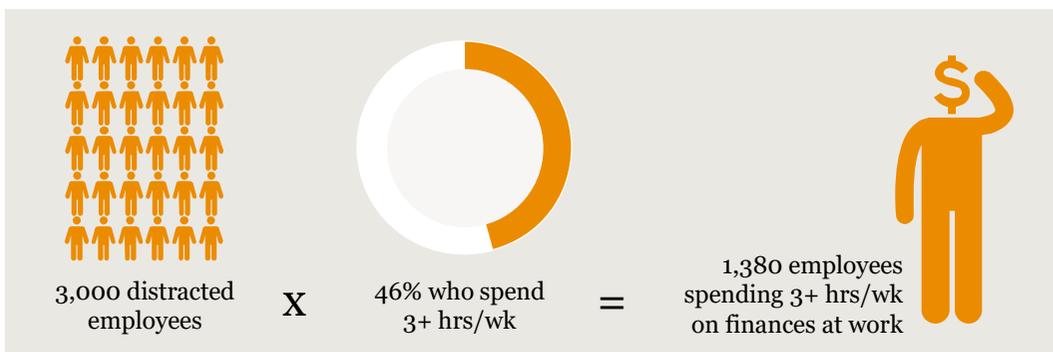
What does improving financial wellbeing address?



The impact on the bottom line...

Estimate of productivity cost due to financial distractions

 = 100 employees



And if your company has a particularly large contingent of Millennials, the numbers may be even more dramatic given that 37% of Millennials say their finances have been a distraction at work and of that 37%, 49% admit to spending three hours or more at work each week dealing with personal finance issues.

Reference: PwC US 2017 Employee Financial Wellness survey results and Average UK skilled worker wage taken from ONS data May 2018

How a financial wellbeing programme can help the employer



Recruitment



Retention



Recognition



Reward



Retirement



How a financial wellbeing programme can help the employer



Retention



Recognition



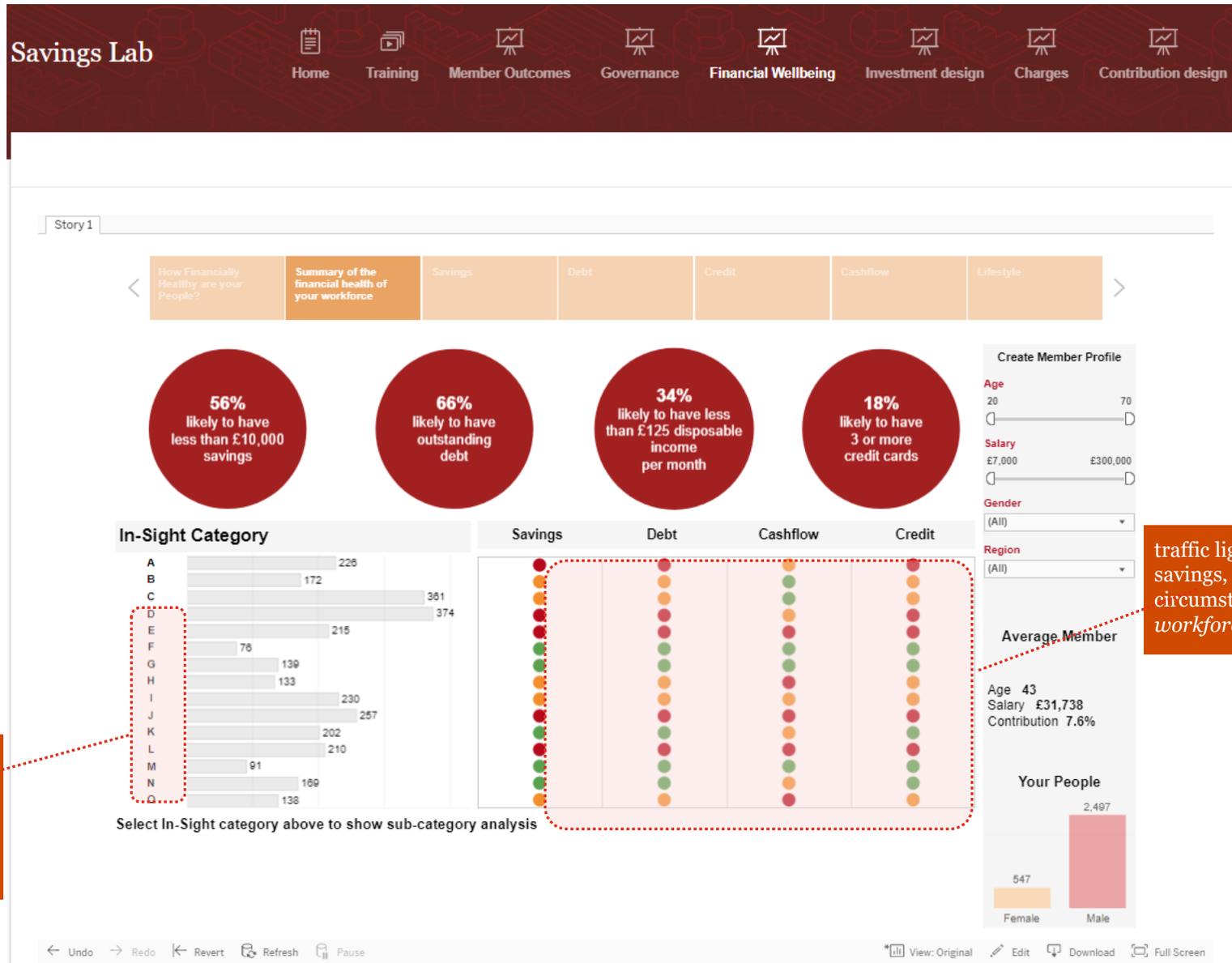
Reward



Retirement



Analyse, don't guess – targeted FE



postcode analysis tool, to build a profile of employees and use that to inform you of their typical profiles

traffic light system to show the savings, debt, cash flow and credit circumstances and behaviours your workforce may have.

Financial wellbeing market



Pension providers



*One 'wellbeing'
solution providers*



*Tech enabled
solutions*

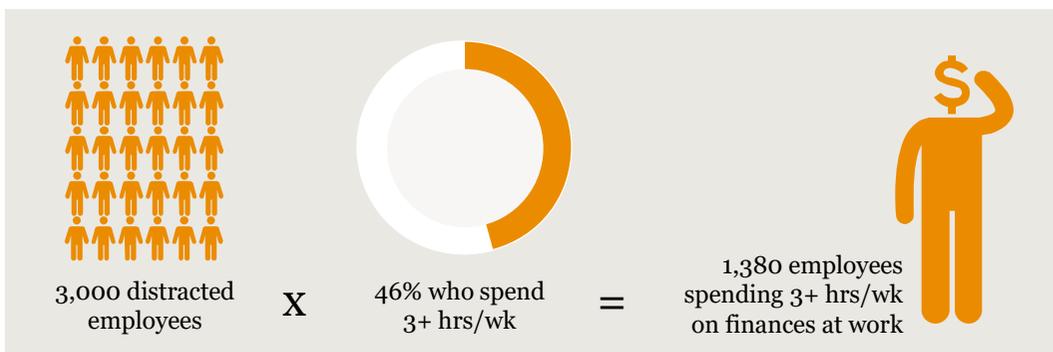
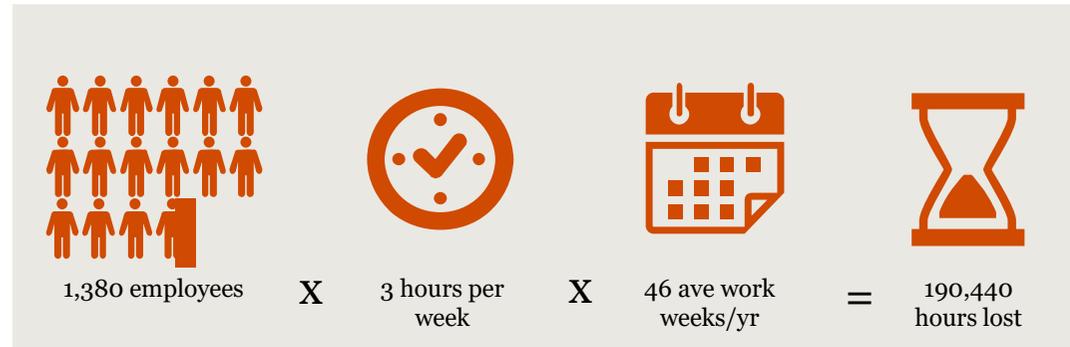


*Other financial
education 'specialists'*

The impact on the bottom line...

Estimate of productivity cost due to financial distractions

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Questions?

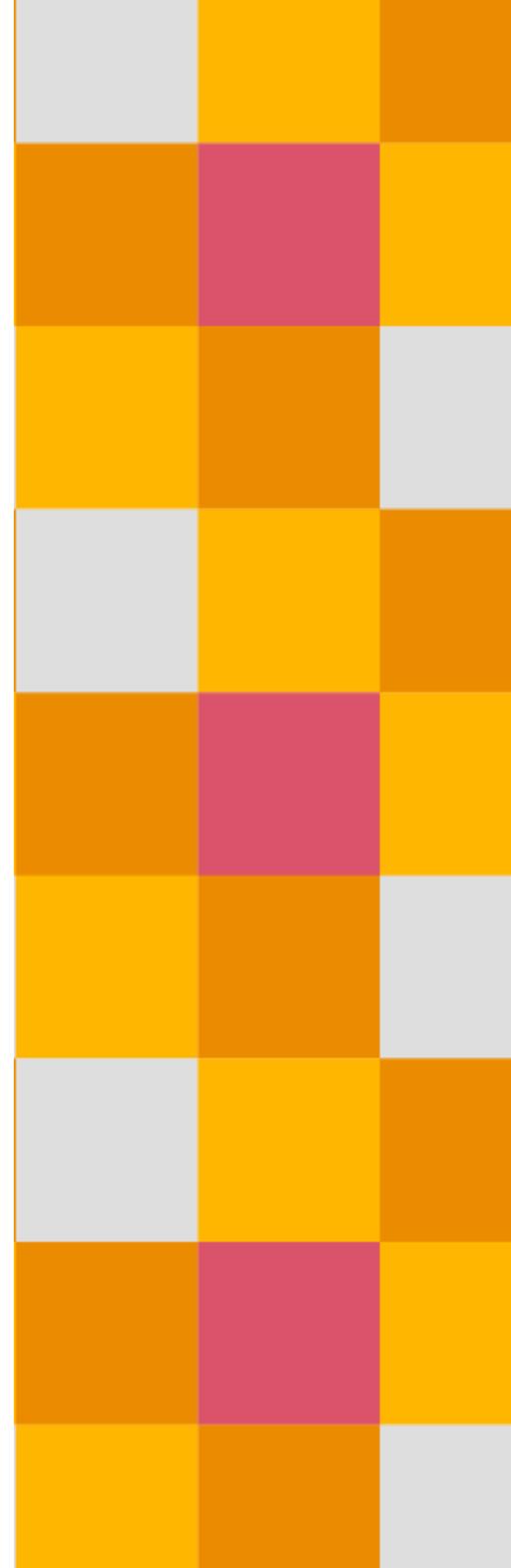


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