

# neyber

Simple | Smart | Fair

REBA - 22<sup>nd</sup> November 2016

Ways in which data analytics is driving innovation through HR

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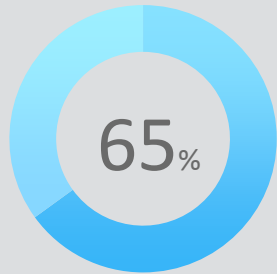
Head of HR Police Mutual



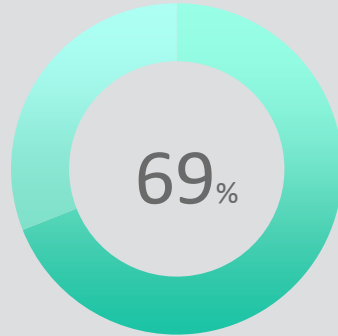
# State of the Nation – UK Employees – All Industries

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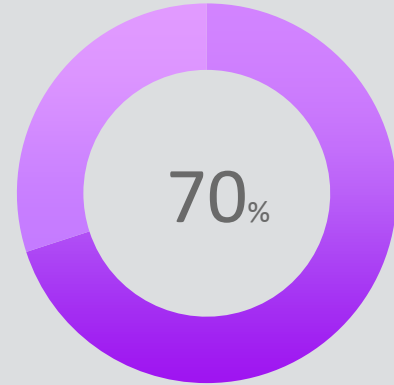
Incline in those affected by financial worries



Stress Test Survey -  
January 2015



Debt/Credit  
Research -  
November 2015



UK Workforce  
Study – February  
2016

# Data can provide invaluable insights

## State of the Nation – UK Employees – All Industries

70%  
have been affected by financial worries in the last year



18-24 year olds  
affected by  
money worries



25-34 year olds  
affected by  
money worries



35-49 year olds  
affected by  
money worries



50-64 year olds  
affected by  
money worries

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## State of the Nation – UK Employees – All Industries

Employees who have **less than one month's savings** to manage should their income change or cease



18-24 year olds



25-34 year olds



35-49 year olds



50-64 year olds

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## State of the Nation – UK Employees – All Industries

Employees who feel financial pressure affects their  
**ability to perform their job**



18-24 year olds



25-34 year olds



35-49 year olds



50-64 year olds

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## State of the Nation – UK Employees – All Industries

Employees who have **borrowed to meet BASIC financial needs**  
in the last year



18-24 year olds



25-34 year olds



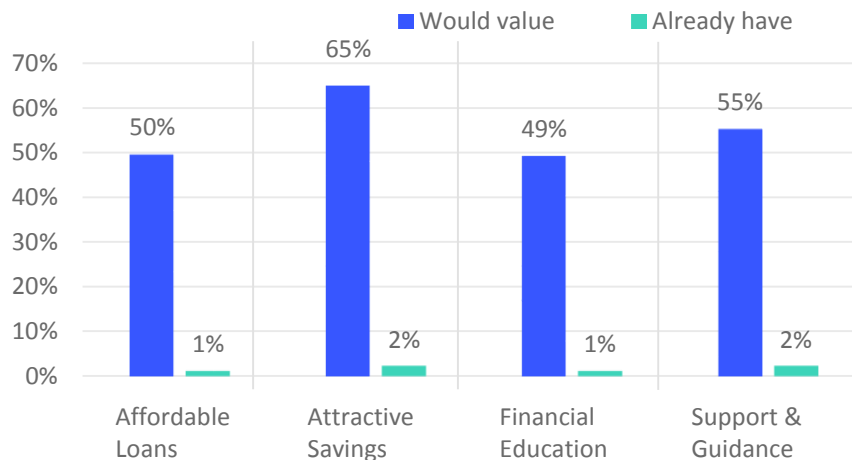
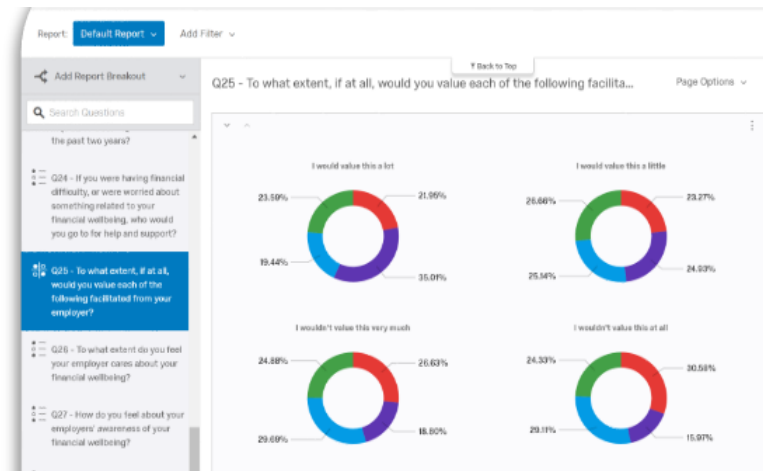
35-49 year olds



50-64 year olds

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# Employer specific benchmarked reporting



- Reporting tailored to employer's bespoke survey
- Benchmarked against Neyber's UK wide research
- Understanding employee needs
- Identify what would be valued by workforce