

Engaging staff with future Financial Planning

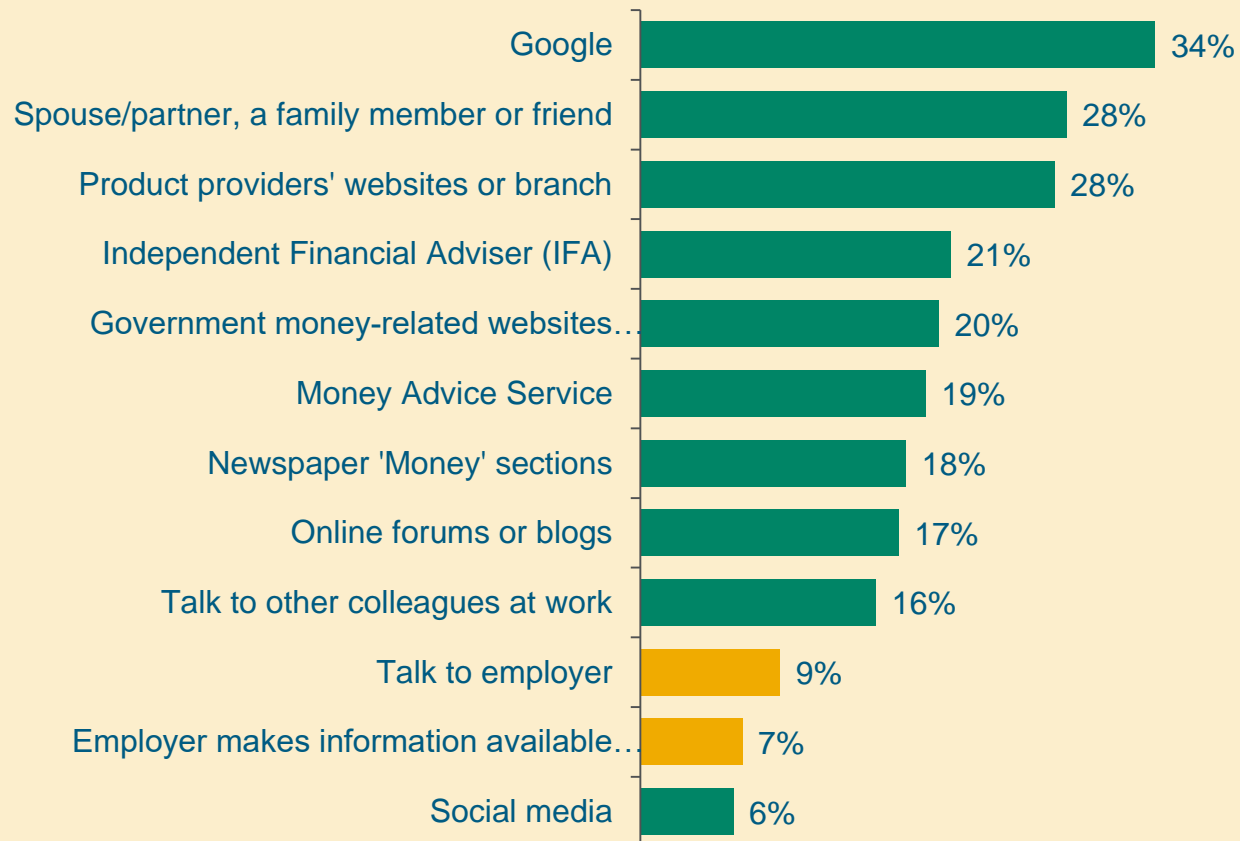
London | 23 November 2017



There has never been a better time to get a freebie

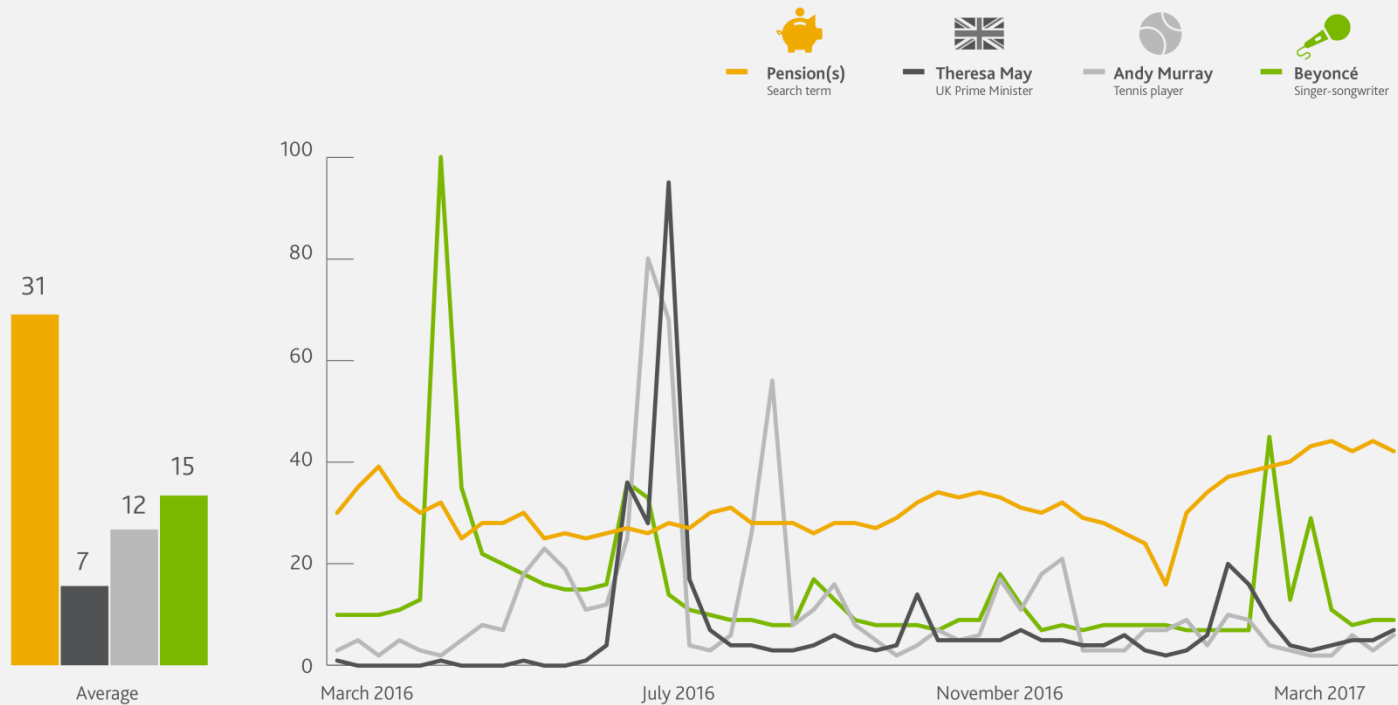
Educate	Assess	Model	Action
Education Sites	Credit Checks	Wealth Modellers	Discount Providers
Provider Freebies	Budgeting	Retirement Modelling	Salary Loans
Company Education Resources	Comparison Sites	Mortgage Calculators	Company benefits

Do employees want your help?



Google has become the nation's financial adviser

Google search trends over the last year



Google Search – Free Budgeting Tools UK

Budget Planner – Free online daily, monthly and yearly budget ...

<https://www.moneyadvice.service.org.uk> › ... › Managing money ▼

Use the free online Money Advice Service Budget Planner tools to work out how ... Our free Budget Planner puts you in control of your household spending and ...

How to budget - Money Saving Expert

<https://www.moneysavingexpert.com/banking/Budget-planning> ▼

31 Oct 2017 - Free budget planner tool; What to do if you've got an overspend... check out TheDemotivator.co.uk to see the real impact of small spending.
Why should you budget? · Free budget planner tool · The Piggybank technique

Take control of your spending with these budgeting apps | Money ...

<https://www.theguardian.com> › Money › Family finances ▼

18 Jun 2016 - The lives of millions of people in Britain are so precarious that a third of ... Unfortunately, they aren't all free – so your budget may have to ...

Top online budget planner tools |FSCS

<https://protected.fscs.org.uk/budgeting/top-online-budget-planner-calculators-and-tools/> ▼

9 Aug 2017 - Katie Morely takes you through the top free online budget planners to give you ... UK wedding site hitched has a free budget tool plus advice on ...

Budgeting tool - Citizens Advice

<https://www.citizensadvice.org.uk/debt.../budgeting/budgeting/work-out-your-budget/> ▼

Work out your budget ... Use this budgeting tool to help you understand: ... You should immediately contact your local Citizens Advice in England and Wales, ...



Google Search – Free Retirement Tools UK

Retirement Planner - Saving Tools - Aviva

<https://www.aviva.co.uk> › Retirement › Tools and calculators ▼

Use our Retirement Planner tool to budget your life after work. Work out how much ... You can find one in your area using www.unbiased.co.uk. You can also get ...

Tools and Calculators - Savings & Retirement - Aviva

<https://www.aviva.co.uk> › Retirement ▼

We have a range of tools and calculators designed to help you with everything from weekly budgeting to planning your retirement.

Pension Calculator – Work Out Your State Pension Age, Pension ...

<https://www.moneyadvice.service.org.uk> › ... › Pensions and retirement › Pension basics ▼

Use the free Money Advice Service pension calculator to estimate your ... You'll also find out if your likely retirement income is less than what you'd need to fund ...

Pension Calculator - Standard Life Savings

<https://www.standardlife.co.uk/c1/guides-and-calculators/pension-calculator.page> ▼

Use our pension calculator to find out how much you'll need in retirement and if you're on track.

Pension Calculator - Check Age UK's Retirement Calculator now | Age ...

<https://www.ageuk.org.uk/money-matters/pensions/pension-calculator/> ▼

Use Age UK's pension calculator to see how much money you'll need with which to retire. A retirement planner with tips on how much money to save for your ...

Pension calculator | Personal Pension | Virgin Money UK

<https://uk.virginmoney.com/virgin/pension/personal/pension-calculator.jsp> ▼

Our pension calculator is a handy tool which allows you to work out how much to save in your personal pension; helping you manage your money.



Google Search – What can I do if I've been refused a loan?

Bad Credit? Still Need A Loan? - Better Bad Credit Loans.

[Ad www.nortonfinance.co.uk/Bad-Credit/Loans](http://www.nortonfinance.co.uk/Bad-Credit/Loans) ▼

Homeowner Loans from £5,000 to £500,000. **Get A Free Quote Or Apply Online Now.**
Rates From Just 3.73% · No Hidden Fees · 40 Years Experience · Homeowners Only
Services: Secured Loans, Homeowner Loans, Remortgages, Consolidation Loans

Bad Credit Unsecured Loans - Absolutely No Upfront Fees.

[Ad www.clickfinancial.co.uk/bad-credit-loan](http://www.clickfinancial.co.uk/bad-credit-loan) ▼

£1-25k **Refused** before, CCJ's OK. Apply Now. Representative APR 49.9% APR

Been Refused A Loan? - Average Decision In 39 Seconds

[Ad www.cashflex.co.uk/Flexible_Cash/Loans](http://www.cashflex.co.uk/Flexible_Cash/Loans) ▼

Easily Apply Online - You Choose Appropriate Term - 36 Months Available.

Refused credit or refused a loan – what you can do - Money Advice ...

<https://www.moneyadviceservice.org.uk/.../what-to-do-if-you-have-been-refused-a-lo...> ▼

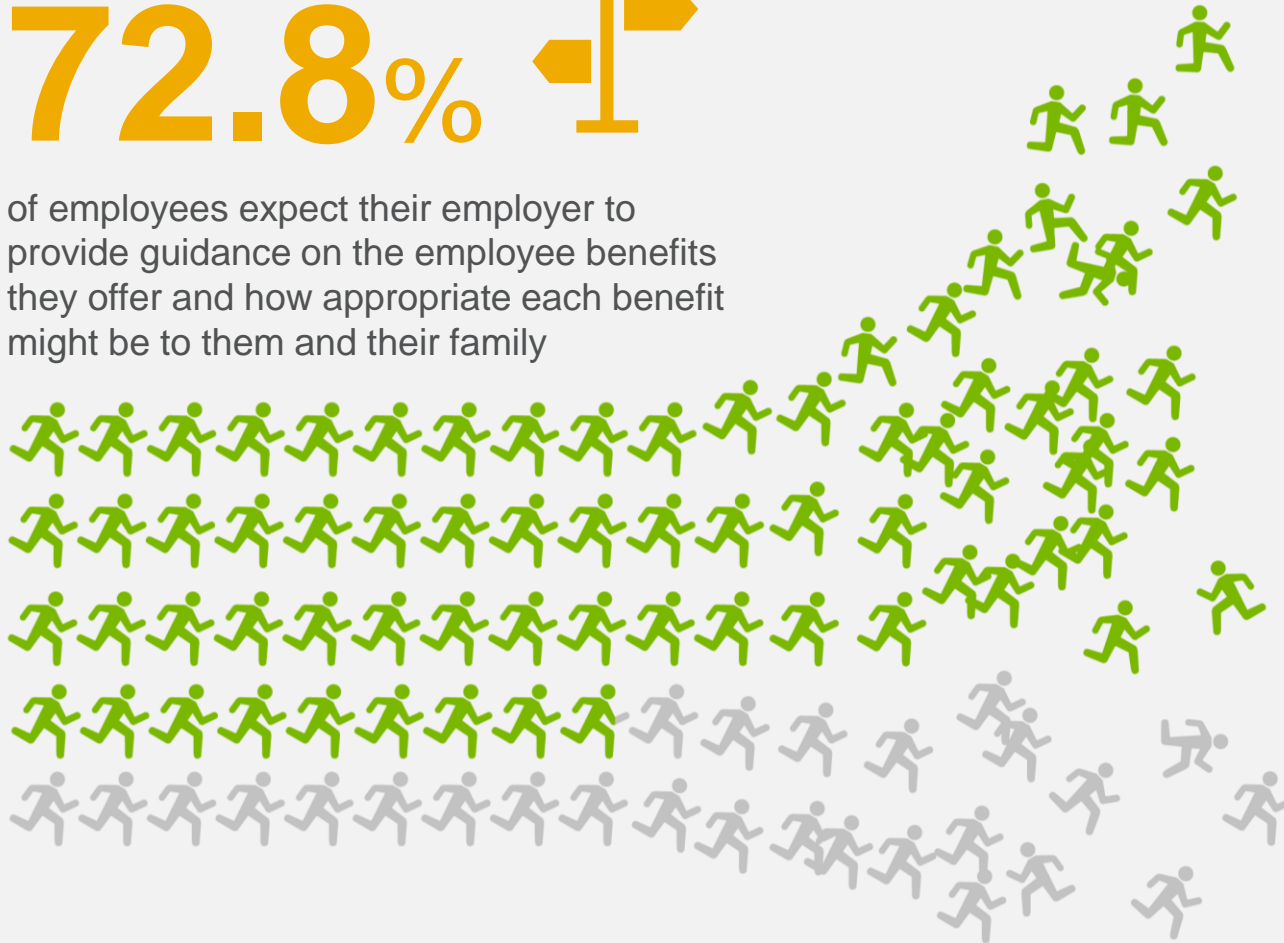
Jump to What you **should** be told if you **have been refused** credit or a **loan** - If you're turned down for a **loan** or credit card, as a ...



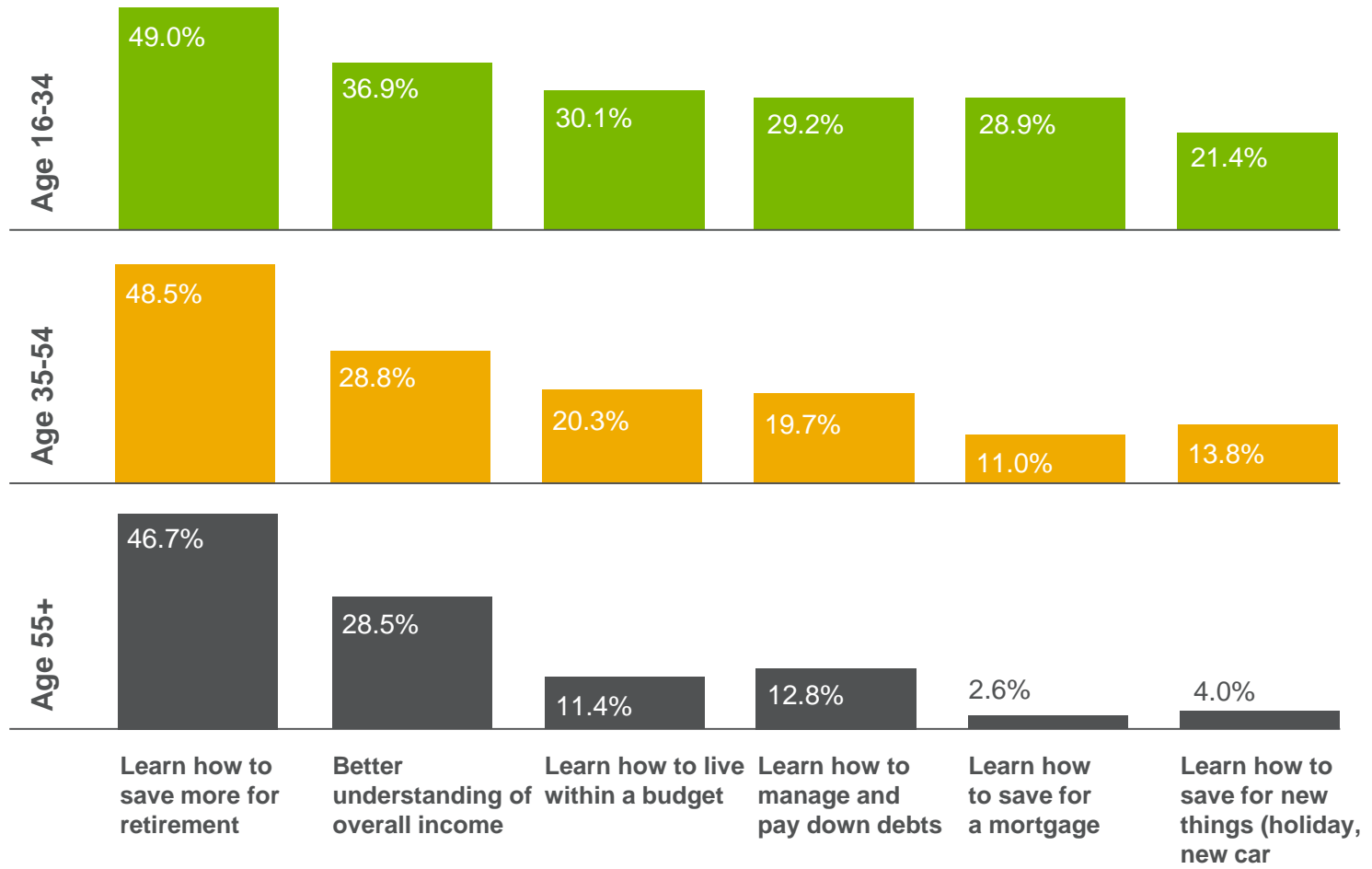
Guidance needs to get personal

72.8% 

of employees expect their employer to provide guidance on the employee benefits they offer and how appropriate each benefit might be to them and their family



What people want from financial education



Financial priorities (3 months/12 months/3 years) (%)

Financial priorities (3 months/12 months/3 years) (%)

Financial priorities	3 months	12 months	3 years
Save for a holiday/to go travelling	26.2%	23.2%	12.7%
Keep on top of day-to-day living costs	23.1%	11.6%	9.1%
Become a smarter shopper	18.1%	7.4%	5.6%
Look for better deals on utilities/credit cards	17.1%	10.9%	5.1%
Pay down or pay off debts	17.0%	17.1%	17.2%
Save for emergencies/a rainy day	16.4%	15.7%	13.2%
Save for home improvements	13.8%	16.4%	12.2%
Save for birthdays and special occasions	11.1%	7.7%	3.6%
Save for retirement	8.4%	10.2%	21.2%
Save for a car	7.7%	12.1%	11.0%
Save for children's future	6.7%	7.3%	14.3%
Save for Christmas	4.7%	16.2%	3.8%

Why employee Financial Wellness is important for you as a business

1 in 3

workers say they have lost sleep over money worries

8%

of employees have spent time during the working day dealing with money problems

46%

say financial pressure affects relationship with manager

59%

of employees with 'current' financial worries state money concerns prevent them from performing their best at work

89%

of employers agreed that financial concerns have an impact on employees' workplace performance

Absenteeism and presenteeism from financial distress is adding an extra

4%

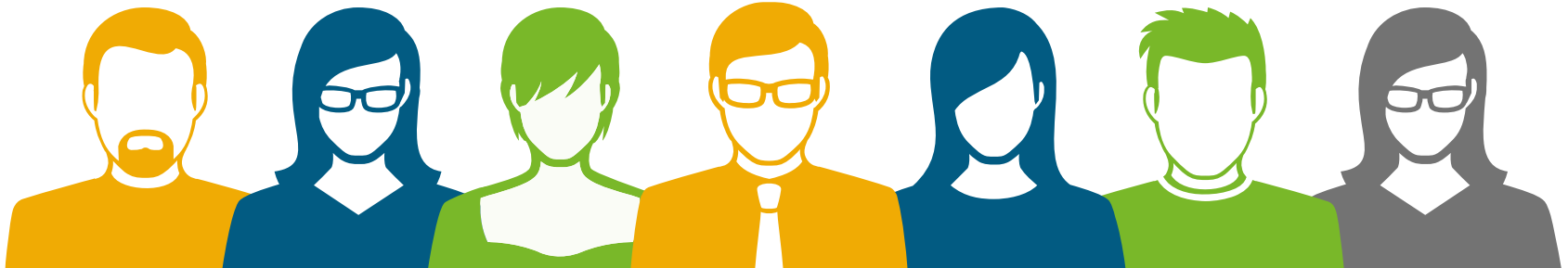
to payroll cost for UK firms

Each year, financial stress costs the UK economy

£121bn

and **18m**

working hours in time off work



Financial Well-being in the Workplace: A Way Forward, prepared by the Financial Advice Working Group for HM Treasury and the Financial Conduct Authority, final report, March 2017

Quoting above: SMF, 2016; CIPD, 2017; Neyber, 2016; Willis Towers Watson, 2016; FCA 2017; Barclays, 2014

Employee and employer journey

How do you make your employees understand the **value** of a Financial Wellness programme?



How do you ensure a **personalised** experience?



Discussing personal finances in the workplace is still seen as **taboo**



How do you **engage** employees?



How do you ensure solutions are **relevant** to your workforce?



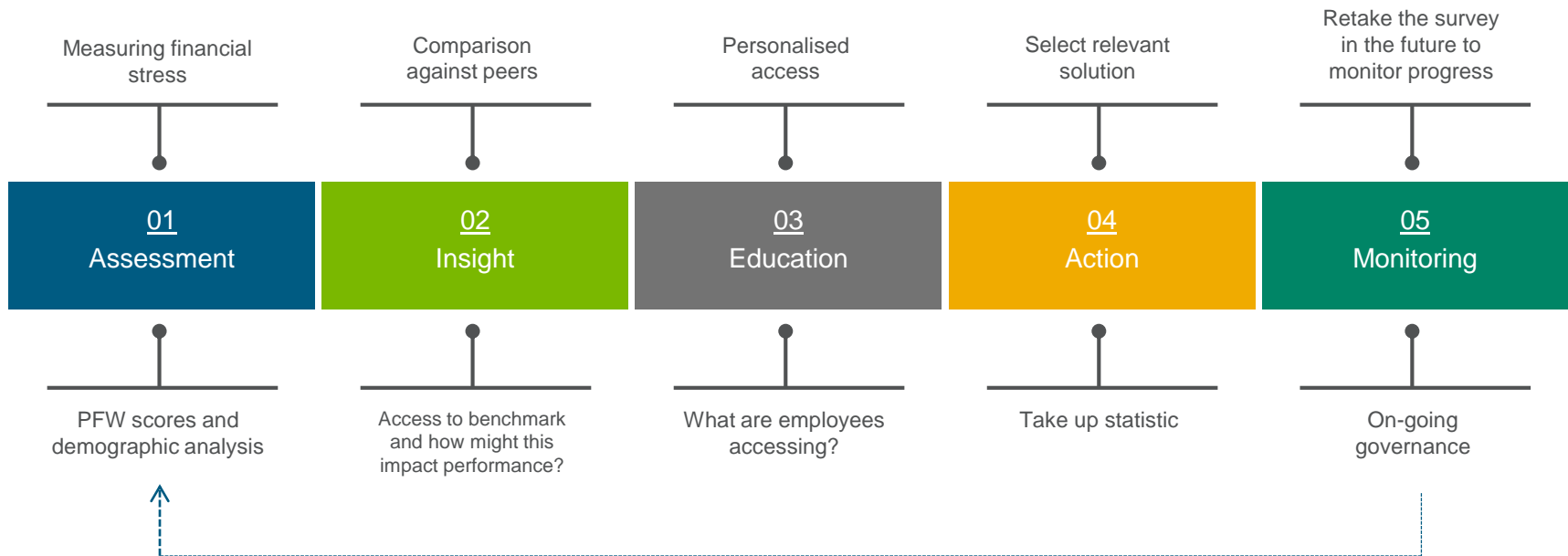
How do you **measure success?**



Employee and employer journey



Employee journey



Employer journey

The essential ingredients

1

Understand your audience – provide support where it is most needed

2

Personalise the experience

3

Life events matter

4

Make sure you are making the most of what you already have in place

5

Communicate, communicate, communicate

6

Measure results

7

Refine and continue

8

Remember financial wellness is only one aspect of wellness

Thank you

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Regulatory Statement

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- The information provided is based on our understanding of current law and taxation as at <insert date>.
- HMRC policy, practice, and legislation may change in the future.

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