

FINANCIAL WELLBEING



What do employers think?

Employees' financial wellbeing now a top priority for nearly three quarters of employers over the next three years

74% Financial wellbeing

99% Emotional wellbeing

90% Physical wellbeing

77% Social wellbeing

Top two financial wellbeing actions that employers are planning or considering in the next two years

Financial wellbeing programme metric setting for most at-risk employees

38%

Financial wellbeing webinars

35%

Specific actions already taken to improve financial wellbeing (top 3)

£ 63%
Income protection plan

£ 45%
Financial wellbeing webinars

35%
One-to-one counselling on short-term financial issues

Limited success

ONLY 19%

of employers think that their efforts to improve the financial wellbeing of employees have been effective

What do employees think?

Around **1 in 8** employees score poorly in all areas of their wellbeing (physical/financial/emotional/social)

Poor wellbeing impact

High risk employees are **4x more likely** to have financial issues negatively impacting their life

High risk employees are **3x more likely** to work until 70 years of age, or later

nearly half feel financially secure

58% physically thriving
48% financially secure
37% emotionally balanced
21% socially connected

Financial wellbeing has declined for high-income employees
2019: **57%** 2022: **36%**

