

WHAT IS FINANCIAL WELLBEING?

What being financially healthy looks like

- Being able to budget properly.
- Manage debts.
- Save for the future.
- Contribute to a pension.
- Absorb unexpected costs.
- Having the knowledge to make informed financial decisions and understanding when and how to seek advice.
- Being free from financial stress and worry.



Why it's important to your organisation

Performance - **30%** of employees in the public sector reported that financial concerns have affected their ability to do their job (CIPD employee view)



Sickness absence - an employee with poor financial wellbeing takes on average **1.5** days of sick leave due to this per year (Salary Finance)



Productivity - an employee with poor financial wellbeing has lower productivity by **25-34** days per year on average (Salary Finance)



Why it's important to your staff

Mental health - poor financial wellbeing is linked with higher levels of **stress**, anxiety and depression



Sleep - **19%** of employees report having lost sleep over their finances



Concentration - **10%** of employees reported finding it hard to concentrate or make decisions



MYTHS AND REALITIES

Myth: Financial wellbeing is only important for staff who earn less.



Reality: Any member of staff could have difficulty with their financial wellbeing, including higher earners.



Myth: Financial wellbeing isn't the employer's responsibility, it's down to the individual.



Reality: It's a shared responsibility between employer and employee.



Use our four-step financial wellbeing guide to support you to develop a robust financial wellbeing strategy for your organisation.