

neyber

Financial wellbeing: the last taboo of the workplace

Monica Kalia
Neyber Founder

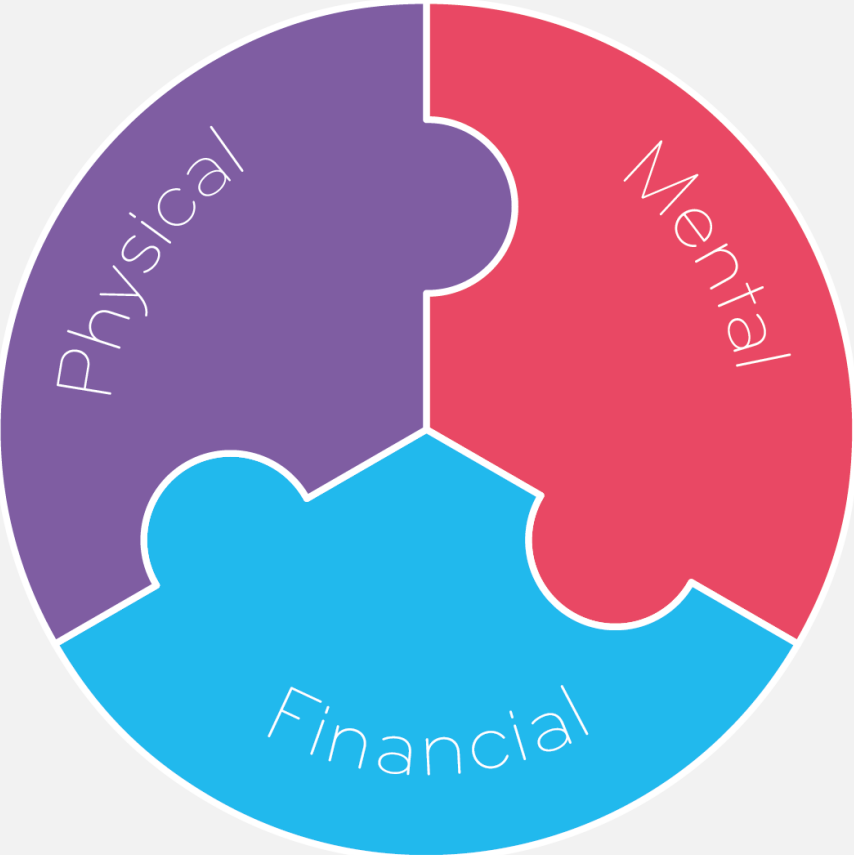


One of the greatest
unnoticed drains on
individual's productivity is the
distraction that financial
stress puts on people

Dr. Stephen R Covey

7 Habits of Highly Effective People

PRODUCTIVITY PUZZLE



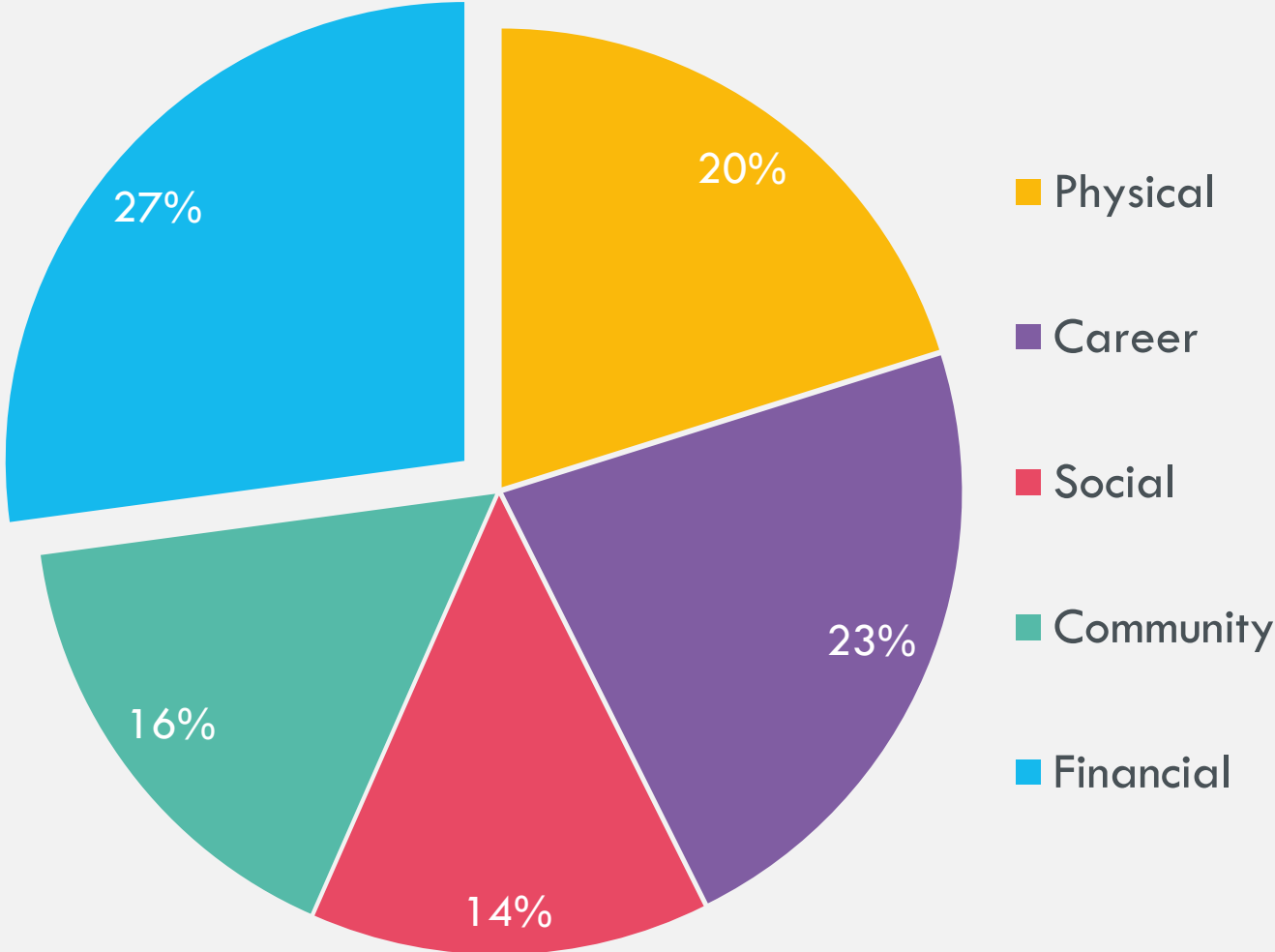
COMPREHENSIVE RESEARCH

THE DNA OF FINANCIAL WELLBEING 2016 AND 2017



DNA 2017 – OVERALL EMPLOYEE WELLBEING

We asked employees what areas of their wellbeing they were unhappy with:



EMPLOYER VIEW

We care about this & it's important to look after our employees in this regard:

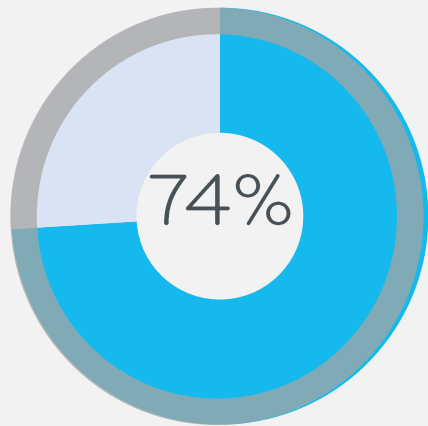
- Physical – 88%
- Career – 91%
- Social – 77%
- Community – 78%
- Financial – 82%

Employee Focus

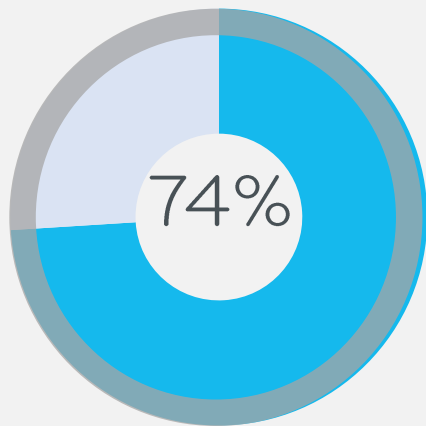
DNA 2017 - STATE OF THE NATION

58%

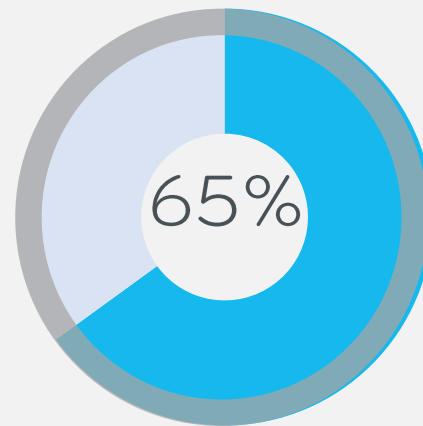
UK employees have been affected by financial worries in the last year



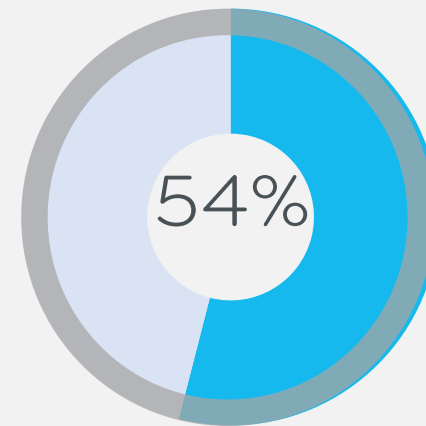
18-24
year olds



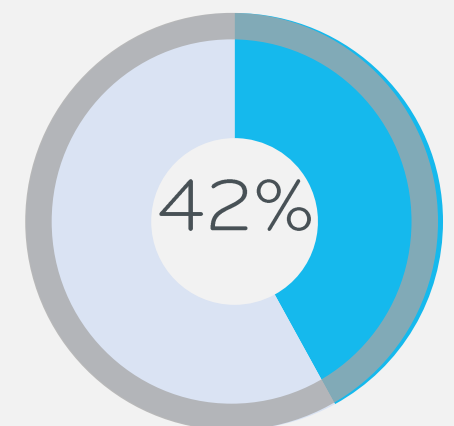
25-34
year olds



35-44
year olds



45-54
year olds



55-64
year olds

83%

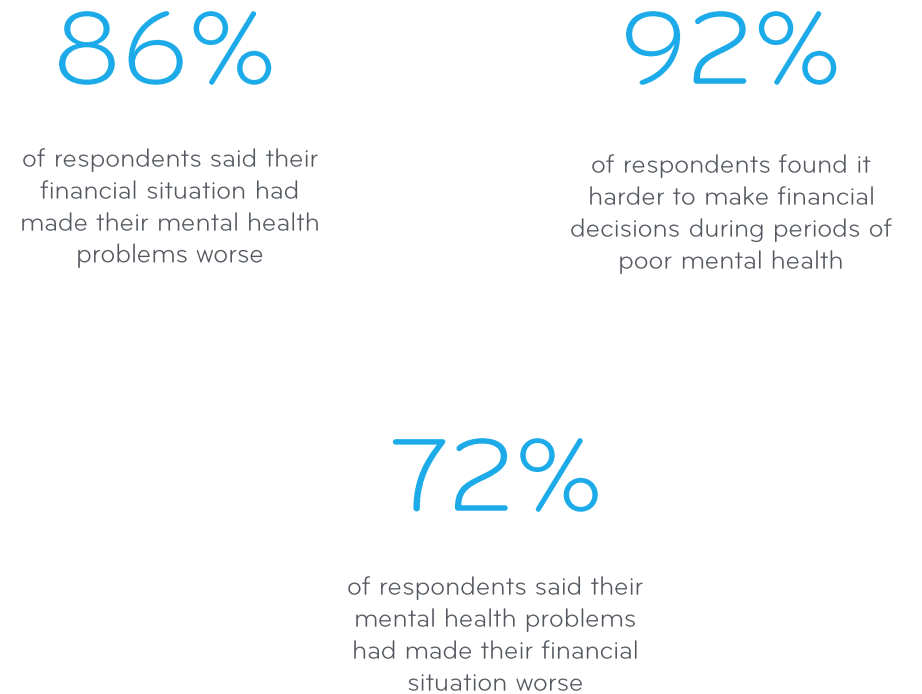
Employers think their employees have been affected by financial worries in the last year

THE DNA OF FINANCIAL WELLBEING 2017



Neyber / The DNA of Financial Wellbeing 2017, Neyber , Survey of 10,000 employees and 500 employers, May 2017

MONEY ON YOUR MIND

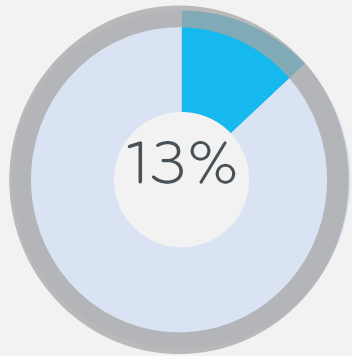


*Money and mental health policy institute/ Money on your mind, 2016

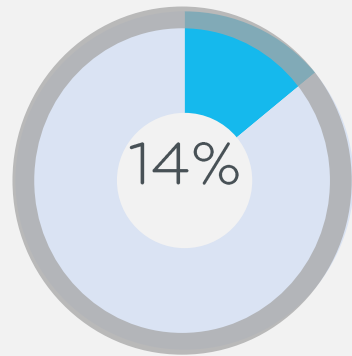
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DNA 2017 – MONEY MANAGEMENT

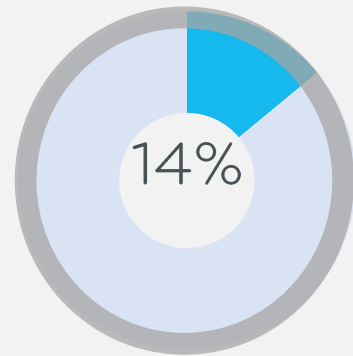
Feel out of control managing my money each month



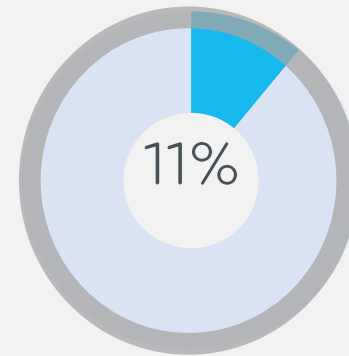
18-24
year olds



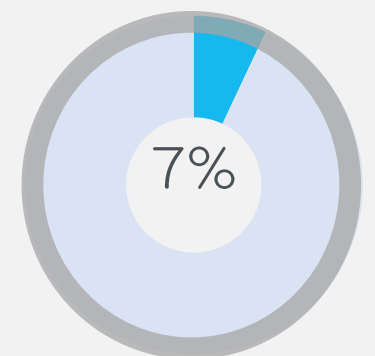
25-34
year olds



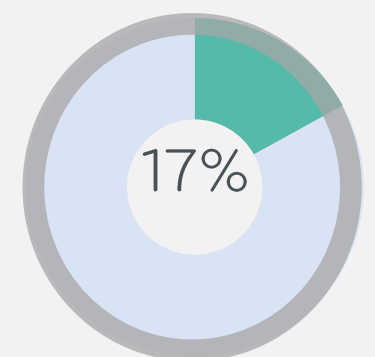
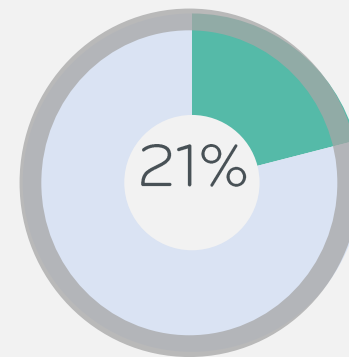
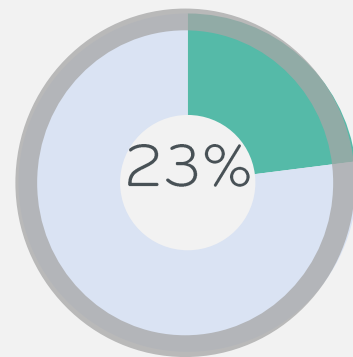
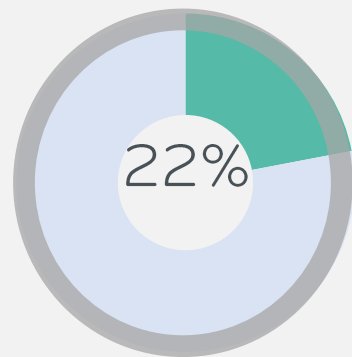
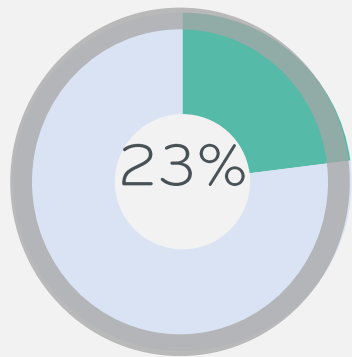
35-44
year olds



45-54
year olds



55-64
year olds

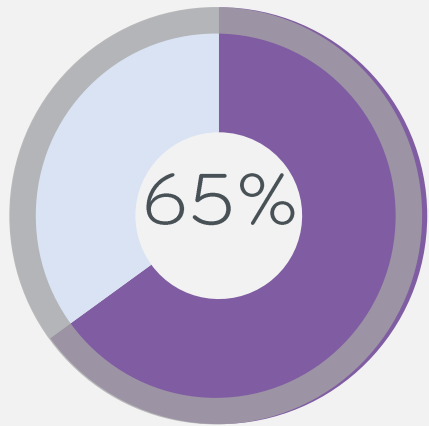


Feel in control but I am only paying the minimums each month

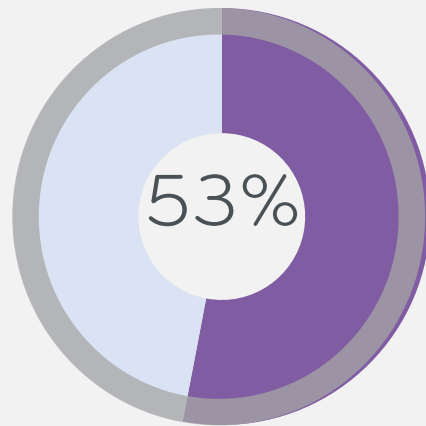
DNA 2017 – DAY TO DAY FINANCES (INCOME)

48%

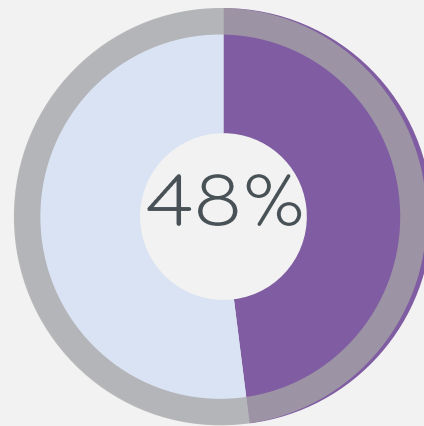
Have an income that fluctuates
by more than 10% each month



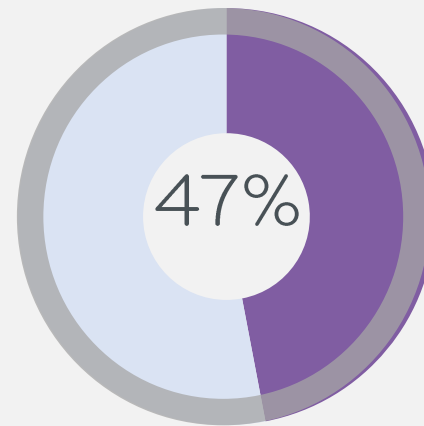
18-24
year olds



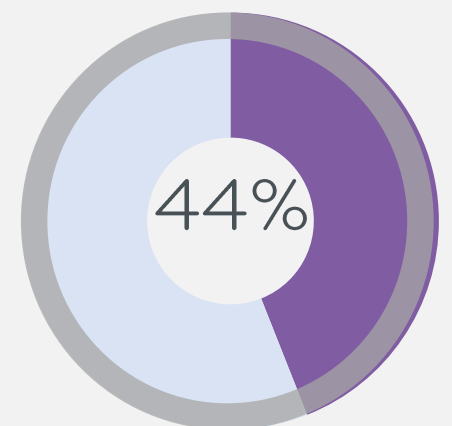
25-34
year olds



35-44
year olds



45-54
year olds

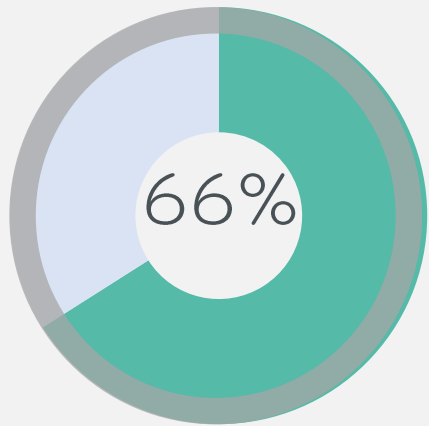


55-64
year olds

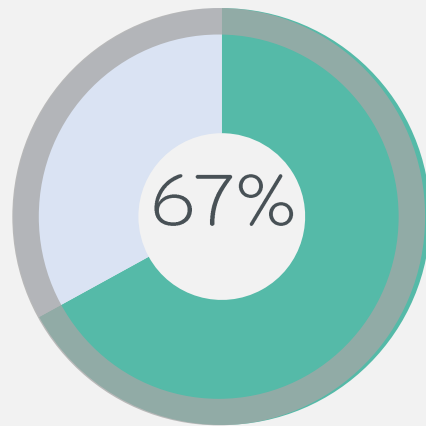
DNA 2017 – DAY TO DAY FINANCES (BORROWING)

48%

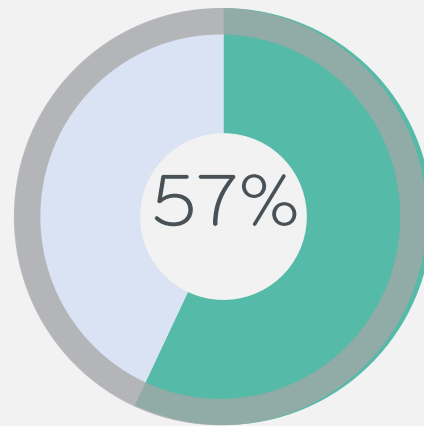
Have borrowed money to meet basic financial needs in the last year



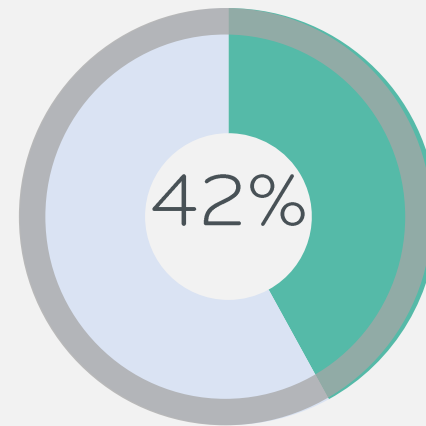
18-24
year olds



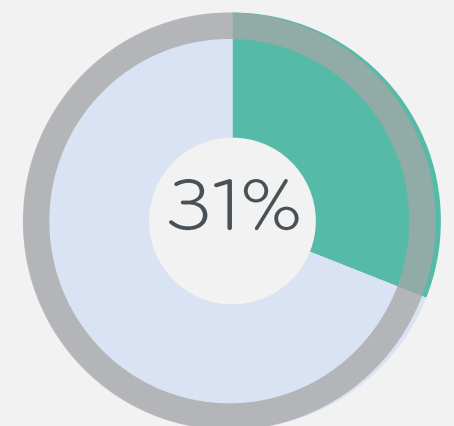
25-34
year olds



35-44
year olds

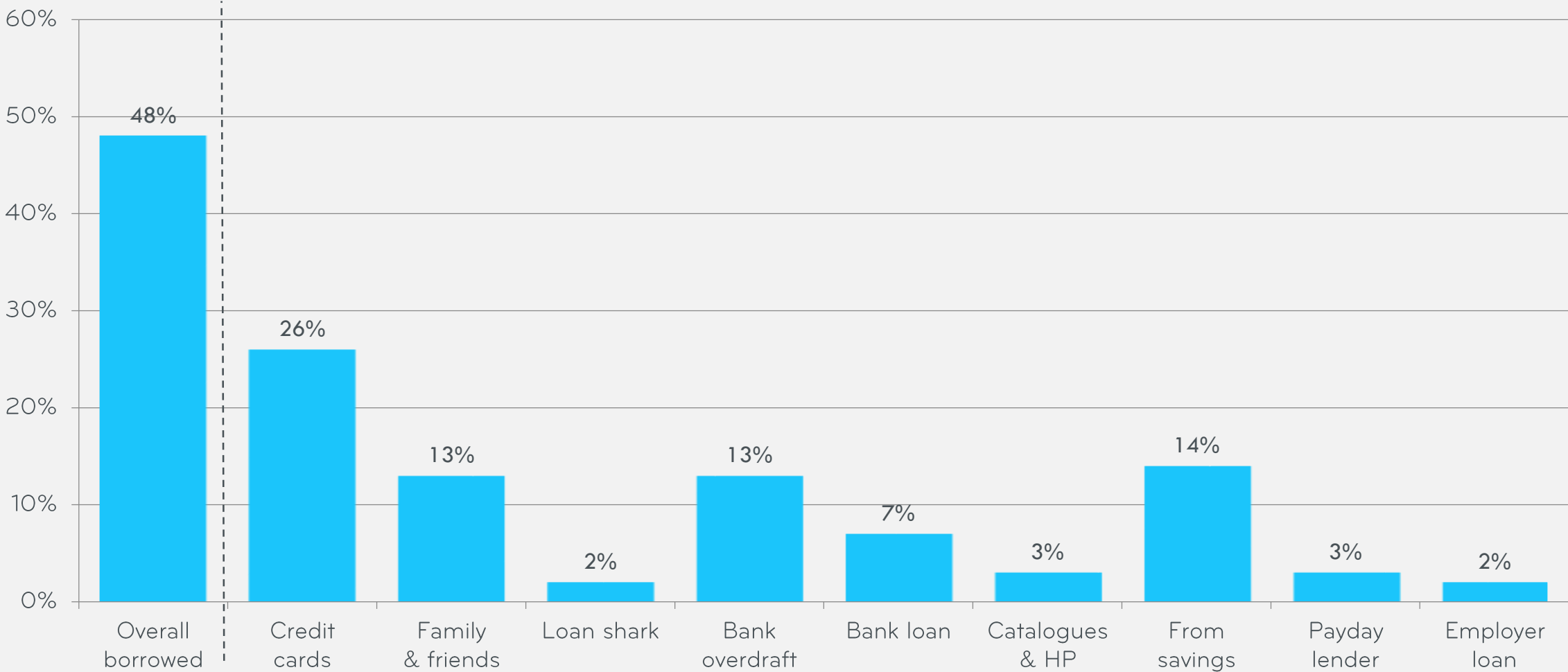


45-54
year olds



55-64
year olds

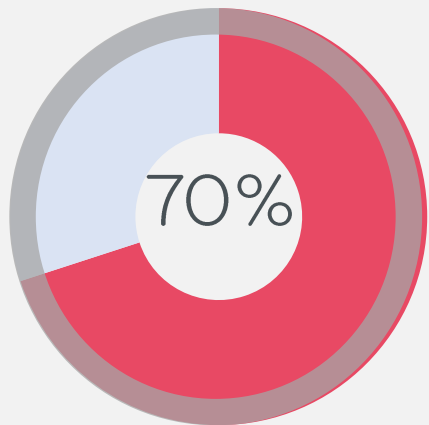
DNA 2017 – METHODS OF REGULAR BORROWING FOR BASIC NEEDS



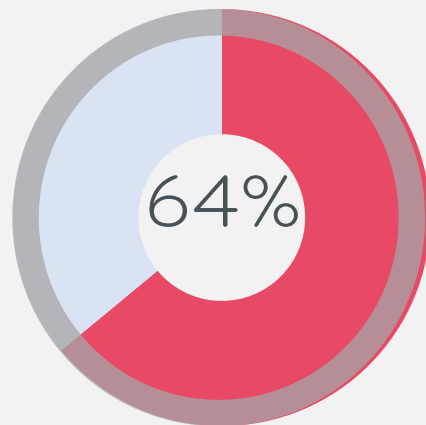
DNA 2017 – AWARENESS AND BEHAVIOUR

72%

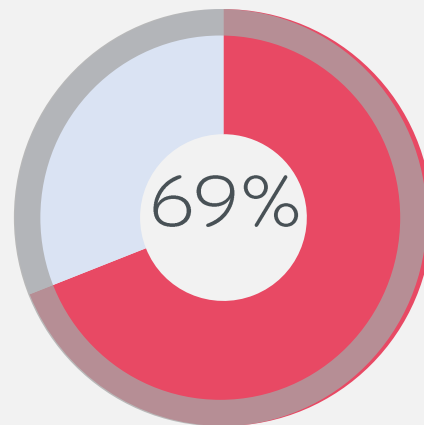
Of UK employees do not regularly check or review their credit scores



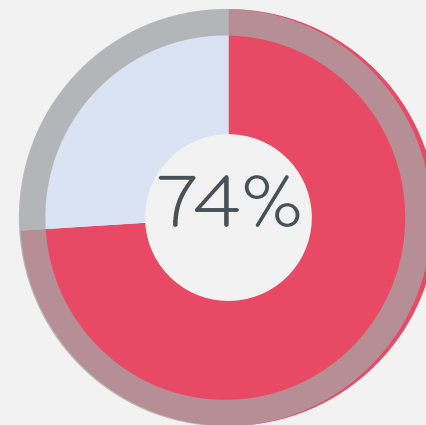
18-24
year olds



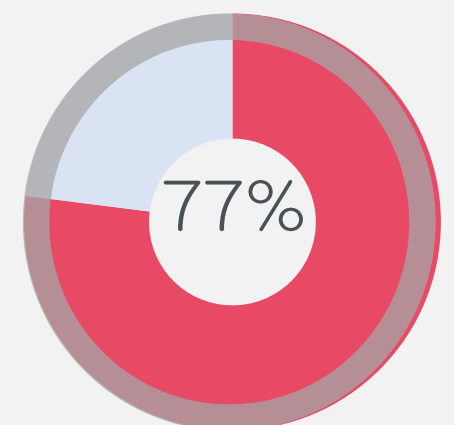
25-34
year olds



35-44
year olds



45-54
year olds

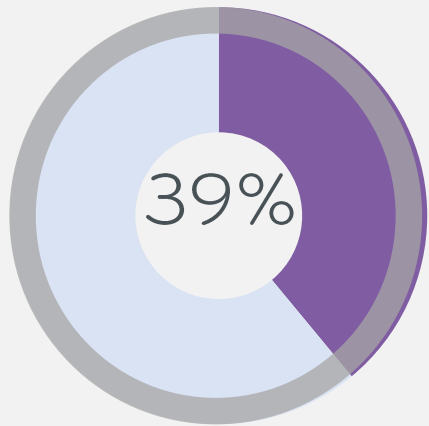


55-64
year olds

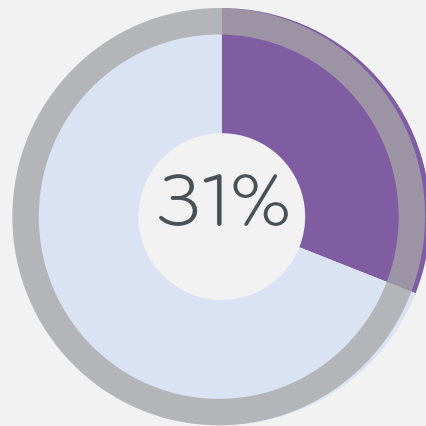
DNA 2017 – DAY TO DAY FINANCES (SAVINGS)

24%

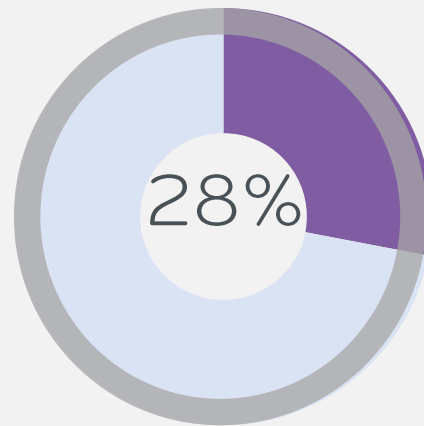
Have one months savings or less



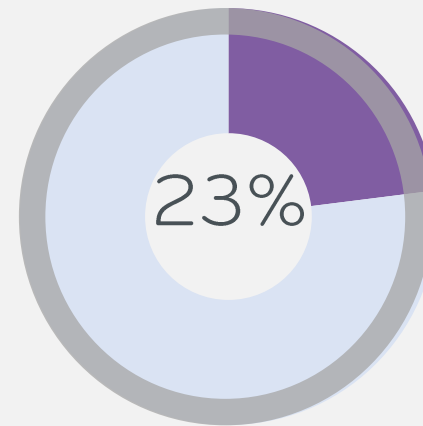
18-24
year olds



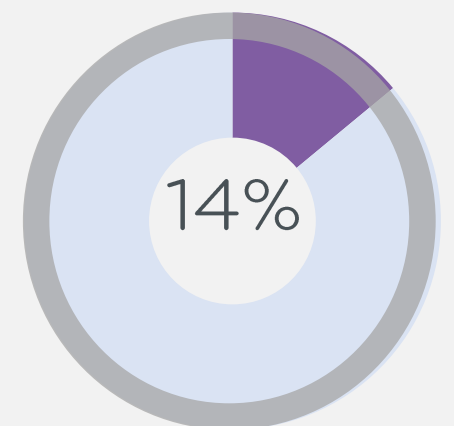
25-34
year olds



35-44
year olds

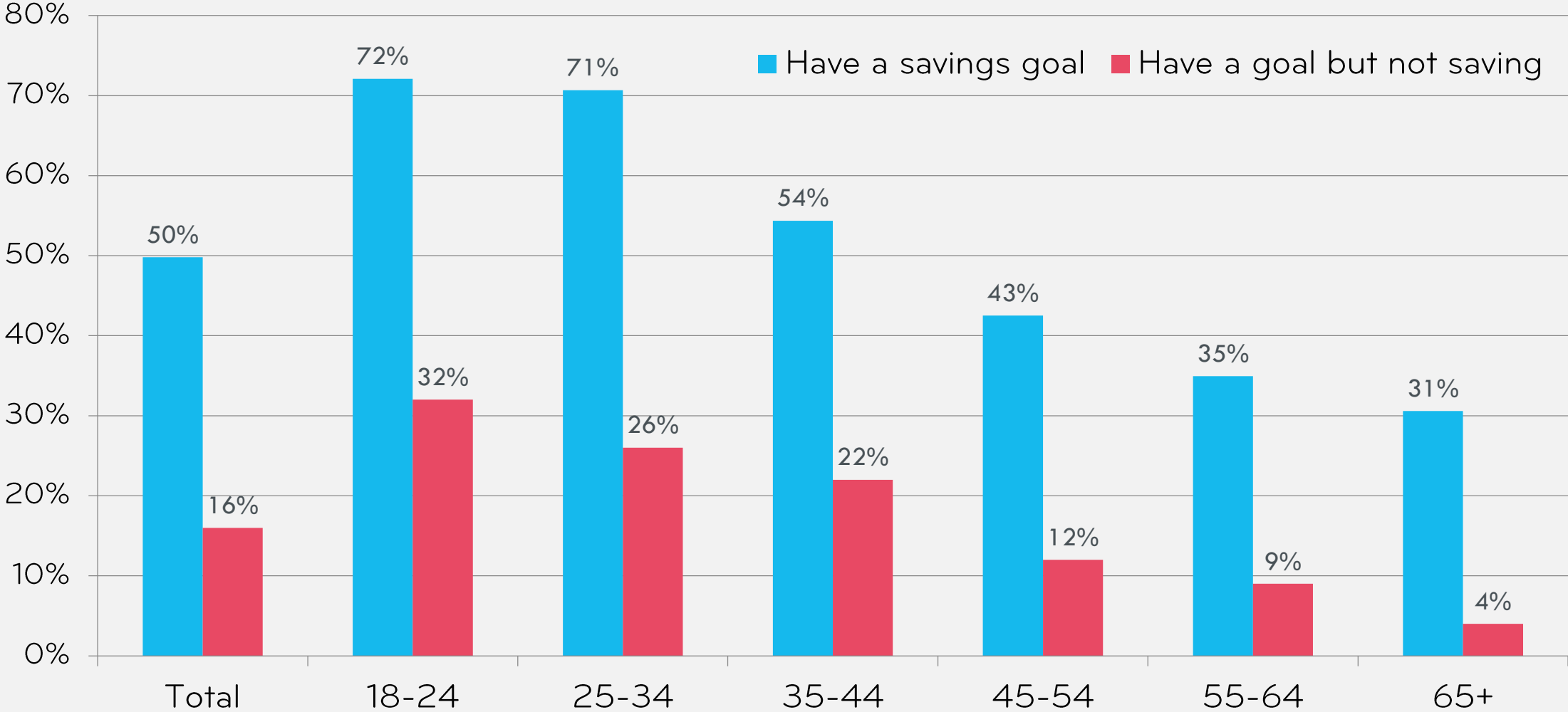


45-54
year olds



55-64
year olds

DNA 2017 - SAVINGS GOALS



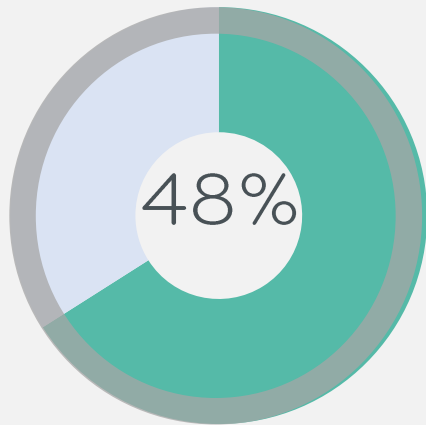


Supporting Financial Worries

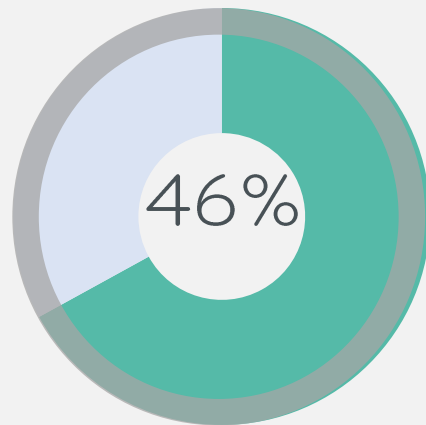
DNA 2017 – SUPPORTING FINANCIAL WORRIES

3%

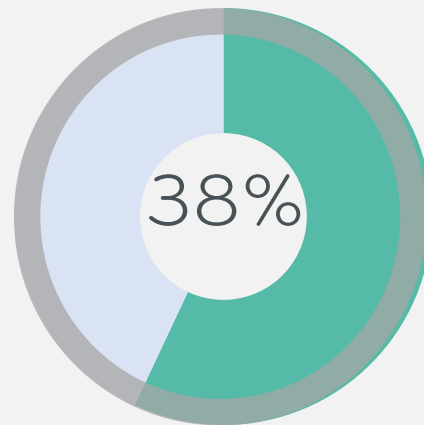
Of employees would turn to either their manager or HR team if they were having financial worries



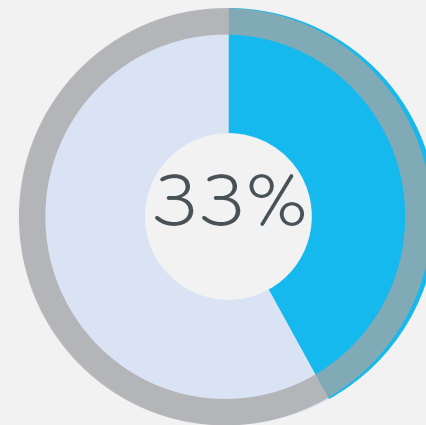
18-24
year olds
FAMILY MEMBER



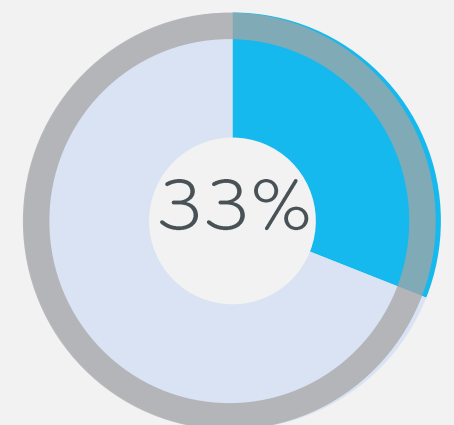
25-34
year olds
FAMILY MEMBER



35-44
year olds
FAMILY MEMBER



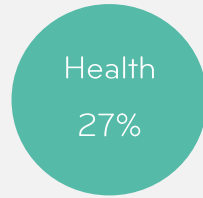
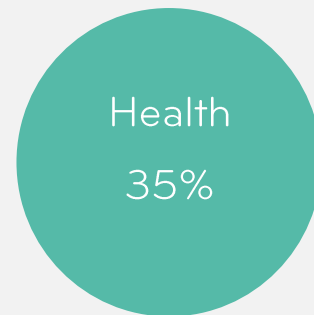
45-54
year olds
PARTNER



55-64
year olds
PARTNER

Employer Focus

DNA 2017 - WHAT'S ON THE MIND'S OF UK EMPLOYEES?



18-24
year olds

25-34
year olds

35-44
year olds

45-54
year olds

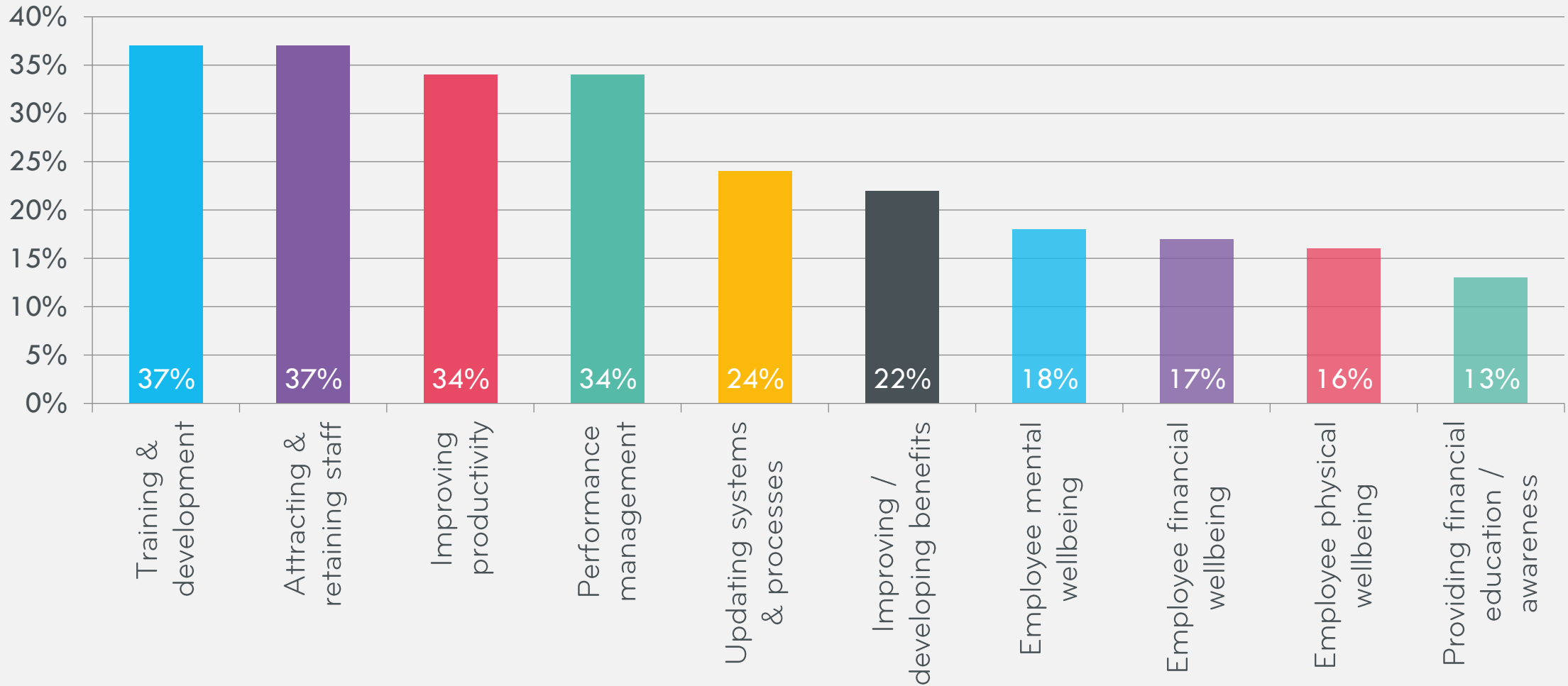
55-64
year olds



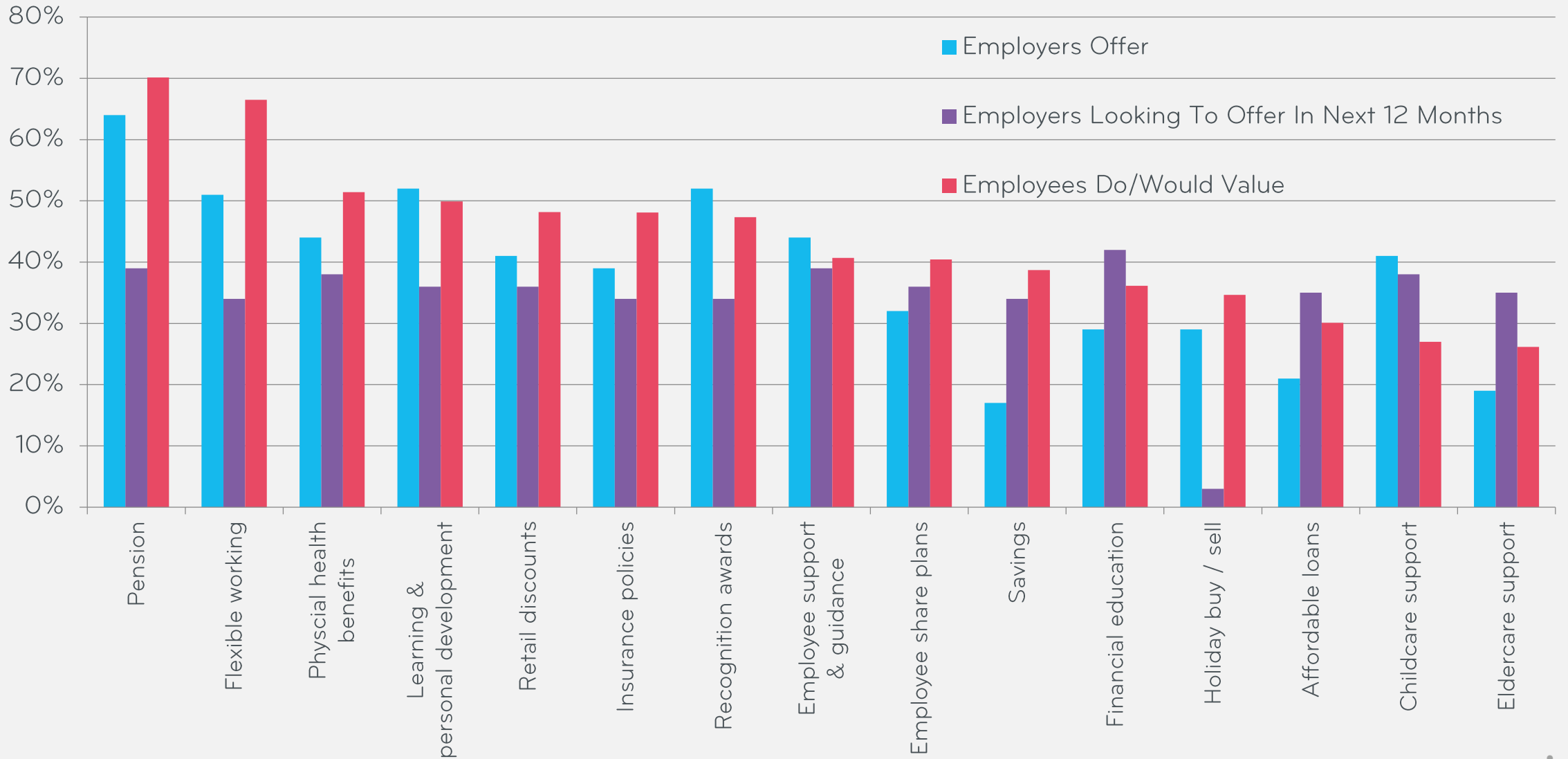
**EMPLOYER
VIEW**

Do you have a
financial wellbeing
strategy?

DNA 2017 – CURRENT HR PRIORITIES FOR THE NEXT 12 MONTHS



DNA 2017 – EMPLOYEE BENEFITS



BUSINESS CASE FOR FINANCIAL WELLBEING



Increased productivity



Increased engagement



Reduction in absences



Reduction in stress related calls to EAP provider



On average G7 countries are 16% more productive than the UK



13% of workers report that money worries affected their concentration at work

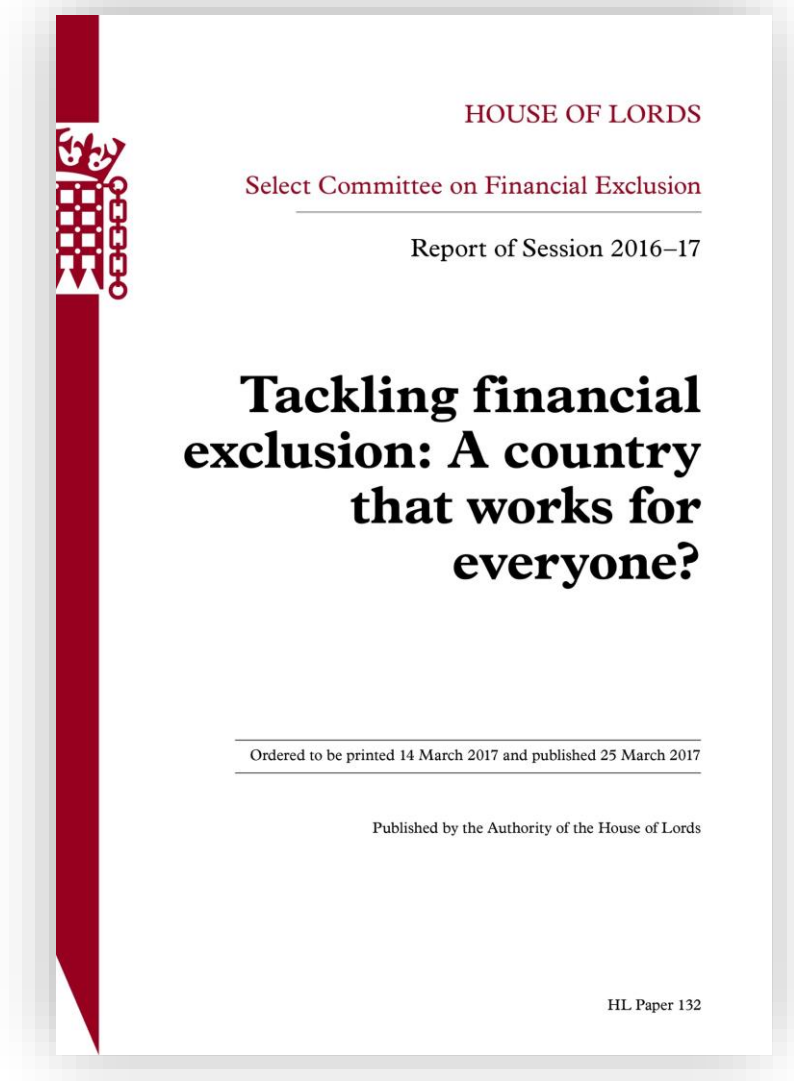


Many UK workers are increasingly worried about their financial position and feel financial worries are affecting their work

FINANCIAL INCLUSION AND GOVERNMENT

Working with the government on financial inclusion - and the role of the employer

The House of Lords Select Committee on Financial Exclusion published a report highlighting how employers have a key role in countering financial exclusion amongst the UK's 30 million strong workforce. Neyber research provided key evidence for statements within the report.



NEYBER'S SOLUTION

A complete financial wellbeing solution at no cost

We empower you to support your workforce's financial wellbeing by giving them access to



AN AWARD-WINNING PROPOSITION



WINNER
"Ethical Financial
Services of the Year"
2017



WINNER
"Benefits Innovation
of the Year" 2017



Provider to
WINNER of
"Best Financial Wellbeing
Strategy"

Thank you



WINNER
"Ethical Financial
Services of the
Year" 2017



WINNER of
"Benefits Innovation
of the Year" 2017



Provider to
WINNER of
"Best Financial
Wellbeing Strategy"



WINNER of
"Benefits Innovation
of the Year" 2016



FINALIST for
"Newcomer"



SHORTLISTED for
"Best Product for
Making Pay Go
Further"



HIGHLY COMMENDED
for "Innovation in
Consumer Finance"
2016



RUNNER UP
for "People's choice
award" 2016



SHORTLISTED for
"Most Innovative
Product
of the Year" & "FinTech
Startup of the Year"

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Neyber intends to offer customers a range of investment options for regular, salary deducted contributions to their investments portfolio with access to a range of higher return investment/lending products including tax efficient ISAs. Such products will not be eligible for the Financial Services Compensation Scheme.

Questions
