

3 Ways to improve your employees' financial wellbeing

- **Protect employees from financial risk**
- **Offer financial education and support**
- **Make your pension scheme work harder.**

10% of UK employees have missed days at work due to financial worries. Financial anxiety in the workplace is a growing problem.

The good news is that there's a lot that employers can do to improve financial wellbeing:

1. Protect employees from financial risk

Faced with an unforeseen problem like an accident or serious illness, many people have no reserves to fall back on.

Group protection policies are a popular employee benefit. Our consultants can help you put financial protection across the workforce to give employees:



Life assurance

A tax-free lump sum for dependants if an employee dies



Income protection

An income during absence from work due to illness or injury



Critical illness cover

A tax-free lump sum on diagnosis of certain illnesses or conditions

2. Offer financial education and support

39% of UK adults (20.3 million) lack confidence about managing their money.¹ Financial anxiety is seeping into workplaces up and down the country. Financial wellbeing support is rapidly becoming an expectation. Employees love it.

We deliver full financial wellbeing programmes across the workforce for organisations of all sizes, including FTSE 100 businesses.

We can also deliver individual services, based on your budget and what your people need:



Webinars and workshops

Flexible and affordable ways to deliver clear financial information and guidance to large groups of employees.



Financial MOT

Our low-cost Financial MOT tool asks people simple questions then generates a personalised action plan.



One-to-one sessions

Focused help for people at certain stages of life such as retirement, or with sensitive questions to ask.

▶ 3. Make your pension scheme work harder

Is your pension scheme fit for purpose? Our pension specialists will work with you to make sure it delivers more for both your organisation and its staff:



Introduce salary exchange

Salary exchange is an effective way to deliver NI savings for both employer and employees



Monitor scheme investments

It's easy to overlook scheme investments. But without regular checks, they may not be performing well.



Check you're fully compliant

Beat the regulators and their hefty fines. It can take a specialist eye to spot gaps in pension compliance.

▶ Get in touch with one of our specialists

First Actuarial is a UK employee benefits consultancy, with teams of pension, group protection and financial wellbeing specialists. We help employers get more value from their investment in employee benefits. We'll work with you to improve your pension arrangements and deliver the employee benefits that your people need most.



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