Mintago

The H2 Employer Action Plan:

The cost of living is rising. What to do when your budget won’t.

EMPLOYMENT COSTS

The cost of employing people has gone up.

National Living Wage

£12.21 ↗ £12.71

Employer National Insurance

13.8% ↗ 15%

Employer NI threshold

£9,100 ↘ £5,000

For a salary of

£35,000

That's a **25% increase** in employer contributions!

PEOPLE MANAGEMENT

Employers believe workers' rights bill will have negative impact on business, research reveals

Looming National Insurance changes prompt widespread plans to cut hiring and increase redundancies, new CIPD research finds

Mintago

EMPLOYMENT LAW

Replacing staff is getting riskier and more expensive.

The next person you hire is protected.

IN EFFECT NOW

Statutory sick pay starts from day one

JANUARY 2027

Unfair dismissal protection will start from 6 months

JANUARY 2027

Statutory caps on compensation are being removed

"The less risk small employers can afford to take, the fewer second chances, fresh starts, and first jobs they'll be able to offer."

Tina McKenzie, FSB Policy Chair

The Telegraph

Neil Carberry

Workers' bill is acting like a wet blanket on recruitment

Ministers must listen to the concerns of business in order to create growth, jobs and opportunity

insight.

people / places / technology

Neil Franklin

Employment Rights Act is already putting the brakes on hiring, CIPD warns

COST OF LIVING

People are *struggling* to afford the basics.

And pay rises alone won't be enough

A decent standard of living costs £1,400 more than the new National Living Wage. (Living Wage)

Energy Price Cap

13%↑

(Ofgem)

Gas prices

24%↑

(Ofgem)

Food prices

50%↑ since 2021

(Guardian)

RISING PRESSURE

Mintago

Employer *costs*

- National Insurance ↗
- Minimum Wage ↗
- Business bills ↗
- Business costs ↗
- Staff turnover risk & cost ↗

Employee *costs*

- Energy price cap up 13% ↗
- Groceries up 50% ↗
- Fuel prices ↗
- Mortgage rates ↗
- Fiscal drag ↗

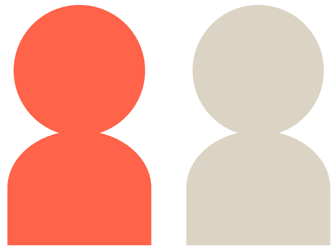
Pressure is rising on both sides of payroll.

Mintago
NEW RESEARCH 2026

Employees are living on the edge of their finances day-to-day.

1 in 2

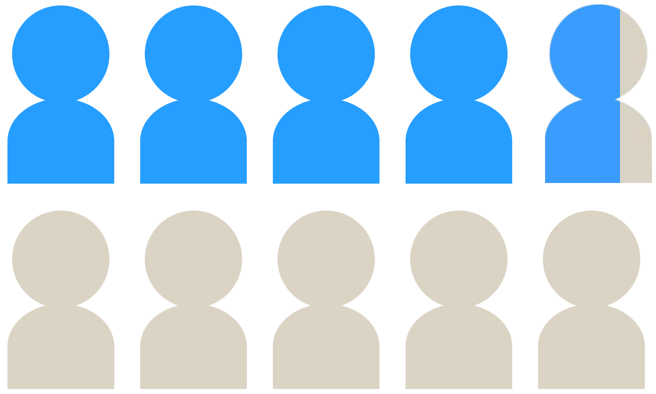
aren’t building any savings



51.2% spending ≥ income

46%

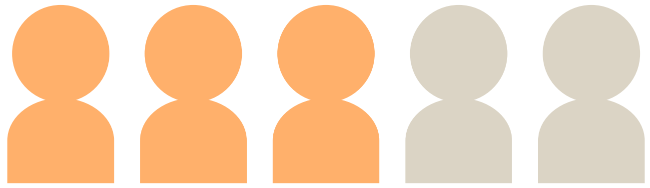
Have less than 3 months of emergency savings



46% with less than 3 months saved

3 in 5

would struggle to cover an unexpected expense

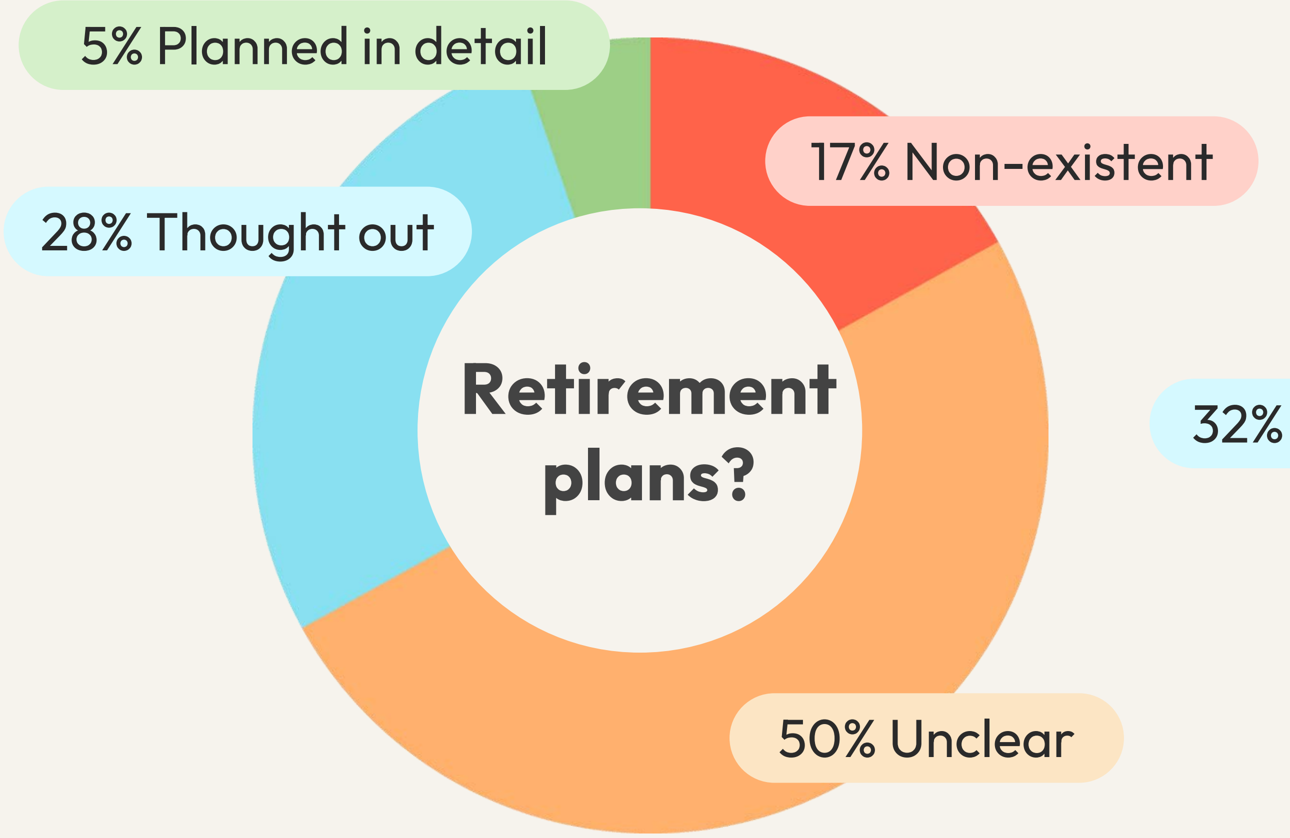


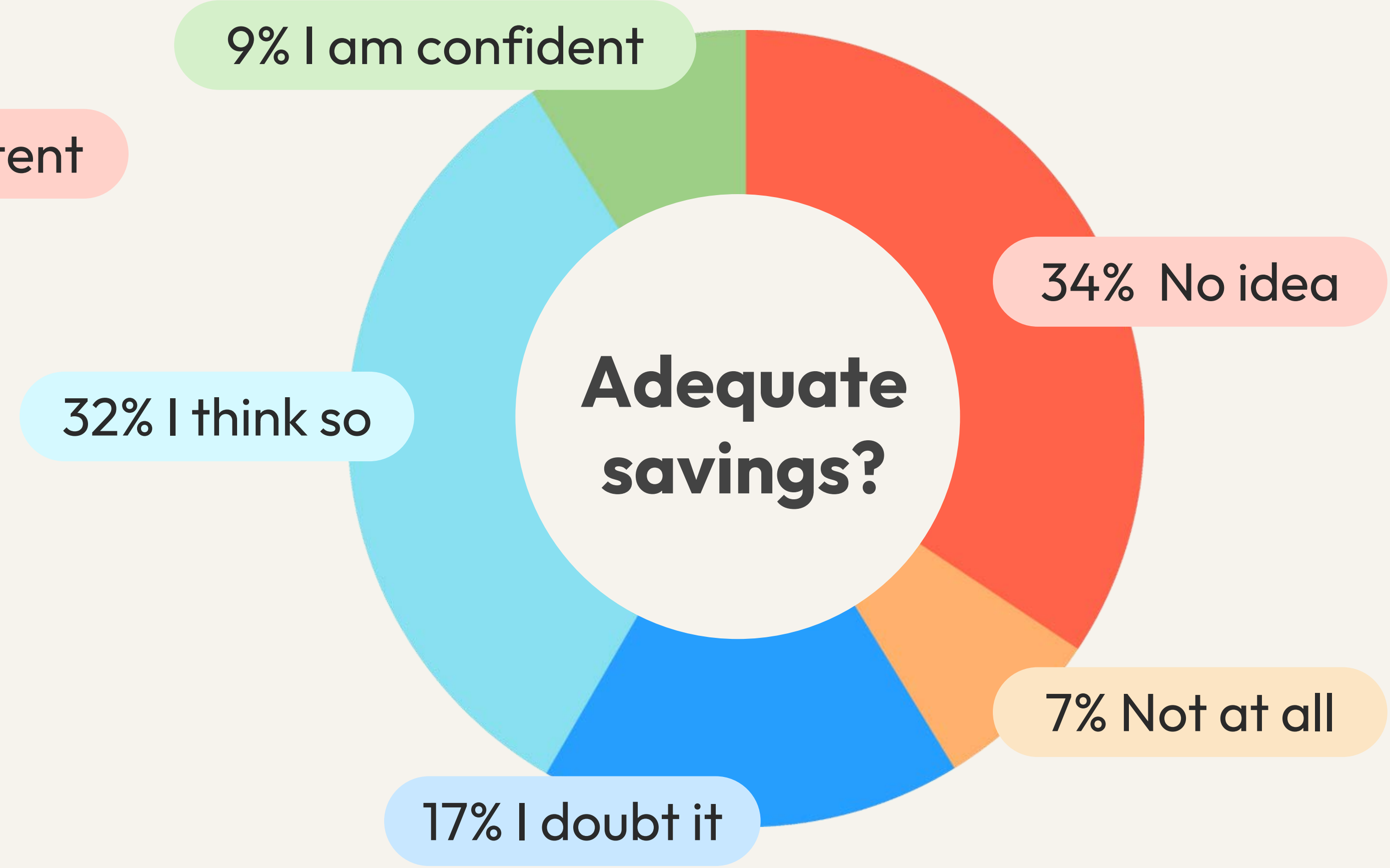
62% say they'd struggle

Mintago
NEW RESEARCH 2026

Most employees *aren't ready* for retirement either.

2 in 3 don't have a clear plan for retirement, and most aren't saving enough for old age





Mintago

So far Mintago has found...

Pension pots
6,080

Retirement money
£67,976,905

Avg. per pot
£11,180

SF
Sarah Feeley

Absolutely buzzing it's sorted and what a relief.

This has been the easiest thing in adulthood I have done. Typed in the companies I worked for, years and address at the time and left them to it! They have kept me all up to date in the process and I have done nothing!

Mintago
PLATFORM 2026

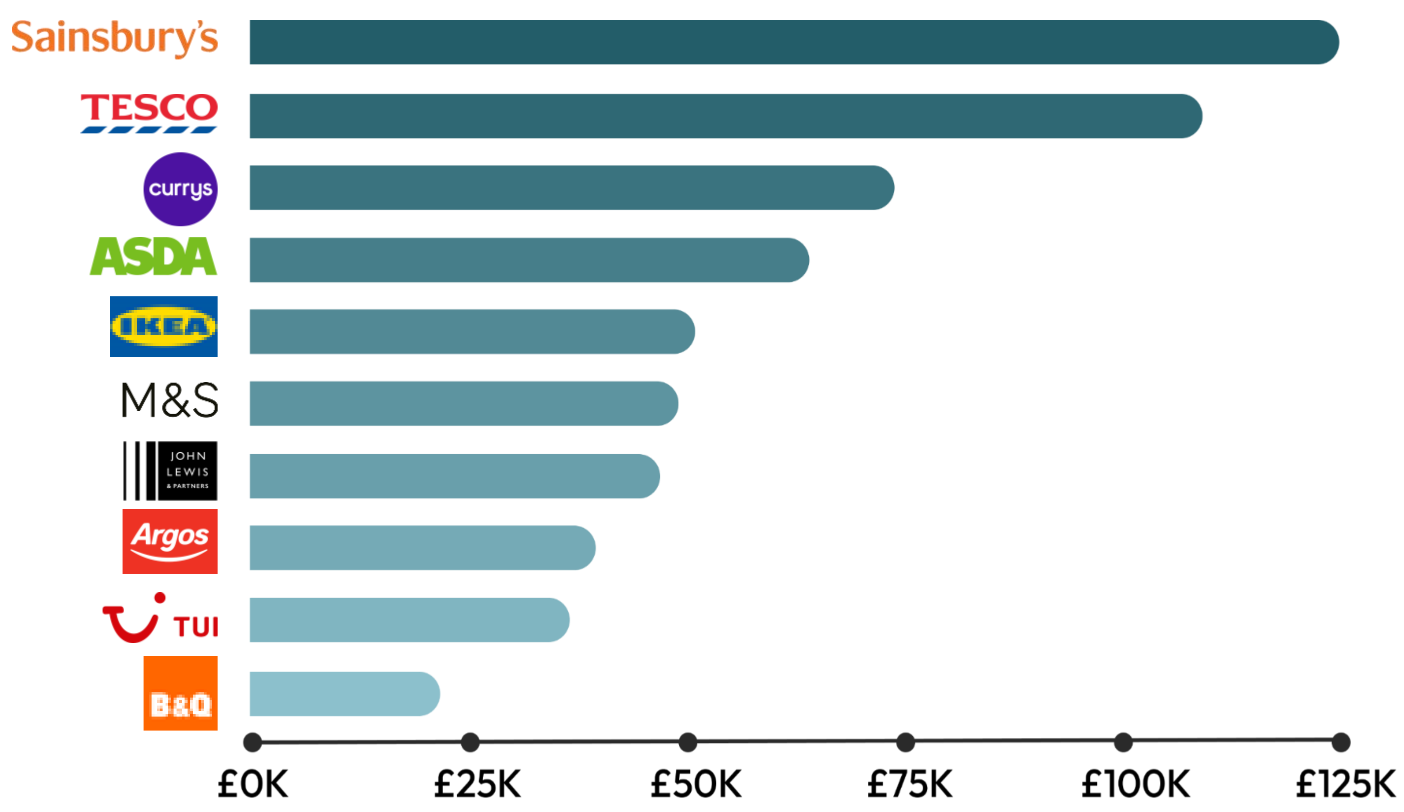
Mintago

But employees are *trying to get smart* with their **money.**

TOP 3 SALARY SACRIFICE
Being tax efficient:

- EV & EV Charging
- Childcare
- Travel

RETAIL & GROCERY DISCOUNTS
Saving on essentials & big purchases:



Mintago Oct 25 – Jun 26

FINANCIAL ADVICE
Reach out for help:

375
requests

- Pension
- Mortgage
- Life planning

TOP MASTERCLASSES / ARTICLES
Learning how to secure their future:

- Optimising your pension pots
- Understanding the state pension
- Understanding voluntary contributions

LOST PENSIONS FOUND
Finding lost money:

997
No. pots found

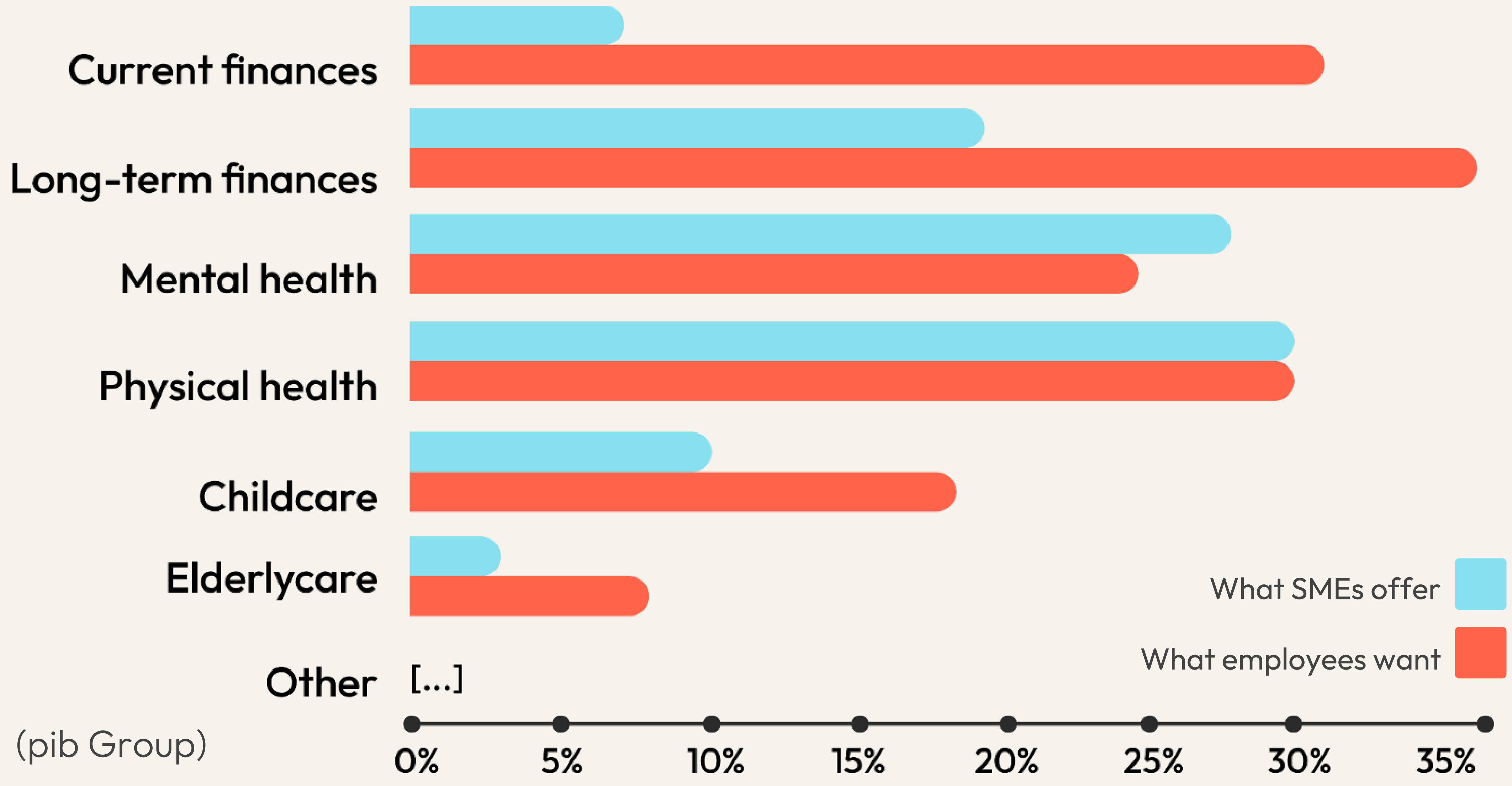
£29k
Avg. per ee.

Mintago

BENEFITS

Most SME employers *don't offer* financial support.

But it's the support employees *want the most.*



(pib Group)

THE GAP

The **biggest gap** sits in **finance and family support.**

46% of UK adults say money worries have affected their mental health and physical health. (SJP)

IMPACT

Mintago

The budget you didn't know you had: make your payroll work harder. For you and for your employees.

Sarah
34

Operations Manager

- £35,000 pay
- Basic rate tax
- Drives to work
- One 2yo child
- 5% pension contribution

Most pay awards planned for 2026 are around 3%

(HR Data Hub)

Sarah's 3% pay rise for the year	£1,050
Tax & NI	-£294
Sarah takes home	£756
3% inflation alone costs her	-£862

Helps her a bit. Not enough. Let's take this further...

IMPACT

Mintago

The budget you didn't know you had: make your payroll work harder. For you and for your employees.

Sarah
34
Operations Manager

Sarah's 3% pay rise	£1,050
Tax & NI	-£294
Sarah takes home	£756
3% inflation alone costs her	-£862

STEP 1

Enroll Sarah in Pension Salary Sacrifice

5% contribution	£1,750
Sarah saves NI & Tax	£140
You also save employer NI	£262

Give yours to her or fund benefits that can help her.

STEP 2

Childcare	+£2,500	+ Biz save
Washing machine	+£150	
EV + charging	+£1,500	+ Biz save
Holiday travel	+£120	
Retail discounts	+250	
Financial advice	Debt free	
Sarah's savings	+£4,520	

PAY RISE
£756

+

SAVINGS
+£4,500

Mintago

The Mintago **flywheel**

“

> **Why aren’t more companies doing this?** It's all gone back into the people pot, which allows us to introduce more benefits, but it also goes towards pay rises, bonuses, incentives, commission – all of those lovely things.”

Kelly Davis
Head of People

SESSIONS

Mintago

THE SUPPORT

So what financial support can you offer?

Make pay work harder

- Salary sacrifice (childcare, travel etc.)
- Voluntary Living Wage
- Retail Discounts
- Grocery Savings
- Energy switching
- Bonuses
- Employee share plans
- Budgeting tools

Absorb shock

- Direct payroll savings
- Earned wage access
- Salary advance
- Interest-free welfare loans
- Debt advice
- Income protection
- Health cash plans
- Enhanced sick pay
- EAP

Build the future

- Enhanced pension contributions
- Pension Search
- Retirement planning
- Financial advice
- 1:1 coaching / guidance
- Financial education
- Financial health checks
- Planning tools

MINTAGO

Mintago

Benefits for every life moment.

Comprehensive salary sacrifice

Childcare

Cycle to Work

EV & Charging

Holiday Travel

Home & Garden

Pension

Tech & Mobile

PLUS

Financial advice

Pension dashboard

Health and wellbeing

Family support

Retail savings

Mintago

THE TAKEAWAY

Your H2 Action Plan.

1

Use salary sacrifice to create more budget

- Pension £££
- EV & Charging ££
- Childcare, C2W £

2

Choose high impact benefits over feel-good perks

- Financial advice
- Retail & grocery savings
- Salary sacrifice

3

Drive engagement to maximise savings for your employees AND your business