



Mintago

Financial Awareness 101

The must-have guide for every teams' success

Who is this guide for?

A helpful guide for business leaders and HR professionals, to ensure your employees' welfare is prioritised if you want them to be happy and productive in the workplace.

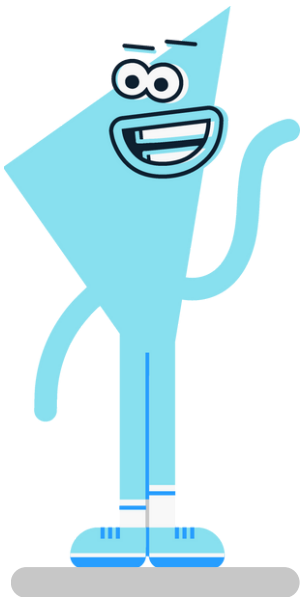
Contents

- 1 Introduction
- 2 The impact of poor financial awareness
- 3 Cultivating a positive financial culture in the workplace
- 4 How Mintago can help
- 5 Next steps

Introduction

In the highly competitive business world of today, it is vital that your team is able to do its best, with every member pulling together to achieve success. Doing all you can to ensure your employees' welfare is therefore crucial if you want them to be happy and productive in the workplace. An essential element of this is their financial wellbeing, and this is dependent on them having good financial awareness.

It is important to understand what financial awareness is. This is all about being able to understand concepts such as budgeting, saving, investing, debt management and insurance, so you can effectively manage your finances.



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It is also interlinked with financial literacy, as the Organisation for Economic Co-operation and Development (OECD) (2020) defines this as: **“A combination of financial awareness, knowledge, skills, attitudes and behaviours necessary to make sound financial decisions and ultimately achieve financial wellbeing.”**

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The impact of poor financial awareness

On your business

It should not, perhaps, be a great surprise to know that there is a strong correlation between financial stress on employees and workplace performance, absenteeism, turnover rates, and, subsequently, overall productivity. People are not machines, and the pressures they are facing will understandably affect their work. According to Mintago's research, 32% of employees struggle with day-to-day tasks because they are preoccupied with financial concerns, with this affecting their productivity in the workplace.

Mintago's research indicates that 56% of employees cite their finances as their greatest cause of stress. Furthermore, 30% of employees said that they intended to change jobs in the next 12 months due to inadequate financial wellbeing support. Research has also found that absenteeism because of financial stress on employees results in as many as 13 million days lost per year (Centre for Economics and Business Research (CEBR) and Aegon, 2021), and 43% of employees have lost sleep due to financial worries.

On your employees

If your employees are lacking in basic financial awareness, and therefore unable to manage their money efficiently, this can result in them experiencing serious financial repercussions. Without the ability to budget efficiently, save for the future, and keep in control of their finances, they can hit seriously rocky ground, resulting in issues such as problem debt or even bankruptcy.

Good financial awareness is required in order for them to achieve stability in their lives. However, unfortunately, poor financial knowledge is worryingly prevalent today, with Mintago's research showing that 33% of employees want help managing their finances but do not know where to find it. Needless to say, the consequences of poor financial stability can not only hit your employees hard but have serious knock-on effects on your business.



Cultivating a positive financial culture in the workplace

It is therefore vital that you create a positive financial culture in your workplace, to encourage financial awareness and to combat stress from financial challenges before it becomes an issue.

You can do this by encouraging your employees to talk about their finances. Although this may be challenging at first, as it has traditionally been seen as a bit of a taboo to discuss financial matters at work, with a few simple strategies, you can soon overcome such attitudes.



Methods to use

Providing a confidential environment – ensuring employees have a safe space where they can discuss financial concerns without feeling embarrassed.

Adopting an open-door policy – making sure that staff know they can come and talk about any financial challenges when they need to, not just at set times.

Surveying your workforce – using regular anonymous employee surveys to better understand what particular financial situations your employees are facing at any given time, which can help you tailor your company-wide discussions to meet the exact needs of your team.

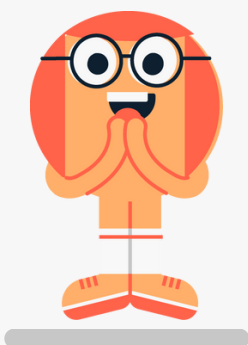
Being reassuring – making it clear that there is no shame in talking about monetary difficulties and offering a listening ear to ease the pressure many feel from financial issues.

Suggesting useful resources – providing a person to talk to is a good start, but offering practical advice is invaluable. Consider compiling a directory of useful contacts you can supply, such as debt management services, or adopting a financial wellbeing platform, where employees can easily gain the expert help they need and take steps to improve their situation.

Providing financial education – knowledge is power!

If you are serious about increasing the financial awareness of your team, to improve the chances of business success, it is important to provide financial education programmes and resources for your employees. This can help boost their financial literacy to help them avoid issues such as problems with debt. In effect, this can empower your employees with greater knowledge to take control of their finances.

Poor financial literacy is a major issue, and only 62% of employees say they have the financial tools, guidance and advice available through their employer to manage day-to-day finances effectively. But you, as an employer, can combat this by offering a good financial education programme. This could include resources such as:



- **Podcasts**
- **A library of reading material**
- **Interactive workshops**
- **Financial management tools**

You could also ensure these are more easily accessible for your employees by making them available via an online financial wellbeing platform.

Retirement planning for future happiness

Financial awareness and wellbeing is not just about understanding and taking control of your finances today, but also ensuring that you have financial stability for the future. It is therefore important that you help your employees with their retirement planning, to support their general welfare and financial stability. Financial pressures on your employees can take many forms, and these can mount up if your team lacks any clear financial roadmap for the future. So offering good retirement planning support can not only help them but result in a less stressed workforce.

While it is a legal requirement in the UK for employers to enrol their employees into a workplace pension scheme, you can go beyond this to provide greater pension wellbeing and boost the financial stability of your team. For example, you could consider offering a more tax-efficient salary sacrifice pension scheme that could save your employees and your business money. With your employees saving on national insurance contributions (NICs) and taxes, and your company saving on NICs too, this supplies a win-win strategy.



You could also provide access for your employees to a financial adviser, who can offer them bespoke retirement planning advice, to help them create a clear, individual action plan for retirement. In addition, you could enable your employees to locate any lost pension pots they may have, which could significantly boost their retirement savings.

A straightforward service, such as [Mintago's Pension Hunter](#) tool, can take any stress out of doing this, and to date this service has located £17m in lost pensions. With the Pensions Policy Institute (PPI) (2022) reporting that there are 2.8 billion pension pots considered lost, at a value of £26.6 million, providing an employee benefit that helps your staff claim such savings could help many.

Powerful debt management strategies

You can also support your employees' financial awareness and, ultimately, their financial wellbeing, by providing resources and guidance to enable them to budget effectively. In this way, you can help them to avoid debt issues, wherever possible. One way to achieve this is to get them to list their fixed expenses, such as their rent or mortgage, utility bills, council tax and food bills, to help them keep track of the essential outgoings in their lives, so they know what remains and can [stay in budget](#).

You could also point your employees in the direction of an online financial wellbeing platform, such as [Mintago](#), that provides budgeting tools which can help them achieve short- and long-term goals while staying out of debt.

However, the hard fact is that in this tough economic climate, many of your employees will be struggling to pay off debts. It is therefore also important to provide access to a free debt management service, as this can supply life-changing support for those who need it. It can also help them to set up a manageable repayment plan, and even by paying such debt off bit by bit, it can make a huge difference to the morale of your team members.

Financial planning for major life events

Helping your employees to plan for major life events can also be a key way to bolster the financial wellbeing of your team and thus lift their momentum. Whether your employees are planning to purchase a house, budgeting for children, or approaching retirement, their individual financial goals will be different at different life stages. It can therefore be incredibly helpful to offer access to a qualified financial expert who can guide them through the minefield of tricky financial choices they may need to make.



Everyone's financial needs, stresses and strains will vary, so a one-size-fits-all financial wellbeing solution is not going to meet all the needs of each of your employees all the time. An expert financial adviser will be able to help your team members achieve peace of mind, by putting together a plan to help them meet their individual short-, medium- and long-term goals.

Support employees by monitoring financial progress

Rather than just directing your employees to financial guidance and support, and hoping this has the desired effect, it is a good idea to have a fully comprehensive financial wellbeing solution that includes a way for you to monitor your team's financial progress. In this way, you can check that your workers are benefiting from the resources you are providing. It will also enable you to provide any further support in particular areas that might be needed.

With the Mintago financial wellbeing solution, you receive actionable insights into how your staff are using the platform, so you can support them further, if required. Employees can take control of their finances with a whole range of features including free access to qualified financial advisers, the Money Helper AI and Pension Hunter tools, regular masterclasses and the Mintago Score financial health-check tool. You can therefore be confident that you will see a reduction in financial stress in your workplace, helping to create a happier, more successful and productive team.



Boosting your employees' financial awareness

By implementing these straightforward strategies to boost your employees' financial awareness, you can significantly improve their financial wellbeing as a whole. In this way, you can easily raise the momentum of your team, to help them achieve even greater success.



How Mintago can help

Mintago can help you, as an employer, to provide the tools and resources your female employees need to gain a greater understanding of their pensions, and take full control of them.

Our user-friendly platform offers:

- A pension dashboard that allows full pension management and provides a clear visual aid for users to see just how much they need to save to achieve a comfortable retirement
- A Pension Hunter service that helps your employees track down any lost pension pots they have from previous employers, to help optimise their pension savings
- The option to consolidate pensions, making pension management more straightforward
- Access to expert financial advisers, who can provide individual guidance on retirement planning
- Regular online masterclasses
- Access to services and advice to help cut costs and navigate the cost-of-living crisis better
- A Money Helper AI tool, to help your employees control their finances
- A library of educational material, to help your employees gain good financial literacy and a greater understanding of the importance of pensions

Mintago Tools

Our platform provides all the tools and resources your employees need to take control of their finances and cope more easily with the cost-of-living crisis, including access to:



Expert financial advisers



Online masterclasses and over 1,000 pieces of educational material



A Money Helper AI tool, to help them control their finances



A pension dashboard, that allows full pension management



A Pension Hunter tool, to locate lost pension pots



The Mintago Score tool, that provides a full financial health check

With Mintago, you can empower your employees to get to grips with their finances and gain greater financial security, giving you a happier, more productive workforce, ready to contribute to your business's success.



Next Steps...

If you would like to learn more about how Mintago can help you support your employees' financial wellbeing and combat the cost-of-living crisis, get in touch today.



Mintago

Financial Awareness 101

Mintago helps employers support their employees on their journey towards better financial wellbeing.

Start supporting your employees' financial wellbeing with Mintago today.

www.mintago.com

