

# FINANCIAL WELLBEING IN THE WORKPLACE



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# Agenda

1. The state of the Nation's finances
2. HL's views on financial resilience
3. The role of financial wellbeing in the workplace
4. Tax year end tips



## The stories behind the statistics...

- Inflation proving sticky at 3.0%
  - Food inflation slows to 3.6% (19.1% peak in March 2023)
  - 61% of adults reported an increased cost of living (Nov 2025)
- Renters far less resilient than homeowners
  - 1 in 2 have poor or very poor financial resilience
  - Nearly 2 in 3 homeowners (mortgage) have good or great financial resilience
- Family makeup has a big impact on financial resilience
  - 11% of single person households without children have very good resilience
  - 52% of couples with no children have very good resilience

48% of UK households have less than £1,500 in savings.

Rising to 82% for single parent households with children.

# Financial strain adding to UK anxiety

- Financial worries are the biggest cause of stress outside of the workplace
- 22% of adults lack confidence managing their money
- 1 in 3 have low knowledge about financial matters

## Impact on businesses

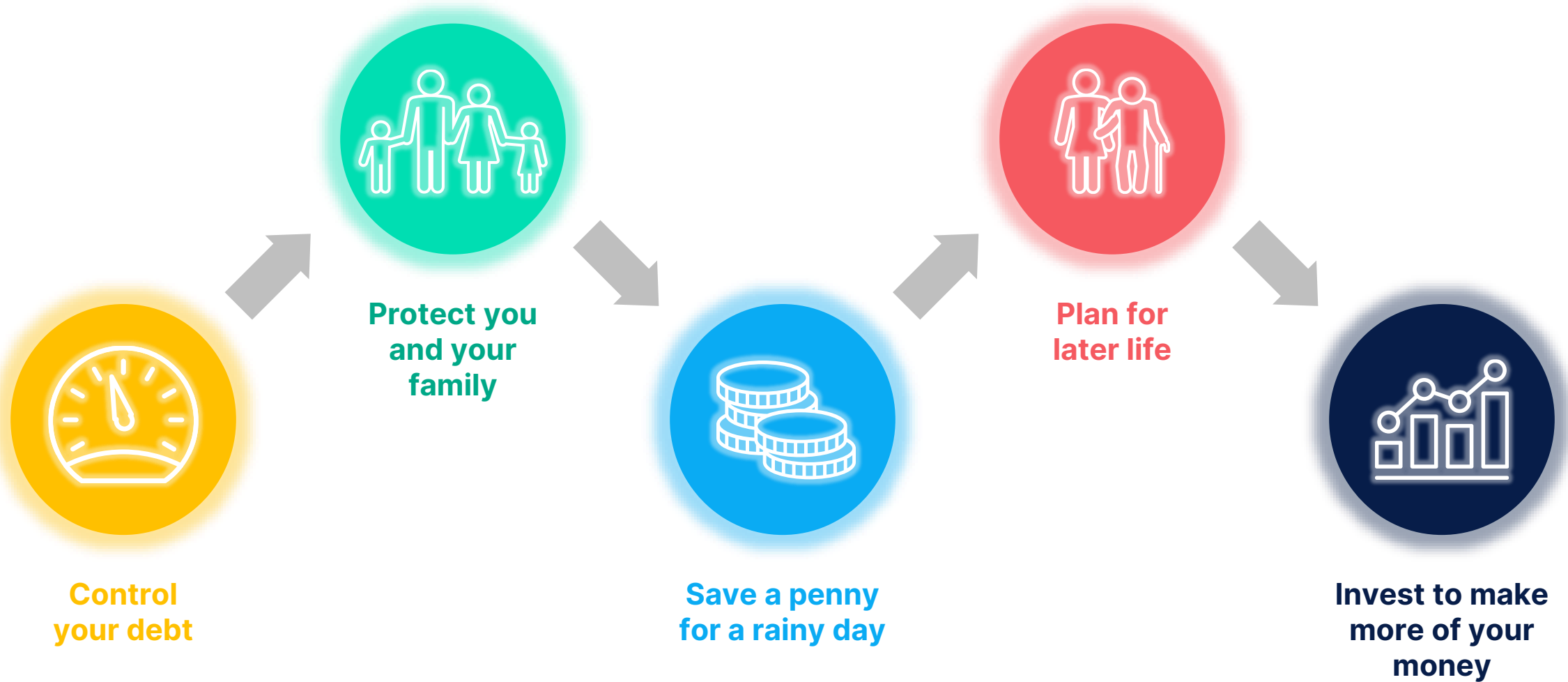
- 2.8 million off work with long-term sickness
- 4 in 10 people say financial stress impacts their productivity

## What's the result?

- Witnessed a cultural shift
- Financial wellbeing is top of HR agendas

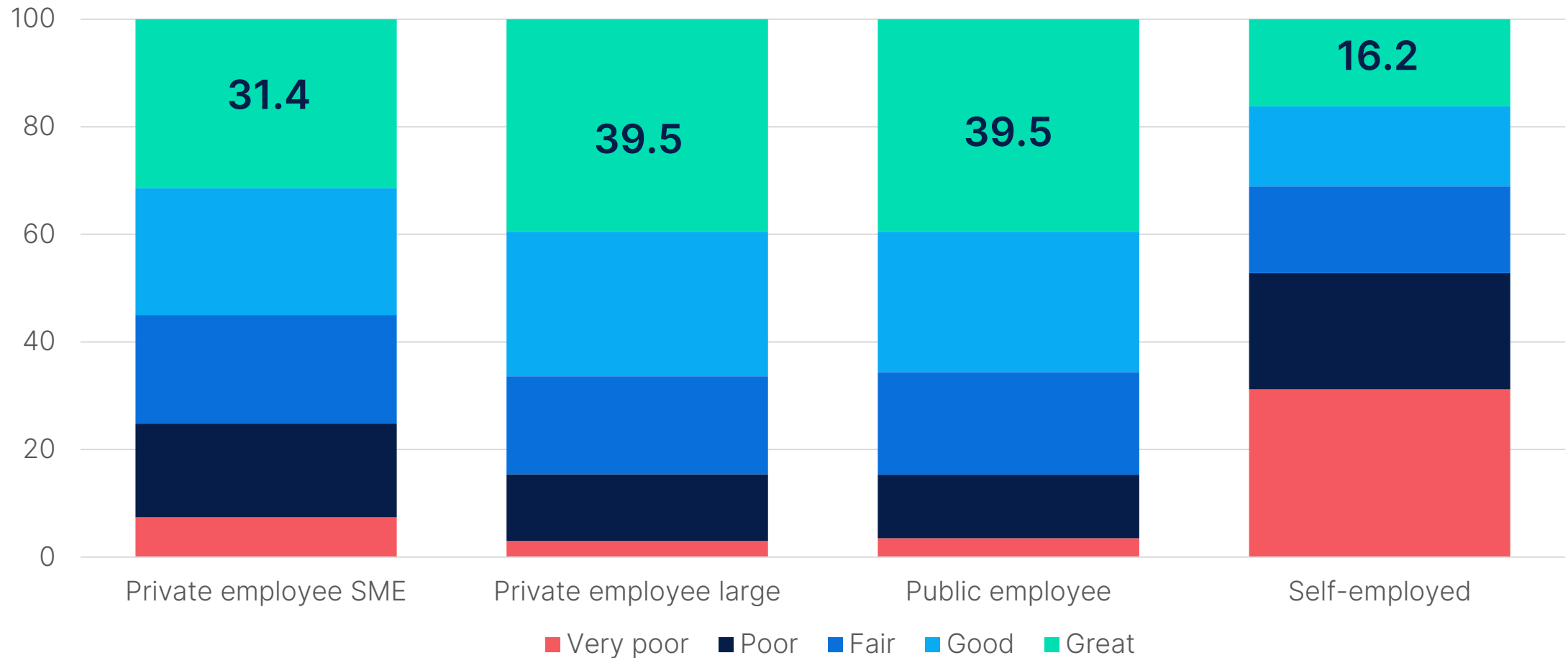
Engage, educate and empower employees

# 5 to Thrive



There is so much more than salary on offer

# Employers can shape employee financial resilience



# Employee benefits to build employee resilience



## Manage your debt

Provide financial resilience guide for new employees

HL

Access to ongoing financial education

HL

Commit to sorting payroll errors within one week

Signpost to debt advice



## Protect you & your family

Provide financial resilience guide for new employees

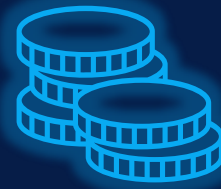
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Access to ongoing financial education

HL

Offer paid for life cover by default for all staff upon employment

Sick pay in excess of statutory sick pay



## Cash savings

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Access to ongoing financial education

HL



## Plan for later life

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Incentivise pension contributions of at least 12% of pay

Anytime pension contribution changes



## Investments

Provide financial resilience guide for new employees

HL

Access to ongoing financial education

HL

How can you drive financial wellbeing in the workplace?

# No silver bullet for engagement

Cost of living  
impact

Hybrid working

No one size  
fits all

Decision  
paralysis



Rise of the  
finfluencer

Member  
mindset

# Make your hard-earned money go further

## Use or lose your ISA allowance

- £20,000 annual allowance
  - Access anytime
  - No UK income tax
  - No Capital Gains tax

## Get your fair share of pension tax relief

- Tax relief on personal contributions
- Opportunity to reduce your total taxable income
- Tax-free growth on investments
- Up to 25% tax-free cash on exit

Tax rules change and any benefits depend on your circumstances. Money in pensions can usually be accessed from 55; rising to 57 in 2028.

# Important investment notes

Hargreaves Lansdown Asset Management provides information, not personal advice. If you are in doubt about whether these investments are suitable for you, you should seek personal financial advice.

Unlike cash, stock market based investments are not guaranteed and fall in value as well as rise, we therefore believe you should only invest for the long term (5+ years). Ultimately you could get back less than you invest.

Non-UK residents may be subject to restrictions covering areas such as investment choice and further contributions.

Tax rules or state benefits referred to are those that currently apply, they can change over time and any benefit to you will depend on your circumstances.