

Maximising your financial wellness

Engaging strategies to help
employees stretch their income

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The logo for lendlease, featuring a stylized, multi-colored shape (yellow, green, blue, and grey) with the word "lendlease" written in white lowercase letters.

lendlease

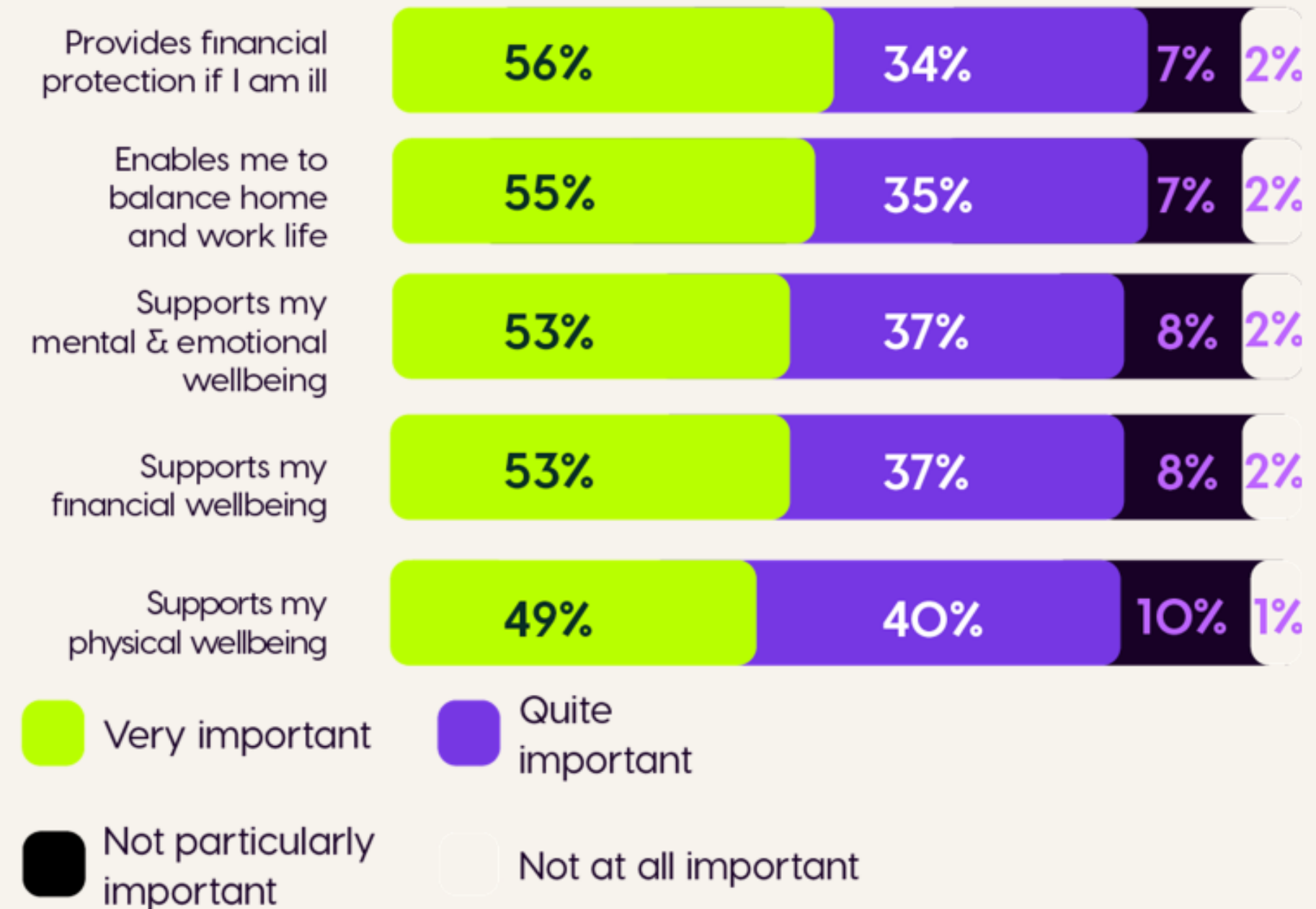
**Financial wellbeing is having
confidence and choice to
make informed decisions to
reach your goals.**

Holistic 'Wellbeing' is key employees...

The correlation between Financial, Mental and Physical Wellbeing is borne out in the equal demand for benefits that support all 3 pillars.



Top 5 types of benefits most important to employees



**50% of workers do
not understand
basic income tax
principles.**

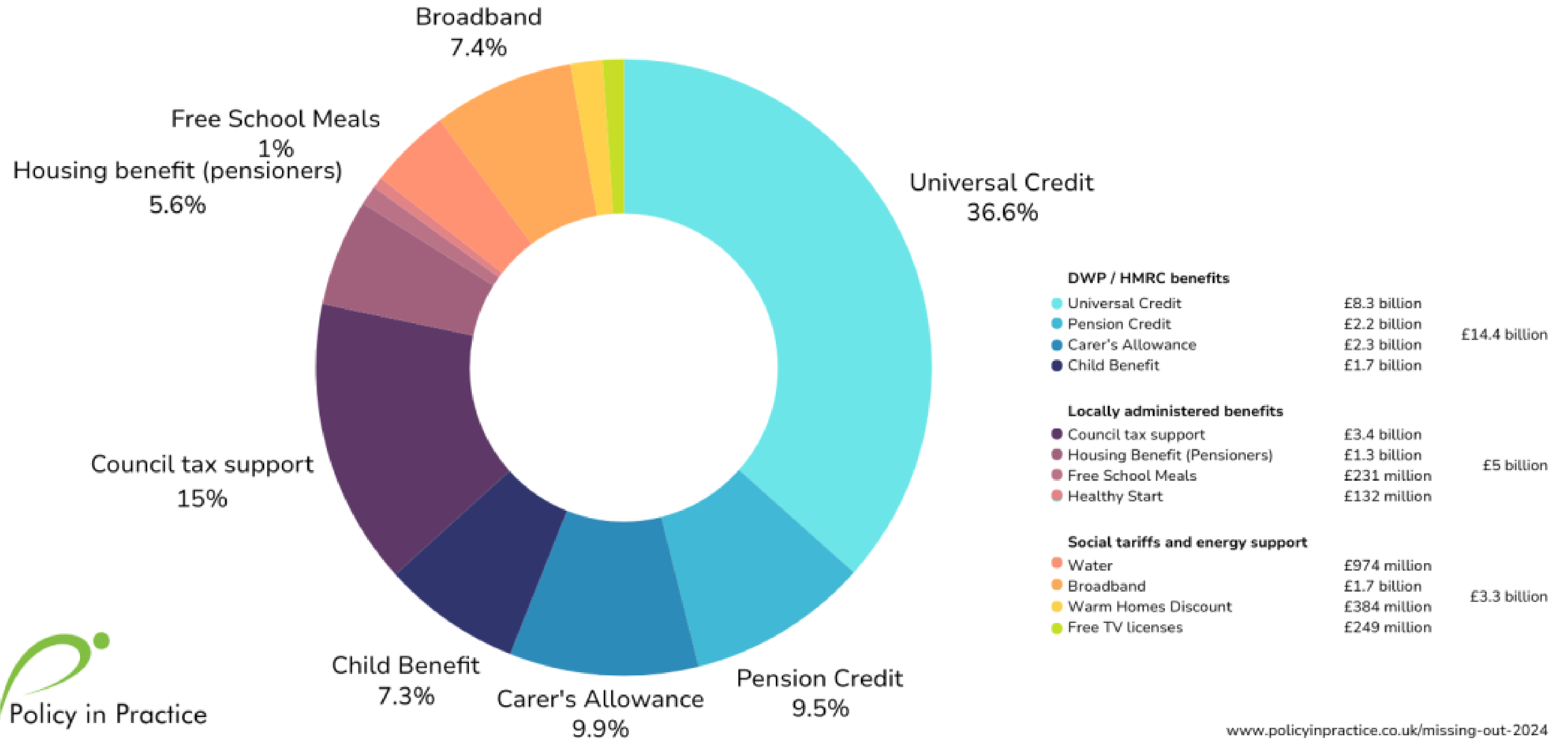
WeThink, 2024

**Only 17% of people
were able to answer
at least 4 out of 5
basic financial
literacy questions
correctly**

Aegon, 2021

- **26% of large businesses in the UK have reported an increase in the number of employees opting out of their workplace pension. (Cushon, 2023)**
- **Misconceptions from individuals that their benefit entitlement might be reduced or disappear if they started saving into a pension led some who were eligible to decide against doing so. (DWP 2024)**
- **£23billion of benefits left unclaimed. (Policy in Practice, 2024)**

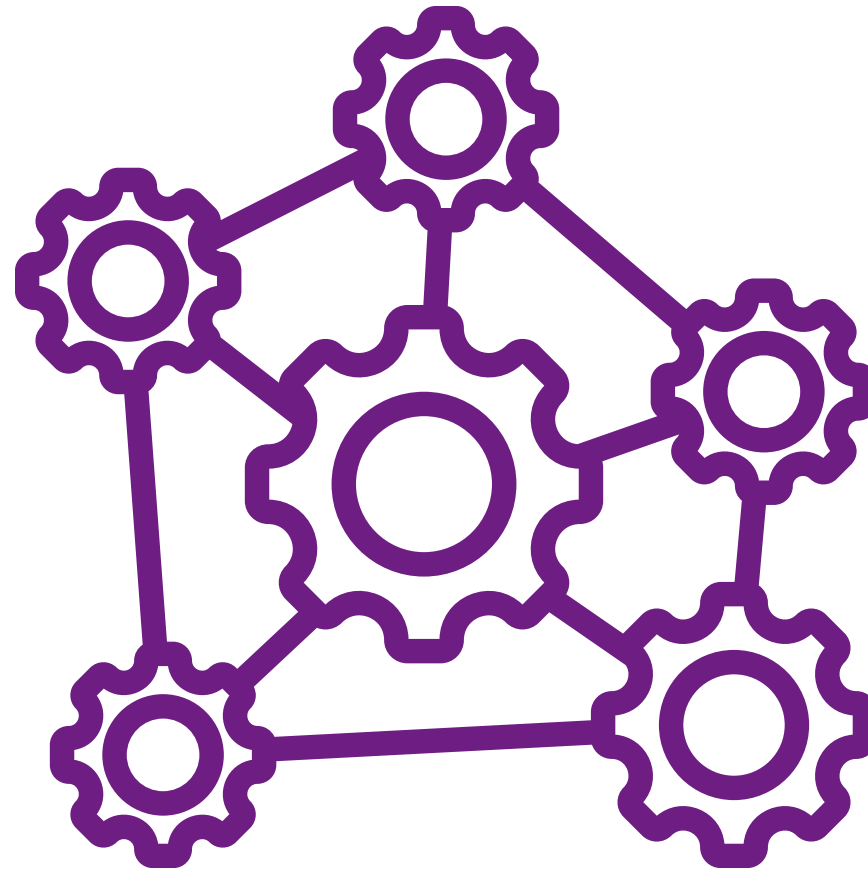
£23 billion unclaimed value by benefit value, April 2024





Awareness

Most people are simply unaware of what financial products and services are available to them.



Complexity

Multiple separate processes and individual forms, legislative changes, barriers to support, financial jargon.



Stigma

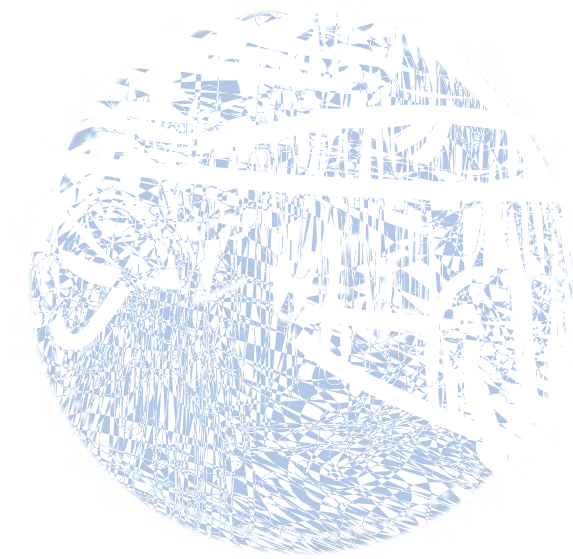
We need to raise opportunities for education so employees understand what is available to them

messaging.

Risks of concern for employees

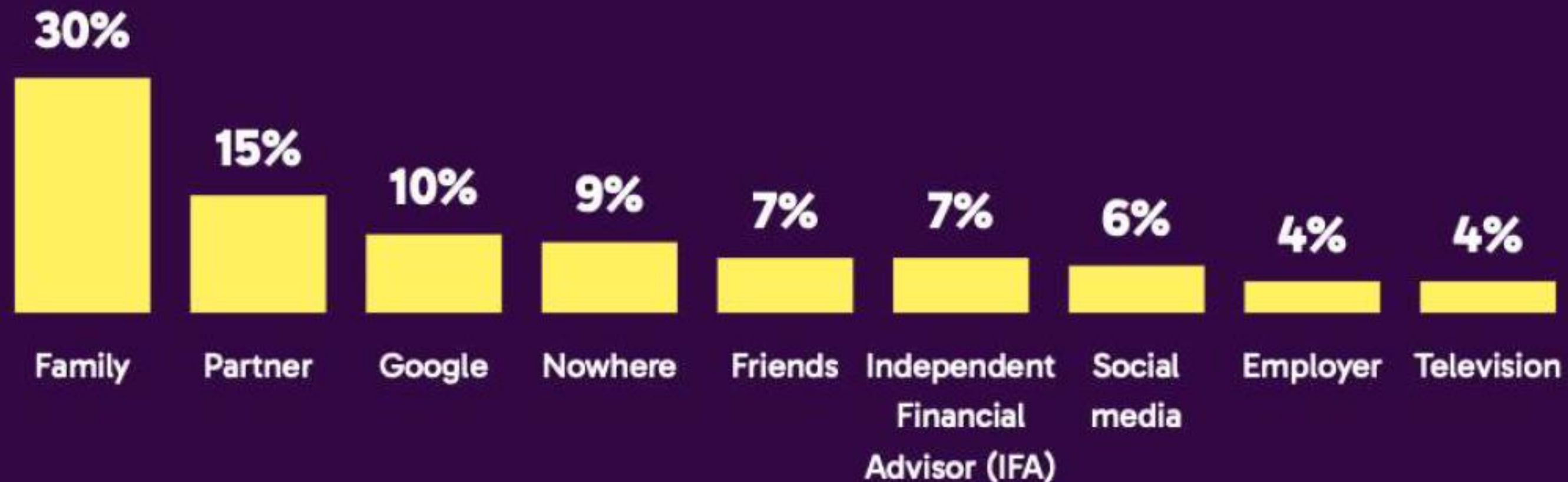
Financial pressures including;

- Inflation (76%)
- Childcare (73%)
- Insufficient pensions savings for retirement (adequacy) (71%)
- High/ rising costs of rent (64%)
- Lack of financial literacy (62%)
- High interest rates on mortgages (58%)
- High energy costs (58%)
- Eldercare (46%)



Perception of support and employees turning to inappropriate solutions

Where are you most likely to go if you're worried about money?





80%

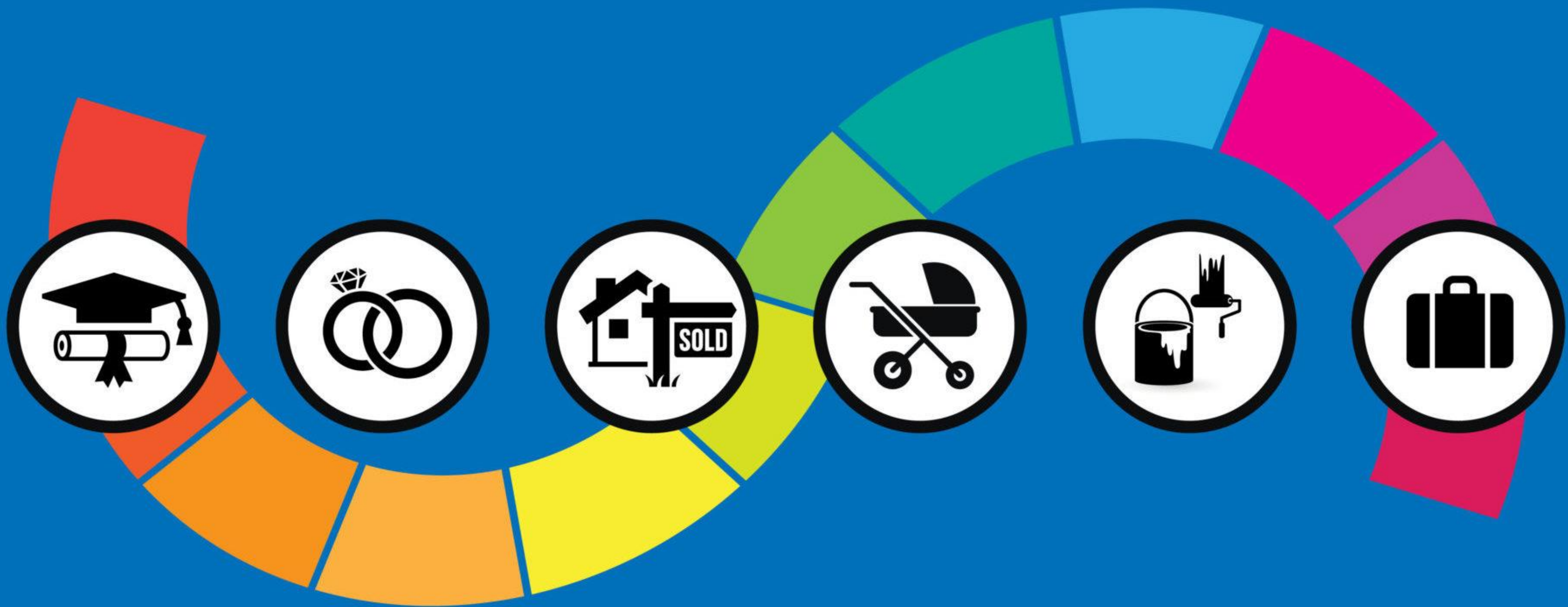
Of consumers more likely to make a purchase when brands personalise experiences

71%

Of consumers expect personalisation

26%

Emails with personalised subject lines are more likely to be opened



Because every employee is on a financial journey...

Whether it's dealing with debt, navigating life events, or supporting their families.



Of your 1000 employees

180

will renew their mortgage within a year

86

may move into a new tax bracket within 3 years

380

are not saving enough for retirement

68

have debts they're struggling to clear

18

are getting married and combining joint finances

102

will renew a rental agreement this year at a higher rate

177

will have outstanding student debt

60

will start families this year

Data from USwitch, Gov.uk, Turn2Us, Statista, Taylor Robinson, Review42 and Office of National Statistics (ONS)





Mortgages & Renting

Learn some quick and easy ways to find out some basic health measures that can be done in the comfort of your own home. From understand what a BMI reading is and what it isn't, to understand your heart age and ways to keep your heart healthy, there are lots of simple things we can do at home to help us keep healthy.

[Learn useful information about Mortgages & Renting](#)



Family

Whether you are expecting a baby or planning when to start your family – it's fair to say that your finances are going to be impacted and things will never be the same again! Plan ahead now to make sure that managing the family budget doesn't cause problems later.

[Learn useful information about Family Finances](#)



Savings

Building savings habits should be easy but saving money can seem like a difficult task when you have bills to pay, friends to socialise with and a caffeine addiction to satisfy. Simple changes could make all the difference. Lots of us have bad money habits which, if fixed, could set us on the path to becoming expert savers.

[Learn useful information about the importance of savings](#)



Money Management

Taking the time to manage your money better can really pay off. It can help you stay on top of your bills and make savings that you can use to pay off any debts you might have, put them towards your pension, or spend them on your next car or holiday. Find money management tips, including how to set up a budget, sticking to it and how to save.

[Learn useful information about Money Management](#)



Retirement

Whatever financial independence means to you - whether you want to be debt-free, mortgage-free or even work-free and living off your income, or a combination of all three, the time you take planning how you'll achieve these goals is undoubtedly the most important part of your journey. With careful planning it is possible to be financially independent whenever you want to be.

[Learn useful information about retirement](#)

OUR WELLBEING

lendlease

Business Partner and People Manager Support tools

Manager Support Tools

– Managerial support and consultancy

This service which helps managers deal with important issues such as workplace conflict, holding difficult conversations, managing grievances, or communicating change. Get guidance on how to deliver messages and manage outcomes.

Telephone:

[Mental Health a People Managers Guide](#)

Join our course designed to empower our People Managers with the tools they need to play a role in promoting good mental health. This course will help you to spot the signs and symptoms of poor mental health and provide you with the tools to manage mental health absence and return to work.

To register contact

– Occupational Health

The purpose of Occupational Health is to provide guidance about an employee's capability to work, and the effect of a condition or treatment on the employee's work performance, attendance, or safety.

An Occupational Health consultation can be very helpful for an employer as it can clarify complex health and work issues. Advice can be provided to employers about managing and supporting an employee in the workplace to optimise their performance and attendance.

Speak

– Manager Advice Service

As members, Lendlease benefits from access to the advice service on disabilities and how it relates to our organisation. The advice service can help with; Disability and the law, Managing employees, and Guidance on adjustments.

Telephone:

Email:

Weblink.

Mental Wellbeing

– Wellbeing Services

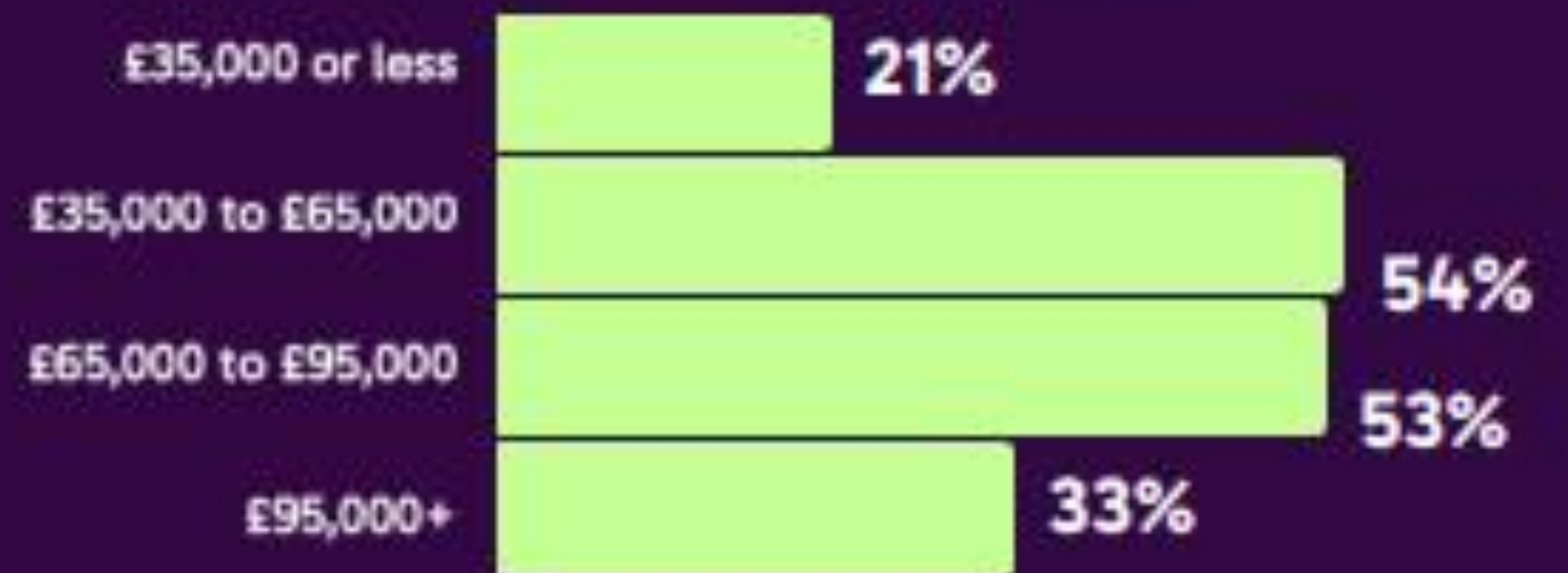
is a global online wellbeing platform, accessible via mobile app, desktop via your web browser and MS Teams. It's designed by psychologists to help you understand and improve your mental health and wellbeing. With all employee receive access to

Stigma

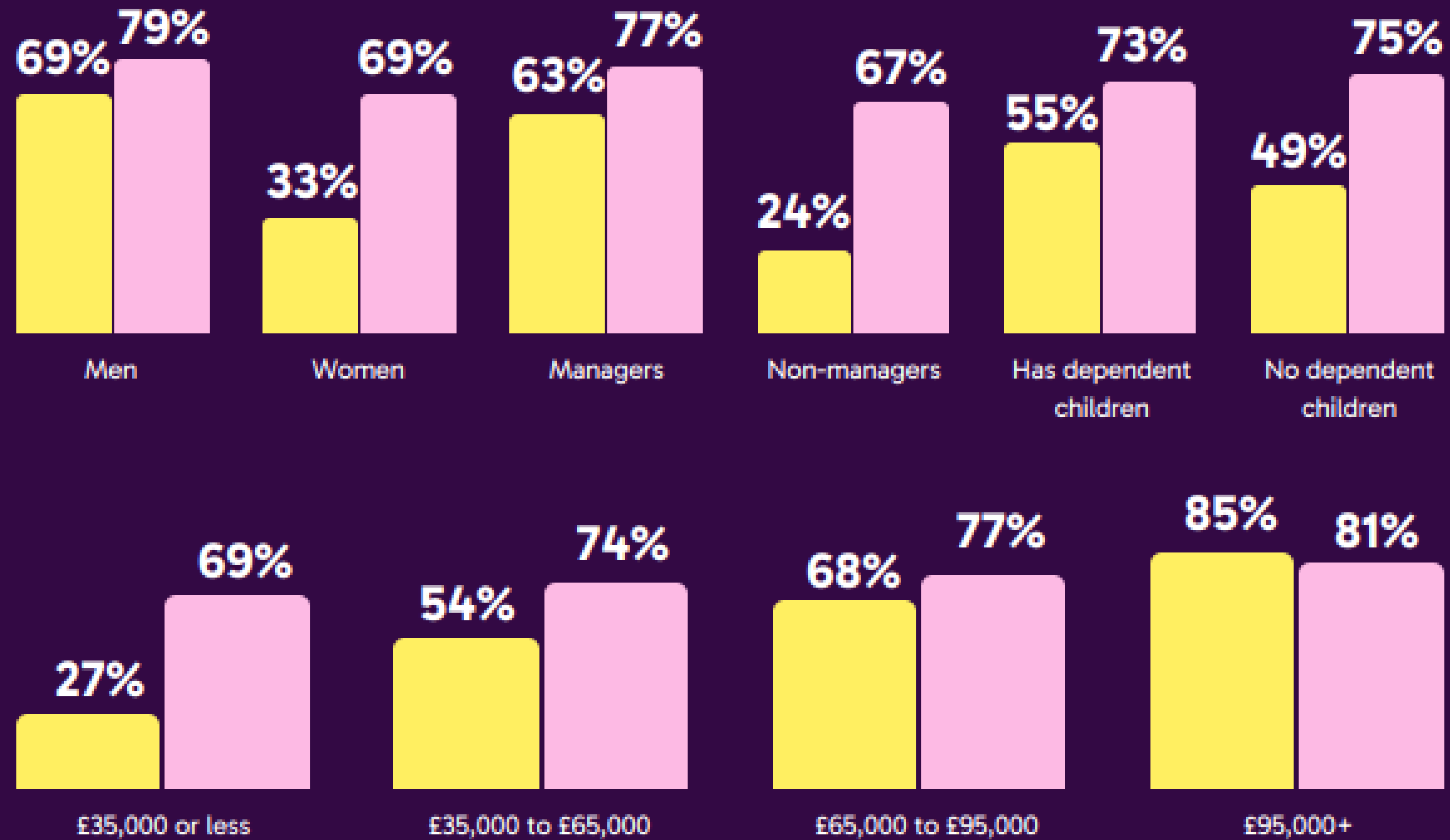
“I have told my employer about my money worries.”



“I have told my employer about my money worries.”



Mind the advice gap



 "I have spoken to a professional financial expert about my finances."

 "I would talk to a professional financial expert if it was free of charge."



Problems are decided for us, we need to look to collaborate for a solution.

What can we do to engage and maximise financial wellness



Review what life events you currently capture for employees and how messaging could support their financial wellness.



Work to raise awareness of key financial supports, whether that is through Webinars, Money Helper, Signposting



Review existing benefits and services to see where they complement each other and start to build the connections for employees



Raise awareness and easy signposting of support with Line Managers and Mental Health First Aiders

Financial Wellbeing Research 2024

**Benefex
Evolution Report
2023**



**Wagestream,
State of Financial
Wellbeing 2022**



**Dynamics in
Financial
Wellbeing 2024,
info@Bippit.com**



