Why and how should employers engage with financial education in the workplace?

Finance plays a pivotal part in all of our day to day living. When an individual experiences financial difficulties it can have an adverse effect on their health and general wellbeing. Individuals become inefficient at work as they become pre-occupied with their financial issues; which has an effect on businesses.

- **8 Million** people in the UK have NO savings at all *(http://www.theguardian.com/money/2013/feb/25/millions-britons-without-future-savings)*
- Only **38%** have a vague idea how to manage their net pay *(http://www.payrollworld.com/blog/post/266/financial-education-in-the-workplace)*
- **25%** of employees do not understand their payslip *(http://www.e-responserecruitment.co.uk/blog/news/many-employees-are-confused-over-payslip-information-or-just-dont-look)*
- **30%** of people do not understand APR *(https://53b86a9de6dd4673612f-c36ff983a9cc042683f46b699207946d.ssl.cf3.rackcdn.com/290814-jargon-finalwithoutregionalstats.pdf)*
- Payday loans and similar schemes occur due to a knee jerk reaction to a crisis, for example a domestic appliance breaking down

What are the benefits?

- Staff retention and loyalty
- Shows compassion and understanding to employees' financial situation
- Increased self-esteem and motivation; translating into a more productive focussed workforce
- Reduction of absences directly related to health issues from debt and financial strain
- Negligible cost with large returns, including a boost to the morale of the workforce

How can the CIPP help your business with financial education in the workplace?

- By offering a free library of resources to use, including a savings calculator to help assess how much you could be saving and tips on where and how to obtain the best deals
- Free initial consultancy meeting to assess best approach of delivery in the workplace
- A tailored programme to suit the business need
- Greater understanding of different forms of finance by building a framework
- Signposting for what to do in a debt crisis

To find out more, contact the CIPP by emailing ben.murray@cipp.org.uk
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