

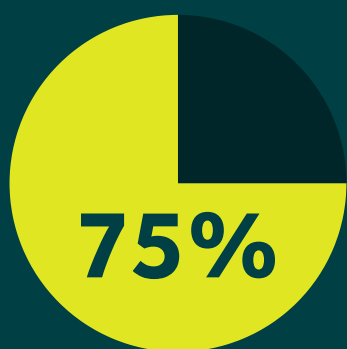
How can your organisation help employees to manage finances during the **cost of living crisis?**

How is the cost of living affecting your workforce?

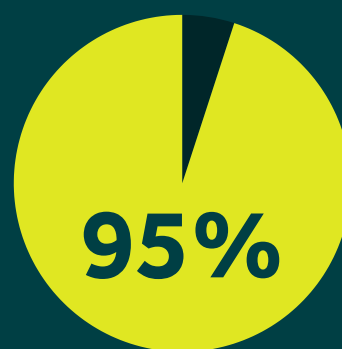
The Covid-19 pandemic has had a substantial impact on personal finances across the UK. Research by StepChange and other charities shows that many households are facing growing levels of personal debt or find themselves at risk of financial difficulty. Often, people will not speak about this outside of their household as unfortunately finances can be seen as a 'taboo' topic that can be met with embarrassment and fear of judgement.

According to a recent Office for National Statistics survey (ONS) 77% of UK adults reported being worried, "nearly every day" about the rise in the cost of living. While the increase in prices has affected almost everyone, those on a lower income have been most impacted.

Currently, one million UK adults had gone a whole day without eating over the past month. According to recent research from the global insurance company, Willis Towers Watson, a third of employees are living, "payday to payday".



of workers admitted that they are **considering finding a new job** in order to better financially support through the cost of living crisis



of workers believed that their **employers weren't doing enough to help support** them through the cost of living crisis

What can you do to help?

Employers can increase and highlight financial support to staff. This could include signposting employees to budget management tools such as IE Hub.

How can IE Hub help you to help your employees?

IE Hub allows your employees to complete a budget online, free of charge. This budget can be used to manage their finances or it can also be used as an Income and Expenditure report to share with any creditors they might owe money.

Often employees who are in debt need to complete an I&E exercise with their creditors. This can be very stressful and requires them to be on the phone for an average of 45 minutes (usually during the working day). By using IE Hub, your employee can complete their I&E in their own time and share their information digitally, with all of the companies they own money to.

This comes at no cost to your employees.



Improve your employee's wellbeing



Completely free to use



Show your employees that you are going above and beyond to support them

Why should you help?

- Over half of Brits report the cost of living crisis has negatively affected their health, with health professionals citing stress and being unable to pay for food as the primary factors.
- Three-quarters of workers are considering finding a new job in order to find better financial support through the cost of living crisis.
- Over 85% of employees are of the view that they would be more loyal to an employer who supported them through the cost of living crisis. While only 5% of staff believe their employer is currently doing enough.
- In the UK 10% of employees missed working days due to financial problems and a further fifth of staff had reduced productivity due to money worries.
- Employees who are financially stressed will have less focus and energy to provide great customer service or innovative products, which will impact your culture and organisation.



of UK employees said they **missed work due to financial problems**



employees say that **money worries impacted their ability to do their job**

Who needs the most help?

- Those on a lower income will be impacted by the cost of living crisis. About 12% of the UK working population are in low-paid and insecure work.
- Women are feeling the effect of the crisis more than men being paid less on average, 20.4% of women are paid below the real Living Wage compared to 14% of men. They are also more likely to have caring responsibilities and to take the lead in household shopping.
- Ethnic minority workers are disproportionately affected being more likely to be in insecure work.
- Disabled persons are also being hit hard by the crisis with the disability charity Scope reporting that almost three million are facing an average support shortfall of £367 per year.
- Cost of living is now the primary concern of millennials and Gen Z, overtaking climate change from the previous year.
- Even those on a substantial salary could be feeling the pinch. They might need to now budget carefully and have expensive outgoings to manage, such as a bigger mortgage alongside increasing day-to-day living costs.

Summary

By sharing IE Hub's tool with your employees, you will:

- Show your employees that you care about their financial and mental wellbeing.
- Assist them with their money management by providing an easy-to-use budgeting tool.
- Provide those employees who are in debt a stress-free way of setting up affordable payment plans with those companies they are in debt to, without the need to go through numerous stressful collections phone calls.
- Reduce the likelihood that your employees will miss work due to financial issues and increase the quality of work produced by employees.

Next steps

There are many ways to share details of IE Hub with your team. You can share information on your staff intranet site, in pay slips, via email, or on physical posters in staff rest areas.

If you would like to share news about IE Hub with your team, please contact a member of the IE Hub team today, and we can discuss bespoke options available for your employee's needs

Contact Us

If you'd like to share IE Hub with your team, **get in touch today:**

Chief Marketing Officer: Gemma@iehub.org

Marketing Manager: Tinisha@iehub.org

Head of Partnerships: Beth@iehub.org



<https://www.linkedin.com/company/iehub/>



www.iehub.co.uk



joinup@iehub.co.uk