

Financial wellbeing insight report

A deeper dive into your employee
benefits package



Employee wellbeing

Supporting the wellbeing of employees is becoming increasingly important for employers. With mental health support being a focus for many, some employers are finding the main cause for concern is money worries.

The employee benefits you provide your employees are capable of laying the solid economic foundations required for your employees to build upon. However, all too often they fail to achieve this objective because, for many employees, they are seen as just a list of products which are hard to relate to their lives and their families.



It is important to bring this value through to maximise the ROI and provide the psychological support that is possible. This is why we are increasingly experiencing the evolution of employee benefits transforming into a workplace financial wellbeing strategy.

Financial wellbeing


As an employer, it is crucial that you have a full understanding of what financial wellbeing is. Without this, you can often struggle to fully embed financial wellbeing solutions as part of the overall wellbeing strategy and organisation's culture, resulting in a lack of direction and return on investment.



The Insight Report

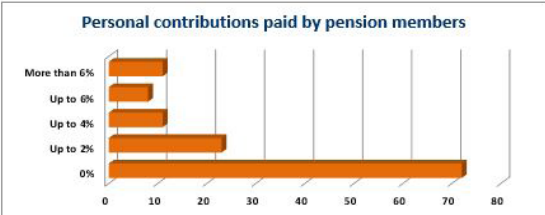
Unlike most financial wellbeing experts, SecondSight is authorised and regulated intermediaries who are able to analyse and comment on your current offering. The best place to start with your employee benefits evolution is with an Insight Report.

Our financial wellbeing insight report will give you an overview of your benefits and wellbeing initiatives and the strategies you might consider to improve the long-term financial wellbeing of your people.



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Personal contributions paid by pension members




The average member contribution to your scheme is **1.6%**. Employees are not required to contribute and only 38% of members do so. The average contribution for these members is **3.72%**.

When we examine the total contribution percentage (employer and employee combined), the average for each age group is as follows:

Current Age	Your Scheme Average	Average
20 – 24	12.5	8.7
25 – 29	11.9	10.0
30 – 34	12.0	10.5
35 – 39	14.5	11.1
40 – 44	14.8	11.7
45 – 49	17.1	12.1
50 – 54	17.9	12.8
55 – 59	18.2	13.3
60 – 64	18.2	13.6
65+	15.8	14.2

All age groups have a higher total percentage contribution compared to the average across our client bank. This reflects the generous contribution levels from the client

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Your average contribution of **13.4%** compares well with the average for your sector (Professional Services) which is **5.9%** and the national average, also **5.9%**. (Source: ONS Annual Survey of Hours and Earnings. These figures are based upon the ONS Annual Survey of Hours & Earnings 2019).

The table below shows projected retirement income at age 65 as a proportion of their salary.

Current Age	Projected Pension Income (without State Pension)
20 – 24	42%
25 – 29	37%
30 – 34	32%
35 – 39	34%
40 – 44	32%
45 – 49	28%
50 – 54	25%
55 – 59	19%
60 – 64	13%

For many of your younger staff, the pension you provide will be the only one they have. For older staff it is likely that they will have been members of other schemes from previous employers; where this is the case and they have not transferred them into this scheme, then individual projections would be higher.

The Financial Wellbeing perspective

 The pension scheme contribution is generous and is a solid foundation to build higher employee contributions from.

Whilst older employees save more than younger employees their projected outcomes are lower.

 The pension scheme contribution basis does not encourage higher employee contributions.

People need to be encouraged to save more, contributions would significantly increase if employees went into the gap.

Some focus on setting individual goals and objectives and a strategy to calculate the required funding would improve savings levels and retirement outcomes.

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A deeper dive

The insight report takes a deeper dive into the employee benefits and wellbeing initiatives you offer your employees. Not only do we look at this from a more traditional way such as cost, rates, governance options and administration but we more importantly look at them from a financial wellbeing perspective. This means we can gain insights of the positive or negative impact your current offerings are having on the financial wellbeing of your employees.



We can also identify the psychological aspects as well as the mechanical aspects of financial wellbeing. This will better equip you to prioritise your interventions based on the level of importance you place on each item, plus the budget you may need to act upon the observations in this report.

Simple to do, and hardly any effort on your part, we can get your employee benefits ship shape and ready for the future with our Financial Wellbeing Insight Report.





To find out more about our insight report, or any of the
Secondsight services, contact us today on:

call 0330 332 7143*;

email info@second-sight.com; or

visit www.second-sight.com

* Calls are charged at your standard landline rate.

Secondsight is a trading name of Foster Denovo Limited, which is authorised and regulated by the
Financial Conduct Authority. Registered office: Foster Denovo Limited, Ruxley House,
2 Hamm Moor Lane, Addlestone, Surrey, KT15 2SA.
Phone: 01932 870 720 Email: info@fosterdenovo.com Website: www.fosterdenovo.com