

Welcome to your Latest HR Highlights

We are excited to share new insights and resources to help you cultivate a happier, healthier, and more financially resilient workplace.

In this edition, we focus on 'Pension Awareness Day', offering essential tips and tools to promote wellbeing and education. Inside, you'll find insightful blogs, practical guides, and expert tips aimed at empowering your workforce.



Pension Awareness Day

Observed annually on 15th September, Pension Awareness Day is designed to encourage people to take a proactive look at their retirement planning. The initiative seeks to make pensions more understandable, by breaking down complex jargon and providing clear, actionable information.

Pension Awareness Day aim to bridge the pension knowledge gap, emphasising the importance of consistent contributions, understanding the different schemes, and highlighting the benefit of employer contributions and tax reliefs.

Pension Awareness Day is part of Pension Awareness Week 2026, which takes place from 14th–18th September 2026



Why Pension Awareness Matters

According to recent studies, a significant portion of the population aren't saving enough for retirement, and many are unaware of how their pension schemes operate. Many people remain disengaged from retirement planning, despite its importance.



How can HR teams get involved?

Increase awareness of pensions

Share tips on how to start saving for retirement and highlight the benefits of starting pension planning early. You can also remind employees of their workplace pension benefit and encourage them to:

- Log into their pension account.
- Check their current contribution levels.
- Review their nominated beneficiaries.
- Update personal details.
- Use pension calculators to understand their retirement outlook.

Host a webinar

Invite a financial adviser or pension specialist to deliver an interactive Q&A session. This can allow employees to ask questions in a safe, educational environment.

The [Official Pension Awareness Day website](#) has a live shows that employees can book to join:

- [How to make the most of your workplace pension](#)
- [Should I bring all of my pension pots together?](#), and
- [MoneyHelper - how can it help me?](#)

Share practical resources

Provide employees with easy-to-digest content throughout the day, such as:

- [Answers to pension questions](#)
- [Money Helper pension guidance](#)
- [Pension check-in](#)

Keeping resources practical and actionable makes them more likely to be used.

World Suicide Prevention Day

World Suicide Prevention Day is held on the 10th September. It's a time to raise awareness about the issues surrounding suicide, and champion actions to reduce the number of suicides.

Talking about suicide can be difficult, especially at work. Creating a space where people feel safe, supported, and listened to can help these conversations happen.

Mind have produced a guide in collaboration with the CIPD to support employers. It provides practical advice and guidance on how organisations can educate employees to open up and talk about suicide. The Jordan Legacy also have resources on how to discuss suicide at work.

[READ MORE HERE](#)

**125 people
pass away by
suicide every
week in the
UK.**

**650 suicides
in the UK
each year
could be
work-
related.**

Responding to a suicide risk in the workplace

Most managers and employees have never received training to deal with a situation where someone discloses suicidal feelings. By creating a non stigmatising culture and safe space to talk, employers can play an important role in signposting people to the kinds of professional support they may need.

UK Savings Week

UK Savings Week 2026 takes place from Monday 22nd September to Sunday 28th September.

It's an annual campaign organised by the **Building Societies Association (BSA)** to encourage people across the UK to develop healthier saving habits, regardless of income or financial goals.

Throughout the week, organisations across the UK will host events, share resources, and promote savings challenges.

By taking part, employers can raise awareness and help employees feel more financially secure.

[FIND OUT MORE HERE](#)

Why it matters for employers

Financial stress is one of the leading causes of employee anxiety. Two-thirds of employees who struggle financially report at least one sign of poor mental health that could affect their ability to function at work, such as loss of sleep, poor concentration, and reduced motivation.

UK Savings Week emphasises the importance of not only preparing for emergencies but also helping individuals pursue their goals. Whether they are saving for a holiday or buying a home, building healthy saving habits can help boost confidence, reduce stress, and give people greater control over their lives.

How you can get involved:

- Host a savings challenge
- Run a lunch and learn session
- Share tools and resources like MoneyHelpers' budget tool and My Advice Place, which provides expert financial advice and can help with budgeting, retirement planning, and more.





News, resources and events

Employee benefits: what are they and why do they matter?

Employee benefits are the additional rewards, support and services an employee receives from their employer alongside their salary. Some are required by law, but some are additional benefits employers can choose to offer.

A well-designed benefits package can provide support in areas that matter to employees both inside and outside of work. This could include helping people save for retirement, access healthcare, manage their finances or balance work with their personal lives.

While salary remains a fundamentally important part of an employment package, it's not the only factor people consider when choosing where to work.

There is no single list of the best employee benefits. What employees value can vary considerably depending on their circumstances, financial position and how old they are.

- Pension scheme
- Health and wellbeing
- Financial wellbeing
- Flexible working
- Family and lifestyle
- Employee perks and discounts

How can employers improve their employee benefit scheme?

Employee expectations change and so do the needs of the workforce, employers should regularly review their benefits to understand what is working, what is being used and where there may be gaps.

Employee feedback and engagement data can help employers understand which benefits are valued and where changes may be needed.

What should employers consider?

Do employees actually understand their benefits? Even the most comprehensive employee benefit plan will have limited value if employees don't know what's available to them or what it can do for them.

Are the benefits relevant to different employees? Workforces are made up of people with different needs and priorities. Employers should consider whether their benefit schemes offer enough choice and flexibility to meet a range of circumstances.

Are benefits easy to access? Staff should be able to understand what they are entitled to and how to access it without it being needlessly complicated.

Do employees understand the value? Employees don't always recognise the full value of their benefits. Employers can help by explaining what each benefit provides.

Do the benefits support the wider people strategy? Employee benefits should not exist in isolation. They can support wider objectives around recruitment, retention, wellbeing, financial resilience, diversity and inclusion and employee engagement. Ultimately, this can add up to greater productivity to drive profit and prosperity.

Do employers necessarily understand the value of benefits? Not all organisations understand what tailored benefits can bring. Done the right way, they can add up to more than they seem, the whole can be greater than the sum of its parts.



Choosing and managing employee benefits can be complex, with providers to consider, costs to manage, regulations to understand and, at the centre, employee needs to take into account.

Employee benefits consulting helps employers take a more structured approach to reviewing their strategy and what it means to their people.

Read the full blog on employee benefits on
our website

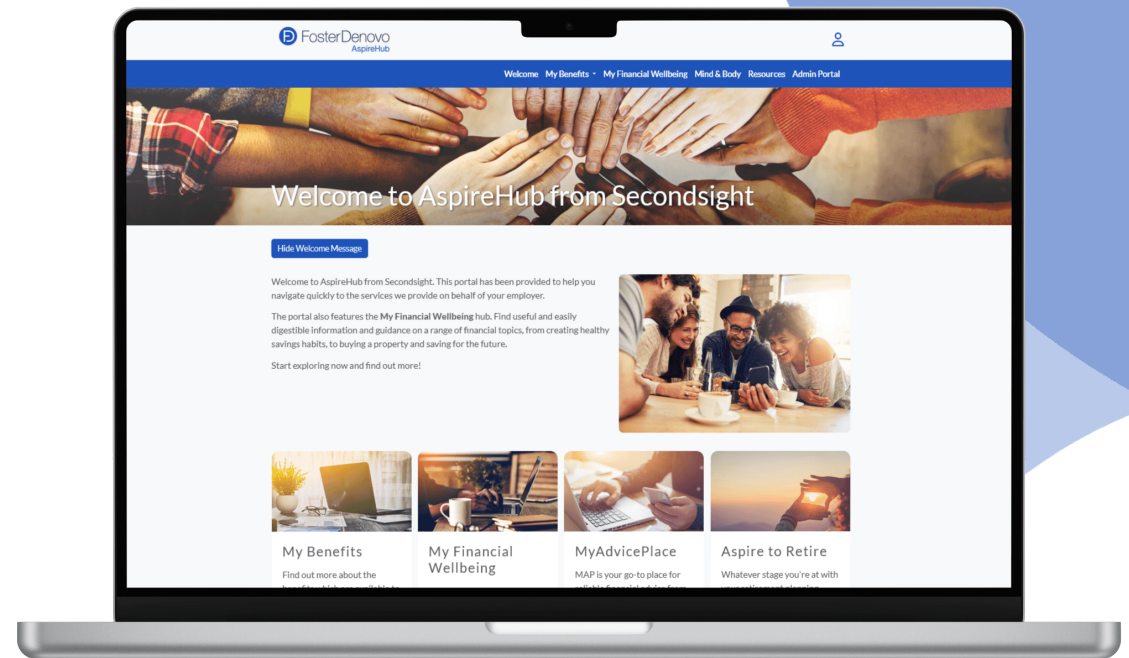
[CLICK HERE](#)

Feature Spotlight: Making employee benefits easier with AspireHub

Employees can't engage with benefits they don't know exist. AspireHub helps employers bring benefits, financial wellbeing resources and key workplace information together in one easy-to-use platform, making it simpler for employees to find the support they need, whenever they need it.

Whether you're looking to improve benefits communication, provide financial education or give employees secure access to important documents, AspireHub offers a flexible solution that can be tailored to your organisation and grow alongside your workforce.

Available on desktop and mobile, it's designed to make employee benefits more visible, accessible and engaging.



**CONTACT US TO FIND OUT
MORE ABOUT ASPIREHUB**

HR Innovators Conference 2026

Wednesday 23rd September | In-person event

Returning for another year, the annual HR Innovators Conference brings together a community of HR professionals, senior leaders and forward thinkers for a morning of conversation, insight and inspiration.

Hosted by Second Sight, the conference is designed to support HR professionals in responding to change, sharing ideas and driving positive impact within their organisations.

You'll hear from industry experts, with sessions covering diversity and inclusion, domestic abuse, how AI is shaping the way we work, and insight from the Second Sight team on the evolving pensions, health and protection landscape.

REGISTER YOUR PLACE HERE



The HR Innovators conference focuses on innovation with impact, what it really means to lead change and how HR leaders can create meaningful outcomes for their people, even in uncertain times.

Alongside the sessions, you'll also have plenty of opportunities to connect with fellow HR professionals over coffee and a relaxed buffet lunch served from 1.30pm.

[View the full agenda](#)

Keynote speakers

SHARON LIVERMORE MBE

Founder, Trainer, Domestic Abuse Consultant

Sharon is an award winning advocate, speaker and educator in the field of domestic abuse. In 2024, she was honoured with an MBE for services to victims of domestic abuse. Her work is rooted in lived experience and a powerful belief that the workplace can be more than just a place of employment – it can be a lifeline.

MARGARET OCHIENG

Organisational Psychologist, CEO, The Inclusive Village Consulting

Margaret is an award-winning organisational psychologist, inclusion strategist and founder of The Inclusive Village. She helps organisations translate behavioural science and inclusion research into practical, evidence-based strategies that drive meaningful change.

GARY ABELA

Founder, CEO at AI Strategy Partners Ltd

Gary has been building AI products since 2016. He runs AI Strategy Partners, the independent voice UK wealth management boards turn to when they need a clear view on AI from someone with no product to sell. Gary now works with organisations to accelerate the practical adoption of AI, helping leaders prepare for the future of work.

JOHN DEAN

Head of Health and Protection at Second Sight

John has worked in corporate healthcare for over 30 years both in the UK and globally. John has vast experience in both advisory and supplier marketplaces, having led a number of award winning firms. As an expert in healthcare trusts, John has worked with many of the largest UK employers helping them build bespoke corporate healthcare solutions.

Our events and news



Think you're AE Compliant? Think again. - Online

Auto enrolment duties are often seen as something employers can set up once and leave alone.

In this session, we will share findings from over 100 employer reviews and highlight where issues most commonly arise, including risks that are often overlooked.

[REGISTER HERE](#)

How to improve employee financial resilience when there is no budget - Online

In this session, you will gain a clearer understanding of the factors that influence financial behaviour at work, and we will focus on what employers can do using existing pay, pensions and benefits more effectively to reduce financial stress and improve outcomes.

[REGISTER HERE](#)

The Annual HR Innovators Conference 2026

The HR Innovators conference focuses on innovation with impact. You'll hear from industry experts, with sessions covering **diversity and inclusion, domestic abuse, how AI is shaping the way we work**, and insight from the Secondsite team on the **evolving pensions, health and protection landscape**.

[REGISTER HERE](#)

Stay tuned for next month's edition.

If you missed previous editions, you can find archived issues on our [HR Highlights page](#) by clicking here.

Contact us at info@second-sight.com

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