



# YOUR FINANCIAL WELLBEING CHECKLIST: EVERYTHING YOU NEED FOR A HAPPIER WORKFORCE

If an employee is experiencing financial concerns, it can significantly impact their mental health and overall wellbeing. Sleepless nights and the stress and anxiety of money worries can hinder their ability to fully concentrate on their work. As an employer, there are several ways you can support your employees in managing their financial wellbeing.

Here are ten key steps to give your employees better financial wellbeing:

**1. Offer access to a financial coach**

Provide your employees with the opportunity to speak with a qualified financial expert who can offer guidance and support. This can help them feel more secure, reduce stress, and increase job satisfaction.

**2. Provide flexible pay**

Consider implementing tools that allow employees to access their earned wages before payday. This can help alleviate the stress of unexpected expenses.

**3. Offer real-time pay information**

Provide employees with real-time payslips through a financial budgeting app. This allows them to see their earnings as they accrue, encouraging better financial planning and saving.

**4. Implement shift bidding for additional work opportunities**

Allow employees to express interest in working extra shifts through a shift bidding system. This can help them earn extra income to alleviate financial concerns.

**5. Utilise interactive payslips**

Implement interactive payslips that provide employees with a clear understanding of their earnings and deductions. This promotes financial education and reduces queries for the payroll team.

**6. Ensure accurate and timely pay**

Pay employees correctly and on time to avoid unnecessary stress and financial implications. Inaccurate pay can have a negative impact on both employees' well-being and job satisfaction.

**7. Consider salary sacrifice schemes**

Introduce benefits that offer salary sacrifice options, allowing employees to save costs while reducing their tax deductions.

**8. Review benefits and rewards**

Evaluate the benefits and rewards you offer to ensure they provide value and savings opportunities for employees.

**9. Offer flexibility in working hours and location**

Providing greater flexibility in terms of working hours and remote work options can help employees save on commuting and childcare expenses.

**10. Use salary modelling tools**

Utilise salary modelling tools to analyse pay data and identify opportunities for supporting employees' financial planning.

By implementing these strategies, you can foster a workplace environment that promotes financial wellbeing and supports your employees' overall welfare.

To get a clearer picture of what an effective financial wellbeing strategy looks like for you, [\*\*download our complete guide today.\*\*](#)