

Employees. Wellbeing. Benefits.



Do the benefits you provide to your employees adequately support their wellbeing?

Now more than ever employee wellbeing is a key priority. Employers have made big strides in recent years managing physical and mental wellbeing, but many feel their support for employee financial wellbeing is lagging behind.

That's a concern because money worries are a big cause of stress, leading to a lack of productivity and concentration. And if your benefits programme is not 'scratching the itch' for many of your employees, their engagement with benefits will be low and you'll be getting poor value for the money you are spending.

Client research



We did some research with our clients in 2020. It showed that around 90% either did not have a financial wellbeing strategy or, where they did, it was piecemeal and needed to be developed.

So where do you start?

We believe a good strategy needs to do 4 things:

Support your wellbeing commitments and organisational values



Be inclusive, recognising the diverse needs of your current and future workforce



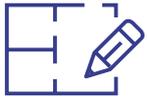
Support employees' capacity and motivation to manage their finances, as well as providing the right benefit options



Be based upon all the relevant data you have (and probably some you don't!)



We have been working with our clients and have developed a method for delivering on the first part of any successful Employee Benefits review – the 'DESIGN'.



1. Plan it out	2. Gather the data	3. Run the analysis	4. Agree your strategy	5. The final output
<p>We'll have a discussion to agree how benefits should improve the wellbeing of your employees.</p>	<p>We'll use what you've got! You just need to provide details of current benefits, plus HR and payroll.</p> <p><i>We also have an employee questionnaire that can help engage employees and capture the data you don't have, should you want to use it. (The type of data you might not have; financial confidence, financial resilience and home owner status.)</i></p>	<p>We will evaluate your data, profiling your workforce to understand what is most important to your employees and what this means for the benefit options and support that you provide.</p>	<p>A workshop to present the analysis, draw conclusions and agree your strategy for supporting employee financial wellbeing.</p>	<p>Following up from the workshop we will agree a high level roadmap for you to take the strategy forward.</p>

What will it give me?



Insight:

You'll know what's important to your employees and how that aligns with your current benefits



Direction:

You'll have a clear plan of action for developing your wellbeing and benefits strategy

Why explore this with Isio?



- We've talked to lots of organisations and understand the issues to resolve and the support that's needed
- We have a clear methodology supported by technology designed to make this insightful and easy to implement
- We are independent consultants – our aim is to help you develop the right strategy, not to sell financial products and make our money from your employees
- We are on this journey ourselves so bring an empathetic peer perspective as well as an advisory one

If you would like to hear more please get in touch. We are passionate about Financial Wellbeing and want to help organisations get this first step right!



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