

## A Focus on Financial Wellbeing

### Celebrating the achievements of our local Workplaces

Congratulations to Carers in Bedfordshire, Milton Keynes City Council, Central Bedfordshire Council, Ceetak Ltd, Clearview Intelligence and Living it Up for achieving their Healthy Workplace Awards, presented by MKCC Deputy Mayor Marie Bradburn.

The Healthy Workplace Standards provide a best practice framework and awards scheme to support positive changes in workplace health.

### Examples of successful changes:-

- Development of drug and alcohol, menopause, domestic abuse and suicide prevention policies
- Introduction of regular, planned 1:1s and weight support groups
- Introduction of an annual Health and Wellbeing survey
- Training inhouse Stop Smoking Advisors

If you would like to register for The Healthy Workplace Standards [click here](#).

If you need help to improve the health and wellbeing of your workforce please visit the [Healthy Workplace webpages](#). You will find a range of resources and **FREE** Workplace Health and Wellbeing Service Offers

The [Money and Pensions Service](#) defines financial wellbeing as feeling secure and in control of your finances both now and in the future. There is a lot of evidence to show that money and health are intertwined and workplaces are in a good position to guide people to the right support.

Recently, research found that employers think only 2% of their employees worry about money everyday, when in reality 24% of the UK employees surveyed in 2022 reported worrying about money daily. (Wagestream, state of financial wellbeing 2022). The impact on employers can include loss of productivity and absenteeism costing UK employers up to £2.5 billion per year.

(Centre for Economics and Business Research, 'Financial wellbeing and productivity in the workplace' 2022).

### How can workplaces help:

- Understand your employees financial concerns by enabling an open and supportive culture
- Raise awareness of financial wellbeing services
- Offer employees financial wellbeing sessions
- Commit to paying The voluntary Living Wage
- Highlight deals and discounts available to employees, including local foodbanks
- Support car pooling and cycle to work schemes
- Develop a financial wellbeing strategy and policy

### Where to go to for support:

The Money and Pensions service is a government funded FREE service to help people especially those most in need to improve their financial wellbeing. You and your employees can access high quality money, pension and debt advice, including:

- [Financial wellbeing in the workplace](#)

- Guidance tools
- [Money helper service](#)
- Advice for self employed, job loss and redundancy
- Advice on job loss and redundancy and for people who are self employed

Citizens advice offer free and confidential advice on, debt, benefits and employment in [Milton Keynes](#), [Bedford](#) and [Mid Bedfordshire](#).

[Stop Loan Sharks](#) offer free workplace training to raise awareness about the impact of illegal money lending and the support available.

Please email [nadeem.mahammed@birmingham.gov.uk](mailto:nadeem.mahammed@birmingham.gov.uk) for Milton Keynes workplaces or [Bryony.McDonald@birmingham.gov.uk](mailto:Bryony.McDonald@birmingham.gov.uk) for Bedford Borough or Central Bedfordshire workplaces.

The Chartered Institute of Personnel Development provides guidance for HR practitioners and employers to support their employees' financial wellbeing [Employee financial wellbeing | CIPD](#)