

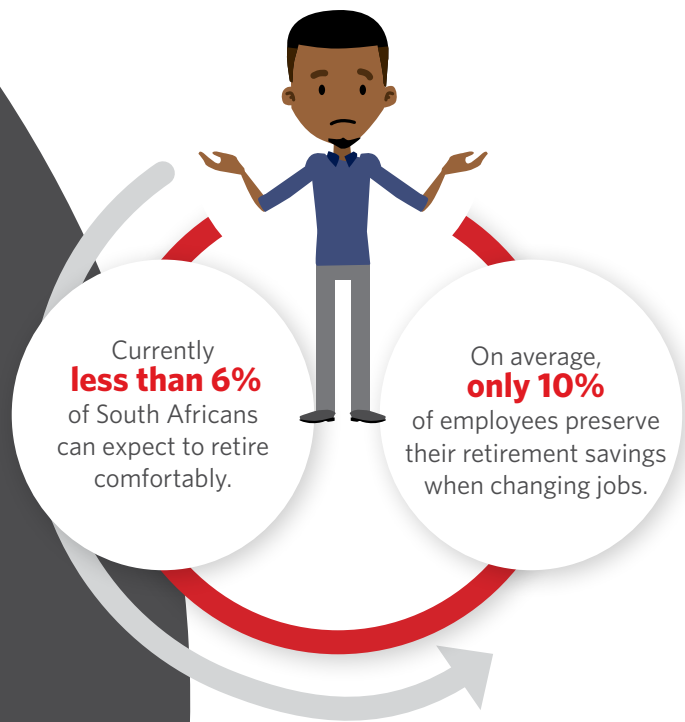


# Employee financial wellbeing

**momentum**  
corporate

There are a number of factors that impact an employee's productivity and one of the largest is financial wellness.

If you take care of your employees' financial health, it will lower their stress levels. This will result in the employees being less absent from work and more productive while at work. This will most likely contribute to your business' success.



According to the Momentum/Unisa Consumer Financial Vulnerability Index (CFVI) employees are under severe financial pressure. Many employees have an unhealthy relationship with money and the wrong attitude towards debt. Poor financial literacy and limited understanding of their benefits, coupled with the rapidly increasing cost of living and poor savings habits, have left the majority of South Africans financially vulnerable. They face bleak prospects at retirement if they don't change their behaviour and make informed decisions during their life's journey.




Every time an employee purchases an item on credit, they are creating the potential for increased financial stress. **This anxiety affects their health, state of mind and their performance at work.**



## Worries about the present. Concerns about the future.

It is important to identify the specific financial stressors impacting employees' productivity, such as over-indebtedness, the inappropriate level of insurance, insufficient contributions or the incorrect investment portfolio. This will help you to optimise the benefits and solutions you offer to your employees. Solutions should also be affordable, understandable and tangible to employees.

- Over-indebtedness
- Inappropriate level of insurance
- Insufficient contributions
- Incorrect investment portfolio



Practical, affordable,  
understandable,  
tangible solutions

Momentum's recent research on absenteeism and presenteeism, when employees are at work but distracted and not fully engaged, identified a strong link between employees' financial and physical health and their ability to perform optimally in the workplace.





# Lost work time impact in South Africa

Lost productivity cost is almost **4.8% of GOP\***

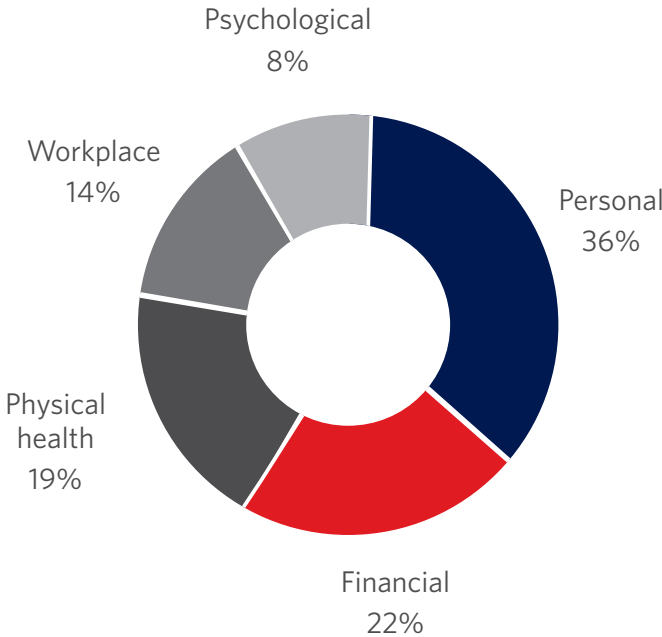
Lost productivity in SA is more than **280 million days**  
That's around 18.8 days per employee per year

From excessive absenteeism alone, cost could be as high as **R12bn**

Presenteeism cost is estimated at **R89bn**

## Top 5 presenteeism factors

The good news:  
1/3 of lost productive work time can be readily influenced



\*Gross Operating Profits - Stats SA

## Life's journey

Nobody's life is linear, and regardless of where they are on their life's journey and what generation they are, there are certain key life events and milestones that most employees face.



Retirement savings



Death benefit



Disability benefit



Pension-backed  
home loans  
benefit



Family Assistance  
benefit



Family Protector



Multiply Starter



Hello Doctor

Each employee has unique personal circumstances. We believe that they are able to achieve financial success if they have access to the right information and / or financial advice. Our qualified and trained financial advisers can help reduce their financial stress by:

- Improving their financial literacy;
- Help them draw up a financial plan;
- Educate them on their employee benefits and how to optimise them;
- Reducing employee disengagement and apathy; and
- Providing affordable insurance, investment, lending, saving and healthcare options and benefit counselling.

## Our services

All our services are designed to support you and your employees on your journey to financial health.

### Evaluation of client needs

We use various tools, methods, solutions and initiatives to identify both yours and your employees' needs. One of the initiatives is:

#### **Momentum Effective Employee Index™**

The Effective Employee Index (EEI) provides you with insight into your productivity levels, how to improve these, as well as how you stack up to your industry peers.

#### What it is

A model of employee productivity that helped us find the drivers of employee productivity in South Africa

#### Why we developed it

Business leaders told us they wanted to understand the drivers of their employee productivity better

#### How it works

Using business data, the index helps us gain insight into the drivers of employee productivity in a particular business

#### The benefit

Improving productivity by focusing on key areas



## Aggregated financial fitness analysis

We interact with you to analyse your needs and design an appropriate programme to suit your employees. Some of the mechanisms we use are:

Employee surveys to assess their perceived and actual financial wellbeing status

Analysis of the employees' current cover and selections

Generic profiling of financial health

Discussions with you

## The employee financial wellbeing and advice programme

This programme consists of the following key elements:

### Financial education

We provide onsite workshops to your employees in English, but our trainers are able to present in your preferred language on request. The duration of the workshop can be tailored to suit your needs. These workshops play an essential role in making employees aware of the services and benefits of this programme.

Content includes:

- Understanding my payslip;
- Creating and tracking my budget;
- Understanding different types of debt;
- How to spend wisely;
- Saving for my future and dreams;
- Healthy choices and my financial wellness;
- My retirement fund benefits and options;
- My insurance benefits; and
- Life after retirement.

### Financial coaches and financial advice

Our financial coaches will communicate through one to many face-to-face engagements with your employees. They will provide them with the information and knowledge to ensure they have the best chance to achieve their life goals. All employees participating in the financial education programme will have the opportunity to see a qualified and trained financial coach for a follow-up one-on-one session. The coach will assist employees with a needs analysis and drafting of a financial plan, including goal setting, budgeting, credit building / rebuilding, debt repayment, savings and growing assets. They will also monitor the employees' progress towards reaching their financial goals.

The financial coaches can assist employees with:

- Understanding their payslip
- Creating and tracking their budget
- Understanding different types of debt
- How to spend wisely
- Their retirement fund benefits and options
- Their insurance benefits
- Life after retirement
- Access to a credit report

## Tailor-made financial wellbeing interventions for specific groups

- New employees – we provide them with financial education and induction to their benefits.
  - Existing employees – we communicate and counsel employees when they:
    - Are close to retirement;
    - Are within 5 to 10 years of retirement;
    - Terminate their employment before reaching retirement;
  - Need assistance with their debt or garnishee order deductions against their salaries; and
  - Access to objective financial advice if required.
  - Employees exiting the company – we provide financial education so that they have the knowledge to make choices that will improve their chances to achieve their financial goals.
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## Make the most of Multiply

Multiply is our wellness and rewards programme that helps members make the right choices so that they can live a better, healthier life and also gives them the money to help them afford it. All FundsAtWork members having access to Multiply Starter.

Our consultants will help your employees understand Multiply, their status and how to improve it, upgrade to Multiply Premier and how to access their benefits.

Multiply for Corporates is our rewards programme for businesses. It encourages employers to take care of their employees' financial and physical health and to create a safe workplace. They can earn up to R600 per employee per annum.

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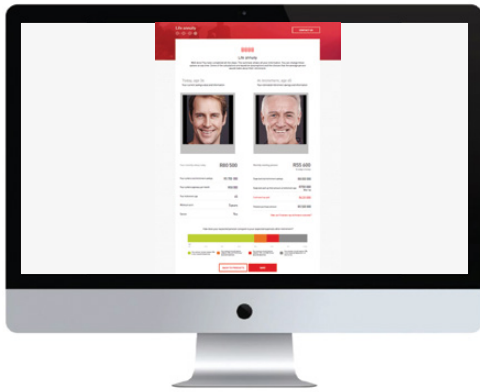
## Smart Counsel

Smart Counsel helps employees make smart financial choices, during their working lifetime and at retirement. One of the many ways we do this is to make sure employees have the right information at the right time, so that they can make the right decision for their personal financial situation. This leads to better informed decision-making and improved financial outcomes.

Our telephonic benefit counsellors will help your employees understand:

- Default investment portfolio/s;
- Default in-fund preservation option for employees who move between employers before retirement;
- Annuity strategies to ensure that employees are able to convert their retirement savings into a retirement income at retirement; and
- Any other benefits and options that employers offer to their employees.



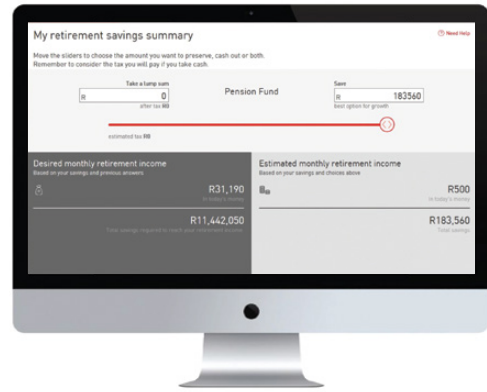


## Smart Retirements

Smart Retirements is a user-friendly, try-before-you-buy digital platform which educates employees on the various annuity products and gives them the opportunity to look at the impact different decisions will have on their retirement. It also highlights the effects of tax if they decide to take an amount in cash up front when they retire.

Simple questions and terminology make it easy to understand and evaluate the annuity solutions and members quickly feel more empowered to make the right financial decision. At no stage are members under any obligation to buy a particular product.

Members are never alone during the process. Over and above the tips and educational information that they receive, they can get in touch with our Smart Counsel team or request advice from a financial adviser at the click of a button.



## Smart Exits

Momentum's **award-winning** Smart Exits solution is the first online process of its kind that empowers retirement fund members to make better financial decisions when they resign from their job. Smart Exits assists employees to make informed decisions by creating awareness about the importance of preserving, as well as the tax impact of taking their retirement savings in cash.

Smart Exits also reduces the administration burden of the employer at the time of withdrawing or transferring retirement benefits to a preservation fund, which industry-wide tends to be a time-consuming and paper-intensive process.

## Management reporting

We provide you with reports that will include the utilisation of services, the success of solutions as well your employees' financial trends. Reports can be done monthly, quarterly or annually.

## The journey to financial success

Momentum Corporate is here to take care of you and your employees, not only in terms of the services and solutions we provide, but also in the way we inspire employees to engage with their benefits in their journey to financial health.

Contact us for an evaluation of your employees so that we can identify your business' and employees' unique requirements.

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Ask Afrika's inaugural Da Vinci Awards were held in November 2018. Momentum took top accolades for its innovative use of Ask Afrika's research on employee presenteeism.

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