

**THE MONTH IN NUMBERS**

**67%**

The percentage of respondents concerned about the potential complexities and administrative burden of the government's incoming shared parental leave system, according to research by Norton Rose Fulbright. [bit.ly/QcDS4H](http://bit.ly/QcDS4H)

**1,400**

The number of Mazars Employee Benefits staff who have access to its new discounts scheme. [bit.ly/1iCZ7on](http://bit.ly/1iCZ7on)

**35%**

The percentage of respondents that have been through pensions auto-enrolment and would have approached their preparations differently if they were to do the task again, according to research by Irwin Mitchell. [bit.ly/1lqh4sZ](http://bit.ly/1lqh4sZ)

**11 million**

The number of UK employees that were protected by group risk insurance at the end of 2013, according to research by Swiss Re. [bit.ly/1hp4o5x](http://bit.ly/1hp4o5x)

**55**

The age Fujitsu employees must reach to take advantage of its new flexible retirement policy. [bit.ly/1evUE4x](http://bit.ly/1evUE4x)

**8,000**

The number of employees with access to Telefonica UK's new occupational health service. [bit.ly/QcEQhd](http://bit.ly/QcEQhd)

**63%**

The percentage of respondents who would welcome help and advice from their employer on how to improve their health and wellbeing, according to research by MetLife Employee Benefits. [bit.ly/1nbDAGu](http://bit.ly/1nbDAGu)

**FINANCIAL EDUCATION**

# Who will be responsible for providing financial education?

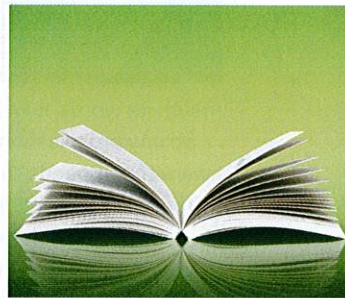
**Jennifer Paterson**

Measures announced in the 2014 Budget give defined contribution (DC) pension scheme members greater flexibility at retirement. The government's changes also included a call to employers and the pensions industry to ensure staff are educated about their retirement options going forward.

The government announced that, from April 2015, it will guarantee free, impartial, face-to-face advice for all employees that retire in DC pension schemes.

But there is much discussion in the industry about whether this responsibility will fall to employers, financial education and pension providers, or the government.

Tim Perkins, a director at financial education provider Nudge Global, said: "The £20 million pledged by the government for financial education won't even touch the sides. Looking to auto-enrolment as a precedent, we expect employers to pick up the logistical responsibility and cost.



"The Budget only focused on at-retirement education, which our research tells us is decades too late, so it is anticipated that most employers will include financial education in their benefits package throughout the employee lifecycle."

Nudge's *Employee financial education study 2014*, published in April, found 77% of respondents believe financial education in the workplace is helping employees to achieve better financial outcomes.

"Financial education is more than just another employee benefit," said Perkins. "It is the right thing to do, and is also contributing significantly to the employer's bottom line."

## BlackRock rebrands financial education in US

Asset management firm BlackRock has rebranded and relaunched its financial education programme for 5,500 UK staff.

Speaking at Employee Benefits Connect in New York on 25 March, Katie Nedl, global head of benefits at BlackRock, said: "Globally, retirement benefits are a theme employees rely on their employers to provide.

"We are entering a new world of responsibility, which is making sure we are providing the right tools and resources to enable, engage and educate employees to achieve their



own financial wellness."

BlackRock decided to rebrand its financial education programme while rebranding the financial products it offered customers. It categorised financial

wellness into three categories: retirement, which includes its pension plan; personal investment, which includes its own products, such as staff stock options and college savings plans; and financial protection, which includes group risk benefits such as life insurance.

The organisation also rebranded its resources and communications.

### Key statistics

**77%** believe financial education in the workplace is helping staff achieve better financial outcomes.

**55%** of financial education plans cover only employee benefits and do not offer wider support.

**76%** of respondents that have implemented financial education are unsure of the actual cost.

Source: *Employee financial education study*, published by Nudge in April 2014.

**83%** of respondents consider professional retirement planning education a critical need for staff.

**14%** of respondents are aware of various retirement income options.

Source: *Generating income in retirement*, published by Wealth at Work in March 2014.

Financial education also plays a key role in ensuring staff are aware of their options at retirement.

But Wealth at Work's *Generating income in retirement 2013* research, published in March, found 65% of employers believe their staff do not understand what to expect from their pension scheme at retirement.

Fortunately, 83% of respondents consider retirement planning education a critical need for staff.

A new national professional body, the Life Planning Association, was launched in March to tackle the challenges of an ageing population. Its director and secretary, Wladek Koch, said employers offer the best route to educating staff about their savings and retirement options.

"Good practice and the increasing presence of flexible and voluntary benefits point to a better and more rounded approach," he said.

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