

# Financial wellbeing and mental health

**Financial wellbeing is about your relationship with money, how you manage your money and how that impacts on your overall wellbeing.**

## **Why is financial wellbeing important?**

Money worries can be one of the leading causes of mental and physical health issues. 30% of employees in the public sector reported that financial concerns have affected their ability to do their job (CIPD employee view).

Looking after our financial health can make us feel happier, helping our overall health to improve. An employee with poor financial wellbeing takes on average one and a half days of sick leave due to this per year (Salary Finance).

Feeling financially secure reduces stress and anxiety and helps improve our relationships with our loved ones. It helps us feel confident to plan for the future and focus on personal and professional goals.

## **How can money affect your mental health?**

- It could make you feel anxious or panic in certain situations, for example in shops or when opening bills
- Worrying could lead to lack of sleep
- You might not be able to afford basic things you need
- It might affect your relationships or social life – leading to feelings of isolation or loneliness – leading to depression.

## **How can I be financially healthy?**

- Know when and how to seek advice
- Budget properly
- Manage your debts
- Save for the future
- Contribute to a pension
- Absorb unexpected costs.

## **Who is more likely to face financial wellbeing challenges?**

Any member of staff or volunteer could have difficulty with their financial

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wellbeing. Never feel ashamed of seeking help, support or advice for managing your money.

## **Need more help?**

Our [Employee Assistance Helpline](#) can provide you and your family with counselling and advice covering a variety of personal, family or workplace issues. All calls are free and confidential. Call 24 hours a day on **0800 328 1437**; visit [employeeassistance.org.uk](http://employeeassistance.org.uk) (the access code is SREAP); or find out more by logging into PeoplePerks.

We're also partnered with the Retail Trust to provide specialist emotional and physical support for retail colleagues. You can access this through your PeoplePerks account; via the trust's free and confidential 24-hour helpline on **0808 801 0808**; or by email at [helpline@retailtrust.org.uk](mailto:helpline@retailtrust.org.uk). Our package for retail staff includes a host of wellbeing features, which are available at [myrtwellbeing.org.uk](http://myrtwellbeing.org.uk).



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Our PeoplePerks site is full of education, support, tools and activities to help your wellbeing. It includes a specific area on wellbeing, including financial wellbeing. Log in at [peopleperks.co.uk](https://peopleperks.co.uk). If you don't have a username or have forgotten your details, email the People Administration team at [peopleadmin@sueryder.org](mailto:peopleadmin@sueryder.org) or call 01491 640905 for support.

The [Wellbeing Resource Page](#) on [RyderNet](#) has huge amounts of support and information, including more printable wellbeing guidance sheets like this. There are also signposts to external resources and support from other organisations. If you want to learn more about wellbeing and mental health issues, the [Learning and Organisational Development](#)

[team](#) offers a variety of training and development options including e-learning packages, qualifications and training for line managers. Email the team at [learningteam@sueryder.org](mailto:learningteam@sueryder.org).

We also have around **70 Mental Health First Aiders** across Sue Ryder. To find their details, please visit the [Wellbeing Resource Page](#) on [RyderNet](#).

