

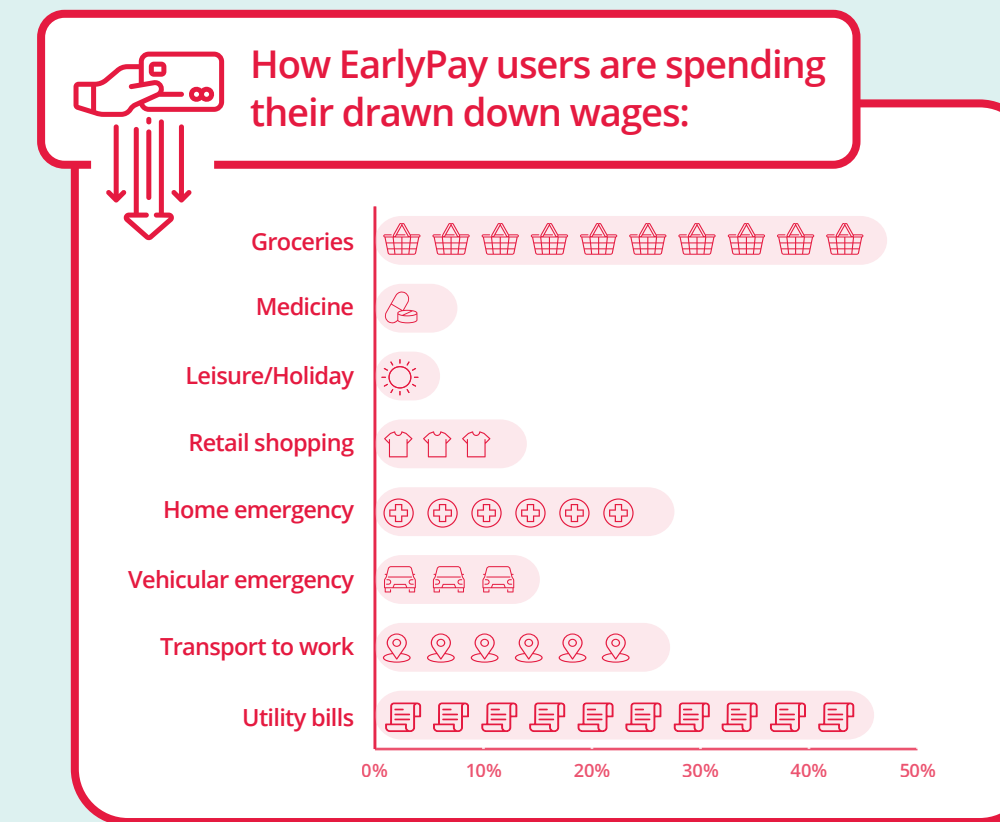
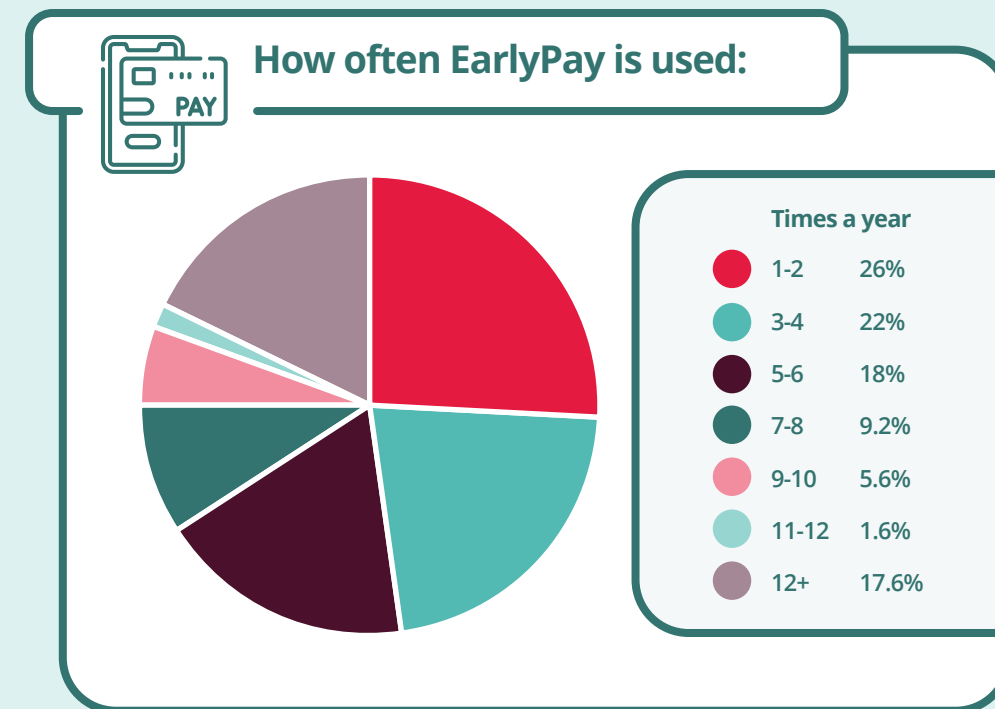
Supporting financial wellbeing with on-demand pay

Supporting the financial wellbeing of your employees brings empowerment to your people, reduces stress around financial management and creates a more engaged workforce.

According to YouGov, one in five UK employees say that their organisation does not do enough to support their financial wellbeing, and with what is being known as 'The Great Resignation', it is vital that employers think about creating a strategy to both support their people and stay competitive within the retention and recruitment landscape.

Access EarlyPay allows your employees to draw down a percentage of their earned wage, before the day they are traditionally paid. Adding on-demand pay to your financial wellbeing strategy has many benefits for your workforce, but there are tangible business benefits too. For starters, there is no monthly subscription or annual fees to provide this much valued benefit to your employees and it is proven to boost loyalty. Increased loyalty = longer-lasting workforce, reducing the need for recruitment costs and boosting your retention.

We have created a breakdown to show just how well loved and used EarlyPay is, and the tangible business benefits gained from offering on-demand pay.



Of those who have taken on extra shifts due to the accessibility of their accrued pay,

+70%

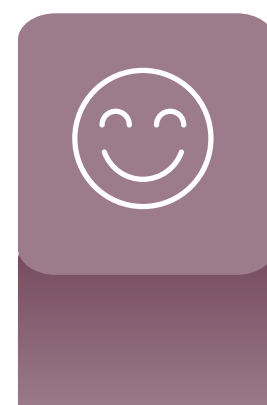
also said that if looking for a new job, they would be more likely to go with an employer who offered on-demand pay vs one that did not.

+30%

of EarlyPay users said that they would take on more shifts at work due to having access to accrued pay.

+42%

of users have put their drawn-down wages towards home or vehicular emergencies.





With the huge hike of gas and electricity costs, it's no wonder that

46%

of EarlyPay users are using their drawn-down wage to pay their utility bills.

+47%

of regular EarlyPay users are using their drawn down wage to fund transport to work costs.



68%

of EarlyPay users who took on more shifts at work due to the instant access to their accrued pay also said that they **felt more loyalty** towards their employer because of the EarlyPay benefit.

45%

of those who feel more loyal to their employer because of EarlyPay also said that they have taken on more shifts due to the accessibility of their accrued pay.

+47%

of Access EarlyPay users said that they **are more loyal** to their employer due to the on-demand pay benefit available to them.



Upon looking for a new job,

+57%

of EarlyPay users said that they would look for an employer who offered on-demand pay vs one that did not.

+55%

of regular EarlyPay users would look for a future employer who also offers on-demand pay.

We hope that this guide has given you some inspiration to implement or make improvements to your financial wellbeing strategy, and shout loud and proud about why you are the employer those looking for a role choose. Similarly, it's hopefully given you some inspiration about how to keep hold of workers once you've onboarded them into your organisation.

If you'd like to find out more about using on-demand pay as a recruitment, retention and financial wellbeing tool, click on the link below.

[Find out more](#)



“EarlyPay is certainly a popular benefit for our teams and something that has a very good uptake. We have had feedback from candidates at what a draw this is for them as it gives them additional flexibility around their finances. The recruitment landscape is undoubtedly tougher than ever for a number of reasons, many of which are out of our control. However, what we can control is the package we offer candidates and EarlyPay has certainly helped us remain competitive in terms of our offering.”

Jade Berry, Head of People at Pho Restaurant Group

About The Access Group

The Access Group is one of the leading providers of business management software to mid-sized UK and Asia Pacific organisations. It helps more than 60,000 customers across commercial and not-for-profit sectors become more productive and efficient. Its innovative Access Workspace cloud solutions transform the way business software is used, giving every employee the freedom to do more. Founded in 1991, The Access Group employs approximately 5,000 people.