

EMPLOYEE FINANCIAL WELLNESS



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Empowerment Solutions

Ensuring Employee Financial Wellness Current Scenario

We know that debt is a big concern in South Africa and that its impact on work life is something that has become more and more apparent. With this view in mind, we see an opportunity to apply a positive philosophy of personal financial management to the debt situation and its impact on the average South African household.

Countries looking to increase capacity through infrastructure and development are hindered by the debt environment that limits liquidity and availability of cash for investment in these areas. In addition, there is the obvious socio-economic impact on each and every South African. The debt crisis often translates into social problems such as high stress levels, associated health risks, alcoholism and domestic violence that result in high levels of absenteeism. Corruption is a major factor to consider and the impact that all of the afore-mentioned areas have on productivity levels. There can be no doubt that the majority of employees are so indebted that it affects their work performance. In general these employees have no idea on how to rid themselves of this debt and the only solution that they see is to borrow more money. The first option is to approach their employer and if that does not work, they go to the loan sharks.

Ultimately the employer is burdened with the garnishee orders and demotivated employees who have hardly any take-home pay. I have personally witnessed numerous instances where employees cannot come to work because they do not have sufficient money for transport.

DEALING WITH DEBT

The debt situation is not something that is exclusive to lower income, or less well educated employees. The changing economy and changing requirements of the employment market mean that a society that promotes increased financial literacy becomes a necessity as opposed to a luxury.

The following are still evident:

Unstructured lending by the 'Mashonisa / Loan sharks' still exists strongly in areas where financial literacy remains a problem;

Interest rates are often charged far in excess of the recommended rates;

The issues of ID book and Bank card retention remain prevalent;

Corruption exists in large organisations where employees act as informal lenders;

Resignations by employees in order to access pension fund.

The impact on the employer is that:

1. Payroll costs climb;
2. Employers become credit collectors;
3. Productivity levels decline;
4. Absenteeism, absconding and theft escalate;
5. IR instability grows.

The employee, on the other hand, is impacted on in the following ways:

1. Declining take-home pay, i.e. growing negative pay;
2. Retirement funds threatened;
3. Low morale, depression and even suicide.

OUR APPROACH

We offer a time and productivity saving, employee financial wellness workshops, catering for a maximum of 25 employees per workshop. Post workshops are arranged with employers / employees to ensure continuity and help with the process of debt elimination. Financial wellness is an interactive programme aimed at empowering employees to get out of debt and to improve their personal finances. It offers advice on how to achieve financial freedom and empowers one on interest and how it works, loan sharks, budgeting, how to manage personal accounts, retirement planning and other essential aspects of financial wellness.

The **Mass Assessment Tool (MAT)** training methodology speeds up the learning process up to four (4) times compared to traditional training methods. At the same time it increases knowledge retention and understanding by up to 60%. Employees can learn in their language of choice without having to be taken out of the workplace or off-site for extended periods of time. The MAT solutions targets audiences in the supervisory to unskilled level of workers.

With the MAT solution you can reduce your training costs year on year, and produce a positive return on investment. All reporting for training and assessment is fully web-based, and is available real-time, for management to view. This enables management to keep track of staff competency and training and plan interventions based on need. With the MAT solution, clients are able to convert their own training content onto this revolutionary platform.

MAT also offers off-the-shelf programmes that can be customized to suit your needs. Driving Sense provides an end-to-end solution, from consultation to implementation and beyond.

This technology has impacted positively on the productivity of clients in diverse industries such as petro chemical, mining, retail, facilities management, construction and many more.

INTRODUCING AN ALTERNATIVE FOR EMPLOYERS

THE MASS ASSESSMENT TOOL Traditional Training Method	The Mass Assessment Tool
Talking to people in a classroom style setting could be ineffective in some instances as people might feel uncomfortable. Many people fear the classroom structure since it may cause some old anxieties and attitudes to resurface.	Confidentiality is observed at all times. The employee may have been able to hide the basic skills challenge from everyone, including family, friends, or co-workers, but the approach is able to identify areas of development in a non threatening manner.
Literacy levels vary in large classes and sometimes facilitators are forced to train to the lowest skill level. By the time beginners are up to speed, intermediate learners have dropped out.	This training methodology increases knowledge retention and speeds up the learning process by up to four times through the use of audio, visual , group discussion, as well as continuous assessments
Most training interventions are presented in the English language as medium of communication; this has a limitation to people who use English language as a second language. The facilitator may be expected to provide clarity in understanding and retention to some people.	Employees can learn in their language of choice without having to be taken out of the workplace or off-site for extended periods of time.
Low literacy may be a private shame, group presentations caters for particular levels of people. Unskilled workers may find it difficult to adjust to certain mediums of communication.	The MAT solutions target audience is the supervisory to unskilled level of workers.
Training is usually presented to a group of individuals at extended durations which affect productivity and yield very low improvements on competency levels.	With the MAT solution you can reduce your training costs year on year, and produce a positive return on investment.
Facilitators rely on their experiences in preparing reports as well as the evaluation forms completed by individuals. Compiling a report usually takes longer periods.	All reporting for training and assessment is fully web-based, and is available real-time, for management to view. This enables management to keep track of staff competency and training and plan interventions based on need.

MODELS OF HELPING AND COPING

There are four (4) models that were identified by Driving Sense in the enhancement of any training and development intervention. We allow the client to select the best model or combination of models to meet their unique needs.

1. The Morale Model: in which employees are assumed to have responsibility for both creating and solving their own problems. You got yourself into it, you can get yourself out.
2. The Compensatory Model: employees are not blamed for their problems but are still held responsible for solutions. It is believed that people's problems are due to external factors beyond their control (poverty, disability, etc).
3. The Medical Model: employees are responsible for neither the problem nor the solution. This model holds that employees are victims in any way possible – external help is needed.
4. The Enlightenment Model: employees are responsible for their problems but cannot be held responsible for the solution because the problems are too difficult for them to solve alone.

WORKSHOP

A 2 ½ hours workshop catering for a maximum of 25 delegates is delivered, tailor-made to meet your organization's employee's requirements and circumstances.

Our financial empowerment solution is professionally presented by highly qualified and experienced facilitators who ensure consistency in the delivery process. The workshops are presented in language of choice, depending on the delegate's needs.

Using a pre-designed content, the delegates are taken through a number of individual exercises and group discussions to provide clarity and to ensure understanding of issues discussed in each module.

MODULES COVERED:

The will power

Learning to save

Bank products and services

Debt elimination

Planning Budgeting

Loans and the loan sharks

Savings

Unit trusts

Investment policies

POST WORKSHOP SUPPORT

Individual counseling and advice creditor negotiation can also be provided on completion of the workshop. Depending on the delegate's needs and situation a follow up interview is scheduled with a qualified Debt Counselor. At the follow up interview, the delegate's progress on sticking to a budget and the implementation of savings is assessed and discussed. This process is facilitated in the strictest of confidence.

Through our association with the National Credit Regulator, material, group sessions and legislative developments are shared with delegates. The post workshop support services are offered to delegates at no additional cost to the employer.

DEBT COUNSELING PROCESS

Debt counseling is designed for people who are over indebted and can no longer meet the monthly obligations with their creditors. The debt counselor will do a debt review and reschedule monthly installments.

If the debt counselors find the consumer to be over-indebted, they will add a flag to the consumer's credit record asking creditors not to lend the consumer money because he or she is already over-indebted. This will be removed once the debt has been repaid and when the consumer is no longer over-indebted. A debt clearance certificate is issued to the consumer upon completion of the sessions.

Our debt counselors can provide services to employees on or off-site and even offer assistance over a weekend to the employee (including the employee's whole family). Debt counseling is a solution for over-indebted borrowers that ensures sufficient protection against loss of assets and assists with the restructuring of debt so that the consumer can meet his / her basic living expenses.

PROJECT REPORT

A comprehensive report is produced upon completion of the training workshop. This report provides a detailed analysis of the modules covered in the workshop as well as indicating a delegate's levels of competency / understanding of the topics covered. Our reporting methodology provides a clear indication of a delegates ongoing training needs.

PROJECT COSTING STRUCTURE PER PERSON / DELEGATE	R 1325.00 per delegate
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