

Payroll as a Financial Wellness Solution

Janice MacLellan, VP Operations, The Canadian Payroll Association

THE CANADIAN PAYROLL ASSOCIATION'S 2018 SURVEY OF EMPLOYEES

Employed Canadians Report Some Modest Financial Gains, but Many Remain Overwhelmed by Debt and are Unable to Save Enough for Retirement

Marginal improvements this year

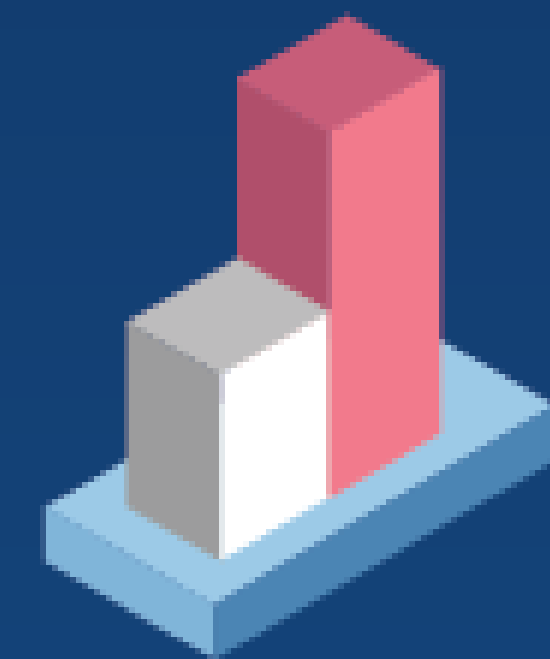


44%

Live pay cheque to pay cheque (down slightly from 47%)



Economic confidence is up over the past 3 years



Small gains in household income, full time employment, ability to save

But worrisome long-term trends



40%

Overwhelmed by debt (up from 35%)



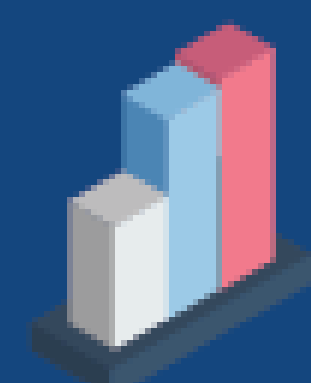
72%

Have saved only one-quarter or less of what they feel they'll need to retire



46%

Say financial stress is impacting their workplace performance



2018- 43%
2017- 42%
2016- 36%

Longer to pay down debt: More than 10 years to pay down



34%

Debt load increased over the last year (up from 31%)



47%

Say they would be uncomfortable talking about debt with a colleague or peer

IMPACT ON THE WORKPLACE

Known impacts of stress include reduced productivity, absenteeism, high turnover

PAYROLL AS A SOLUTION

Workers report a 94% confidence level in the accuracy of their pay, indicating strong reliance on and trust in payroll

Employers can leverage this employee confidence to deliver through payroll:

1. Financial Wellness Programs and education

- ✓ 84% would be interested in receiving financial education through work
- ✓ Preferred topic: Saving and planning for the future
- ✓ CPA's Understanding Your Pay video great resource to help employees understand their obligations and responsibilities related to pay

2. Pay Yourself First programs delivered through payroll

- ✓ Automatic payroll deductions diverting funds into separate retirement or savings account, creating savings before opportunity to spend
- ✓ 53% of employees say their employers offers this option; Still only 56% of employees participate
- ✓ CPA's Pay Yourself First Guide a great resource for employers looking to implement program

Janice.MacLellan@payroll.ca



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