

Spotlight on...

The business benefits of workplace savings

Technical Appendices

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The Centre for Inclusive Money at Nest is a public benefit research and innovation centre. Its mission is to find what really works in supporting low- and moderate-income households to be financially secure, both today and into retirement, and to drive transformational change in the system. This spotlight is built from our workplace emergency savings programme, which is supported by The BlackRock Foundation. Our other strategic partners are Nest, JPMorganChase and the Money and Pensions Service. We work with a wide range of organisations to explore, test and scale new ideas in the real-world. If you'd like to be involved in our work, we would love to hear from you.

For more information, visit: inclusivemoney.org.uk

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Appendix 1:

Note on methodology

The literature review for this research note was conducted by drawing on rapid evidence assessment methods. Databases were searched in February-April 2026 for literature that met the following parameters:

Population	Working-age adults based in the UK, Ireland, northern Europe, USA, Canada, Australia and New Zealand.
Intervention	Employer-based financial wellbeing initiatives
Comparison	Business as usual, absence of the intervention, multiple interventions
Outcomes	◆ Retention ◆ Staff absence/staff sickness ◆ Productivity ◆ Health and safety ◆ Professional development and progression ◆ Loss prevention ◆ Engagement
Types of studies	◆ Experimental ◆ Quasi-experimental ◆ Observational
Date of published research	2010-2026
Types of publications	◆ Peer-reviewed literature ◆ Grey literature
Language of publications	English

The databases searched were: Scopus, EBSCO, EconPapers, NBER Working Papers, SSRN and PolicyCommons. Only one relevant study was identified from the literature search drawing on the inclusion criteria in Table 1. Next, search engines were used to search for grey literature and the inclusion criteria for the types of studies was widened to include empirical evidence from surveys and case studies.

Appendix 2:

Measurement and indicator framework

This framework aims to act as a starting point for employers interested in measuring the organisational impact of their financial wellbeing initiatives, such as workplace savings. These measures could be used to compare before and after an initiative is introduced; or to compare outcomes across different sites. It is always important to remember that this kind of evidence would be indicative, rather than causal, but can be seen as a key first step towards evaluating impact.

Area	Measurement	Indicator
Productivity	Measuring productivity can be challenging. It can vary between industries and can be difficult to quantify. These measures could be adapted to each employer's industry and sector: ✦ Output per employee ✦ Output per set period (e.g. per hour worked) ✦ Quality of work, e.g. fewer errors, defects or complaints from clients ✦ KPIs met over set period (e.g. one year)	Increased output per employee Increased output over a set period Improved quality of work Increased number of KPIs met over set period (e.g. one year)
Job satisfaction	Several factors affect levels of satisfaction at work, including pay, benefits, working conditions, development opportunities and work-life balance. This makes job satisfaction more challenging to measure than other metrics. Employers typically capture levels of employee satisfaction through surveys. There are a number of validated measures that could be adapted and included in a staff survey: ✦ Job satisfaction survey (JSS) measures employee satisfaction across nine domains ✦ Job descriptive index (JDI) measures employee satisfaction across five domains ✦ Gallup Q12 measures employee satisfaction across four domains	Improved satisfaction scores over a set period (e.g. one year)
Retention	The majority of employers will already collect data on employee retention and could draw on a measure that is most meaningful in their context: ✦ Average employee tenure over a set period (e.g. over one year) ✦ Length of service – average number of years employees stay with an employer	Improved average employee tenure Improved length of service
Absences from work	Employers will likely already have data on absences from work and can adapt to measure what is most useful: ✦ Average number of days of absence taken over a set period, such as due to sickness, injury or unauthorised absences ✦ Frequency of absences over a set period	Reduced number of absences Reduced frequency of absences
Health and safety	Measurements for health and safety will vary depending on the industry and context but incidents over time or time lost due to incidents can be useful starting points: ✦ Recorded incidents over a set period ✦ Days/hours of work lost per incident over a set period	Decreased recorded incidents over a set period Decreased days/hours of work lost per incident over a set period

As a public benefit research and innovation centre focussed on finding what really works in supporting low- and moderate- income households to be financially secure, Inclusive Money is always keen to talk to like-minded organisations. If you are interested in exploring how we could work together, please get in touch:

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To find out more, visit our website:

inclusivemoney.org.uk

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