



**Mintago**

Managers' response to the cost of living crisis

2022 UK Research

**57% of managers
feel ill-equipped to
support their colleagues
through the cost-of-
living crisis**

Less than half of managers use relevant techniques to minimise the impact of the increase

41%

have given pay rises to match or better the rate of inflation

38%

use the salary sacrifice pension scheme for tax efficient pension contributions



54%

of managers do not think it
is their responsibility to
support staff during the
cost-of-living crisis

66% of managers feel uncomfortable getting involved in their colleagues' financial lives

35%

have reached out to staff to see if they have any financial concerns

51%

arrange regular meetings with employees to openly discuss their financial concerns

32%

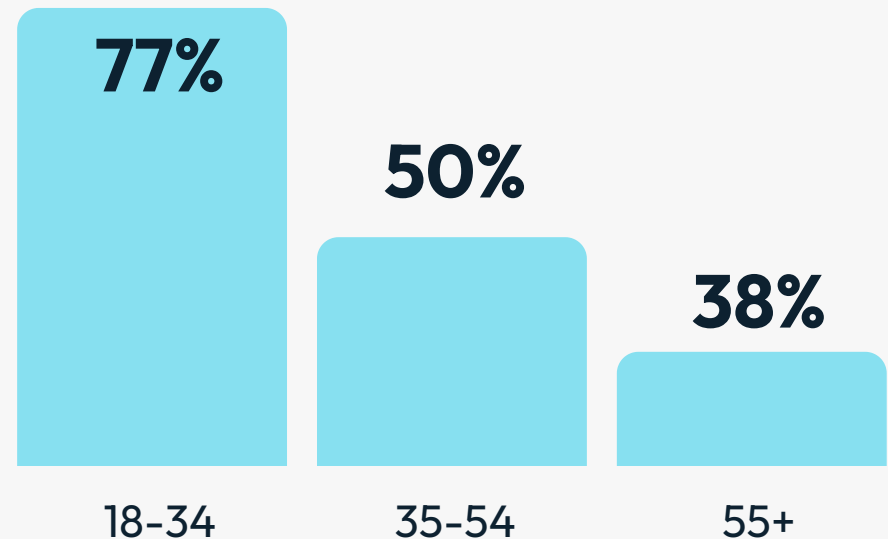
provide education to employees about money management

Most organisations do not focus on encouraging employees to talk about money



of managers said that their workplace does not offer enough support to employees who are uncomfortable talking about finances at work

'Do your colleagues regularly discuss their financial wellbeing, and any concerns they have with you?'





66%

of managers have noticed that employees have raised more concerns about their finances in 2022 than usual

**39% of managers said
that their business has a
clear strategy in place to
help staff during the
cost-of-living crisis**

Many managers are finding ways to reduce the burden for employees

64%

allow employees to
work remotely as much
as they like to reduce
commuting costs

45%

keep the workplace open
for their team to use when
needed to reduce home
energy and heating costs



57%

of managers are providing more employee benefits such as gym membership discounts or complimentary workplace refreshments

Managers should **prioritise** providing employees with helpful tools to improve their financial wellbeing



of managers provide employees with access to financial wellbeing and management tools and/or access to financial advisers

The market research was carried out between 26th and 31st August 2022 among 2,000 UK adults via an online survey by independent market research agency Opinium.

Opinium is a member of the Market Research Society (MRS) Company Partner Service, whose code of conduct and quality commitment it strictly adheres to. Its MRS membership means that it adheres to strict guidelines regarding all phases of research, including research design and data collection; communicating with respondents; conducting fieldwork; analysis and reporting; data storage.

The data sample of 2,000 UK adults is fully nationally representative. This means the sample is weighted to ONS criteria so that the gender, age, social grade, region and city of the respondents corresponds to the UK population as a whole. Of the sample, 762 work full-time or part-time as managers within UK businesses.

Thank you

The logo for Mintago, featuring the word "Mintago" in a dark blue, sans-serif font. The letter "i" is stylized with a small orange dot above it and a light blue triangle pointing upwards from the left side of the stem.