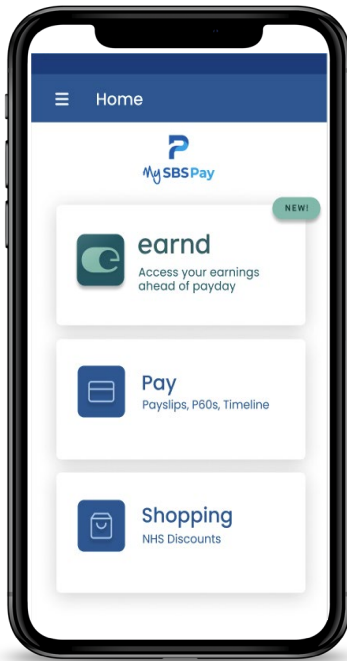


MySBSPay & Earnd



NEW! NHS employees can get paid as they earn, building their budget around their life, not their payday. **No fees. No catch. Just more control.**

MySBSPay and Earnd have come together in one, accessible and convenient place to offer NHS employees the ability to access their wages when they need it most.

MySBSPay is the pay day app that enables NHS employees of organisations that use our payroll service to view, compare and download their payslips anytime and anywhere from their mobile phones. The App is free to download on the [Apple App Store](#) and through [Google Play](#) and comes as an extension of our payroll service to NHS organisations at no additional cost.

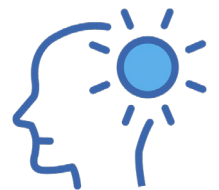
Earnd – Flexible, On-demand Pay for Employees

Financial worries are the number one cause of stress and anxiety for not only NHS workers, but all UK workers – regardless of income or age. On-demand pay is proven to help people better manage their finances.



Financial Breathing Space

Research shows that when we're financially stressed we feel less in control. We tend to be worse at saving and budgeting and become more impulsive with how we spend our money. On-demand pay removes the stress associated with having to rely on credit to get to the end of the month or the embarrassment of asking friends and family. It also gives users the breathing space to think clearly and make better decisions. These are key themes across all Earnd user feedback, with many calling out the sense of control and financial freedom Earnd gives them.



Monthly Pay Cycles can be Detrimental to People's Finances

Research shows that that nearly half (43%) of people's monthly disposable income is spent within 24 hours of being paid, and four-fifths (81%) spent within [seven days](#). By allowing staff to access their pay on a more regular basis it removes that 'payday millionaire' feeling and means staff spend more rationally.

Helping the NHS to save money and enhance quality so that the NHS can improve health, innovate to save lives and deliver better outcomes with care and compassion.

www.sbs.nhs.uk

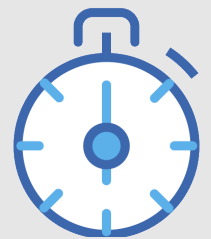
Ability to Adjust Pay to Meet Needs

Many shift workers in the NHS don't know how much they will get paid until payday. By being able to track pay on a daily basis employees are able to ensure they have worked enough shifts to meet monthly expenses. And when there is a shortfall Earnd provides employees the ability to access pay instantly. Our research shows that staff use bank shifts as a way to reach their financial goals, whether it's clearing their debt or saving for a holiday. By allowing staff to access bank shift pay instantly, they are able to pay down debt before interest is charged, or save quicker.



Pay Schedules Don't Always Align with Real Life Requirements

A bill landing before payday, or an unforeseen expense are cited amongst the top reasons why people find themselves in financial difficulty. These situations can put people under a lot of financial stress. Pay cycles open employees up to unnecessary high-interest credit costing them much more in the long run, and potentially leading them down a [debt spiral](#).



Financial Habits are Built Over Time

Every time a user accesses their pay via Earnd, they are presented with short, actionable budgeting tips, designed to make users more engaged with their finances and more informed decision about their finances now and in the future.

Support Triggers

Earnd has triggers in place to identify people who may be in financial trouble (i.e. only accessing pay in the last week of the month, on an ongoing basis), and are able to deliver relevant content and direct them to debt management charities like StepChange or any EAP support offered by the employer.

Put simply, the current way of paying people does not work for many.

With Earnd through MySBSPay, our payroll service has become more flexible to NHS organisations and its employees...

Summary

- Monthly pay holds money back from employees and stops them from having it when they actually need it. This is a big problem for the millions of people who have no savings to get to payday. It is no wonder that [NHS workers](#) (the heaviest users of pay day loans) say that the commonest use of a pay day loan is "to pay bills".
- Moreover, monthly pay creates the illusion of wealth – a large amount of money on a single day. This very often leads to spending that is actually beyond an individual's means. The consequences of this are extensively catalogued and cause much harm.
- Ongoing financial stress has a direct impact on a person's physical and mental health, and has been linked to heart disease, diabetes, sleep problems, overeating, substance abuse, depression and anxiety. It can be hard to overstate quite how devastating [financial problems](#) can become.
- As we begin to live through the economic impact of Covid 19, it is more important than ever to help our frontline workers build their financial resilience. On-demand pay plays an important role in helping NHS staff take control of their finances, giving them the tools to build a budget around their life and their financial needs which we know will improve their financial position and their financial wellbeing.

5 Reasons Why Earnd Should be a Priority

1. Money is what people worry about most and Earnd reduces this significantly putting them more in control.
2. Because of this, users love Earnd – as our [testimonials](#) show
3. Earnd is simple and quick to implement, taking approximately 15 hours and the monthly on-going commitment is minimal.
4. Earnd is **entirely free** with no risk to the Trust or its employees in any situation.
5. Earnd helps your staff to take the steps set out in the 7 Steps to Financial Resilience Network.



**Earnd is available through MySBSPay.
Search MySBSPay on the App Store or Google Play.**