

# YOUR GUIDE TO FINANCIAL RESILIENCE FOR HIGHER EARNERS

HARGREAVES  
LANSDOWN

It's not what they earn,  
it's what they save that matters

Earning more money is usually associated with being able to enjoy a more comfortable lifestyle, but there's more to finances than just someone's salary.

Our research shows that even higher earners might not be able to withstand changes in their circumstances or to keep up their lifestyle after work.

The [HL Savings and Resilience Barometer](#) reveals that:

- **Nearly 1 in 10** top earners don't have sufficient money for a rainy day
- **Just 3 in 10** higher earners are on track for a comfortable retirement
- **Households in the top 20% of earners** take on the most debt – and are more than twice as likely to have variable rate debts than those on lower incomes



The information in this factsheet and the tools we've linked to are not personal financial advice. If you're not sure what's right for you or your employees, please seek financial advice. The value of investments go up and down which means you could get back less than you invest. May 2023



# HOW CAN YOU SUPPORT YOUR HIGHER EARNERS IN BUILDING THEIR FINANCIAL RESILIENCE?



## Control debt

If debt isn't managed properly, it can spiral out of control becoming a real threat to your employees' financial security. As households in the top 20% of earners take on more debt than any other income group, it can help to encourage your workforce to consider their debt before anything else.



## Protect income

Protecting their income and any loved ones is crucial when it comes to building financial resilience.

As an employer, offering protection insurance through your flexible benefits platform can go some way to encouraging your employees to have some financial protection if the worst happens.



## Save a penny for a rainy day

It's impossible to predict when things could go wrong, and as nearly 1 in 10 top earners don't have sufficient money for a rainy day, higher earners need to get ahead of the game by building a cash buffer for unexpected emergencies.



## Plan for later life

Supporting your higher earners to retire on their terms can help them build a picture of how they want their later life finances to look.

Remember to remind them about tax implications of being a higher earner when it comes to their pension, such as the Tapered Annual Allowance.



## Consider investing

Investing gives your employees the chance to make their money work harder. Although this step might be considered the most exciting part, it's the last part of building financial resilience.

[Find out more about 5 to Thrive](#)

## LET'S TALK

For more information about HL Workplace, please get in touch.

 0117 314 1783

 [workplace@hl.co.uk](mailto:workplace@hl.co.uk)

 [www.hl.co.uk/workplace](http://www.hl.co.uk/workplace)

Follow us on [LinkedIn](#) and [Twitter](#)

Sign up to our [monthly newsletter](#)