



## **FINANCIAL WELLNESS PROGRAMME**

### **The current scenario**

With debt being a major concern in South Africa, its impact on work life has become more and more apparent. With this view in mind, we see an opportunity to apply a positive philosophy of personal financial management to the debt situation and its impact on the average South African household.

Through our experience, the following issues have become apparent:

- Unstructured lending by the 'Mashonisa / Loan sharks' still exists strongly in areas where financial literacy remains a problem;
- Interest rates are often charged far in excess of the recommended rates;
- The issues of ID book and Bank card retention remain prevalent;
- Corruption exists in large organisations where employees act as informal lenders;
- There are resignations by employees solely to access their pension fund monies.

The impact on the employer is that:

- Payroll costs climb;
- Employers become debt collectors;
- Productivity levels of employers decline;
- Absenteeism, absconding and theft escalate;
- IR instability grows.

The employee, on the other hand, is impacted on in the following ways:

- Declining take-home pay, i.e. growing negative pay;
- Retirement funds are threatened;
- Low morale and depression.

**performance driven people solutions**



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## **Objectives**

Our focus is to maintain a strict adherence to the concept of serving two clients – the Employer and the Employee. The Employer benefits from a more motivated and high performance workforce, whilst the Employee is able to address personal problems that negatively impact on their work-life balance.

## **Our approach**

Whilst the duration and content of our workshops can be tailor-made to meet the specific requirements and circumstances of the client, it is recommended that a half-day workshop with a maximum of 25 delegates is conducted at the client's premises. Our programme consists of nine modules covering topics such as How to Plan for Financial Success, Understanding your Debt Position and the Elimination of Debt. Case studies and exercises are used to emphasise these learnings.

## **The focus of the process is to:**

1. Provide an understanding of the consequences relating to non-payments of accounts and other financial commitments;
2. Encourage the person to live within their income boundaries;
3. Be realistic about the expenses they can afford and the amount of debt they can take on;
4. Set financial goals and make action plans to meet those goals - not just to live in a state of hand-to-mouth existence;
5. Instill a culture of savings and forward thinking.

Depending on the delegate's needs and situation, a follow up interview can be scheduled with a qualified Debt Counsellor.

## **ADDITIONAL PROGRAMMES OFFERED**

Programmes in Conflict Management, Assertiveness in the Workplace, Interpersonal Skills, Time Management and Call & Contact Centre Training have been successfully designed and implemented by members of the DMA EAP team in the past and can be tailor-made to meet your organisation's specific requirements.