









# EARNED WAGE ACCESS



What are your current options when it comes to Earned Wage Access (EWA) providers?

Questions about Earned Wage Access? Get in touch at [info@silvercloudhr.co.uk](mailto:info@silvercloudhr.co.uk) to discuss your options.



VENDOR	COST TO EMPLOYEES	WHO FUNDS ON DEMAND WAGE	CUSTOMISABLE AMOUNT AND FREQUENCY	ADDITIONAL SUPPORT	HCM & PAYROLL INTEGRATIONS
 access	£0 - £2.75 per transaction depending on chosen model	Access provides early wage drawdown	Max 50% of gross accrued earnings available. Other limiting controls available.	Financial guidance available in-app with additional tools to help you keep on track.	Available with Access suites. 3rd-party API integrations available
Dayforce Wallet	£0	Dayforce provides early wage drawdown	100% customisable	Real-time visibility into earned pay any time	Dayforce
 cloudpay	From £1.75 per transaction	Recommends the employer to set aside 3% to cover early wage drawdown	Recommends between 50%-75% of the net salary	Includes wellbeing app for finances, mind, and body	Can plug into most systems
 IRIS	£1.75 per transaction or free with company subscription	Organisation funds early wage drawdown	Up to 50% of earned wages	Personalised content to help your financial wellbeing	IRIS Cascade HRI
 PayCaptain	£0	PayCaptain provides early wage drawdown	Up to £200 instant access and £50 weekly advance for expenses, & bonuses.	Fully integrated Payroll + SmartPay	Can plug into several HR & rota systems
 WAGESTREAM	Customisable, £0 - £1.95 per transfer	Wagestream provides early wage drawdown	100% customisable	15 financial benefits incl: education, savings, budgeting, credit, discounts	Can plug into most systems
 hastee.	£1.75 per transaction or free with company subscription	hastee provides early wage drawdown	U to 50% of earned wages	Free personalised financial education & management tools to improve your financial wellbeing	Can plug into most systems
 paiyroll®	15p - split between Employee/ Employer	Organisation funds early wage drawdown	100% customisable	Continuous pay calculation (Live payslip)	Can plug into most
 zellis	£1.95 per EWA transaction	Zellis provides early wage drawdown	Customisable with 50% as standard. Fee can be subsidised by Employer	Includes savings pot, pay & spend tracker, useful info, various tools like benefits checker & debt advice	Available across all Zellis products – UK only

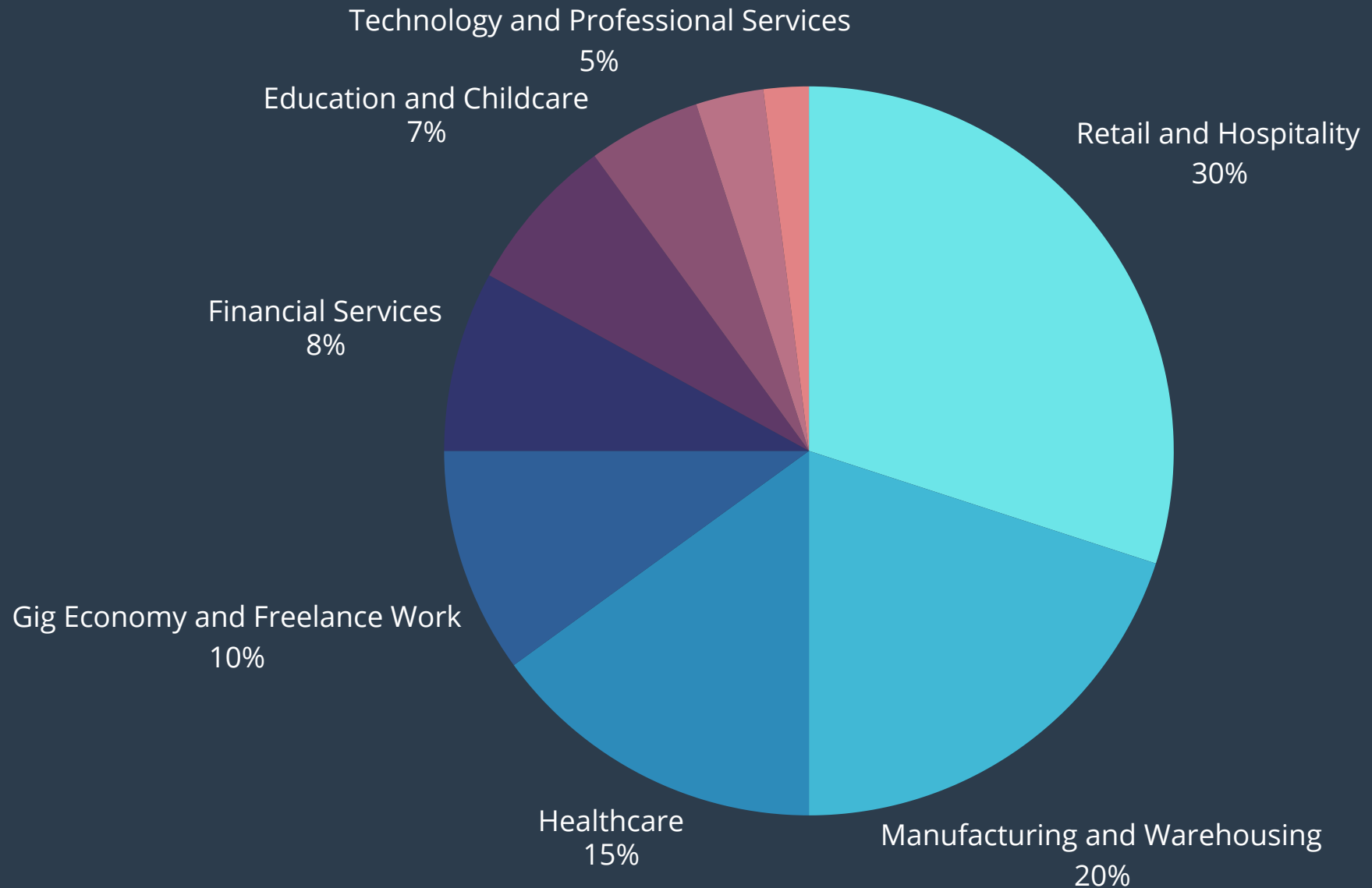


These Vendors are CIPP code accredited.

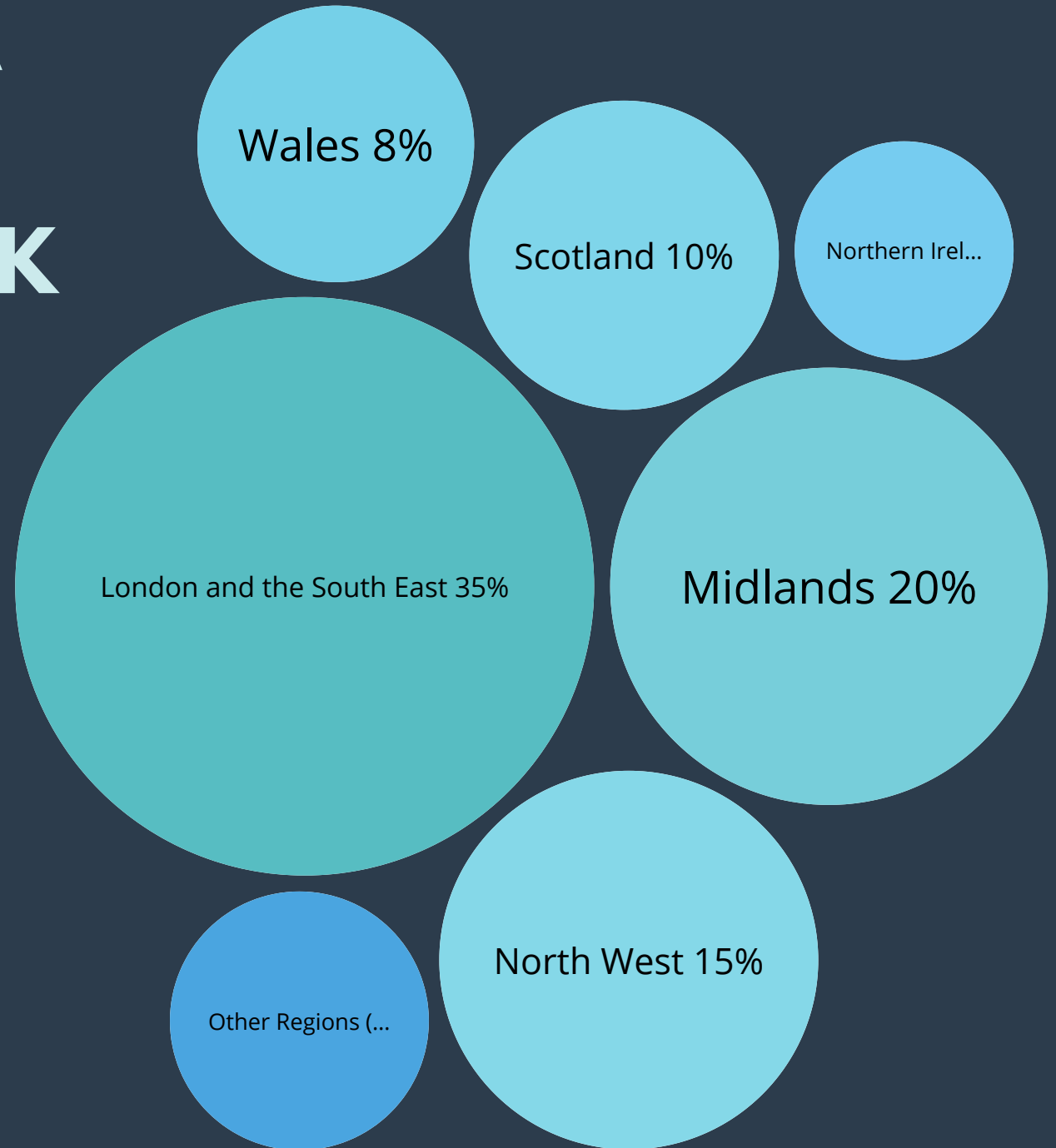
Information correct as of September 2024.

Subject to change as vendors update their products or new products are bought to market.

# Earned Wage Access Adoption per Sector



# Estimated EWA Adoption by Region in the UK



# EWA across the globe

- **Pioneers in Europe:** The UK was one of the first countries in Europe to see widespread adoption of EWA.
- **Legal recruitment in Southern Europe:** Countries like Spain, Italy, and Portugal have labour laws that support early wage access, setting the stage for increased adoption of digital EWA services.
- **Cross-Border Influence:** The popularity of EWA in the U.S. and UK has influenced other countries to adopt similar models, showcasing a global trend towards more flexible pay structures.
- **EWA and Tech:** Many EWA services around the world leverage mobile apps, making it easier than ever for employees to access their wages with just a few taps on their smartphones.