

TELUS Mental Health Index.

Australia | Q2 2026

TELUS Health

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What you need to know: Q2 2026.



This quarter marks a modest decline in the mental health score; over a third of the workforce remains at high mental health risk, with anxiety, isolation, and work productivity continuing their six-year trend as the lowest sub-scores.

- At 62.5, the mental health of workers declined more than half a point from the first quarter of 2026
- 36 per cent of workers have a high mental health risk, 44 per cent have a moderate mental health risk, and 20 per cent have a low mental health risk
- All mental health sub-scores have declined compared to the previous quarter apart from anxiety and work productivity
- Anxiety, isolation, and work productivity have been the lowest mental health sub-scores for more than six years
- 35 per cent of workers report feeling anxious; 32 per cent of workers feel isolated; 27 per cent report feeling depressed
- 32 per cent of workers report that their mental health is negatively affecting work productivity
- 31 per cent of workers lack emergency savings to cover basic needs
- Mental health scores have improved in South Australia, but have declined across all other states compared to the first quarter
- Managers continue to score lower than non-managers, and labourers score lower than both service industry and office workers

The data shows a direct, measurable link between how workers feel about their finances and their mental health.

- 75 per cent of workers feel worried or anxious about their finances at least some of the time
- 13 per cent of workers always feel anxious about money; this group has the lowest mental health score in the entire report, more than 46 points lower than those never feeling anxious about money and 21 points lower than the national average
- 30 per cent of workers who are not in a good financial position score more than 22 points lower on the Mental Health Index than their financially secure peers, and more than 13 points lower than the national average

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Cost of living is the overwhelming driver of financial anxiety.

- 68 per cent of workers cite the cost of living as the biggest driver of their financial anxiety, ahead of retirement savings (9 per cent) and emergency savings (8 per cent)
- The most reported impacts of financial stress are anxiety (38 per cent), sleep disruption (29 per cent), reduced motivation or engagement (19 per cent), and strained personal relationships (15 per cent)

Financial health is negatively impacting productivity, with younger workers, managers, and parents disproportionately affected.

- 24 per cent of workers report financial stress has negatively impacted their work productivity; this group scores 24 points lower on the Mental Health Index than workers reporting no productivity impact, and 15 points lower than the national average
- Workers under 40 are three and a half times more likely than those over 50 to report a negative productivity impact due to financial stress
- Parents are 50 per cent more likely, and managers 40 per cent more likely than their counterparts to report the same
- Workers without emergency savings are two and a half times more likely to say their productivity has suffered
- Five per cent of workers have missed work entirely due to financial stress; this group's mental health score is nearly 14 points lower than the national average

There's a gap between the benefits employers provide and employees' understanding of them. Employees want help navigating retirement savings and tax planning, and most don't understand how they work.

- 67 per cent of workers contributing to a workplace retirement or savings program don't have a strong understanding of how it works
- Workers who don't understand their workplace retirement or savings program at all have a mental health score 19 points below those who understand it well
- 45 per cent of workers want employer-provided resources or support for retirement, workplace pension or savings plans
- Workers without emergency savings are three times more likely to report not understanding their retirement program at all
- Men are 60 per cent more likely than women to report a strong understanding of their program

A quarter of the workforce financially supports or cares for adult children or aging parents.

- 14 per cent of workers provide financial support or care to adult children, 11 per cent to aging parents, and four per cent to other family members (excluding dependents under 18 and their spouse/partner)
- 38 per cent of workers report a negative impact on their finances
- 29 per cent report a negative impact on their mental health
- 22 per cent report strained family relationships, 21 per cent report strained social relationships
- 20 per cent report an impact on work hours or income, and 14 per cent report an impact on their work productivity



Trust in leadership is fragile, and its impact on mental health is clear.

- 54 per cent of workers believe their employer cares about both their wellbeing and productivity; another 26 per cent believe employers care about productivity over wellbeing
- There's a 14-point mental health score gap between workers who believe their employer cares about their wellbeing compared to those who think their employer cares about productivity over wellbeing
- 47 per cent of workers would feel comfortable telling their manager about a mental health issue; 31 per cent would not
- Workers who wouldn't feel comfortable disclosing a mental health issue have a mental health score 10 points lower than those who would

Substance use is affecting performance for many workers, but stigma and fear of workplace disclosure keep them from getting help.

- 31 per cent of workers would feel comfortable telling their manager if they had a substance use issue, while 45 per cent who wouldn't feel comfortable score nearly seven points lower on the Mental Health Index
- 22 per cent of workers report reduced quality or accuracy of work, 20 per cent report an impact on their attendance at work, and 17 per cent report difficulty meeting deadlines and completing work on time
- Mental health scores for workers reporting work impact due to substance use range from 44.9 to 51.4, at least 11 points below the national average
- Even among the 47 per cent of workers reporting no work impact due to substance use, mental health still lags the national average by nearly six points
- Stigma or embarrassment (31 per cent) and fear of workplace disclosure (28 per cent) are the top barriers to seeking help with substance issues, followed by cost (27 per cent) and confidentiality concerns (25 per cent)
- Workers facing long waiting times or limited access to care have a mental health score more than 15 points lower than the national average, and more than 17 points lower than those reporting no barriers

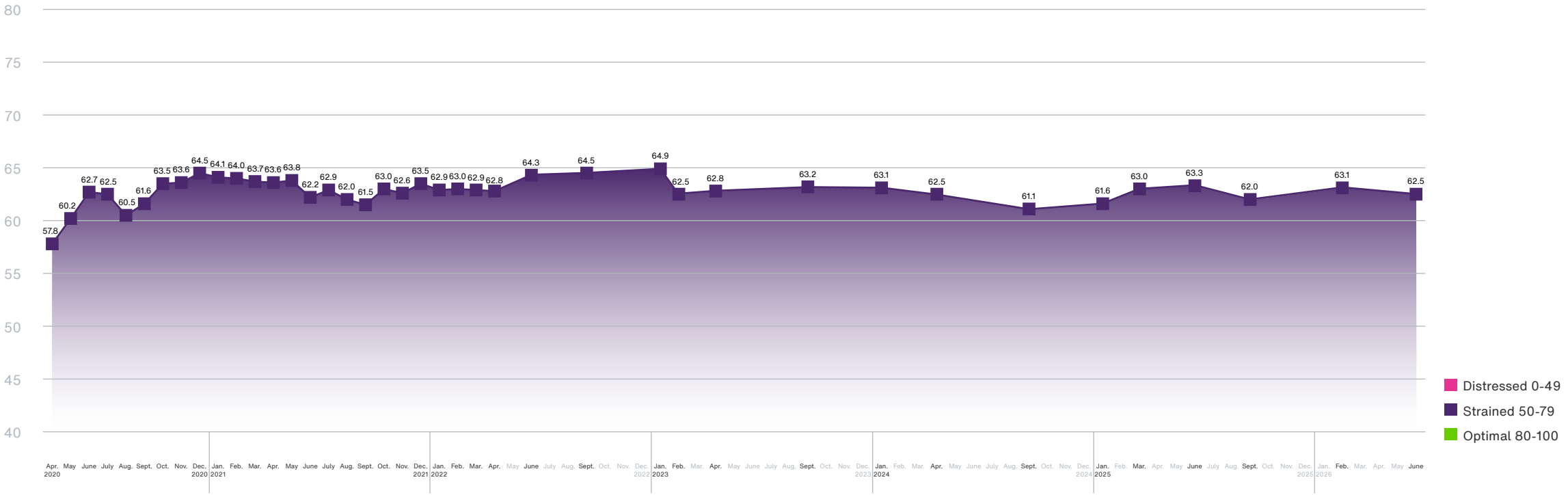
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The Mental Health Index.

MHI Current Month June 2026	February 2026
62.5	63.1

The overall Mental Health Index (MHI) for the second quarter of 2026 is 62.5.

Workers' mental health has stalled since peaking in January 2023; scores have settled into a narrow band, tracking pandemic levels, with a decline in the latest quarter.

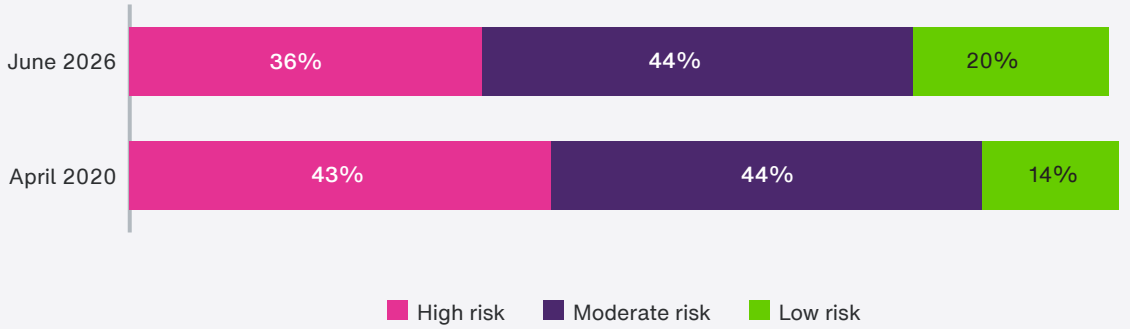


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Mental health risk.

In the second quarter of 2026, 36 per cent of workers in Australia have a high mental health risk, 44 per cent have a moderate mental health risk, and 20 per cent have a low mental health risk. Six years after the launch of the Mental Health Index in April 2020, the proportion of workers in the high-risk group has declined by seven per cent.





Approximately 30 per cent of workers in the high-risk group report diagnosed anxiety or depression, seven per cent report diagnosed anxiety or depression in the moderate-risk group, and one per cent of workers in the low-risk group report diagnosed anxiety or depression.

Mental Health Index sub-scores.

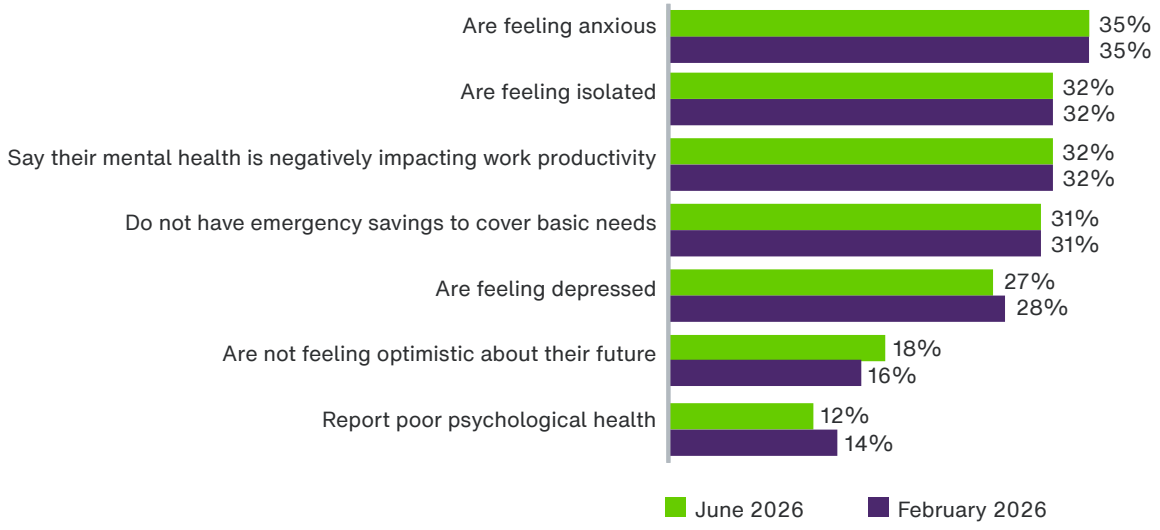
For six years, anxiety (56.6) has ranked the lowest Mental Health Index sub-score, followed by isolation (59.8), work productivity (59.9), depression (61.7), optimism (63.1), and financial risk (66.2). General psychological health (68.5) remains the most favourable mental health measure in the second quarter of 2026.

- All mental health sub-scores have declined compared to the last quarter, apart from anxiety and work productivity
- The greatest declines are in optimism and general psychological health sub-scores

More than one-third (35 per cent) of workers feel anxious, 32 per cent feel isolated, 32 per cent say their mental health is negatively impacting work productivity, 31 per cent don't have emergency savings for basic needs, 27 per cent feel depressed, 18 per cent don't feel optimistic about their future, and 12 per cent of workers generally cite poor psychological health.

Mental Health Index Sub-scores	June 2026	February 2026
Anxiety	56.6	56.5
Isolation	59.8	60.0
Work productivity	59.9	59.8
Depression	61.7	62.2
Optimism	63.1	65.1
Financial risk	66.2	66.4
Psychological health	68.5	69.4

Percentage at risk by MHI sub-score



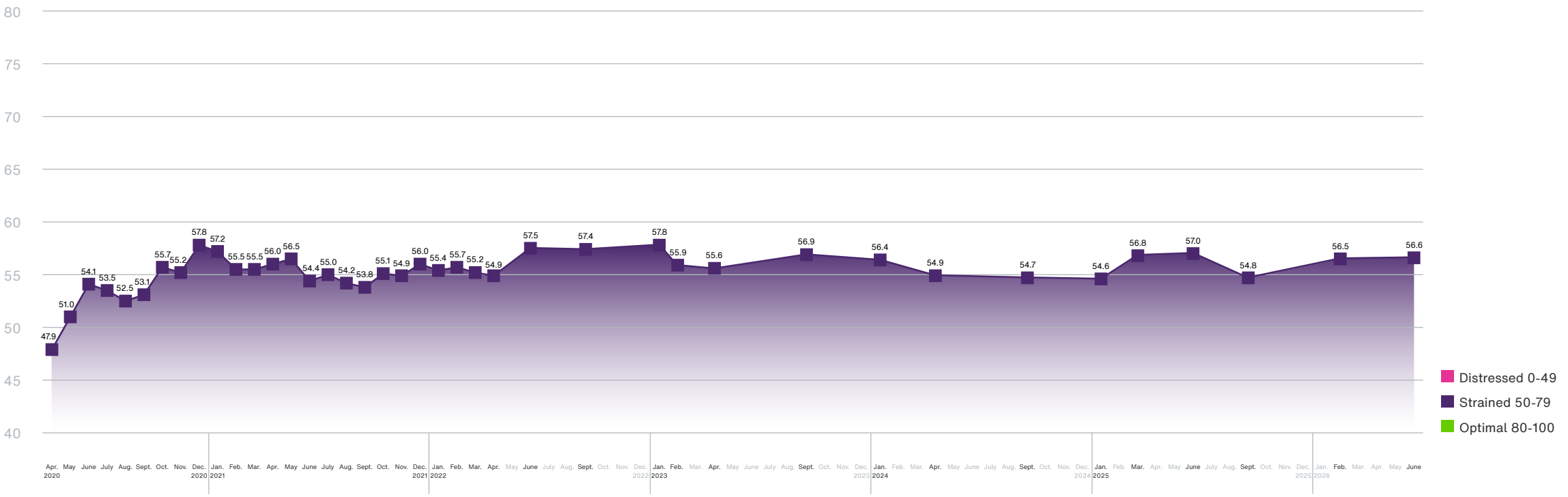
Anxiety

In the second quarter of 2026, 35 per cent of workers say they often feel unsettled and nervous.

Anxiety sub-scores have plateaued at a persistently low baseline, varied by seven points since the Index launched in April 2020. In the second quarter of 2026, the sub-score is nearly unchanged from the last quarter, and anxiety remains the lowest mental health sub-score for six years.

Sub-score
June 2026

56.6



- Distressed 0-49
- Strained 50-79
- Optimal 80-100

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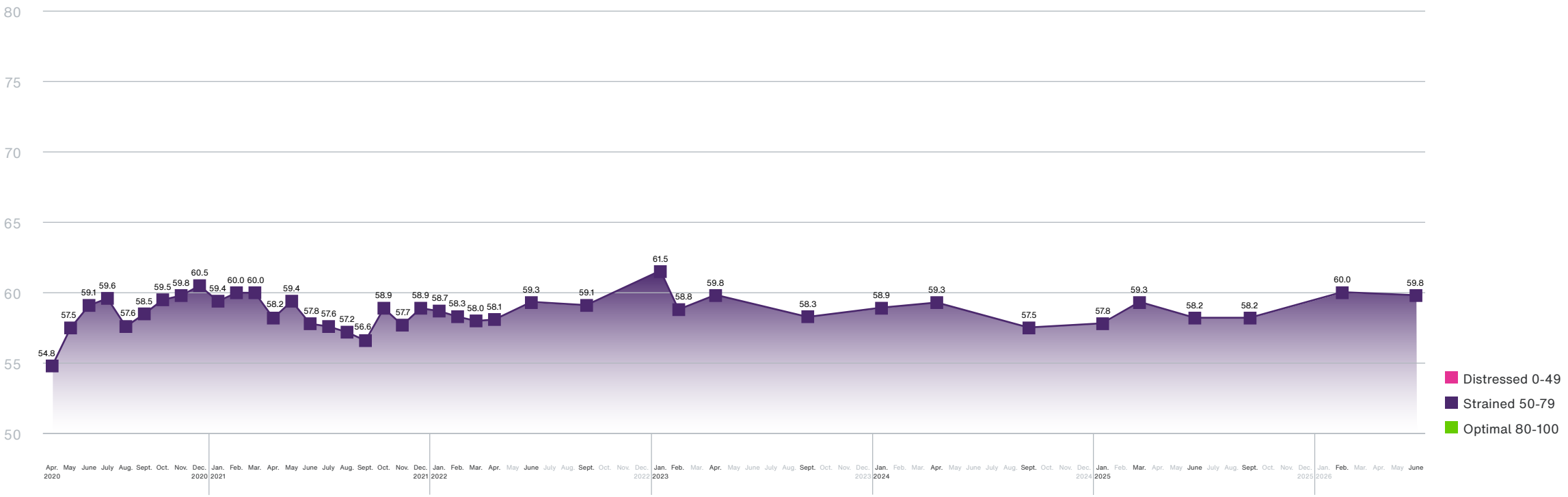
Isolation

In the second quarter of 2026, 32 per cent of workers say they often feel alone.

The isolation sub-score has fluctuated since April 2020. After peaking in January 2023, isolation scores generally declined through September 2024 and remained relatively flat through September 2025. Following a notable improvement in the first quarter of 2026, which saw the score reach the highest level in three years, the isolation sub-score declined modestly in the current period.

Sub-score
June 2026

59.8



- Distressed 0-49
- Strained 50-79
- Optimal 80-100

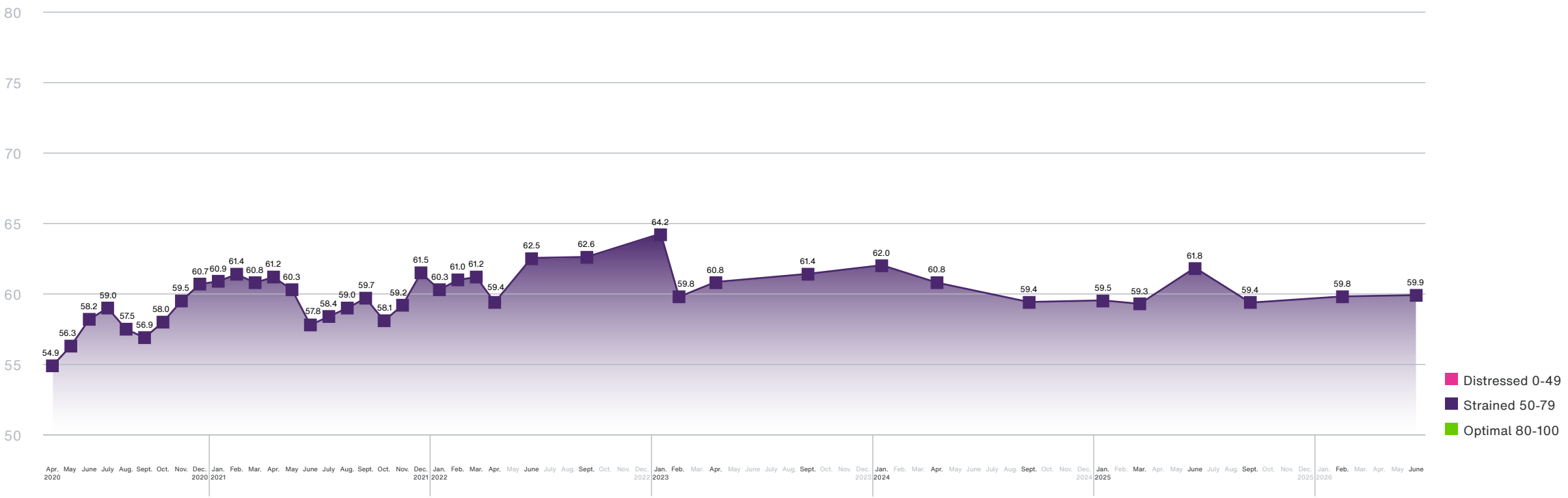
Work productivity

In the second quarter of 2026, 32 per cent of workers say their mental health is negatively impacting their work productivity and goals.

The work productivity sub-score improved incrementally from April 2020 through January 2023. After peaking in January 2023, the sub-score declined sharply and has since fluctuated at levels notably lower than those preceding the peak. In the second quarter of 2026, the work productivity score remains flat at a persistently low level.

Sub-score
June 2026

59.9



Financial risk

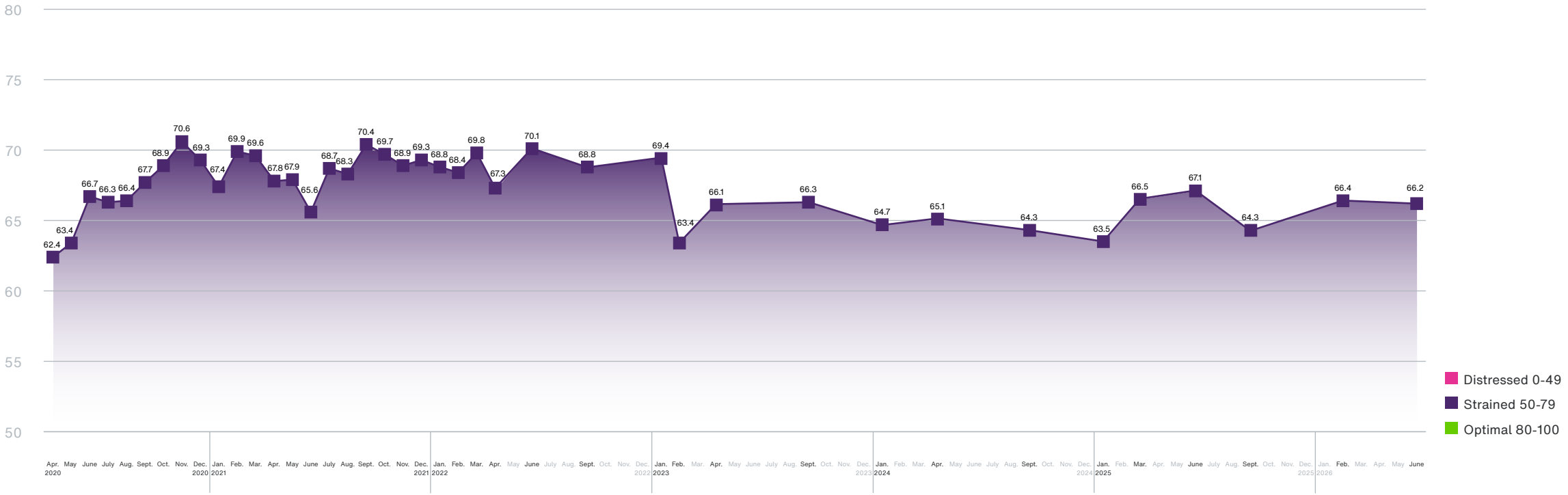
In the second quarter of 2026, 31 per cent of workers don't have emergency savings for basic needs.

From April 2020 through February 2023, the financial risk sub-score demonstrated substantial volatility. A sustained decline through January 2025, followed by a temporary improvement from February to June and then a decline in September, characterised 2025. A two-point gain in the first quarter of 2026 has been partially offset by a modest decline in the current period.

Sub-score
June 2026

66.2

Financial Risk



Mental health by gender and age.

- Since the launch of the MHI, women have had a significantly lower mental health score than men. In the second quarter of 2026, the mental health score of women is 60.6 compared to 64.5 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between workers with and without minor children have been reported since the launch of the Index in April 2020. More than six years later, this pattern continues, with a lower score for workers with at least one child (59.8) than workers without children (64.3)

Mental health by employment status.

- Overall, four per cent of respondents are unemployed[1] and nine per cent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the previous month have the lowest mental health score (48.1), followed by workers reporting fewer hours than the last month (54.5), respondents not currently employed (58.5), and workers with no change to salary or hours (63.6)
- Managers have a slightly lower mental health score (62.1) than non-managers (62.8)
- Labourers have a lower mental health score (59.5) than the service industry (61.3) and office workers (64.3)
- Respondents working for companies with 101-500 employees have the highest mental health score (64.4)
- Respondents working for companies with 5,001-10,000 employees have the lowest mental health score (59.4)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (50.4) than the overall group (62.5). Workers with emergency savings have a mental health score of 67.8

1 MHI respondents who have been employed in the past six months are included in the poll.

The Mental Health Index by region.



In the second quarter of 2026, mental health scores in South Australia have improved while scores in West Australia, Victoria, New South Wales, Queensland, and the Australian Capital Territory, have declined compared to the first quarter of 2026.

- The highest mental health score is in South Australia, up one point from the last quarter
- The lowest mental health score is in the Australian Capital Territory (47.0)

State	June 2026	February 2026	Change
South Australia	65.4	64.4	1.0
New South Wales	63.3	63.4	-0.1
Queensland	62.5	62.9	-0.4
Victoria	61.7	62.4	-0.7
Western Australia	62.6	65.4	-2.8
Australian Capital Territory (ACT)	47.0	62.5	-15.5

Numbers highlighted in pink are the lowest/worst scores in the group.
Numbers highlighted in green are the highest/best scores in the group.

Employment status	June 2026	Feb. 2026
Employed (no change in hours/salary)	63.6	64.1
Employed (fewer hours compared to last month)	54.5	54.4
Employed (reduced salary compared to last month)	48.1	41.6
Not currently employed	58.5	62.0

Age group	June 2026	Feb. 2026
Age 20-29	56.7	60.2
Age 30-39	57.2	59.8
Age 40-49	58.6	59.9
Age 50-59	65.0	64.5
Age 60-69	70.4	70.0

Number of children	June 2026	Feb. 2026
No children in household	64.3	63.9
1 child	59.6	61.6
2 children	60.2	64.2
3 children or more	59.6	56.9

Gender	June 2026	Feb. 2026
Men	64.5	65.5
Women	60.6	60.9

Household income/annum	June 2026	Feb. 2026
$30K/annum	52.6	55.9
$30K to <$60K/annum	56.4	55.5
$60k to <$100K	62.1	62.7
$100K to $150K	63.8	63.3
$150K and over	65.4	67.7

Employer size	June 2026	Feb. 2026
Self-employed/sole proprietor	64.3	60.8
2-50 employees	62.8	62.3
51-100 employees	61.1	64.8
101-500 employees	64.4	62.9
501-1,000 employees	63.4	63.5
1,001-5,000 employees	61.0	65.1
5,001-10,000 employees	59.4	63.5
More than 10,000 employees	61.7	62.3

Manager	June 2026	Feb. 2026
Manager	62.1	63.6
Non-manager	62.8	62.7

Work environment	June 2026	Feb. 2026
Labour	59.5	58.5
Office/desk	64.3	65.0
Service	61.3	62.1

Numbers highlighted in pink are the lowest/worst scores in the group.
Numbers highlighted in green are the highest/best scores in the group.

The Mental Health Index by industry.

Workers in Arts, Entertainment and Recreation have the lowest mental health score (56.3), followed by workers in Food Services (58.2).

Workers in Public Administration (71.1), Wholesale Trade (70.2), and Professional, Scientific and Technical Services (67.7) have the highest mental health scores in the second quarter of 2026.



Industry	June 2026	February 2026	Change
Wholesale Trade	70.2	64.0	6.2
Finance and Insurance	65.5	62.3	3.2
Food Services	58.2	55.2	3.0
Public Administration	71.1	68.6	2.5
Other services (except Public Administration)	66.0	63.9	2.1
Professional, Scientific and Technical Services	67.7	67.2	0.5
Retail Trade	60.2	60.2	0.0
Health Care and Social Assistance	60.0	60.1	-0.1
Manufacturing	65.6	65.7	-0.2
Construction	62.1	63.1	-1.0
Administrative and Support Services	60.0	61.4	-1.4
Educational Services	65.2	67.4	-2.2
Arts, Entertainment and Recreation	56.3	59.0	-2.7
Transportation and Warehousing	65.8	69.0	-3.2
Other	56.9	62.8	-5.9
Technology	60.2	67.0	-6.7

Spotlight

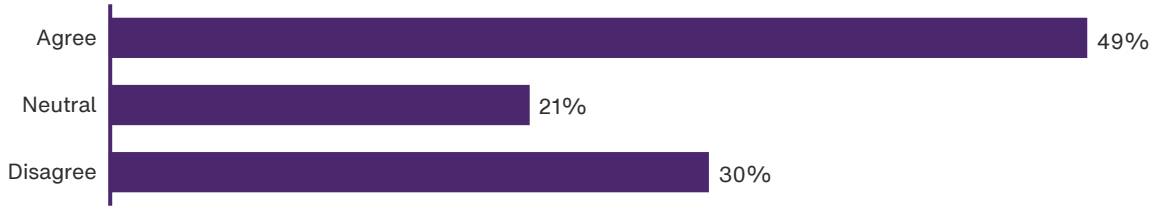
Financial Health

Perception of financial health.

While half of workers say their financial situation is good, nearly a third remain financially insecure.

- 49 per cent of workers report being in a good financial position; the mental health score of this group (71.6) is nine points higher than the national average (62.5)
- Nearly one-third (30 per cent) of workers report not being in a good financial position; this group has the lowest mental health score (49.3), more than 22 points lower than workers reporting being in a good financial position (71.6), and more than 13 points lower than the national average (62.5)
- Workers without emergency savings are nearly three times more likely than workers with emergency savings to report not being in a good financial position
- Workers with a yearly household income lower than $100,000 are twice as likely as workers with an annual household income greater than $100,000 to report not being in a good financial position

I am in a good financial situation/position



MHI score by “I am in a good financial situation/position”

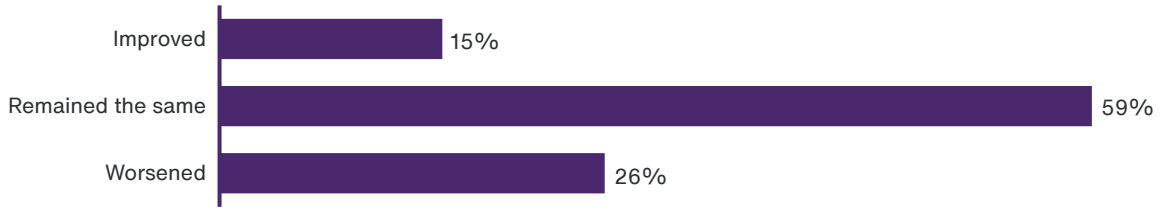


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Three in five workers say their financial situation has remained the same over the last three months; a quarter say it's worsened.

- 59 per cent of workers report their financial situation hasn't changed over the last three months; the mental health score of this group (69.1) is nearly seven points higher than the national average (62.5)
- The lowest mental health score (52.1) is among 26 per cent of workers reporting their financial situation has worsened over the last three months, 17 points lower than workers reporting an improvement (69.1), and more than 10 points lower than the national average (62.5)
- Workers without emergency savings are 70 per cent more likely than workers with emergency savings to report a worsening of their financial situation over the last three months





- The highest mental health score (69.1) is among 15 per cent of workers reporting their financial situation has improved over the last three months, nearly seven points higher than the national average (62.5)
- Workers under 40 are two and a half times more likely than workers over 50 to report their financial situation has improved over the last three months
- Managers are 50 per cent more likely than non-managers to report that their financial situation has improved over the last three months

MHI score by "Over the last 3 months, my financial situation has..."



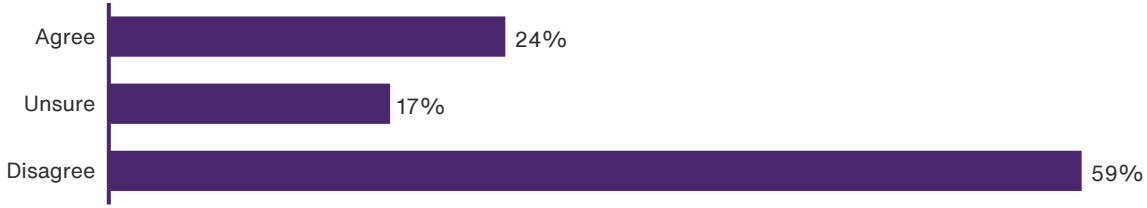




Nearly a quarter of workers report that their personal financial situation has negatively impacted their productivity at work over the past three months, with younger workers, managers, and parents disproportionately affected.

- 59 per cent of workers say their personal financial situation has not impacted their work productivity; the mental health score of this group (71.8) is more than nine points higher than the national average (62.5)
- Workers under 40 are three and a half times more likely than workers over 50 to report a negative impact on their work productivity over the past three months
- Workers without emergency savings are two and a half times more likely than workers with emergency savings to report a negative impact on their work productivity over the past three months
- Parents are 50 per cent more likely than non-parents to report a negative impact on their work productivity over the past three months
- Managers are 40 per cent more likely than non-managers to report a negative impact on their work productivity over the past three months
- Workers with a yearly household income lower than $100,000 are 40 per cent more likely than workers with an annual household income greater than $100,000 to report a negative impact on their work productivity over the past three months

My personal financial situation has negatively affected my productivity at work over the past 3 months



- The lowest mental health score (47.6) is among 24 per cent of workers saying their personal financial situation has negatively impacted their productivity at work over the past three months, more than 24 points lower than workers who disagree (71.8), and 15 points lower than the national average (62.5)



MHI score by “My personal financial situation has negatively affected my productivity at work over the past 3 months”



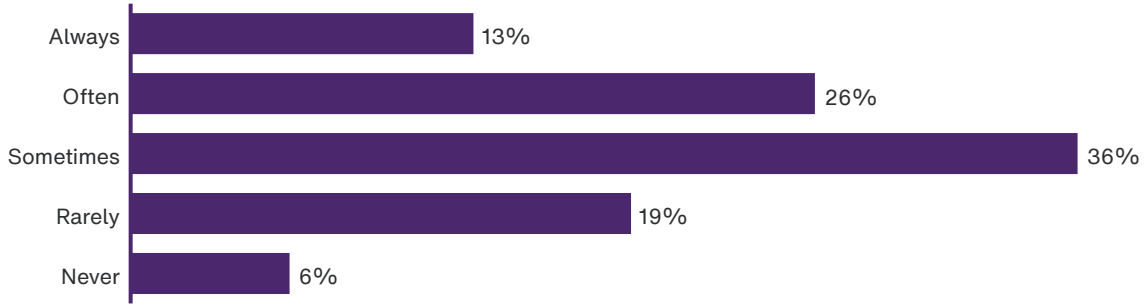
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Financial anxiety

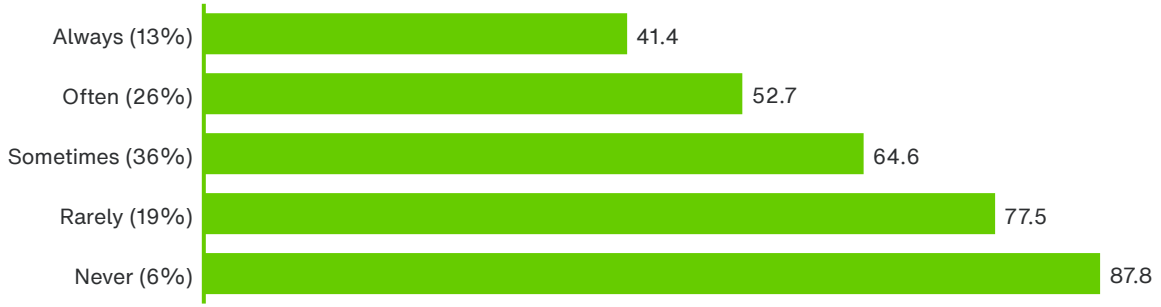
Three-quarters of workers feel worried or anxious about their financial situation; younger workers and parents are more likely to feel this way always or often.

- More than one-third (39 per cent) of workers always or often feel worried/anxious about their financial situation; this group has the lowest mental health scores (41.4 and 52.7, respectively), at least 25 points lower than workers who rarely or never feel worried (77.5 and 87.8, respectively), and at least 10 points lower than the national average (62.5)
- Workers under 40 are two and a half times more likely than workers over 50 to always or often feel worried/anxious about their financial situation
- Parents are 50 per cent more likely than non-parents to always or often feel worried/anxious about their financial situation
- Workers with a yearly household income lower than $100,000 are 40 per cent more likely than workers with a yearly household income greater than $100,000 to always or often feel worried/anxious about their financial situation
- 25 per cent of workers rarely or never feel worried/anxious about their financial situation; the mental health scores of this group (77.5 and 87.8, respectively) are at least 15 points higher than the national average (62.5)

How often do you feel worried or anxious about your financial situation?



MHI score by "How often do you feel worried or anxious about your financial situation?"

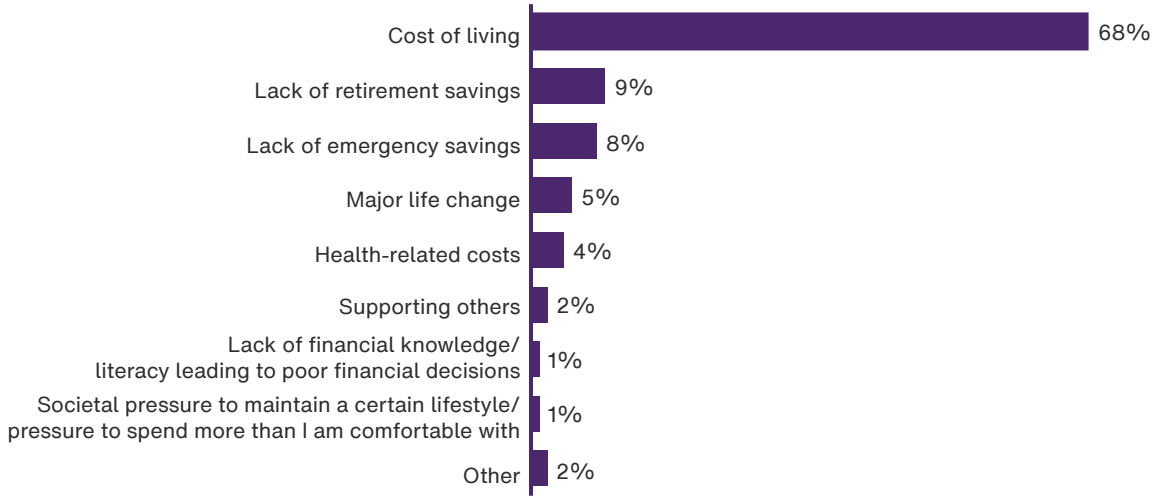


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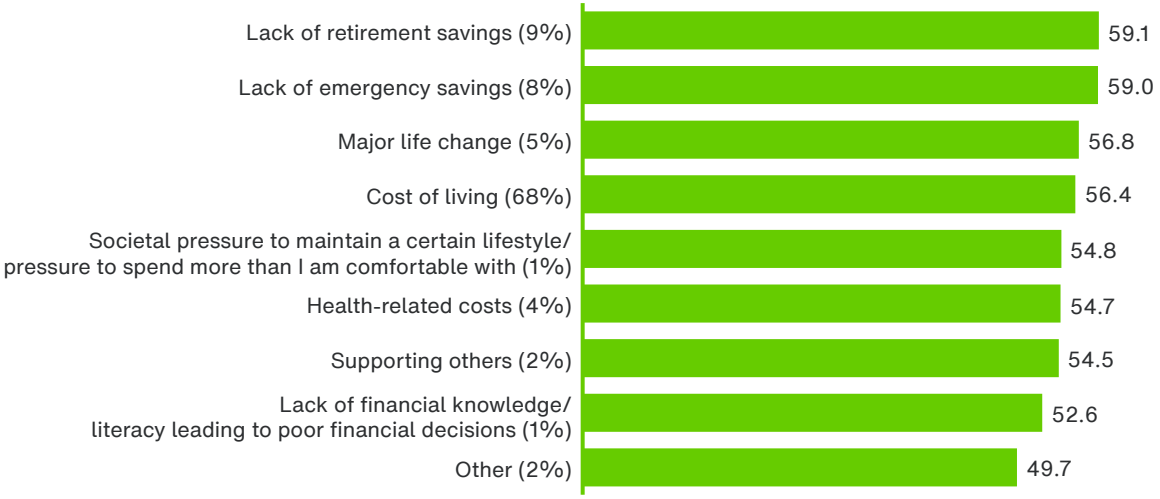
More than two-thirds of workers identify the cost of living as their leading source of financial anxiety.

- 68 per cent of workers say the cost of living is driving their financial anxiety the most, nine per cent say it's a lack of retirement savings, and eight per cent say it's a lack of emergency savings
- The mental health score of 68 per cent reporting the cost of living as the biggest driver of financial anxiety (56.4) is six points lower than the national average (62.5)
- The lowest mental health score (52.6) is among one per cent of workers reporting a lack of financial knowledge as driving their financial anxiety most, nearly 10 points lower than the national average (62.5)

Which of the following is driving your financial anxiety the most?



MHI score by "Which of the following is driving your financial anxiety the most?"

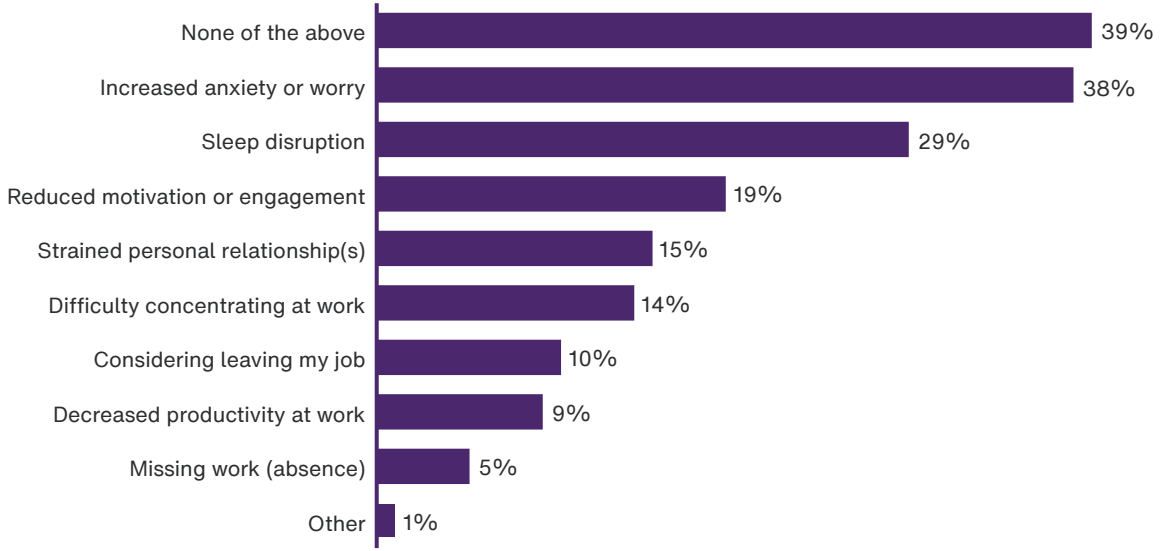


The impact of financial stress.

Anxiety, sleep disruption, and lack of motivation are most commonly reported as impacts of financial stress.

- Nearly two in five (38 per cent) workers say they've experienced increased anxiety as a result of financial stress, 29 per cent report sleep disruption, 19 per cent report reduced motivation/engagement, 15 per cent report strained personal relationship(s), and 14 per cent report difficulty concentrating at work due to financial stress
- Mental health scores among workers reporting impacts due to financial stress range from 50.9 (increased anxiety) to a low of 45.0 (difficulty concentrating), at least 11 points lower than the national average (62.5)

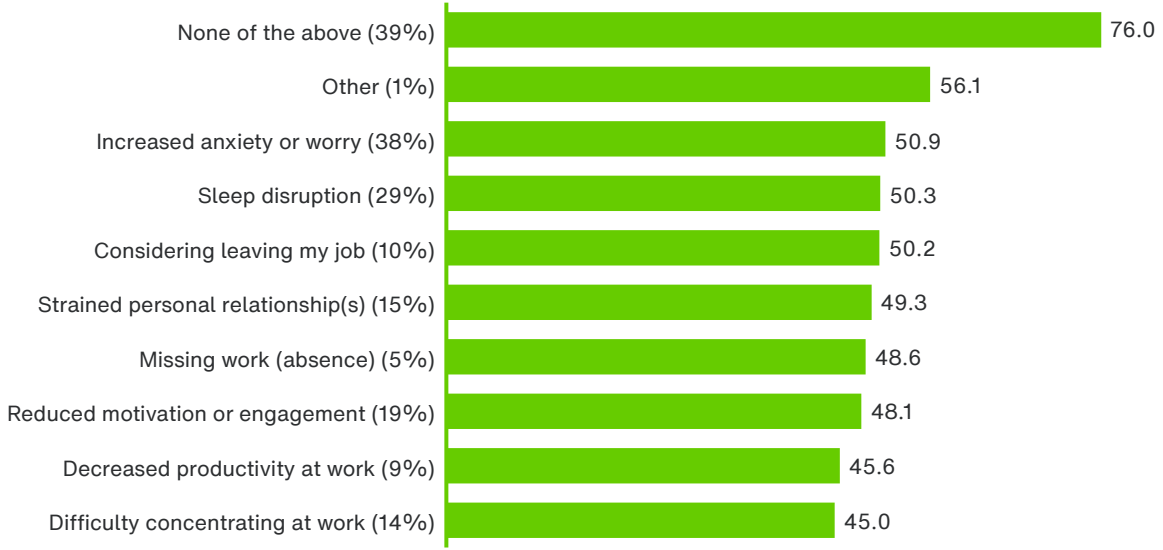
Which, if any, have you experienced as a result of financial stress?



- 39 per cent of workers report no impact from financial stress; the mental health score of this group (76.0) is nearly 14 points higher than the national average (62.5)
- The lowest mental health score (45.0) is among 14 per cent of workers reporting difficulty concentrating due to financial stress, 31 points lower than workers reporting no impact (76.0), and nearly 18 points lower than the national average (62.5)



MHI score by "Which, if any, have you experienced as a result of financial stress?"



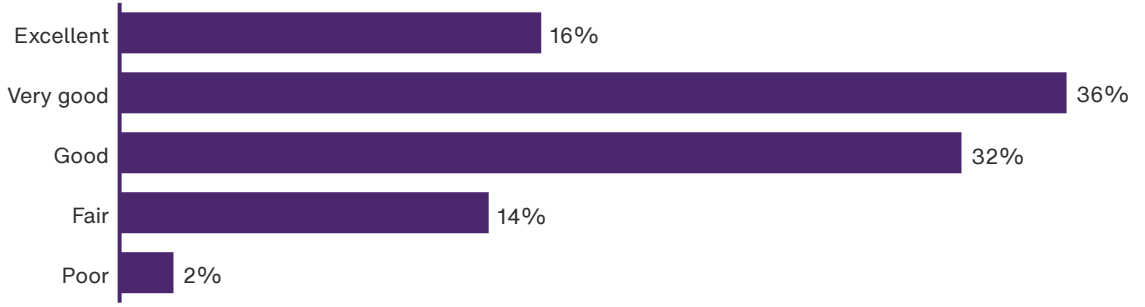
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Financial literacy

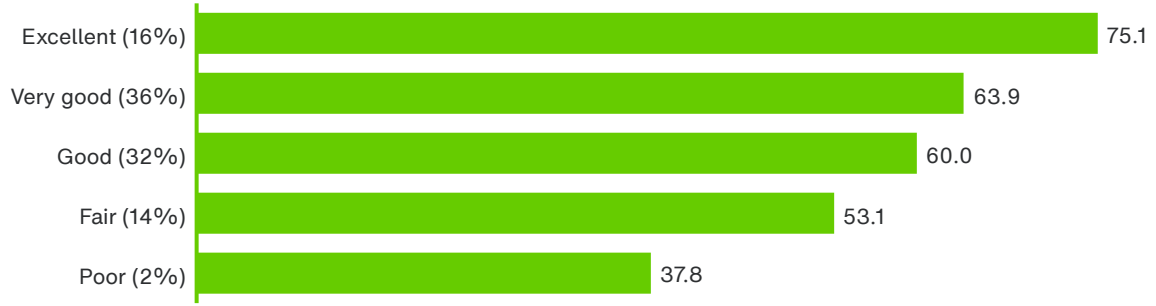
More than half of workers rate their financial literacy as very good or excellent; 16 per cent rate it as fair or poor.

- 52 per cent of workers rate their financial literacy as very good or excellent; the mental health scores of this group (63.9 and 75.1, respectively) are at least a point higher than the national average (62.5)
- Workers with emergency savings are 70 per cent more likely than workers without emergency savings to rate their financial literacy as very good or excellent
- More than one in seven (16 per cent) workers rate their overall financial literacy as fair or poor; this group has the lowest mental health scores (53.1 and 37.8, respectively), at least 11 points lower than workers who rate their financial literacy as excellent or very good, and at least nine points lower than the national average (62.5)

How would you rate your overall financial literacy?



MHI score by "How would you rate your overall financial literacy?"

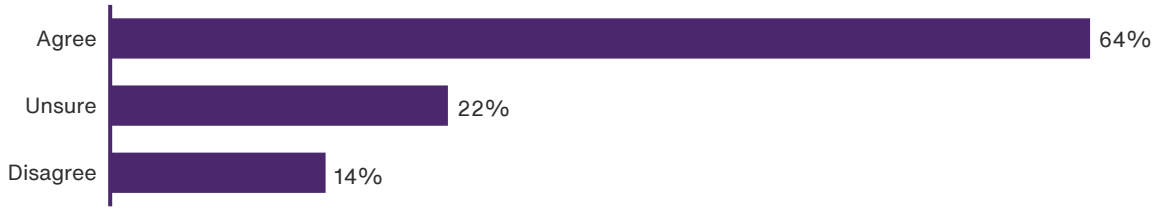


Compensation and workplace retirement or savings programs.

While more than six in 10 workers say they are fairly paid for the work they do, one in seven say they aren't.

- 64 per cent of workers say they're fairly paid for the work they do; the mental health score of this group (66.8) is more than four points higher than the national average (62.5)
- The lowest mental health score (54.0) is among 14 per cent of workers who say they're not fairly paid for the work they do, nearly 13 points lower than workers who believe they're fairly paid (66.8) and nearly nine points lower than the national average (62.5)
- Workers with an annual household income less than $100,000 are 30 per cent more likely than workers with a yearly household income greater than $100,000 to say they're not fairly paid for the work they do

I am fairly paid for the work I do



MHI score by "I am fairly paid for the work I do"

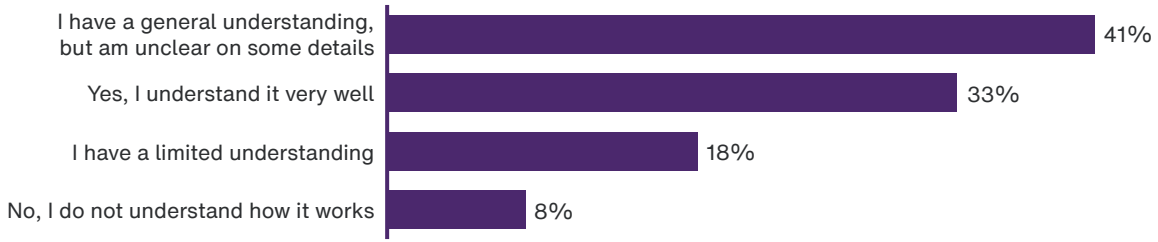


Two-thirds of workers who contribute to workplace retirement or savings programs don't have a good understanding of how these programs work.

- Two in five (41 per cent) workers have a general understanding of how their workplace retirement or savings programs work, but are unclear on some details, 18 per cent have a limited understanding of how the program works, and eight per cent don't understand at all
- The lowest mental health score (50.2) is among eight per cent of workers who don't understand how their workplace retirement or savings programs work at all, 19 points lower than workers who understand them very well (69.2), and more than 12 points lower than the national average (62.5)
- Workers without emergency savings are three times more likely than workers with emergency savings to report not understanding how the programs work at all
- Workers with a yearly household income less than $100,000 are twice as likely as workers with an annual household income greater than $100,000 to report not understanding how the programs work at all



If you are contributing to a workplace retirement or savings program, do you understand how it works?



- 33 per cent of workers contributing to a workplace retirement or savings program understand how the programs work very well; the mental health score of this group (69.2) is nearly seven points higher than the national average (62.5)
- Men are 60 per cent more likely than women to report a very good understanding of how their workplace retirement or savings programs work

MHI score by "If you are contributing to a workplace retirement or savings program, do you understand how it works?"

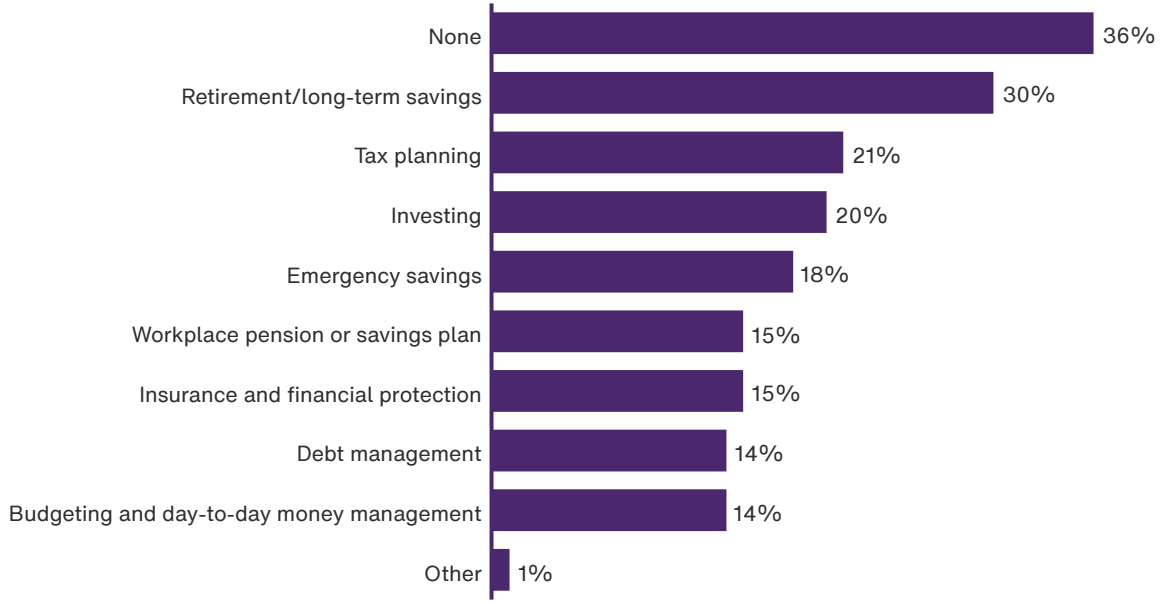


Nearly half of workers want their employer to provide resources, communications or support for retirement and workplace pension or savings plans.

- 30 per cent of workers want their employer to offer resources, communications or support for retirement savings, 21 per cent want employer support for tax planning, 20 per cent want employer support for investing, 18 per cent want support for emergency savings, 15 per cent want support for their workplace pension or savings plans, 14 per cent want support for debt management, and 14 per cent want support with budgeting



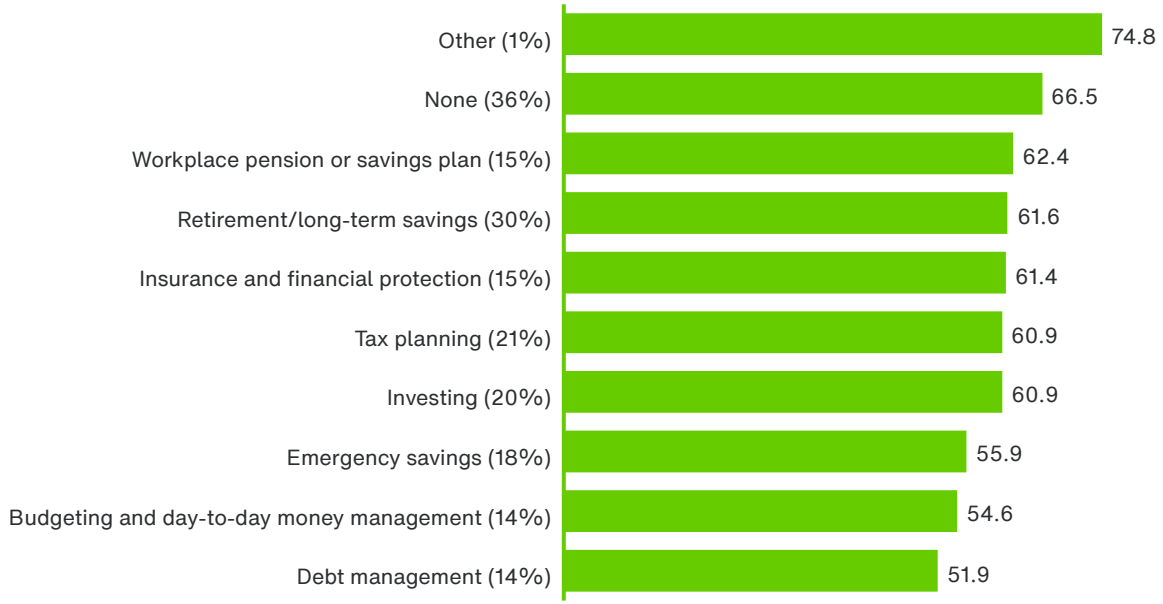
Which of the following financial topics do you wish your employer would offer resources, communications, or support for?



- The lowest mental health score (51.9) is among 14 per cent of workers who want employer support for debt management, nearly 11 points lower than the national average (62.5)
- 36 per cent of workers don't want their employer to provide resources, communication, or support on any financial topic; this group has the highest mental health score (66.5), four points higher than the national average (62.5)



MHI score by "Which of the following financial topics do you wish your employer would offer resources, communications, or support for?"



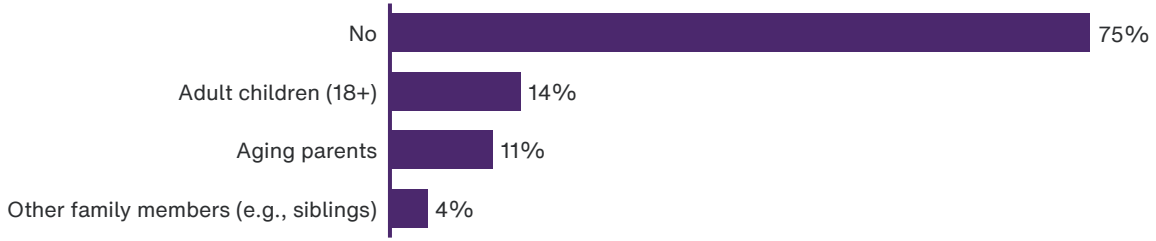
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Caregiving and financial support.

A quarter of workers provide financial support or care to adult children or their aging parents.

- 14 per cent of workers are providing financial support or care to their adult children, 11 per cent are providing care or financial support to their aging parents, and four per cent are providing financial support or care to other family members
- Mental health scores among workers providing care or financial support range from 61.8 (other family members) to a low of 58.5 (aging parents)
- 75 per cent of workers don't provide financial support or care to dependents (excluding children under 18 and spouse/partner); the mental health score of this group (63.7) is modestly higher than the national average (62.5)

Excluding children under 18 and/or your spouse/partner, are you currently providing financial support or caregiving to any of the following dependents?



MHI score by "Excluding children under 18 and/or your spouse/partner, are you currently providing financial support or caregiving to any of the following dependents?"

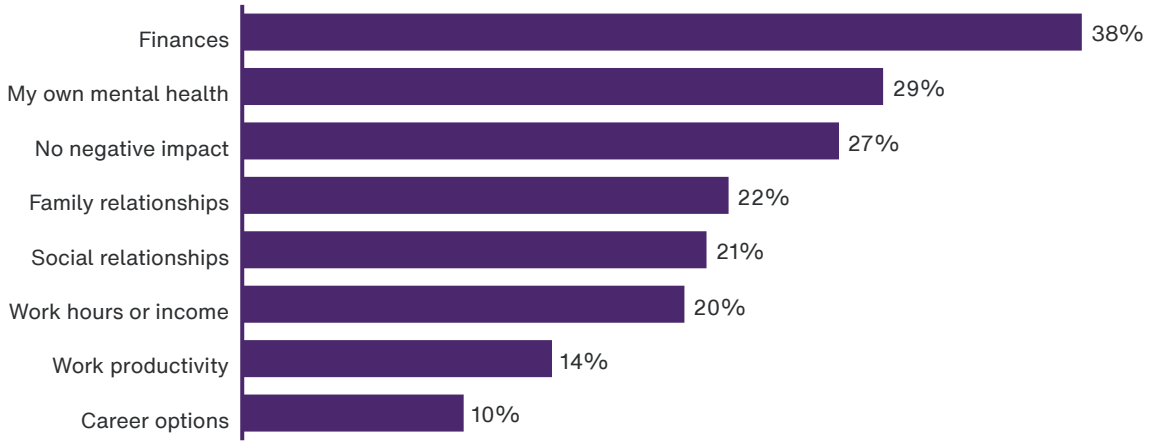


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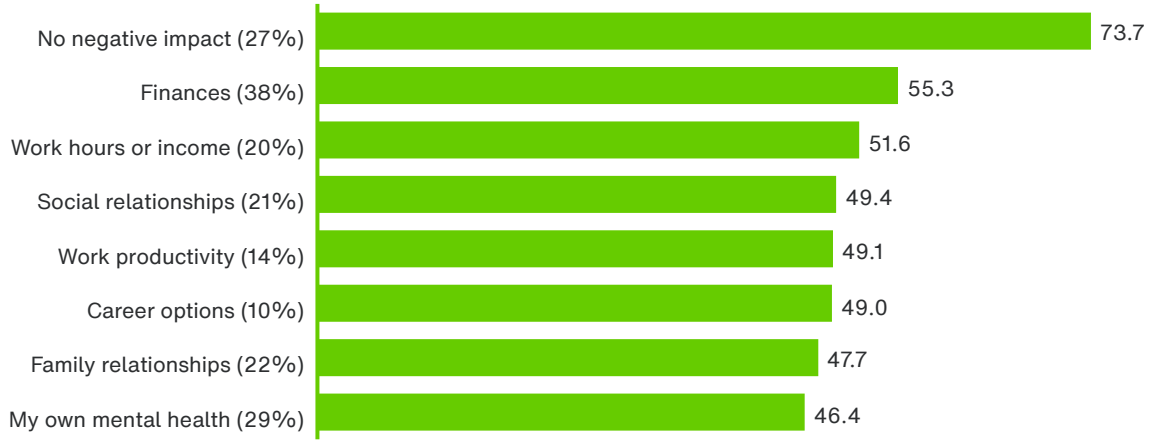
Workers providing financial support or care most commonly report a negative impact on their finances, mental health, and relationships.

- 38 per cent of workers providing financial support or care report a negative impact on their finances, 29 per cent report a negative impact on their mental health, 22 per cent report a negative impact on family relationships, 21 per cent report a negative impact on social relationships, 20 per cent report a negative impact on work hours or income, and 14 per cent report a negative impact on their work productivity
- The lowest mental health score (46.4) is among 29 per cent of workers reporting that providing financial support or care has negatively impacted their mental health, more than 27 points lower than workers reporting no negative impact (73.7), and 16 points lower than the national average (62.5)
- Parents are 80 per cent more likely than non-parents to report that providing financial support or care has negatively impacted their mental health
- 27 per cent of workers say that providing financial support or care has had no negative impact; the mental health score of this group (73.7) is more than 11 points higher than the national average (62.5)

Has this responsibility negatively impacted any of the following?



Has this responsibility negatively impacted any of the following?



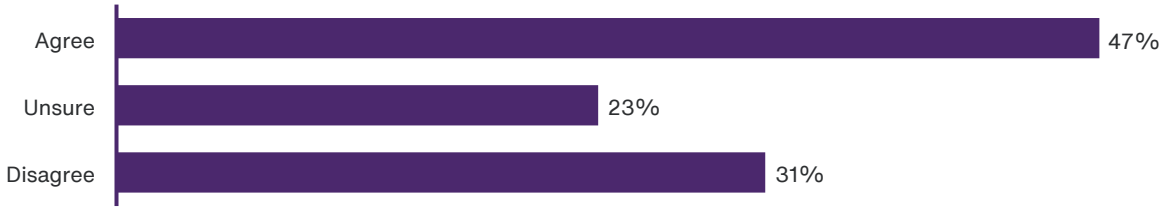
Perception of trust and care in the workplace.

Fewer than half of workers would feel comfortable telling their manager if they had a mental health issue.

- 47 per cent of workers would feel comfortable telling their manager if they had a mental health issue; the mental health score of this group is the highest (66.8), more than four points higher than the national average (62.5)
- The lowest mental health score (56.6) is among 31 per cent of workers who wouldn't feel comfortable telling their manager if they had a mental health issue, more than 10 points lower than workers who would feel comfortable (66.8) and six points lower than the national average (62.5)



I would feel comfortable telling my manager if I had a mental health issue



MHI score by "I would feel comfortable telling my manager if I had a mental health issue"

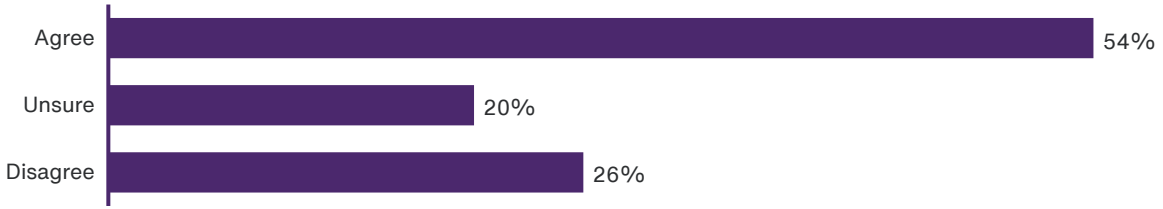




Over a quarter of workers believe their employer cares only about their productivity.

- 54 per cent of workers perceive their employer cares about both their wellbeing and productivity; the mental health score of this group (68.2) is nearly six points higher than the national average (62.5)
- The lowest mental health score (54.3) is among 26 per cent of workers who believe their employer cares about their productivity over their wellbeing, nearly 14 points lower than workers who perceive their employer cares about their wellbeing and productivity (68.2) and more than eight points lower than the national average (62.5)

I believe my employer cares about my wellbeing, not just my productivity



MHI score by “I believe my employer cares about my wellbeing, not just my productivity”

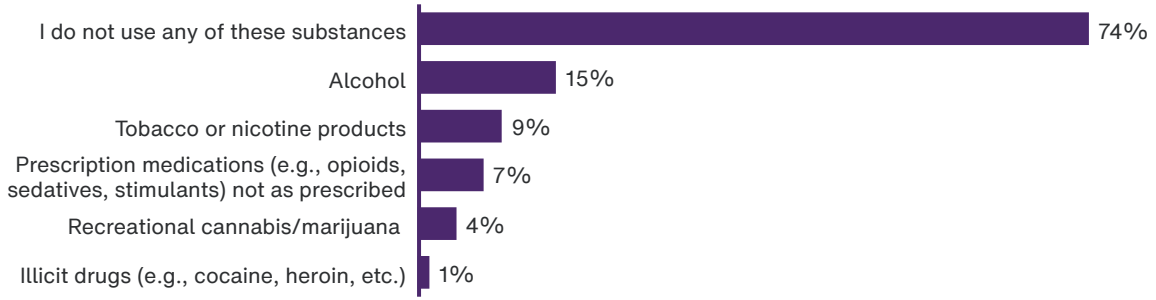


Substance use

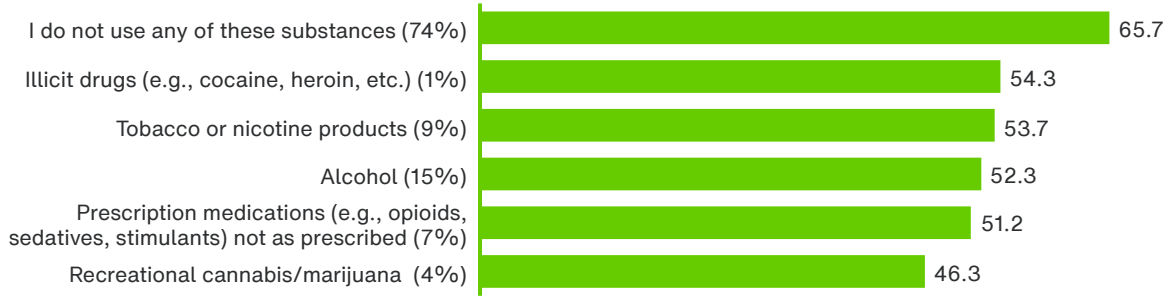
- 74 per cent of workers report no uncontrolled substance use; the mental health score of this group (65.7) is more than three points higher than the national average (62.5)
- 15 per cent of workers are concerned about their alcohol use, nine per cent are concerned about their tobacco or nicotine use, and seven per cent have difficulty controlling their use of prescription medication
- The lowest mental health score (46.4) is among four per cent of workers concerned about their use of recreational cannabis, more than 19 points lower than workers who report no substance use (65.7) and more than 16 points lower than the national average (62.5)



In the past 12 months, have you used any of the following in a way that felt difficult to control or that you were concerned about?



MHI score by "In the past 12 months, have you used any of the following in a way that felt difficult to control or that you were concerned about?"

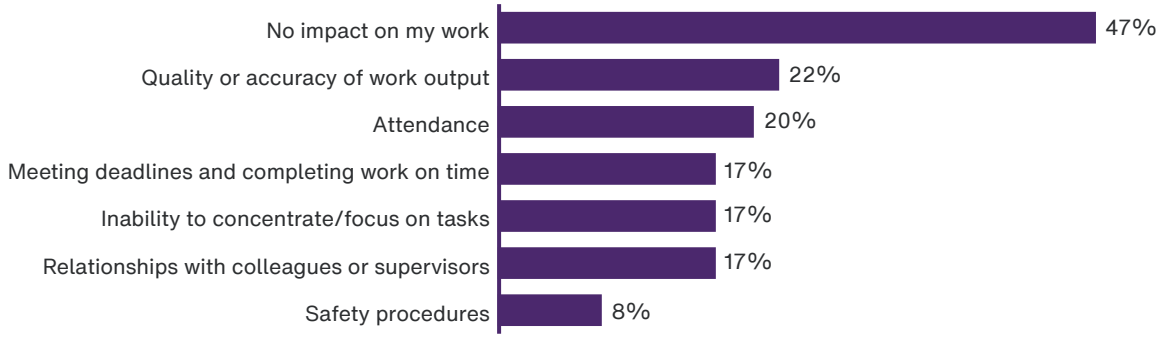


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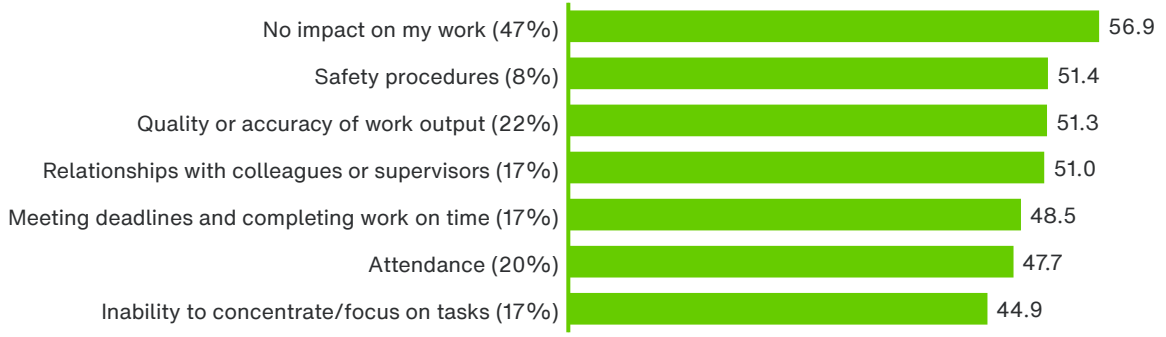
Among workers reporting difficulty with substance use, more than half report some impact on their work.

- 22 per cent of workers report their substance use has negatively impacted the quality or accuracy of their work, 20 per cent report an impact on their attendance at work, 17 per cent report difficulty meeting deadlines and completing work on time, 17 per cent report an inability to concentrate/focus on tasks, and 17 per cent report an impact on their relationships with colleagues or supervisors
- Mental health scores among workers reporting impacts due to substance use range from 51.4 (safety procedures) to a low of 44.9 (inability to concentrate/focus on tasks), at least 11 points lower than the national average (62.5)
- Almost half (47 per cent) report no impact of substance use on their work, yet the mental health score of this group (56.9) is nearly six points lower than the national average (62.5).

Thinking about your use of any substance that felt difficult to control, to what extent has it affected your work?



MHI score by "Thinking about your use of any substance that felt difficult to control, to what extent has it affected your work?"

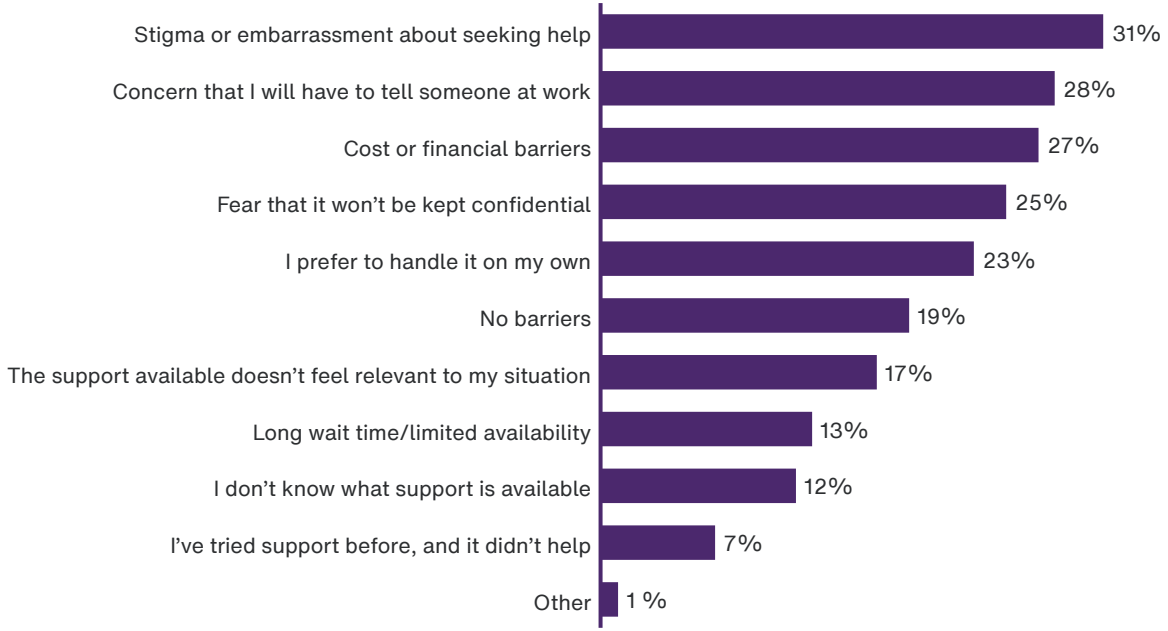


Stigma and fear of workplace disclosure are the leading barriers preventing workers from seeking help for substance use.

- 31 per cent of workers report stigma or embarrassment as a barrier to seeking help for substance use, 28 per cent are concerned that they'll have to tell someone at work, 27 per cent say cost is a barrier, 25 per cent are concerned about confidentiality, and 23 per cent would prefer to handle substance use issues on their own



What barriers, if any, would prevent you from seeking help for substance use?

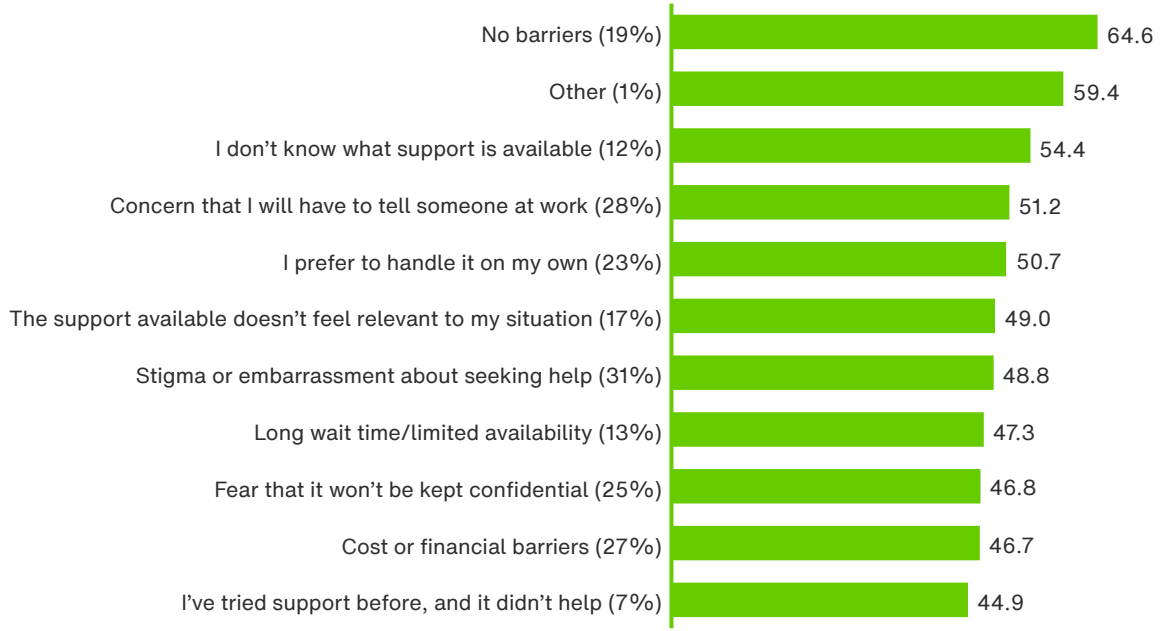


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- Mental health scores among workers reporting barriers to seeking help for substance use range from 54.4 (I don’t know what support is available) to a low of 44.9 (previous support didn’t help), at least eight points lower than the national average (62.5)



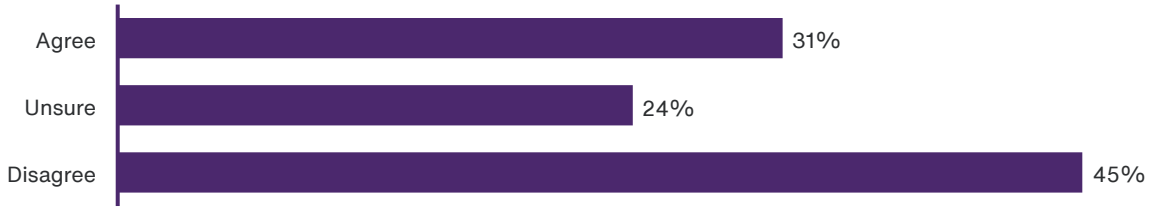
MHI score by “What barriers, if any, would prevent you from seeking help for substance use?”



More than two-thirds of workers are unsure or wouldn't feel comfortable telling their manager if they were struggling with substance use or addiction.

- The highest mental health score (65.9) is among 31 per cent of workers who would feel comfortable telling their manager if they were struggling with substance use or addiction, more than three points higher than the national average (62.5)
- The lowest mental health score (59.1) is among 45 per cent of workers who wouldn't feel comfortable sharing with their manager if they were struggling with substance use or addiction, nearly seven points lower than workers who would feel comfortable sharing with their manager (65.9) and more than three points lower than the national average (62.5)

I would feel comfortable telling my manager if I was struggling with substance use or addiction



MHI score by "I would feel comfortable telling my manager if I was struggling with substance use or addiction"



Overview of the TELUS Mental Health Index.

The mental health and wellbeing of a population are essential to overall health and work productivity. The Mental Health Index measures the current mental health status of employed adults. Increases and decreases in the MHI are intended to predict cost and productivity risks and inform the need for investment in mental health support by businesses and governments.

The Mental Health Index report has two parts:

1. The overall Mental Health Index (MHI).
2. A spotlight section that reflects the specific impact of current issues in the community.

Methodology

Data for this report are collected through an online survey of 1,000 people who live in Australia and are currently employed or who were employed within the last six months. Participants were selected to represent the age, gender, industry, and geographic distribution in Australia. Respondents are asked to consider the previous two weeks when answering each question. Data for the current report were collected between June 5 and June 18, 2026.

Calculations

To create the Mental Health Index, a response scoring system converts individual responses into point values. Higher point values indicate better mental health and lower mental health risk. The sum of scores is divided by the total number of possible points to generate a score out of 100. The raw score is the mathematical mean of the individual scores. The distribution of scores is defined according to the following scale:

Distressed	0 - 49
Strained	50-79
Optimal	80 - 100

For questions, contact **MHI@telushealth.com**



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