



TELUS Mental Health Index.

Singapore | Q1 2026

Table of contents

1. What you need to know: Q1 2026	3	3. The Mental Health Index by industry	14	5. Overview of the TELUS Mental Health Index	29
2. The Mental Health Index	5	4. Spotlight	15	Methodology.....	29
Mental health risk	6	The relationship between		Calculations.....	29
Mental Health Index sub-scores.....	7	MHI scores and productivity	15	Additional data and analyses.....	29
Anxiety	8	Presenteeism.....	16		
Isolation.....	9	Employer support for wellbeing.....	17		
Work productivity	10	Barriers to mental health support	19		
Financial risk.....	11	Workplace culture	22		
Mental health by gender and age	12	Turnover	23		
Mental health by employment status.....	12	Adoption of AI at work.....	27		
Emergency savings.....	12				

What you need to know: Q1 2026.

Mental health has plateaued at a persistently low baseline.

At 62.0, the mental health score of workers in Singapore is nearly unchanged from September 2025.

Work productivity and anxiety remain the most significant challenges. Key indicators from this period include:

- 37 per cent of workers have a high mental health risk; 45 per cent moderate; 36 per cent low
- Mental health sub-scores have declined from September 2025, except for optimism, general psychological health, and financial risk
- Anxiety and work productivity have been the lowest mental health sub-dimensions for nearly four years
- 41 per cent of workers report that their mental health is negatively affecting work productivity, up two points from the previous period
- 37 per cent feel anxious; 36 per cent feel isolated; 33 per cent report feeling depressed, all up from the previous period
- 23 per cent of workers lack emergency savings to cover basic needs
- Managers continue to score higher than non-managers, and labourers score lower than both service industry and office workers

Younger workers disproportionately report unmet mental health support needs.

At least one-third of workers report unmet needs related to mental or physical wellbeing support. Workers under 40 are nearly twice as likely as those over 50 to want better mental health support.

- 39 per cent of workers believe their employer could better support their physical health; 34 per cent say the same for mental health
- Workers wanting better mental health support **score more than eight points lower** on the Mental Health Index than those who don't need additional support; these workers also **lose 48.6 days per year in productivity**, eight more days than workers who don't require additional support
- 39 per cent of workers want career development and skills training
- 29 per cent of workers want stress management and resilience training
- 13 per cent of workers report no need for additional employer support; this group is older, non-managerial, and does not include parents
- Non-managers are more than twice as likely as managers to report needing no additional support, though managers are more likely to report concern about the stigma associated with seeking help



Cost is the most cited barrier to accessing mental health support.

More than half of workers identify cost or affordability as a barrier to accessing mental health support; this is more than double the rate of workers citing a lack of available care or long wait.

- 54 per cent of workers citing cost as a barrier **score 20 points lower** on the Mental Health Index and **lose 25 more days per year in productivity** compared to workers who report no barriers
- Workers who report a lack of energy as their primary barrier to seeking care have the lowest mental health score and **lose more than double the productivity days** of workers facing no barriers
- Younger workers, managers, and parents are more concerned about stigma for seeking support
- Workers over 50 are more than four times as likely as those under 40 to report facing no barriers to accessing support

AI adoption is growing, with three-quarters of workers using it at least several times per month.

Three in five workers report employer support for AI adoption and three-quarters report improved efficiency as a result.

- 76 per cent of workers use AI tools at least several times per month
- 75 per cent of workers who use AI report improved efficiency
- The lowest mental health score is among three per cent of workers whose employers actively discourage AI use, more than 11 points lower than workers whose employers encourage it
- Managers are more likely than non-managers to report both improved efficiency from AI tools and employer encouragement of AI use

Outcomes differ substantially based on whether workers perceive their organisation's culture as supportive of their wellbeing.

Six in 10 workers describe their organisation's culture as supportive of their wellbeing; those who **don't lose 23 more days of productivity** annually.

- Workers who feel their organisation's culture doesn't support their wellbeing **score nearly 16 points lower** on the Mental Health Index and **lose 23 more days per year in productivity**
- 26 per cent of workers are considering leaving their jobs; this group **scores nearly 19 points lower** on the Mental Health Index and **loses 21 more days annually in productivity** compared to workers not considering leaving
- 27 per cent of workers are uncertain about staying; they **lose 12 more days per year** and **score nearly 15 points lower** on the Mental Health Index than workers who are not considering leaving
- Better career opportunities, improved benefits, and higher compensation are the primary drivers of turnover intention

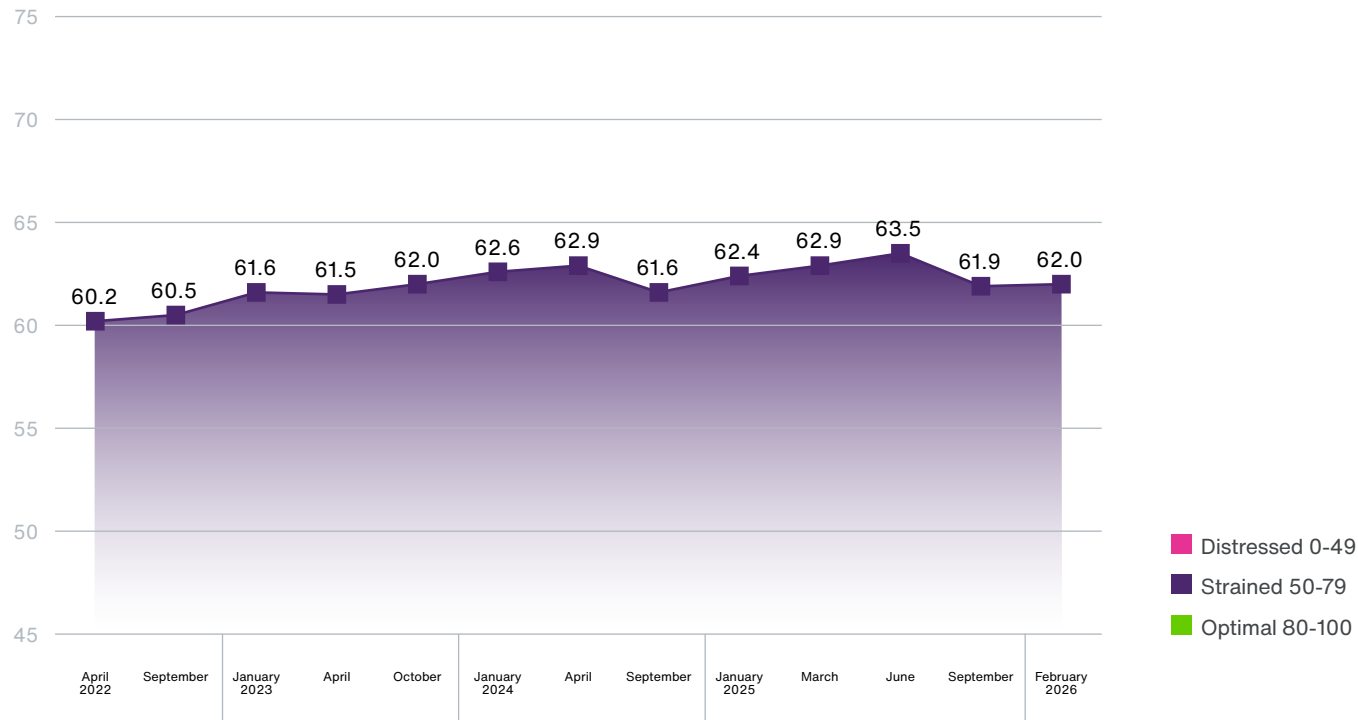
In this report, **productivity loss** refers to the number of workdays lost per year due to physical health issues and/or emotional or mental health challenges. Some fluctuations in productivity are inevitable, as employees naturally experience varying levels of efficiency throughout their workday.



The Mental Health Index.

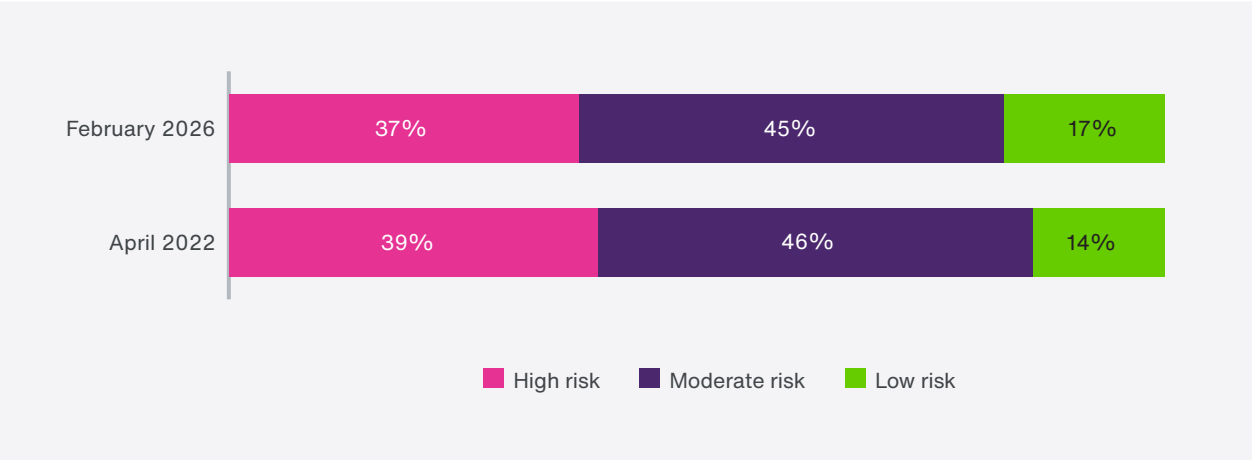
The overall Mental Health Index (MHI) for the first quarter of 2026 is **62.0**. The mental health of workers in Singapore peaked in June 2025 and has failed to recover, remaining at persistently low levels.

MHI Current Month February 2026	September 2025
62.0	61.9



Mental health risk.

In the first quarter of 2026, 37 per cent of workers have a high mental health risk, 45 per cent have a moderate mental health risk, and 17 per cent have a low mental health risk. Nearly four years after the launch of the Mental Health Index in April 2022, the proportion of workers in the high-risk group has declined by two per cent.



Twenty-four per cent of workers in the high-risk group report a mental health condition or issue, six per cent report a mental health condition or issue in the moderate-risk group, and two per cent of workers in the low-risk group report a mental health condition or issue.

Mental Health Index sub-scores.

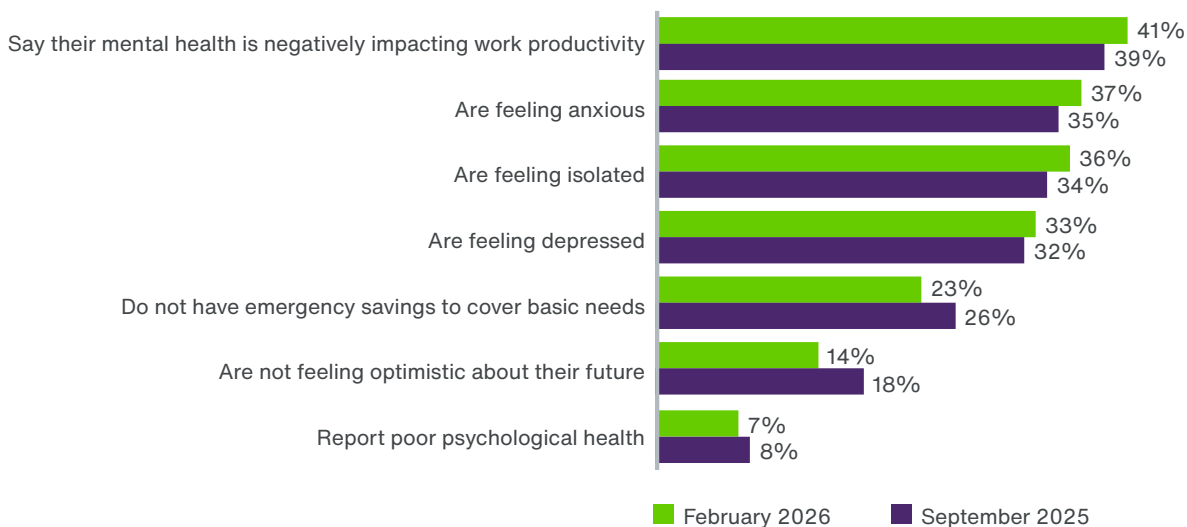
For nearly four years, work productivity (53.0) and anxiety (53.4) have ranked as the lowest Mental Health Index sub-scores, followed by isolation (54.6), depression (55.5), optimism (65.7), and general psychological health (72.9). Financial risk (73.0) remains the highest mental health measure in the first quarter of 2026.

- Work productivity, anxiety, isolation, and depression scores have declined from September 2025
- With a 2.4-point increase, the optimism score has seen the greatest improvement from the previous period
- With a 1.5-point increase, financial risk remains the most favourable sub-score

More than two in five (41 per cent) workers say their mental health is negatively impacting work productivity, 37 per cent feel anxious, 36 per cent feel isolated, 33 per cent feel depressed, 23 per cent don't have emergency savings for basic needs, 14 per cent don't feel optimistic about their future, and seven per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	February 2026	September 2025
Work productivity	53.0	55.5
Anxiety	53.4	54.7
Isolation	54.6	56.0
Depression	55.5	57.7
Optimism	65.7	63.3
Psychological health	72.9	70.7
Financial risk	73.0	71.5

Percentage at risk by MHI sub-score



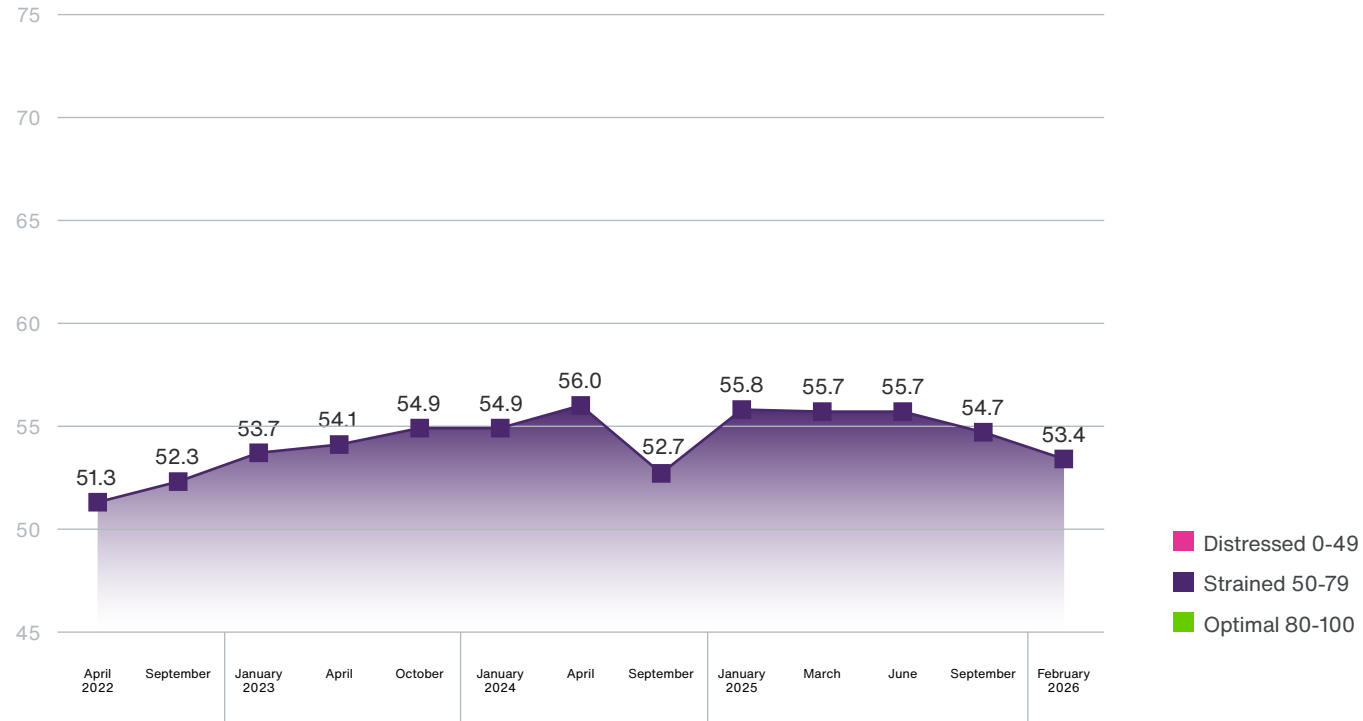
Anxiety

In the first quarter of 2026, 37 per cent of workers say they often feel unsettled and nervous.

After steady improvement from the launch of the Mental Health Index through April 2024, the anxiety sub-score fell sharply in September 2024. It recovered in January 2025 and remained stable through June 2025. The sub-score fell in September and is down again by more than one point in February 2026.

Sub-score
February 2026

53.4



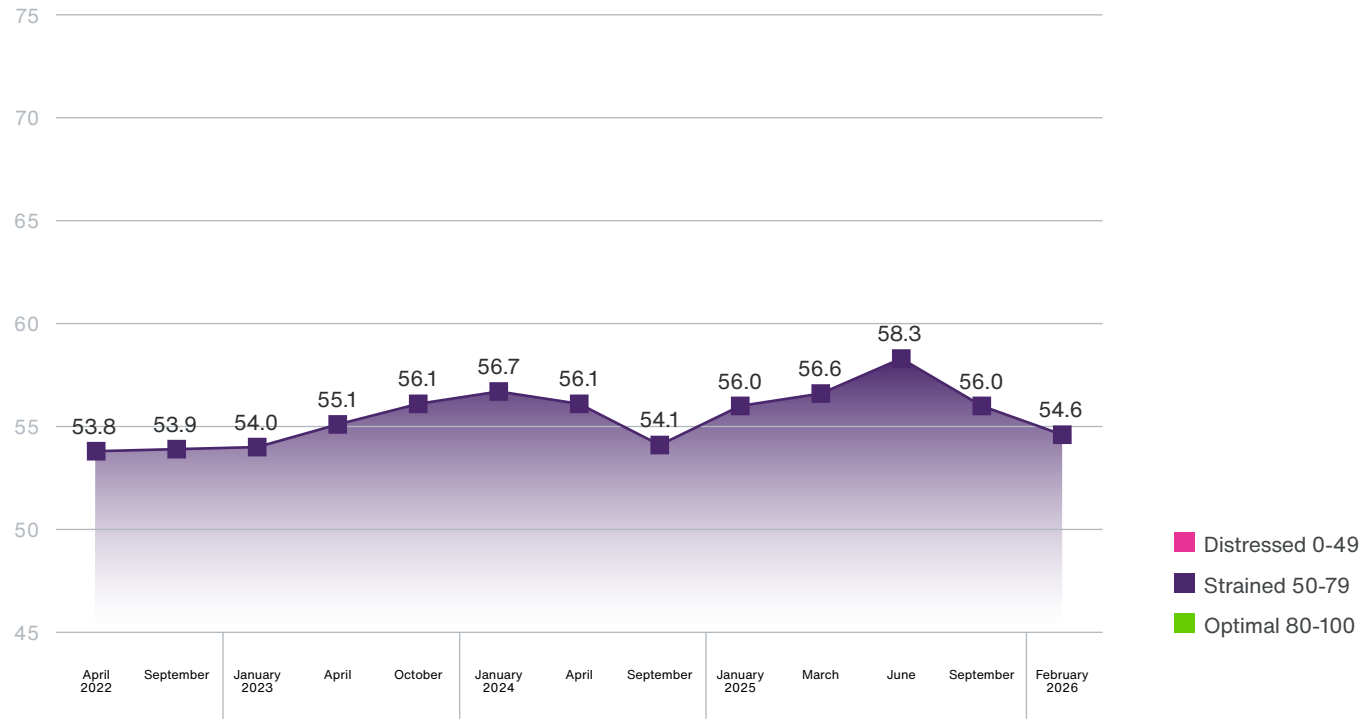
Isolation

In the first quarter of 2026, 36 per cent of workers say they often feel alone.

The isolation sub-score showed an upward trend since the launch of the Mental Health Index through January 2024. Following a sharp decline in September 2024, the score improved for three consecutive periods, reaching its highest level in June 2025. The sub-score fell by more than two points in September 2025 and continues its decline in February 2026.

Sub-score
February 2026

54.6



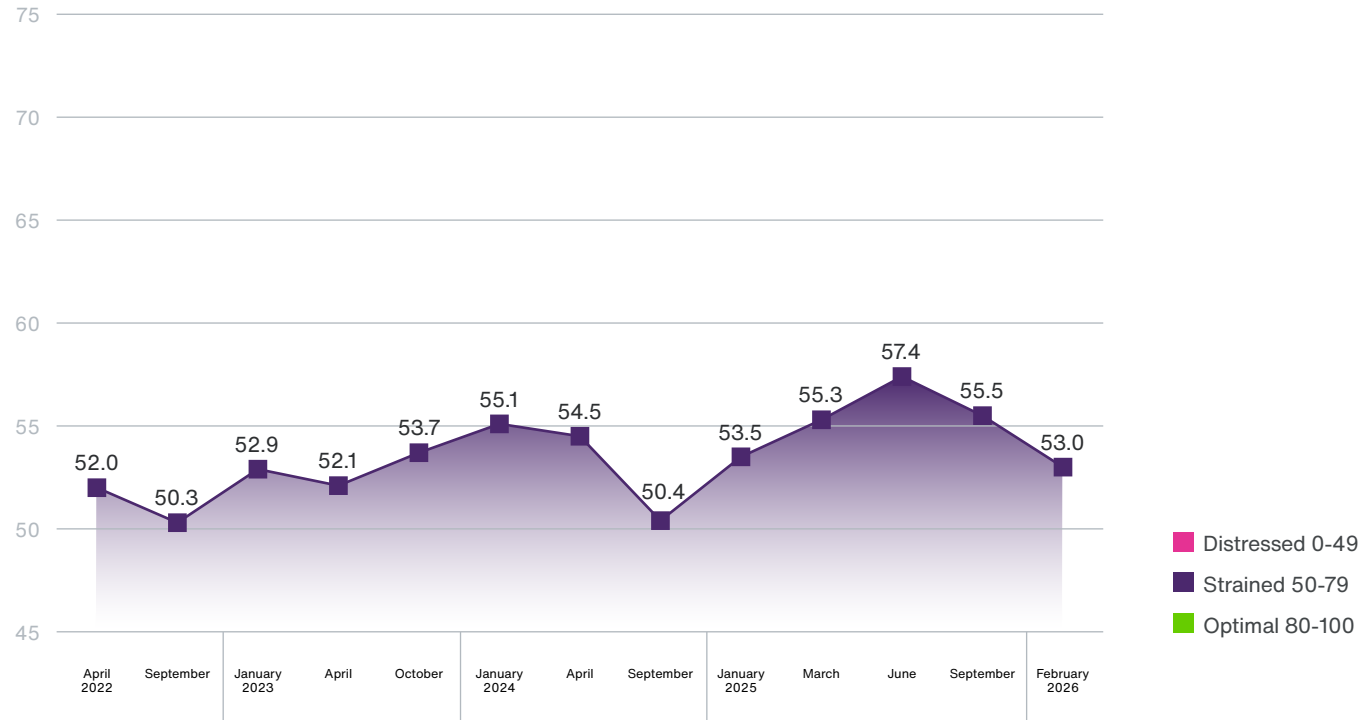
Work productivity

In the first quarter of 2026, 41 per cent of workers say their mental health is negatively impacting their work productivity and goals.

The work productivity sub-score declined from January to September 2024 but recovered strongly through June 2025, reaching its highest level since the Mental Health Index was launched in April 2022. Like other sub-scores, it has fallen for two consecutive periods. Together with anxiety, the work productivity sub-score has been the lowest mental health score for nearly four years.

Sub-score
February 2026

53.0



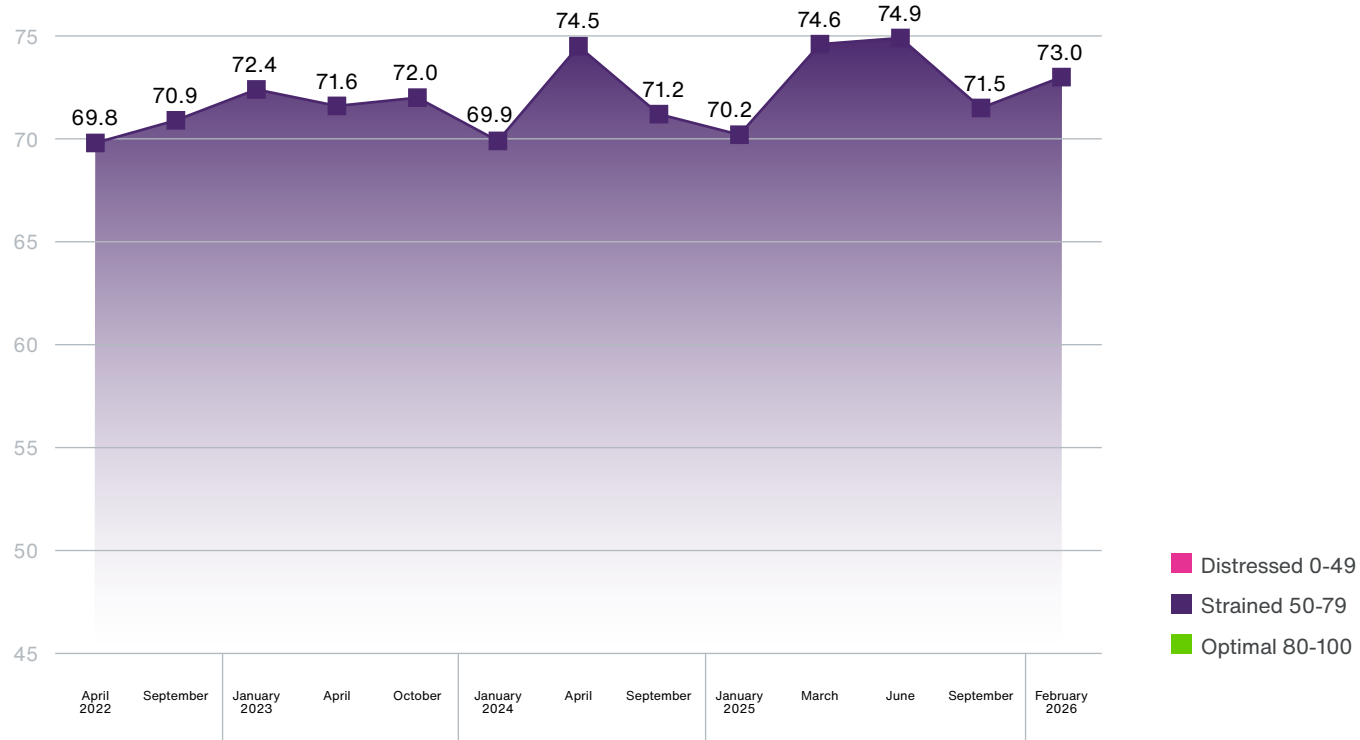
Financial risk

In the first quarter of 2026, 23 per cent of workers do not have emergency savings to cover their basic needs.

The financial risk sub-score has shown significant volatility since the launch of the Mental Health Index in April 2022. After two periods of relative stability, culminating in a peak in June 2025, the score declined sharply in September 2025 and recovered marginally, up 1.5 points in February 2026.

Sub-score
February 2026

73.0



Mental health by gender and age.

- Since April 2022, women have had a lower mental health score than men. In February 2026, the mental health score for women is 61.8 compared to 62.3 for men
- Since April 2022, mental health scores have improved with age

Mental health by employment status.

- Overall, one per cent of respondents are unemployed¹ and eight per cent report reduced hours or reduced salary
- Workers reporting fewer hours than the previous month have the lowest mental health score (55.9), followed by workers reporting a reduced salary than the last month (61.1), workers with no change to salary or hours (62.4), and respondents not currently employed (65.7)
- Managers have a higher mental health score (62.8) than non-managers (61.0)
- Labourers have a lower mental health score (56.2) than service industry (61.8) and office workers (63.2)
- Respondents working for companies with 2-50 employees have the highest mental health score (65.6)
- Self-employed/sole proprietors have the lowest mental health score (56.0)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (47.7) than the overall group (62.0). Workers with an emergency fund have an average mental health score of 66.4

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

Employment status	Feb. 2026	Sept. 2025
Employed (no change in hours/salary)	62.4	62.7
Employed (fewer hours compared to last month)	55.9	58.1
Employed (reduced salary compared to last month)	61.1	50.6
Not currently employed	65.7	59.6

Age group	Feb. 2026	Sept. 2025
Age 20-29	55.4	56.7
Age 30-39	59.6	58.7
Age 40-49	61.8	61.8
Age 50-59	65.1	64.9
Age 60-69	72.4	69.3

Number of children	Feb. 2026	Sept. 2025
No children in household	62.1	61.5
1 child	62.3	63.2
2 children	60.2	62.1
3 children or more	68.6	58.8

Gender	Feb. 2026	Sept. 2025
Men	62.3	63.8
Women	61.8	60.0

Household income/annum	Feb. 2026	Sept. 2025
<S\$50K	59.2	56.9
S\$50K to <S\$100K	59.9	62.0
S\$100k to <S\$150K	63.7	62.0
S\$150K to S\$200K	61.6	64.4
S\$200K and over	68.6	68.1

Employer size	Feb. 2026	Sept. 2025
Self-employed/sole proprietor	56.0	58.1
2-50 employees	65.6	62.3
51-100 employees	61.3	61.1
101-500 employees	62.2	62.8
501-1,000 employees	61.1	60.0
1,001-5,000 employees	60.6	64.4
5,001-10,000 employees	65.3	63.8
More than 10,000 employees	62.1	59.7

Manager	Feb. 2026	Sept. 2025
Manager	62.8	62.6
Non-manager	61.0	60.9

Work environment	Feb. 2026	Sept. 2025
Labour	56.2	59.9
Office/desk	63.2	63.0
Service	61.8	59.0

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 Accommodation and Food Service Activities have the lowest mental health score (53.5), followed by workers in Health and Social Services (58.5) and Other Service Activities (58.5).

Workers in Real Estate Activities (66.3), Transportation and Storage (65.9), and Manufacturing (65.2) have the highest mental health scores in the first quarter of 2026.



Industry	February 2026	September 2025	Change
Public Administration and Defence	60.1	48.2	11.9
Transportation and Storage	65.9	59.9	6.0
Construction	64.4	60.1	4.3
Real Estate Activities	66.3	63.7	2.6
Education	65.0	62.4	2.6
Financial and Insurance Activities	64.7	63.3	1.4
Professional, Scientific and Technical Activities	62.5	61.5	1.0
Wholesale and Retail Trade	62.2	62.5	-0.3
Other Service Activities	58.5	59.5	-1.0
Manufacturing	65.2	66.7	-1.5
Administrative and Support Service Activities	59.5	62.8	-3.3
Health and Social Services	58.5	62.1	-3.6
Accommodation and Food Service Activities	53.5	59.0	-5.5

Spotlight

The relationship between MHI scores and productivity.

Productivity losses are calculated using an assessment of four key metrics:

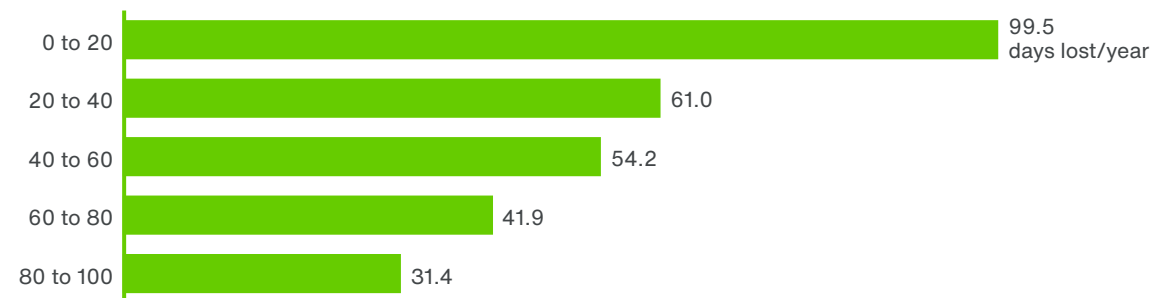
1. Work effort when feeling well
2. Absenteeism when feeling unwell
3. Instances of working when feeling unwell (commonly referred to as Presenteeism)
4. Work effort when feeling unwell

Productivity loss is reported as a percentage of working time lost and as the number of workdays lost per year, based on a standard 240-day work year.

- Mental health scores are strongly correlated with productivity. Workers with lower mental health scores experience greater productivity loss, while those with higher scores experience less productivity loss
- Three in 10 (29 per cent) workers have a mental health score of 50 or lower. The productivity loss of this group is nearly twice the number of lost workdays as 17 per cent of workers with a mental health score of 80 or higher



Productivity loss in working days per year by MHI score

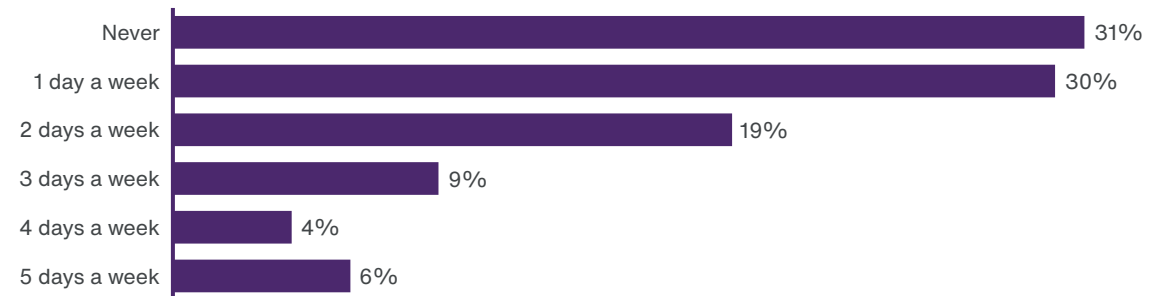


Presenteeism

Presenteeism refers to productivity loss when someone is working while unwell. Seven in 10 workers report doing their jobs at least one day per week while feeling unwell.

- 69 per cent of employees report working while feeling unwell at least one day per week; this group has significantly lower mental health scores and experiences greater productivity losses compared to workers who never work while unwell
- The highest mental health score (75.2) is among 31 per cent of workers who never work while unwell, more than 13 points higher than the national average (62.0)
- Workers over 50 are more than twice as likely as workers under 40 to report never working while unwell
- Non-parents are 30 per cent more likely than parents to report never working while unwell

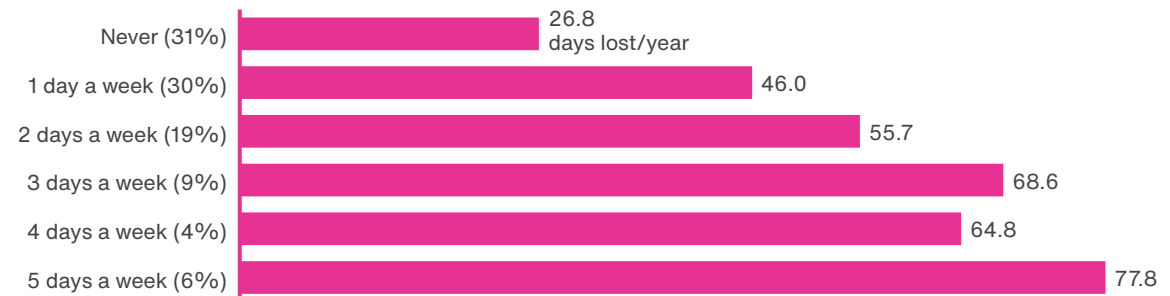
In a typical week, how often do you do your job feeling mentally or physically unwell?



MHI score by “In a typical week, how often do you do your job feeling mentally or physically unwell?”



Productivity loss by “In a typical week, how often do you do your job feeling mentally or physically unwell?”



Employer support for wellbeing.

Younger workers are twice as likely to want better mental and physical health support from their employers.

- Nearly one in four (39 per cent) want career development and skills training and better support for their physical health; 34 per cent want better mental health support, 29 per cent want stress management and resilience training, and 27 per cent want enhanced coverage for family members, 26 per cent want better access to financial consultation, education and resources, and 23 per cent want support with healthcare navigation
- Workers under 40 are nearly twice as likely as workers over 50 to want better support for their mental health

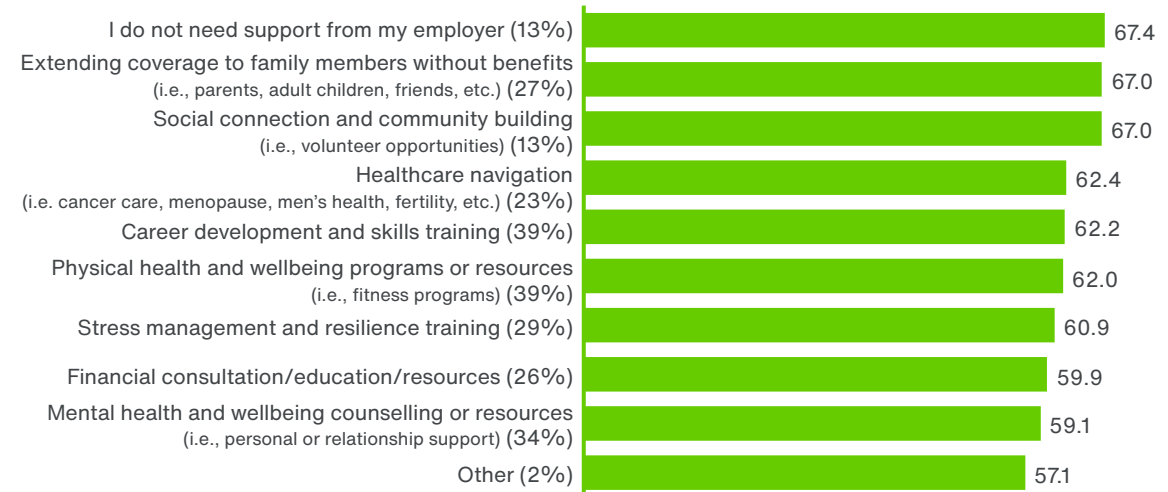


Are there any areas where you feel your employer could provide better support?

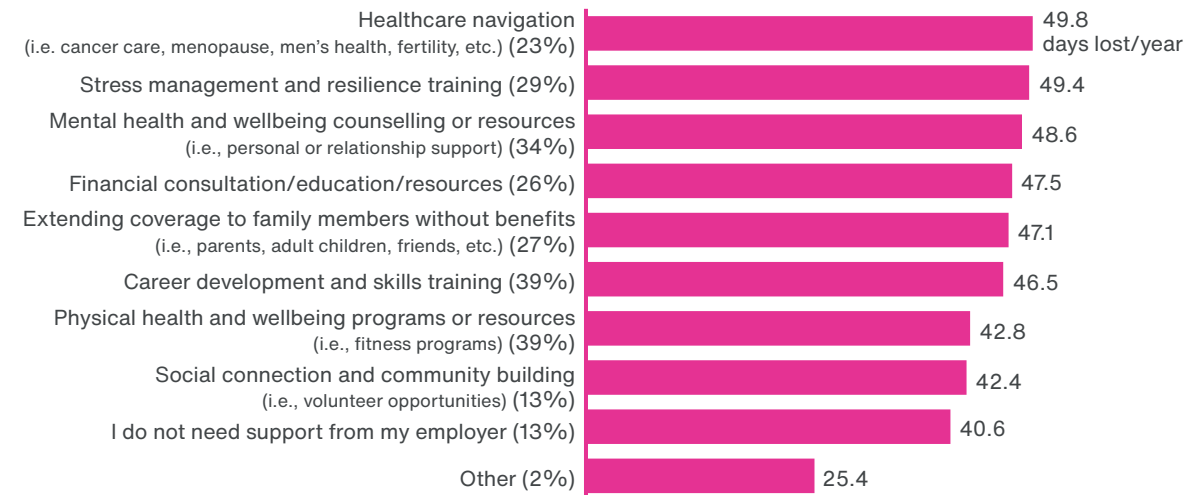


- The mental health score of 34 per cent of workers wanting better support for their mental health (59.1) is more than eight points lower than workers not needing support from their employer (67.4), and three points lower than the national average (62.0)
- Workers wanting better support for their mental health have an annual productivity loss of 48.6 days, eight days more compared to those requiring no support (40.6 working days per year)
- Workers over 50 are nearly four times more likely than workers under 40 to say they don't need support from their employer
- Non-managers are more than twice as likely as managers to report they don't need support from their employer
- Non-parents are nearly twice as likely as parents to say they don't need support from their employer

MHI score by “Are there any areas where you feel your employer could provide better support?”



Productivity loss by “Are there any areas where you feel your employer could provide better support?”

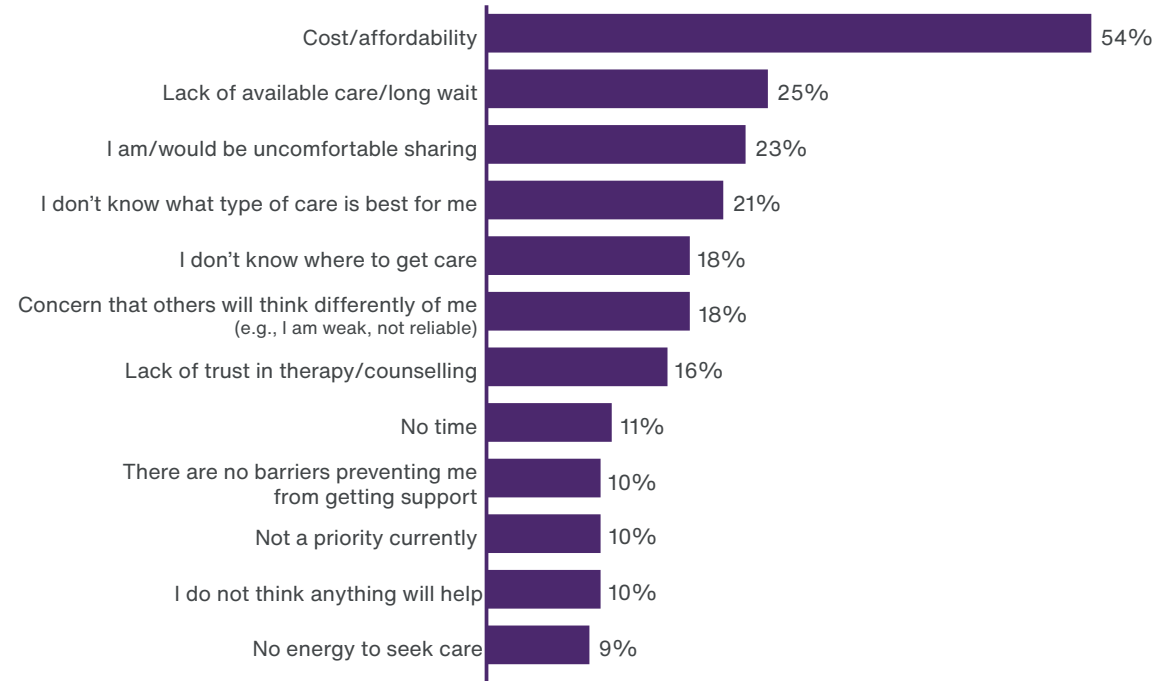


Barriers to mental health support.

Cost is the primary barrier to mental health support.

- More than half of workers (54 per cent) say cost/affordability is preventing them from accessing mental health support, 25 per cent say its a lack of available care or long wait, 23 per cent would be uncomfortable sharing, 21 per cent don't know what type of care is best, 18 per cent don't know where to get care, and 18 per cent are concerned about stigma
- Managers, parents, and workers under 40 are at least 40 per cent more likely to be concerned that others will think differently of them if they seek mental health support
- Workers over 50 are more than four times as likely as workers under 40 to report no barriers to support
- Non-parents are 30 per cent more likely than parents to report no barriers to support

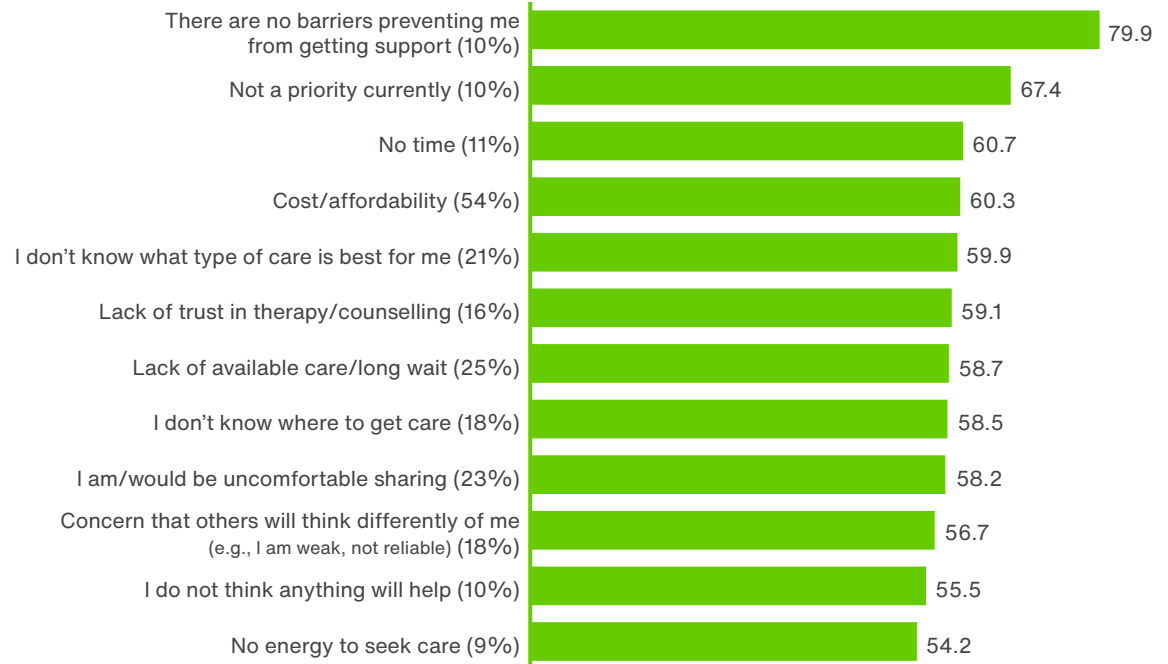
What would prevent you from getting mental health support if you needed it?



- The highest mental health score (79.9) is among 10 per cent of workers reporting no barriers to mental health support, 18 points higher than the national average (62.0)
- The lowest mental health score (54.2) is among nine per cent of workers who don't have the energy to seek care, nearly 26 points lower than workers reporting no barriers to support (79.9) and more than eight points lower than the national average (62.0)



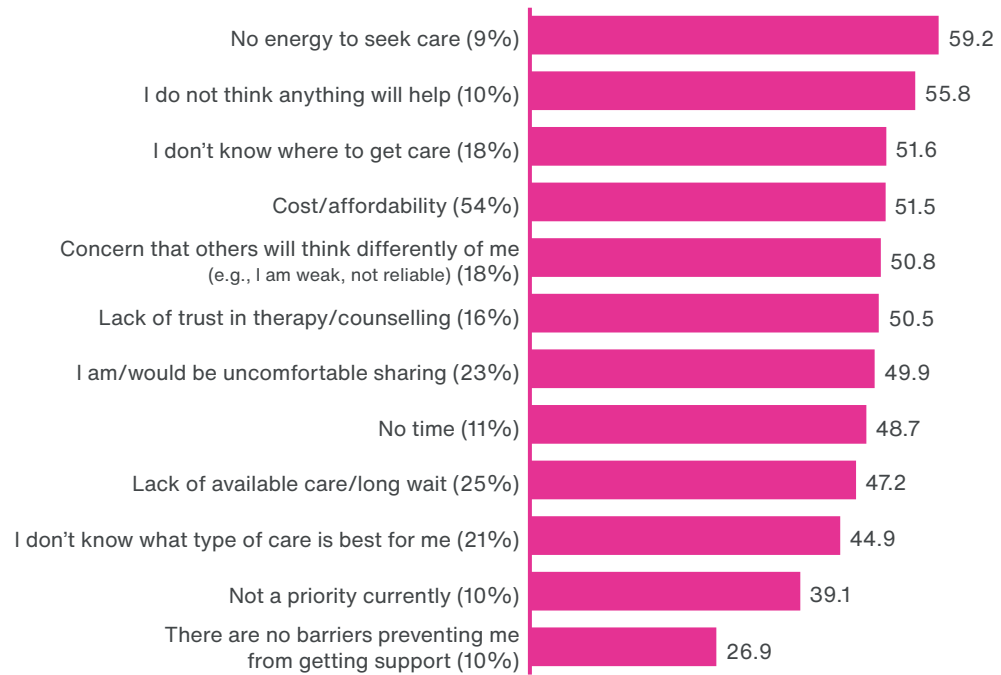
MHI score by “What would prevent you from getting mental health support if you needed it?”



- Workers reporting no barriers to support have an annual productivity loss of 26.9 days, 32 days fewer compared to those lacking the energy to seek care (59.2 working days per year)



Productivity loss by “What would prevent you from getting mental health support if you needed it?”

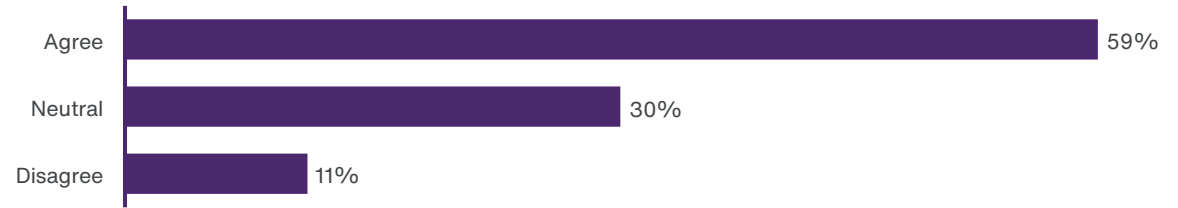


Workplace culture

Only six in 10 workers believe their organisation’s culture supports their wellbeing.

- Nearly six in 10 (59 per cent) perceive their workplace culture as supportive of their personal wellbeing; this group has the highest mental health score (66.2), four points higher than the national average (62.0)
- More than one in 10 (11 per cent) don’t perceive their workplace culture as supportive of their personal wellbeing; this group has the lowest mental health score (50.4), nearly 16 points lower than workers who perceive their workplace culture as supportive (66.2) and nearly 12 points lower than the national average (62.0)
- Workers who perceive their workplace culture as supportive of their personal wellbeing have an annual productivity loss of 41.9 days; 23 days fewer compared to workers who perceive it as unsupportive (65.2 working days per year)

The workplace culture at my organisation supports my personal wellbeing



MHI score by “The workplace culture at my organisation supports my personal wellbeing”



Productivity loss by “The workplace culture at my organisation supports my personal wellbeing”

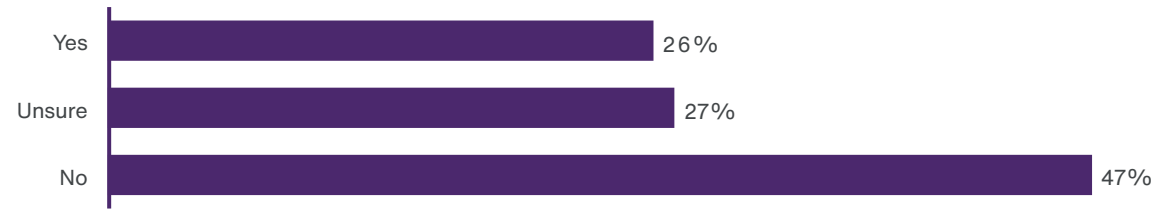


Turnover

Over half of workers are considering leaving their jobs or are uncertain about staying.

- Nearly half (47 per cent) of workers are not thinking about leaving their jobs; this group has the highest mental health score (70.1), more than eight points higher than the national average (62.0)
- More than one-quarter (26 per cent) of workers are thinking about leaving their jobs; this group has the lowest mental health score (51.5), nearly 19 points lower than workers who are not thinking of leaving their jobs (70.1), and nearly 11 points lower than the national average (62.0)
- Workers not considering leaving their jobs have an annual productivity loss of 37.3 days, a difference of 21 days compared to workers considering a change (58.4 working days per year)

Are you thinking of leaving your job?



MHI score by “Are you thinking of leaving your job?”



Productivity loss by “Are you thinking of leaving your job?”

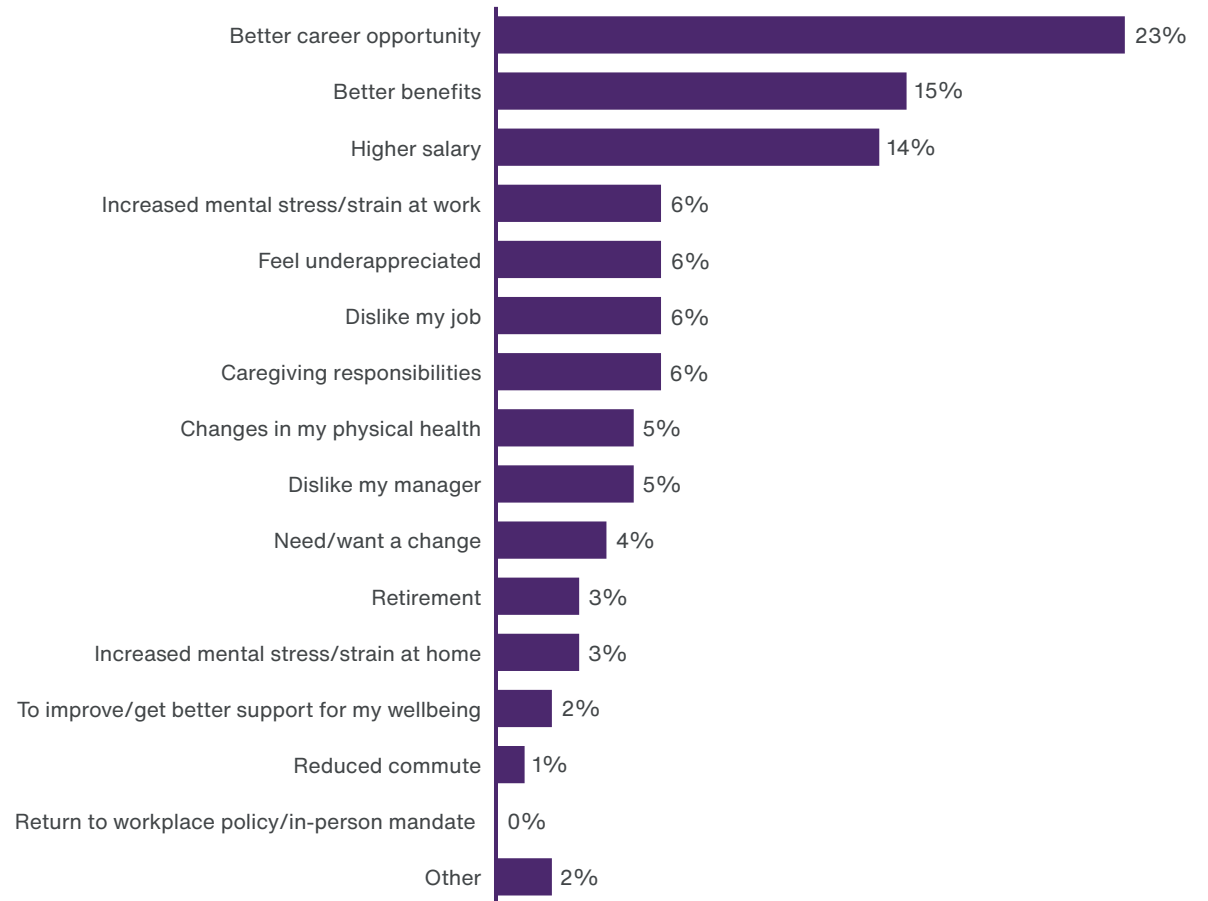


Better career opportunities, better benefits, and higher salaries are the primary drivers of turnover intention.

- Nearly one in four (23 per cent) workers who are thinking of leaving say better career opportunities are the primary reason for considering leaving their jobs, 15 per cent say better benefits are the reason, and 14 per cent say it's for a higher salary
- Workers under 40, parents, and managers are more likely to report better career opportunities and better benefits as the reasons for considering leaving their jobs



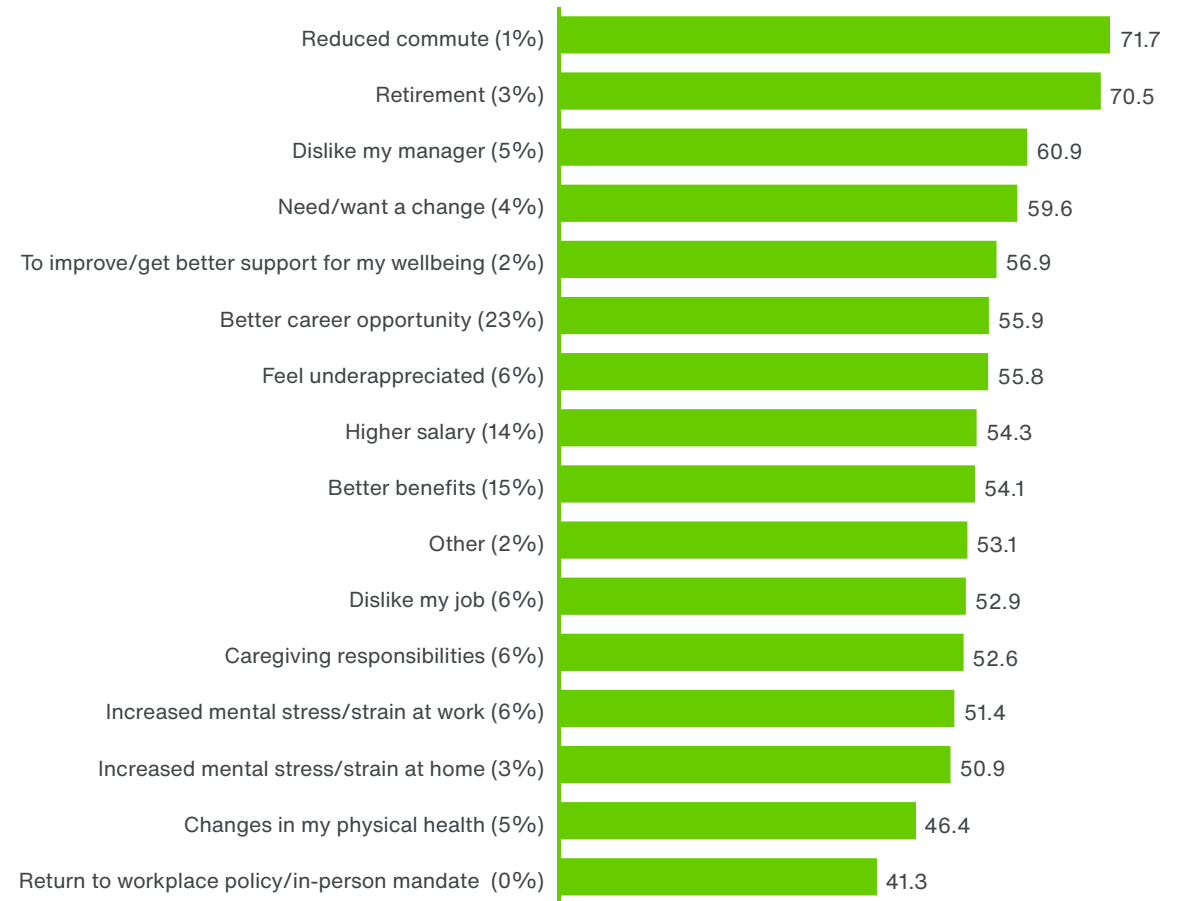
What is the primary reason you are thinking of leaving your job?



- The mental health score of 15 per cent of workers considering leaving their jobs for better benefits (54.1) is eight points lower than the national average (62.0); this group also experiences a productivity loss of 54.0 days annually

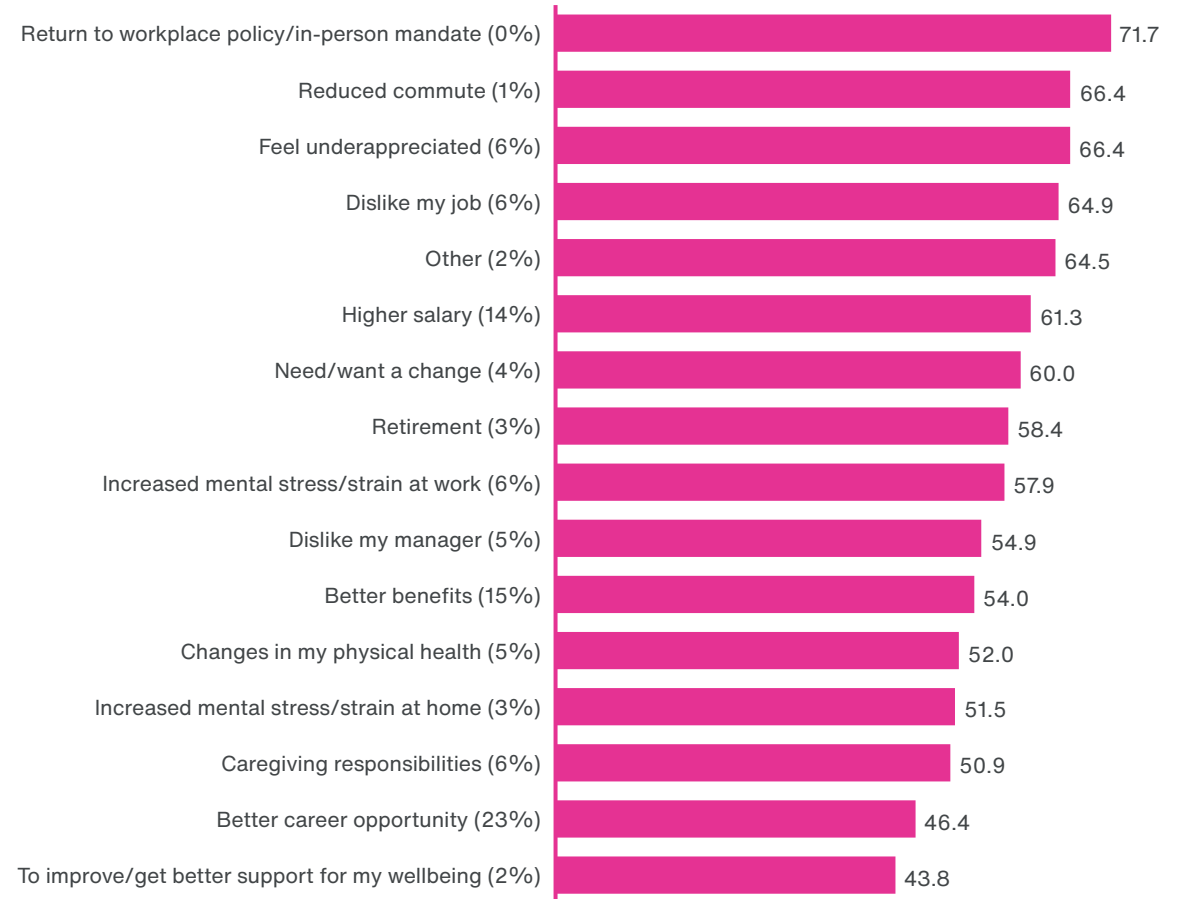


MHI score by “What is the primary reason you are thinking of leaving your job?”





Productivity loss by “What is the primary reason you are thinking of leaving your job?”



Adoption of AI at work.

Three in five workers are encouraged to use AI tools in their work.

- More than three in five workers (61 per cent) report that their employer encourages AI use, 31 per cent are neutral on the matter, three per cent are discouraged from using AI, and five per cent say AI tools are not encouraged nor provided at work
- Managers are 40 per cent more likely than non-managers to say their employer supports or encourages the use of AI tools in their work
- The lowest mental health score (52.2) is among three per cent of workers reporting their employer discourages the use of AI tools in their work, more than 11 points lower than workers whose employers encourage AI tools (63.7) and nearly 10 points lower than the national average (62.0)



To what extent does your employer support or encourage the use of AI tools in your work?



MHI score by “To what extent does your employer support or encourage the use of AI tools in your work?”

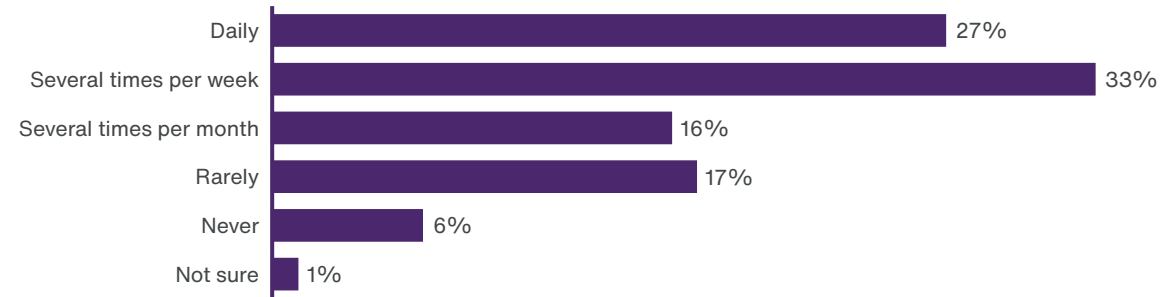


Among workers who use AI tools or technologies at work, three-quarters report improved efficiency.

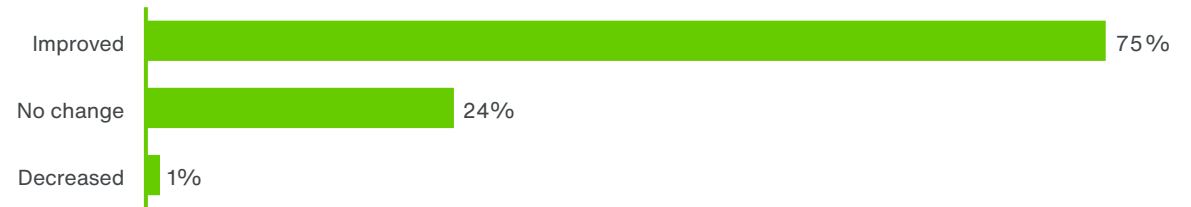
- Three in five (60 per cent) workers use AI in their work at least several times per week; a further 16 per cent use AI in their work several times per month
- Three-quarters (75 per cent) of workers using AI report improved efficiency; this group has a mental health score (62.9) modestly higher than the national average (62.0)
- Managers are 80 per cent more likely than non-managers to report that AI tools/technologies have improved their efficiency at work



How often do you use AI tools or technologies in your current job?



How would you describe the impact of AI tools/technologies on your efficiency at work?



MHI score by “How would you describe the impact of AI tools/technologies on your efficiency at work?”



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 is collected through an online survey of 1,000 people who live in Singapore and are currently employed or who were employed within the last six months. Participants are selected to represent the age, gender, industry, and geographic distribution in Singapore. Respondents are asked to consider the previous two weeks when answering each question. Data for the current report were collected between February 25 and March 9, 2026.

Calculations

To create the Mental Health Index, a response scoring system is applied to turn individual responses into point values. Higher point values are associated with better mental health and less 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

Additional data and analyses.

Demographic breakdowns of sub-scores and specific cross-correlational and custom analyses are available upon request. Benchmarking against the national results or any subgroup is available upon request.

Contact MHI@telushealth.com





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