

TELUS Mental Health Index.

United Kingdom | Q2 2026

TELUS Health

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What you need to know: Q2 2026.



Mental health continues its decline for the second consecutive period; one-third of the workforce remains at high mental health risk, with anxiety and isolation continuing their trend as the lowest sub-scores.

- At 64.7, the mental health of workers has declined for the second consecutive quarter
- 32 per cent of workers have a high mental health risk, 42 per cent have a moderate mental health risk, and 26 per cent have a low mental health risk
- Financial risk, depression, and isolation scores have improved, whereas anxiety, optimism, work productivity and general psychological health scores have declined
- Anxiety and isolation have been the lowest mental health sub-scores for more than six years
- 36 per cent of workers report feeling anxious; 30 per cent of workers feel isolated; 26 per cent report feeling depressed
- 25 per cent of workers report that their mental health is negatively affecting work productivity
- 22 per cent of workers lack emergency savings to cover basic needs
- Mental health scores have improved in Northern Ireland, but have declined in other regions compared to the first quarter
- Managers continue to score higher 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.

- 62 per cent of workers feel worried or anxious about their finances at least some of the time
- 10 per cent of workers always feel anxious about money; this group has the lowest mental health score in the entire report, 48 points lower than those never feeling anxious about money and 27 points lower than the national average
- 21 per cent of workers, who are not in a good financial position, score 28 points lower on the Mental Health Index than their financially secure peers, and more than 19 points lower than the national average

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

- 17 per cent of workers report financial stress has negatively impacted their work productivity; this group scores nearly 26 points lower on the Mental Health Index than workers reporting no productivity impact, and more than 18 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
- Managers and parents are 70 per cent more likely than their counterparts to report the same
- Workers without emergency savings are one and a half times more likely to say their productivity has suffered
- Three per cent of workers have missed work entirely due to financial stress; this group's mental health score is nearly 19 points lower than the national average

Cost of living is the top driver of financial anxiety, yet workers over 50 are more than twice as likely as younger workers to cite retirement savings as their top concern.

- 62 per cent of workers cite the cost of living as the biggest driver of their financial anxiety, ahead of retirement savings (12 per cent) and emergency savings (eight per cent)
- The most reported impacts of financial stress are anxiety (32 per cent), sleep disruption (29 per cent), reduced motivation or engagement (15 per cent), and strained personal relationships (12 per cent)
- Workers over 50 are two and a half times more likely than workers under 40 to cite retirement savings as their top concern

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

- 62 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 nearly 24 points below those who understand it well
- 59 per cent of workers want employer-provided resources or support for retirement, pensions, or savings, the most requested categories of support
- Workers without emergency savings and workers with household income lower than £100,000 are twice as likely to report not understanding their retirement program at all
- Men are 40 per cent more likely than women to report a strong understanding of their program

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A quarter of the workforce is financially supporting or caring for adult children or aging parents.

- 13 per cent of workers provide financial support or care to adult children, 11 per cent to aging parents, and five per cent to other family members (excluding dependents under 18 and their spouse/partner)
- 34 per cent of workers report a negative impact on their finances
- 26 per cent report a negative impact on their mental health
- 17 per cent report a negative impact on family relationships, 16 per cent report a negative impact on their social relationship, 15 per cent report a negative impact on work hours or income, and 15 per cent report a negative impact on their work productivity

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

- 56 per cent of workers believe their employer cares about both their wellbeing and productivity; 23 per cent believe employers care about productivity over wellbeing
- There's a 15-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
- 53 per cent of workers would feel comfortable telling their manager about a mental health issue; 27 per cent would not
- Workers who wouldn't feel comfortable disclosing a mental health issue have a mental health score 12 points lower than those who would

Substance use is affecting performance for some workers, but stigma and cost keep them from getting help.

- 34 per cent of workers would feel comfortable telling their manager if they had a substance use issue, while 39 per cent who wouldn't feel comfortable scored more than 10 points lower on the Mental Health Index
- 25 per cent of workers report reduced quality or accuracy of work, 18 per cent report trouble concentrating, and 17 per cent report missing deadlines due to substance use
- Mental health scores for workers reporting work impact due to substance use range from 45.4 to 49.4, at least 15 points below the national average
- Even among 50 per cent of workers reporting no work impact due to substance use, mental health still lags the national average by more than eight points
- Stigma or embarrassment (25 per cent) and concerns about confidentiality (24 per cent) are the top barriers to seeking help for substance issues, followed by fear of workplace disclosure (21 per cent)
- Workers facing long waiting times/limited access to care or financial barriers have a mental health score 13 points lower than the national average, and nearly six points lower than those reporting no barriers

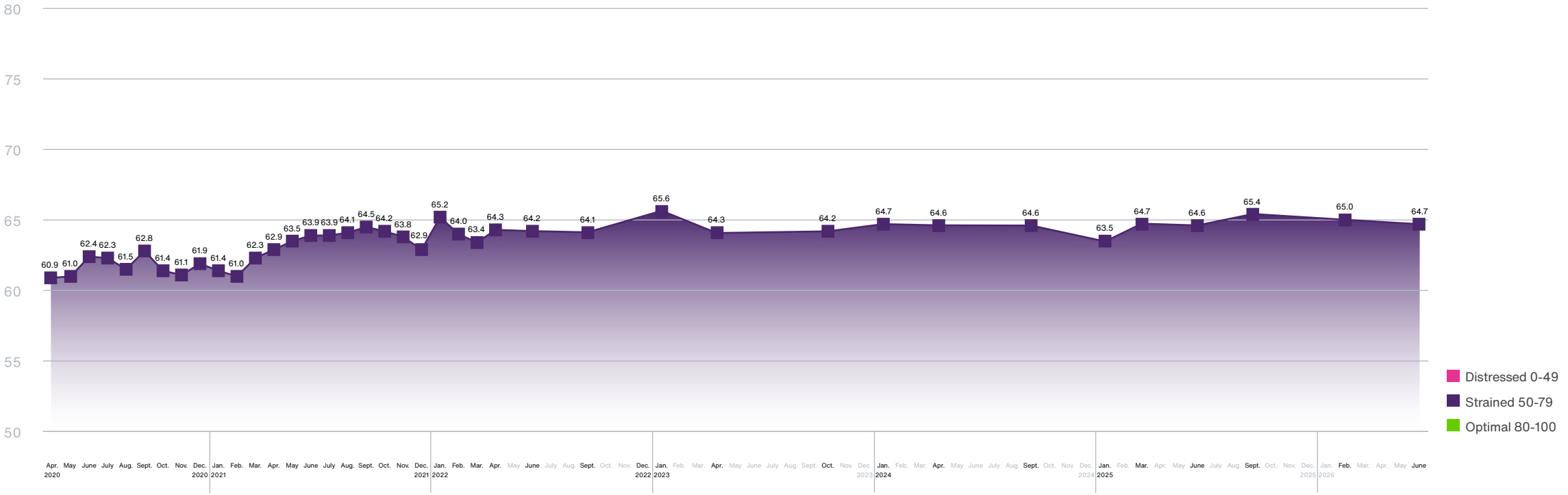


The Mental Health Index.

MHI Current Month June 2026	February 2026
64.7	65.0

The overall Mental Health Index (MHI) for the second quarter of 2026 is 64.7.

Since reaching its near-peak in September 2025, workers' mental health scores in the United Kingdom continue to decline.

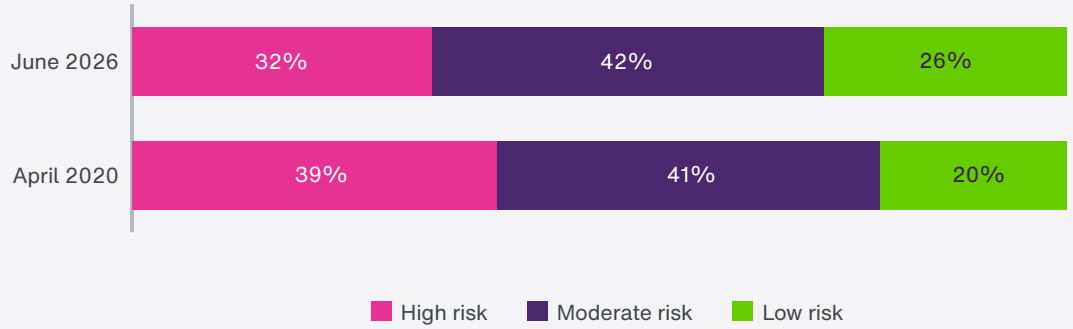


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Mental health risk.

In the second quarter of 2026, 32 per cent of workers have a high mental health risk, 42 per cent have a moderate mental health risk, and 26 per cent have a low mental health risk. More than 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.

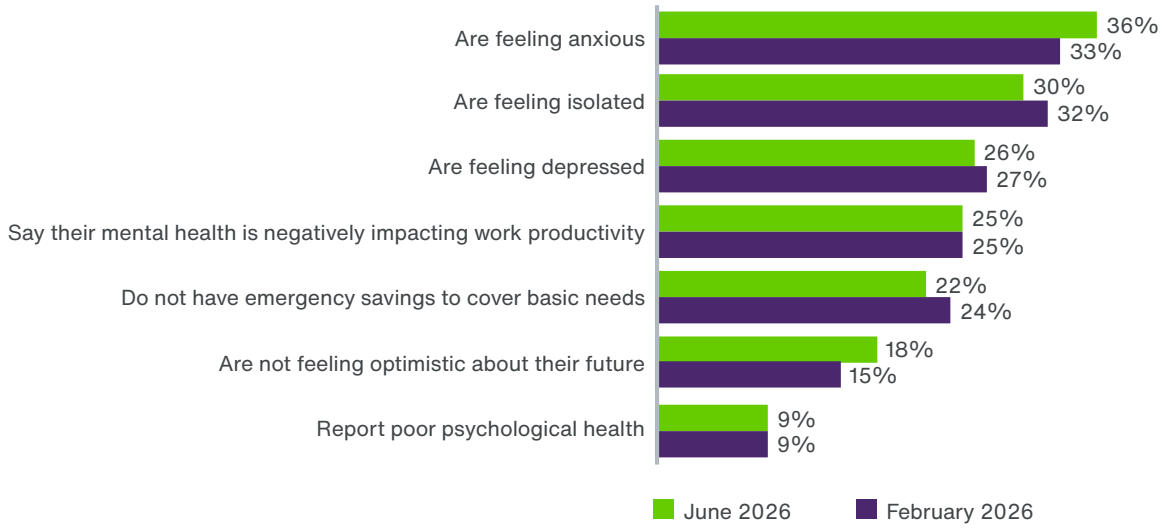
Since April 2020, anxiety (55.6) has been the lowest Mental Health Index sub-score, followed by isolation (61.4), depression (63.5), optimism (63.7), work productivity (65.7), and general psychological health (72.6). Financial risk (73.7) remains the most favourable mental health measure in the second quarter of 2026.

- Anxiety and isolation have been the lowest mental health sub-scores since the launch of the Mental Health Index
- Financial risk, depression, and isolation scores have improved this quarter; anxiety, optimism, work productivity and general psychological health scores have declined from the previous quarter

More than one-third (36 per cent) of workers feel anxious, 30 per cent feel isolated, 26 per cent feel depressed, 25 per cent say their mental health is negatively impacting work productivity, 22 per cent don't have emergency savings for basic needs, 18 per cent don't feel optimistic about their future, and nine per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2026	February 2025
Anxiety	55.6	56.7
Isolation	61.4	60.8
Depression	63.5	62.9
Optimism	63.7	65.6
Work productivity	65.7	66.5
Psychological health	72.6	73.1
Financial risk	73.7	72.9

Percentage at risk by MHI sub-score



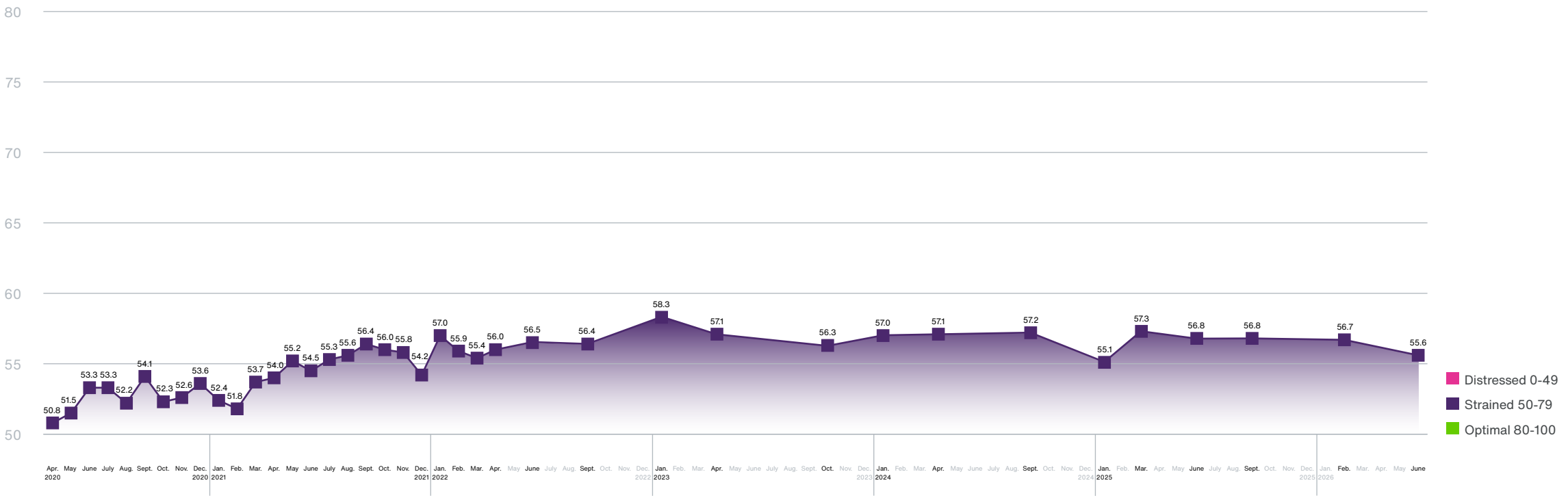
Anxiety

In the second quarter of 2026, 36 per cent of workers say they often feel unsettled and nervous.

After peaking in January 2023, the anxiety sub-score declined over two consecutive periods and has remained relatively stable since. In the second quarter of 2026, the anxiety sub-score has declined by more than one point and remains the lowest mental health sub-score for more than six years.

Sub-score
June 2026

55.6



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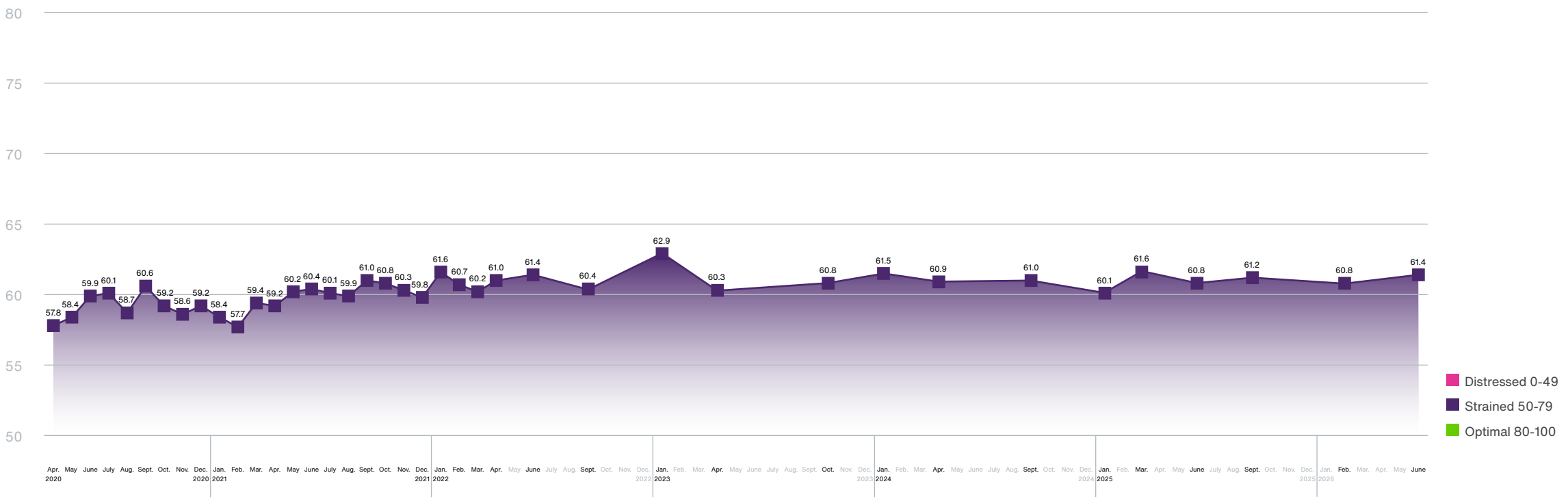
Isolation

In the second quarter of 2026, 30 percent of workers say they often feel alone.

From April 2020 through January 2023, the isolation sub-score has fluctuated. After peaking in January 2023, the isolation score declined sharply and has remained relatively stable since. The score has improved modestly in the second quarter of 2026 and remains the second-lowest mental health sub-score for more than six years.

Sub-score
June 2026

61.4

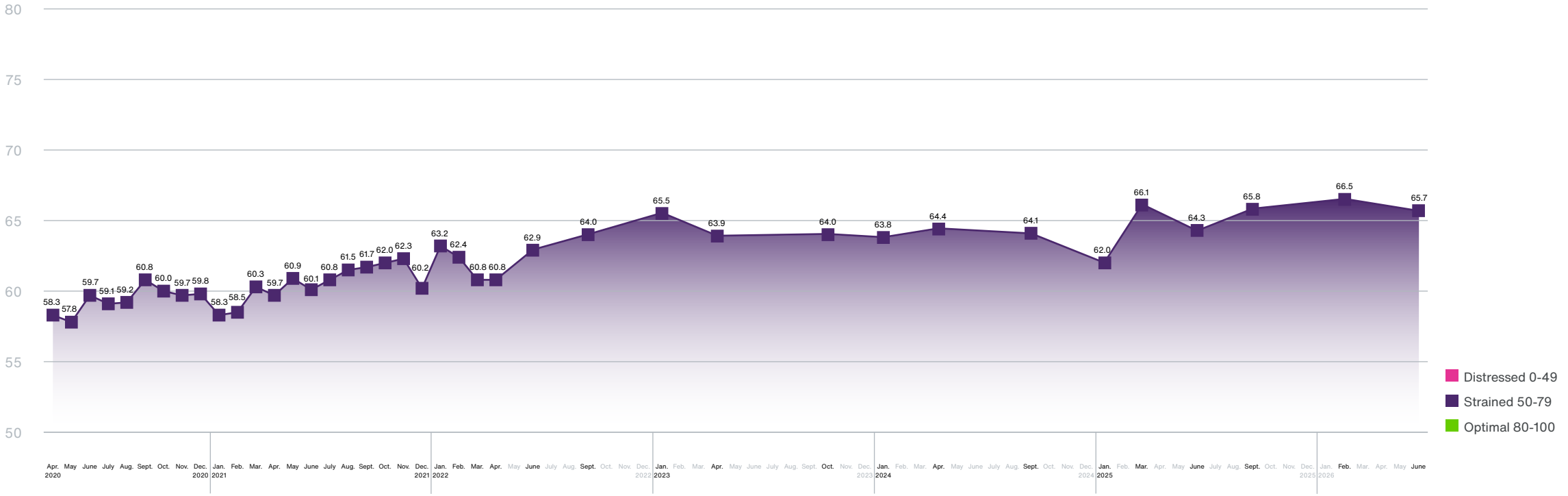


Work productivity

In the second quarter of 2026, 25 per cent of workers say their mental health is negatively affecting their productivity and goals at work.

Overall, the impact of mental health on work productivity has generally improved, suggesting that its adverse effects have decreased over time. After peaking in the first quarter of 2026, the work productivity score has declined modestly.

Sub-score
June 2026
65.7



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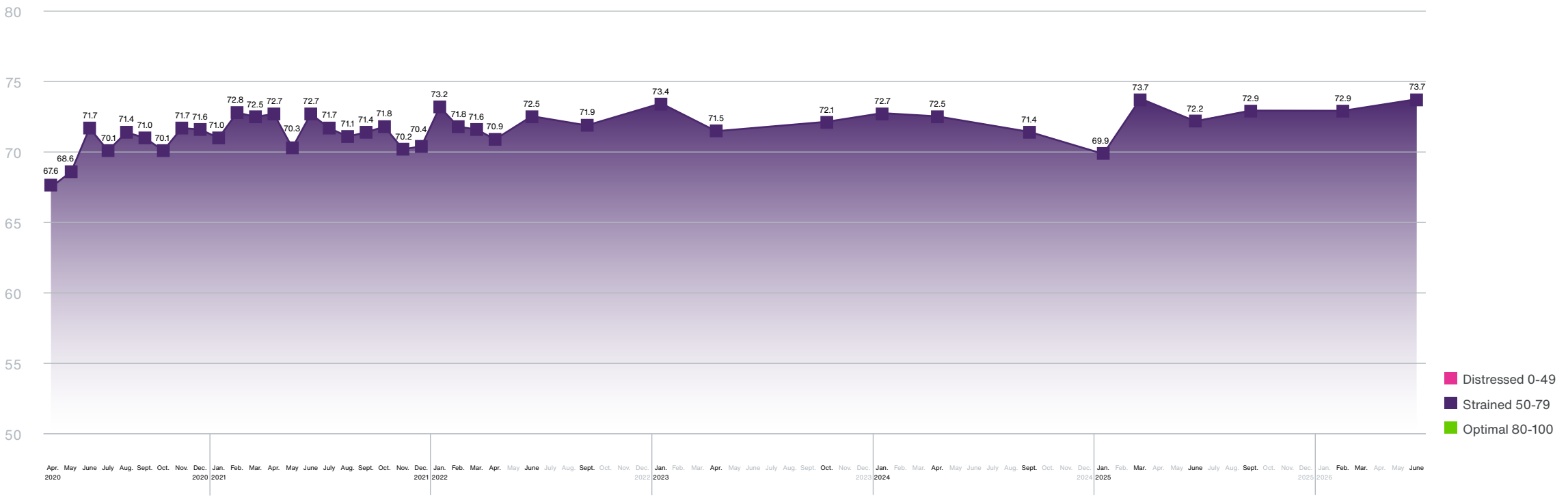
Financial risk

In the second quarter of 2026, 22 per cent of workers lack emergency savings to cover basic needs.

The financial risk sub-score shows considerable volatility from April 2020 to January 2023. After peaking in March 2025, the sub-score declined in June 2025 but has since continued to recover. In the second quarter of 2026, the financial risk sub-score rose nearly one point, regaining the losses since March 2025.

Sub-score
June 2026

73.7



Mental health by gender and age.

- Since the launch of the MHI, women have had a significantly lower mental health score than men. In June 2026, the mental health score for women is 62.1 compared to 67.1 for men
- Since April 2020, mental health scores have improved with age

Mental health by employment status.

- Overall, two per cent of respondents are unemployed[1] and four per cent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the previous month have the lowest mental health score (49.9), followed by workers reporting fewer hours than the last month (50.1), respondents not currently employed (57.9), and workers with no change to salary or hours (65.5)
- Labourers have a lower mental health score (61.2) than service industry (63.8) and office workers (66.3)
- Managers have a higher mental health score (66.9) than non-managers (62.9)
- Respondents working for companies with 501-1,000 employees have the highest mental health score (66.8)
- Self-employed/sole proprietors have the lowest mental health score (63.0)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (47.0) than the overall group (64.7). Workers with emergency savings have a mental health score of 69.8

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 Wales, Scotland, and England have declined, whereas the mental health score in Northern Ireland has improved significantly compared with the last period.

- The mental health score in Northern Ireland has improved by 2.8 points
- Despite a slight decline from the previous period, the highest mental health score is in England (65.0)
- With a 1.7-point decline, the lowest mental health score is in Wales (63.9)

Region	June 2026	February 2026	Change
Northern Ireland	64.3	61.5	2.8
Scotland	62.5	62.8	-0.3
England	65.0	65.3	-0.3
Wales	62.2	63.9	-1.7

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)	65.5	65.6
Employed (fewer hours compared to last month)	50.1	54.4
Employed (reduced salary compared to last month)	49.9	45.2
Not currently employed	57.9	71.5

Age group	June 2026	Feb. 2026
Age 20-29	58.6	57.4
Age 30-39	62.6	62.3
Age 40-49	62.6	61.6
Age 50-59	64.3	66.2
Age 60-69	69.9	69.8

Number of children	June 2026	Feb. 2026
No children in household	65.0	65.0
1 child	62.9	63.6
2 children	65.6	65.7
3 children or more	65.2	69.3

Gender	June 2026	Feb. 2026
Men	67.1	67.3
Women	62.1	62.8

Household income/annum	June 2026	Feb. 2026
<£15K/annum	52.3	54.3
£15K to <£30K	57.8	57.0
£30k to <£60K	64.0	63.3
£60k to <£100K	68.7	68.6
£100K and over	73.1	74.7

Employer size	June 2026	Feb. 2026
Self-employed/sole proprietor	63.0	65.5
2-50 employees	64.8	64.5
51-100 employees	63.3	62.5
101-500 employees	65.1	66.3
501-1,000 employees	66.8	63.0
1,001-5,000 employees	65.1	67.0
5,001-10,000 employees	63.7	63.1
More than 10,000 employees	65.3	65.7

Manager	June 2026	Feb. 2026
Manager	66.9	66.4
Non-manager	62.9	63.5

Work environment	June 2026	Feb. 2026
Labour	61.2	63.1
Office/desk	66.3	66.0
Service	63.8	63.7

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 Administrative and Support services have the lowest mental health score (57.5), followed by workers in Information and Cultural Industries (57.9) and Other services (except Public Administration) (58.1).

Workers in Technology (71.4), Real Estate, Rental and Leasing (69.6), and Manufacturing (68.9) have the highest mental health scores in the second quarter of 2026.



Industry	June 2026	February 2026	Change
Food Services	64.1	58.0	6.1
Arts, Entertainment and Recreation	63.9	61.1	2.8
Finance and Insurance	68.5	67.0	1.5
Technology	71.4	70.1	1.3
Other	62.9	61.9	1.0
Public Administration	66.3	65.5	0.8
Utilities	67.9	67.3	0.6
Wholesale Trade	62.4	61.9	0.5
Retail Trade	63.0	62.7	0.4
Educational Services	67.5	67.3	0.2
Accommodation	58.7	58.6	0.1
Construction	63.3	63.7	-0.3
Manufacturing	68.9	69.4	-0.5
Health Care and Social Assistance	63.1	64.4	-1.3
Administrative and Support Services	57.5	59.5	-2.0
Transportation and Warehousing	63.2	65.5	-2.3
Real Estate, Rental and Leasing	69.6	72.7	-3.1
Professional, Scientific and Technical Services	65.5	69.5	-4.0
Information and Cultural Industries	57.9	63.0	-5.1
Other services (except Public Administration)	58.1	64.5	-6.4

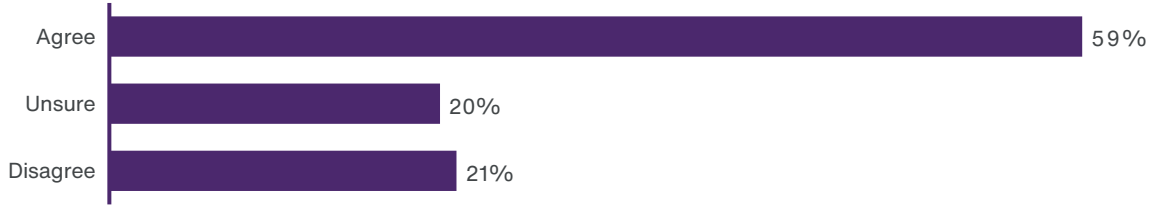
Financial Health

Perception of financial health

While three in five workers say their financial situation is good, one in five remain financially insecure.

- 59 per cent of workers report being in a good financial position; the mental health score of this group (73.6) is nine points higher than the national average (64.7)
- More than one in five (21 per cent) workers report not being in a good financial position; this group has the lowest mental health score (45.6), 28 points lower than workers reporting being in a good financial position (73.6), and more than 19 points lower than the national average (64.7)
- Workers without emergency savings are four times as likely as workers with emergency savings to report not being in a good financial position
- Workers with a yearly household income lower than £100,000 are more than 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”

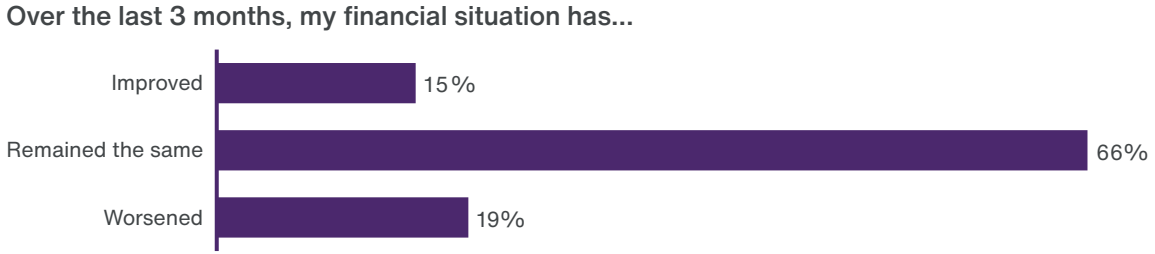


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Two-thirds of workers say their financial situation has remained the same over the last three months; nearly one in five say it's worsened.

- 66 per cent of workers report their financial situation hasn't changed over the last three months; the mental health score of this group (67.3) is nearly three points higher than the national average (64.7)
- The lowest mental health score (48.0) is among 19 per cent of workers reporting their financial situation has worsened over the last three months, nearly 26 points lower than workers reporting an improvement (73.8), and nearly 17 points lower than the national average (64.7)
- Workers without emergency savings are two and a half times more likely than workers with emergency savings to report a worsening of their financial situation over the last three months
- Workers with a yearly household income lower than £100,000 are 70 per cent more likely than workers with an annual household income greater than £100,000 to report a worsening of their financial situation over the last three months





- The highest mental health score (73.8) is among 15 per cent of workers reporting their financial situation has improved over the last three months, more than nine points higher than the national average (64.7)
- 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 almost twice as likely as non-managers to report their financial situation has improved over the last three months
- Parents are almost twice as likely as non-parents to report their financial situation has improved over the last three months

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







One in six workers reports 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.

- 70 per cent of workers say their personal financial situation has not impacted their work productivity; the mental health score of this group (71.9) is more than seven points higher than the national average (64.7)
- The lowest mental health score (46.3) is among 17 per cent of workers saying their personal financial situation has negatively impacted their productivity at work over the past three months, nearly 26 points lower than workers who disagree (71.7), and more than 18 points lower than the national average (64.7)
- Workers under 40 are one and a half times more likely than workers over 50 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



- Workers without emergency savings are nearly twice as likely as workers with emergency savings to report a negative impact on their work productivity over the past three months
- Parents are 70 per cent more likely than non-parents to report a negative impact on their work productivity over the past three months
- Managers are 70 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 60 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

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

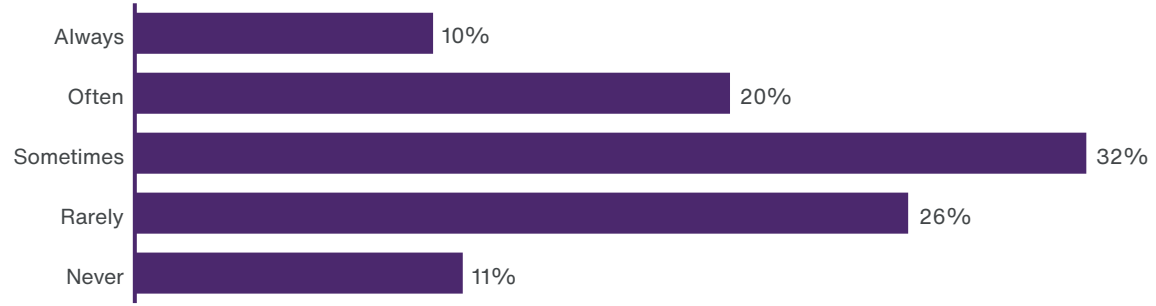


Financial anxiety

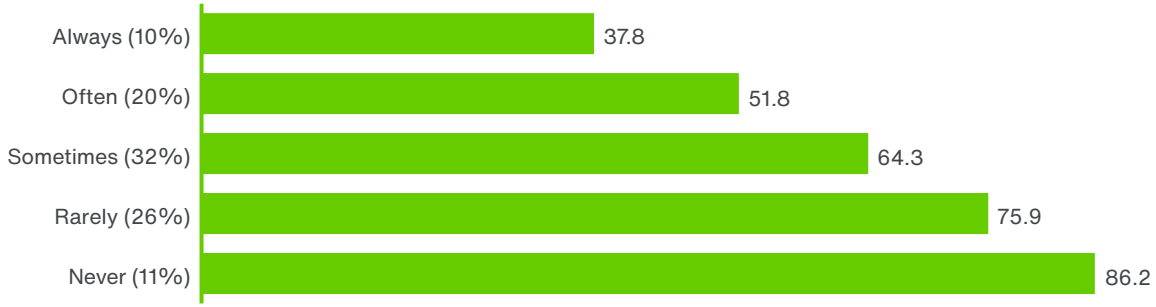
More than six in 10 workers feel worried or anxious about their financial situation; younger workers and parents are more likely to feel this way always or often

- Three in 10 (30 per cent) workers always or often feel worried/anxious about their financial situation; this group has the lowest mental health scores (37.8 and 51.8, respectively), at least 24 points lower than workers who rarely or never feel worried (75.9 and 86.2, respectively), and at least 13 points lower than the national average (64.7)
- Workers under 40 are twice as likely as 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 50 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
- 37 per cent of workers rarely or never feel worried/anxious about their financial situation; the mental health scores of this group (75.9 and 86.2, respectively) are at least 11 points higher than the national average (64.7)

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?”

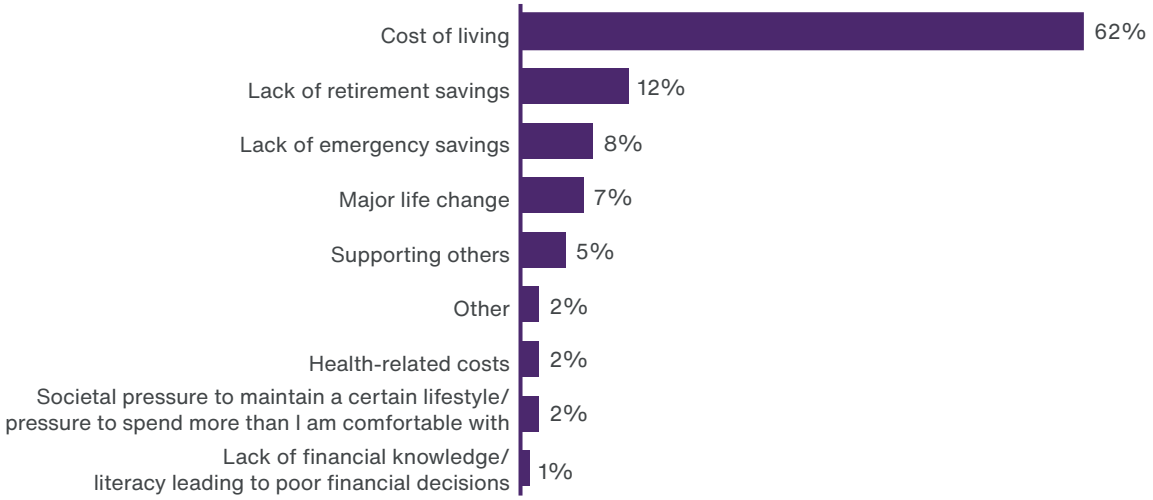


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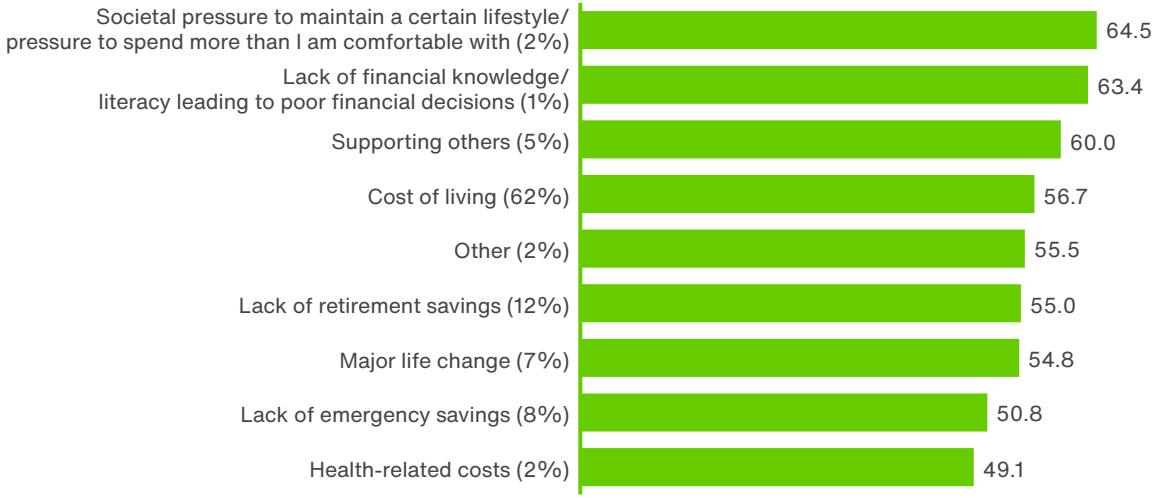
More than six in 10 workers identify the cost of living as their leading source of financial anxiety.

- 62 per cent of workers say the cost of living is driving their financial anxiety most, 12 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 63 per cent reporting the cost of living as the biggest driver of financial anxiety (56.7) is eight points lower than the national average (64.7)
- The lowest mental health score (49.1) is among two per cent of workers reporting health-related costs as driving their financial anxiety most, nearly 16 points lower than the national average (64.7)
- Workers over 50 are two and a half times more likely than workers under 40 to report a lack of retirement savings as the driver of financial anxiety

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?"

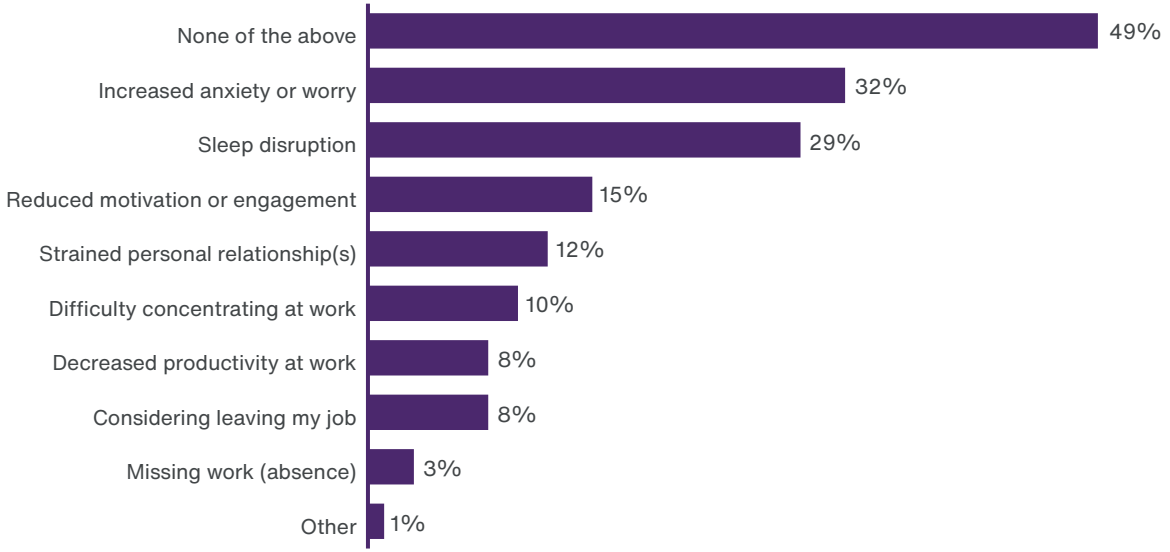


The impact of financial stress.

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

- Nearly two in five (32 per cent) workers say they've experienced increased anxiety as a result of financial stress, 29 per cent report sleep disruption, 15 per cent report reduced motivation/engagement, 12 per cent report strained personal relationship(s), 10 per cent report difficulty concentrating at work, and eight per cent report decreased work productivity due to financial stress
- 49 per cent of workers report no impact from financial stress; the mental health score of this group (77.1) is more than 12 points higher than the national average (64.7)

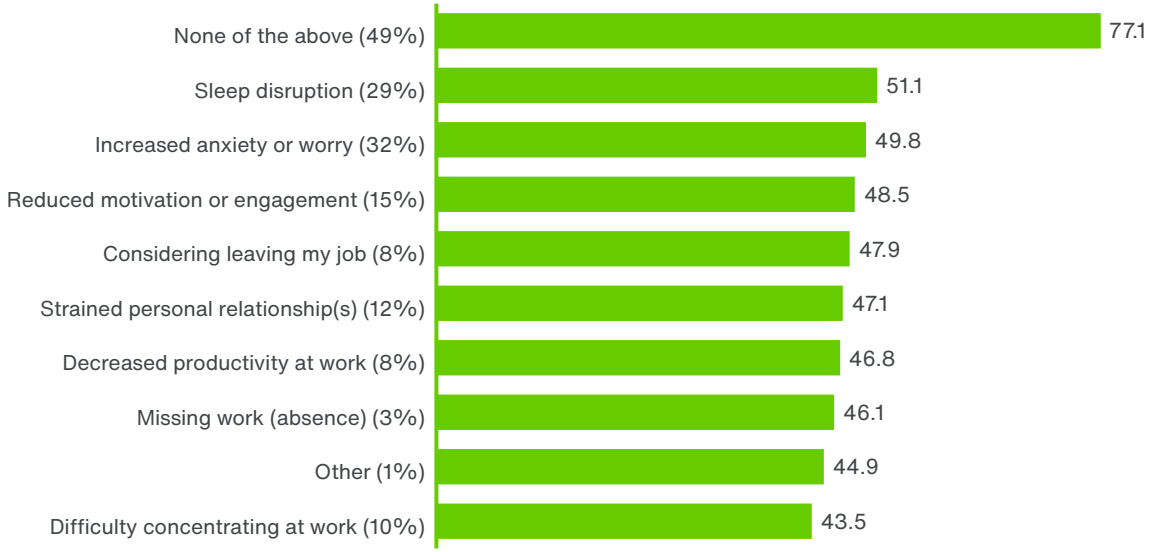
Which, if any, have you experienced as a result of financial stress?



- Mental health scores among workers reporting impacts due to financial stress range from 51.1 (sleep disruption) to a low of 43.5 (difficulty concentrating at work), at least 13 points lower than the national average (64.7)
- The lowest mental health score (43.5) is among 10 per cent of workers reporting difficulty concentrating at work due to financial stress, nearly 34 points lower than workers reporting no impact (77.1), and more than 21 points lower than the national average (64.7)



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



TELUS Health

Financial literacy

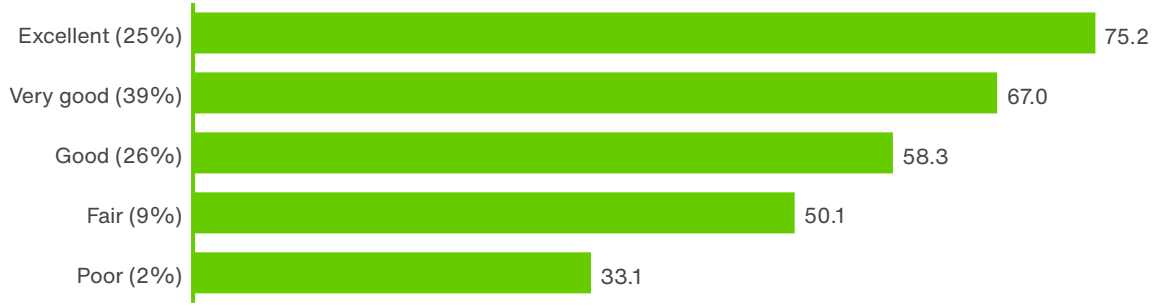
More than six in 10 workers rate their financial literacy as very good or excellent; 11 per cent rate it as fair or poor.

- 64 per cent of workers rate their financial literacy as very good or excellent; the mental health scores of this group (75.2 and 67.0, respectively) are at least two points higher than the national average (64.7)
- Workers with emergency savings are 60 per cent more likely than workers without emergency savings to rate their financial literacy as very good or excellent
- More than one in 10 (11 per cent) workers rate their overall financial literacy as fair or poor; this group has the lowest mental health scores (50.1 and 33.1, respectively), at least 17 points lower than workers who rate their financial literacy as excellent or very good, and at least 14 points lower than the national average (64.7)

How would you rate your overall financial literacy?



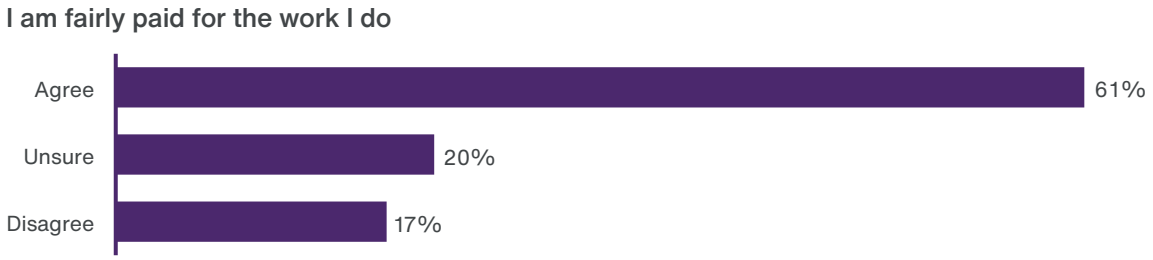
MHI score by “How would you rate your overall financial literacy?”

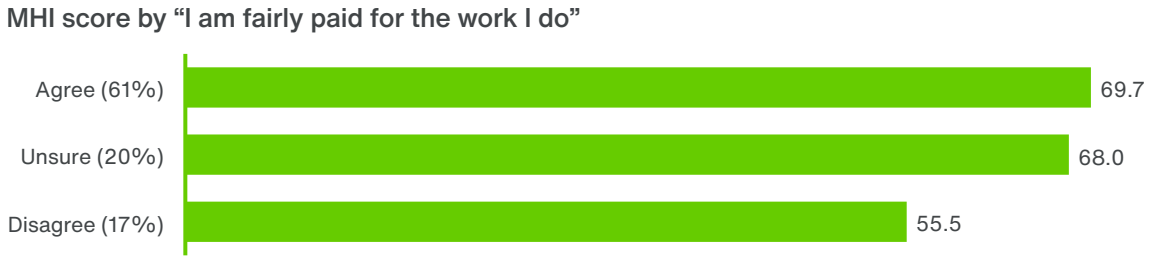


Compensation and workplace retirement or savings programs.

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

- 61 per cent of workers say they're fairly paid for the work they do; the mental health score of this group (69.7) is more than five points higher than the national average (64.7)
- The lowest mental health score (55.5) is among 17 per cent of workers who say they're not fairly paid for the work they do, more than 14 points lower than workers who believe they're fairly paid (69.7) and more than nine points lower than the national average (64.7)
- Workers with an annual household income less than £100,000 are twice as likely as workers with a yearly household income greater than £100,000 to say they're not fairly paid for the work they do
- Non-managers are 40 per cent more likely than managers to say they're not fairly paid for the work they do



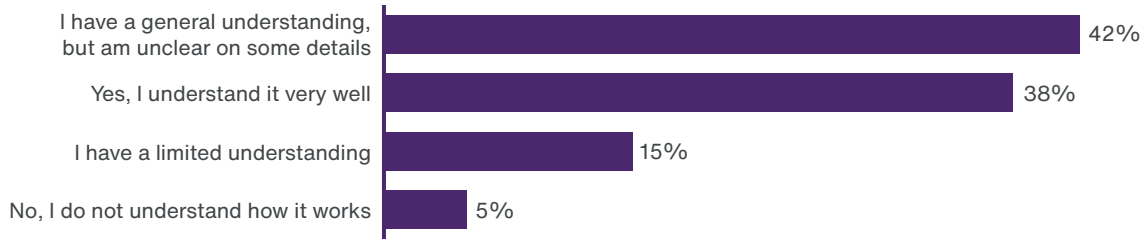




More than six in 10 workers who contribute to workplace retirement or savings programs don't have a good understanding of how these programs work.

- Nearly two in five (42 per cent) workers have a general understanding of how their workplace retirement or savings programs work, but are unclear on some details, 15 per cent have a limited understanding of how the program works, and five per cent don't understand at all
- The lowest mental health score (48.7) is among five per cent of workers who don't understand how their workplace retirement or savings programs work at all, nearly 24 points lower than workers who understand them very well (72.3), and 16 points lower than the national average (64.7)
- Workers without emergency savings are twice as likely as workers with emergency savings 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?



- 38 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 (72.3) is nearly eight points higher than the national average (64.7)
- Men are 40 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?"

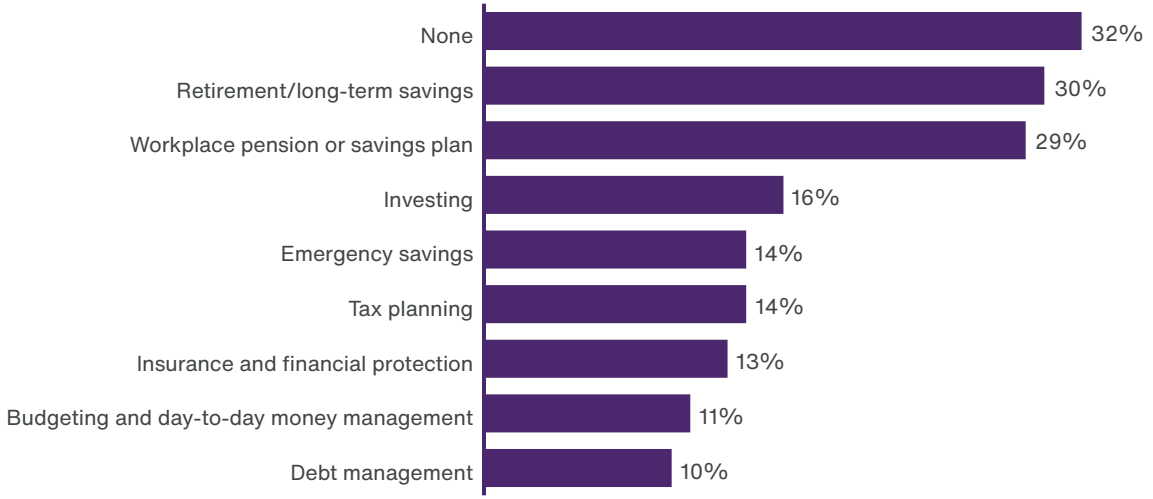


Nearly six in 10 workers want their employer to provide resources, communications or support for retirement and workplace pension or savings plans.

- 30 per cent of workers want their employer to offer resources, communications or support for retirement savings, 29 per cent want support for their workplace pension or savings plans, 16 per cent want employer support for investing, 14 per cent want employer support for emergency savings, 14 per cent want employer support for tax planning, 13 per cent want support for insurance or financial protection, and 11 per cent want support with budgeting



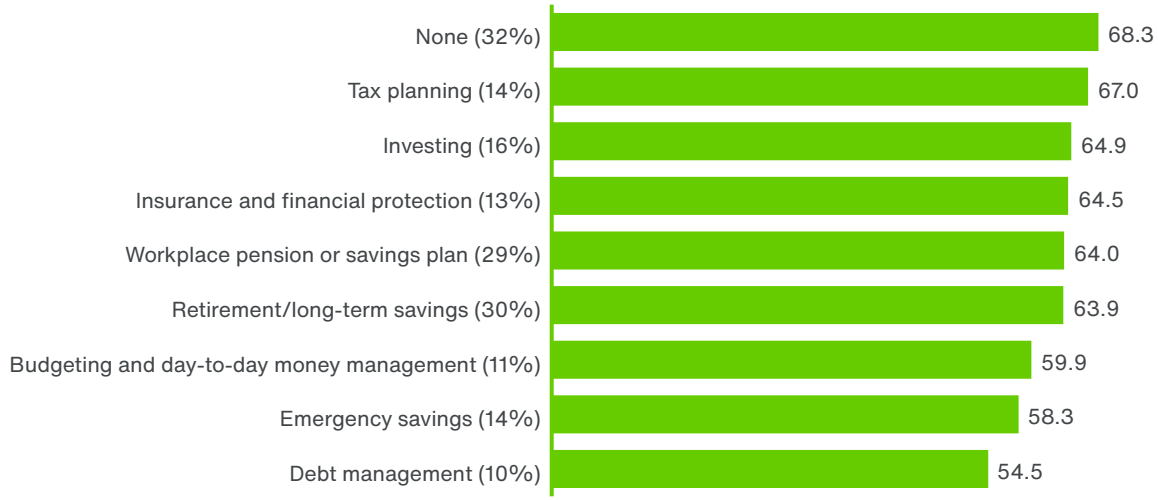
MHI score by “Which of the following financial topics do you wish your employer would offer resources, communications, or support for?”



- The lowest mental health score (54.5) is among 10 per cent of workers who want employer support for debt management, more than 10 points lower than the national average (64.7)
- 32 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 (68.3), nearly four points higher than the national average (64.7)



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

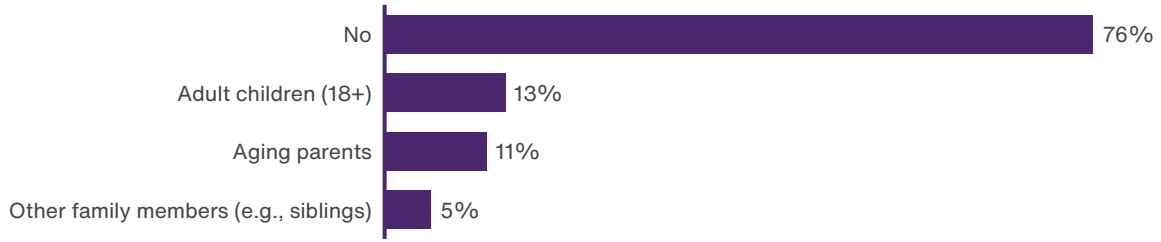


Caregiving and financial support.

Nearly three in 10 workers provide financial support or care to family members.

- 13 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 five per cent are providing financial support or care to other family members
- Mental health scores among workers providing care or financial support range from 62.5 (other family members) to a low of 59.8 (aging parents), at least two points lower than the national average (64.7)
- 76 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 (65.7) is modestly higher than the national average (64.7)

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



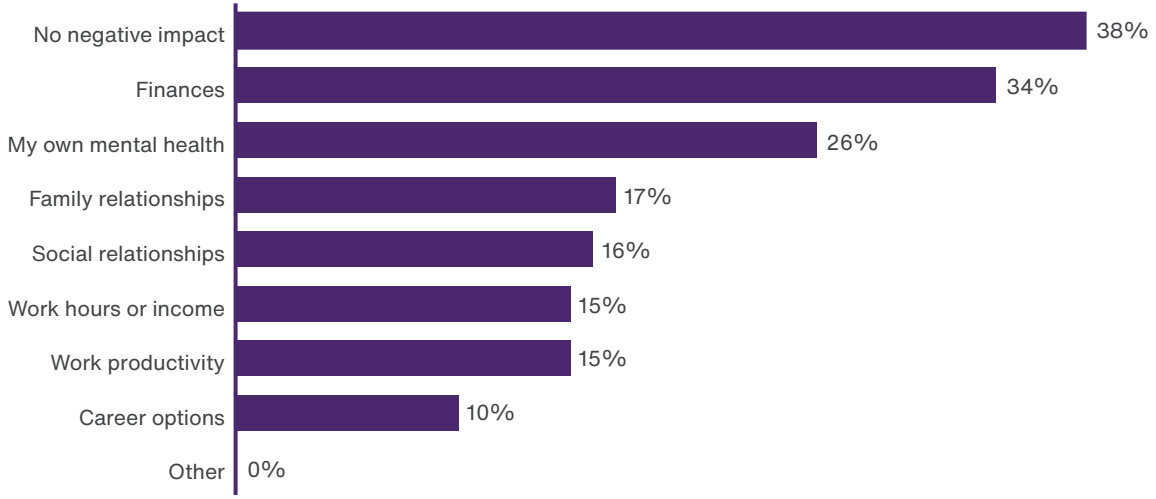
MHI score by "Excluding children under 18 and/or your spouse/partner, are you currently providing financial support or caregiving to any of the following dependents?"



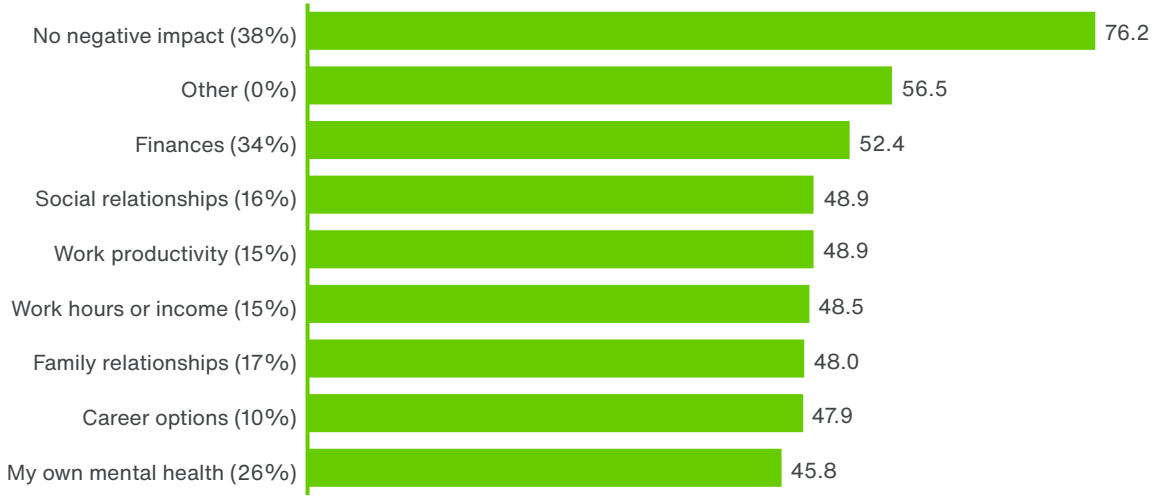
Workers providing financial support or care most commonly report a negative impact on their finances, mental health, and relationships.

- 34 per cent of workers providing financial support or care report a negative impact on their finances, 26 per cent report a negative impact on their mental health, 17 per cent report a negative impact on family relationships, 16 per cent report a negative impact on their social relationships, 15 per cent report a negative impact on work hours or income, and 15 per cent report a negative impact on their work productivity
- The lowest mental health score (45.8) is among 26 per cent of workers reporting that providing financial support or care has negatively impacted their mental health, more than 30 points lower than workers reporting no negative impact (76.2), and nearly 19 points lower than the national average (64.7)
- Parents are 70 per cent more likely than non-parents to report that providing financial support or care has negatively impacted their mental health
- 38 per cent of workers say that providing financial support or care has had no negative impact; the mental health score of this group (76.2) is nearly 11 points higher than the national average (64.7)

Has this responsibility negatively impacted any of the following?



MHI score by "Has this responsibility negatively impacted any of the following?"



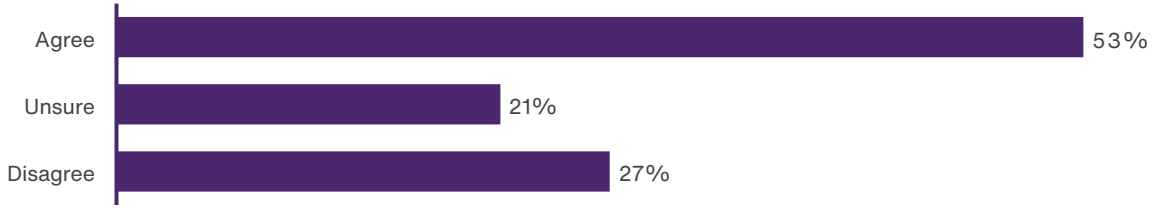
Perception of trust and care in the workplace.



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

- 53 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 (69.6), nearly five points higher than the national average (64.7)
- The lowest mental health score (57.1) is among 27 per cent of workers who wouldn't feel comfortable telling their manager if they had a mental health issue, nearly 13 points lower than workers who would feel comfortable (69.6) and nearly eight points lower than the national average (64.7)

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"

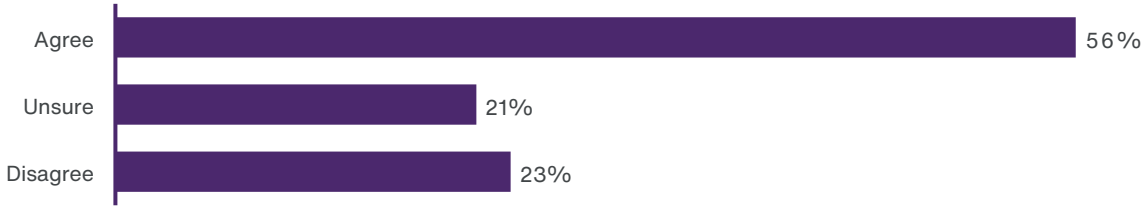




Nearly one-quarter of workers believe their employer cares only about their productivity.

- 56 per cent of workers perceive their employer cares about both their wellbeing and productivity; the mental health score of this group (70.1) is more than five points higher than the national average (64.7)
- The lowest mental health score (54.7) is among 23 per cent of workers who believe their employer cares about their productivity over their wellbeing, more than 15 points lower than workers who perceive their employer cares about their wellbeing and productivity (70.1) and 10 points lower than the national average (64.7)

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”

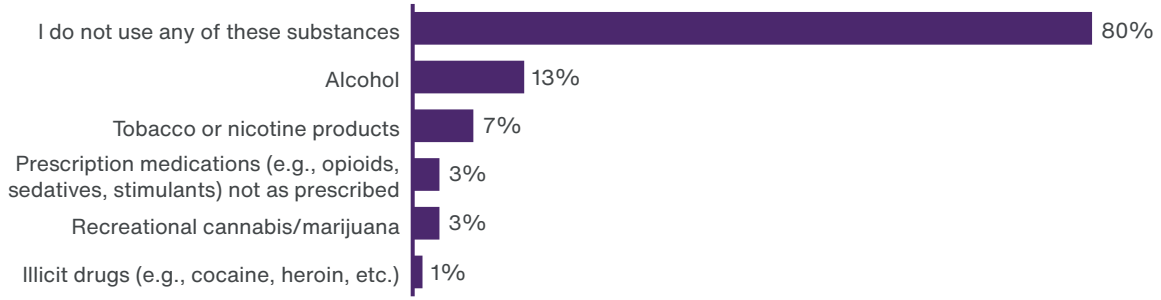


Substance use

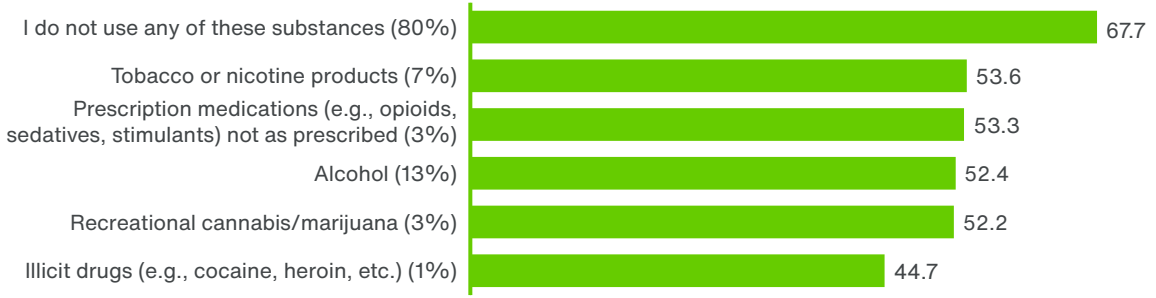
- 80 per cent of workers report no substance use; the mental health score of this group (67.7) is three points higher than the national average (64.7)
- 13 per cent of workers are concerned about their alcohol use, seven per cent are concerned about their tobacco or nicotine use, and three per cent are concerned about prescription medication or recreational cannabis use
- The lowest mental health score (44.7) is among one per cent of workers concerned about their use of illicit drugs, 23 points lower than workers who report no substance use (67.7) and 20 points lower than the national average (64.7)



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?



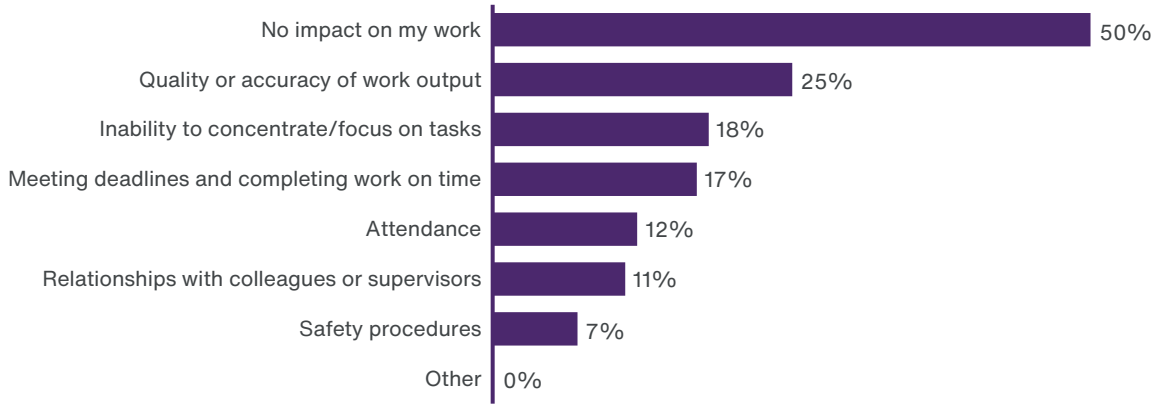
MHI score by "In the past 12 months, have you used any of the following in a way that felt difficult to control or that you were concerned about?"



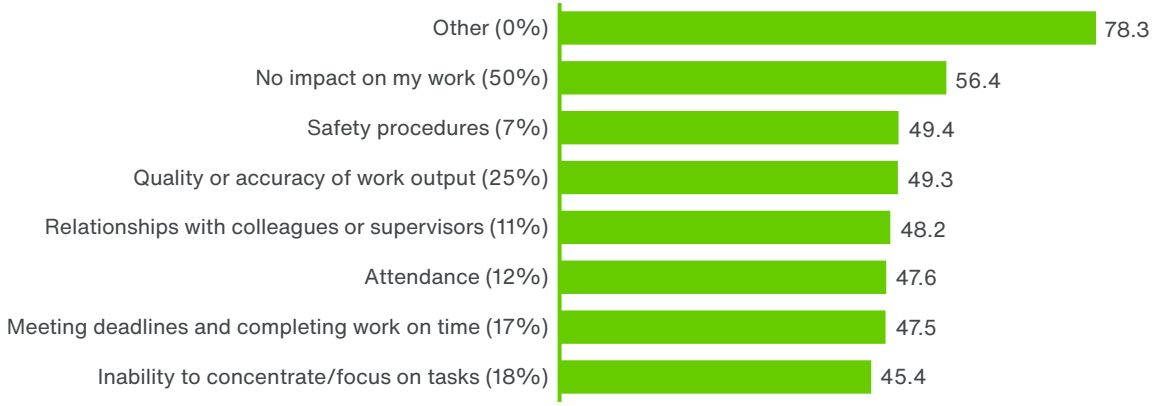
Among workers reporting difficulty with substance use, half report some impact on their work.

- 25 per cent of workers report their substance use has negatively impacted the quality or accuracy of their work, 18 per cent report an inability to concentrate/focus on tasks, 17 per cent report difficulty meeting deadlines and completing work on time, 12 per cent report an impact on their attendance at work, and 11 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 49.4 (safety procedures) to a low of 45.4 (inability to concentrate/focus on tasks), at least 15 points lower than the national average (64.7)
- Half (50 per cent) report no impact of substance use on their work, yet the mental health score of this group (56.4) is more than eight points lower than the national average (64.7).

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?"

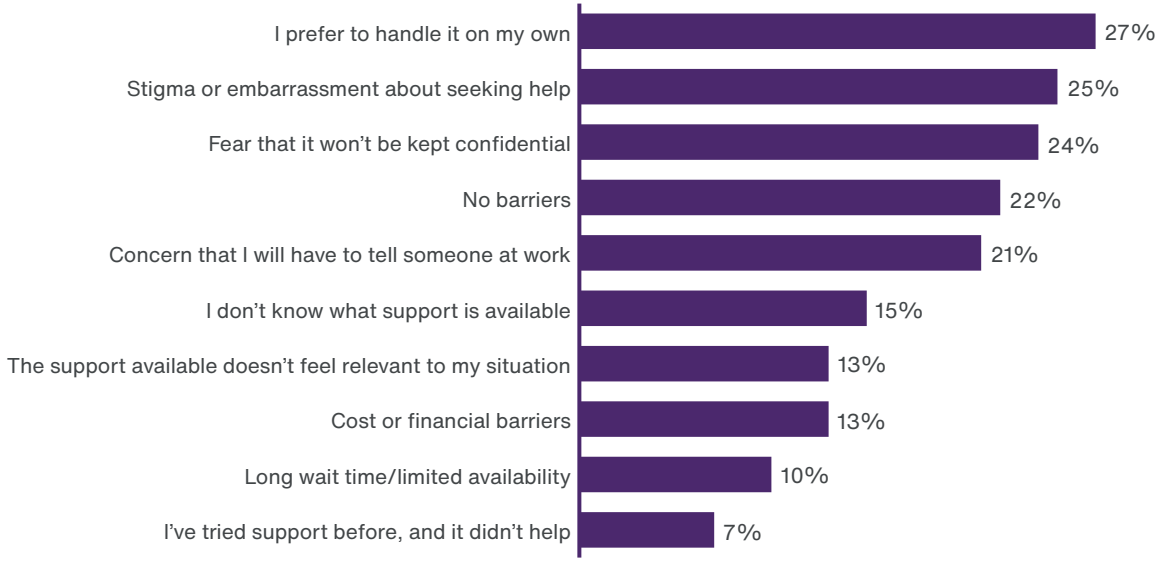


Stigma and concern about confidentiality are the leading barriers preventing workers from seeking help for substance use.

- 27 per cent would prefer to handle substance use issues on their own, 25 per cent of workers report stigma or embarrassment as a barrier to seeking help for substance use, 24 per cent are concerned about confidentiality, and 21 per cent are concerned that they'll have to tell someone at work



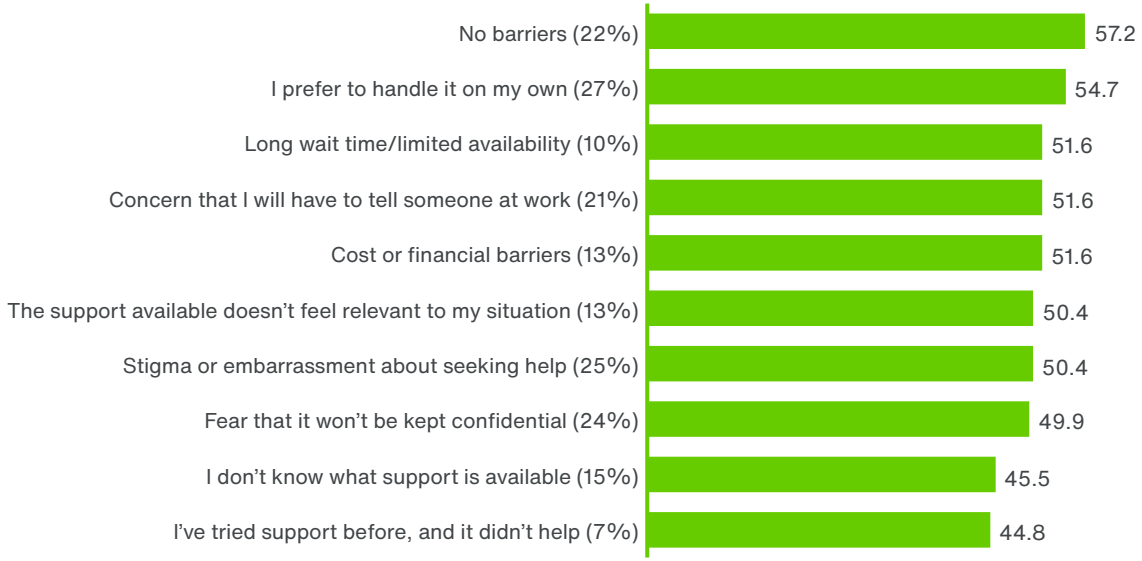
What barriers, if any, would prevent you from seeking help for substance use?



- Mental health scores among workers reporting barriers to seeking help for substance use range from 51.6 (long wait/limited availability) to a low of 44.8 (tried before, and it didn't help), at least 13 points lower than the national average (64.7)



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



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 (69.8) is among 34 per cent of workers who would feel comfortable telling their manager if they were struggling with substance use or addiction, more than five points higher than the national average (64.7)
- The lowest mental health score (59.4) is among 40 per cent of workers who wouldn't feel comfortable sharing with their manager if they were struggling with substance use or addiction, more than 10 points lower than workers who would feel comfortable sharing with their manager (69.8) and more than five points lower than the national average (64.7)

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 2,000 people who live in the United Kingdom 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 the United Kingdom. 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 assigns point values to individual responses. 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

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



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