

TELUS Mental Health Index.

New Zealand | Q2 2026

TELUS Health

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What you need to know: Q2 2026.



Despite a modest increase in the mental health score, more than one-third of the workforce remains at high mental health risk, with anxiety and isolation continuing their three-year trend as the lowest sub-scores.

- At 62.2, the mental health of workers is relatively flat from the first quarter of 2026
- 36 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 21 per cent have a low mental health risk
- All mental health sub-scores, apart from optimism and general psychological health, have increased or are unchanged compared to the previous period
- Anxiety and isolation have been the lowest mental health sub-scores for more than three years
- 37 per cent of workers report feeling anxious; 32 per cent feel isolated; 29 per cent feel depressed
- 34 per cent lack emergency savings for basic needs
- 29 per cent report their mental health is negatively impacting work productivity
- Mental health scores have improved in Manawatū-Whanganui and Taranaki, Auckland, Northland and Canterbury, but have declined in other regions compared to the first quarter
- Managers score lower than non-managers, and labourers score lower than both office and service industry 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 51 points lower than those never feeling anxious about money and more than 23 points lower than the national average
- 29 per cent of workers who are not in a good financial position score more than 23 points lower on the Mental Health Index than their financially secure peers, and more than 14 points lower than the national average

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

- 23 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 nearly 16 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 are 80 per cent more likely, and parents 50 per cent more likely than their counterparts to report the same
- Workers without emergency savings are more than twice as likely to say their productivity has suffered
- Seven per cent of workers have missed work entirely due to financial stress; this group's mental health score is 21 points lower than the national average

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

- 65 per cent of workers cite the cost of living as the biggest driver of their financial anxiety, ahead of retirement savings (nine per cent) and emergency savings (eight per cent)
- The most reported impacts of financial stress are anxiety (40 per cent), sleep disruption (31 per cent), reduced motivation or engagement (21 per cent), and strained personal relationships (19 per cent)
- Workers over 50 are three 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.

- 61 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 17 points below those who understand it well
- 42 per cent of workers want employer-provided resources or support for retirement, workplace pension or savings plans
- Workers without emergency savings are twice as likely to report not understanding their retirement programme at all
- Men are 40 per cent more likely than women to report a strong understanding of their programme

More than one in five workers provide financial support or care to adult children or their aging parents.

- 11 per cent of workers provide financial support or care to adult children, 10 per cent to aging parents, and five per cent to other family members (excluding dependents under 18 and their spouse/partner)
- 44 per cent of workers report a negative impact on their finances
- 25 per cent report a negative impact on their mental health
- 20 per cent report strained family relationships, 17 per cent report reduced work hours or income, 16 per cent report reduced productivity, and 14 per cent report an impact on social relationships

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

- 57 per cent of workers believe their employer cares about both their wellbeing and productivity; another 20 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
- 52 per cent of workers would feel comfortable telling their manager about a mental health issue; 26 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 many workers, but stigma and cost keep them from getting help.

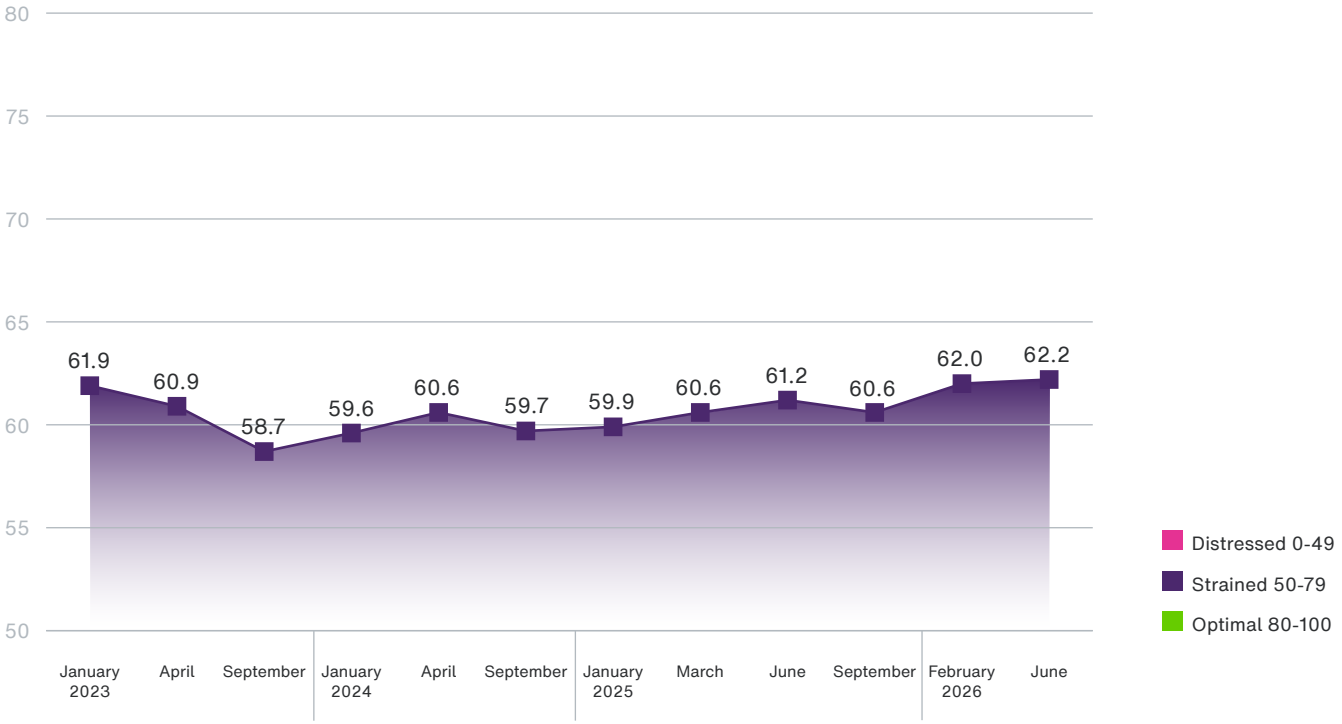
- 34 per cent of workers would feel comfortable telling their manager if they had a substance use issue, while 39 per cent who wouldn't feel comfortable score nearly nine points lower on the Mental Health Index
- 22 per cent of workers report reduced quality or accuracy of work, 21 per cent report attendance issues, 17 per cent report difficulty meeting deadlines and completing work on time due to substance use, and 16 per cent report an inability to focus on tasks
- Mental health scores for workers reporting work impact due to substance use range from 39.8 to 52.4, at least ten points below the national average
- Even among 40 per cent of workers reporting no work impact due to substance use, mental health still lags the national average by more than eight points
- Confidentiality concerns (25 per cent), stigma or embarrassment (24 per cent), and concern over workplace disclosure (24 per cent) are the top barriers o seeking help for substance issues, followed by a preference to handle it themselves (23 per cent)
- Workers citing confidentiality concerns have a mental health score 18 points lower than the national average, and 14 points lower than those reporting no barriers

The Mental Health Index.

MHI Current Month June 2026	February 2026
62.2	62.0

The overall Mental Health Index (MHI) for the second quarter of 2026 is 62.2.

Workers' mental health in New Zealand remains flat and at a low level.

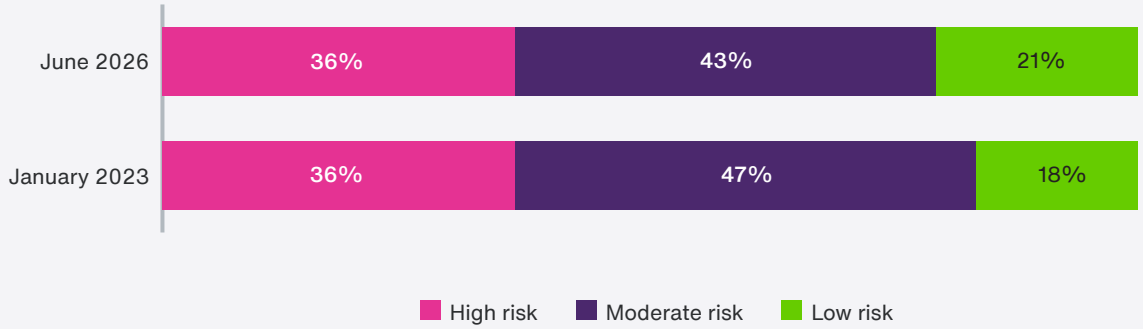


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Mental health risk.

In the second quarter of 2026, 36 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 21 per cent have a low mental health risk. More than three years after the launch of the Mental Health Index in January 2023, the proportion of workers in the high-risk group hasn't changed.





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.

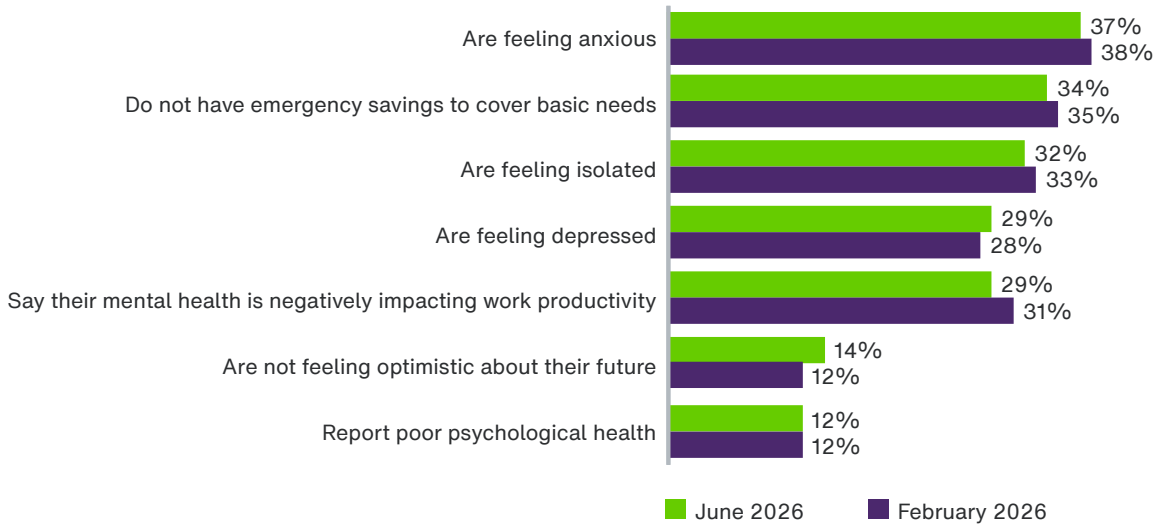
For more than three years, anxiety (54.3) has ranked as the lowest Mental Health Index sub-score, followed by isolation (59.5), depression (60.5), work productivity (62.3), financial risk (62.4), and optimism (66.5). General psychological health (70.2) remains the most favourable mental health measure in the second quarter of 2026.

- All mental health sub-scores, apart from optimism and general psychological health, have increased or are unchanged compared to the last period
- Despite a slight decline from February 2026, general psychological health remains the most favourable mental health sub-score

Nearly two in five (37 per cent) workers feel anxious, 34 per cent don't have emergency savings for basic needs, 32 per cent feel isolated, 29 per cent feel depressed, 29 per cent say their mental health is negatively impacting work productivity, 14 per cent don't feel optimistic about their future, and 12 per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2026	February 2026
Anxiety	54.3	53.5
Isolation	59.5	58.8
Depression	60.5	59.8
Work productivity	62.3	60.1
Financial risk	62.4	61.6
Optimism	66.5	67.3
Psychological health	70.2	70.8

Percentage at risk by MHI sub-score



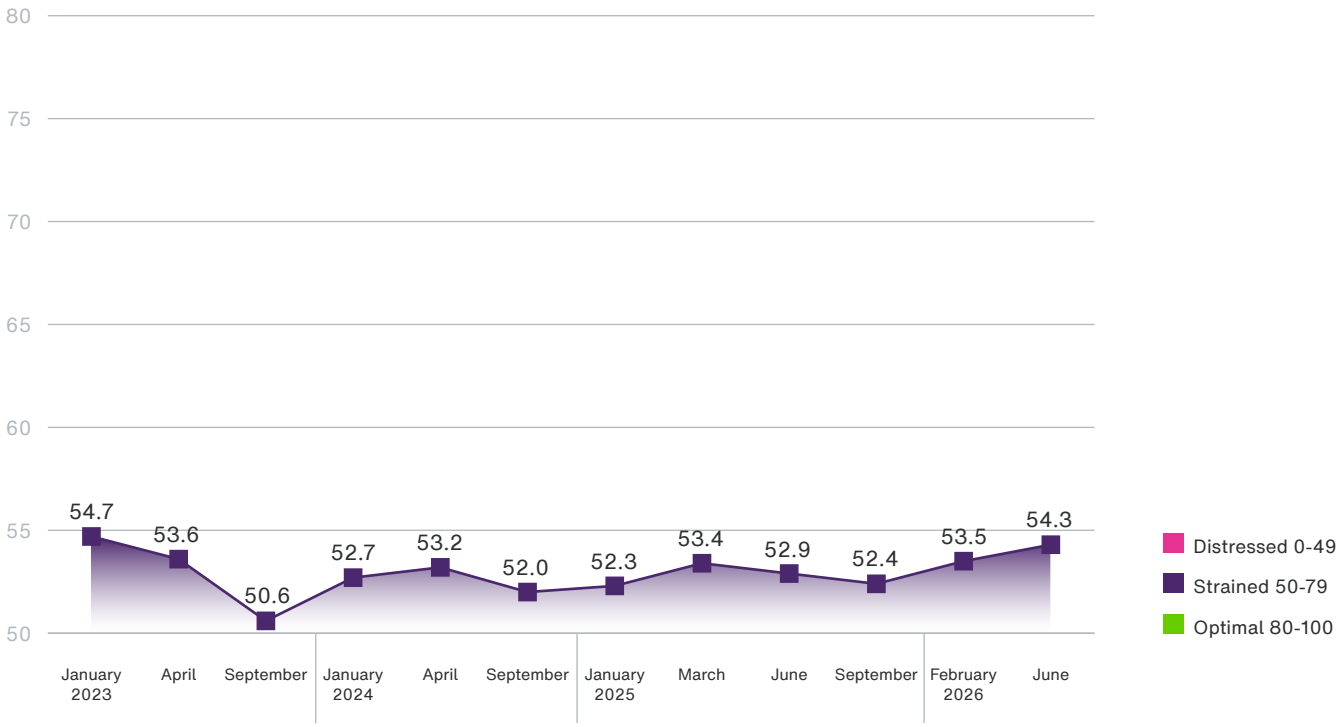
Anxiety

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

Sub-score
June 2026

54.3

Anxiety sub-scores have varied since the Index launched in January 2023. After a period of relative stability from January 2024 to September 2025, the anxiety score increased in the first quarter of 2026 and has continued this trajectory through the current quarter. Despite the improvement, anxiety remains the lowest mental health sub-score for more than three years.



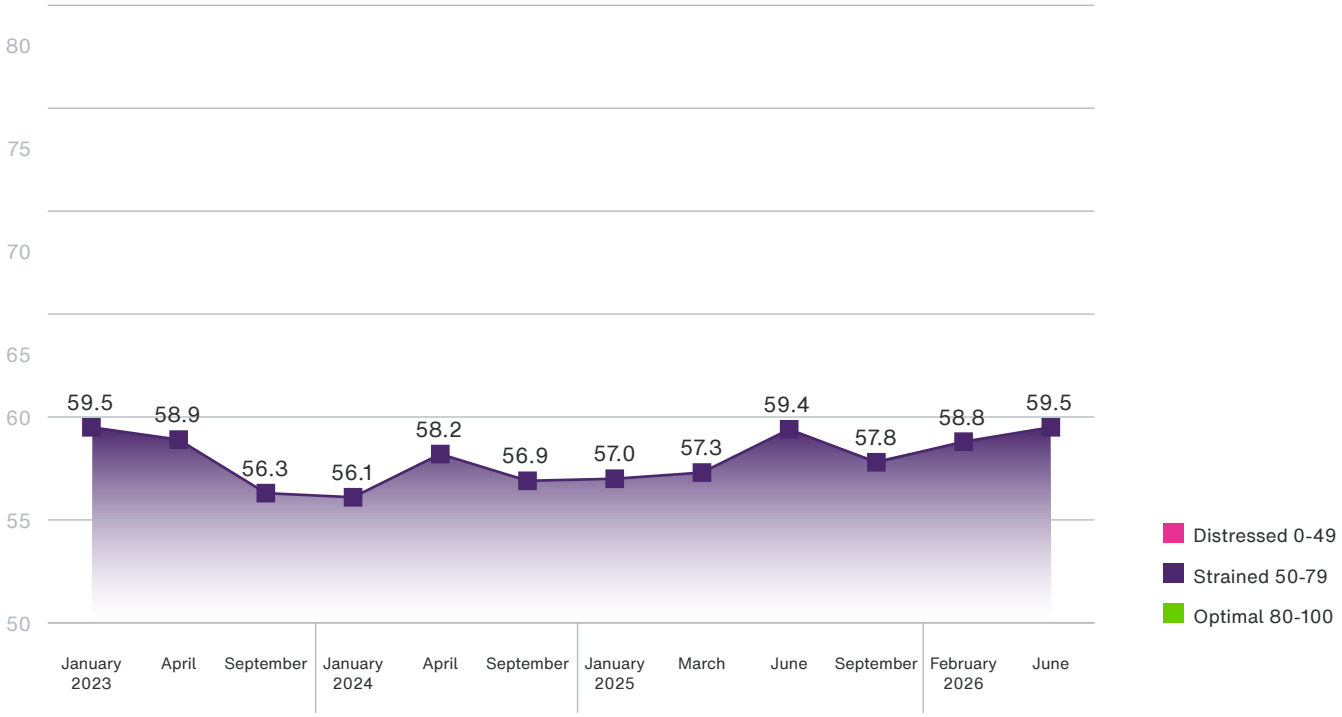
Isolation

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

Sub-score
June 2026

59.5

From January 2023 to January 2024, the isolation sub-score declined. After a brief rebound in April 2024, the sub-score declined in September, stabilised through March, improved notably in June, and fell again in September 2025. The isolation sub-score
has improved for the second consecutive period and is equal to its January 2023 peak.



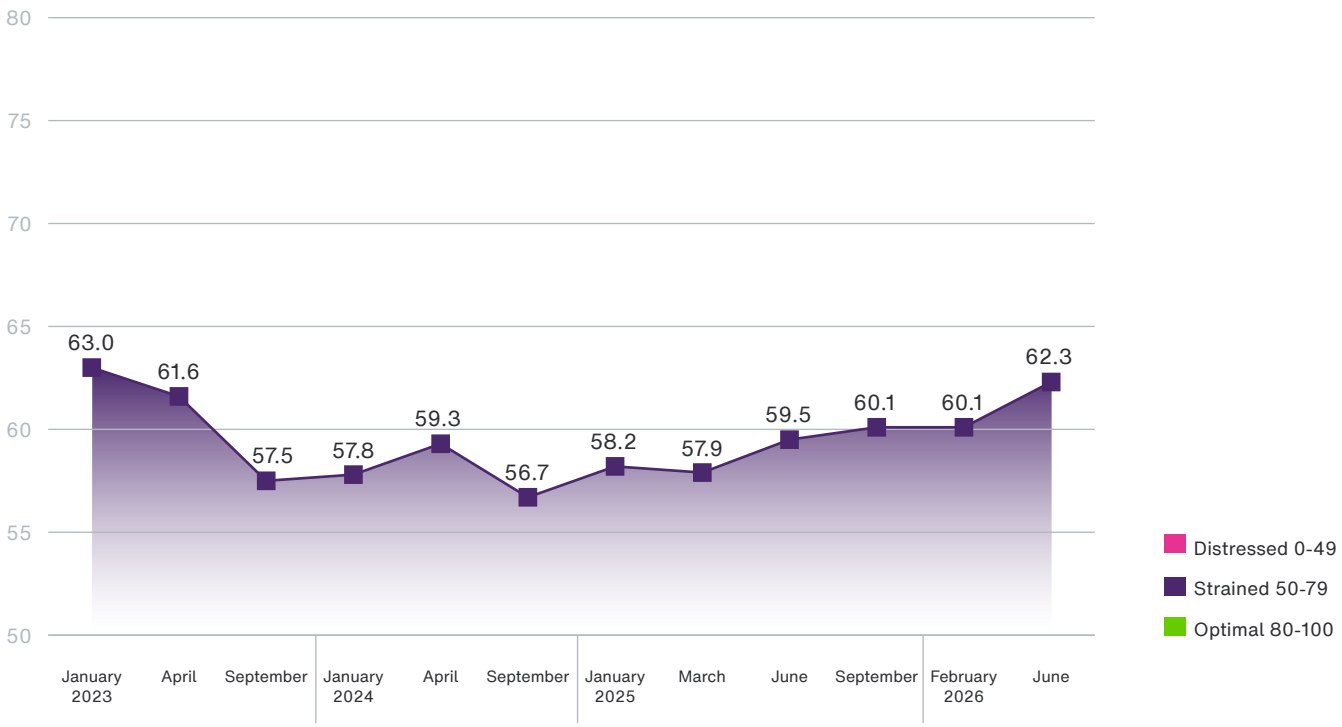
Work productivity

In the second quarter of 2026, 29 per cent of workers say their mental health is negatively affecting their productivity at work.

Work productivity generally declined since the Index's launch through September 2024. Since then, the score has improved and, in the second quarter of 2026, reached its second-highest point, yet it remains below the score recorded at the Index's launch in January 2023.

Sub-score
June 2026

62.3



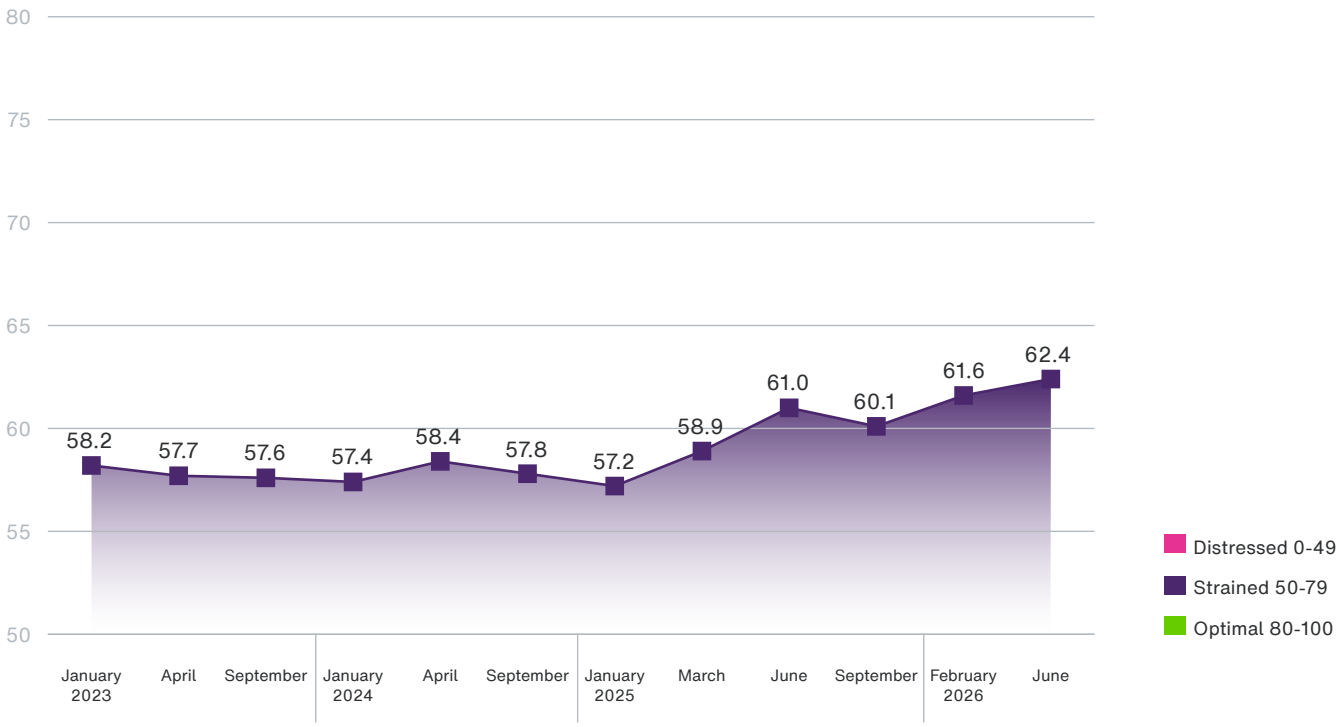
Financial risk

In the second quarter of 2026, 34 per cent of workers don't have emergency savings to cover their basic needs.

The financial risk score declined modestly from January 2023 to January 2024, improved in April 2024, and declined through January 2025. The score improved by nearly four points through June 2025, fell one point in September 2025, and has since recovered, reaching its highest point in the second quarter of 2026. Despite this notable improvement, more than one-third of workers lack emergency savings.

Sub-score
June 2026

62.4



Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In the second quarter of 2026, the mental health score for women is 60.6, compared with 64.2 for men
- Since January 2023, mental health scores have generally improved with age. In the second quarter of 2026, the group aged 40 to 49 has the lowest mental health score
- Differences in mental health scores between workers with and without minor children are evident. Workers with at least one child have a lower score (59.0) than workers without children (64.4)

Mental health by employment status.

- Overall, four per cent of respondents are unemployed[1] and 12 per cent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the previous month have the lowest mental health score (50.4) , followed by respondents not currently employed (52.7), workers reporting fewer hours than the last month (58.8), and workers with no change to salary or hours (63.3)
- Labourers have a lower mental health score (57.5) than office (63.2) and service industry workers (64.1)
- Managers have a lower mental health score (61.7) than non-managers (62.7)
- Respondents working for companies with more than 10,000 employees have the highest mental health score (65.4)
- Respondents working for companies with 1,001-5,000 employees have the lowest mental health score (59.9)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (48.1) than the overall group (62.2). Workers with an emergency fund have a mental health score of 69.4

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 Manawatū-Whanganui, Taranaki, Auckland, Northland, and Canterbury have improved, while scores in other provinces have declined or are unchanged compared with the last period. The North Island improved, while the South Island declined.

- The greatest decline, and the lowest mental health score, is in Bay of Plenty (58.5), down 2 points from the first quarter
- Despite a 1.8-point decrease, Gisborne and Hawke's Bay have the highest mental health score (66.4)

Region	June 2026	February 2026	Change
Manawatū-Whanganui and Taranaki	61.5	59.4	2.1
Auckland	63.1	61.4	1.7
Northland	59.0	58.5	0.5
Canterbury	62.8	62.6	0.2
Marlborough, Nelson, Tasman, and West Coast	60.1	60.2	-0.1
Wellington	62.9	63.5	-0.6
Waikato	62.9	64.4	-1.5
Otago and Southland	58.9	60.6	-1.7
Gisborne and Hawke's Bay	66.4	68.2	-1.8
Bay of Plenty	58.5	60.5	-2.0

N vs S Island	June 2026	February 2026	Change
North Island	62.5	62.0	0.5
South Island	61.3	61.8	-0.5

Employment status	June 2026	Feb. 2026
Employed (no change in hours/salary)	63.3	63.3
Employed (fewer hours compared to last month)	58.8	55.2
Employed (reduced salary compared to last month)	50.4	49.8
Not currently employed	52.7	54.0

Age group	June 2026	Feb. 2026
Age 20-29	58.4	56.3
Age 30-39	58.9	56.9
Age 40-49	58.0	59.8
Age 50-59	67.3	69.5
Age 60-69	76.9	74.3

Number of children	June 2026	Feb. 2026
No children in household	64.4	64.3
1 child	57.7	56.7
2 children	60.2	60.8
3 children or more	59.9	58.3

Gender	June 2026	Feb. 2026
Men	64.2	64.2
Women	60.6	59.7

Household income/annum	June 2026	Feb. 2026
$30K	53.4	56.2
$30K to <$60K	54.9	58.1
$60k to <$100K	60.5	58.3
$100K to $150K	63.6	64.3
$150K and over	68.3	67.4

Employer size	June 2026	Feb. 2026
Self-employed/sole proprietor	63.0	61.3
2-50 employees	63.3	63.8
51-100 employees	61.7	58.7
101-500 employees	62.2	61.3
501-1,000 employees	60.6	62.2
1,001-5,000 employees	59.9	62.6
5,001-10,000 employees	63.9	62.6
More than 10,000 employees	65.4	63.0

Manager	June 2026	Feb. 2026
Manager	61.7	60.6
Non-manager	62.7	62.9

Work environment	June 2026	Feb. 2026
Labour	57.5	57.2
Office/desk	63.2	62.1
Service	64.1	65.2

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.

Full-time post-secondary students have the lowest mental health score (54.0), followed by workers in Other (56.8) and Finance and Insurance (57.9).

Workers in Wholesale Trade (69.3), Public Administration (68.0), and Professional, Scientific and Technical Services (66.5) have the highest mental health scores in the second quarter of 2026.



Industry	June 2026	February 2026	Change
Accommodation	61.2	50.7	10.5
Information and Cultural Industries	64.8	54.8	10.0
Arts, Entertainment and Recreation	65.7	56.7	9.0
Administrative and Support Services	64.5	56.6	7.9
Public Administration	68.0	61.3	6.7
Media and Telecommunications	62.5	55.9	6.6
Agriculture, Forestry, Fishing and Hunting	63.3	57.0	6.3
Technology	63.1	57.7	5.4
Wholesale Trade	69.3	64.3	5.0
Professional, Scientific and Technical Services	66.5	64.2	2.3
Transportation and Warehousing	60.7	59.4	1.3
Real Estate, Rental and Leasing	64.8	63.6	1.2
Retail Trade	59.8	58.6	1.2
Manufacturing	60.6	61.6	-1.0
Health Care and Social Assistance	63.2	65.5	-2.3
Food Services	58.0	60.9	-2.8
Full-time post-secondary student	54.0	57.1	-3.2
Other	56.8	60.5	-3.7
Construction	64.2	68.3	-4.1
Educational Services	65.5	71.3	-5.8
Other services (except Public Administration)	58.8	64.9	-6.1
Finance and Insurance	57.9	65.1	-7.2

Spotlight

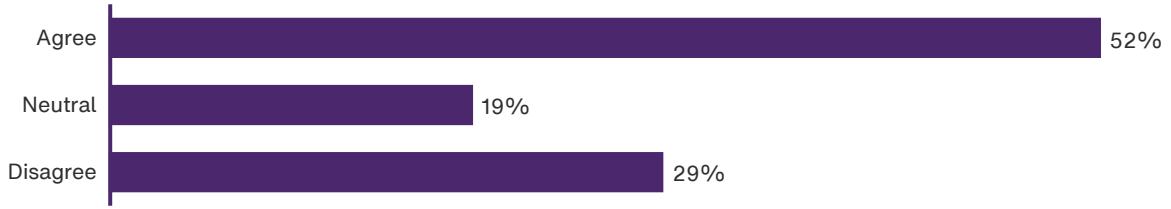
Financial Health

Perception of financial health.

While half of workers say their financial situation is good, three in 10 remain financially insecure.

- 52 per cent of workers report being in a good financial position; the mental health score of this group (71.5) is more than nine points higher than the national average (62.2)
- Nearly three in ten (29 per cent) workers report not being in a good financial position; this group has the lowest mental health score (48.1), more than 23 points lower than workers reporting being in a good financial position, and more than 14 points lower than the national average (62.2)
- 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
- Workers without emergency savings are more than three times as likely as workers with emergency savings 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”

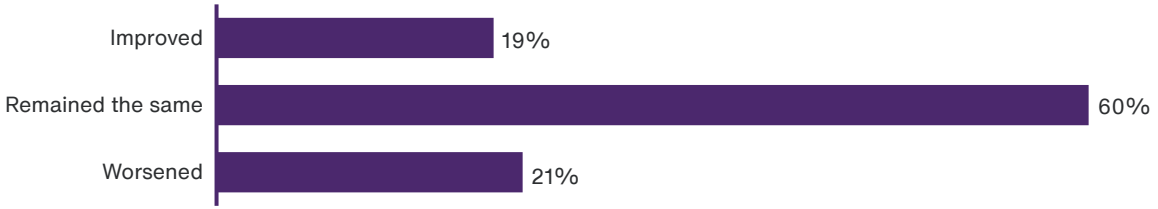




Six in 10 workers say their financial situation has remained the same over the last three months; one in five say it's worsened.

- 60 per cent of workers report their financial situation hasn't changed over the last three months; the mental health score of this group (65.5) is more than three points higher than the national average (62.2)
- The lowest mental health score (48.5) is among 21 per cent of workers reporting their financial situation has worsened over the last three months, more than 19 points lower than workers reporting an improvement (67.6), and nearly 14 points lower than the national average (62.2))
- Workers without emergency savings are more than twice as likely as 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 80 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

Over the last 3 months, my financial situation has...



- The highest mental health score (67.6) is among 19 per cent of workers reporting their financial situation has improved over the last three months, more than five points higher than the national average (62.2)
- Workers under 40 are 40 per cent more likely than workers over 50 to report their financial situation has improved over the last three months
- Managers are 60 per cent more likely than non-managers to report their financial situation has improved over the last three months
- Non-parents are 40 per cent more likely than 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..."





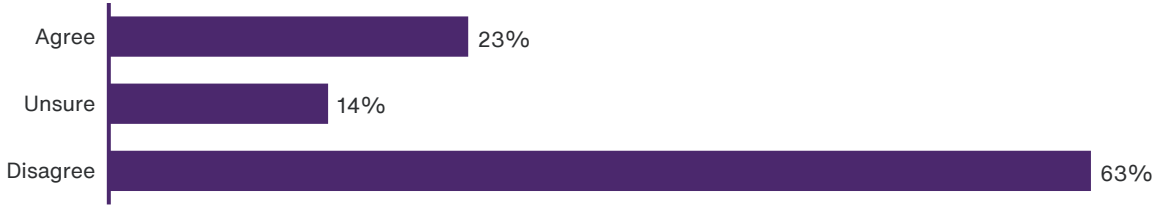
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Nearly one-quarter of workers report that their personal financial situation has negatively impacted their productivity at work over the past three months, with younger workers, managers, and parents disproportionately affected.

- 63 per cent of workers say their personal financial situation has not impacted their work productivity; the mental health score of this group (70.6) is more than eight points higher than the national average (62.2)
- 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 more than twice as likely as 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 80 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 70 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 (46.5) is among 23 per cent of workers saying their personal financial situation has negatively impacted their productivity at work over the past three months, 24 points lower than workers who disagree (70.5), and nearly 16 points lower than the national average (62.2)



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



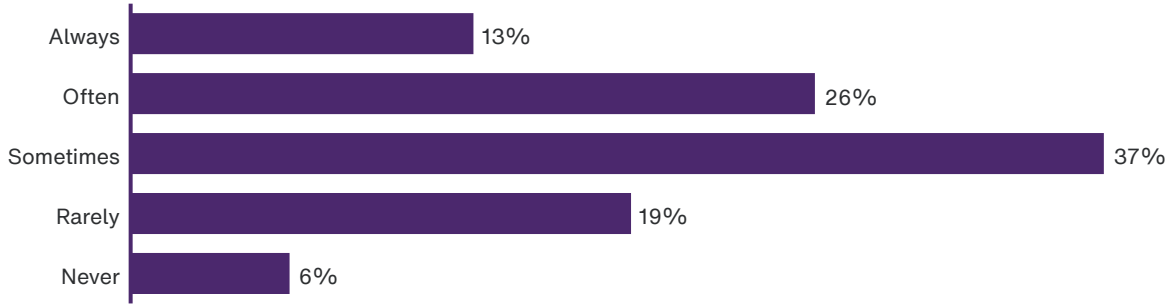
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Financial anxiety

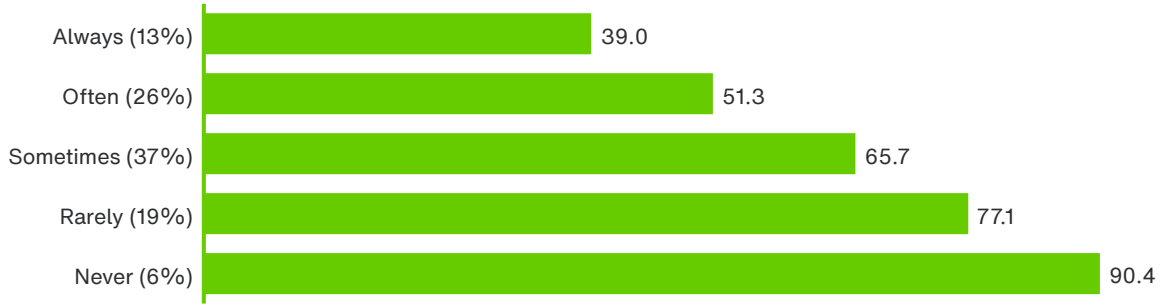
Three-quarters of workers feel worried or anxious about their financial situation; younger workers and parents are more likely to feel this way always or often.

- Nearly two in five (39 per cent) workers always or often feel worried/anxious about their financial situation; this group has the lowest mental health scores (39.0 and 51.3, respectively), at least 26 points lower than workers who rarely or never feel worried (77.1 and 90.4, respectively), and at least 11 points lower than the national average (62.2)
- Workers under 40 are twice as likely as workers over 50 to always or often feel worried/anxious about their financial situation
- Workers with a yearly household income lower than $100,000 are 60 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
- Parents are 30 per cent more likely than non-parents 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 (77.1 and 90.4, respectively) are at least 15 points higher than the national average (62.2)

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?"

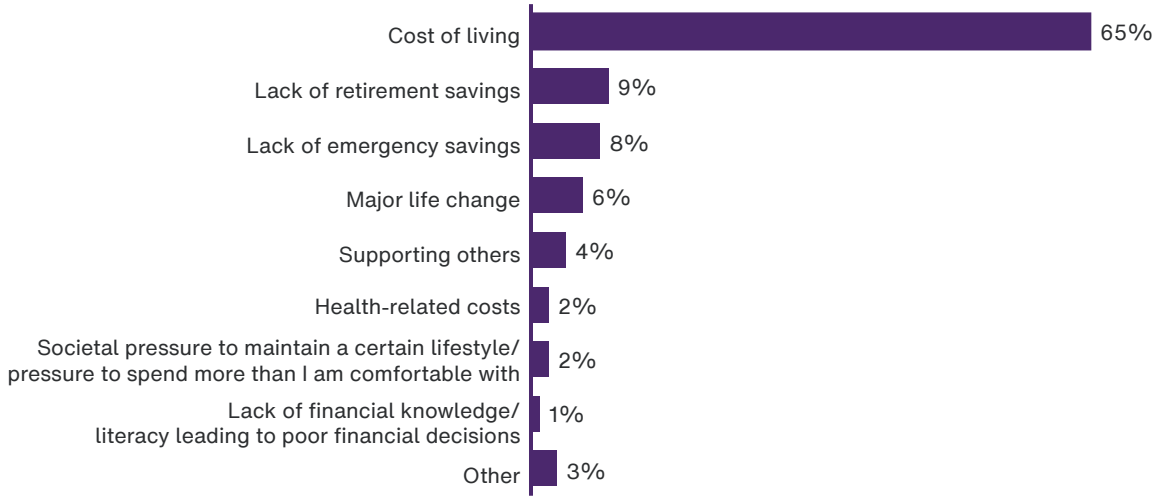


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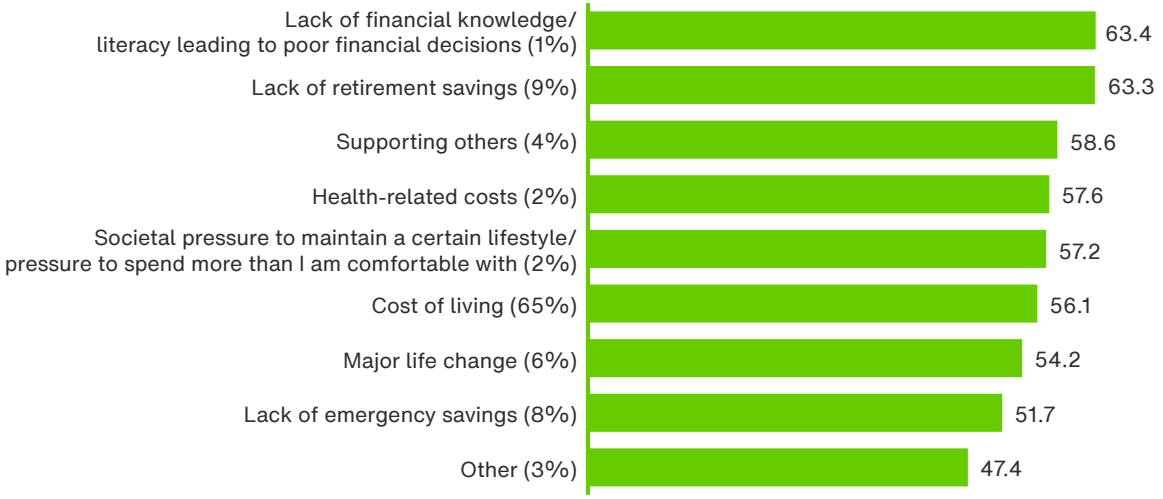
Nearly two-thirds of 10 workers identify cost of living as their leading source of financial anxiety.

- 65 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 65 per cent reporting the cost of living as the biggest driver of financial anxiety (56.1) is more than six points lower than the national average (62.2)
- The lowest mental health score (51.7) is among eight per cent of workers reporting a lack of emergency savings as driving their financial anxiety the most, more than 10 points lower than the national average (62.2)
- Workers over 50 are three 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?"



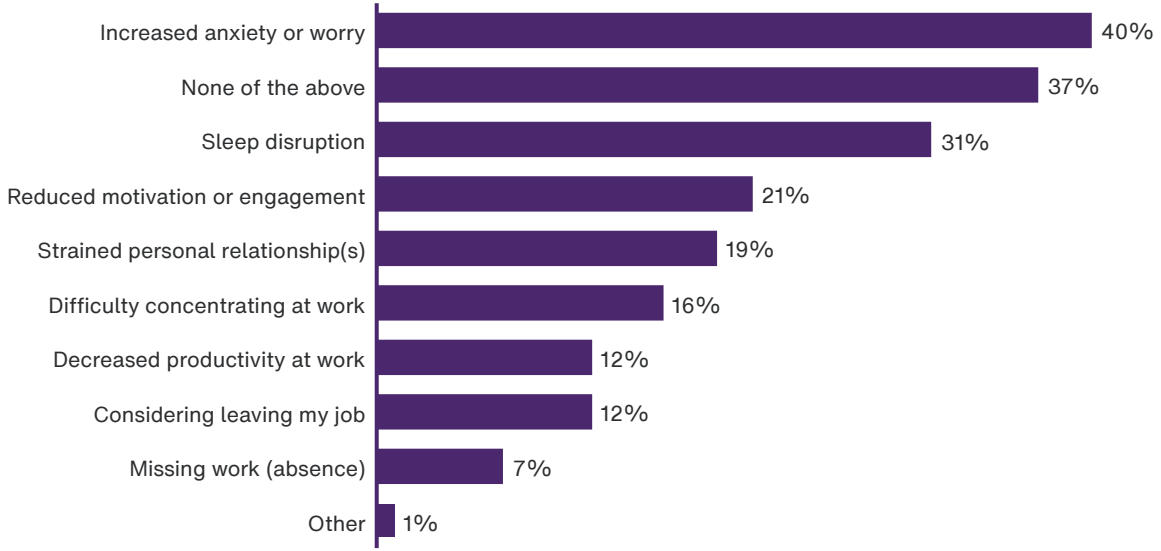
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The impact of financial stress.

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

- Two in five (40 per cent) workers say they've experienced increased anxiety as a result of financial stress, 31 per cent report sleep disruption, 21 per cent report reduced motivation/engagement, 19 per cent report strained personal relationship(s), 16 per cent report difficulty concentrating at work, 12 per cent report decreased work productivity due to financial stress, and 12 per cent are considering leaving their jobs
- Mental health scores among workers reporting impacts due to financial stress range from 50.2 (sleep disruption) to a low of 41.2 (work absence), at least 12 points lower than the national average (62.2)

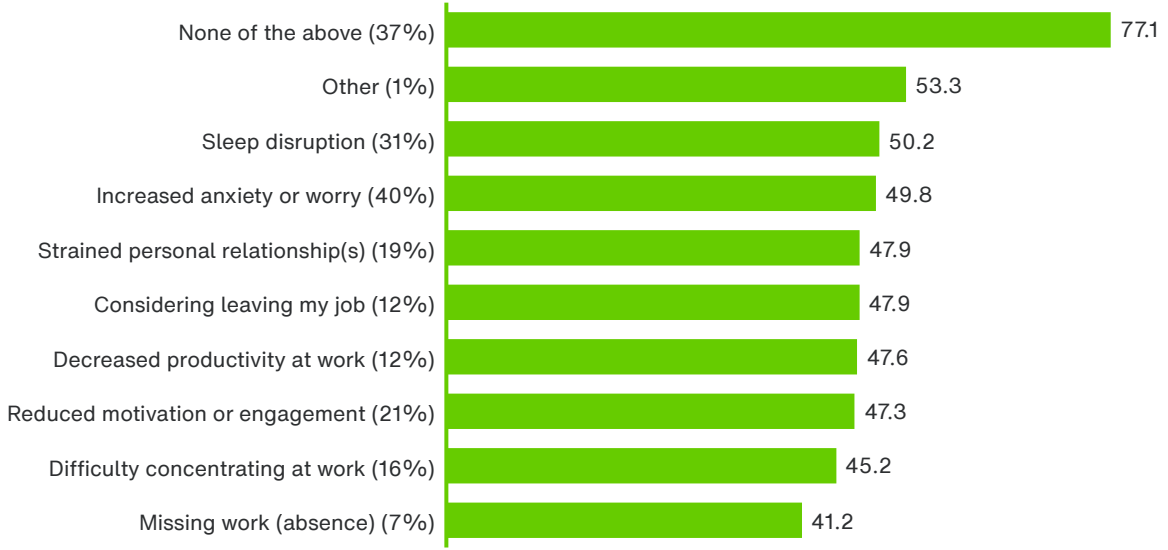
Which, if any, have you experienced as a result of financial stress?



- 37 per cent of workers report no impact from financial stress; the mental health score of this group (77.1) is more than 15 points higher than the national average (62.2)
- The lowest mental health score (41.2) is among seven per cent of workers reporting missing work due to financial stress, nearly 36 points lower than workers reporting no impact (77.1), and nearly 21 points lower than the national average (62.2)



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



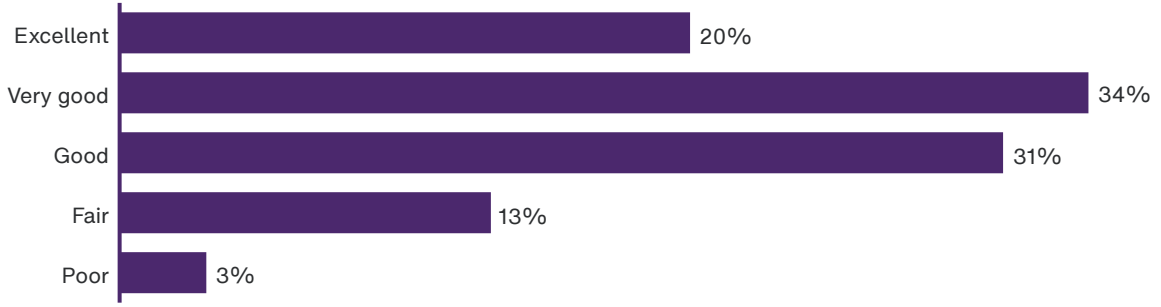
TELUS Health

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.

- 54 per cent of workers rate their financial literacy as very good or excellent; the mental health scores of this group (66.6 and 70.0, respectively) are at least four points higher than the national average (62.2)
- Workers with emergency savings are 80 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 (52.3 and 40.7, respectively), at least 14 points lower than workers who rate their financial literacy as excellent or very good, and at least 10 points lower than the national average (62.2)

How would you rate your overall financial literacy?



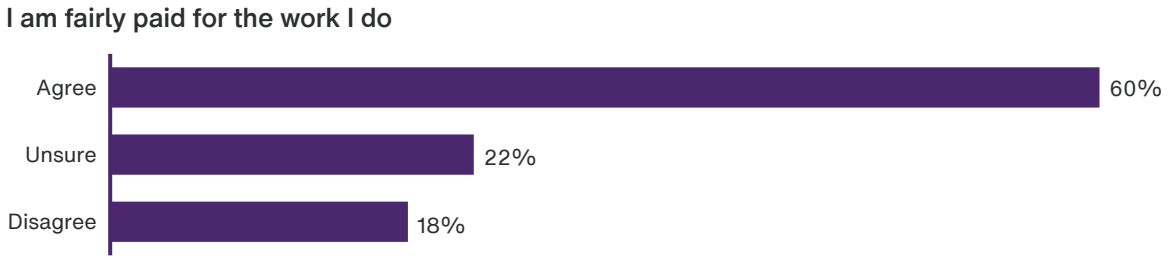
MHI score by "How would you rate your overall financial literacy?"



Compensation and workplace retirement or savings programmes.

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

- 60 per cent of workers say they're fairly paid for the work they do; the mental health score of this group (66.3) is more than four points higher than the national average (62.2)
- The lowest mental health score (55.5) is among 18 per cent of workers who say they're not fairly paid for the work they do, nearly 11 points lower than workers who believe they're fairly paid (66.3) and nearly seven points lower than the national average (62.2)
- Workers with an annual household income lower than $100,000 are 90 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
- Women are 50 per cent more likely than men to say they're not fairly paid for the work they do



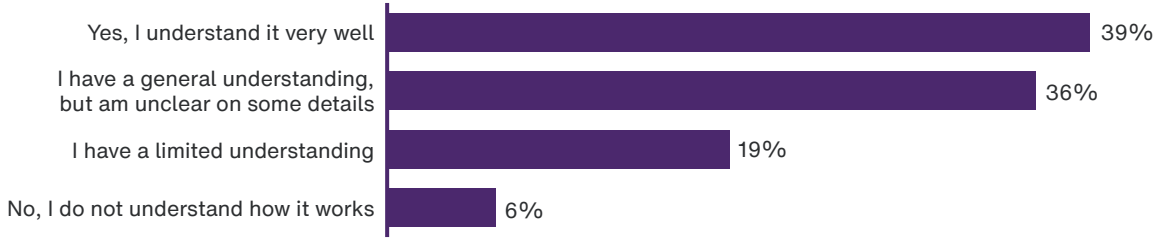




Six in 10 workers who contribute to workplace retirement or savings programmes don't have a good understanding of how these programmes work.

- Nearly two in five (36 per cent) workers have a general understanding of how their workplace retirement or savings programmes work, but are unclear on some details, 19 per cent have a limited understanding of how the programme works, and six per cent don't understand at all
- The lowest mental health score (50.4) is among six per cent of workers who don't understand how their workplace retirement or savings programmes work at all, nearly 17 points lower than workers who understand them very well (67.0), and more than 12 points lower than the national average (62.2)
- Workers with a yearly household income lower than $100,000 are two and a half times more likely than workers with an annual household income greater than $100,000 to report not understanding how the programmes work at all
- Workers without emergency savings are twice as likely as workers with emergency savings to report not understanding how the programmes work at all

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



- 39 per cent of workers contributing to a workplace retirement or savings programme understand how the programmes work very well; the mental health score of this group (67.0) is nearly five points higher than the national average (62.2)
- Men are 40 per cent more likely than women to report a very good understanding of how their workplace retirement or savings programmes work

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

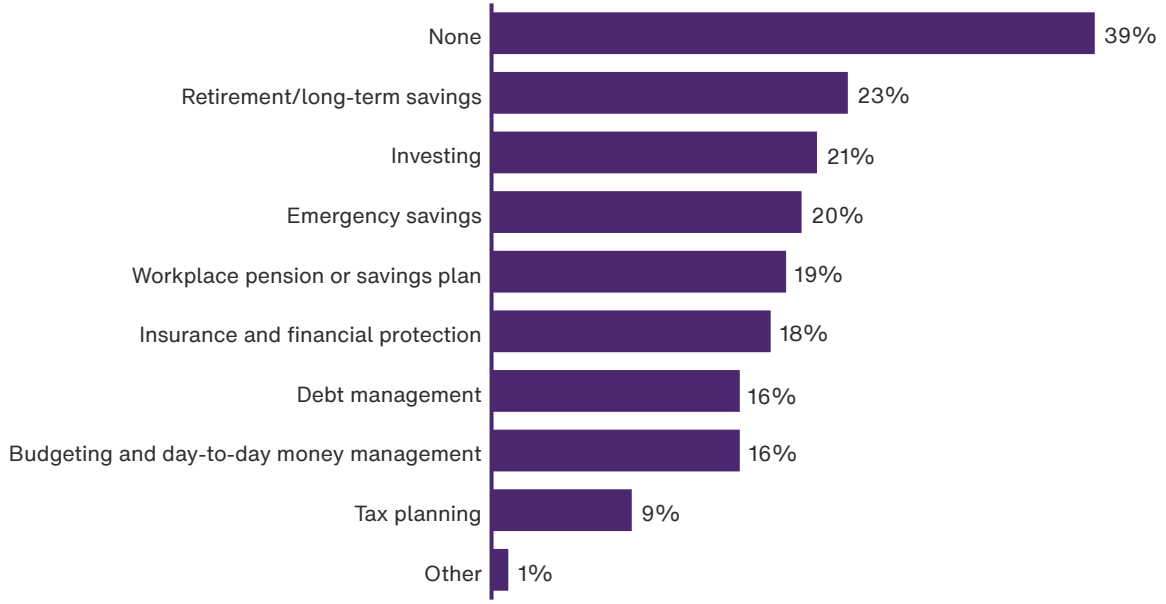


More than two in five workers want their employer to provide resources, communications or support for retirement and workplace pension or savings plans.

- 23 per cent of workers want their employer to offer resources, communications or support for retirement savings, 21 per cent want employer support for investing, 20 per cent want support for emergency savings, 19 per cent want support for workplace pension or savings plans, 18 per cent want support for insurance or financial protection, 16 per cent want support with debt management, and 16 per cent want support with budgeting



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

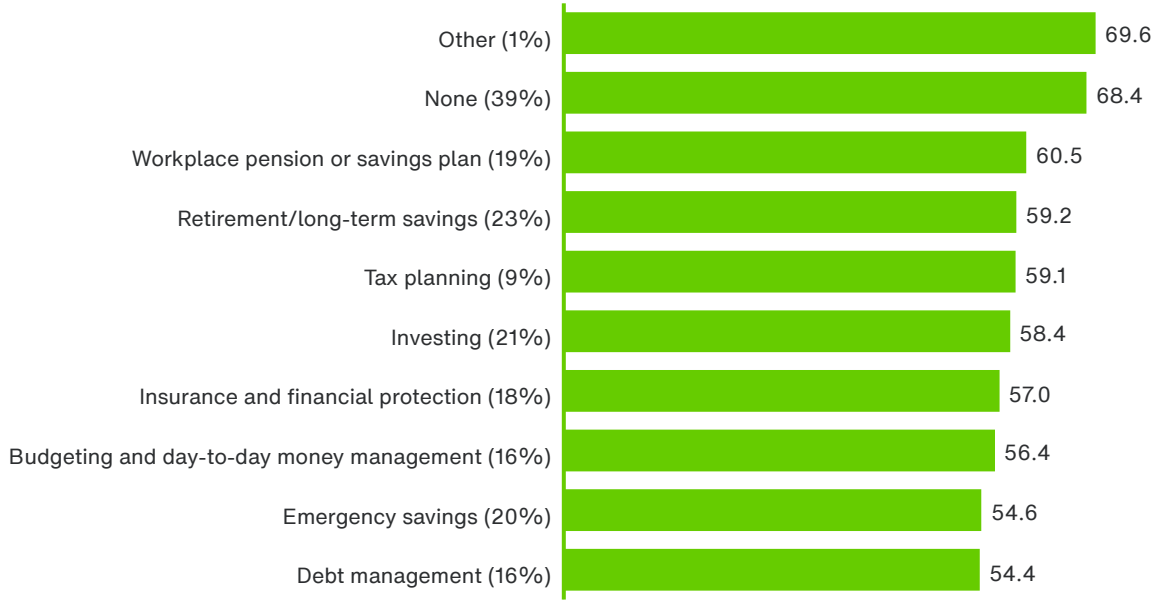


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- The lowest mental health score (54.4) is among 16 per cent of workers who want employer support for debt management, nearly eight points lower than the national average (62.2)
- 39 per cent of workers don't want their employer to provide resources, communication, or support on any financial topic; this group has the highest mental health score (68.4), more than six points higher than the national average (62.2)



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



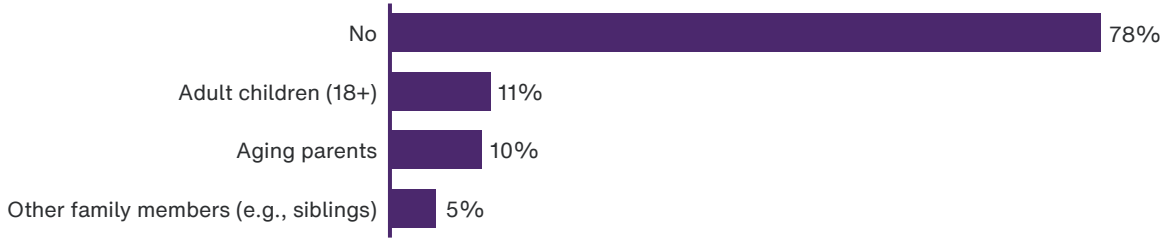
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Caregiving and financial support.

More than one in five workers provide financial support or care to adult children or their aging parents.

- 11 per cent of workers are providing financial support or care to their adult children, 10 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 61.3 (adult children) to a low of 55.5 (other family members), at least one point lower than the national average (62.2)
- 78 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 (63.2) is modestly higher than the national average (62.2)

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?"

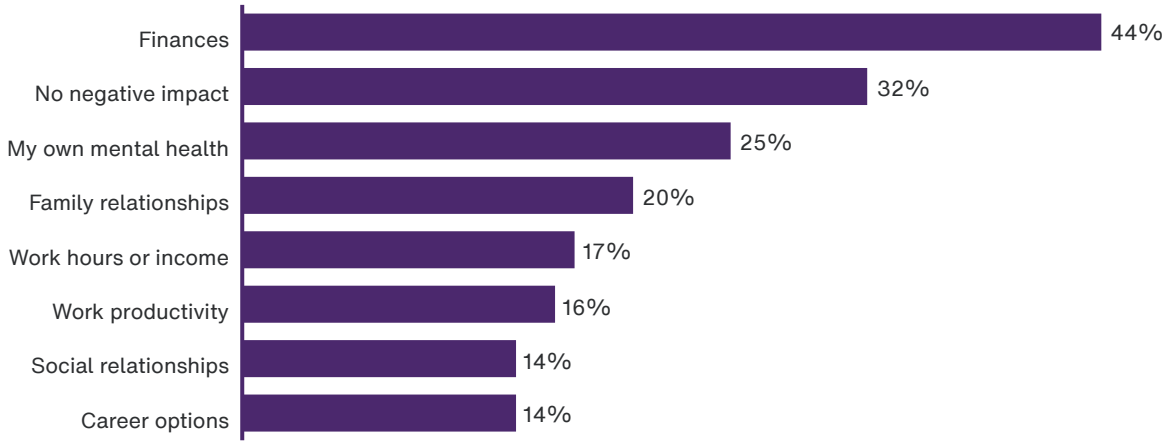


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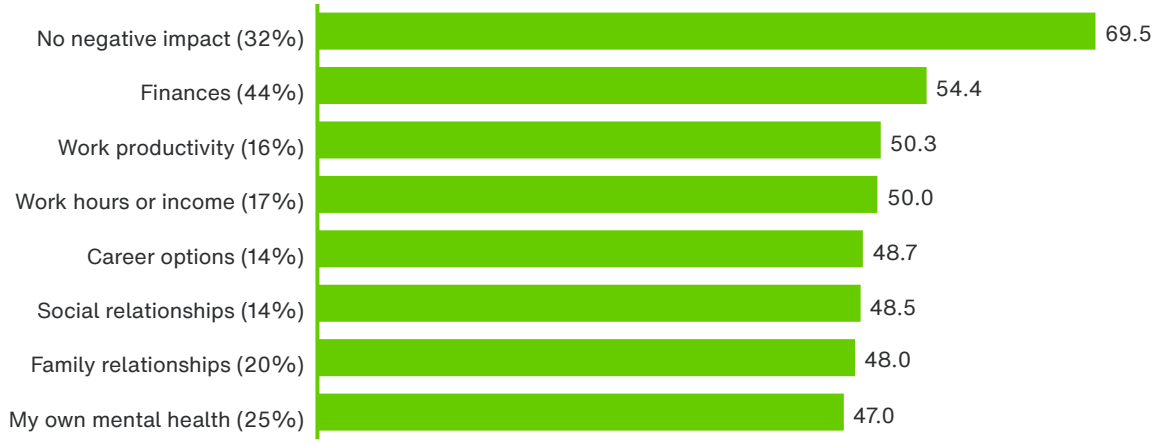
Workers providing financial support or care most commonly report a negative impact on their finances, mental health, and relationships.

- 44 per cent of workers providing financial support or care report a negative impact on their finances, 25 per cent report a negative impact on their mental health, 20 per cent report a negative impact on family relationships, 17 per cent report a negative impact on work hours or income, and 16 per cent report a negative impact on their work productivity
- The lowest mental health score (47.0) is among 25 per cent of workers reporting that providing financial support or care has negatively impacted their mental health, nearly 23 points lower than workers reporting no negative impact (69.5), and more than 15 points lower than the national average (62.2)
- Parents are 60 per cent more likely than non-parents to report that providing financial support or care has negatively impacted their mental health
- 32 per cent of workers say that providing financial support or care has had no negative impact; the mental health score of this group (69.5) is more than seven points higher than the national average (62.2)

Has this responsibility negatively impacted any of the following?



Has this responsibility negatively impacted any of the following?



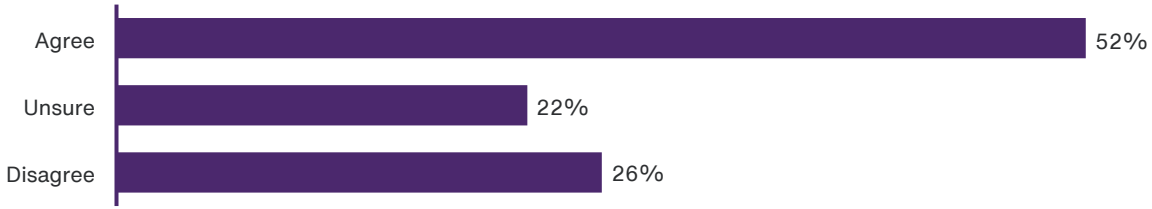
Perception of trust and care in the workplace.

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

- 52 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 (66.6), more than four points higher than the national average (62.2)
- The lowest mental health score (54.3) is among 26 per cent of workers who wouldn't feel comfortable telling their manager if they had a mental health issue, more than 12 points lower than workers who would feel comfortable (66.6) and more than eight points lower than the national average (62.2)



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"



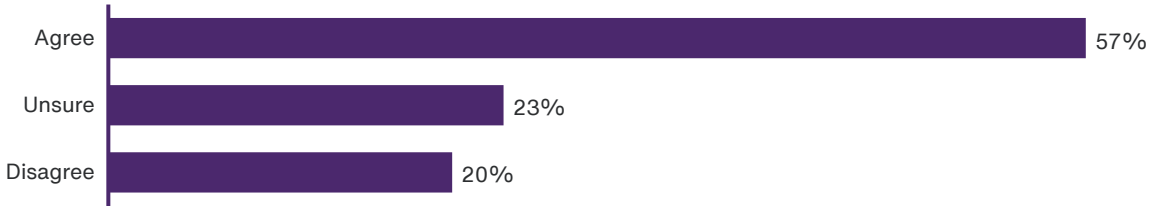
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One in five workers believe their employer cares only about their productivity.

- 57 per cent of workers perceive their employer cares about both their wellbeing and productivity; the mental health score of this group (66.8) is more than four points higher than the national average (62.2)
- The lowest mental health score (53.0) is among 20 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 (66.8) and more than nine points lower than the national average (62.2)

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”

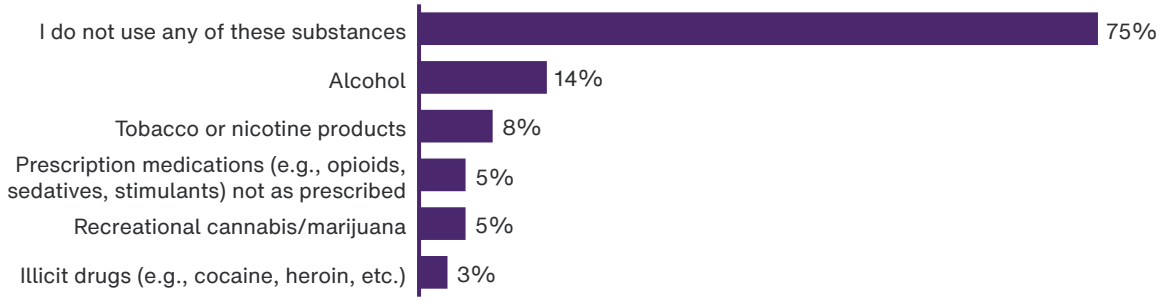


Substance use

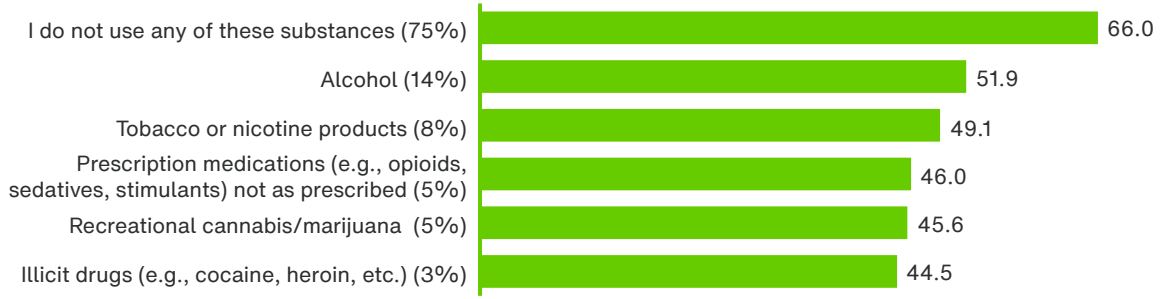
- 75 per cent of workers report no uncontrolled substance use; the mental health score of this group (66.0) is nearly four points higher than the national average (62.2)
- 14 per cent of workers are concerned about their alcohol use, eight per cent are concerned about their tobacco or nicotine use, five per cent have difficulty controlling their use of prescription medications, and five per cent are concerned about their use of recreational cannabis/ marijuana
- The lowest mental health score (44.5) is among three per cent of workers concerned about their use of illicit drugs, nearly 22 points lower than workers who report no substance use (66.0) and nearly 18 points lower than the national average (62.2)



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?



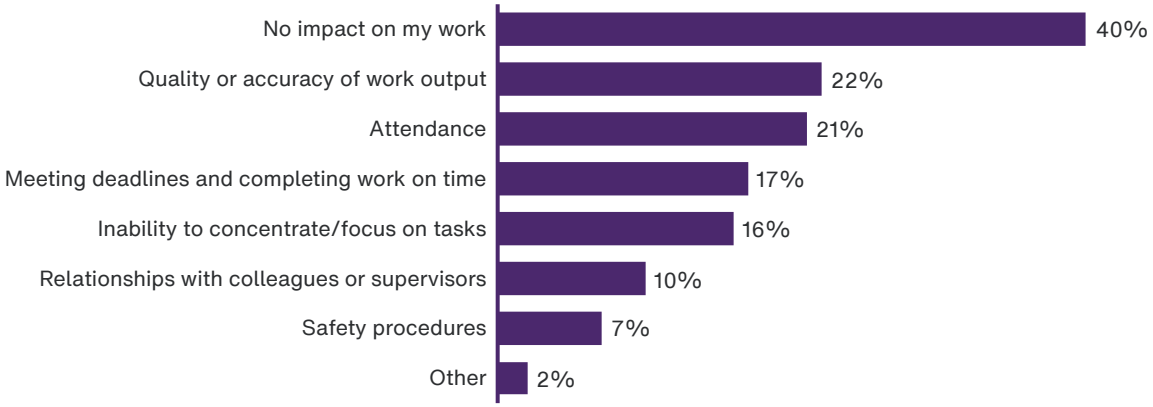
MHI score by "In the past 12 months, have you used any of the following in a way that felt difficult to control or that you were concerned about?"



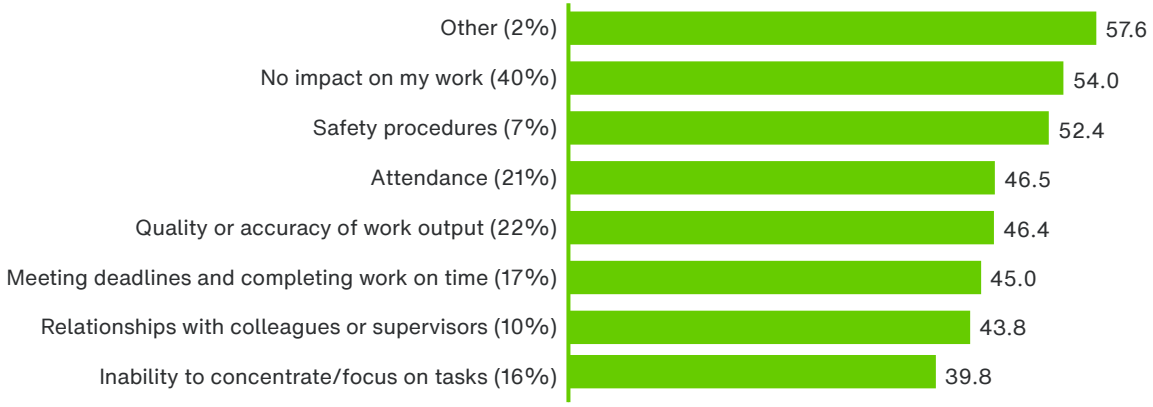
Among workers reporting difficulty with substance use, six in 10 report some impact on their work.

- 22 per cent of workers report their substance use has negatively impacted the quality or accuracy of their work, 21 per cent report an impact on their attendance at work, 17 per cent report difficulty meeting deadlines and completing work on time, 16 per cent report an inability to concentrate/focus on tasks, and 10 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 52.4 (safety procedures) to a low of 39.8 (inability to concentrate/focus on tasks), at least 10 points lower than the national average (62.2)
- Two in five (40 per cent) report no impact of substance use on their work, yet the mental health score of this group (54.0) is more than eight points lower than the national average (62.2)

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?"

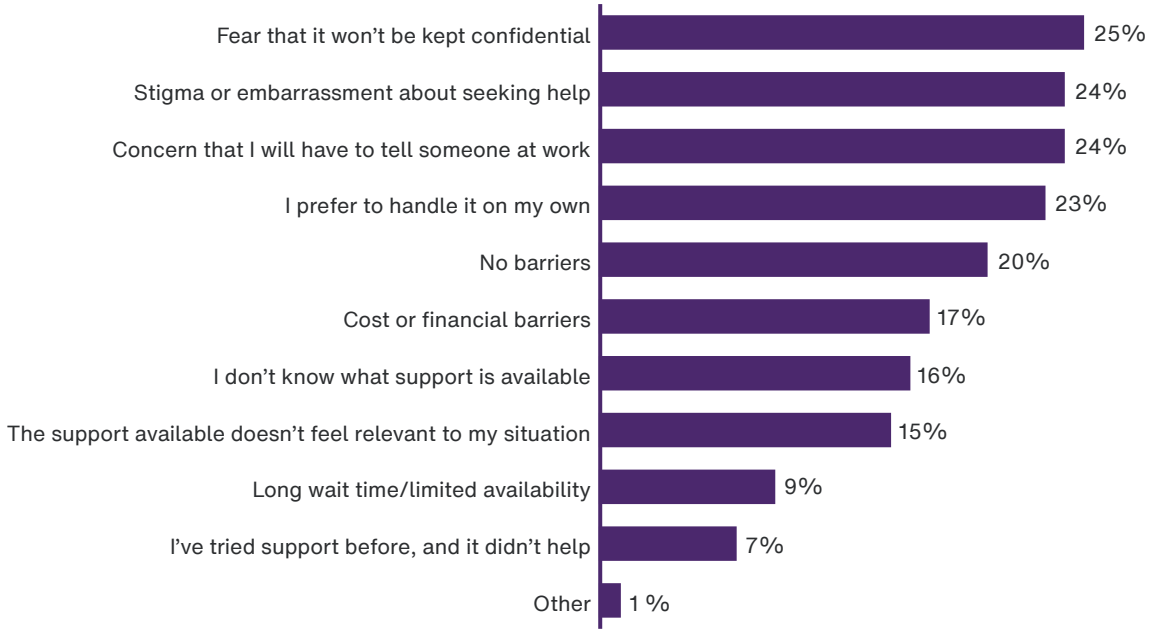


Concerns about confidentiality and stigma are the leading barriers preventing workers from seeking help for substance use.

- 25 per cent of workers report concerns about confidentiality as a barrier to seeking help for substance use, 24 per cent report stigma or embarrassment as a barrier, 24 per cent are concerned that they'll have to tell someone at work, 23 per cent would prefer to handle substance use issues on their own, 17 per cent say cost is a barrier, and 16 per cent don't know what support is available



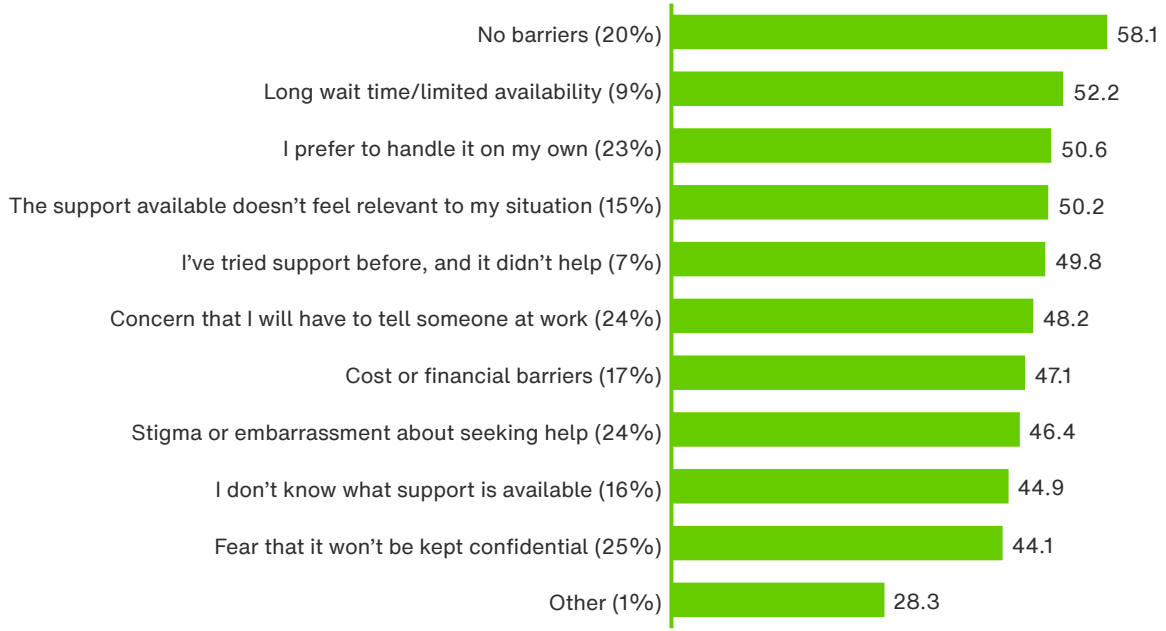
What barriers, if any, would prevent you from seeking help for substance use?



- Mental health scores among workers reporting barriers to seeking help for substance use range from 52.2 (long wait/limited availability) to a low of 44.1 (confidentiality concerns), at least 10 points lower than the national average (62.2)



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 (65.7) is among 34 per cent of workers who feel comfortable telling their manager if they were struggling with substance use or addiction, nearly four points higher than the national average (62.2)
- The lowest mental health score (57.1) is among 39 per cent of workers who wouldn't feel comfortable sharing with their manager if they were struggling with substance use or addiction, nearly nine points lower than workers who would feel comfortable sharing with their manager (65.7) and more than five points lower than the national average (62.2)

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 were collected through an online survey of 1,000 people living in New Zealand who are currently employed or were employed within the last six months. Participants were selected to represent the age, gender, industry, and geographic distribution in New Zealand. 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 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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