

TELUS Mental Health Index.

Singapore | Q2 2026

TELUS Health

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What you need to know: Q2 2026.



Mental health continues its decline, with two in five workers at high mental health risk; work productivity and anxiety persist as the lowest sub-scores for more than four years.

- At 61.2, the mental health of workers declined by nearly one point from the first quarter of 2026
- 39 per cent of workers have a high mental health risk, 46 per cent have a moderate mental health risk, and 15 per cent have a low mental health risk
- Work productivity and anxiety have been the lowest mental health sub-scores for more than four years
- All mental health sub-scores apart from optimism have declined compared to the previous quarter
- 41 per cent of workers say their mental health is negatively impacting work productivity
- 38 per cent feel isolated, 38 per cent of workers feel anxious, 36 per cent feel depressed
- 26 per cent don't have emergency savings for basic needs
- 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.

- 77 per cent of workers feel worried or anxious about their finances at least some of the time
- 15 per cent of workers always feel anxious about money; this group has the lowest mental health score in the entire report, nearly 44 points lower than those never feeling anxious about money and 18 points lower than the national average
- 19 per cent of workers who are not in a good financial position score nearly 20 points lower on the Mental Health Index than their financially secure peers, and nearly 14 points lower than the national average



Financial health is negatively impacting productivity, with younger workers, managers, and those without emergency savings disproportionately affected.

- 34 per cent of workers report financial stress has negatively impacted their work productivity; this group scores 21 points lower on the Mental Health Index than workers reporting no productivity impact, and more than 10 points lower than the national average
- Workers under 40 are twice as likely as those over 50 to report a negative productivity impact due to financial stress
- Workers without emergency savings are nearly twice as likely as those with savings to report a negative productivity impact
- Managers and parents are at least 50 per cent more likely than their counterparts to report the same
- Seven per cent of workers have missed work entirely due to financial stress; this group's mental health score is nearly 11 points lower than the national average

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

- 52 per cent of workers cite the cost of living as the biggest driver of their financial anxiety, ahead of major changes in life (13 per cent), emergency savings (11 per cent), and retirement savings (11 per cent)
- The most reported impacts of financial stress are anxiety (41 per cent), sleep disruption (30 per cent), reduced motivation or engagement (25 per cent), and strained personal relationships (20 per cent)
- Workers over 50 are 60 per cent 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.

- 67 per cent of workers contributing to a workplace retirement or savings program don't have a strong understanding of how it works
- Workers who don't understand their workplace retirement or savings program at all have a mental health score more than 14 points below those who understand it well
- 73 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 are 50 per cent more likely to report not understanding their retirement program at all
- Managers are twice as likely as non-managers to report a very good understanding of how their workplace retirement or savings programs work

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Sixty per cent of the workforce financially supports or cares for adult children or aging parents.

- 42 per cent of workers provide financial support or care to aging parents, 17 per cent to adult children, and nine per cent to other family members (excluding dependents under 18 and their spouse/partner)
- 36 per cent of workers report a negative impact on their finances
- 26 per cent report a negative impact on their mental health
- 24 per cent report reduced work hours or income
- 21 per cent report reduced productivity, 17 per cent report reduced career options, and 15 per cent report an impact on family relationships

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

- 52 per cent of workers believe their employer cares about both their wellbeing and productivity; another 25 per cent believe employers care about productivity over wellbeing
- There's a 10-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
- 45 per cent of workers would feel comfortable telling their manager about a mental health issue; 32 per cent would not
- Workers who wouldn't feel comfortable disclosing a mental health issue have a mental health score five points lower than those who would

Substance use* is affecting performance for many workers, but concerns about confidentiality and stigma keep them from getting help.

- 41 per cent of workers would feel comfortable telling their manager if they had a substance use issue, while 35 per cent who wouldn't feel comfortable score nearly four points lower on the Mental Health Index
- 50 per cent of workers report their substance use has negatively impacted the quality or accuracy of their work, 45 per cent report difficulty meeting deadlines and completing work on time, 31 per cent report an inability to concentrate/focus on tasks, 27 per cent report an impact on their relationships with colleagues or supervisors and 27 per cent report an impact on attendance due to substance use
- Mental health scores for workers reporting work impact due to substance use range from 47.5 to 50.6, at least 11 points below the national average
- Confidentiality (45 per cent) and stigma/embarrassment (42 per cent) are the top barriers to seeking help with substance issues, followed by concerns over relevant support (24 per cent) and cost (24 per cent)
- Workers facing long waiting times or limited access to care have a mental health score 14 points lower than the national average, and those reporting no barriers



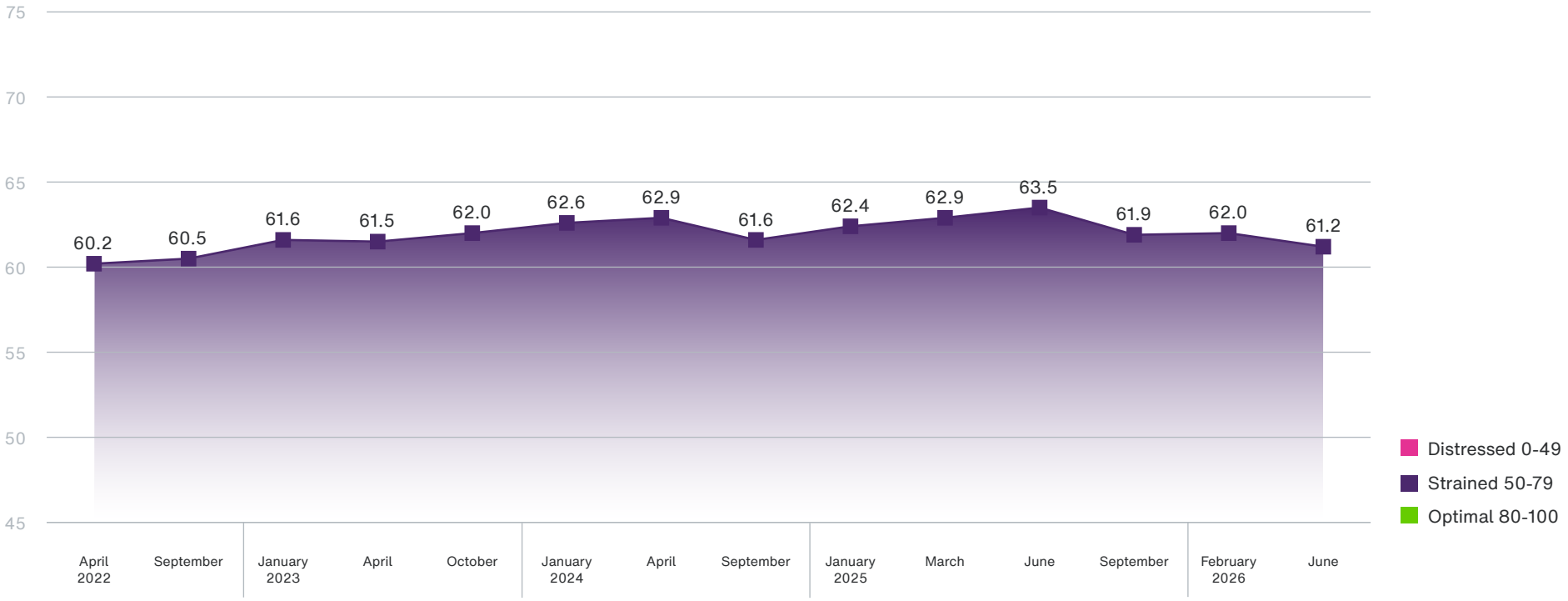
Includes uncontrolled use of alcohol, tobacco/nicotine, prescription medication, recreational cannabis/marijuana, and illicit drugs.

The Mental Health Index.

MHI Current Month June 2026	February 2026
61.2	62.0

The overall Mental Health Index (MHI) for the second quarter of 2026 is 61.2.

Since reaching its peak one year ago in June 2025, workers' mental health scores in Singapore continue to decline.

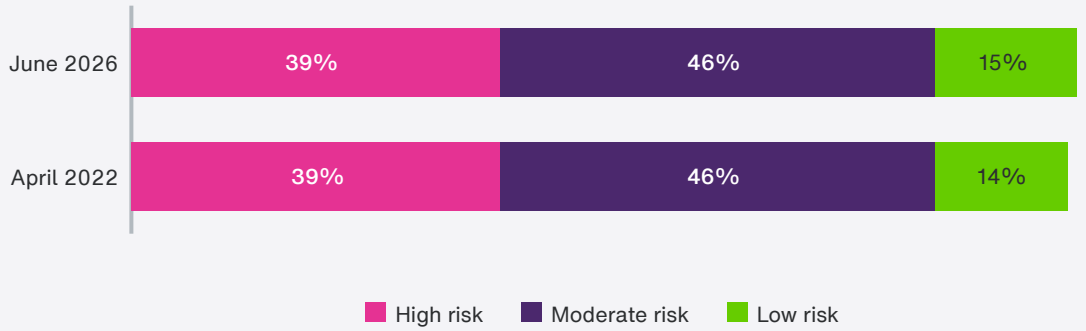


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Mental health risk.

In the second quarter of 2026, 39 per cent of workers have a high mental health risk, 46 per cent have a moderate mental health risk, and 15 per cent have a low mental health risk. Four years after the launch of the Mental Health Index, the proportion of workers in the high-risk group has not changed.





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

Mental Health Index sub-scores.

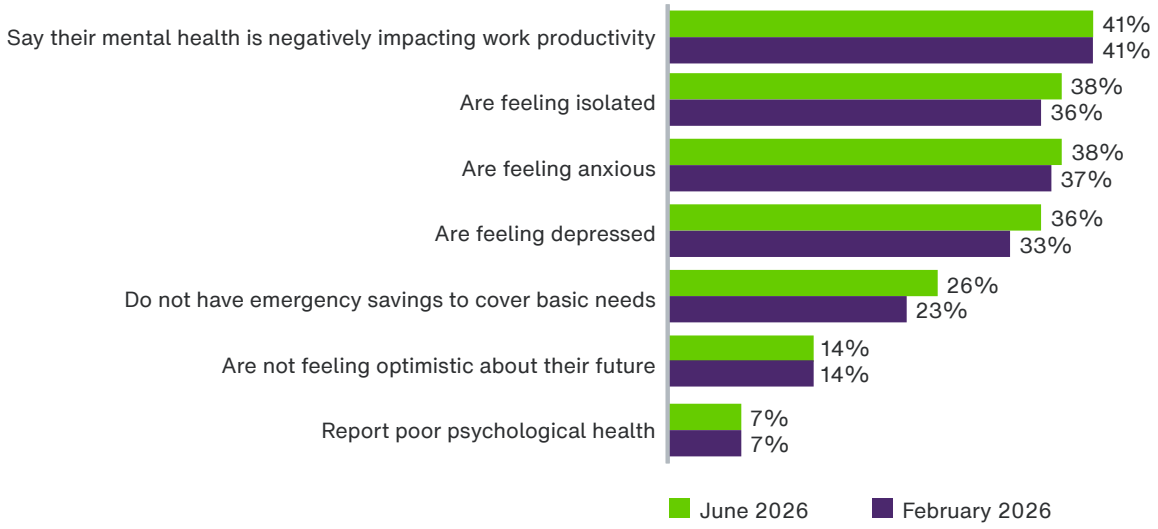
For more than four years, work productivity (51.7) and anxiety (52.5) have ranked as the lowest Mental Health Index sub-scores, followed by isolation (53.4), depression (54.3), optimism (65.9), and financial risk (70.6). General psychological health (72.7) is the highest mental health measure in the second quarter of 2026.

- All sub-scores apart from optimism have declined from the first quarter of 2026
- Despite a 0.2-point decline from the first quarter, general psychological health replaced financial risk as the strongest of all sub-scores

More than two in five (41 per cent) say their mental health is negatively impacting work productivity, 38 per cent feel isolated, 38 per cent of workers feel anxious, 36 per cent feel depressed, 26 per cent don't have emergency savings for basic needs, 14 per cent don't feel optimistic about their future, and seven per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2026	February 2026
Work productivity	51.7	53.0
Anxiety	52.5	53.4
Isolation	53.4	54.6
Depression	54.3	55.5
Optimism	65.9	65.7
Financial risk	70.6	73.0
Psychological health	72.7	72.9

Percentage at risk by MHI sub-score



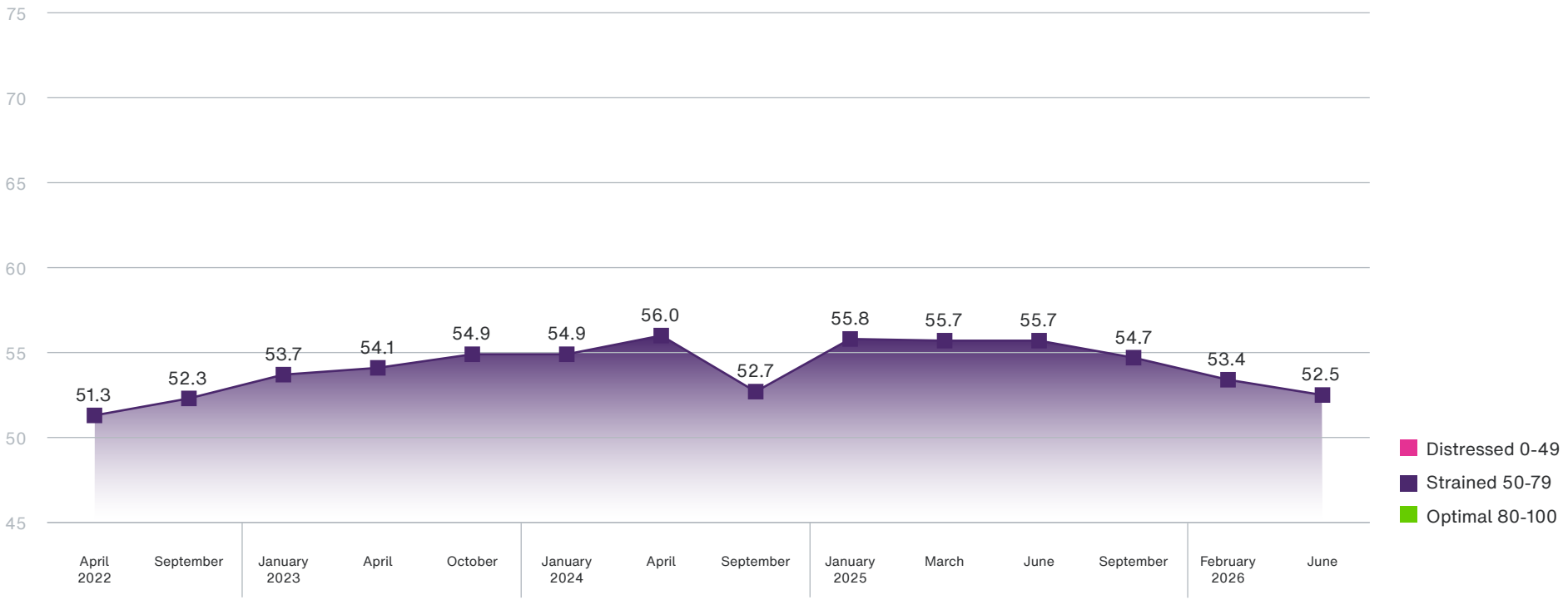
Anxiety

In the second quarter of 2026, 38 per cent of workers say they often feel unsettled and nervous.

After steady improvement from the launch of the Mental Health Index through April 2024, the anxiety sub-score fell sharply in September 2024, recovered in January 2025 and remained stable through June 2025. The sub-score has declined for three consecutive periods and, together with work productivity, is the lowest mental health sub-score for more than four years.

Sub-score
June 2026

52.5



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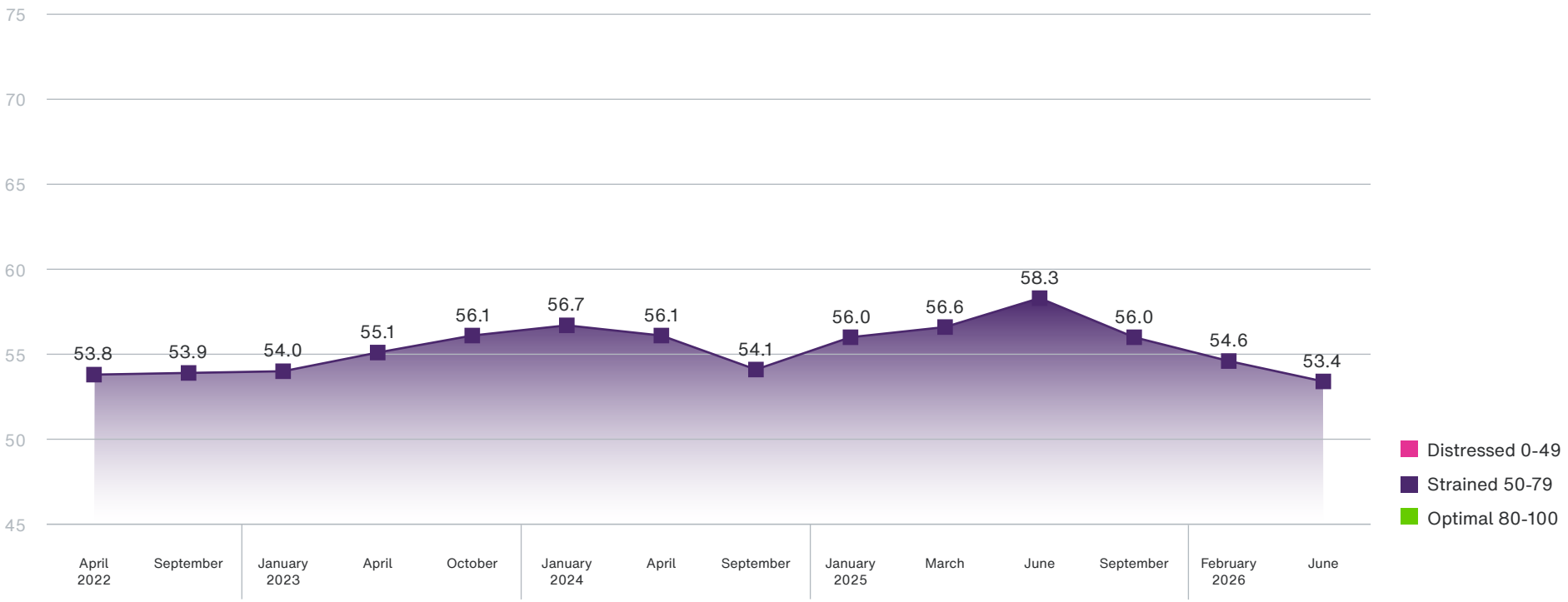
Isolation

In the second quarter of 2026, 38 per cent of workers say they often feel alone.

The Isolation sub-score improved from the launch of the Index in April 2022 through January 2024. Following a sharp decline through September 2024, the score improved, reaching its highest level in June 2025. The sub-score fell by more than two points in September 2025 and has fallen a further 2.4 points through the second quarter of 2026 to its lowest level since the launch of the Index.

Sub-score
June 2026

53.4



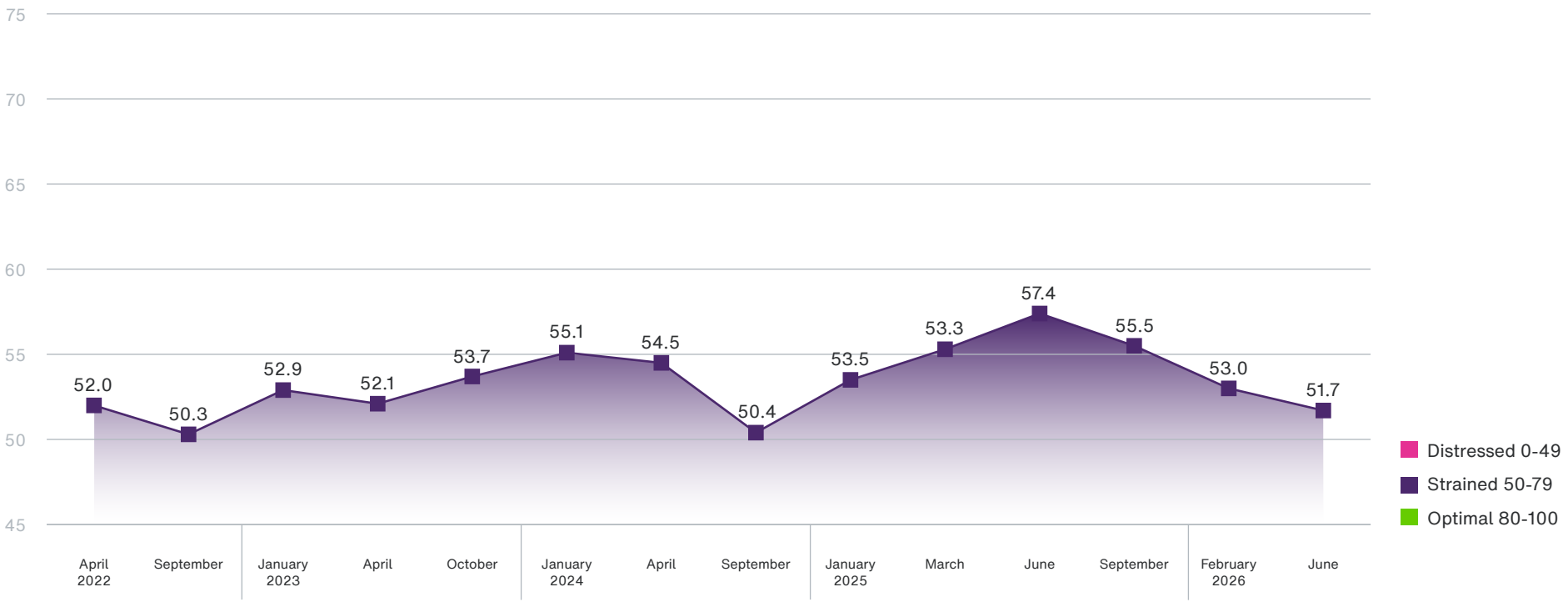
Work productivity

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

The work productivity sub-score declined from January to September 2024 but recovered strongly through June 2025, reaching its highest level since the Index was launched in April 2022. It has since declined for three consecutive periods, and together with anxiety, the work-productivity sub-score has been the lowest mental health score for more than four years.

Sub-score
June 2026

51.7



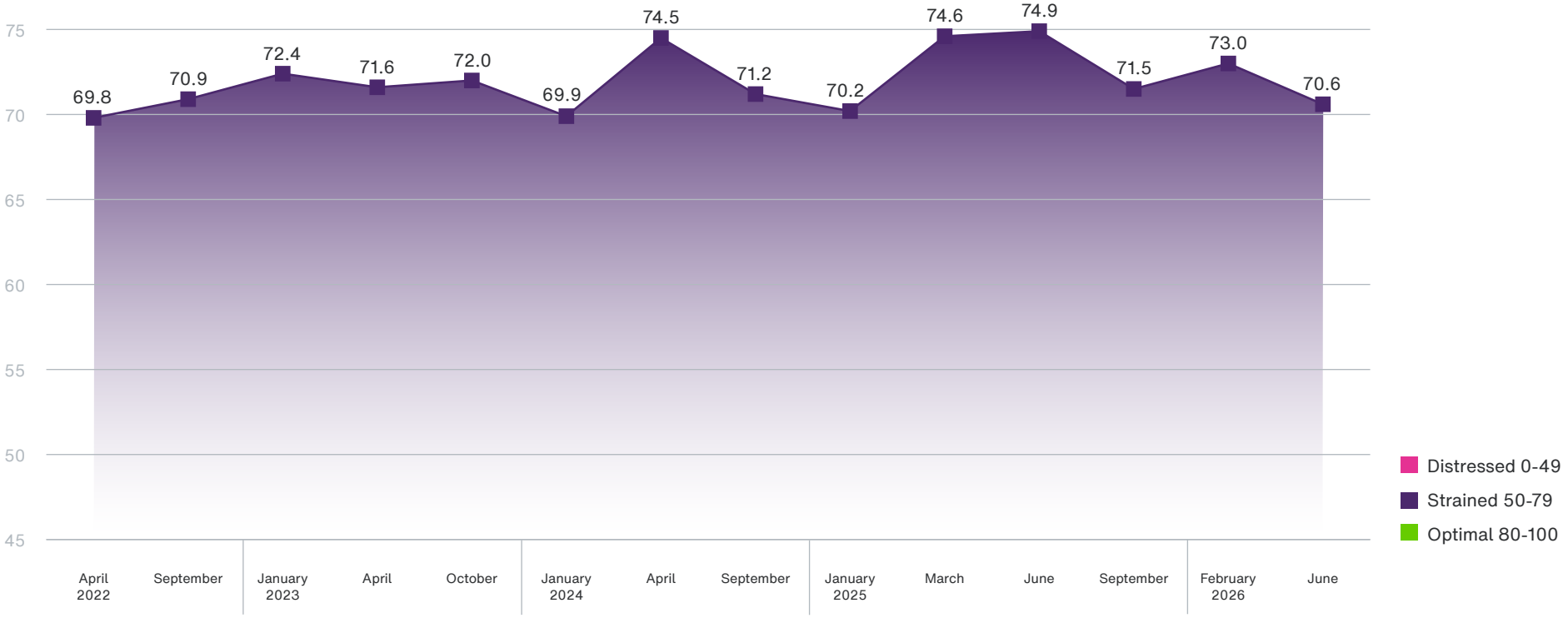
Financial risk

In the second quarter of 2026, 26 per cent of workers lack emergency savings to cover basic needs.

The financial risk sub-score has shown significant volatility since the launch of the Mental Health Index in April 2022. After two periods of relative stability, culminating in a peak in June 2025, the score declined sharply in September 2025 and recovered through the first quarter of 2026. The second quarter of 2026 saw a significant 2.4-point decline, with the financial risk sub-score falling to its lowest level in more than a year.

Sub-score
June 2026

70.6



Mental health by gender and age.

- Women (60.9) report a lower mental health score than men (61.4)
- Since April 2022, mental health scores have improved with age

Mental health by employment status.

- Overall, two per cent of respondents are unemployed[1] and eight per cent report reduced hours or reduced salary
- Respondents not currently employed have the lowest mental health score (54.3), followed by workers reporting fewer hours than the last month (57.3), workers reporting reduced salary compared to the previous month (59.5), and workers with no change to salary or hours (62.2)
- Labourers have a lower mental health score (54.8) than service industry (63.0) and office workers (62.0)
- Managers have a higher mental health score (61.5) than non-managers (60.9)
- Respondents working for companies with 1,001-5,000 employees have the highest mental health score (64.7)
- Self-employed/sole proprietors have the lowest mental health score (59.0)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (47.8) than the overall group (61.2). Workers with emergency savings have a mental health score of 65.8

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

Employment status	June 2026	Feb. 2026
Employed (no change in hours/salary)	61.5	62.4
Employed (fewer hours compared to last month)	57.3	55.9
Employed (reduced salary compared to last month)	59.5	61.1
Not currently employed	54.3	65.7

Age group	June 2026	Feb. 2026
Age 20-29	54.8	55.4
Age 30-39	58.9	59.6
Age 40-49	59.6	61.8
Age 50-59	65.2	65.1
Age 60-69	71.2	72.4

Number of children	June 2026	Feb. 2026
No children in household	62.0	62.1
1 child	59.7	62.3
2 children	59.8	60.2
3 children or more	63.2	68.6

Gender	June 2026	Feb. 2026
Men	61.4	62.3
Women	60.9	61.8

Household income/annum	June 2026	Feb. 2026
<S$50K	56.2	59.2
S$50K to <S$100K	61.3	59.9
S$100k to <S$150K	61.2	63.7
S$150K to S$200K	61.7	61.6
S$200K and over	66.9	68.6

Employer size	June 2026	Feb. 2026
Self-employed/sole proprietor	59.0	56.0
2-50 employees	62.2	65.6
51-100 employees	59.0	61.3
101-500 employees	60.8	62.2
501-1,000 employees	59.3	61.1
1,001-5,000 employees	64.7	60.6
5,001-10,000 employees	63.0	65.3
More than 10,000 employees	61.2	62.1

Manager	June 2026	Feb. 2026
Manager	61.5	62.8
Non-manager	60.9	61.0

Work environment	June 2026	Feb. 2026
Labour	54.8	56.2
Office/desk	62.0	63.2
Service	63.0	61.8

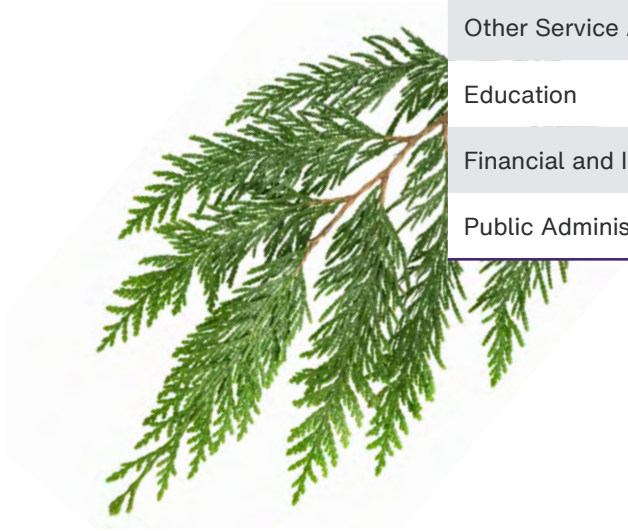
Numbers highlighted in pink are the lowest/worst scores in the group.
Numbers highlighted in green are the highest/best scores in the group.

The Mental Health Index by industry.

Workers in Public Administration and Defence have the lowest mental health score (52.6), followed by workers in Other Service Activities (56.7) and Accommodation and Food Service Activities (57.4).

Workers in Transportation and Storage (64.5), Professional, Scientific and Technical Activities (63.7), and Manufacturing (63.5) have the highest mental health scores in the second quarter of 2026.

Industry	June 2026	February 2026	Change
Accommodation and Food Service Activities	57.4	53.5	3.9
Health and Social Services	61.8	58.5	3.3
Administrative and Support Service Activities	61.9	59.5	2.4
Professional, Scientific and Technical Activities	63.7	62.5	1.2
Wholesale and Retail Trade	62.3	62.2	0.1
Construction	63.5	64.4	-0.9
Transportation and Storage	64.5	65.9	-1.4
Manufacturing	63.5	65.2	-1.7
Other Service Activities	56.7	58.5	-1.8
Education	62.7	65.0	-2.3
Financial and Insurance Activities	60.8	64.7	-3.9
Public Administration and Defence	52.6	60.1	-7.5



Spotlight

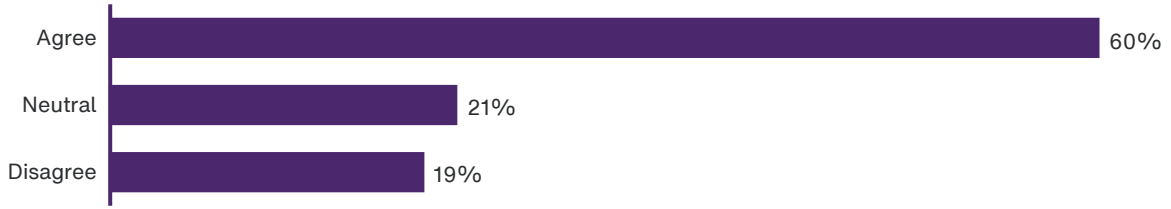
Financial Health

Perception of financial health.

While three in five workers report being in a good financial position, one in five remain financially insecure.

- 60 per cent of workers report being in a good financial position; the mental health score of this group (67.1) is six points higher than the national average (61.2)
- Nearly one in five (19 per cent) workers report not being in a good financial position; this group has the lowest mental health score (47.5), nearly 20 points lower than workers reporting being in a good financial position (67.1), and nearly 14 points lower than the national average (61.2)
- Workers with a yearly household income lower than $100,000 are more than three times 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 nearly 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



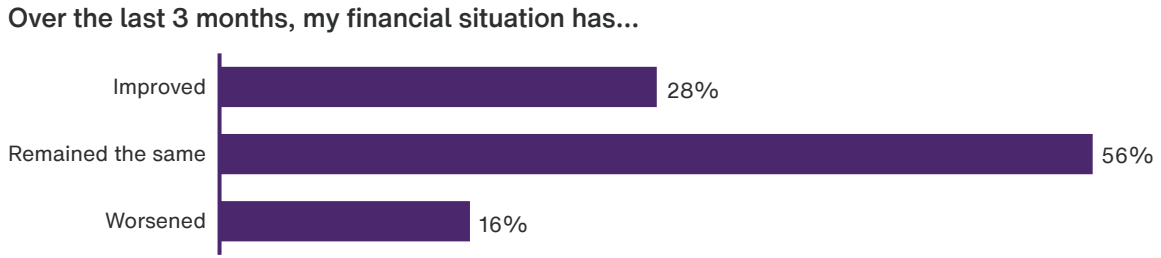
MHI score by “I am in a good financial situation/position”





More than half of workers say their financial situation has remained the same over the last three months; one in six say it's worsened.

- 56 per cent of workers report their financial situation hasn't changed over the last three months; the mental health score of this group (64.6) is more than three points higher than the national average (61.2)
- The lowest mental health score (48.2) is among 16 per cent of workers reporting their financial situation has worsened over the last three months, more than 13 points lower than workers reporting an improvement (61.7), and nearly 13 points lower than the national average (61.2)
- Workers without emergency savings are 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 50 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



- 16 per cent of workers report their financial situation has improved over the last three months; the mental health score of this group (61.7) is half a point higher than the national average (61.2)
- 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 twice as likely as non-managers to report their financial situation has improved over the last three months
- Parents are 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..."



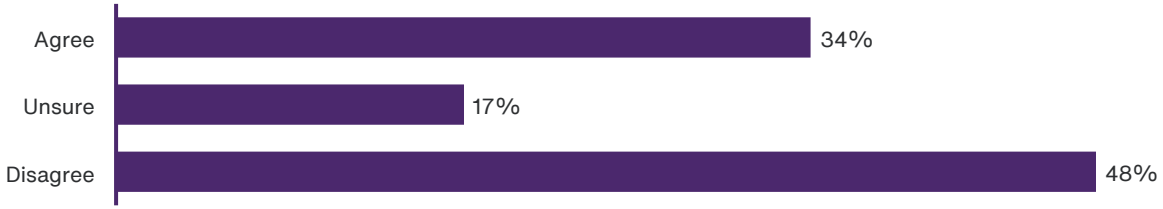




One-third of workers report that their personal financial situation has negatively impacted their productivity at work over the past three months, with younger workers, managers, and parents disproportionately affected.

- 48 per cent of workers say their personal financial situation has not impacted their work productivity; the mental health score of this group (71.6) is more than 10 points higher than the national average (61.2)
- The lowest mental health score (50.5) is among 34 per cent of workers saying their personal financial situation has negatively impacted their productivity at work over the past three months, 21 points lower than workers who disagree (71.6), and nearly 11 points lower than the national average (61.2)
- Workers under 40 are twice as likely as workers over 50 to report a negative impact on their work productivity over the past three 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 60 per cent more likely than non-parents to report a negative impact on their work productivity over the past three months
- Managers are 50 per cent more likely than non-managers 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



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

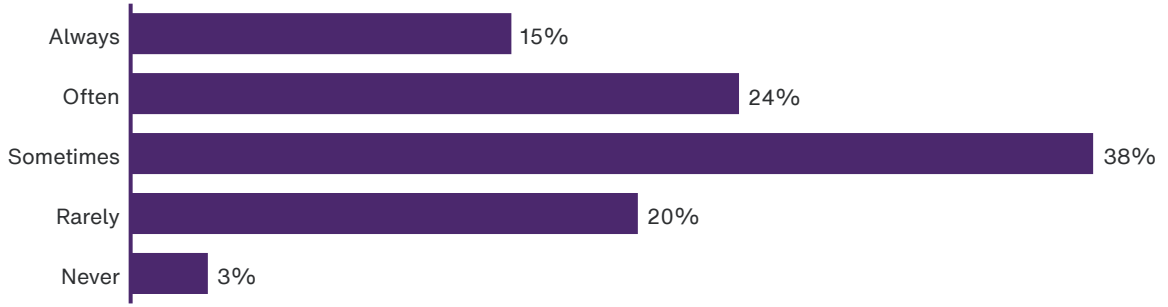


Financial anxiety

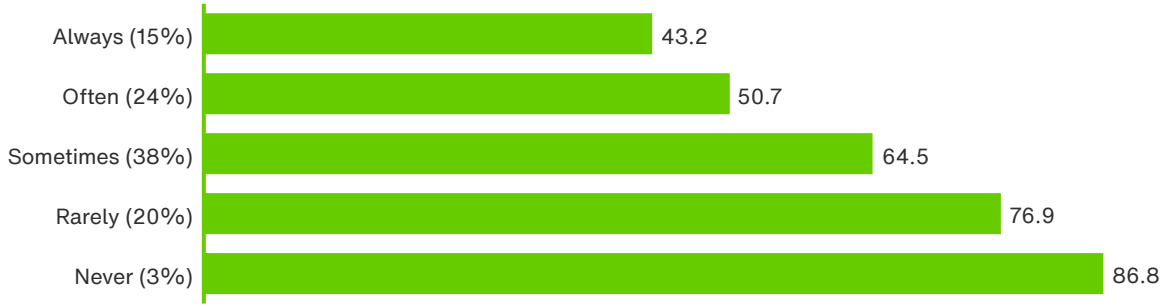
More than three-quarters of workers feel worried or anxious about their financial situation; younger workers and parents are more likely to feel this way always or often.

- Nearly two in five (39 per cent) of workers always or often feel worried/anxious about their financial situation; this group has the lowest mental health scores (43.2 and 50.7, respectively), at least 26 points lower than workers who rarely or never feel worried (76.9 and 86.8, respectively), and at least 11 points lower than the national average (61.2)
- Workers under 40 are more than twice as likely as workers over 50 to always or often feel worried/anxious about their financial situation
- Parents are 40 per cent more likely than non-parents to always or often feel worried/anxious about their financial situation
- 23 per cent of workers rarely or never feel worried/anxious about their financial situation; the mental health scores of this group (76.9 and 86.8, respectively) are at least 15 points higher than the national average (61.2)

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?"

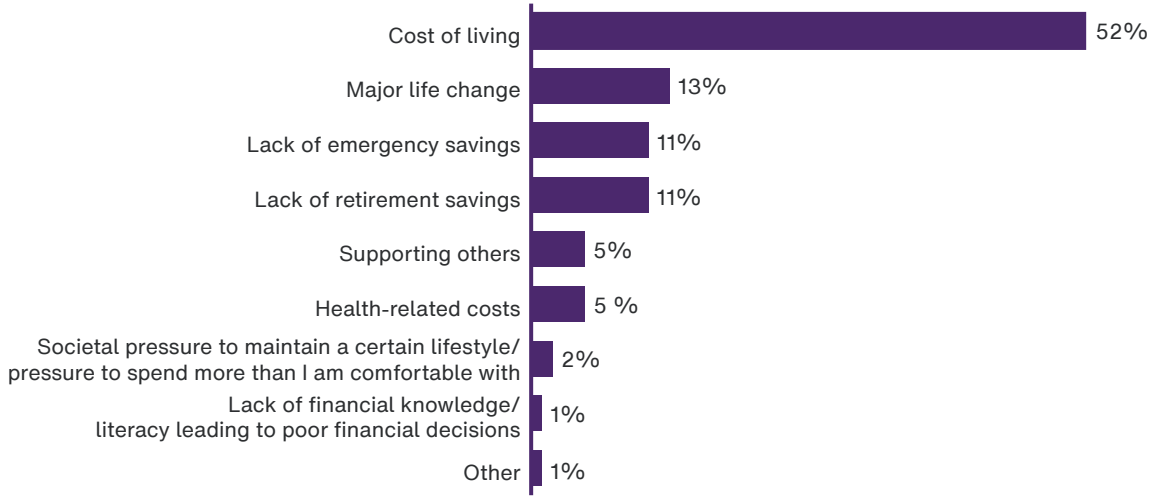


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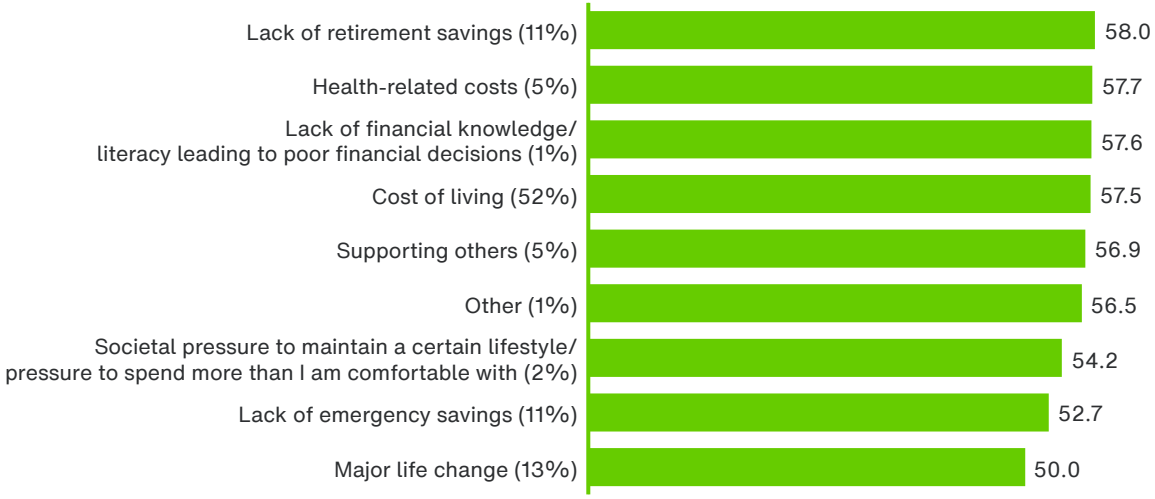
More than half of workers identify the cost of living as their leading source of financial anxiety.

- 52 per cent of workers say the cost of living is driving their financial anxiety the most, 13 per cent say it's a major life change, 11 per cent say it's a lack of retirement savings, and 11 per cent say it's a lack of emergency savings
- The mental health score of 52 per cent reporting the cost of living as the biggest driver of financial anxiety (57.5) is nearly four points lower than the national average (61.2)
- The lowest mental health score (50.0) is among 13 per cent of workers reporting a major life change as driving their financial anxiety the most, more than 11 points lower than the national average (61.2)
- Workers over 50 are 60 per cent 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?"

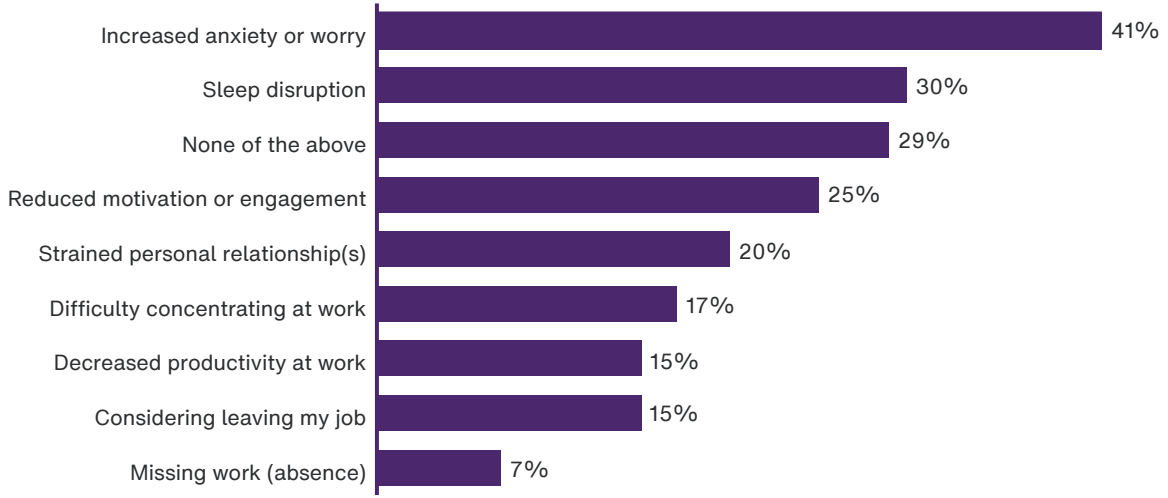


The impact of financial stress.

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

- More than two in five (41 per cent) workers say they've experienced increased anxiety as a result of financial stress, 30 per cent report sleep disruption, 25 per cent report reduced motivation/engagement, 20 per cent report strained personal relationship(s), 17 per cent report difficulty concentrating at work, and 15 per cent report decreased productivity at work due to financial stress
- Mental health scores among workers reporting impacts due to financial stress range from 55.6 (considering leaving their job) to a low of 50.7 (work absence), at least five points lower than the national average (61.2)

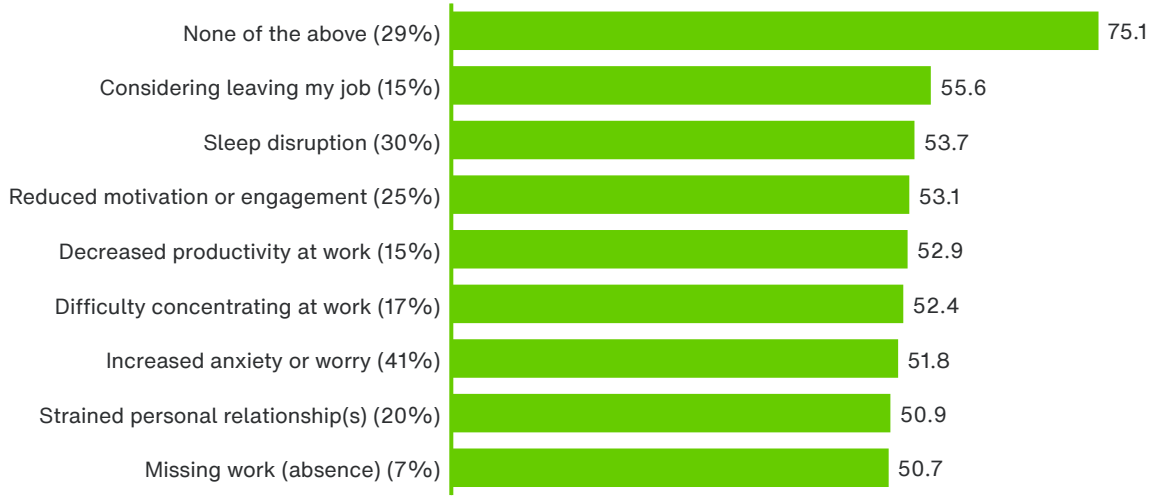
Which, if any, have you experienced as a result of financial stress?



- 29 per cent of workers report no impact from financial stress; the mental health score of this group (75.1) is 14 points higher than the national average (61.2)
- The lowest mental health score (50.7) is among seven per cent of workers reporting missing work due to financial stress, more than 24 points lower than workers reporting no impact (75.1), and nearly 11 points lower than the national average (61.2)



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



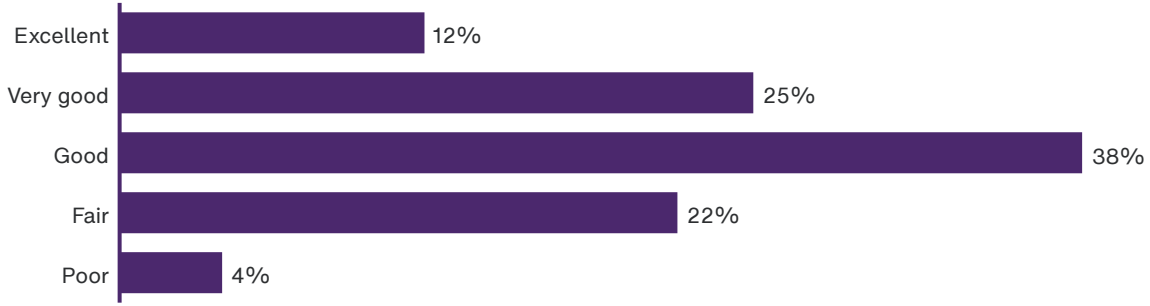
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Financial literacy

Nearly two in five rate their financial literacy as very good or excellent; 26 per cent rate it as fair or poor.

- 37 per cent of workers rate their financial literacy as very good or excellent; the mental health scores of this group (65.2 and 61.8, respectively) are at least half a point higher than the national average (61.2)
- More than one-quarter (26 per cent) of workers rate their overall financial literacy as fair or poor; this group has the lowest mental health scores (55.7 and 43.3, respectively), six points lower than workers who rate their financial literacy as excellent or very good, and more than five points lower than the national average (61.2)

How would you rate your overall financial literacy?



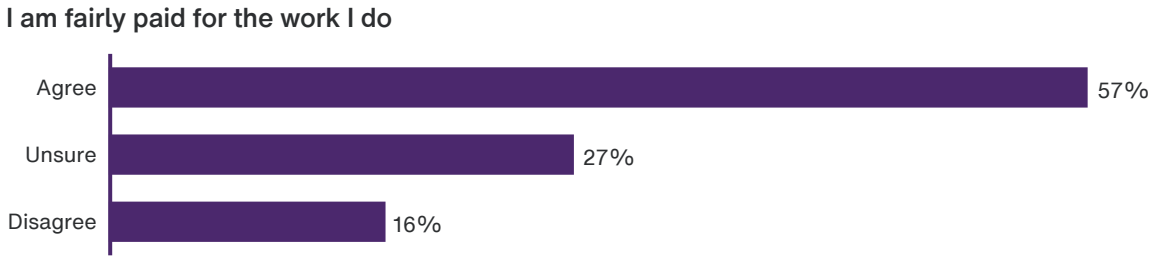
MHI score by "How would you rate your overall financial literacy?"

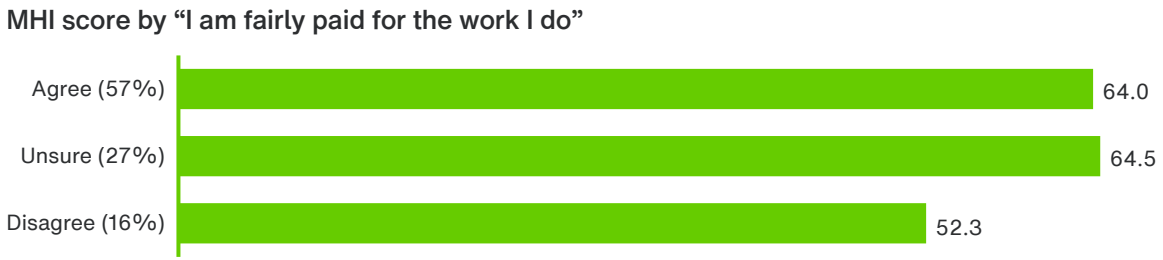


Compensation and workplace retirement or savings programs.

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

- 57 per cent of workers say they're fairly paid for the work they do; the mental health score of this group (64.0) is nearly three points higher than the national average (61.2)
- The lowest mental health score (52.3) is among 16 per cent of workers who say they're not fairly paid for the work they do, nearly 12 points lower than workers who believe they're fairly paid (64.0) and nearly nine points lower than the national average (61.2)
- Workers with an annual household income lower than $100,000 are 40 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
- Non-parents are 40 per cent more likely than parents to say they're not fairly paid for the work they do



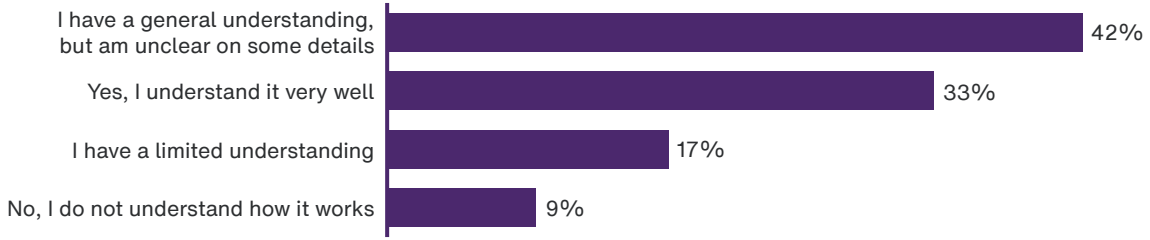


Two-thirds of workers who contribute to workplace retirement or savings programs don't have a good understanding of how these programs work.

- More than 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, 17 per cent have a limited understanding of how the program works, and nine per cent don't understand at all
- The lowest mental health score (51.4) is among nine per cent of workers who don't understand how their workplace retirement or savings programs work at all, more than 14 points lower than workers who understand them very well (65.6), and nearly 10 points lower than the national average (61.2)
- 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 not understanding how the programs work at all
- Workers without emergency savings are 50 per cent more likely than 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?



- 42 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 (65.6) is more than four points higher than the national average (61.2)
- Managers are twice as likely as non-managers 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?"

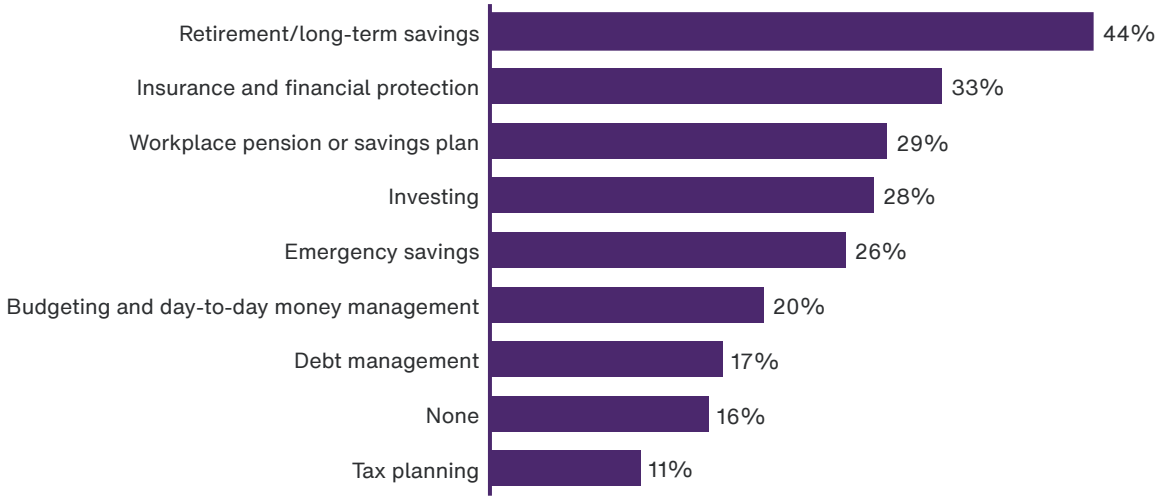


More than seven in 10 workers want their employer to provide resources, communications or support for retirement and workplace pension or savings plans.

- 44 per cent of workers want their employer to offer resources, communications or support for retirement savings, 33 per cent want support for insurance or financial protection, 29 per cent want support for their workplace pension or savings plans, 28 per cent want employer support for investing, 26 per cent want employer support for emergency savings, and 20 per cent want support for budgeting and day-to-day money management



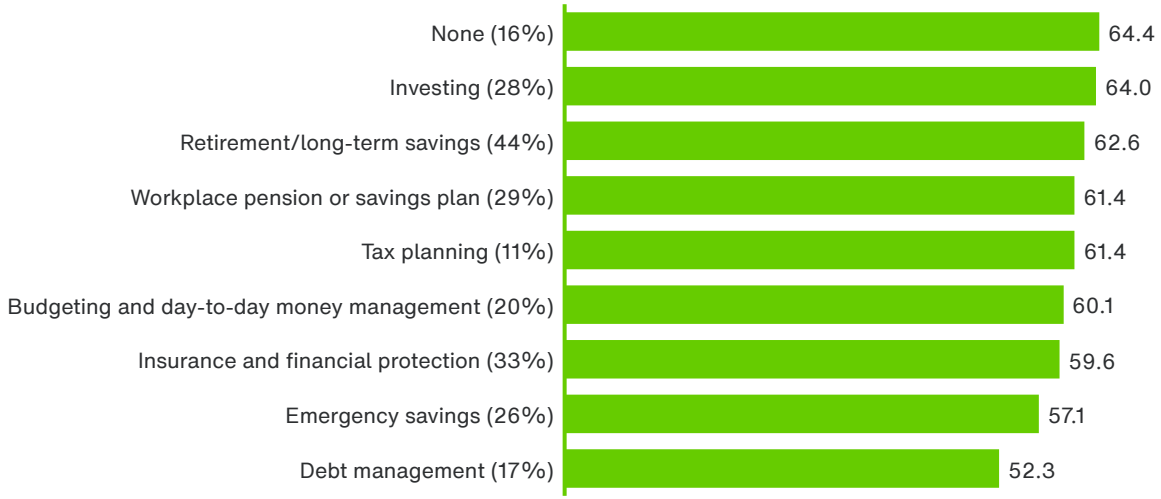
Which of the following financial topics do you wish your employer would offer resources, communications, or support for?



- The lowest mental health score (53.7) is among 15 per cent of workers who want employer support for debt management, more than 10 points lower than the national average (63.9)
- 24 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 (69.0), five points higher than the national average (63.9)



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



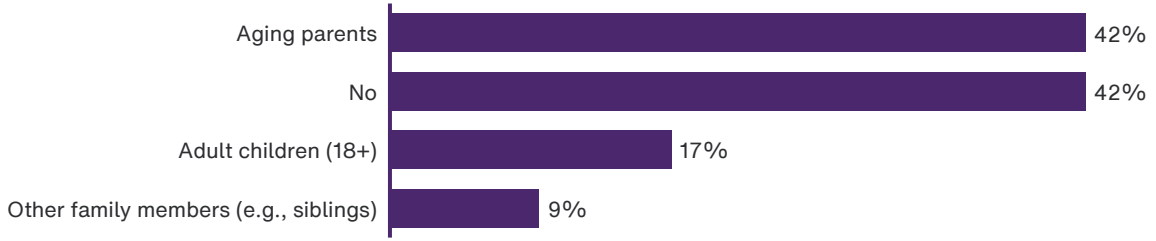
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Caregiving and financial support.

Six in 10 workers provide financial support or care to aging parents or adult children.

- 42 per cent of workers are providing financial support or care to their aging parents, 17 per cent are providing financial support or care to their adult children, and nine per cent are providing financial support or care to other family members
- Mental health scores among workers providing care or financial support range from 61.4 (aging parents) to a low of 58.3 (adult children)
- 42 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 (62.6) is modestly higher than the national average (61.2)

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



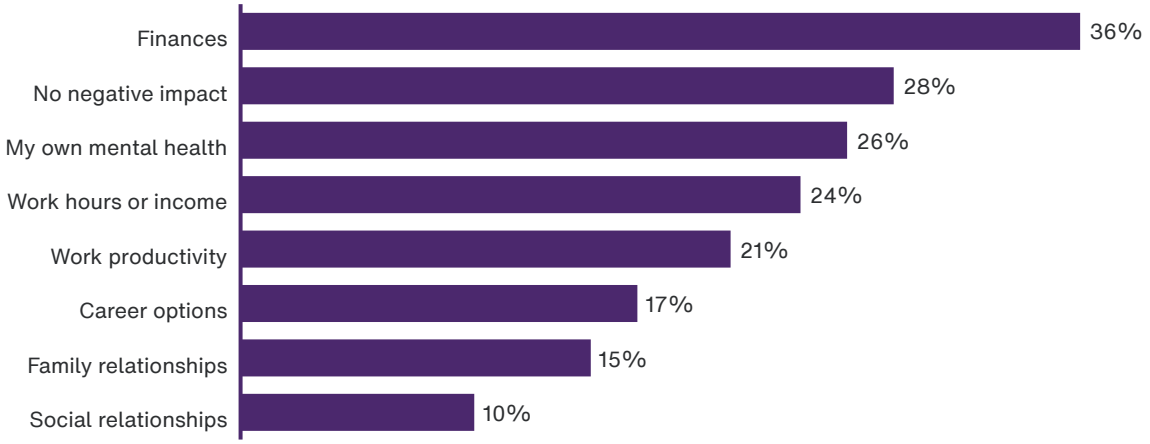
MHI score by "Excluding children under 18 and/or your spouse/partner, are you currently providing financial support or caregiving to any of the following dependents?"



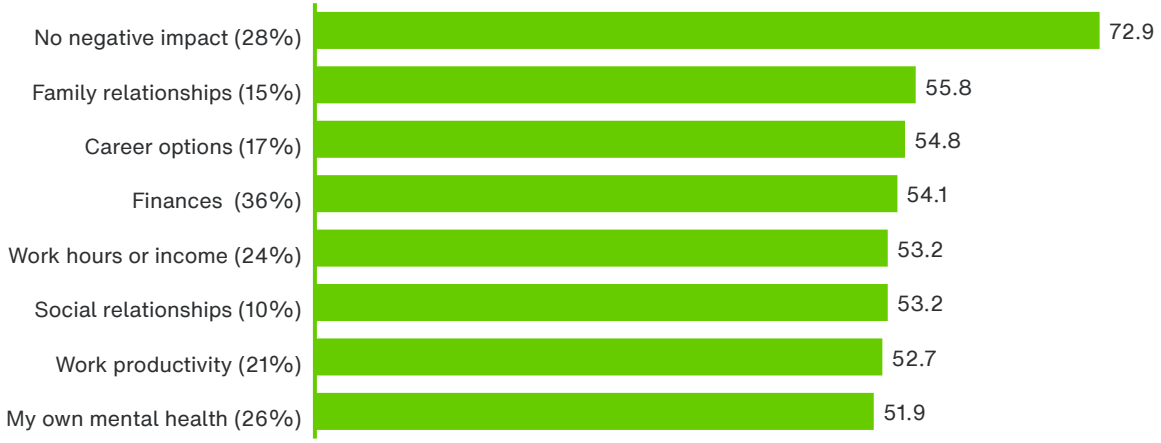
Workers providing financial support or care most commonly report a negative impact on their finances, mental health, and work hours/income.

- 36 per cent of workers providing financial support or care report a negative impact on their finances, 28 per cent report a negative impact on their mental health, 24 per cent report a negative impact on work hours or income, 21 per cent report a negative impact on their work productivity, and 17 per cent report a negative impact on career options
- The lowest mental health score (51.9) is among 26 per cent of workers reporting that providing financial support or care has negatively impacted their mental health, 21 points lower than workers reporting no negative impact (72.9), and more than nine points lower than the national average (61.2)
- 28 per cent of workers say that providing financial support or care has had no negative impact; the mental health score of this group (72.9) is nearly 12 points higher than the national average (61.2)
- Workers under 40 are 40 per cent more likely than workers over 50 to report that providing financial support or care has negatively impacted their mental health

Has this responsibility negatively impacted any of the following?



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



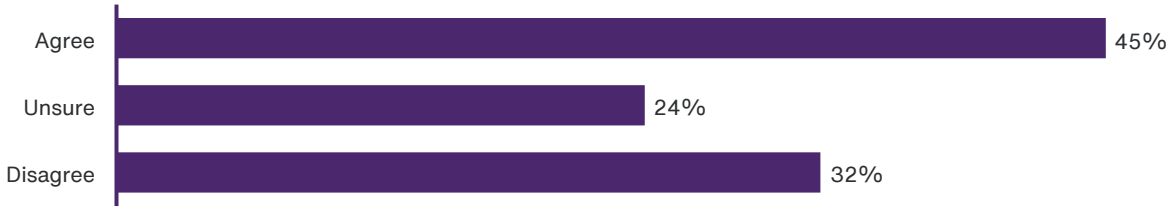
Perception of trust and care in the workplace.

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

- 45 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 (63.0), nearly two points higher than the national average (61.2)
- The lowest mental health score (58.1) is among 32 per cent of workers who wouldn't feel comfortable telling their manager if they had a mental health issue, five points lower than workers who would feel comfortable (63.0) and three points lower than the national average (61.2)



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"

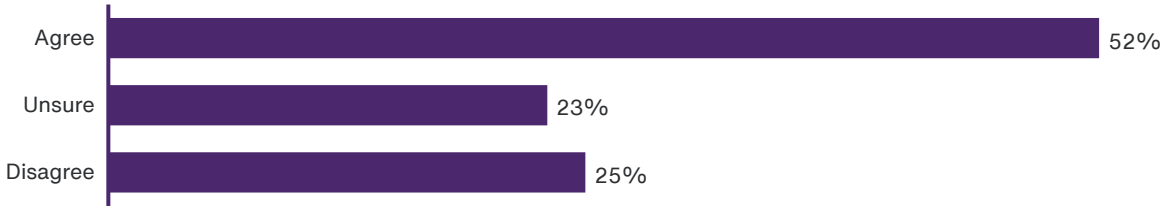




One-quarter of workers believe their employer cares only about their productivity.

- 52 per cent of workers perceive their employer cares about both their wellbeing and productivity; the mental health score of this group (64.7) is nearly four points higher than the national average (61.2)
- The lowest mental health score (55.0) is among 25 per cent of workers who believe their employer cares about their productivity over their wellbeing, nearly 10 points lower than workers who perceive their employer cares about their wellbeing and productivity (64.7) and more than six points lower than the national average (61.2)

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”

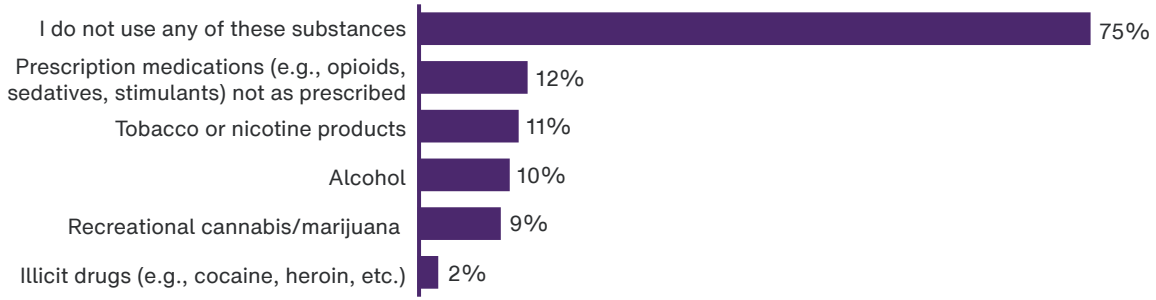


Substance use

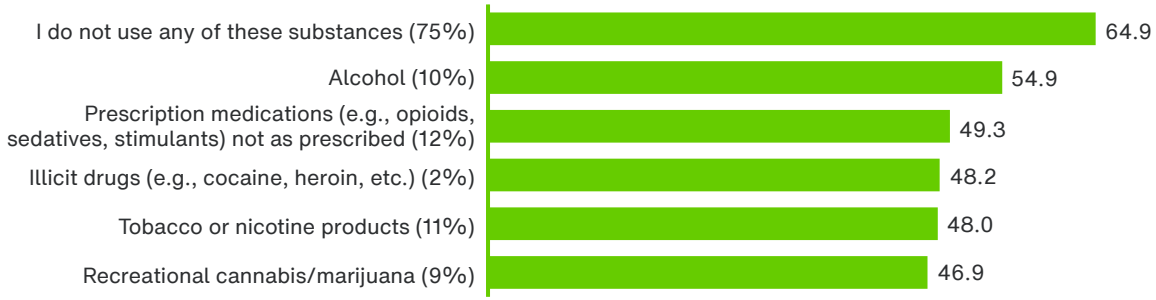
- 75 per cent of workers report no uncontrolled substance use; the mental health score of this group (64.9) is nearly four points higher than the national average (61.2)
- 12 per cent of workers are concerned about their prescription medication use, 11 per cent are concerned about their tobacco or nicotine use, 10 per cent have difficulty controlling their use of alcohol, and nine per cent are concerned about their use of recreational cannabis/ marijuana
- The lowest mental health score (46.9) is among nine per cent of workers concerned about their use of recreational cannabis, 18 points lower than workers who report no substance use (64.9) and more than 14 points lower than the national average (61.2)



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?"

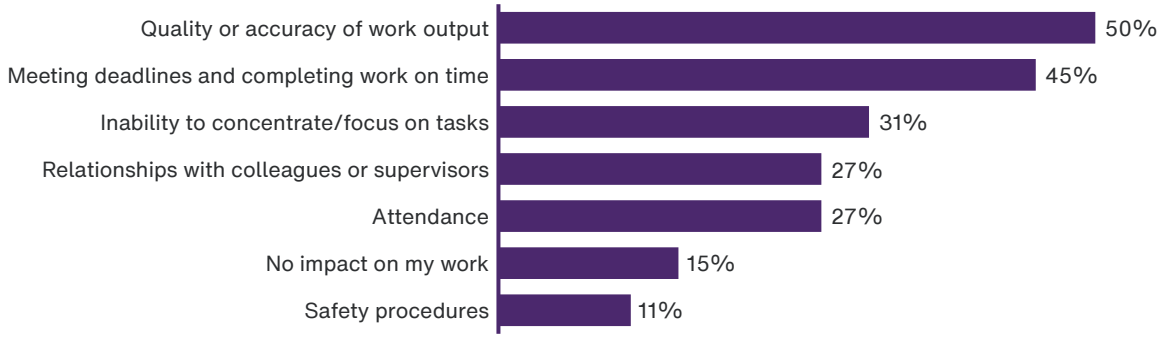


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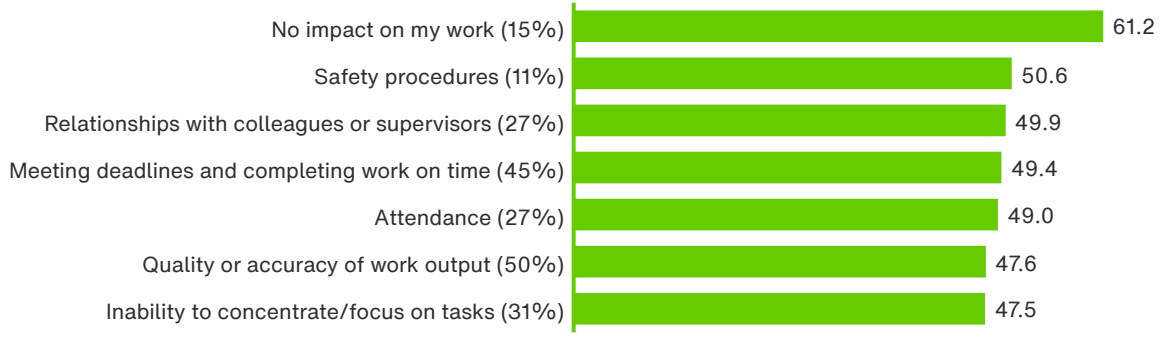
Among workers reporting difficulty with substance use, more than eight in 10 report some impact on their work.

- 50 per cent of workers report their substance use has negatively impacted the quality or accuracy of their work, 45 per cent report difficulty meeting deadlines and completing work on time, 31 per cent report an inability to concentrate/focus on tasks, 27 per cent report an impact on their relationships with colleagues or supervisors, and 27 per cent report an impact on their attendance at work
- Mental health scores among workers reporting impacts due to substance use range from 50.6 (safety procedures) to a low of 47.5 (inability to concentrate/focus on tasks), at least 11 points lower than the national average (61.2)
- 15 per cent report no impact of substance use on their work; the mental health score of this group (61.2) is equal to the national average (61.2)

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?"

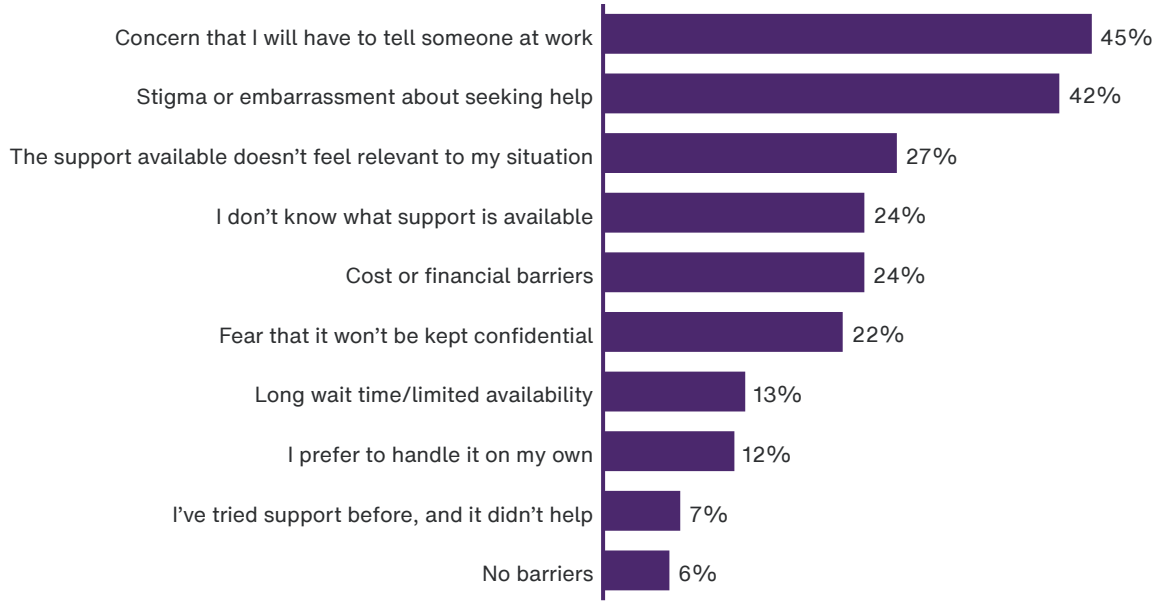


Concerns about confidentiality and stigma are the leading barriers preventing workers from seeking help for substance use.

- 45 per cent of workers are concerned that they'll have to tell someone at work, 42 per cent report that stigma or embarrassment is a barrier to seeking help, 27 per cent of workers believe the available support isn't relevant to their situation, 24 per cent don't know what support is available, 24 per cent say cost is a barrier, 22 per cent are concerned about confidentiality, and 21 per cent say long wait time/ limited availability is a barrier to seeking help for substance use



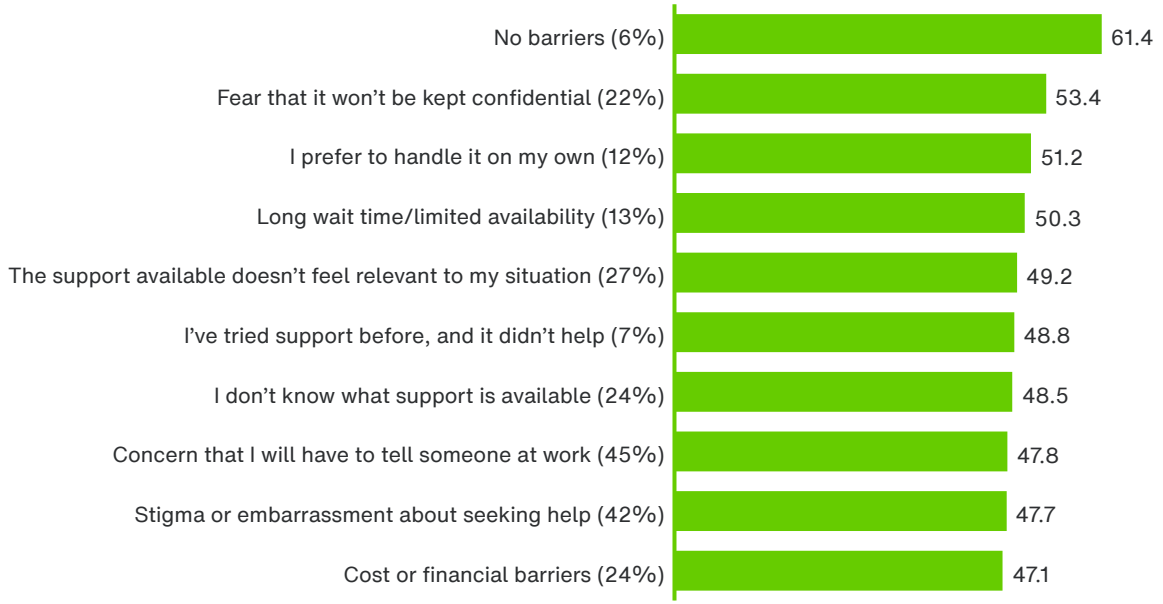
What barriers, if any, would prevent you from seeking help for substance use?



- Mental health scores among workers reporting barriers to seeking help for substance use range from 53.4 (concern about confidentiality) to a low of 47.1 (cost), at least eight points lower than the national average (61.2)



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



Six in 10 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 (61.3) is among 41 per cent of workers who would feel comfortable telling their manager if they were struggling with substance use or addiction, in line with the national average (61.2)
- The lowest mental health score (57.7) is among 35 per cent of workers who wouldn't feel comfortable sharing with their manager if they were struggling with substance use or addiction, nearly four points lower than workers who would feel comfortable (61.3) and the national average (61.2)

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 are collected through an online survey of 1,000 people living in Singapore 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 Singapore. 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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