



TELUS Mental Health Index.

United Kingdom | January 2024

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What you need to know for January 2024.

The mental health of workers in the United Kingdom remains significantly strained.

- At 64.7, the mental health of workers has improved modestly from October 2023
- **33 per cent of workers have a high mental health risk, 41 per cent have a moderate mental health risk, and 26 per cent have a low mental health risk**
- All mental health sub-scores, apart from work productivity, have improved from October. **Anxiety and isolation have been the lowest mental health sub-scores for nearly two years**
- Mental health scores have improved in Northern Ireland, Scotland, and England while the score in Wales has declined compared to October 2023
- Managers have a higher mental health score than non-managers
- Labourers have a lower mental health score than service industry and office workers



Respect, support, and recognition in the workplace correlate with mental health and productivity.

- **More than one in ten (12 per cent) do not feel valued and respected by their colleagues.** The mental health score of this group is nearly 20 points lower than the score among workers who feel valued and respected
- **More than one in five (23 per cent) do not perceive that their workplace is supportive.** The mental health score of this group is more than 17 points lower than the score among workers reporting their workplace is supportive
- Younger workers (under 40), labourers, and parents are more likely to report their workplace is unsupportive
- **Workers not feeling valued and respected by their colleagues and workers reporting that their workplace is unsupportive are more than twice as likely to report that their mental health adversely affects their productivity at work**
- **Nearly half (49 per cent) perceive that rewards and recognition are unfair and biased in their company.** The mental health score of this group is at least seven eight points lower than the score among workers who perceive that rewards and recognition are fair and unbiased



4 in 10 indicate that their employer does not support or are unsure about support for psychological health and safety.

- **44 per cent rate their company's culture around mental health favourably while 15 per cent have negative perceptions.** The mental health scores of workers rating the culture around mental health negatively are at least 18 points lower than the scores among workers rating their company's culture positively
- 39 per cent do not perceive, or are unsure, that their workplace is committed to ensuring employees can speak up about concerns without fear of punishment or humiliation. The mental health score of this group is at least nine points lower than workers who believe they can speak out without fear of reprisal
- 40 per cent do not perceive, or are unsure, that harassment, bullying, unhealthy conflict, and other harmful behaviours are quickly and fairly resolved in

their workplace. The mental health score of this group is at least nine points lower than workers reporting quick and fair resolution

- **Workers reporting that their workplace is not committed to ensuring employees can speak up about their concerns are nearly twice as likely to report that their mental health adversely affects their productivity at work**
- **Workers reporting that harassment, bullying, unhealthy conflict, and other harmful behaviours are not quickly and fairly resolved in their workplace are 50 per cent more likely to report that their mental health adversely affects their productivity at work**

Only half of workers give high ratings to their mental health benefits and services

- 50 per cent rate the mental health benefits and services provided by their employer as 4 or 5 (excellent); this group has mental health scores at least four points higher than the national average
- 20 per cent rate the mental health benefits and services provided by their employer as 2 or 1 (poor); this group has mental health scores at least 18 points lower than workers rating 4 or 5 (excellent), and at least 13 points lower than the national average
- 25 per cent of workers do not know whether their employer provides mental health benefits, or report that their employer does not provide mental health benefits



Younger workers are more likely to lack trusted personal and work relationships.

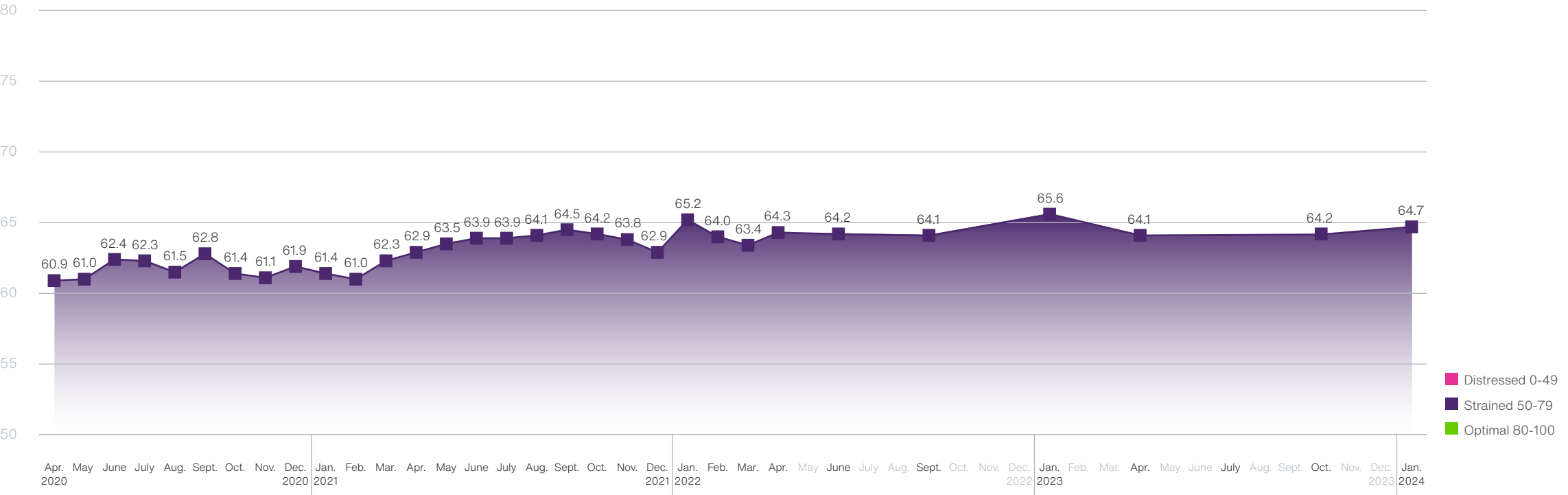
- **Nearly half (45 per cent) do not have trusted workplace relationships.** The mental health score of this group is at least 16 points lower than the score among workers with trusted workplace relationships. **These workers are three and a half times more likely to report feeling isolated than those with trusted workplace relationships**
- **Nearly two in five (39 per cent) do not have trusted personal relationships.** The mental health score of this group is at least 17 points lower than the score among workers with trusted personal relationships. **These workers are more than four times as likely to report feeling isolated than workers with trusted personal relationships**
- Workers under 40 are twice as likely as workers over 50 to lack trusted personal relationships and are 80 per cent more likely than workers over 50 to lack trusted workplace relationships
- **More than one-quarter (27 per cent) do not trust anyone enough to be their true selves with.** The mental health score of this group is 24 points lower than the score among workers with someone they can be their true selves with. **These workers are four times more likely to report feeling isolated than workers having someone they can be their true selves with**
- Younger workers (under 40) and parents are more likely to report not having anyone they trust enough to be their true self with

The Mental Health Index.

The overall Mental Health Index (MHI) for January 2024 is 64.7.

Following two periods of stability, the mental health of workers in the United Kingdom improves modestly from October 2023.

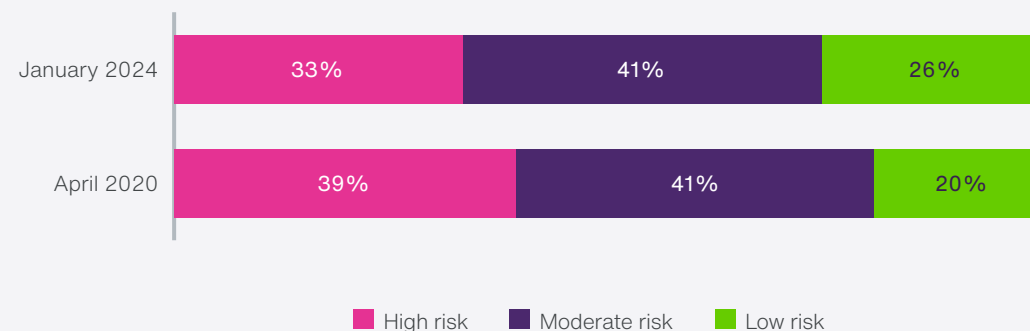
MHI Current Month January 2024	December 2023
64.7	64.2





Mental health risk.

In January 2024, 33 per cent of workers in the UK have a high mental health risk, 41 per cent have a moderate mental health risk, and 26 per cent have a low mental health risk. Nearly four years since the launch of the MHI in April 2020, there has been a six per cent reduction in high-risk workers and a six per cent increase in low-risk workers.



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 nearly two years, the lowest Mental Health Index sub-score is anxiety (57.0). Isolation (61.5), depression (62.6), work productivity (63.8), optimism (64.3), and general psychological health (72.4) follow. Financial risk (72.7) continues to be the most favourable mental health measures in January 2024.

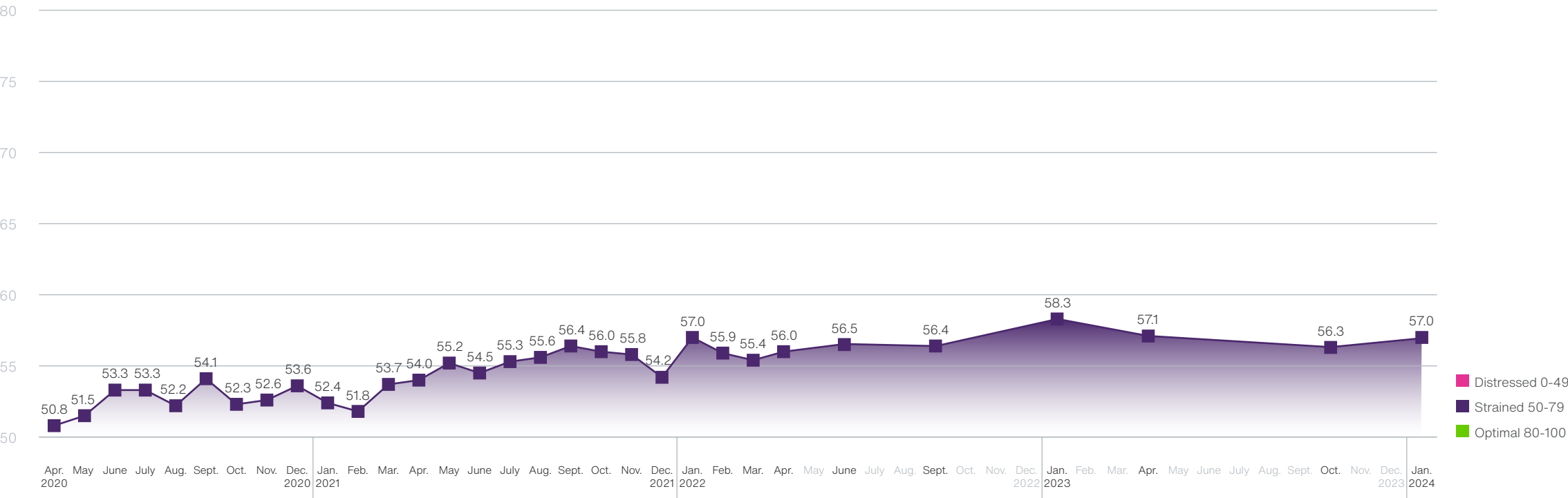
- All mental health sub-scores, apart from work productivity, have improved modestly compared to the previous period
- The depression sub-score has improved the most, up nearly one point from October 2023

Mental Health Index Sub-scores	January 2024	December 2023
Anxiety	57.0	56.3
Isolation	61.5	60.8
Depression	62.6	61.7
Work productivity	63.8	64.0
Optimism	64.3	64.2
Psychological health	72.4	72.1
Financial risk	72.7	72.1



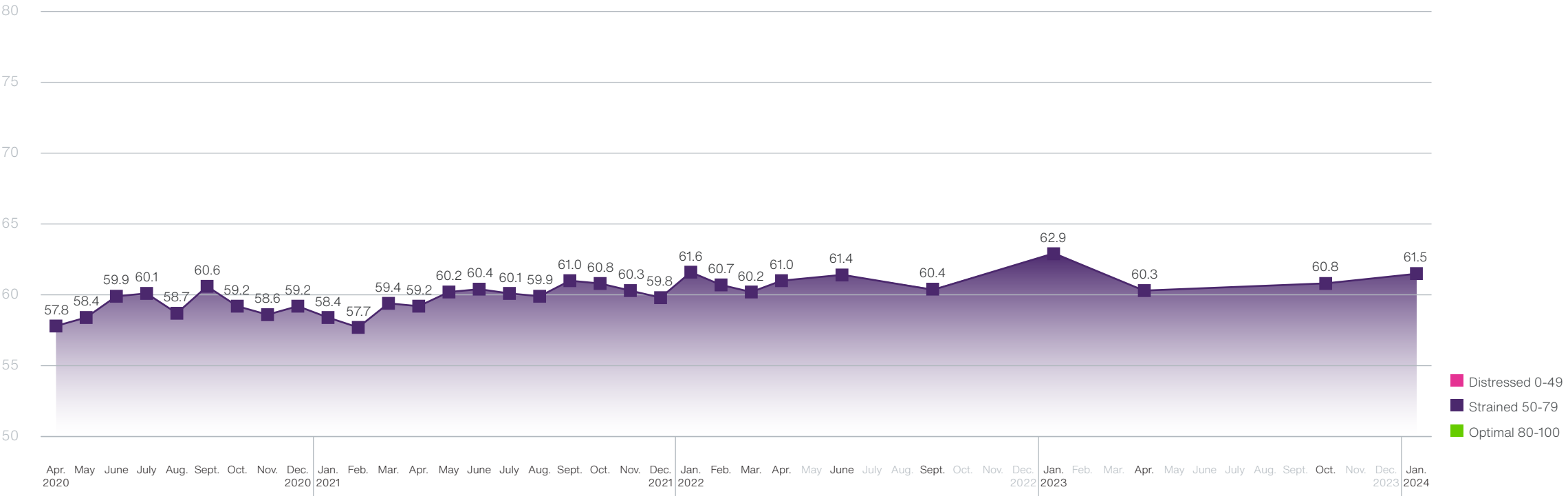
Anxiety

The anxiety sub-score has fluctuated since the launch of the MHI in April 2020. After reaching its peak in January 2023, the anxiety sub-score declined for two consecutive periods. In January 2024, the anxiety score improved modestly yet remains the lowest mental health sub-score for nearly two years.



Isolation

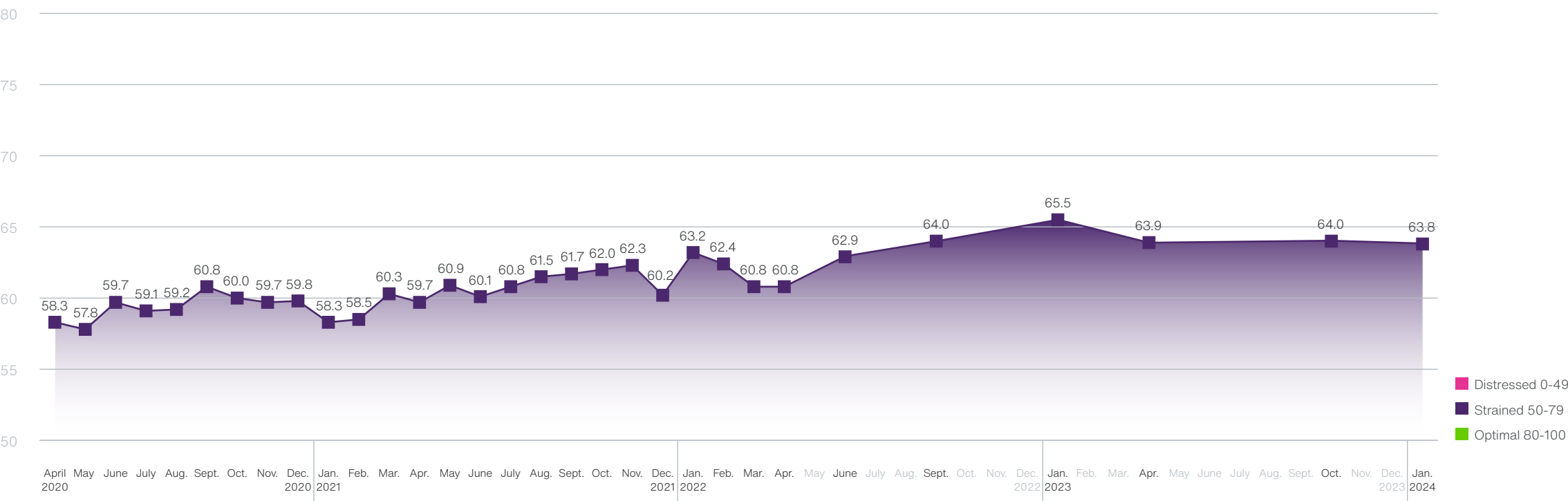
Since April 2020, the isolation sub-score has fluctuated significantly. After reaching its peak in January 2023, the isolation score declined sharply in April. In January 2024, the isolation score continues to improve for the second consecutive period; however, it continues to be the second-lowest sub-score for nearly two years.



Work productivity

The work productivity sub-score measures the negative impact of mental health on work productivity and goals.

Overall, the impact of mental health on work productivity has generally improved, suggesting that since the onset of the pandemic in 2020, the impact of mental health on work productivity has slowly lessened. The work productivity score reached its peak in January 2023; however, similar to other sub-scores, it declined in April. In January 2024, work productivity is the only sub-score to have declined from October 2023.



Mental health by gender and age.

- Since the launch of the MHI, women have had a significantly lower mental health score than men. In January 2024, the mental health score of women is 61.9 compared to 67.2 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between workers with and without minor children have been reported since the launch of the MHI in April 2020. Nearly four years later, this pattern continues with a lower score for workers with at least one child (61.3) than workers without children (66.4)

Mental health by employment status.

- Overall, three per cent of respondents are unemployed¹ and six per cent report reduced hours or reduced salary
- Workers reporting fewer hours compared to the previous month have the lowest mental health score (51.5), followed by individuals not currently employed (64.9), and workers with no change to salary or hours (65.6)
- Managers have a higher mental health score (65.7) than non-managers (63.8)
- Labourers have a lower mental health score (62.0) than service (64.8) and office workers (65.5)
- Respondents working for companies with 5,001-10,000 employees have the highest mental health score (68.5)
- Respondents working for companies with 51-100 employees have the lowest mental health score (62.2)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (39.0) than the overall group (64.7). Workers with emergency savings have a mental health score of 74.6

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

The Mental Health Index by region.

In January 2024, the mental health scores in Northern Ireland, Scotland, and England have improved while the mental health score in Wales have declined compared to October 2023.

- The most notable decline is in Wales, down 2.0 points from October 2023
- With a significant 5.5-point increase, Northern Ireland has the greatest improvement in mental health from October 2023 to January 2024
- The highest mental health score is in England (65.0), up 0.4 points from October 2023
- Despite a 0.9-point improvement from October 2023, the lowest mental health score is in Scotland (62.3)



Region	January 2024	December 2023	Change
Northern Ireland	64.9	59.4	5.5
Scotland	62.3	61.4	0.9
England	65.0	64.6	0.4
Wales	64.3	66.3	-2.0

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

Employment status	Jan. 2024	Dec. 2023
Employed (no change in hours/salary)	65.6	65.3
Employed (fewer hours compared to last month)	51.5	50.9
Employed (reduced salary compared to last month)	n/a	47.1
Not currently employed	64.9	63.2

Age group	Jan. 2024	Dec. 2023
Age 20-29	54.7	52.7
Age 30-39	58.2	59.2
Age 40-49	61.3	60.8
Age 50-59	67.2	65.1
Age 60-69	71.9	71.9

Number of children	Jan. 2024	Dec. 2023
No children in household	66.4	66.2
1 child	60.1	60.1
2 children	62.9	61.1
3 children or more	61.4	58.9

Gender	Jan. 2024	Dec. 2023
Men	67.2	66.5
Women	61.9	61.4

Household income	Jan. 2024	Dec. 2023
<£15K/annum	56.1	52.9
£15K to <£30K/annum	58.1	57.2
£30k to <£60K	65.3	66.1
£60k to <£100K	67.4	67.7
£100K and over	76.0	71.3

Employer size	Jan. 2024	Dec. 2023
Self-employed/sole proprietor	63.8	64.4
2-50 employees	63.9	64.0
51-100 employees	62.2	61.4
101-500 employees	64.1	65.1
501-1,000 employees	64.5	61.5
1,001-5,000 employees	65.6	64.7
5,001-10,000 employees	68.5	65.1
More than 10,000 employees	66.4	65.8

Manager	Jan. 2024	Dec. 2023
Manager	65.7	64.7
Non-manager	63.8	63.9

Work environment	Jan. 2024	Dec. 2023
Labour	62.0	62.3
Office/desk	65.5	64.9
Service	64.8	64.0

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

The Mental Health Index by industry.

Full-time post-secondary students have the lowest mental health score (48.9) in January 2024, followed by workers in Information and Cultural Industries (57.2), and Media and Telecommunications (58.0).

Workers in Real Estate, Rental and Leasing (72.5), Professional, Scientific and Technical Services (69.8), and Manufacturing (69.2) have the highest mental health scores this month.



Industry	January 2024	December 2023	Change
Technology	66.6	62.3	4.2
Information and Cultural Industries	57.2	53.5	3.6
Food Services	62.4	58.8	3.6
Arts, Entertainment and Recreation	63.6	61.0	2.6
Other	64.7	62.1	2.6
Professional, Scientific and Technical Services	69.8	67.7	2.1
Public Administration	63.4	61.6	1.8
Retail Trade	63.9	62.2	1.7
Health Care and Social Assistance	65.3	64.7	0.6
Real Estate, Rental and Leasing	72.5	72.6	-0.1
Educational Services	64.8	64.9	-0.1
Manufacturing	69.2	69.3	-0.1
Wholesale Trade	60.2	60.4	-0.2
Transportation and Warehousing	66.7	67.5	-0.8
Administrative and Support services	58.5	59.5	-1.0
Full-time post-secondary student	48.9	50.1	-1.2
Media and Telecommunications	58.0	59.3	-1.3
Finance and Insurance	68.1	70.6	-2.5
Construction	64.8	67.7	-2.9
Accommodation	63.0	66.4	-3.4
Other services (except Public Administration)	63.1	67.9	-4.8

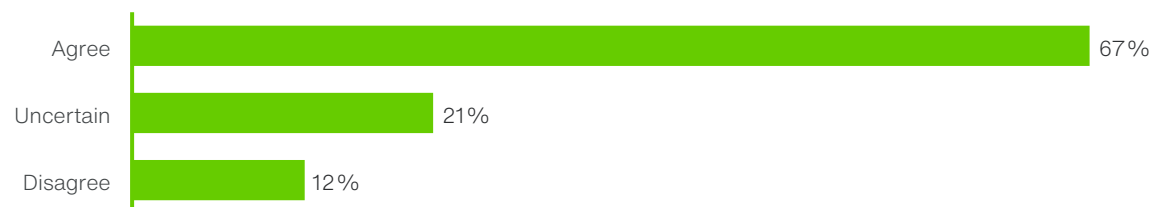
Spotlight

Workplace culture

Workers were asked whether they feel valued and respected by their colleagues.

- More than one in ten (12 per cent) do not feel valued and respected by their colleagues; this group has the lowest/worst mental health score (50.7), nearly 20 points lower than workers feeling valued and respected (70.4), and 14 points lower than the national average (64.7)
- Workers not feeling valued and respected by their colleagues are more than twice as likely as workers feeling valued and respected to report their mental health negatively impacts their work productivity
- Two-thirds (69 per cent) of workers feel valued and respected by their colleagues; this group has the highest/best mental health score (70.4), nearly six points higher than the national average (64.7)

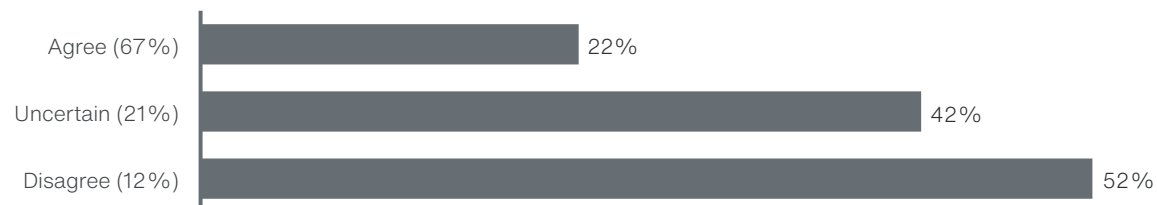
I feel valued and respected by my colleagues



MHI score by "I feel valued and respected by my colleagues"



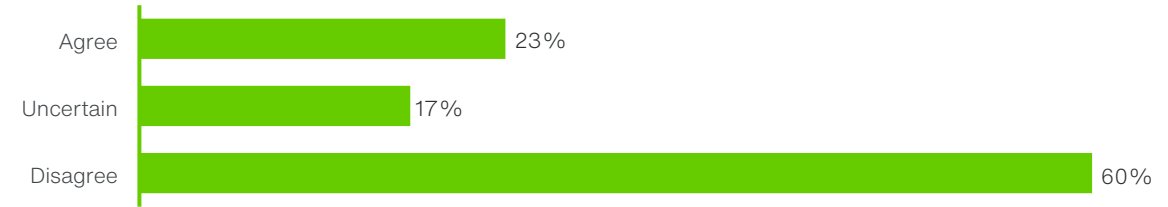
Percentage reporting their productivity is negatively impacted by their mental health by "I feel valued and respected by my colleagues"



Workers were asked whether their workplace is generally supportive.

- More than one in five (23 per cent) do not perceive their workplace as supportive; this group has the lowest/worst mental health score (53.8), more than 17 points lower than workers reporting that their workplace is supportive (71.2), and 11 points lower than the national average (64.7)
- Workers who perceive their workplace as unsupportive are two and half times more likely than workers with supportive employers to report that their mental health negatively impacts their work productivity
- Workers under 40 are twice as likely as workers over 50 to report their workplace is unsupportive
- Labourers are 80 per cent more likely than service industry workers and 50 per cent more likely than office workers to report their workplace is unsupportive
- Parents are 50 per cent more likely than non-parents to report their workplace is unsupportive
- Three in five (60 per cent) perceive their workplace as supportive; this group has the highest/best mental health score (71.2), more than six points higher than the national average (64.7)

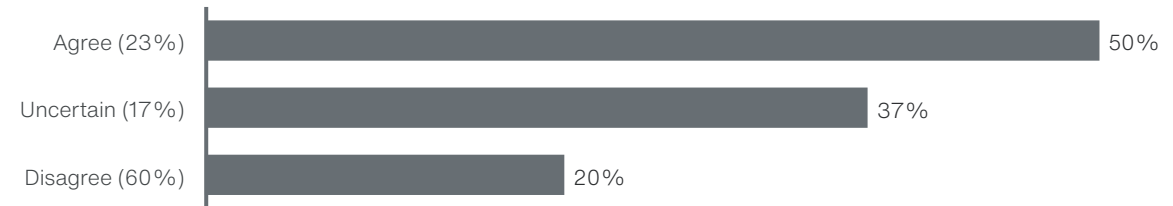
My workplace is generally NOT supportive



MHI score by “My workplace is generally NOT supportive”



Percentage reporting their productivity is negatively impacted by their mental health by “My workplace is generally NOT supportive”

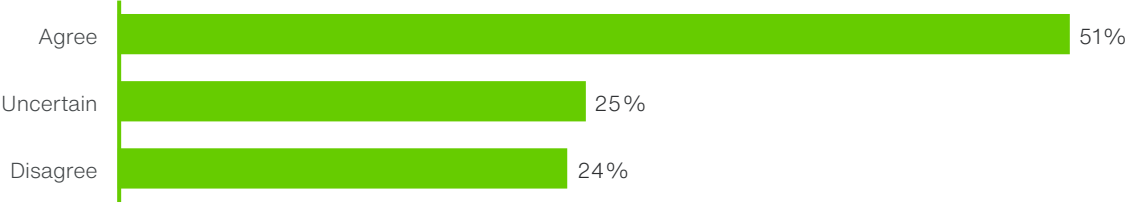


Workers were asked whether rewards and recognition are fair and unbiased in their company.

- More than half (51 per cent) perceive rewards and recognition are fair and unbiased in their company; this group has the highest/best mental health score (69.3), nearly five points higher than the national average (64.7)
- Nearly one-quarter (24 per cent) do not perceive that rewards and recognition are fair and unbiased in their company; this group has the lowest/worst mental health score (58.2), 11 points lower than workers who perceive rewards and recognition to be fair and unbiased (69.3), and more than six points lower than the national average (64.7)



I believe that rewards and recognition are fair and unbiased in my company



MHI score by “I believe that rewards and recognition are fair and unbiased in my company”

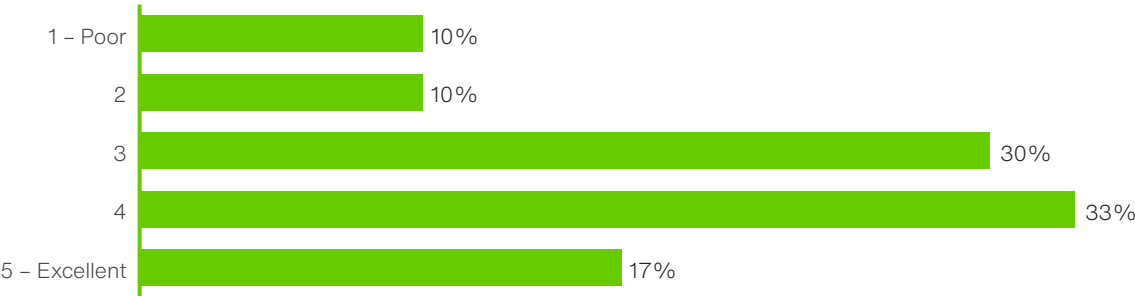


Workers were asked to rate the mental health benefits and services provided by their employer.

- Half (50 per cent) rate the mental health benefits and services provided by their employer as 4 or 5 (excellent); this group has mental health scores at least four points higher than the national average (64.7)
- One in five (20 per cent) rate the mental health benefits and services provided by their employer as 2 or 1 (poor); this group has mental health scores at least 18 points lower than workers rating 4 or 5 (excellent), and at least 13 points lower than the national average (64.7)
- Twenty-five per cent of workers do not know whether their employer provides mental health benefits, or report that their employer does not provide mental health benefits; this group was excluded from the mental health analysis



Rating on mental health benefits and services provided by the employer



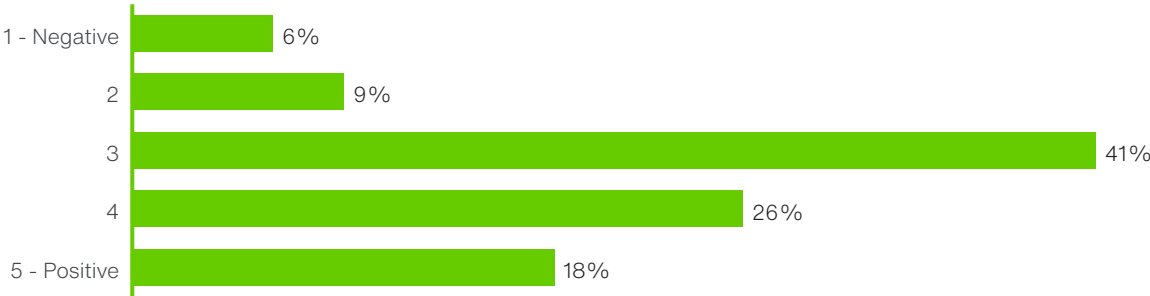
MHI score by “Rating on mental health benefits and services provided by the employer”



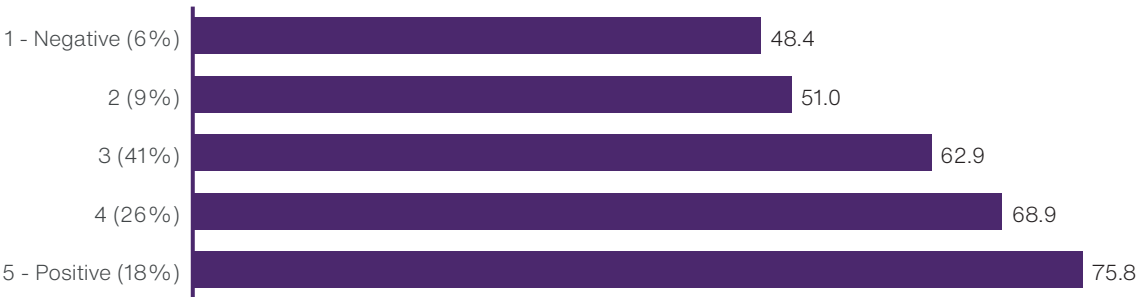
Workers were asked to rate their company’s culture around mental health.

- Nearly half (44 per cent) rate their company’s culture around mental health as 4 or 5 (positive); this group has mental health scores at least four points higher than the national average (64.7)
- More than one in seven (15 per cent) rate their company’s culture around mental health as 2 or 1 (negative); this group has mental health scores at least 18 points lower than workers rating their company’s culture as positive and at least 13 points lower than the national average (64.7)

Rating on company’s culture around mental health



MHI score by “Rating on company’s culture around mental health”

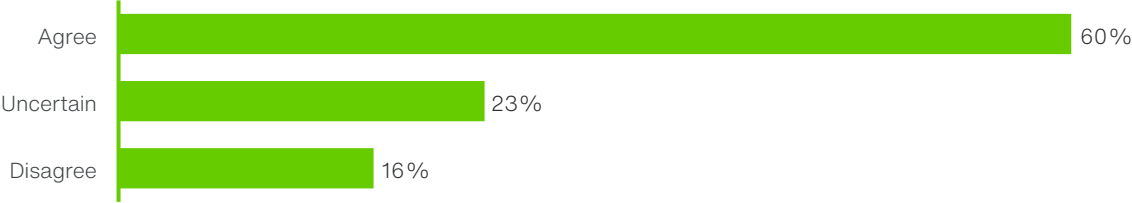


Psychological safety at work.

Workers were asked whether their workplace is committed to ensuring employees can speak up about concerns without fear of punishment or humiliation.

- One in six (16 per cent) do not perceive that their workplace is committed to ensuring employees can speak up about concerns without fear of punishment or humiliation; this group has the lowest/worst mental health score (55.2), 14 points lower than workers who agree (69.1), and more than nine points lower than the national average (64.7)
- Workers reporting their workplace is not committed to ensuring employees can speak up about their concerns are nearly twice as likely to report their mental health negatively impacts their work productivity than workers reporting their workplace is committed to ensuring employees can speak up about their concerns
- Three in five (60 per cent) perceive that their workplace is committed to ensuring employees can speak up about concerns without fear of punishment or humiliation; this group has the highest/best mental health score (69.1), more than four points higher than the national average (64.7)

My workplace is committed to ensuring employees can speak up about concerns without fear of punishment or humiliation



MHI score by “My workplace is committed to ensuring employees can speak up about concerns without fear of punishment or humiliation”



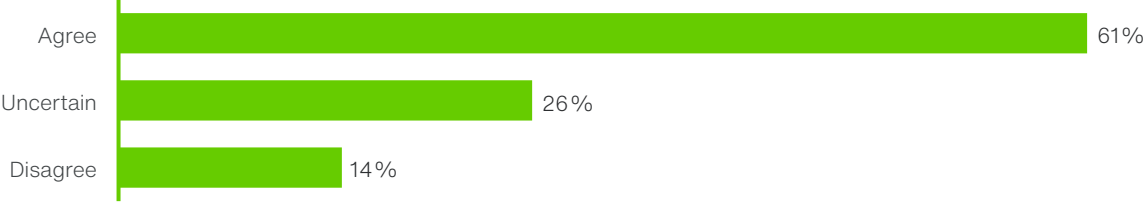
Percentage reporting their productivity is negatively impacted by their mental health by “My workplace is committed to ensuring employees can speak up about concerns without fear of punishment or humiliation”



Workers were asked whether harassment, bullying, unhealthy conflict, and other harmful behaviours are quickly and fairly resolved in their workplace.

- One in seven (14 per cent) do not perceive that harassment, bullying, unhealthy conflict, and other harmful behaviours are quickly and fairly resolved in their workplace; this group has the lowest/worst mental health score (56.7), 12 points lower than workers reporting quick and fair resolution (68.7), and eight points lower than the national average (64.7)
- Workers reporting that harassment, bullying, unhealthy conflict, and other harmful behaviours are not quickly and fairly resolved in their workplace are 50 per cent more likely to report their mental health negatively impacts their work productivity than workers reporting quick and fair resolution
- More than three in five (61 per cent) report that harassment, bullying, unhealthy conflict, and other harmful behaviours are quickly and fairly resolved in their workplace; this group has the highest/best mental health score (68.7), four points higher than the national average (64.7)

In my workplace, harassment, bullying, unhealthy conflict and other harmful behaviours are quickly and fairly resolved



MHI score by “In my workplace, harassment, bullying, unhealthy conflict and other harmful behaviours are quickly and fairly resolved”



Percentage reporting their productivity is negatively impacted by their mental health by “In my workplace, harassment, bullying, unhealthy conflict and other harmful behaviours are quickly and fairly resolved”



Control and demand at work.

Workers were asked whether they are satisfied with the amount of control they have over their work.

- Nearly one in seven (13 per cent) are dissatisfied with the amount of control they have over their work; this group has the lowest/worst mental health score (50.7), 19 points lower than workers who are satisfied (69.7), and 14 points lower than the national average (64.7)
- More than seven in ten (72 per cent) are satisfied with the amount of control they have over their work; this group has the highest/best mental health score (69.7), five points higher than the national average (64.7)



I am satisfied with the amount of control that I have over my work



MHI score by “I am satisfied with the amount of control that I have over my work”

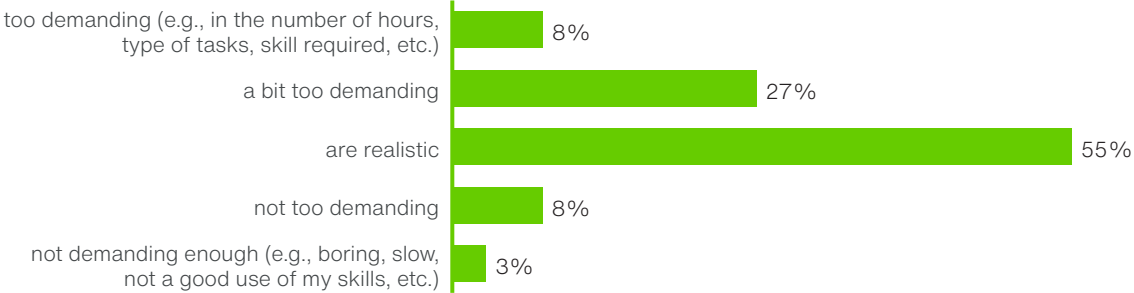


Workers were asked about the expectations of their job.

- More than half (55 per cent) perceive that the expectations of their job are realistic; this group has a mental health score (69.0) more than four points higher than the national average (64.7)
- More than one-third (35 per cent) perceive that the expectations of their job are either a bit too demanding or too demanding; this group has mental health scores at least nine points lower than workers who perceive the expectations are realistic and at least five points lower than the national average (64.7)
- Fifty-two per cent of workers reporting their jobs are too demanding also report their mental health is negatively impacting their productivity



I believe the expectations of my job are:



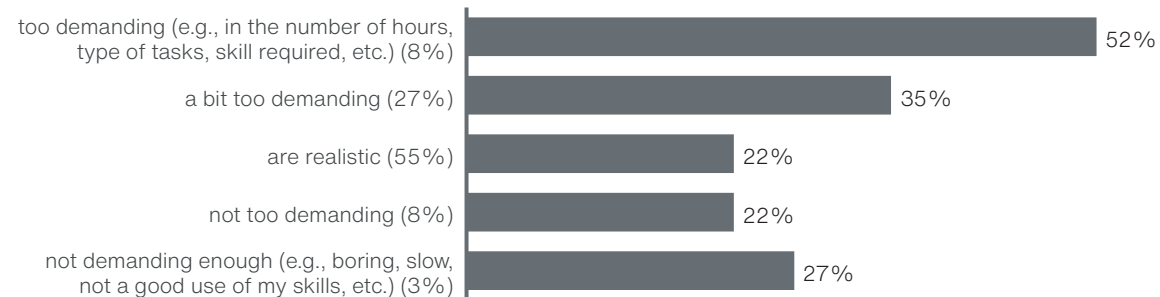
MHI score by “Job expectations”



- Work productivity is impacted less as job expectations move from too demanding to realistic, but the impact on work productivity increases among workers who do not find their job demanding enough (27 per cent)
- Workers under 40 are nearly twice as likely as workers over 50 to report the expectations of their job are too demanding
- Men are 60 per cent more likely than women to report the expectations of their job are not too demanding
- Managers are 40 per cent more likely than non-managers to report the expectations of their job are too demanding



Percentage reporting their productivity is impacted by their mental health by “Job expectations”

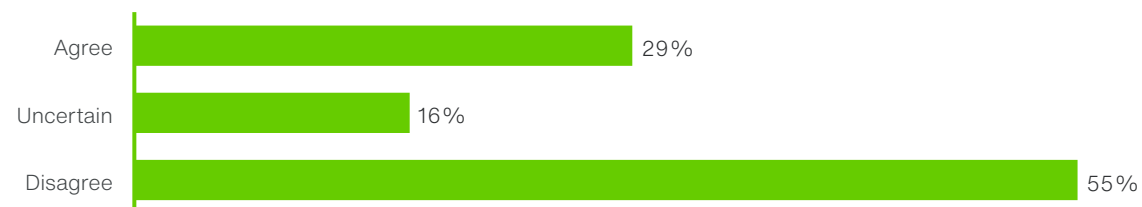


Relationships

Workers were asked whether they lack workplace relationships with people they trust.

- Nearly three in ten (29 per cent) lack workplace relationships with people they trust; this group has the lowest/worst mental health score (52.7), more than 20 points lower than workers with trusted workplace relationships (73.1) and 12 points lower than the national average (64.7)
- Respondents lacking trusted workplace relationships are three and a half times more likely to report feeling isolated than those with trusted workplace relationships
- Workers under 40 are more than 80 per cent more likely than workers over 50 to lack trusted workplace relationships
- More than half (55 per cent) have trusted workplace relationships; this group has the highest/best mental health score (73.1), more than eight points higher than the national average (64.7)

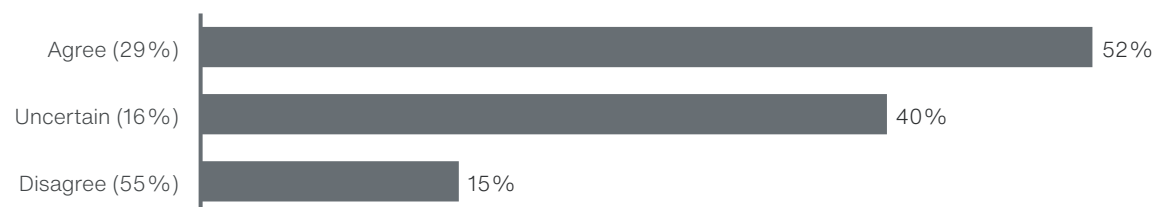
I lack workplace relationships with people I trust



MHI score by "I lack workplace relationships with people I trust"



Percentage reporting they feel isolated by "I lack workplace relationships with people I trust"

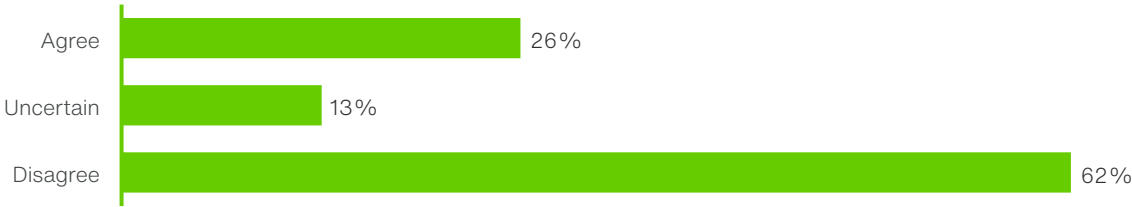


Workers were asked whether they lack personal relationships with people they trust.

- More than one-quarter (26 per cent) lack personal relationships with people they trust; this group has the lowest/worst mental health score (49.1), 24 points lower than workers with trusted personal relationships (73.0), and nearly 16 points lower than the national average (64.7)
- Respondents lacking trusted personal relationships are more than four times as likely to report feeling isolated than workers with trusted personal relationships
- Workers under 40 are twice as likely as workers over 50 to lack trusted personal relationships
- More than three in five (62 per cent) have trusted personal relationships; this group has the highest/best mental health score (73.0), more than eight points higher than the national average (64.7)



I lack personal relationships with people I trust



MHI score by “I lack personal relationships with people I trust”



Percentage reporting they feel isolated by “I lack personal relationships with people I trust”

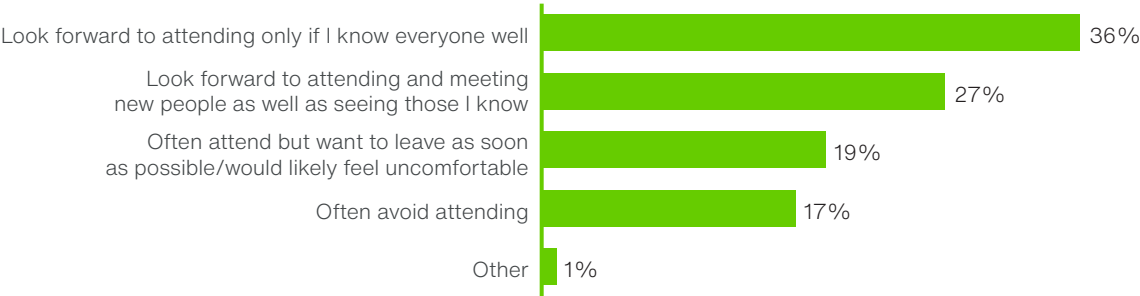


Social Engagement

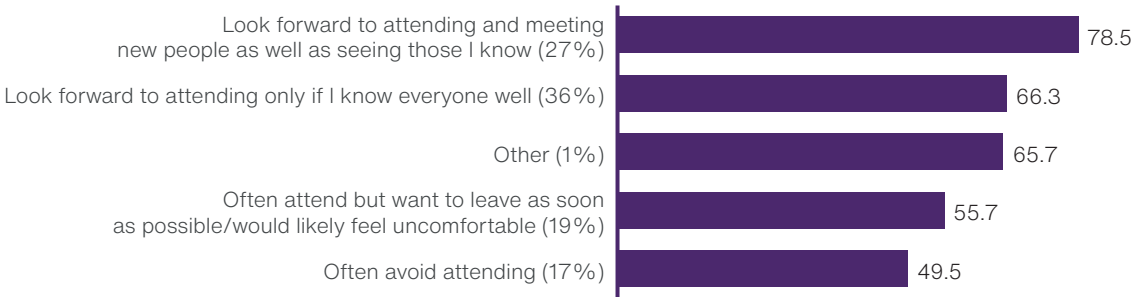
Workers were asked how they would respond to a social engagement.

- More than one-third (36 per cent) look forward to attending social events only if they know everyone well; this group has a mental health score (66.3) modestly higher than the national average (64.7)
- More than one-quarter (27 per cent) look forward to attending and meeting new people as well as seeing those they already know; this group has the highest/best mental health score (78.5), nearly 14 points higher than the national average (64.7)
- More than one in six (17 per cent) often avoid attending social events; this group has the lowest/worst mental health score (49.5), more than 15 points lower than the national average (64.7)
- Workers under 40 are nearly twice as likely as workers over 50 to attend social events but leave as soon as possible/likely feel uncomfortable
- Workers over 50 are 70 per cent more likely than workers under 40 to look forward to attending social events, meeting new people, and seeing those they already know

Social engagement



MHI score by “Social engagement”

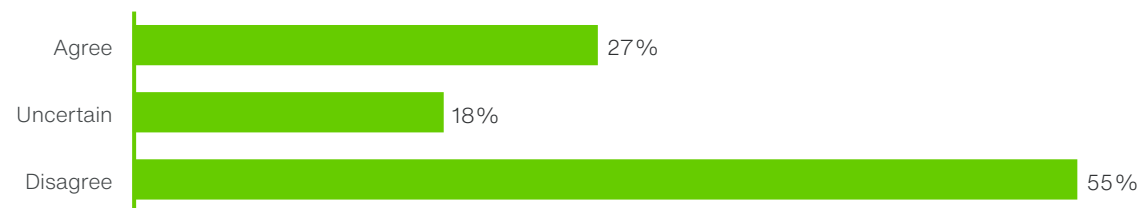


Trust

Workers were asked whether they trust anyone enough to be their true self with.

- More than one-quarter (27 per cent) do not trust anyone enough to be their true selves with; this group has the lowest/worst mental health score (49.3), 24 points lower than workers with someone they can be their true selves with (73.3), and more than 15 points lower than the national average (64.7)
- Workers without someone they can be their true selves with are four times more likely to report feeling isolated (59 per cent) than workers having someone they can be their true selves with (15 per cent)
- Workers under 40 are 80 per cent more likely than workers over 50 to not have anyone they trust enough to be their true self with
- Parents are 40 per cent more likely than non-parents to report not having anyone they trust enough to be their true self with
- More than half (55 per cent) have someone they trust enough to be their true self with; this group has the highest/best mental health score (73.3), more than eight points higher than the national average (64.7)

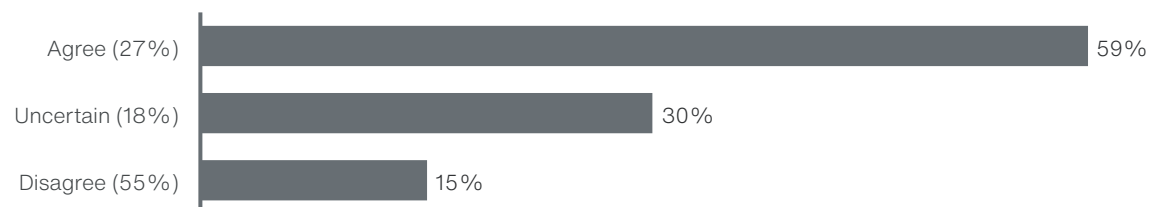
I do not trust anyone enough to be my true self with



MHI score by “I do not trust anyone enough to be my true self with”



Percentage reporting they feel isolated by “I do not trust anyone enough to be my true self with”



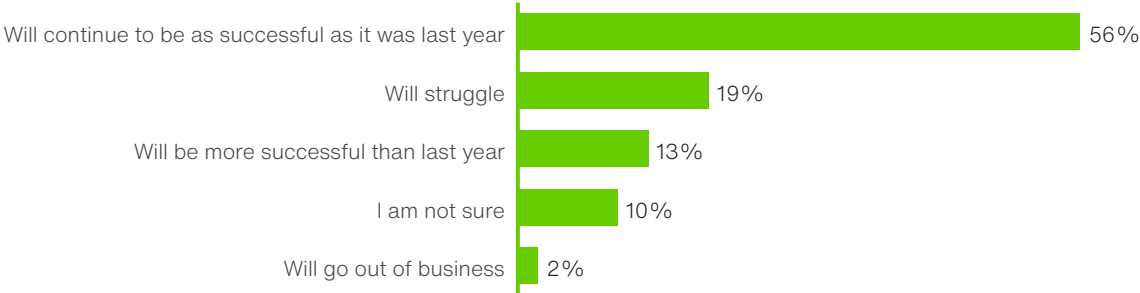
Business performance

Workers were asked how they perceive their organisation will perform through 2024.

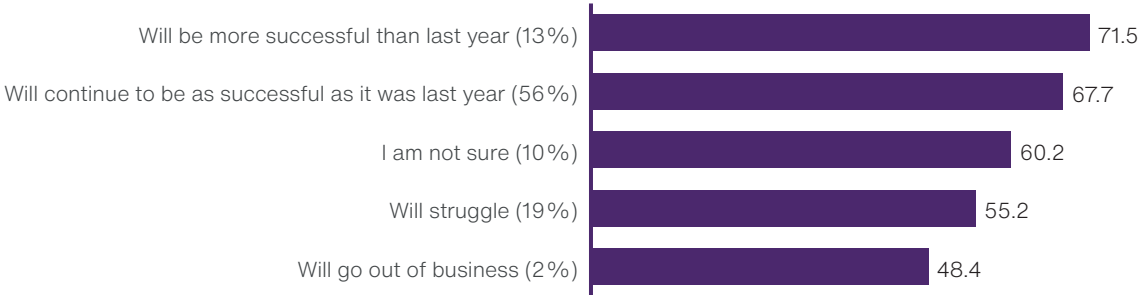
- More than half (56 per cent) perceive their organisation will continue to be as successful as it was last year. The mental health of this group (67.7) is three points higher than the national average (64.7)
- Nearly one in seven (13 per cent) perceive their organisation will be more successful than it was last year; this group has the highest/best mental health score (71.5), nearly seven points higher than the national average (64.7)
- The lowest/worst mental health (48.4),19 points lower than workers who perceive their organisation will be successful (66.8) and 16 points lower than the national average (64.7), is among two per cent who perceive their organisation will go out of business
- Managers are 80 per cent more likely than non-managers to perceive their organization will be more successful than it was last year



Perception of business performance in 2024



MHI score by “Perception of business performance in 2024”



Overview of the TELUS Mental Health Index.

The mental health and wellbeing of a population is essential to overall health and work productivity. The Mental Health Index provides a measure of the current mental health status of employed adults. The 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 business and government.

The Mental Health Index report has two parts:

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

Methodology

Data for this report is collected through an online survey of 2,000 people who live in the United Kingdom and are currently employed or who were employed within the prior six months. Participants are selected to be representative of the age, gender, industry, and geographic distribution in the United Kingdom. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between January 13 and January 22, 2024.

Calculations

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

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

Additional data and analyses.

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

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