



TELUS Mental Health Index.

Australia | June 2025

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What you need to know for June 2025.



One-third of workers feel isolated and anxious, nearly three in ten do not have emergency savings to cover basic needs, say their mental health is adversely impacting work productivity, and feel depressed.

- At 63.3, the mental health of workers has improved modestly from March 2025
- 35 per cent of workers have a high mental health risk, 44 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 isolation, have improved from March 2025
- Anxiety and isolation have been the lowest mental health sub-scores for more than three years
- 33 per cent of workers feel isolated
- 32 per cent feel anxious
- 29 per cent do not have emergency savings for basic needs
- 28 per cent say their mental health is negatively impacting work productivity
- 27 per cent feel depressed
- 14 per cent do not feel optimistic about their future
- Mental health scores in Western Australia, Victoria, the Australian Capital Territory, and Queensland have improved, whereas scores in South Australia and New South Wales have declined compared to March
- Managers and non-managers have nearly equal mental health scores
- Labourers have a lower mental health score than service industry and office workers

Younger workers disproportionately experience higher self-stigma. Just over half of workers fear that workplace disclosure of mental health issues would limit their career options.

- 51 per cent of workers would be concerned about career options if they had a mental health issue and their workplace was aware
- 37 per cent of workers would feel negatively about themselves if they had a mental health issue
- Workers under 40 are 50 per cent more likely than workers over 50 to feel negatively about themselves if they had a mental health issue
- Despite heightened mental health awareness, stigma persists; self-stigma has declined by only three per cent and fear of workplace stigma has decreased by one per cent since February 2021



Just over half of people leaders feel equipped to address employee mental health issues, and one-third say their organisation doesn't offer mental health leadership training.

- 35 per cent of people leaders are unsure, and 11 per cent would not know what to do if an employee was struggling with a mental health issue
- 33 per cent of people leaders say their organisation does not offer training on their role in supporting a mentally healthy workplace, and 14 per cent are unsure
- 27 per cent of people leaders say their organisation does not offer training in effective coaching or management techniques, and 15 per cent are unsure

For the second consecutive period, finances are the leading source of personal stress. Three-quarters of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

- 68 per cent of workers have cut back on their spending over the last two months because of financial concerns or economic uncertainty; 49 per cent have cut back a little, and 19 per cent have significantly reduced their spending
- 24 per cent have reduced their spending on health and wellness, with women more likely to have made this adjustment; the mental health score of this group is nearly 11 points lower than the national average
- 50 per cent of workers have some concerns about their financial future, 20 per cent of workers worry about financial instability, and five per cent feel financially vulnerable
- 47 per cent of workers can meet most of their everyday needs, but with some difficulty, 14 per cent often struggle to meet basic needs, and four per cent regularly cannot meet basic needs
- 24 per cent of workers say personal finances are their primary source of personal stress
- 19 per cent of workers say economic conditions are their primary source of personal stress



Managers are more likely to report **difficulty managing stress**, and younger workers are more likely to experience reduced productivity due to poor sleep.

- 28 per cent of workers are dissatisfied with the quality of their sleep
- 36 per cent of workers say that mental health challenges (e.g., anxiety, depression) are a leading factor contributing to poor sleep; the mental health score of this group is 24 points lower than the national average
- Workers under 40 are twice as likely as workers over 50 to report that mental health challenges contribute to their poor sleep quality
- 31 per cent of workers report financial worries contribute to their poor sleep quality; the mental health of this group is nearly 27 points lower than the national average
- 31 per cent of workers say that work stress is a leading factor contributing to poor sleep
- 30 per cent of workers say that physical health issues or pain are a leading factor contributing to poor sleep
- 29 per cent of workers say that personal or family responsibilities are a leading factor contributing to poor sleep
- 40 per cent of workers say poor sleep quality has resulted in reduced concentration or focus at work
- 29 per cent of workers say poor sleep quality has resulted in increased irritability or mood changes
- 29 per cent of workers say poor sleep quality has resulted in decreased productivity
- 29 per cent of workers say poor sleep quality has resulted in difficulty managing stress

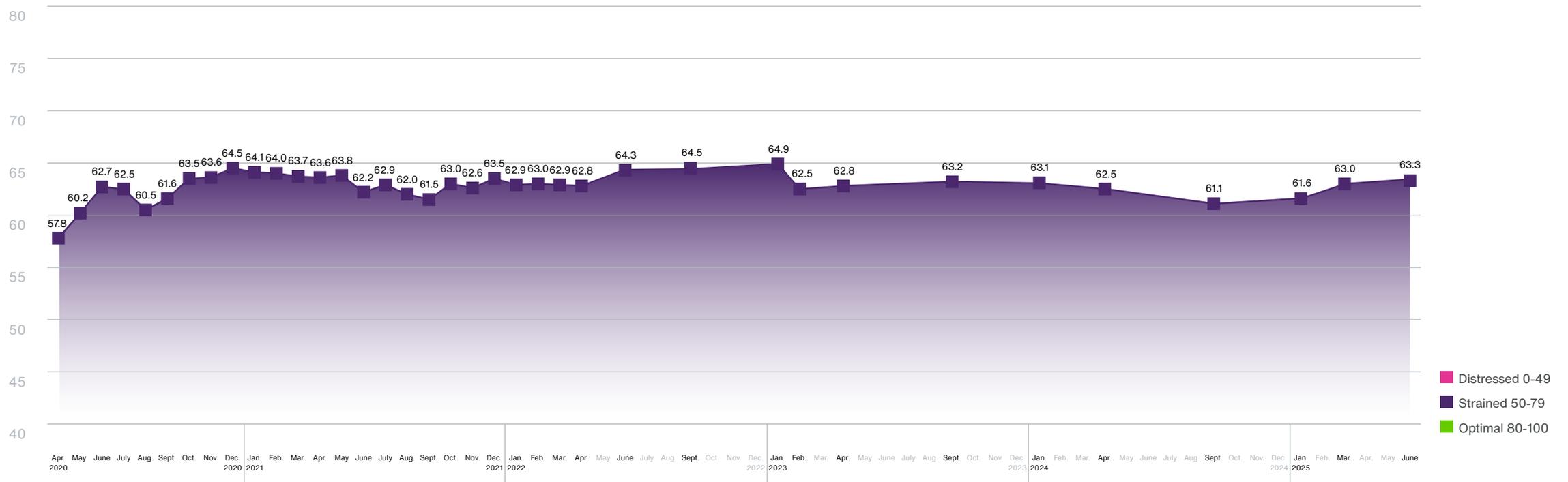
More than three in five workers report **unclear or inconsistent communication** about health and wellbeing programs; Nearly one in five say they rarely or never receive information about these programs.

- 38 per cent of workers say the information they receive on health and wellbeing programs is sometimes unclear or incomplete
- 20 per cent of workers say the information they receive is infrequent or confusing, and five per cent say the information is inconsistent
- Workers who say their organisation's communication is unclear are more than six times as likely to be unaware of health and wellbeing programs
- 18 per cent of workers say they rarely or never receive information on health and wellbeing programs
- Non-unionised workers are 50 per cent more likely than unionised workers to say they rarely or never receive information about these programs
- 57 per cent of workers would prefer to receive information about health and wellbeing programs via email
- 40 per cent of workers say their manager has not communicated the availability of health and wellbeing programs to them

The Mental Health Index.

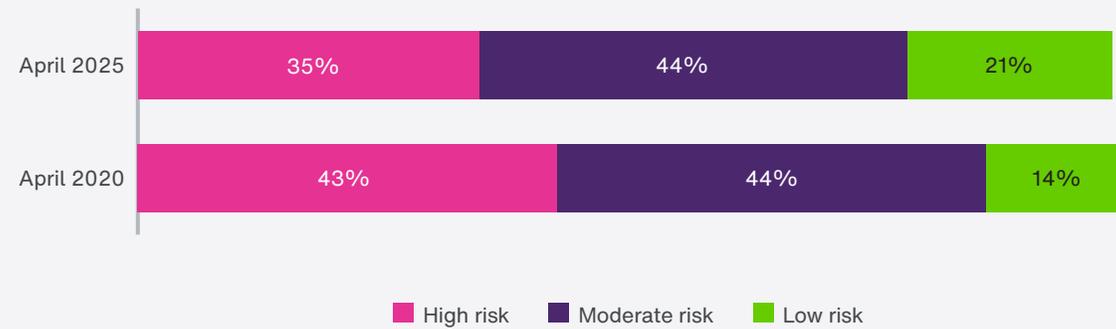
The overall Mental Health Index (MHI) for June 2025 is **63.3**. After peaking in January 2023, the mental health score for workers in Australia declined to its lowest point in September 2024. While incremental improvements have been observed since then, current scores are comparable to those recorded during the COVID-19 pandemic period.

MHI Current Month June 2025	March 2025
63.3	63.0



Mental health risk.

In June 2025, 35 per cent of workers have a high mental health risk, 44 per cent have a moderate mental health risk, and 21 per cent have a low mental health risk. More than five years after the launch of the Mental Health Index in April 2020, the proportion of workers in the high-risk group has decreased by eight per cent.



Approximately 30 per cent of workers in the high-risk group report diagnosed anxiety or depression, seven per cent report diagnosed anxiety or depression in the moderate-risk group, and one per cent of workers in the low-risk group report diagnosed anxiety or depression.

Mental Health Index sub-scores.

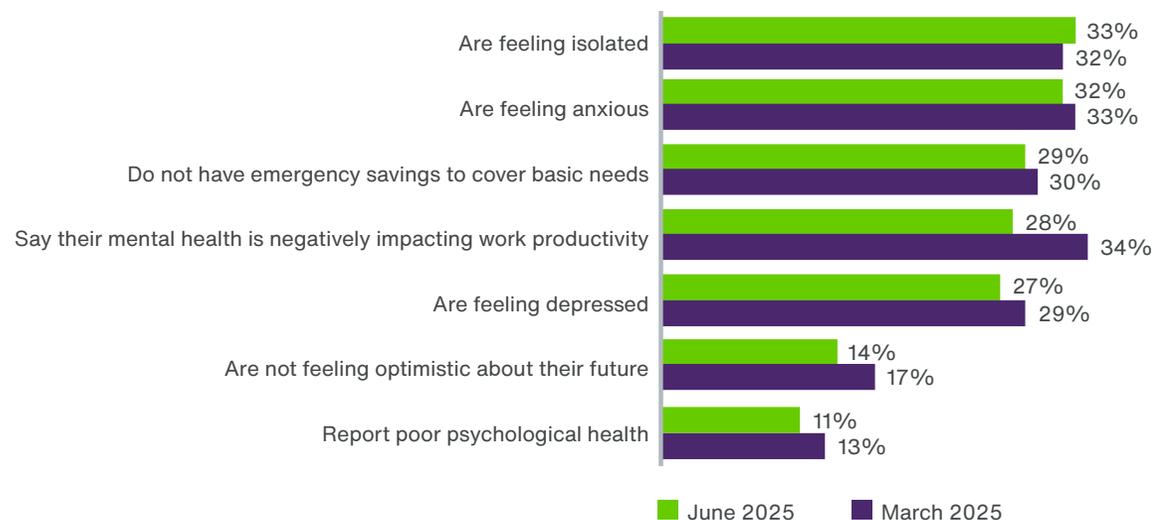
For more than three years, anxiety (57.0) has been the lowest Mental Health Index sub-score. Isolation (58.2), work productivity (61.8), depression (62.1), optimism (66.3), and financial risk (67.1) follow. General psychological health (70.0) remains the most favourable mental health measure in June 2025.

- Anxiety and isolation have been the lowest mental health sub-scores for more than three years
- All mental health sub-scores, apart from isolation, have improved from March 2025
- The work productivity score has improved most significantly, up 2.5 points from March 2025

One-third (33 per cent) of workers feel isolated, 32 per cent feel anxious, 29 per cent do not have emergency savings for basic needs, 28 per cent say their mental health is negatively impacting work productivity, 27 per cent feel depressed, 14 per cent do not feel optimistic about their future, and 11 per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2025	March 2025
Anxiety	57.0	56.8
Isolation	58.2	59.3
Work productivity	61.8	59.3
Depression	62.1	61.7
Optimism	66.3	65.3
Financial risk	67.1	66.5
Psychological health	70.0	69.1

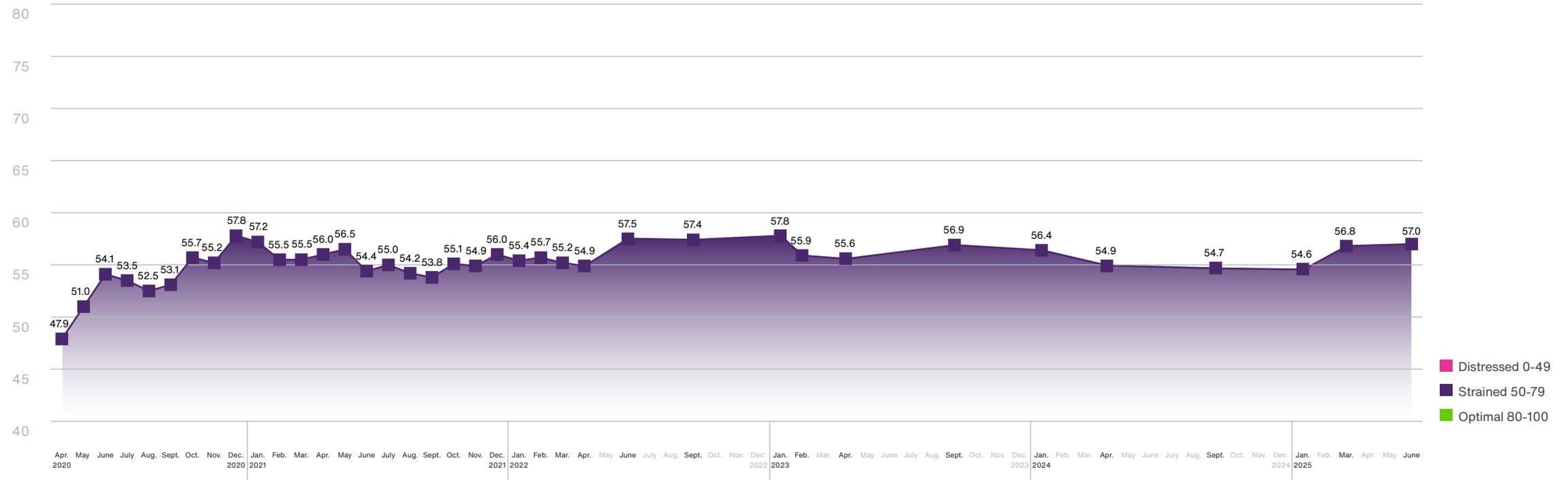
Percentage at risk by MHI sub-score



Anxiety

In June 2025, 32 per cent of workers say they often feel unsettled and nervous.

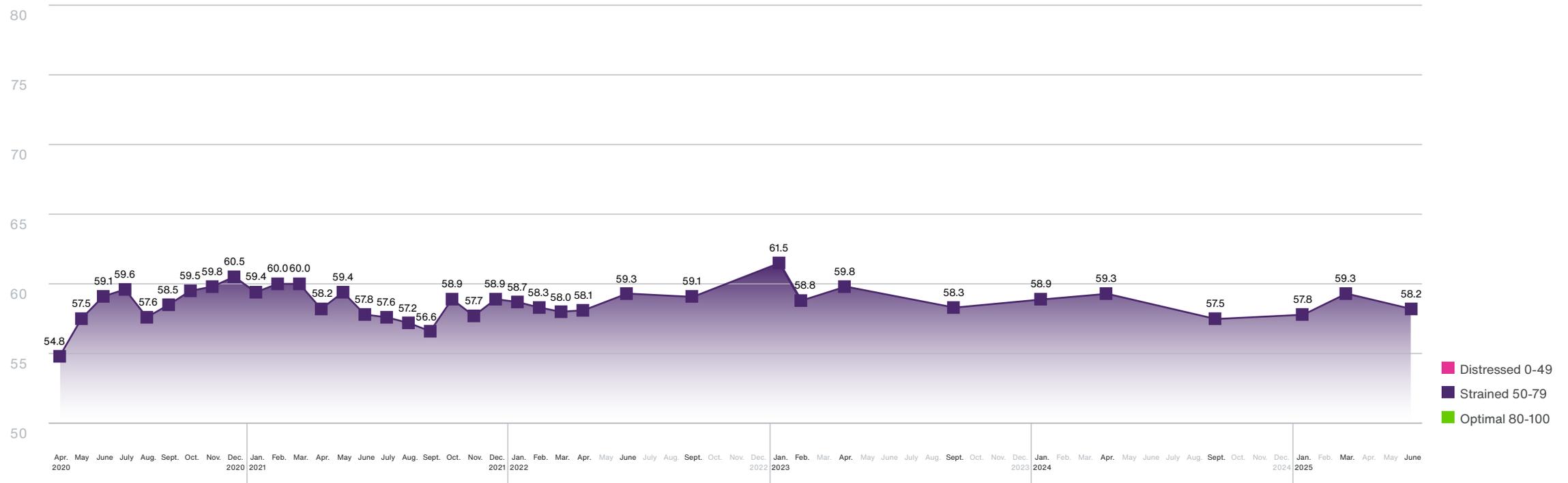
Anxiety sub-scores have fluctuated since the launch of the MHI in April 2020. After reaching a peak in January 2023, anxiety scores generally declined. However, in March 2025, a 2.2-point increase was observed, and this trend continues through June. Despite these improvements, anxiety has remained the lowest mental health sub-score for more than three years.



Isolation

In June 2025, 33 per cent of workers say they often feel alone.

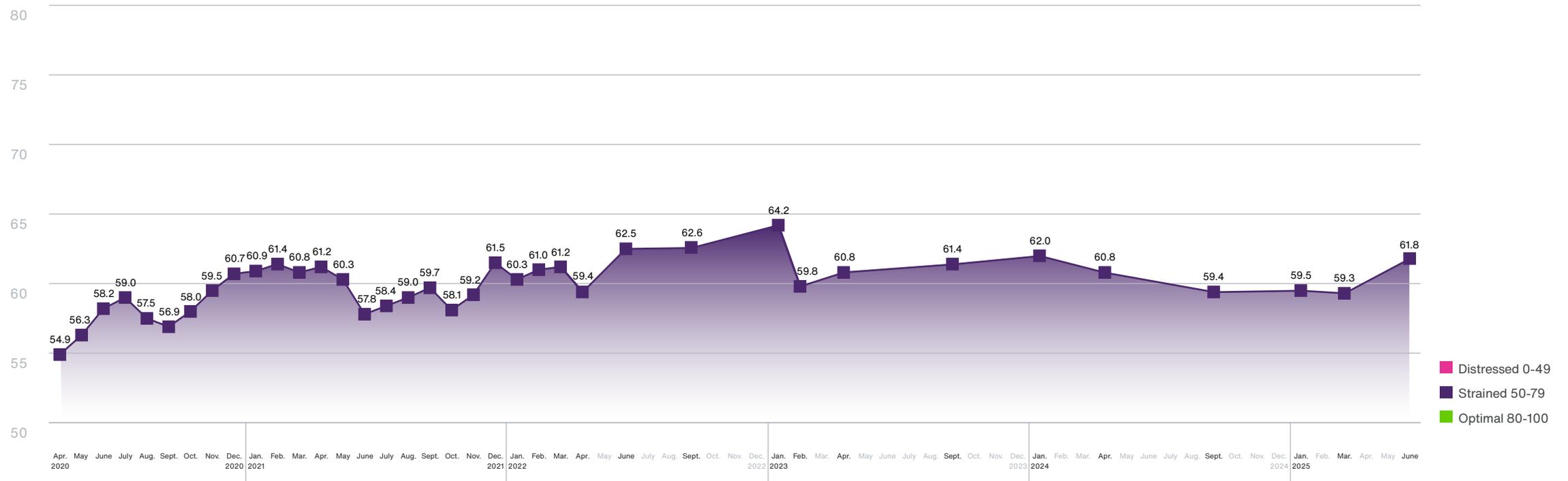
The isolation sub-score has fluctuated significantly since April 2020. After peaking in January 2023, isolation scores generally declined through September 2024. Despite a notable improvement in March 2025, the isolation sub-score declined in June, and it remains the second-lowest mental health sub-score for more than three years.



Work productivity

In June 2025, 28 per cent of workers say their mental health is negatively impacting their work productivity and goals.

From April 2020 to January 2023, the work productivity sub-score demonstrated steady incremental improvement. After reaching its peak in January 2023, the sub-score declined sharply and fluctuated at levels notably lower than those observed before the peak. In June 2025, the sub-score has rebounded, with a 2.5-point increase from March 2025.



Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In June 2025, the mental health score of women is 61.1 compared to 65.8 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. More than five years later, this pattern continues with a lower score for workers with at least one child (62.3) than for workers without children (63.9)

Mental health by employment status.

- Overall, five per cent of respondents are unemployed¹ and nine per cent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the previous month have the lowest mental health score (51.6), followed by workers reporting fewer hours than the last month (54.8), respondents not currently employed (59.2), and workers with no change to salary or hours (64.5)
- Managers and non-managers have nearly equal mental health scores (63.6 and 63.4, respectively)
- Labourers have a lower mental health score (59.7) than service (62.2) and office workers (64.9)
- Respondents working for companies with 1,001-5,000 employees have the highest mental health score (65.7)
- Self-employed/sole proprietors have the lowest mental health score (59.5)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (39.2) than the overall group (63.3). Workers with emergency savings have a mental health score of 72.0

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

The Mental Health Index by region.

In June 2025, the mental health scores in Western Australia, Victoria, the Australian Capital Territory, and Queensland have improved while scores in South Australia and New South Wales (excluding A.C.T.) have declined compared to March 2025.

- The highest mental health score is in Victoria, up more than one point from March 2025
- Despite a significant 4.9-point increase, the Australian Capital Territory has the lowest mental health score in June 2025

State	June 2025	March 2025	Change
Australian Capital Territory (A.C.T.)	59.5	54.6	4.9
Queensland	63.4	61.6	1.8
Victoria	65.1	63.7	1.4
Western Australia	62.7	61.8	0.9
New South Wales (excluding A.C.T.)	62.5	63.0	-0.5
South Australia	62.7	67.4	-4.7

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

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



Employment status	June 2025	March 2025
Employed (no change in hours/salary)	64.5	63.5
Employed (fewer hours compared to last month)	54.8	53.5
Employed (reduced salary compared to last month)	51.6	54.8
Not currently employed	59.2	65.5

Age group	June 2025	March 2025
Age 20-29	54.0	56.8
Age 30-39	57.2	57.7
Age 40-49	61.9	59.9
Age 50-59	66.2	64.8
Age 60-69	68.9	70.6

Number of children	June 2025	March 2025
No children in household	63.9	63.9
1 child	62.3	62.1
2 children	62.9	61.5
3 children or more	59.5	58.3

Gender	June 2025	March 2025
Men	65.8	65.2
Women	61.1	60.8

Household income/annum	June 2025	March 2025
<\$30K	50.6	53.8
\$30K to <\$60K	57.0	57.5
\$60K to <\$100K	61.5	63.5
\$100K to <\$150K	66.0	61.3
\$150K or more	67.0	67.1

Employer size	June 2025	March 2025
Self-employed/sole proprietor	59.5	65.3
2-50 employees	63.6	61.5
51-100 employees	65.2	63.9
101-500 employees	62.7	61.8
501-1,000 employees	62.9	63.2
1,001-5,000 employees	65.7	63.4
5,001-10,000 employees	63.1	63.9
More than 10,000 employees	64.0	63.3

Manager	June 2025	March 2025
Manager	63.6	64.2
Non-manager	63.4	61.9

Work environment	June 2025	March 2025
Labour	59.7	61.2
Office/desk	64.9	63.6
Service	62.2	62.9

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 Food Services have the lowest mental health score (57.6), followed by workers in Administrative and Support services (57.7), and Retail Trade (58.1).

Workers in Professional, Scientific and Technical Services (71.1), Wholesale Trade (69.7), and Transportation and Warehousing (69.1) have the highest mental health scores in June.



Industry	June 2025	March 2025	Change
Real Estate, Rental and Leasing	67.1	59.7	7.4
Wholesale Trade	69.7	63.6	6.2
Arts, Entertainment and Recreation	68.4	62.9	5.5
Professional, Scientific and Technical Services	71.1	65.9	5.2
Other services (except Public Administration)	61.6	56.5	5.1
Transportation and Warehousing	69.1	66.4	2.7
Manufacturing	68.8	66.3	2.5
Health Care and Social Assistance	62.5	61.0	1.5
Finance and Insurance	68.2	67.7	0.5
Administrative and Support Services	57.7	57.2	0.5
Construction	61.7	62.7	-1.0
Other	58.3	59.6	-1.3
Educational Services	66.2	68.0	-1.8
Retail Trade	58.1	60.5	-2.5
Public Administration	65.1	67.9	-2.8
Technology	61.5	64.3	-2.8
Food Services	57.6	62.7	-5.1

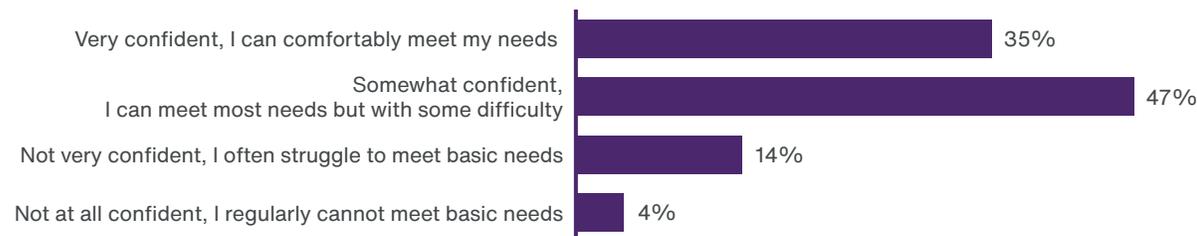
Spotlight

Financial wellbeing

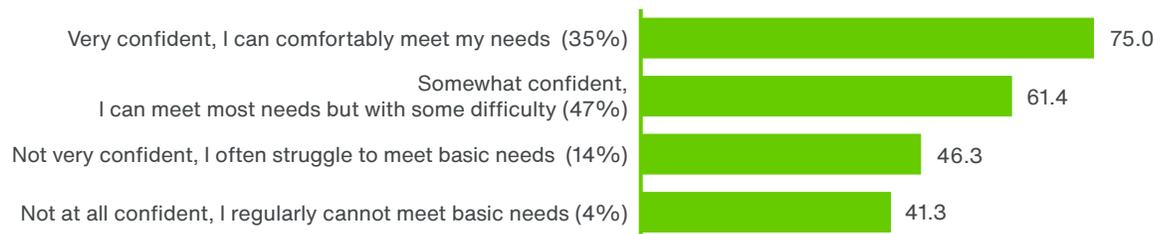
Nearly two-thirds of workers are concerned about not being able to financially support their everyday needs.

- The highest mental health score (75.0) is among 35 per cent of workers who can comfortably meet their needs, nearly 12 points higher than the national average (63.3)
- Workers with a yearly household income greater than \$100,000 are 70 per cent more likely than workers with an annual household income lower than \$100,000 to feel confident they can comfortably meet their needs
- Workers over 50 are 60 per cent more likely than workers under 40 to feel confident they can comfortably meet their needs
- The lowest mental health score (41.3) is among four per cent of workers who regularly cannot meet basic needs, nearly 34 points lower than workers who can comfortably meet their needs (75.0) and almost 22 points lower than the national average (63.3)
- Workers without emergency savings and workers with an annual household income lower than \$100,000 are more than four times as likely to report not being regularly able to meet basic needs

How confident are you that you can financially support your everyday needs?



MHI score by “How confident are you that you can financially support your everyday needs?”

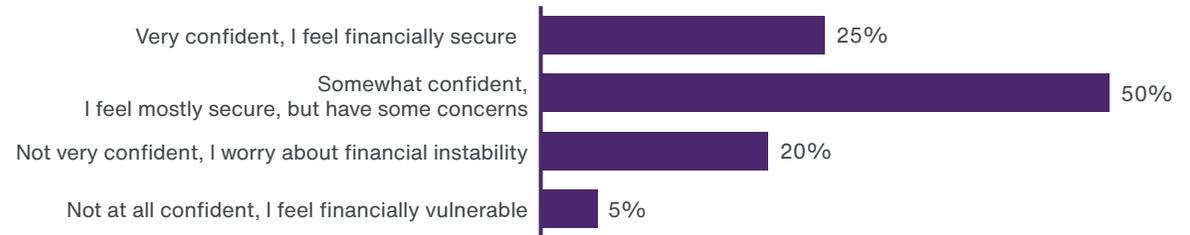


Three-quarters of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

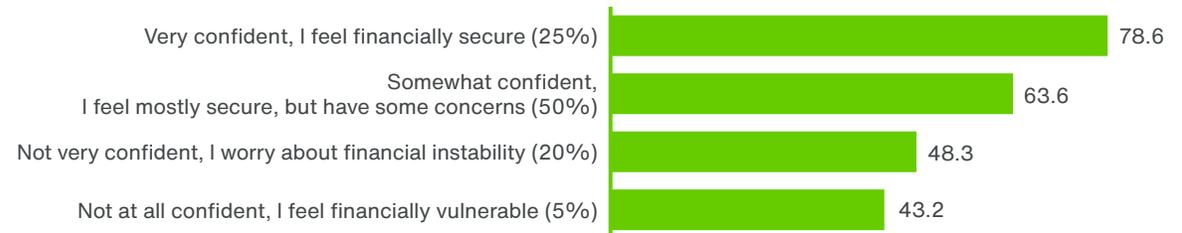
- The highest mental health score (78.6) is among 25 per cent of workers who are very confident in their financial future, more than 15 points higher than the national average (63.3)
- Workers over 50 are 80 per cent more likely than workers under 40 to feel financially secure
- Workers with emergency savings are more than twice as likely as workers without emergency savings to feel financially secure
- The lowest mental health score (43.2) is among five per cent of workers who feel financially vulnerable and not at all confident in their financial future, more than 35 points lower than workers who feel financially secure (78.6), and 20 points lower than the national average (63.3)
- Workers with a yearly household income lower than \$100,000 are four times more likely than workers with an annual household income greater than \$100,000 to feel financially vulnerable
- Women are twice as likely as men to feel financially vulnerable



Thinking about the next 6 months, how confident are you in your financial future?



MHI score by “Thinking about the next 6 months, how confident are you in your financial future?”

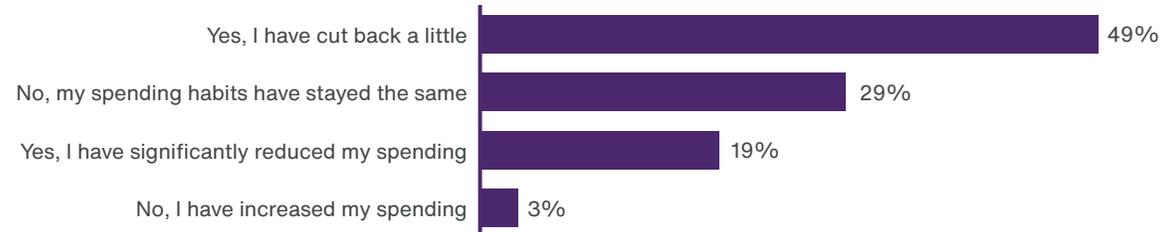




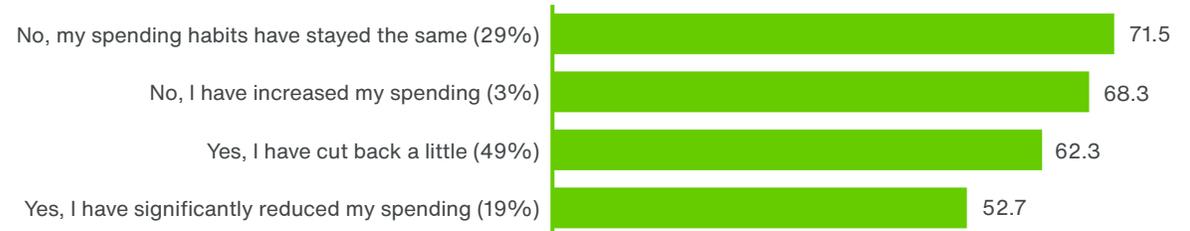
Two-thirds of workers have reduced their spending over the last two months due to financial concerns or economic uncertainty.

- The highest mental health score (71.5) is among 29 per cent of workers reporting their spending habits have remained the same over the last two months, more than eight points higher than the national average (63.3)
- The lowest mental health score (52.7) is among 19 per cent of workers who have significantly reduced their spending over the last two months, nearly 19 points lower than workers who have made no changes (71.5), and almost 11 points below the national average (63.3)
- Workers with an annual household income less than \$100,000 and workers without emergency savings are more likely to have significantly reduced their spending

Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?



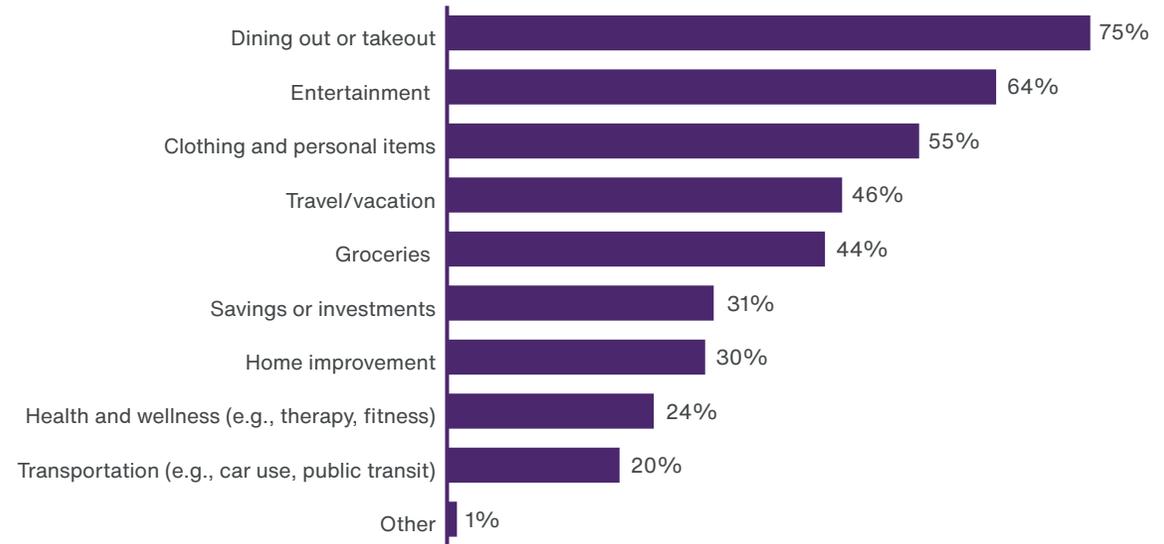
MHI score by “Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?”



One-quarter of workers have reduced their spending on health and wellness, with women being more likely to make this change.

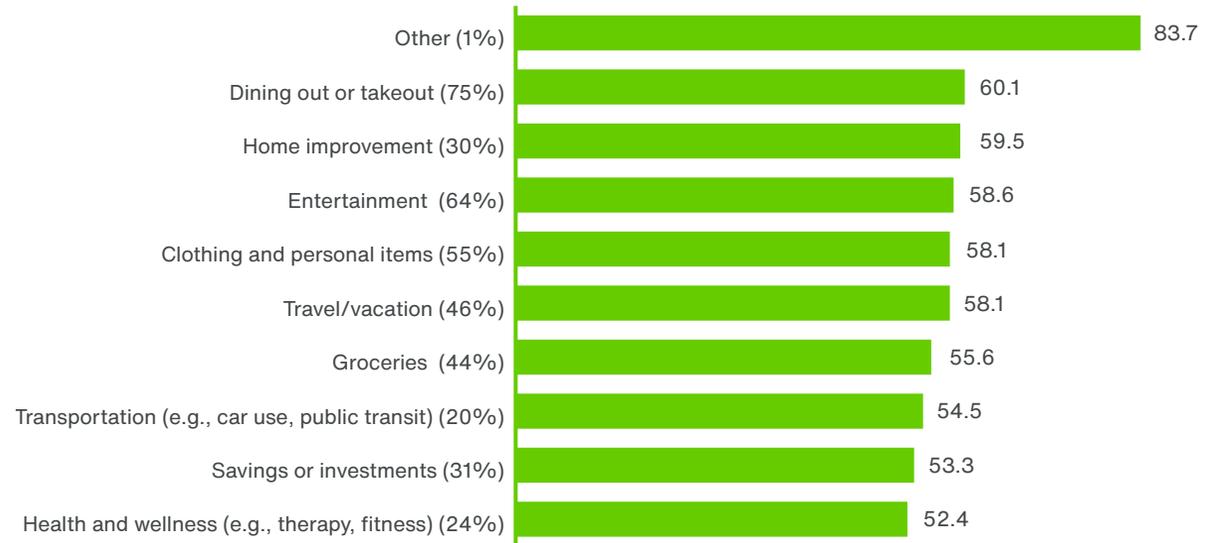
- Three-quarters (75 per cent) of workers have reduced spending on dining out or takeout, 64 per cent have cut back on entertainment, 55 per cent have reduced spending on clothing and personal items, 46 per cent have cut back on travel/vacation, 44 per cent have reduced spending on groceries, 31 per cent have cut back on savings or investments, and 30 per cent are spending less on home improvement
- Women are 50 per cent more likely than men to have reduced their spending on health and wellness

In which areas have you reduced your spending?



- Nearly one-quarter (24 per cent) have reduced their spending on health and wellness; this group has the lowest mental health score (52.4), 11 points lower than the national average (63.3)

MHI score by “In which areas have you reduced your spending?”



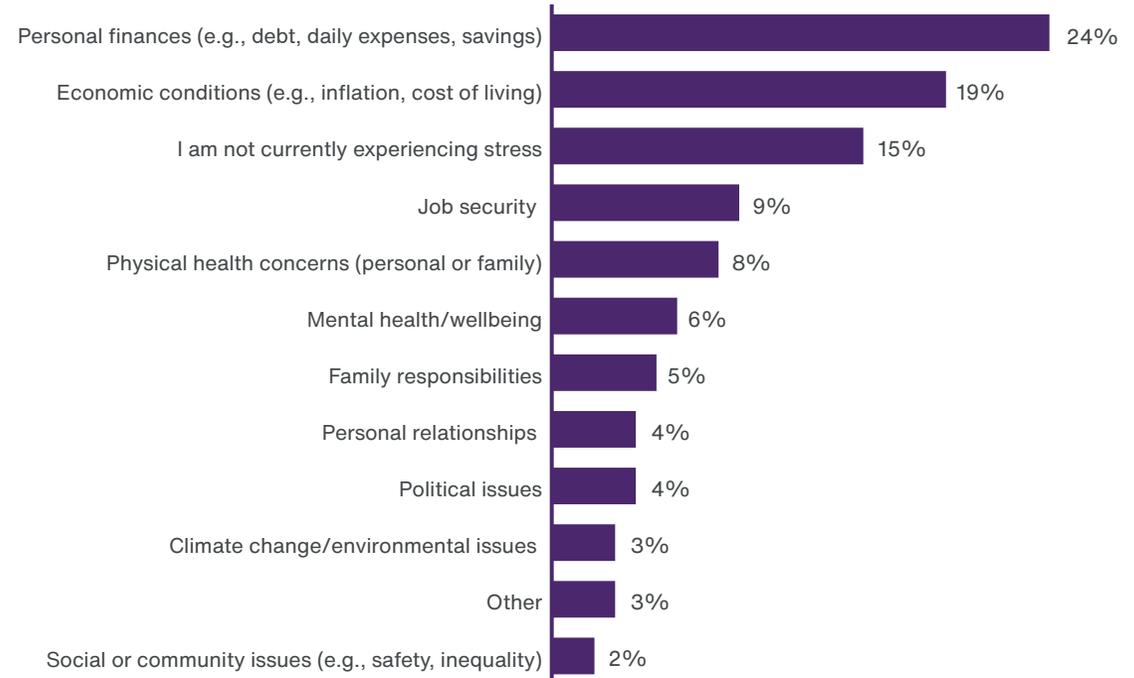
Personal stressors

More than two in five workers say finances or economic conditions are their primary sources of personal stress.

- Workers over 50 are more than twice as likely as workers under 40 to report not experiencing personal stress
- Non-parents are twice as likely as parents to report not experiencing personal stress
- Workers under 40 are 50 per cent more likely than workers over 50 to say mental health/wellbeing is their primary source of personal stress
- Parents are 80 per cent more likely than non-parents to report job security as their primary stressor
- Workers without emergency savings are 70 per cent more likely than workers with emergency savings to report personal finances as their primary stressor



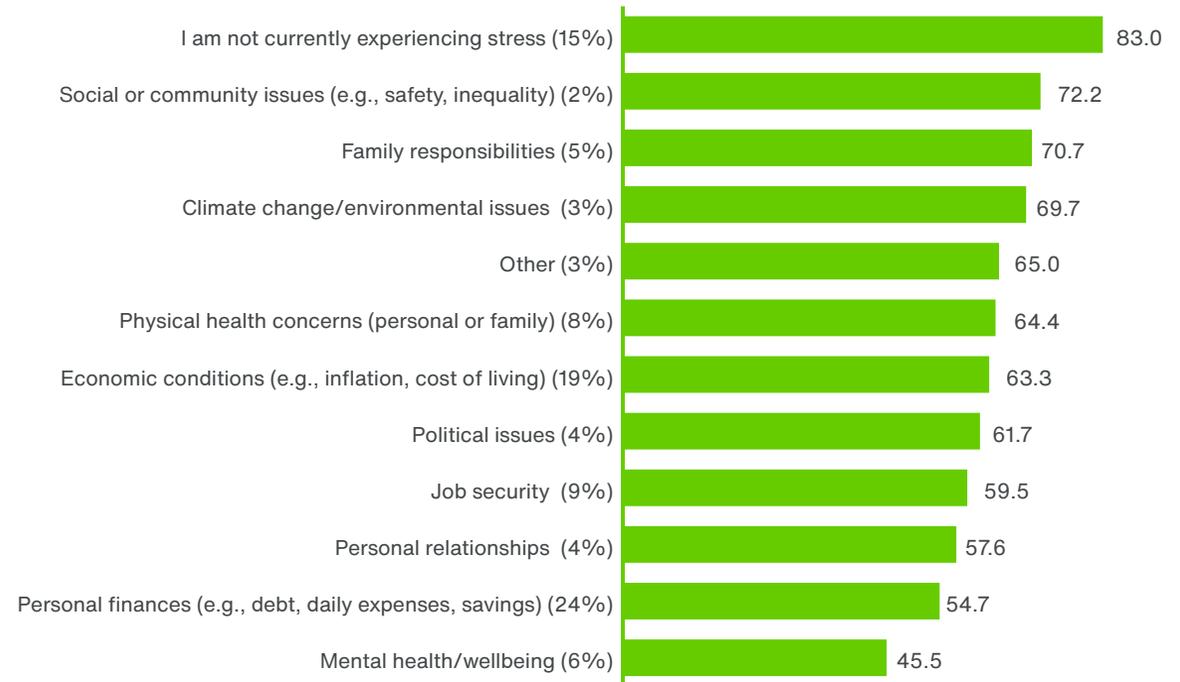
What is your primary source of personal stress right now?



- The highest mental health score (83.0) is among 15 per cent of workers not experiencing personal stress, nearly 20 points higher than the national average (63.3)
- The lowest mental health score (45.5) is among six per cent of workers who report mental health/wellbeing as their primary source of personal stress, more than 37 points lower than workers not experiencing personal stress (83.0) and nearly 18 points lower than the national average (63.3)



MHI score by “What is your primary source of personal stress right now?”

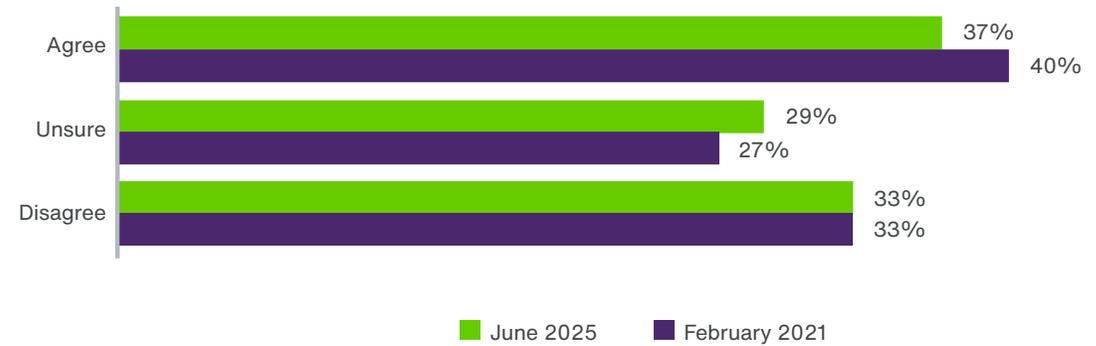


Mental health stigma

Younger workers are disproportionately more likely to feel negatively about themselves if they had a mental health issue.

- One-third (33 per cent) of workers would not feel negatively about themselves if they had a mental health issue; this group has the highest mental health score (69.0), almost six points higher than the national average (63.3)
- More than one-third (37 per cent) of workers would feel negatively about themselves if they had a mental health issue; this group has the lowest mental health score (56.7), more than 12 points lower than workers who would not feel negatively about themselves (69.0) and more than six points lower than the national average (63.3)
- Workers under 40 are 50 per cent more likely than workers over 50 to feel negatively about themselves if they had a mental health issue

I would feel negatively about myself if I had a mental health issue



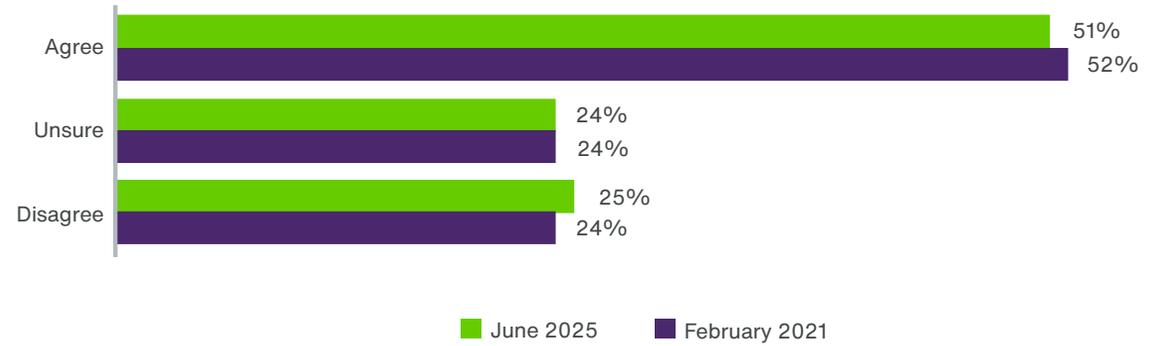
MHI score by “I would feel negatively about myself if I had a mental health issue”



Just over half of workers would be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware.

- Slightly more than half (51 per cent) of workers would be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware; this group has the lowest mental health score (59.1), more than 11 points lower than workers who would not be concerned (70.5) and more than four points lower than the national average (63.3)
- One-quarter (25 per cent) would not be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware; this group has the highest mental health score (70.5), more than seven points higher than the national average (63.3)

I would be concerned that my career options would be limited if I had a mental health issue and my workplace was aware



MHI score by “I would be concerned that my career options would be limited if I had a mental health issue and my workplace was aware”



Manager support for wellbeing

Just over half of managers would know what to do if they suspected an employee was struggling with a mental health issue.

- The highest mental health score (66.1) is among 54 per cent of managers who would know what to do if they suspected an employee was struggling with a mental health issue, nearly three points higher than the national average (63.3)
- More than one-third (35 per cent) of managers are unsure and an additional 11 per cent would not know what to do if they suspected an employee was struggling with a mental health issue; the mental health scores of these groups (60.7 and 60.2, respectively) are more than five points lower than the mental health of score managers who would know what to do (66.1), and nearly three points lower than the national average (63.3)



If you suspected an employee was struggling with a mental health issue, would you know what to do?



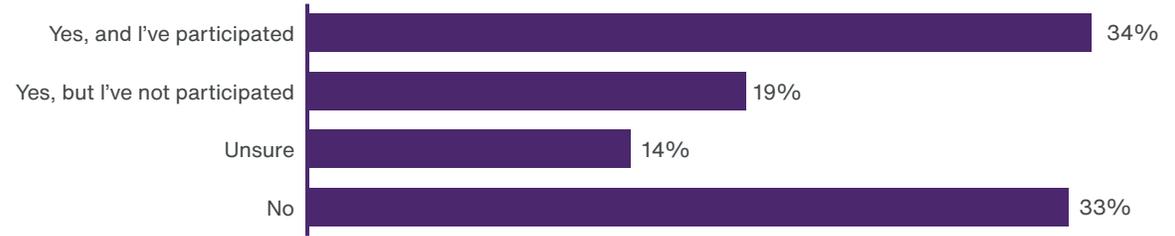
MHI score by “If you suspected an employee was struggling with a mental health issue, would you know what to do?”



Nearly half of managers are unsure or say their organisation does not offer training on their role in supporting a mentally healthy workplace.

- The highest mental health score (67.2) is among 34 per cent of managers who have participated in training on their role in supporting a mentally healthy workplace, four points higher than the national average (63.3)
- The lowest mental health score (60.6) is among 19 per cent of managers who report their organisation offers training on their role in supporting a mentally healthy workplace, but they have not participated, nearly seven points lower than managers who have participated in training (67.2) and almost three points lower than the national average (63.3)

Does your organisation offer training for people leaders on their role in supporting a mentally healthy workplace?



MHI score by “Does your organisation offer training for people leaders on their role in supporting a mentally healthy workplace?”

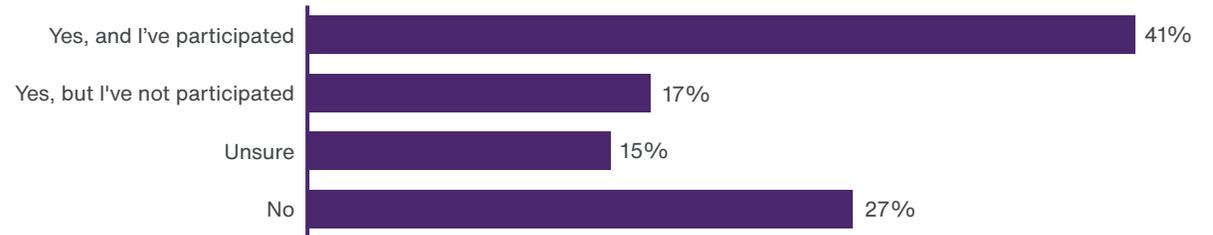


More than two in five managers are unsure or say their organisation does not offer training for people leaders on effective coaching/management techniques.

- The highest mental health score (66.8) is among 41 per cent of managers who have participated in training on effective coaching/management techniques, more than three points higher than the national average (63.3)
- The lowest mental health score (57.2) is among 15 per cent of managers who report they are unsure if their organisation offers training, nearly 10 points lower than managers who have participated (66.8) and six points lower than the national average (63.3)



Does your organisation offer training for people leaders on effective coaching/management techniques?



MHI score by “Does your organisation offer training for people leaders on effective coaching/management techniques?”

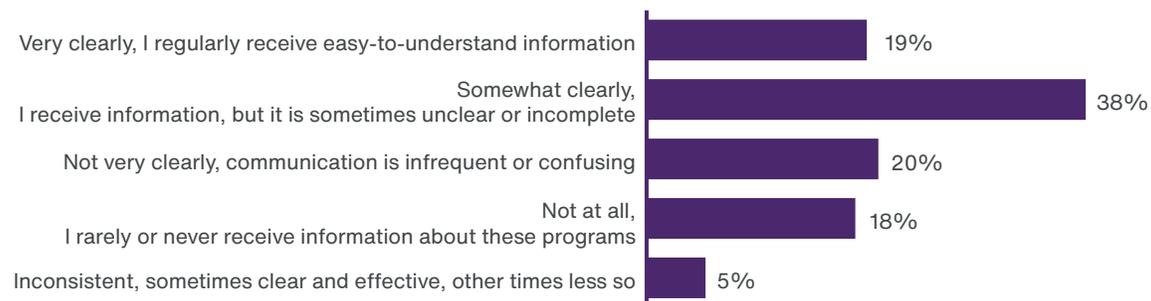


Communication about health and wellbeing programs

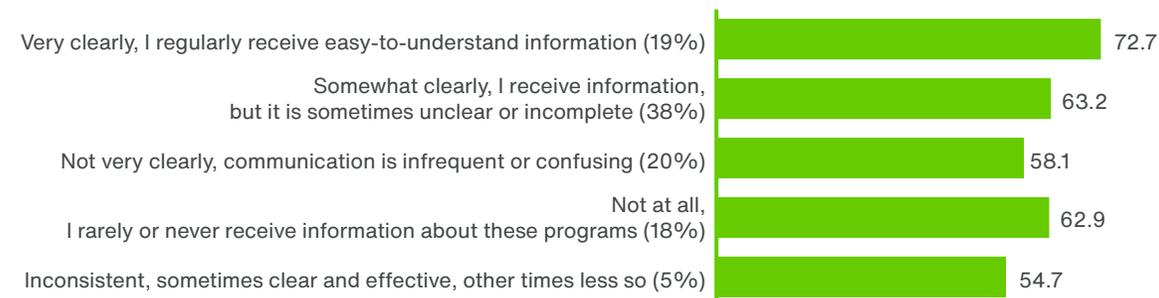
More than eight in 10 workers say their organisation’s communication about health and wellbeing programs is unclear or inconsistent.

- The highest mental health score (72.7) is among 19 per cent of workers who say their organisation communicates very clearly about health and wellbeing programs, more than nine points higher than the national average (63.3)
- The lowest mental health score (54.7) is among five per cent of workers who say their organisation’s communication about health and wellbeing programs is inconsistent, 18 points lower than workers who say communication is very clear (72.7) and nearly nine points lower than the national average (63.3)
- Workers over 50 are 70 per cent more likely than workers under 40 to say they rarely or never receive information about these programs
- Non-parents are 60 per cent more likely than parents to say they rarely or never receive information about these programs
- Non-unionised workers are 50 per cent more likely than unionised workers to say they rarely or never receive information about these programs

How well does your organisation communicate information about health and wellbeing programs?



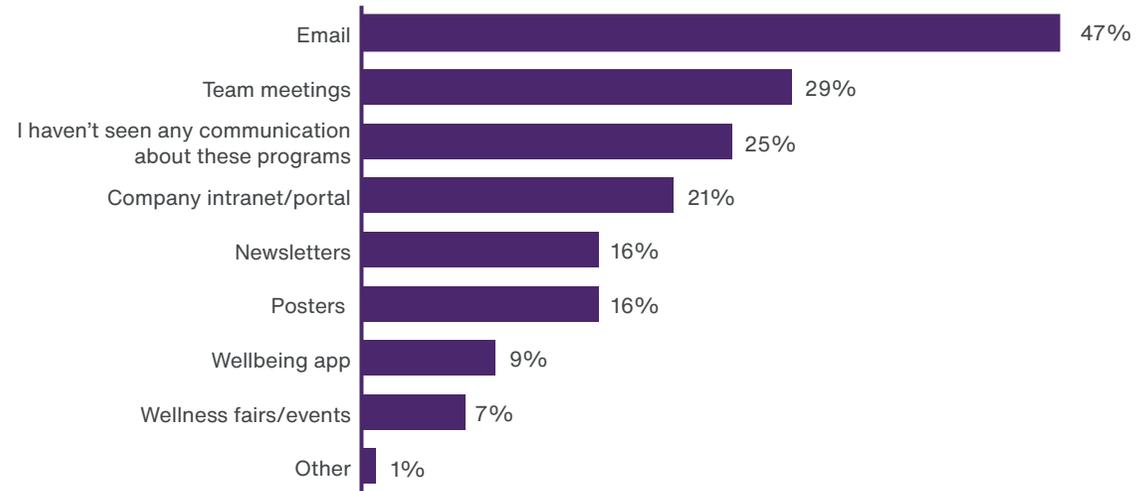
MHI score by “How well does your organisation communicate information about health and wellbeing programs?”



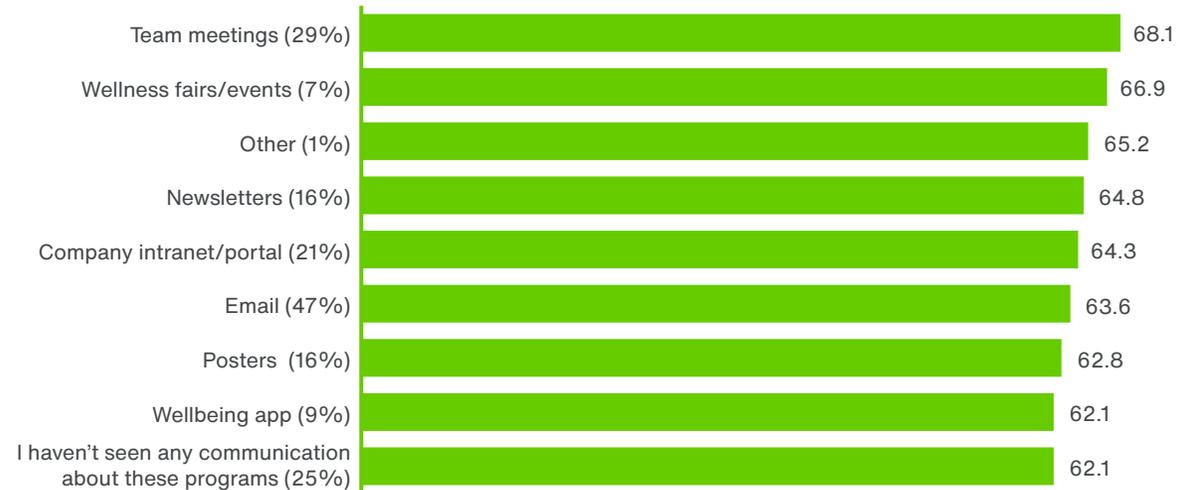
One-quarter of workers say they haven't seen any communication about their organisation's health and wellbeing programs.

- Almost half (47 per cent) of organisations use email to communicate health and wellbeing programs, 29 per cent communicate programs during team meetings, 21 per cent use their company's intranet/portal, 16 per cent communicate programs via newsletters, 16 per cent use posters, nine per cent communicate through a wellbeing app, and seven per cent communicate health and wellness programs during wellness fairs/events
- One-quarter (25 per cent) of workers haven't seen any communication about health and wellbeing programs; this group has the lowest mental health score (62.1), more than one point lower than the national average (63.3)

Which methods does your organisation use to communicate health and wellbeing programs?



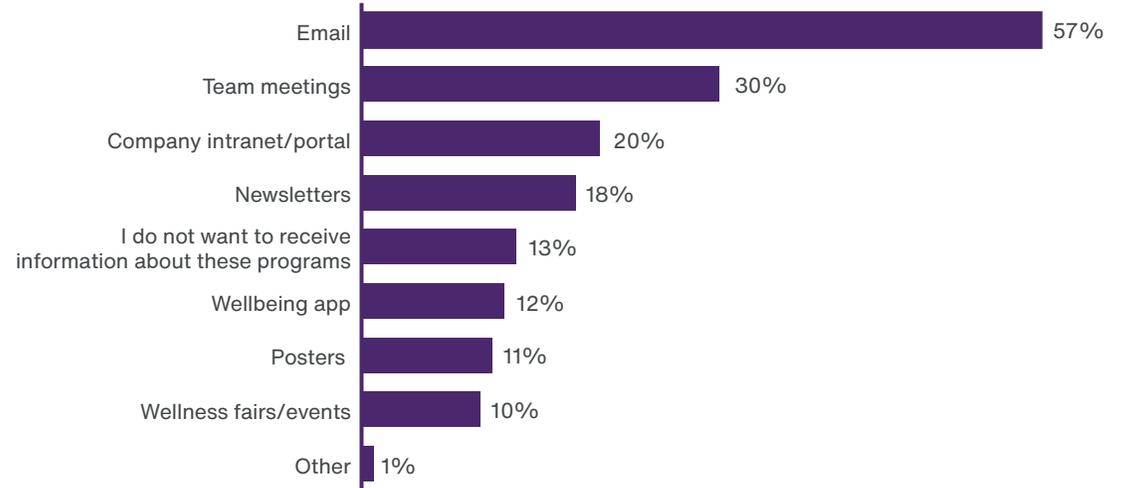
MHI score by "Which methods does your organisation use to communicate health and wellbeing programs?"



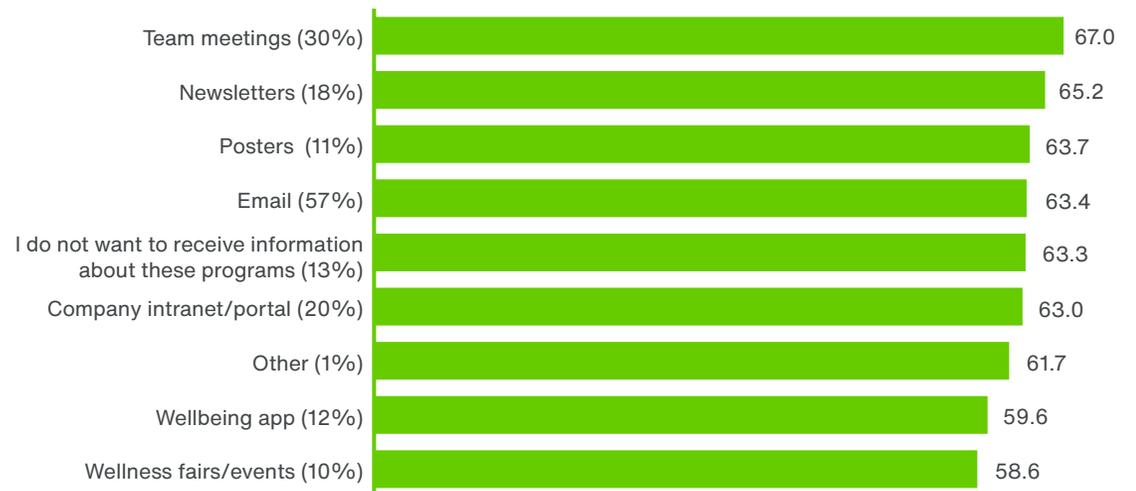
Almost three in five workers would prefer to receive information about their organisation’s health and wellbeing programs via email.



How would you prefer to receive information about health and wellbeing programs from your organisation?



MHI score by “How would you prefer to receive information about health and wellbeing programs from your organisation?”



Two in five workers say their manager has not informed them about available health and wellbeing programs.

- The highest mental health score (64.4) is among 49 per cent of workers who say their manager has communicated the availability of health and wellbeing programs, just over one point higher than the national average (63.3)
- The lowest mental health score (62.5) is among 40 per cent of workers who say their manager has not communicated the availability of health and wellbeing programs to them, almost two points lower than workers who say their manager has communicated this information (64.4) and nearly one point lower than the national average (63.3)



Has your manager communicated the availability of health and wellbeing to you?



MHI score by “Has your manager communicated the availability of health and wellbeing to you?”



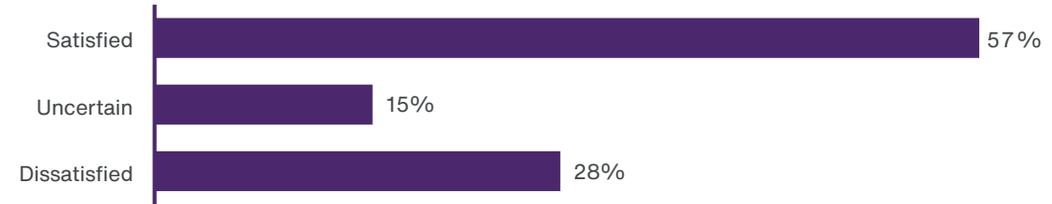
Sleep quality

Nearly three in 10 workers are dissatisfied with the quality of their sleep.

- The highest mental health score (70.3) is among 57 per cent of workers satisfied with the quality of their sleep, seven points higher than the national average (63.3)
- The lowest mental health score (52.7) is among 28 per cent of workers dissatisfied with the quality of their sleep, nearly 18 points lower than workers who are satisfied with their sleep quality (70.3) and almost 11 points lower than the national average (63.3)



Overall, how satisfied are you with the quality of sleep you get?



MHI score by “Overall, how satisfied are you with the quality of sleep you get?”

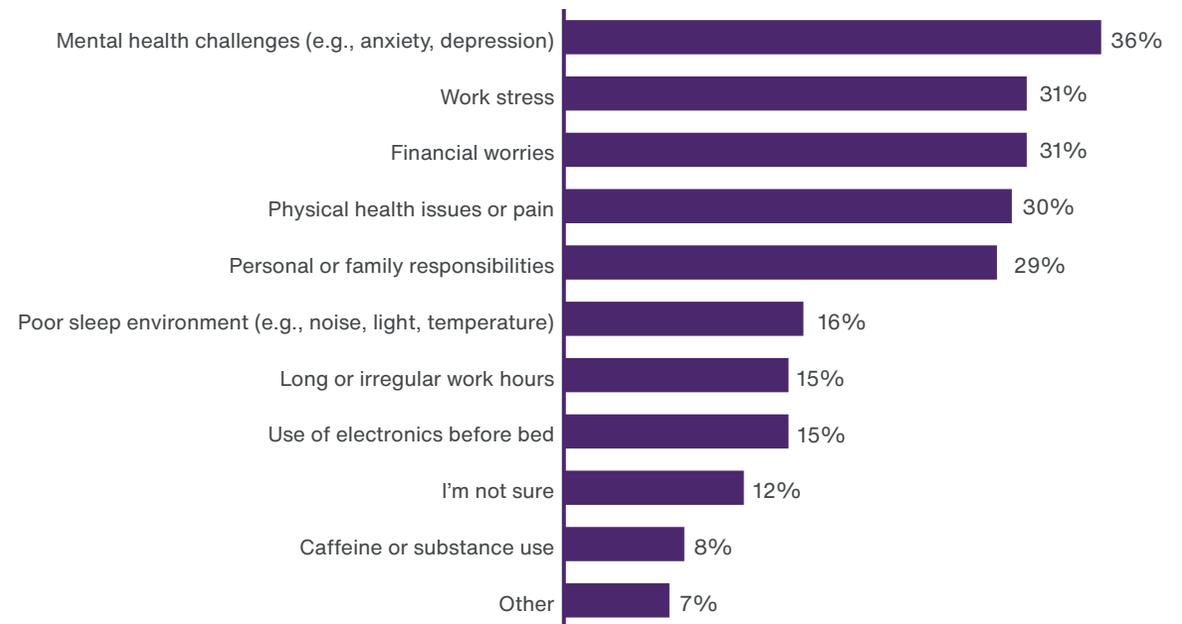


Mental health challenges, work stress, financial worries, and physical health issues or pain are the leading factors contributing to poor sleep quality.

- Workers under 40 are twice as likely as workers over 50 to report that mental health challenges contribute to their poor sleep quality
- Parents are 50 per cent more likely than non-parents to report that mental health challenges contribute to their poor sleep quality
- Parents are two and a half times more likely than non-parents to say personal or family responsibilities are the primary factor contributing to their poor sleep quality
- Managers are 60 per cent more likely than non-managers to report that work stress is the primary factor contributing to their poor sleep quality



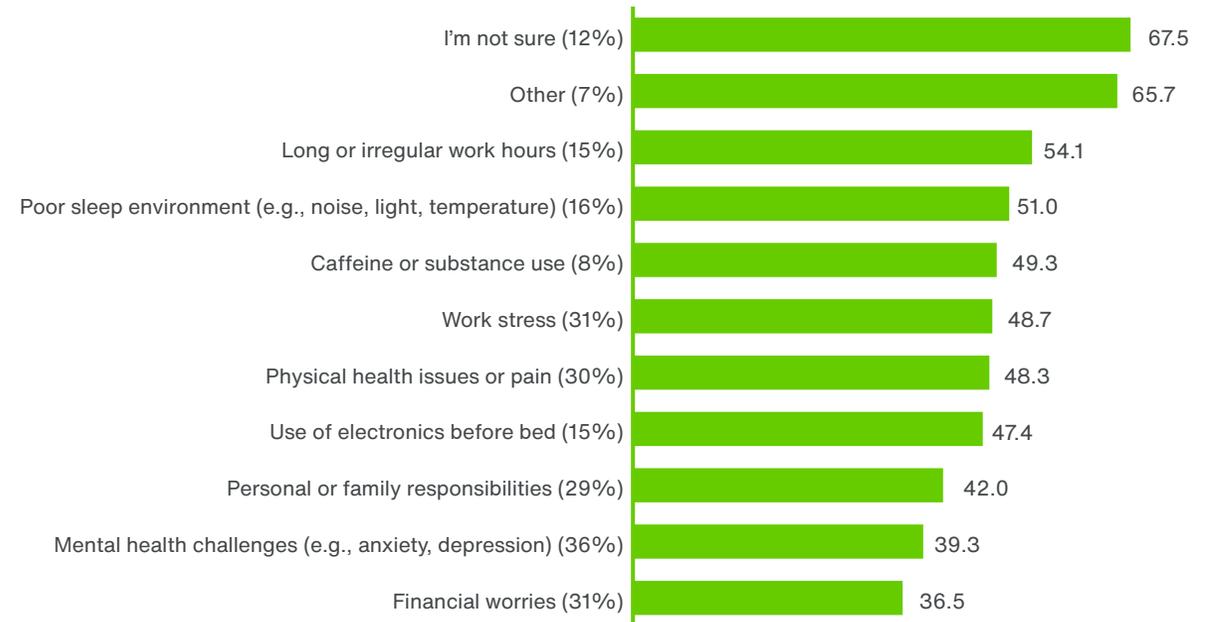
What do you believe are the main factors contributing to your poor sleep quality?



- The lowest mental health score (36.5) is among 31 per cent of workers reporting that financial worries contribute to their poor sleep quality, almost 27 points lower than the national average (63.3)



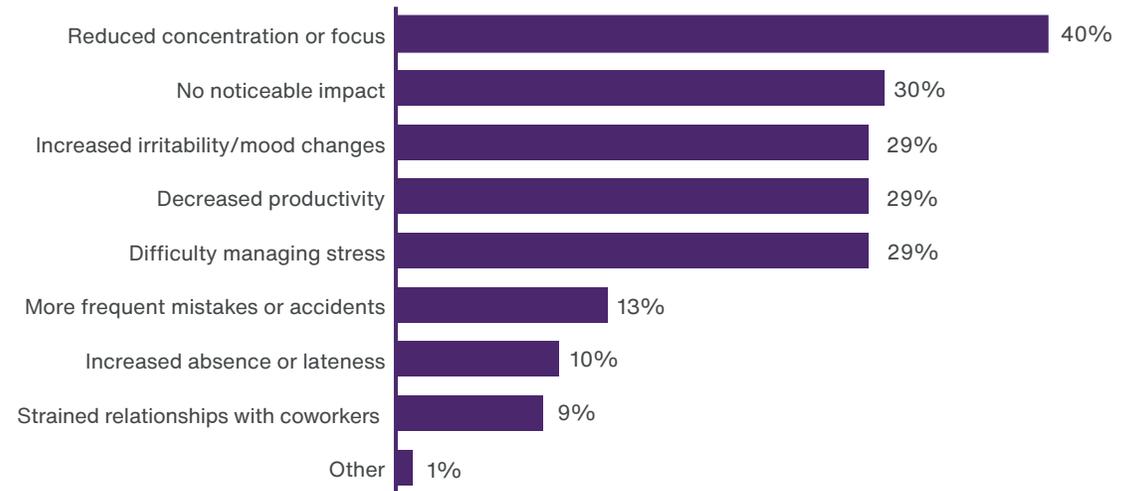
MHI score by “What do you believe are the main factors contributing to your poor sleep quality?”



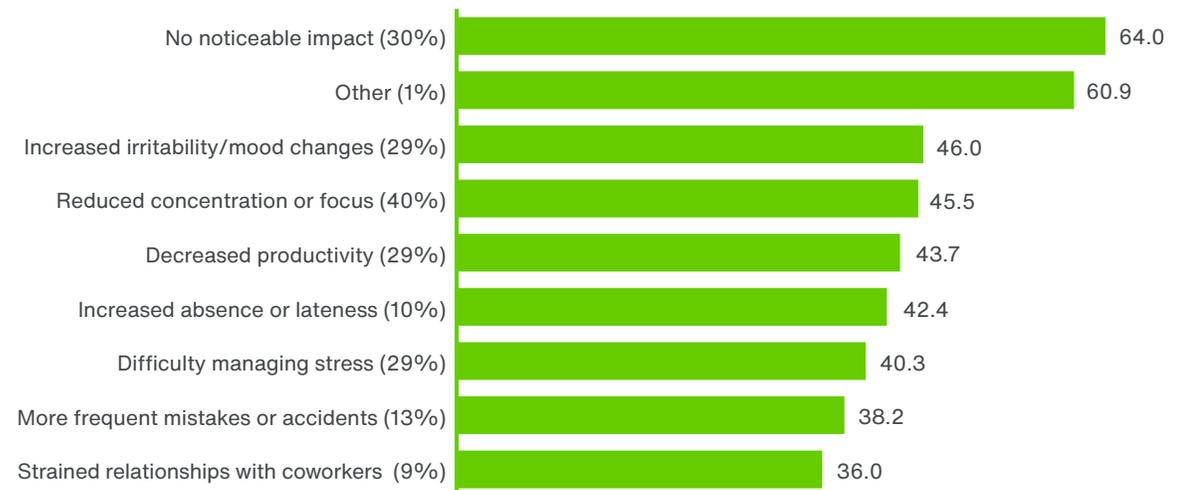
Younger workers are more likely to report decreased productivity and managers are more likely to report difficulty managing stress due to poor sleep quality.

- The highest mental health score (64.0) is among 30 per cent of workers reporting no noticeable impact at work, slightly above the national average (63.3)
- Workers over 50 are nearly four times more likely than workers under 40 to report no noticeable impact at work due to poor sleep quality
- Non-managers are 50 per cent more likely than managers to report no noticeable impact at work due to poor sleep quality
- The lowest mental health score (36.0) is among nine per cent of workers who say poor sleep quality results in strained relationships with coworkers, more than 27 points lower than workers reporting no noticeable impact (64.0) and the national average (63.3)
- Workers under 40 are twice as likely as workers over 50 to report decreased productivity at work due to poor sleep quality
- Managers are 40 per cent more likely than non-managers to report difficulty managing stress at work due to poor sleep quality

How has your poor sleep quality affected your work?



MHI score by “How has your poor sleep quality affected your work?”



Overview of the TELUS Mental Health Index.

The mental health and wellbeing of a population are essential to overall health and work productivity. The Mental Health Index measures the current mental health status of employed adults. Increases and decreases in the MHI are intended to predict cost and productivity risks, informing the need for investment in mental health support by businesses and governments.

The Mental Health Index report has two parts:

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

Methodology

Data for this report is collected through an online survey of 1,000 people who live in Australia and are currently employed or who were employed within the previous six months. Participants are selected to represent the age, gender, industry, and geographic distribution in Australia. Respondents are asked to consider the last two weeks when answering each question. Data for the current report was collected between June 10 and June 19, 2025.

Calculations

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

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

Additional data and analyses.

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

Contact MHI@telushealth.com





www.telushealth.com

