



TELUS Mental Health Index.

United Kingdom | June 2025

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What you need to know for June 2025.



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

- At 64.6, the mental health of workers is nearly unchanged from March 2025
- 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 optimism and psychological health, have either declined or remain unchanged from March
- Anxiety and isolation have been the lowest mental health sub-scores for more than three years
- 34 per cent of workers feel anxious
- 31 per cent feel isolated
- 28 per cent feel depressed
- 26 per cent say their mental health is negatively impacting work productivity
- 25 per cent do not have emergency savings for basic needs
- 15 per cent do not feel optimistic about their future
- Mental health scores in Northern Ireland and England have declined, while scores in Wales and Scotland have improved modestly from March
- Managers continue to have a higher mental health score than non-managers
- Labourers have a lower mental health score than service industry and office workers

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

- 49 per cent of workers would be concerned about career options if they had a mental health issue and their workplace was aware
- Workers under 40 are 50 per cent more likely to be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware
- 41 per cent of workers would feel negatively about themselves if they had a mental health issue
- Workers under 40 are 60 per cent more likely than workers over 50 to feel negatively about themselves if they have a mental health issue
- Despite heightened mental health awareness, stigma persists: the percentage of workers self-stigmatising has not changed since 2021, while fear of workplace stigma has only declined by one per cent since February 2021



Two in five people leaders do not feel equipped to address employee mental health issues, and more than one-quarter say their organisation doesn't offer mental health leadership training.

- 32 per cent of people leaders are unsure, and nine per cent would not know what to do if an employee was struggling with a mental health issue
- 27 per cent of people leaders say their organisation does not offer training on their role in supporting a mentally healthy workplace, and 13 per cent are unsure
- 22 per cent of people leaders say their organisation does not offer training in effective coaching or management techniques, and 10 per cent are unsure

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

- 61 per cent of workers have cut back on their spending over the last two months because of financial concerns or economic uncertainty; 46 per cent have cut back a little, and 15 per cent have significantly reduced their spending
- 18 per cent have reduced their spending on health and wellness, with women and parents more likely to have made this adjustment; the mental health score of this group is more than 13 points lower than the national average
- 19 per cent of workers have some concerns about their financial future: 15 per cent of workers worry about financial instability, and four per cent feel financially vulnerable
- 44 per cent of workers can meet most of their everyday needs, but with some difficulty, 10 per cent often struggle to meet basic needs, and two per cent regularly cannot meet basic needs
- 19 per cent of workers say personal finances are their primary source of personal stress
- 14 per cent of workers say economic conditions are their primary source of personal stress



Younger workers are more likely to experience reduced productivity due to poor sleep.

- 30 per cent of workers are dissatisfied with the quality of their sleep
- 29 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 more than 27 points lower than the national average
- 28 per cent of workers say that work stress is a leading factor contributing to poor sleep
- 26 per cent of workers say that financial worries are a leading factor contributing to poor sleep
- 26 per cent of workers say that personal or family responsibilities are a leading factor contributing to poor sleep
- 22 per cent of workers say that physical health issues or pain 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
- 34 per cent of workers say poor sleep quality has resulted in increased irritability or mood changes
- 26 per cent of workers say poor sleep quality has resulted in decreased productivity
- 26 per cent of workers say poor sleep quality has resulted in difficulty managing stress

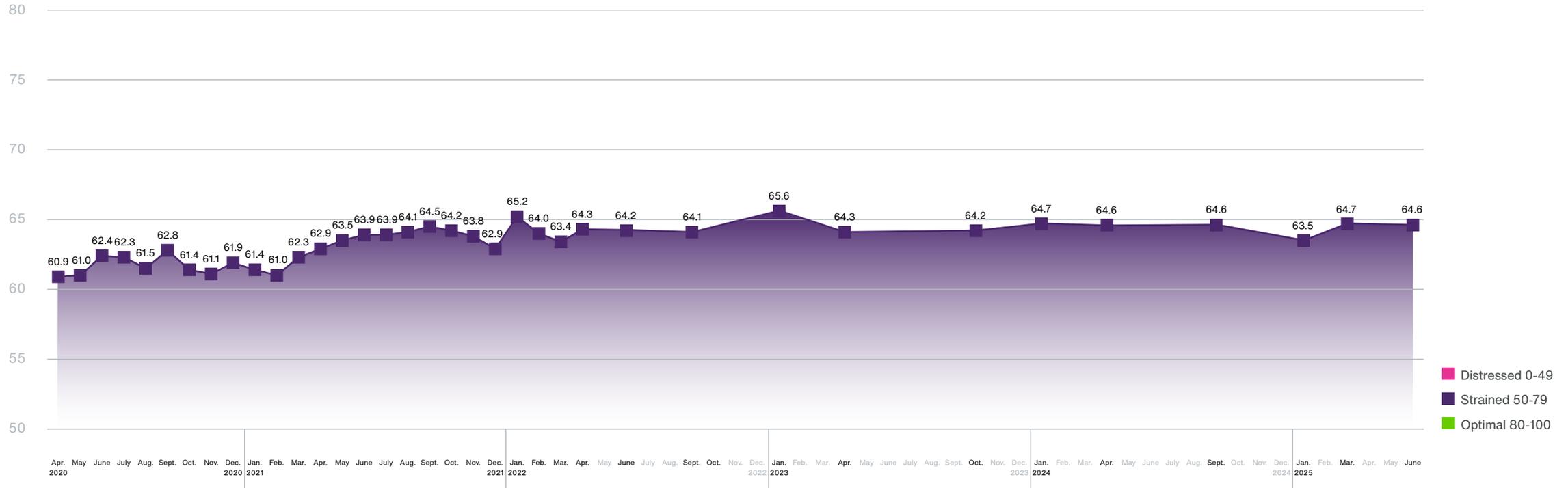
Three in five workers report unclear or inconsistent communication about health and wellbeing programs; almost one in five say they rarely or never receive information about these programs.

- 38 per cent of workers say the information they receive on health and wellbeing programs is sometimes unclear or incomplete
- 17 per cent of workers say the information they receive is infrequent or confusing, and four per cent say the information is inconsistent
- Workers who say their organisation's communication is unclear are more than nine times as likely to be unaware of health and wellbeing programs
- 17 per cent of workers say they rarely or never receive information on health and wellbeing programs
- Non-unionized workers are more than twice as likely as unionized workers to say they rarely or never receive information about these programs
- 58 per cent of workers would prefer to receive information about health and wellbeing programs via email
- 28 per cent of workers would prefer to receive information about health and wellbeing programs in team meetings
- 46 per cent of workers say their manager has not communicated the availability of health and wellbeing programs to them

The Mental Health Index.

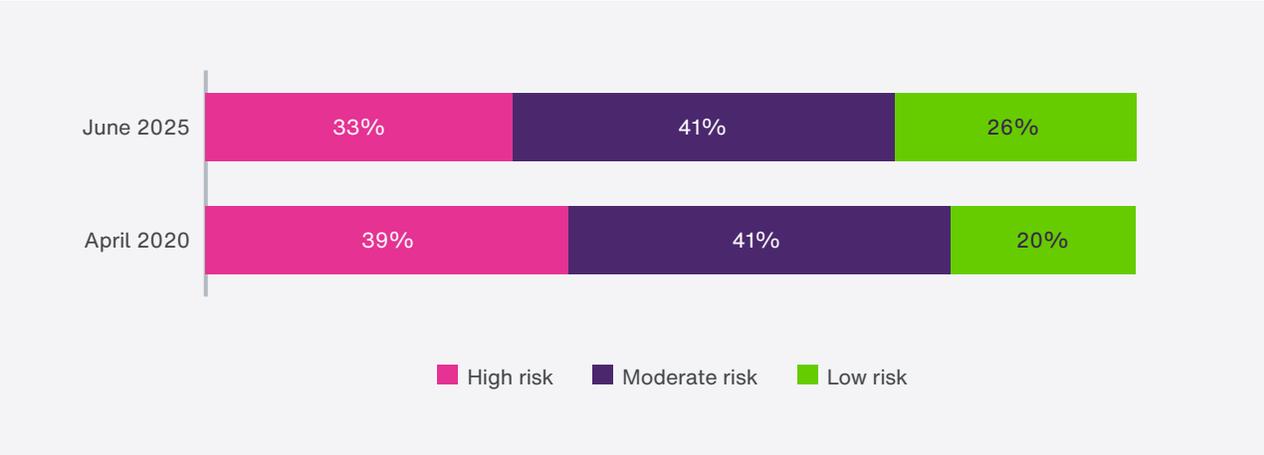
The overall Mental Health Index for June 2025 is **64.6**. The mental health score of workers in the United Kingdom has held relatively steady for the past year.

MHI Current Month June 2025	March 2025
64.6	64.7



Mental health risk.

In June 2025, 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. 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 declined by six 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.

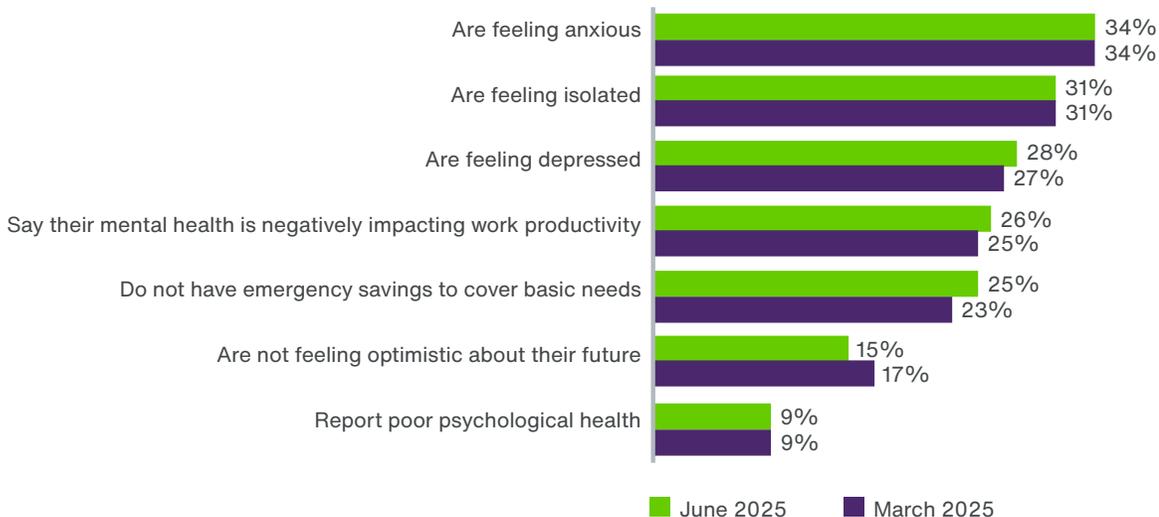
For more than three years, anxiety (56.8) has been the lowest Mental Health Index sub-score. Isolation (60.8), depression (62.1), work productivity (64.3), optimism (64.8), and financial risk (72.2) follow. General psychological health (72.7) is the most favourable mental health measure in June 2025.

- All mental health sub-scores, apart from optimism and psychological health, have either declined or remain unchanged compared to the previous period
- With a modest increase from March 2025, the psychological health sub-score is the most favourable mental health measure in June 2025

More than one-third (34 per cent) of workers feel anxious, 31 per cent feel isolated, 28 per cent feel depressed, 26 per cent say their mental health is negatively impacting work productivity, 25 per cent do not have emergency savings for basic needs, 15 per cent do not feel optimistic about their future, and nine per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2025	March 2025
Anxiety	56.8	57.3
Isolation	60.8	61.6
Depression	62.1	62.6
Work productivity	64.3	66.1
Optimism	64.8	63.0
Financial risk	72.2	73.7
Psychological health	72.7	72.4

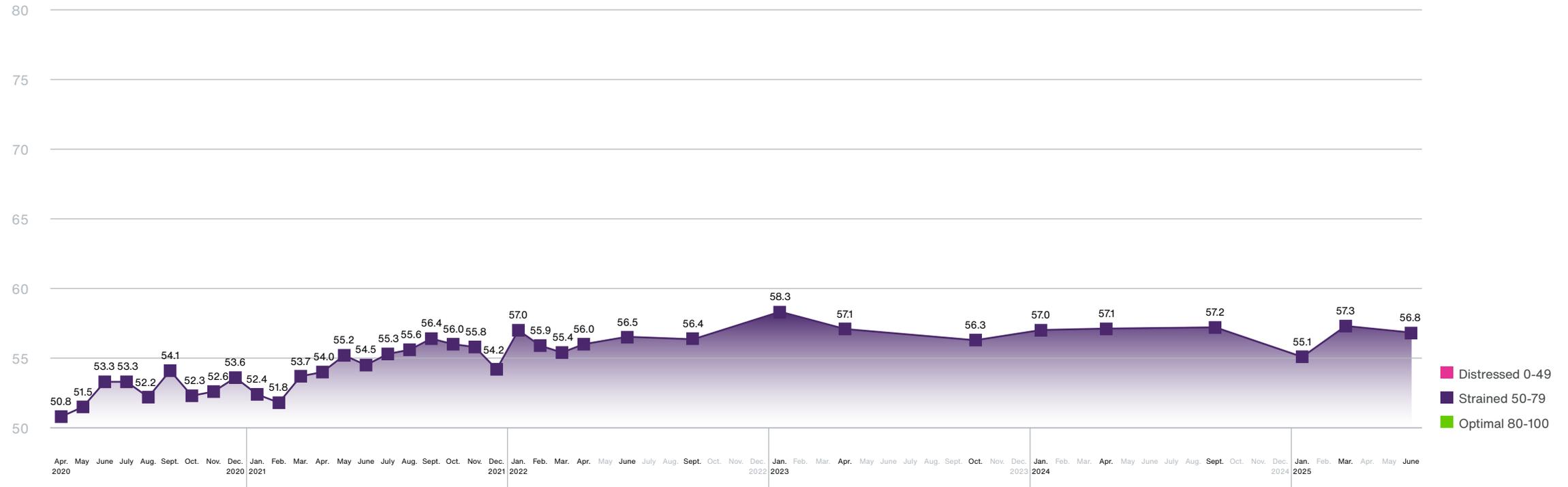
Percentage at risk by MHI sub-score



Anxiety

In June 2025, 34 per cent of workers say they often feel unsettled and nervous.

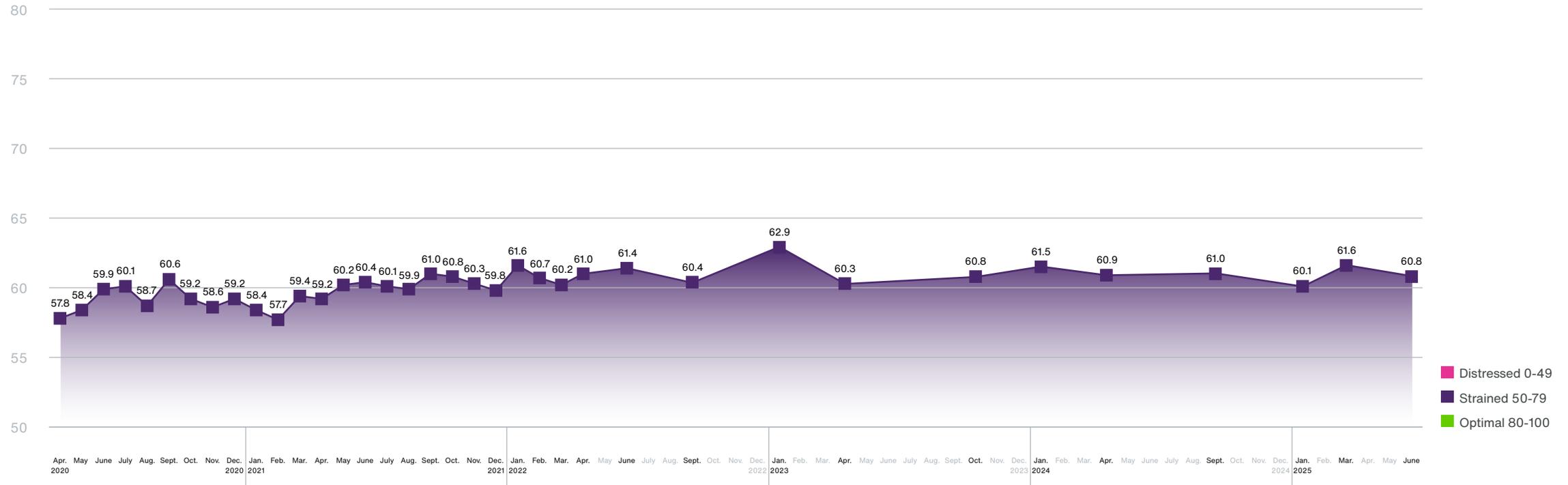
The anxiety sub-score has fluctuated since the launch of the MHI in April 2020. After reaching its peak in January 2023, the anxiety sub-score declined for two consecutive periods. In June 2025, the anxiety score has declined modestly from the previous period and remains the lowest mental health sub-score for three years.



Isolation

In June 2025, 31 per cent of workers say they often feel alone.

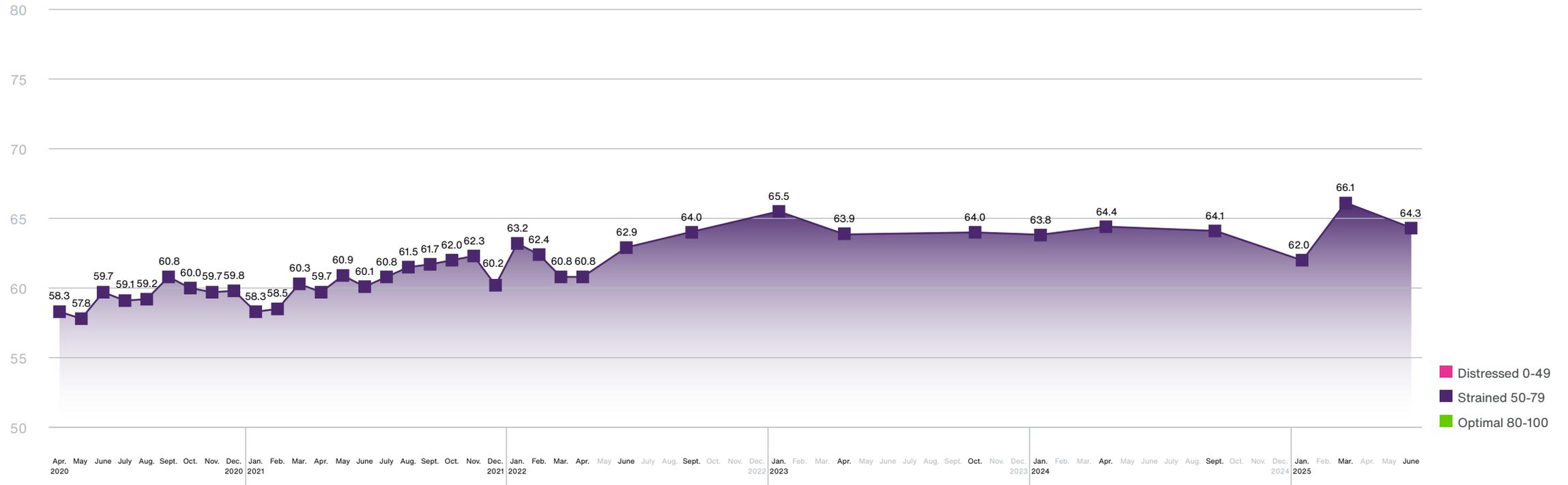
Since April 2020, the isolation sub-score has fluctuated significantly. After peaking in January 2023, it experienced a sharp decline in April 2023 and has remained relatively stable since then. In June 2025, the isolation score has declined modestly and remains the second-lowest sub-score for three years.



Work productivity

In June 2025, 26 per cent of workers say their mental health is negatively impacting their work productivity and goals.

Overall, the impact of mental health on work productivity has shown a general improvement, suggesting that the adverse effects of mental health on work productivity have decreased over time. Following a two-point drop between September 2024 and January 2025, the work productivity sub-score rebounded in March 2025, reaching its highest level since the MHI launched in April 2020. In June 2025, however, the score has declined, returning to levels consistent with those seen since 2023.



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 62.5 compared to 66.6 for men
- Since April 2020, mental health scores have generally 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 persists, with a lower score for workers with at least one child (60.6) than for 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 reduced salary than the previous month have the lowest mental health score (48.0), followed by workers reporting fewer hours than the last month (54.1), respondents not currently employed (65.1), and workers with no change to salary or hours (65.4)
- Managers have a higher mental health score (65.9) than non-managers (63.2)
- Labourers have a lower mental health score (62.3) than service (63.3) and office workers (65.9)
- Respondents working for companies with 1,001-5,000 employees have the highest mental health score (68.0)
- Respondents working for companies with 51-100 employees have the lowest mental health score (62.4)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (40.0) than the overall group (64.6). Workers with emergency savings have a mental health score of 74.1.

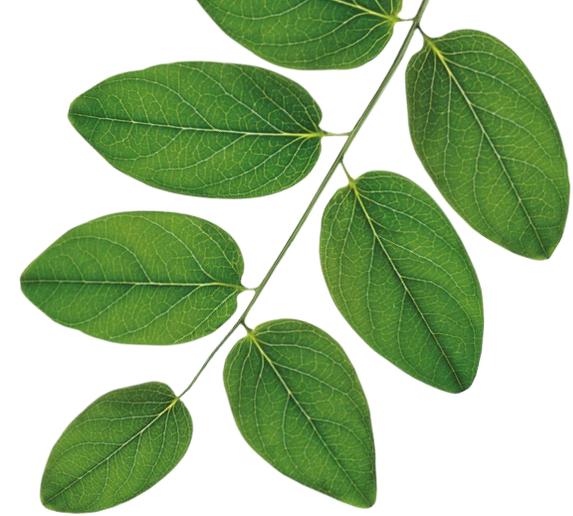
¹ MHI respondents who have been employed in the past six months are included in the poll.

The Mental Health Index by region.

In June 2025, the mental health scores in Northern Ireland and England have declined, while scores in Wales and Scotland have improved compared to March 2025.

- The mental health score in Wales improved 2.0 points from March 2025, and its mental health score is the highest (66.9)
- With a 1.2-point decline, the lowest mental health score is in Northern Ireland (63.2)

Region	June 2025	March 2025	Change
Wales	66.9	64.9	2.0
Scotland	64.3	62.4	1.9
England	64.5	65.0	-0.5
Northern Ireland	63.2	64.4	-1.2



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

Employment status	June 2025	March 2025
Employed (no change in hours/salary)	65.4	65.6
Employed (fewer hours compared to last month)	54.1	53.4
Employed (reduced salary compared to last month)	48.0	47.4
Not currently employed	65.1	62.6

Age group	June 2025	March 2025
Age 20-29	58.3	58.7
Age 30-39	61.5	59.9
Age 40-49	61.1	60.4
Age 50-59	65.1	65.0
Age 60-69	71.3	71.8

Number of children	June 2025	March 2025
No children in household	66.4	66.2
1 child	60.6	61.0
2 children	61.8	62.8
3 children or more	67.3	62.4

Gender	June 2025	March 2025
Men	66.6	67.3
Women	62.5	62.2

Household income/annum	June 2025	March 2025
<£15K	55.5	54.0
£15K to <£30K	57.3	56.6
£30k to <£60K	64.6	64.7
£60k to <£100K	67.8	69.3
£100K and over	73.2	75.5

Employer size	June 2025	March 2025
Self-employed/sole proprietor	64.3	65.8
2-50 employees	64.3	63.6
51-100 employees	62.4	61.3
101-500 employees	64.4	64.7
501-1,000 employees	65.0	64.6
1,001-5,000 employees	68.0	66.9
5,001-10,000 employees	66.2	65.1
More than 10,000 employees	63.5	66.4

Manager	June 2025	March 2025
Manager	65.9	66.2
Non-manager	63.2	63.6

Work environment	June 2025	March 2025
Labour	62.3	62.9
Office/desk	65.9	65.8
Service	63.3	63.5

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 Wholesale Trade have the lowest mental health score (58.6), followed by workers in other services (except Public Administration) (59.4), and Accommodation (60.2).

Workers in Real Estate, Rental and Leasing (75.6), Utilities (68.7), and Manufacturing (68.6) have the highest mental health scores in June.



Industry	June 2025	March 2025	Change
Food Services	61.6	51.6	10.0
Administrative and Support Services	60.9	57.6	3.3
Utilities	68.7	66.7	2.0
Arts, Entertainment and Recreation	61.8	60.5	1.3
Other	68.3	67.1	1.2
Real Estate, Rental and Leasing	75.6	74.7	0.9
Finance and Insurance	67.1	66.3	0.7
Health Care and Social Assistance	65.1	65.0	0.2
Transportation and Warehousing	65.2	65.2	0.0
Manufacturing	68.6	68.8	-0.2
Educational Services	64.0	64.4	-0.4
Retail Trade	60.8	61.3	-0.5
Professional, Scientific and Technical Services	65.4	66.1	-0.7
Public Administration	64.4	65.7	-1.3
Construction	64.2	65.9	-1.6
Wholesale Trade	58.6	60.4	-1.8
Technology	67.2	70.0	-2.8
Other services (except Public Administration)	59.4	66.1	-6.7
Accommodation	60.2	71.1	-10.9

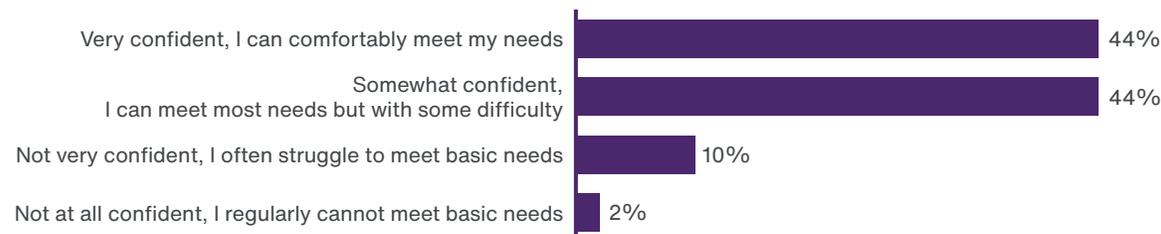
Spotlight

Financial wellbeing

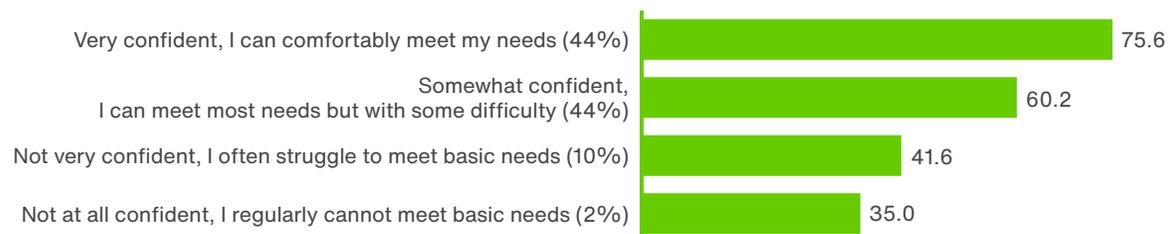
More than half workers are concerned about not being able to financially support their everyday needs.

- The highest mental health score (75.6) is among 44 per cent of workers who can comfortably meet their needs, 11 points higher than the national average (64.6)
- Workers with an annual household income of greater than \$100,000 are 60 percent more likely than workers with a yearly household income less than \$100,000 to feel confident they can comfortably meet their needs
- Workers over 50 are 30 per cent more likely than workers under 40 to feel confident they can comfortably meet their needs
- Non-parents are 30 per cent more likely than parents to feel confident they can comfortably meet their needs
- The lowest mental health score (35.0) is among two per cent of workers who regularly cannot meet basic needs, more than 40 points lower than workers who can comfortably meet their needs (75.6) and nearly 30 points lower than the national average (64.6)
- Workers without emergency savings are five times more likely than workers with emergency savings 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?”

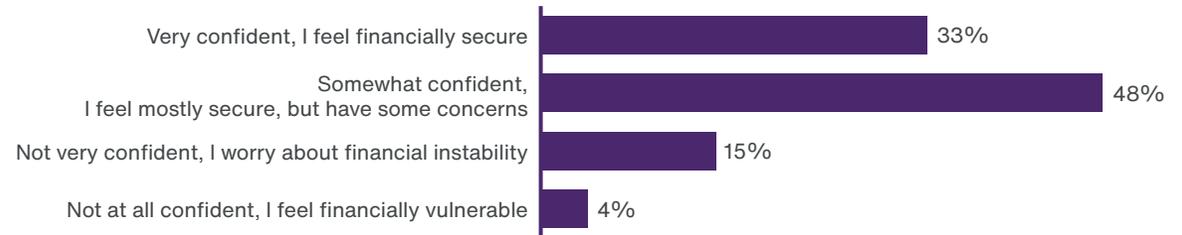


Two-thirds of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

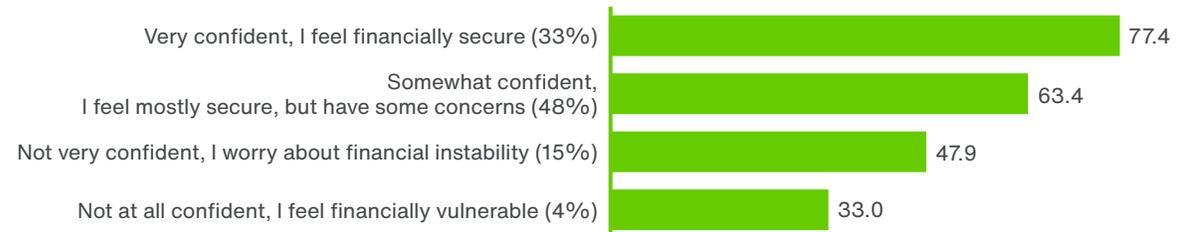
- The highest mental health score (77.4) is among the 33 per cent of workers who are very confident in their financial future, nearly 13 points higher than the national average (64.6)
- The lowest mental health score (33.0) is among four per cent of workers who feel financially vulnerable and not at all confident in their financial future, more than 44 points lower than workers who feel financially secure (77.4), and nearly 32 points lower than the national average (64.6)
- Workers with an annual household income of less than \$100,000 are more than six times as likely as workers with a yearly household income greater than \$100,000 to feel financially vulnerable
- Women are 40 per cent more likely than 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?”

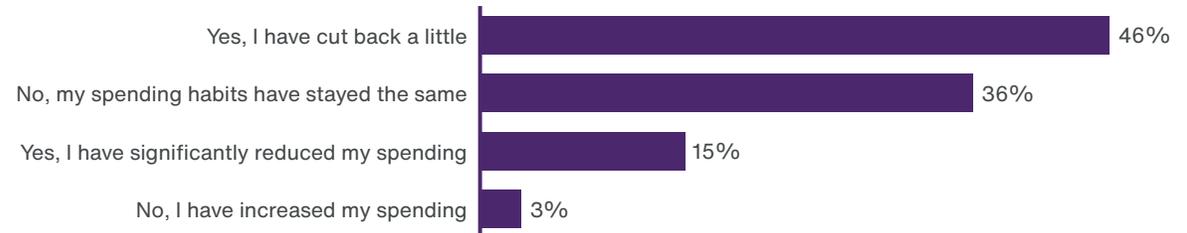


More than three in five workers have reduced their spending over the last two months due to financial concerns or economic uncertainty.

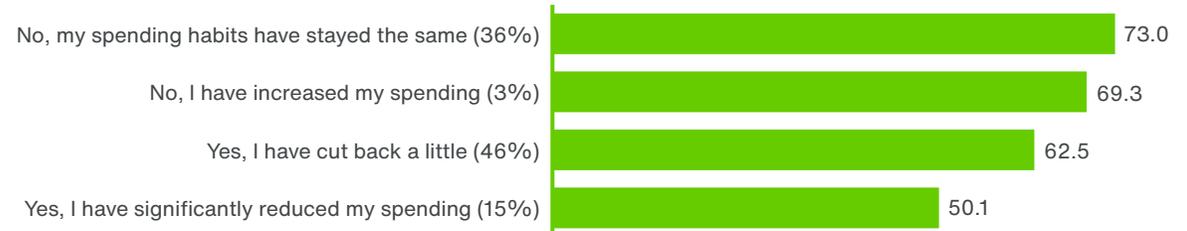
- The highest mental health score (73.0) is among 36 per cent of workers reporting their spending habits have remained the same over the last two months, more than eight points higher than the national average (64.6)
- The lowest mental health score (50.1) is among 15 per cent of workers who have significantly reduced their spending over the last two months, nearly 23 points lower than workers who have made no changes (73.0), and more than 14 points lower than the national average (64.6)
- Workers without emergency savings are almost three times more likely to have significantly reduced their spending than workers who have emergency savings
- Workers under 40 are 80 percent more likely to reduce their spending than workers over 50
- Parents are 70 percent more likely to reduce their spending than non-parents
- Workers with an annual household income of less than \$100,000 are 70 percent more likely to reduce their spending than workers with a yearly household income of more than \$100,000



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



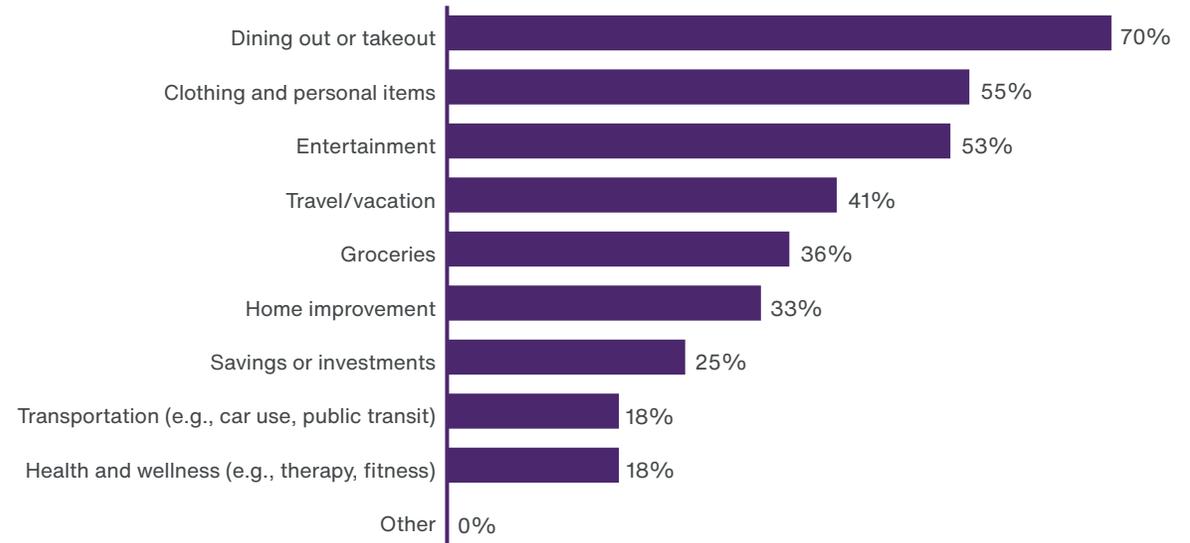
MHI score by “Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?”



Nearly one in five workers has reduced their spending on health and wellness, with women and parents being more likely to make this change.

- Seven in ten (70 per cent) workers have reduced spending on dining out or takeout, 55 per cent have reduced spending on clothing and personal items, 53 per cent have cut back on entertainment, 41 per cent have cut back on travel/vacation, 36 per cent have reduced spending on groceries, 33 per cent are spending less on home improvement, 25 per cent are spending less on savings or investments, 18 per cent are spending less on transportation (e.g., car use, public transit), and 18 per cent have cut back on health and wellness (e.g., therapy, fitness)

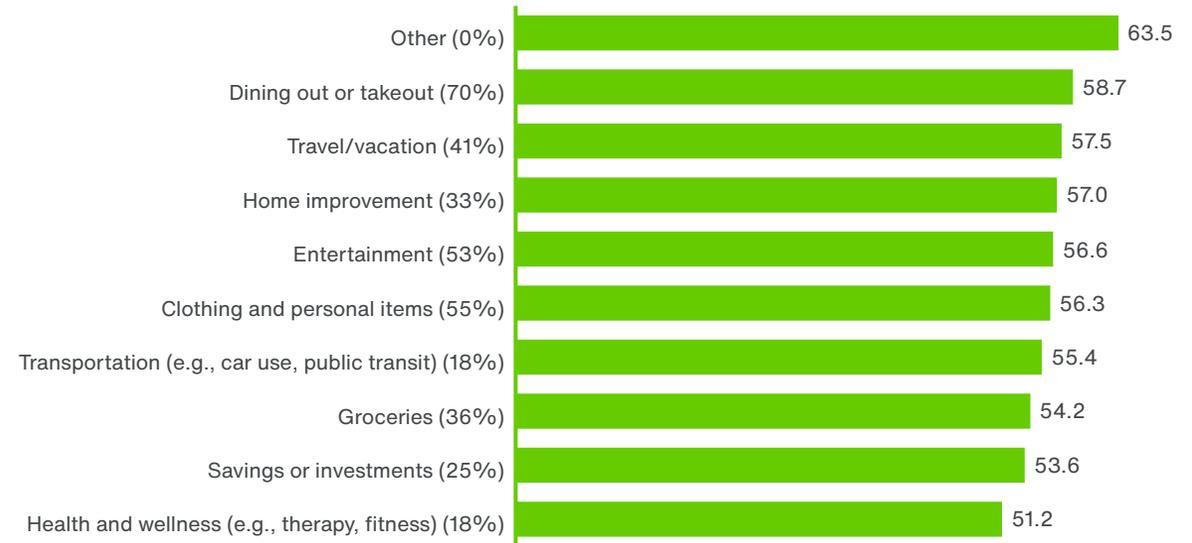
In which areas have you reduced your spending?



- Nearly one in five (18 per cent) have reduced their spending on health and wellness; this group has the lowest mental health score (51.2), more than 13 points lower than the national average (64.6)
- Workers with an annual household income of less than \$100,000 are 80 percent more likely to reduce their spending on health and wellness than workers with a yearly household income of more than \$100,000
- Parents are 50 percent more likely than non-parents to reduce their spending on health and wellness
- Women are 40 per cent more likely than men to have reduced their spending on health and wellness



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



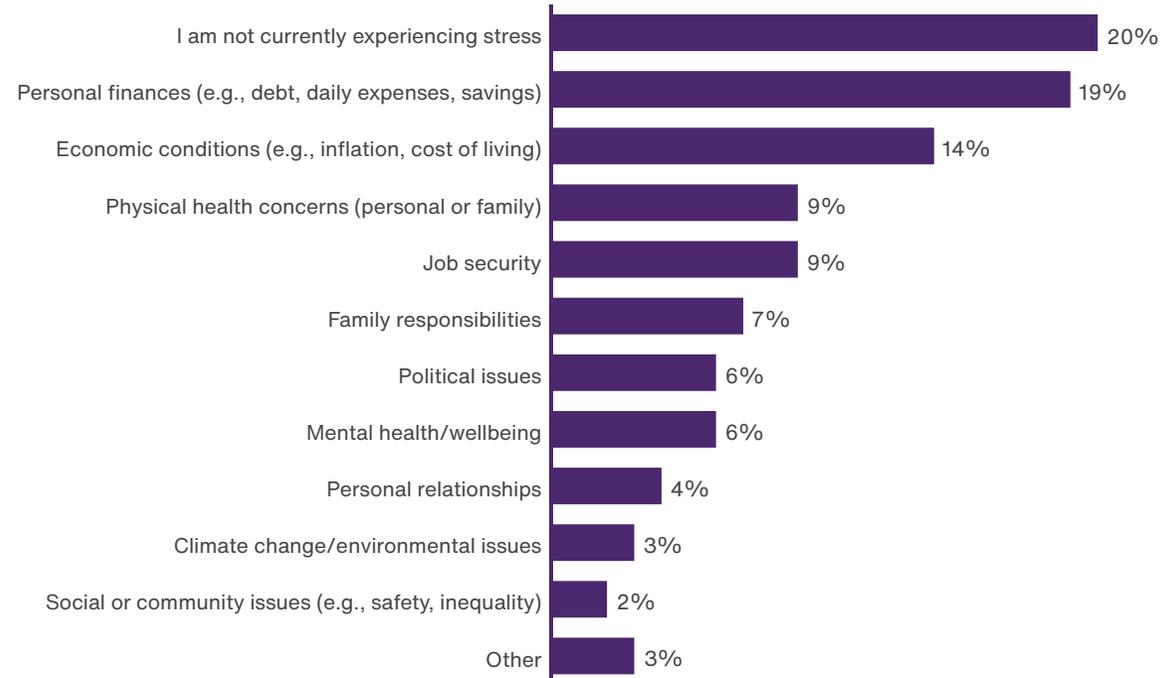
Personal stressors

One-third of workers say finances or economic conditions are their primary sources of personal stress.

- Workers over 50 are more than three times as likely as workers under 40 to report not experiencing personal stress
- Non-parents are more than twice as likely as parents to report not experiencing personal stress
- Men are 40 per cent more likely than women to report not experiencing personal stress
- Workers under 40 are nearly twice as likely as workers over 50 to say mental health/wellbeing is their primary source of personal stress
- Parents are 85 per cent more likely to report personal finances as their primary stressor
- Workers with an annual household income less than \$100,000 are 30 per cent more likely than workers with a yearly household income greater than \$100,000 to report personal finances as their primary stressor



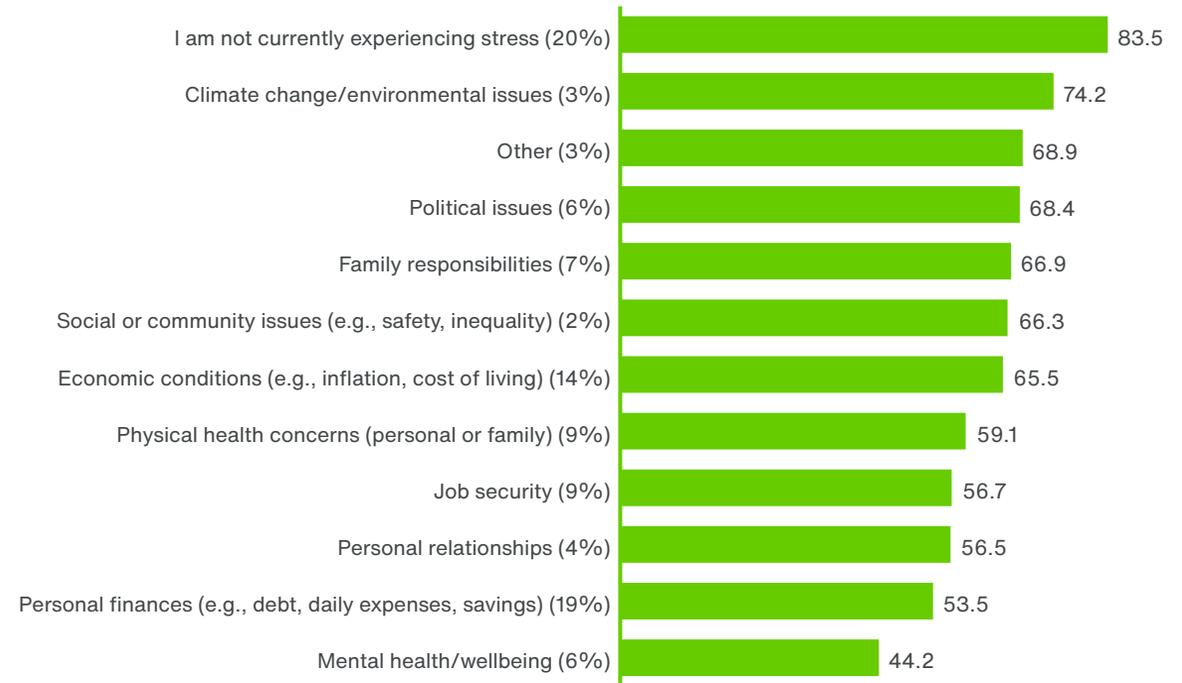
What is your primary source of personal stress right now?



- The highest mental health score (83.5) is among 20 per cent of workers not experiencing personal stress, nearly 19 points higher than the national average (64.6)
- The lowest mental health score (44.2) is among six per cent of workers who report mental health/wellbeing as their primary source of personal stress, more than 39 points lower than workers not experiencing personal stress (83.5) and more than 22 points lower than the national average (64.6)



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

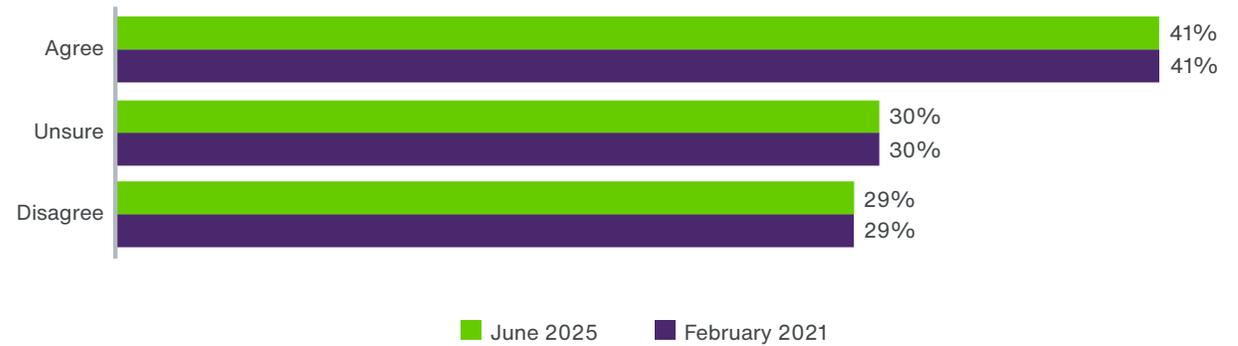


Mental health stigma.

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

- Almost three in ten (29 per cent) workers would not feel negatively about themselves if they had a mental health issue; this group has the highest mental health score (71.3), nearly seven points higher than the national average (64.6)
- More than two in five (41 per cent) workers would feel negatively about themselves if they had a mental health issue; this group has the lowest mental health score (58.2), more than 13 points lower than workers who would not feel negatively about themselves (71.3) and more than six points lower than the national average (64.6)
- Workers under 40 are 60 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



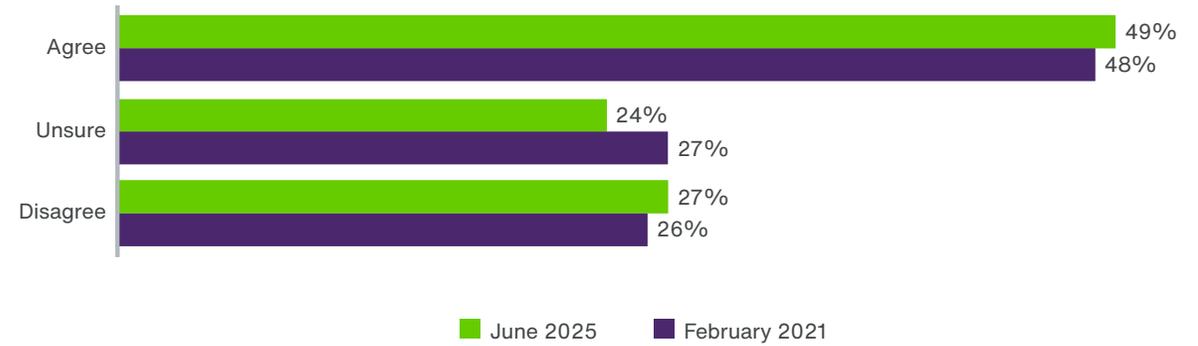
MHI score by “I would feel negatively about myself if I had a mental health issue”



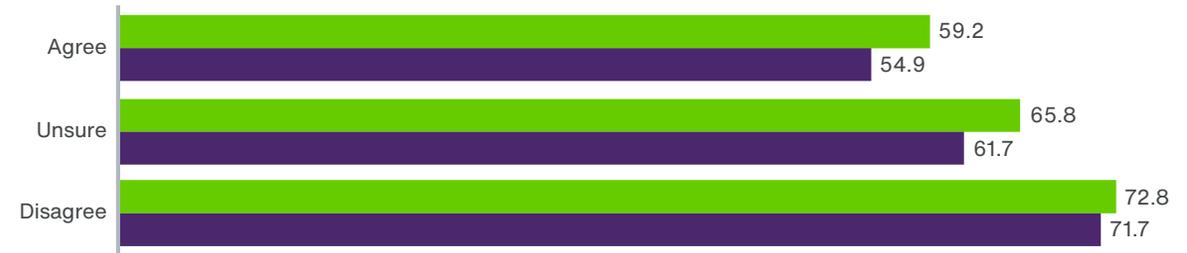
Nearly half of workers would be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware.

- Nearly half (49 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 (59.2), nearly 14 points lower than workers who would not be concerned (72.8) and more than five points lower than the national average (64.6)
- Workers under 40 are 50 per cent more likely than workers over 50 to be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware
- Parents are 40 per cent more likely than non-parents 50 to be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware
- Nearly three in ten (27 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 (72.8), more than eight points higher than the national average (64.6)

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”



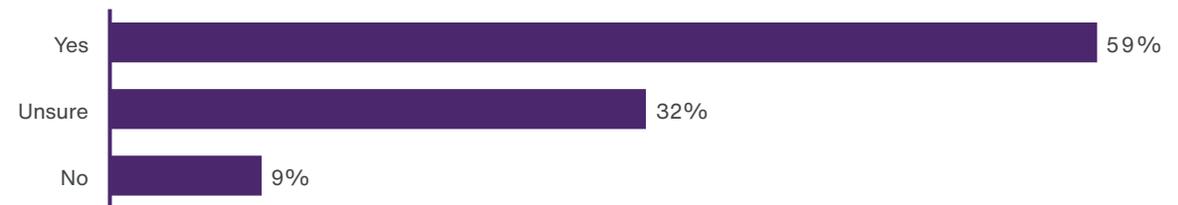
Manager support for wellbeing.

Two in five managers are unsure or would not know what to do if they suspected an employee was struggling with a mental health issue.

- The highest mental health score (68.0) is among 59 per cent of managers who would know what to do if they suspected an employee was struggling with a mental health issue, more than three points higher than the national average (64.6)
- Nearly one-third (32 per cent) of managers are unsure and an additional nine 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 (62.0 and 66.3, respectively) are lower than the mental health of score managers who would know what to do (68.0).



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?”

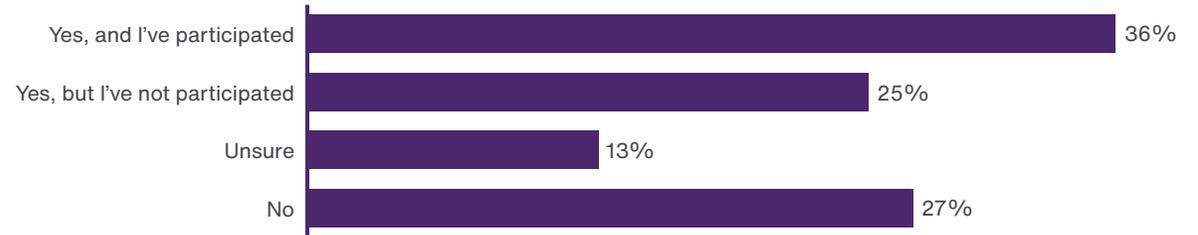


More than three in five managers say their organisation offers training on their role in supporting a mentally healthy workplace.

- The highest mental health score (67.8) is among 36 per cent of managers who have participated in training on their role in supporting a mentally healthy workplace, more than three points higher than the national average (64.6)
- The lowest mental health score (63.6) is among 13 per cent of managers who report being unsure about their organisation's offering of training for people leaders on their role in supporting a mentally healthy workplace, almost three points lower than managers who have participated in training (66.2) and slightly lower than the national average (64.6)



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?”

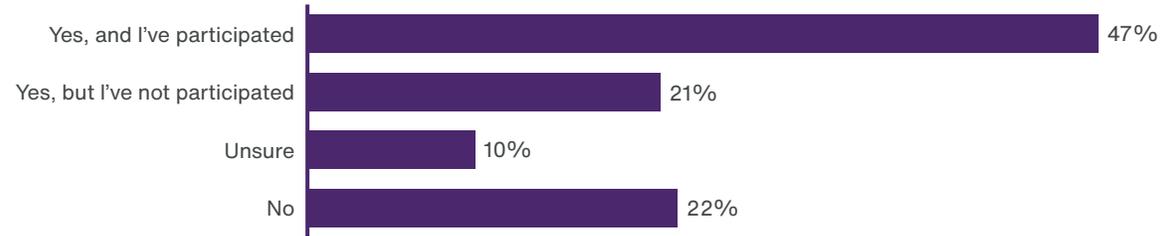


Nearly one-third of managers are unsure or say their organisation does not offer training for people leaders on effective coaching/management techniques.

- The highest mental health score (69.0) is among 47 per cent of managers who have participated in training on effective coaching/management techniques, more than four points higher than the national average (64.6)
- The lowest mental health score (60.8) is among 10 per cent of managers who report being unsure about their organisation offering training, more than eight points lower than managers who have participated (69.0) and nearly four points lower than the national average (64.6)



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?”

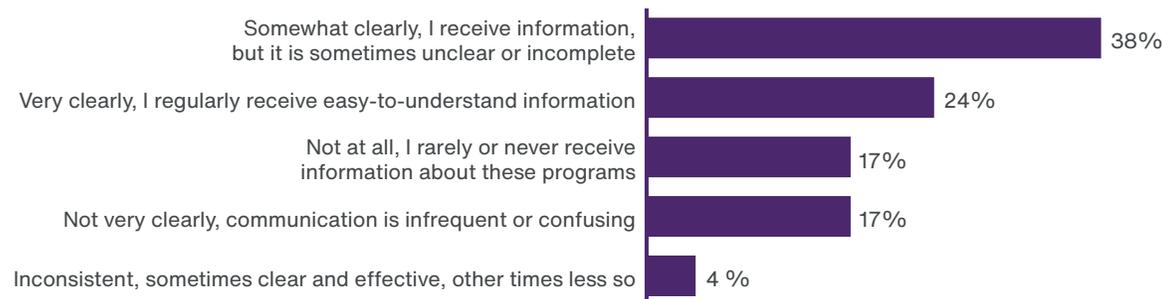


Communication about health and wellbeing programs.

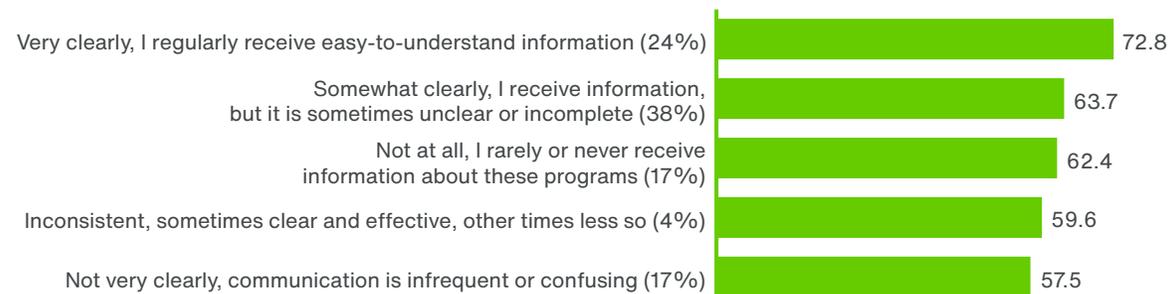
Nearly three-quarters of workers say their organisation’s communication about health and wellbeing programs is unclear or inconsistent.

- The highest mental health score (72.8) is among 24 per cent of workers who say their organisation communicates very clearly about health and wellbeing programs, more than eight points higher than the national average (64.6)
- The lowest mental health score (57.5) is among 17 per cent of workers who say their organisation’s communication about health and wellbeing programs is not very clear, more than 15 points lower than workers who say communication is very clear (72.8) and nearly seven points lower than the national average (64.6)
- Non-unionized workers are more than twice as likely as unionized workers to say they rarely or never receive information about these programs
- Non-managers are 90 per cent more likely than managers to say their organisation’s communication about health and wellbeing programs is not at all clear
- Non-parents are 70 per cent more likely than parents to say their organisation’s communication about health and wellbeing programs is not at all clear
- Workers over 50 are twice as likely as workers under 40 to say their organisation’s communication about health and wellbeing programs is not at all clear

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



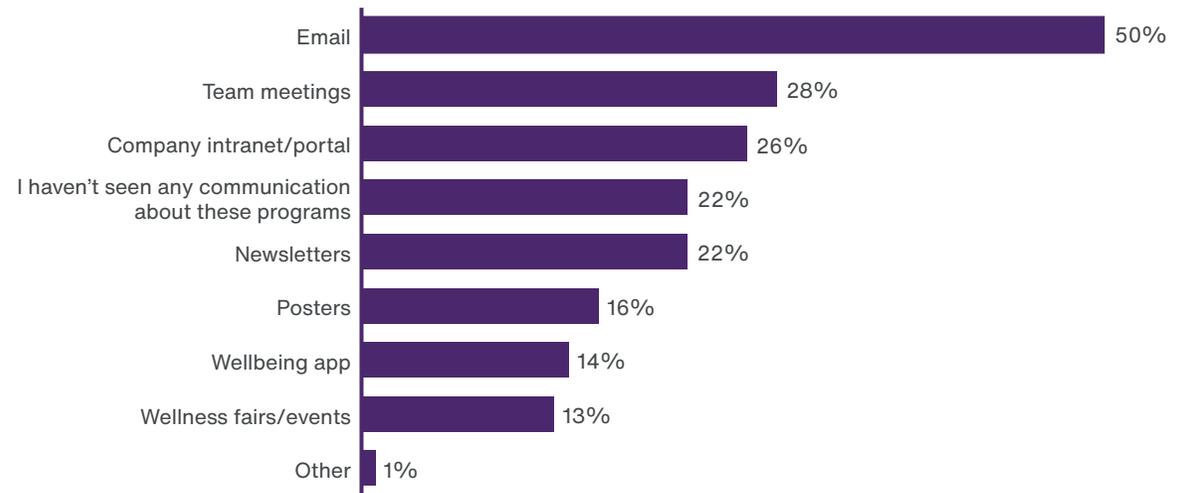
MHI score by “How well does your organisation communicate information about health and wellbeing programs?”



More than one in five workers say they haven't seen any communication about their organisation's health and wellbeing programs.

- Half (50 per cent) of organisations use email to communicate health and wellbeing programs, 28 per cent communicate programs during team meetings, 26 per cent use their company's intranet/portal, 22 per cent communicate programs via newsletters, 16 per cent use posters, 14 per cent communicates through a wellbeing app, and 13 percent communicate health and wellness programs during wellness fairs/events
- More than one in five (22 per cent) workers haven't seen any communication about health and wellbeing programs; his group has the lowest mental health score (62.2), more than two points lower than the national average (64.6)

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



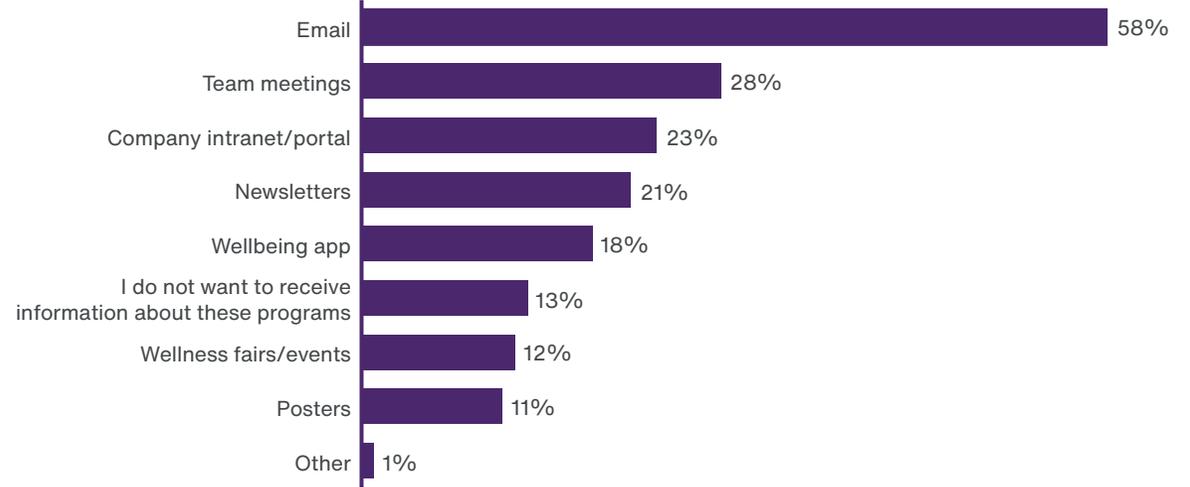
MHI score by "Which methods does your organisation use to communicate health and wellbeing programs?"



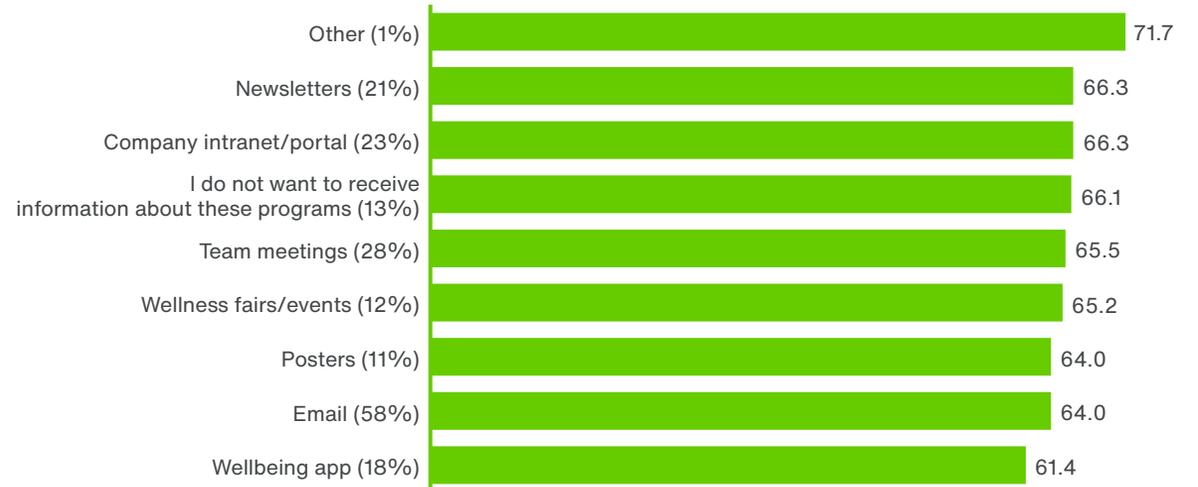
Nearly three in five workers would prefer to receive information about their organisation’s health and wellbeing programs via email.



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?”



Nearly half of workers say their manager has not informed them about available health and wellbeing programs.

- The highest mental health score (65.3) is among 45 per cent of workers who say their manager has communicated the availability of health and wellbeing programs, nearly one point higher than the national average (64.6)
- The lowest mental health score (63.8) is among 46 per cent of workers who say their manager has not communicated the availability of health and wellbeing programs to them, nearly two points lower than workers who say their manager has communicated this information to them (65.3) and nearly one point lower than the national average (64.6)



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



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



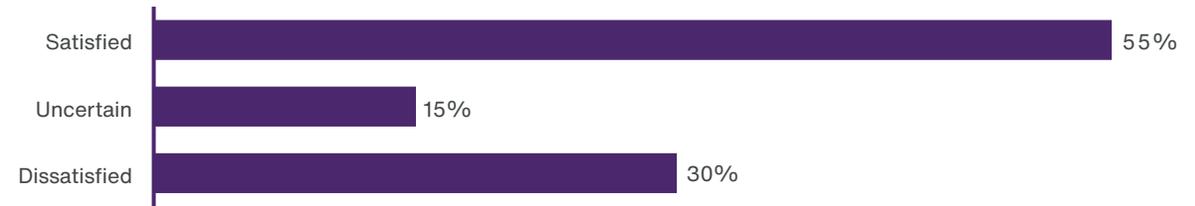
Sleep quality

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

- The highest mental health score (72.3) is among 55 per cent of workers satisfied with the quality of their sleep, nearly eight points higher than the national average (64.6)
- The lowest mental health score (53.6) is among 30 per cent of workers dissatisfied with the quality of their sleep, nearly 19 points lower than workers who are satisfied with their sleep quality (72.3) and almost 11 points lower than the national average (64.6)



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?”

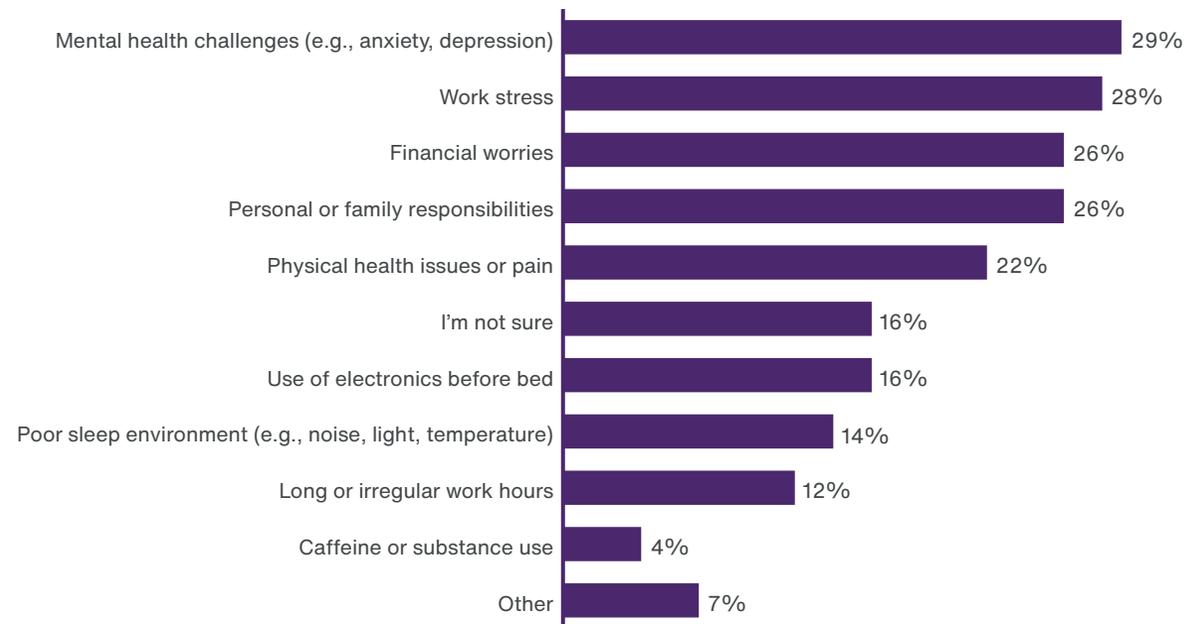


Mental health challenges, work stress, financial worries and personal or family responsibilities are the leading factors contributing to poor sleep quality.

- Parents are 70 per cent more likely than non-parents to say personal or family responsibilities are the primary factor contributing to their poor sleep quality
- Workers with an annual household income lower than \$100,000 and workers without emergency savings are 60 percent more likely to say financial worries are the leading factor contributing to poor sleep quality



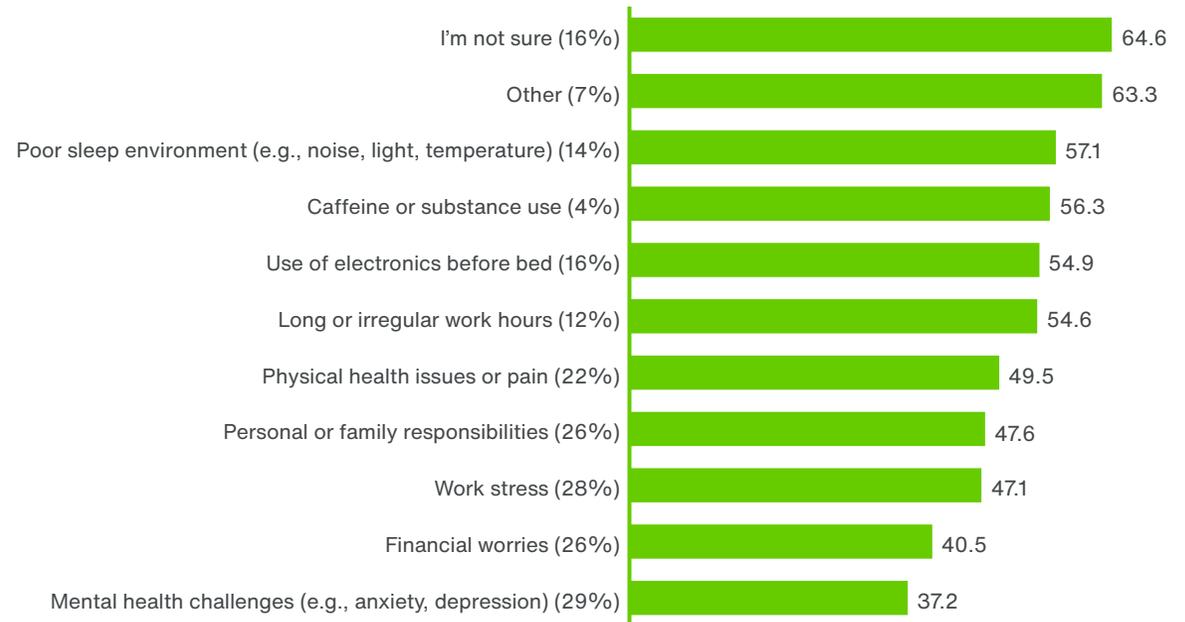
What do you believe are the main factors contributing to your poor sleep quality?



- The lowest mental health score (37.2) is among 29 per cent of workers reporting that mental health challenges contribute to their poor sleep quality, more than 27 points lower than the national average (64.6)



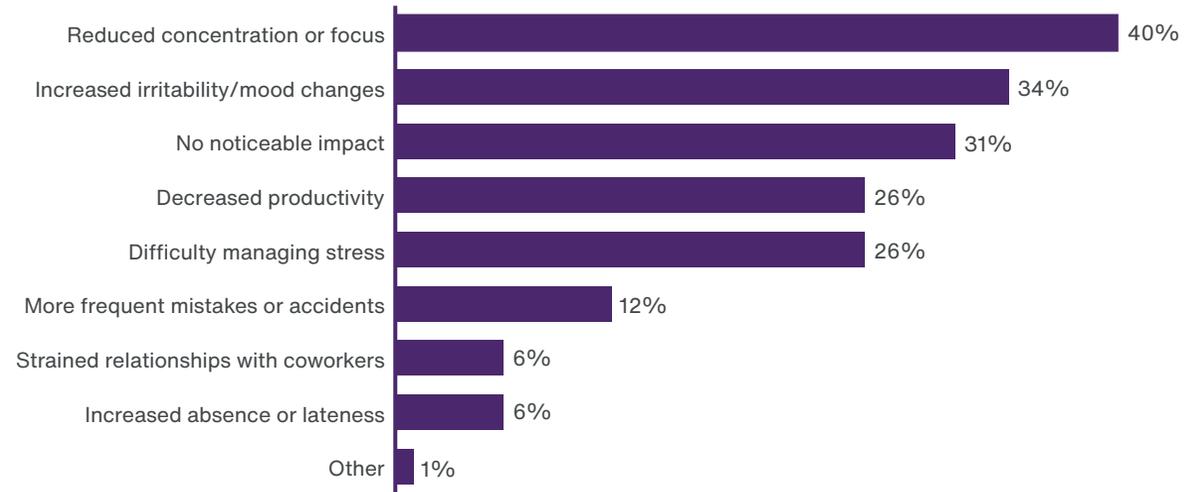
MHI score by “What do you believe are the main factors contributing to your poor sleep quality?”



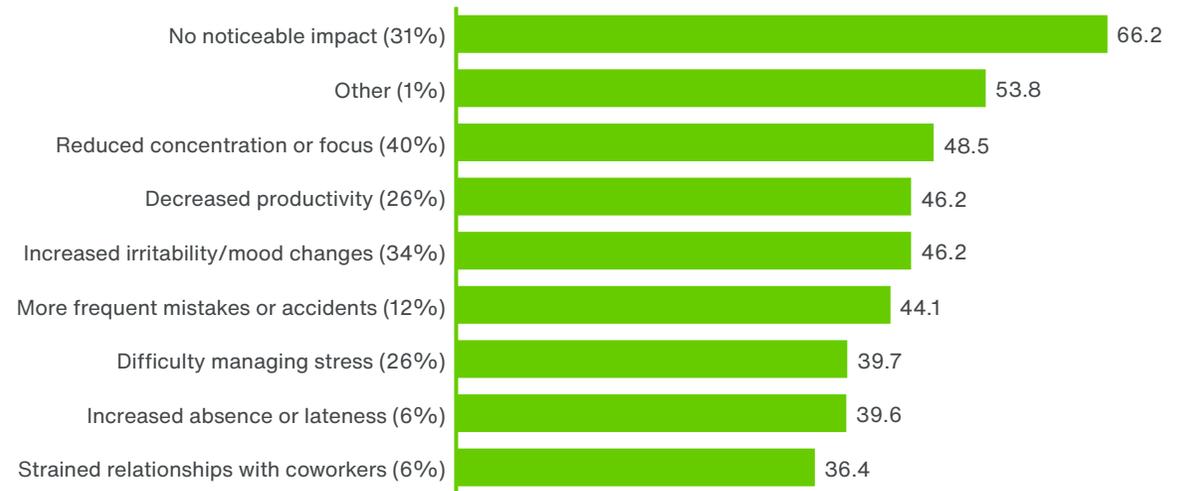
Younger workers are more likely to report decreased productivity due to poor sleep quality.

- The highest mental health score (66.2) is among 31 per cent of workers reporting no noticeable impact at work, nearly two points higher than the national average (64.6)
- Workers over 50 are more than six times as likely as workers under 40 to report no noticeable impact at work due to poor sleep quality
- Non-managers are 80 per cent more likely than managers to report no noticeable impact at work due to poor sleep quality
- The lowest mental health score (36.4) is among nine per cent of workers who say poor sleep quality results in strained relationships with coworkers, nearly 30 points lower than workers reporting no noticeable impact (66.2) and 28 points lower than the national average (64.6)
- Workers under 40 are 80 per cent more likely than workers over 50 to report decreased productivity 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 2,000 people who live in the United Kingdom 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 the United Kingdom. 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 27, 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.

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