

The Mental Health Index™ report

United Kingdom, June 2020

Spotlight on the mental health impact of the COVID-19 pandemic



LifeWorks
by Morneau Shepell





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Executive summary

As June got underway, the total number of UK-reported cases of COVID-19 continued to rank in the top five worldwide and report one of the highest rates of COVID-19 deaths globally. Early in the month, however, the daily rise in the number of COVID-19-related deaths was at its lowest level since before the lockdown in late March. England has reported significantly more COVID-19 cases than the rest of the UK, but the rate of daily infection is now considerably higher in Wales, followed by Scotland, and England¹.

Following three months of pandemic lockdown, modest steps to ease restrictions were being introduced across England, Scotland, Northern Ireland and Wales. Measures include more access to the outdoors, and larger family and/or social gatherings. Despite widespread concerns from educators², the British government is also proceeding with a phased return to school for some age groups. As the number of COVID-19 cases and deaths continue to trend downward, a second phase of easing restrictions focused on opening up non-essential retail in mid-June. The British cabinet has also been pushing to cut the two-metre social distancing rule to contain coronavirus.³ A recent assessment by the Organization for Economic Co-operation and Development (OECD) has estimated that given its service-based economy (trade, tourism, real estate and hospitality), the UK economy has been especially hard-hit by the government's pandemic lockdown.⁴ The travel industry is advocating for the elimination of a mandatory 14-day quarantine that remains in place for all visitors to the UK, with the exception of those entering from France.

1 https://coronavirus.data.gov.uk/?_ga=2.66571373.2108234416.1588185057-635563446.1585167913

2 <https://www.dw.com/en/schools-out-teachers-in-england-blast-unsafe-reopening-plans/a-53611692>

3 Teneo Risk, Coronavirus Daily Update, June 9, 2020

4 OECD Economic Outlook Volume 2020 Issue 1: Preliminary Version (United Kingdom Profile)
https://read.oecd-ilibrary.org/view/?ref=134_134095-u0isfdo5sa&title=Country-profile-United-Kingdom



For the third consecutive month, the ongoing impacts of the COVID-19 pandemic economically and societally are continuing to have an impact on the mental health of Britons.

In the first half of the month, unprecedented awareness of anti-Black racism emerged. Outrage and protests were sparked by the high-profile death of a Black American, George Floyd, during arrest in Minneapolis, Minnesota. Britons have participated peacefully in “Black Lives Matter” protests. Significant emotion accompanied the greater awareness of anti-Black racism and events prior to and after the George Floyd incident.

Mental Health Index™

The overall Mental Health Index™ for June 2020 is -12 points. This index represents the deviation from pre-2020 benchmark. A negative score indicates poorer mental health relative to the benchmark, and a positive score indicates better mental health. The benchmark reflects mental health data from 2017, 2018 and 2019. A 12-point decrease from the pre COVID-19 benchmark⁵ reflects a population whose mental health is similar to the most distressed 1 per cent of the benchmark population. June is the third consecutive month of an extremely low Mental Health Index™. There is little change from April 2020 (-14) and May (-14).

The lowest Mental Health Index™ sub-score is for the risk measure of optimism (-16.6 points), followed by depression (-15.3), anxiety (-14.9), work productivity (-12.2), and isolation (-10.9).

- There are modest improvements across all sub-scores in June.
- A decline in the overall Mental Health Index™ is observed only for individuals with 2 or more children, those who have fewer hours of work compared to last month.
- Overall, the financial score continues to improve with a score of 5.4 points; an improvement month-over-month since April. This suggests that Britons are continuing to monitor their savings as a result of this crisis. That said, those without emergency savings experience a lower score in mental health (-26.3) than the overall group. As well, people with no emergency fund have uniformly low scores on the Mental Health Index™.

The overall Mental Health Index™ for June 2020 is -12 points, up two points from the prior month

⁵ The raw score for the Mental Health Index™ benchmark is 75/100. The June 2020 score is 62/100.



Five per cent of respondents are unemployed. Of those who participated in the Mental Health Index™ in all three months and were employed in April 2020, 43 per cent had some change in employment (reduced hours, reduced salary, or job loss) between April and June 2020.

- Of those who encountered a change in employment, 26 per cent, are back to full employment.
- Of those that saw a reduction in hours or salary, 70 per cent are still working under those conditions, and 3 per cent of those individuals ultimately lost their jobs.
- Individuals reporting reduced hours from last month have a lower Mental Health Index™ score than those with a reduction in salary and is consistent with individuals not employed.
- Regardless of employment status, there continues to be a lower mental health score for females (-14.2) when compared to males (-10.8). Further, the younger the age group, the lower the Mental Health Index™ score.

The highest mental health scores are observed in Real Estate, Rental and Leasing (-3.8), Other services (except Public Administration) (-7), and Professional, Scientific and Technical Services (-10.0).

- The lowest mental health scores are found in Food Services (-17.8), Information and Cultural Industries (-16.8), and Wholesale Trade (-15.7).
- Individuals employed in Food Services, Arts, Entertainment and Recreation, Professional, Scientific and Technical Services, as well as Wholesale Trade, and Information and Cultural Industries have had a decline in mental health since last month whereas individuals in Real Estate, Rental and Leasing, as well as Finance and Insurance have seen the greatest improvement.
- Individuals in Health Care and Social Assistance show subtle improvement yet again this month (-12.6) when compared to May (-14.4) and April (-16.4) despite the ongoing strain and risk associated with professions in this sector.

For the third consecutive month, the two key drivers of the Mental Health Index™ are financial risk and isolation.

For three consecutive months, all industries, with the exception of one, have reported an increase in mental stress

Mental Stress Change

The Mental Stress Change score for June 2020 is 58.6. This indicates that over one quarter of the population is experiencing more mental stress compared to the prior month, with a small proportion experiencing less. This is the third consecutive month where the Mental Stress Change score reflects increased mental stress in the population. Considering geography, the greatest increase in stress month over month was for respondents living in Wales (62.0), followed by Scotland (58.7), England (58.4), and Northern Ireland (58.3).

- The greatest increase in mental stress is seen in employed people with reduced salary (63.7), followed closely by employed people with reduced hours (62.6) when compared to employed people with no change to salary or hours (56.7) and unemployed people (56.2).
- As was reported in prior months, and as evidenced again in June, younger respondents are experiencing a greater increase in mental stress when compared to older respondents.
- Further, over the three-month survey period, females have larger increases in mental stress when compared with males.

Mental Stress Change scores for Information and Cultural Industries, Finance and Insurance, as well as Retail Trade are less steep compared to the prior month.

- The least favourable mental stress changes are observed in Arts, Entertainment and Recreation (63.5), Food Services (62.8), and Wholesale Trade (61.5).
- All industries, with the exception of Other services (except Public Administration) have reported an increase in mental stress in all three months.

Additional findings

Mental health impact and Employer support

After months of social distancing, job losses, and the threat of contracting COVID-19, emotions are high.

- The most commonly reported emotion is calm (24%), followed by worry (21%), and frustration (20%).



- Individuals feeling more positive emotions (i.e. calm, happiness, hopefulness, or gratitude) have more favourable Mental Health Index™ scores than individuals feeling more negative emotions (i.e. anger, disbelief, frustration, helplessness, and worry).
- A deeper examination of the data shows that the profile (e.g. age, gender, household income) of individuals choosing positive emotions are not remarkably different from individuals reporting negative emotions. This suggests that an individual's personal outlook contributes significantly to how well that individual copes with the strain of the pandemic, and this effect is reflected in the Mental Health Index™ scores.

In following the trend of individual scores from April 2020 to June 2020, individuals who report more positive emotions have significantly higher Mental Health Index™ scores and their mental health scores are generally improving.

- Individuals experiencing more negative emotions are not demonstrating an improving mental health trend and have significantly lower scores.
- As well, individuals feeling positive emotions are experiencing a lower curve of mental stress and are also more likely to feel less mental stress when compared to the previous month.
- Individuals who are mainly experiencing negative emotions are more likely to continue to feel more mental stress than the previous month.
- While increases in mental stress continue, the increase has been more gradual for those reporting all emotional states with the exception of individuals feeling anger as the primary emotion. These individuals have a spike in feeling more mental stress in June 2020 over May 2020.

There is a strong correlation between scores on the Mental Health Index™, and the individual's view of how their employer managed health and safety issues during the pandemic. An even stronger correlation is evident between the Mental Health Index™ scores and perception of how well their employer has been supporting the mental health of employees.

- 28 per cent indicate that their employer has been managing health and safety inconsistently, poorly or very poorly during the pandemic. The Mental Health Index™ score for this group ranged from -19.5 for those who indicated inconsistently to -22.6 for those

Respondents who reported that their employer managed pandemic risks better had more favourable Mental Health Index™ scores



who indicate health and safety being managed poorly to -25.4 for those who indicate very poorly. This compares to -12.3 for those who indicate health and safety being managed somewhat well and -3.8 for very well.

- 36 per cent indicate that their employer has been supporting mental health inconsistently, poorly or very poorly during the pandemic. The Mental Health Index™ score for this group ranged from -18.6 for those who indicated inconsistently, to -21.8 for those who indicate mental health being supported poorly to -26.6 for those who indicate very poorly. This compares to -10.7 for those who indicate mental health being supported somewhat well, and -1.8 for very well.

As the country begins to move into the next phase of the pandemic, forty per cent of people feel that they have what they need.

- The most commonly reported need is clearer guidance on how to prevent spreading/getting the virus (31 per cent).
- This is followed by the need for support to deal with anxiety (21 per cent).

With a mix of social distancing, self-isolation, and the closure of some businesses, the data shows that there is likely to be a change in spending habits after the pandemic. Only 22 per cent of respondents are likely to return to their previous spending habits quickly after the pandemic.

- 39 per cent are concerned about the risk of infection from being in stores and service areas
- 27 per cent believe that they will be concerned about job security for a while
- 20 per cent indicate that their income has changed
- 13 per cent do not have the will or energy to do things they did before
- 10 per cent are not sure about whether they will return to former spending or not

Additional data and analyses

Demographic breakdown 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. Contact MHI@morneaushepell.com



Overview of the 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 in a given geography, compared to the benchmarks collected in the years of 2017, 2018 and 2019. The increases and decreases in the Index are intended to predict cost and productivity risks, and inform the need for investment in mental health supports by business and government.

The Mental Health Index™ report has three main parts:

1. The overall Mental Health Index™ (MHI), which is a measure of change compared to the benchmark of mental health and risk.
2. A Mental Stress Change (MStressChg) score, which measures the level of reported mental stress, compared to the prior month.
3. A spotlight section that reflects the specific impact of current issues in the community: In the current and prior two reports, the measures in this section relate to the mental health impact of the COVID-19 pandemic.

Collected through an online survey of 2,000 Britons

Methodology

The data for this report was collected through an online survey of 2,000 Britons who are living in the United Kingdom and are currently employed or who were employed within the prior six months. Participants were selected to be representative of the age, gender, industry and geographic distribution in the United Kingdom. The same respondents participate each month to control for changes due to different samples. The respondents were asked to consider the prior two weeks when answering each question. The Mental Health Index™, which launched in April 2020, is published monthly. The benchmark data was collected in 2017, 2018 and 2019. The data for the current report was collected between May 29 to June 9, 2020.



Calculations

To create the Mental Health Index™, the first step leverages a response scoring system turning individual responses to each question into a point value. Higher point values are associated with better mental health and less mental health risk. Each individual's scores are added and then divided by the total number of possible points to get a score out of 100. The raw score is the mathematical mean of the individual scores.

To demonstrate change, the current month's scores are then compared to the benchmark and the prior month. The benchmark is comprised of data from 2017, 2018 and 2019. This was a period of relative social stability and steady economic growth. **The change relative to the benchmark is the Mental Health Index™. A score of zero in the Mental Health Index™ reflects no change, positive scores reflect improvement, and negative scores reflect decline.**

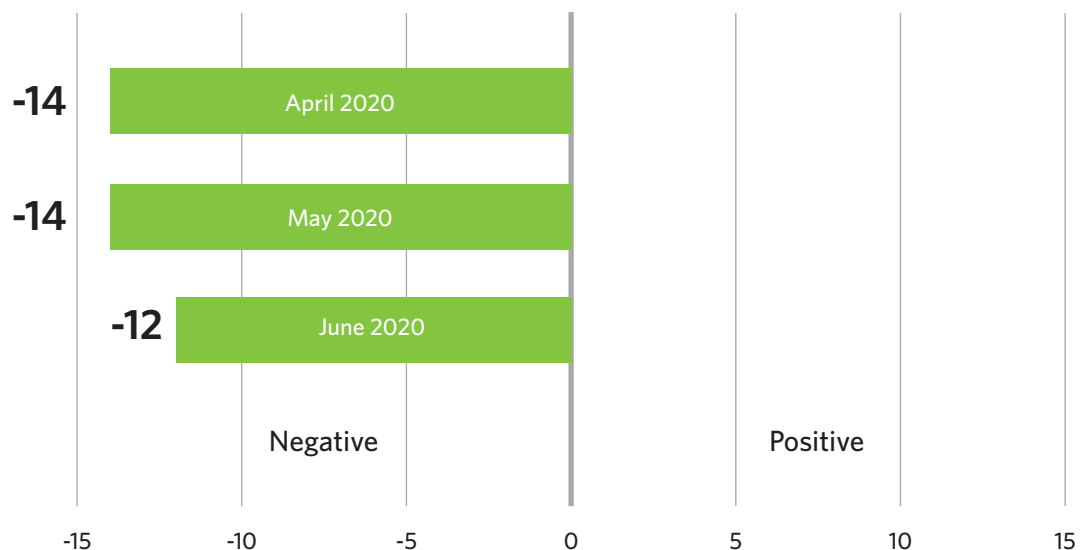
A Mental Stress Change score is also reported given that increasing and prolonged mental stress is a potential contributor to changes in mental health. It is reported separately and is not part of the calculation of the Mental Health Index™. The Mental Stress Change score is (percentage reporting less mental stress + percentage reporting the same level of mental stress * 0.5) * -1 + 100. The data compares the current to the prior month. **A Mental Stress Change score of 50 reflects no change in mental stress from the prior month. Scores above 50 reflect an increase in mental stress, scores below 50 reflect a decrease in mental stress.** The range is from zero to 100. A succession of scores over 50, month over month, reflects high risk.



The Mental Health Index™

The Mental Health Index™ (MHI) is a measure of deviation from the benchmark⁶ of mental health and risk. There are modest improvements in all scores and The Mental Health Index™ is up two points from the prior month.

MHI		
Current month June 2020	-12	
May 2020	-14	
MHI sub-scores ⁷	June	May
Depression	-15.3	-17.0
Anxiety	-14.9	-16.7
Optimism	-16.6	-17.1
Work productivity	-12.2	-14.1
Isolation	-10.9	-12.4
Psychological health	-3.5	-3.7
Financial risk	5.4	2.3



The overall Mental Health Index™ is 12 points below the benchmark. The current score is equivalent to the first percentile of the benchmark.

⁶ The benchmark reflects data collected in 2017, 2018 and 2019.

⁷ The demographic breakdown of sub-scores are available upon request.



Employment status	June	May
Employed (no change in hours/salary)	-10.4	-11.7
Employed (fewer hours compared to last month)	-16.7	-16.3
Employed (reduced salary compared to last month)	-15.4	-17.8
Not currently employed	-16.6	-17.3
Age group	June	May
Age 20-29	-19.3	-22.8
Age 30-39	-16.8	-17.3
Age 40-49	-14.4	-15.5
Age 50-59	-9.8	-10.8
Age 60-69	-3.5	-3.2
Number of children	June	May
No children in household	-10.4	-12.0
1 child	-15.5	-17.1
2 children	-15.7	-15.6
3 children or more	-19.1	-17.7
Region	June	May
England	-12.4	-14.0
Northern Ireland	-15.6	-15.8
Scotland	-11.0	-10.8
Wales	-12.6	-12.3

Gender	June	May
Male	-10.8	-11.5
Female	-14.2	-16.4
Income	June	May
Household income <£15K/annum	-19.4	-20.8
£15K to <£30K/annum	-17.2	-20.0
£30K to <£60K	-11.8	-13.1
£60K to <£100K	-8.9	-9.4
£100K and over	-1.0	-1.9
Number of adults in household	June	May
One adult in household	-15.7	-17.1
2 adults	-10.5	-12.0
3 adults	-14.0	-13.4
4 adults	-13.6	-17.8
5 adults or more	-15.1	-17.9

Numbers highlighted in **orange** are the most negative scores in the group. Numbers highlighted in **green** are the least negative scores in the group.

Available upon request:

Specific cross-correlational and custom analyses



The Mental Health Index™ (industry)

The mental health of those in different industries can differ immensely depending upon market and cultural circumstances. The highest mental health scores are observed in Real Estate, Rental and Leasing (-3.8), Other services (except Public Administration) (-7), and Professional, Scientific and Technical Services (-10.0). The lowest mental health scores are observed in Food Services (-17.8), Information and Cultural Industries (-16.8), and Wholesale Trade (-15.7). Improvements from last month are shown in the table below:

Industry	June 2020 MHI	May 2020 MHI	Improvement
Other services (except Public Administration)	-7.0	-13.0	6.0
Real Estate, Rental and Leasing	-3.8	-7.2	3.4
Finance and Insurance	-10.7	-13.9	3.2
Administrative and Support services	-13.4	-16.3	2.9
Retail Trade	-14.5	-17.3	2.8
Construction	-12.0	-14.6	2.6
Public Administration	-12.6	-15.0	2.4
Educational Services	-11.9	-13.8	1.9
Health Care and Social Assistance	-12.6	-14.4	1.7
Transportation and Warehousing	-10.1	-11.0	0.9
Manufacturing	-10.6	-10.6	0.0
Information and Cultural Industries	-16.8	-16.4	-0.4
Wholesale Trade	-15.7	-15.1	-0.6
Other	-15.6	-14.9	-0.7
Professional, Scientific and Technical Services	-10.0	-9.1	-0.9
Arts, Entertainment and Recreation	-14.6	-12.2	-2.4
Food Services	-17.8	-15.3	-2.4



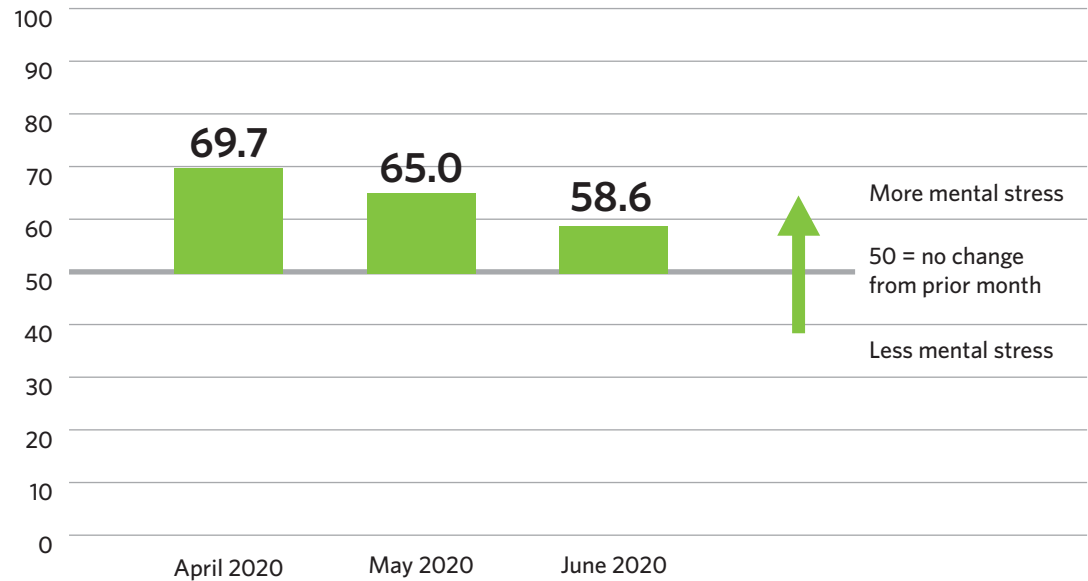
The Mental Stress Change score

The Mental Stress Change Score (MStressChg) is a measure of the level of reported mental stress, compared to the prior month.

MStress Chg

Current month June 2020	58.6
May 2020	65.0

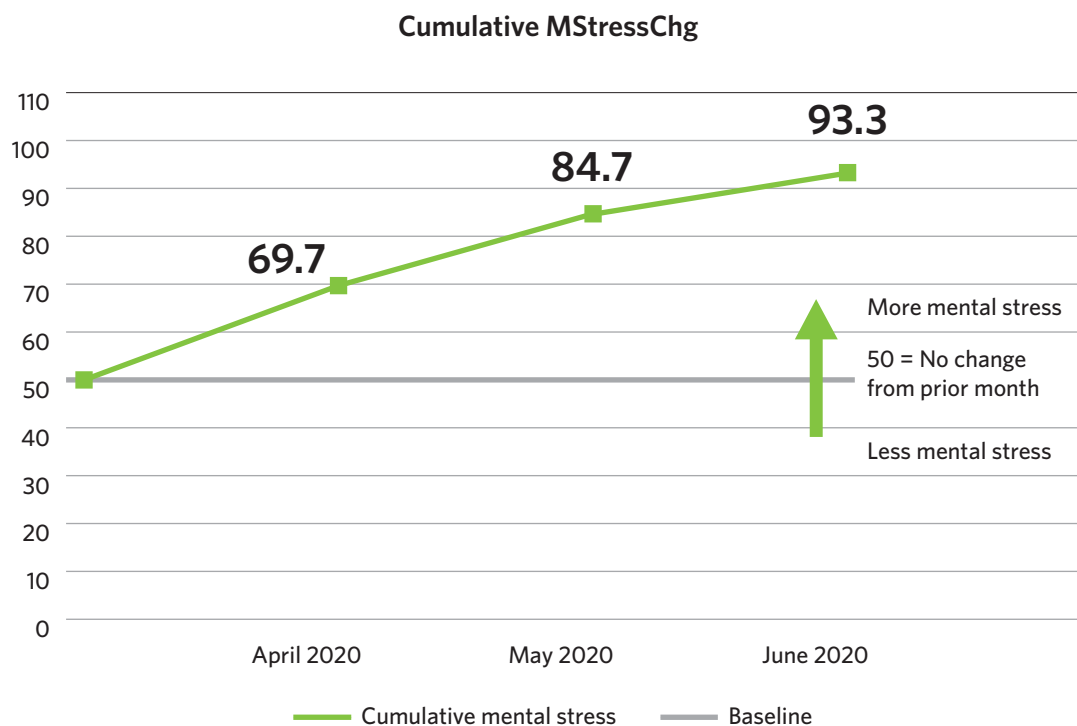
The Mental Stress Change score for June 2020 is 58.6. This reflects an increase in mental stress compared to the prior month. The steepness of the increase has, however, been declining month-over-month. The current score indicates that over one-quarter of the population is experiencing more mental stress compared to the prior month, with a small proportion experiencing less. An increase in the Mental Stress Change score in the last three months, when compared to the benchmark, indicates a significant accumulation of strain in the population.





The Mental Stress Change (cumulative)

The Mental Stress Change Score (MStressChg) is a measure of the level of reported mental stress compared to the prior month. The change is rooted against a value of 50 implying no net mental stress change from the previous month, while values above 50 indicate a net increase in mental stress and values below 50 indicate a net decrease in mental stress. The cumulative mental stress score is shown in the graph below:





Employment status	June	May
Employed (no change in hours/salary)	56.7	62.6
Employed (fewer hours compared to last month)	62.6	68.0
Employed (reduced salary compared to last month)	63.7	70.3
Not currently employed	56.2	67.1
Age group	June	May
Age 20-29	59.9	68.3
Age 30-39	61.5	67.4
Age 40-49	61.4	65.6
Age 50-59	56.8	64.8
Age 60-69	52.6	57.8
Number of children	June	May
No children in household	56.5	62.7
1 child	59.8	68.0
2 children	65.3	69.3
3 children or more	62.9	70.0
Region	June	May
England	58.4	64.9
Northern Ireland	58.3	68.3
Scotland	58.7	65.5
Wales	62.0	65.3

Gender	June	May
Male	58.0	63.0
Female	59.2	67.5
Income	June	May
Household income <£15K/annum	59.4	64.6
£15K to <£30K/annum	59.4	65.5
£30K to <£60K	59.0	66.2
£60K to <£100K	57.8	63.4
£100K and over	53.1	61.4
Number of adults in household	June	May
One adult in household	59.3	66.7
2 adults	58.2	64.1
3 adults	60.0	64.8
4 adults	56.8	67.4
5 adults or more	55.3	67.4

Numbers highlighted in **orange** are the most negative scores in the group. Numbers highlighted in **green** are the least negative scores in the group.

Available upon request:

Specific cross-correlational and custom analyses



The Mental Stress Change (industry)

The mental health of individuals in different industries can differ immensely depending upon market and cultural circumstances. The most favourable mental stress changes observed in Other services (except Public Administration) (48.4), Information and Cultural Industries (52.1), and Finance and Insurance (53.6). The least favourable mental stress changes are found in Arts, Entertainment and Recreation (63.5), Food Services (62.8), and Wholesale Trade (61.5). All industries, with the exception of Other services (except Public Administration), have reported an increase in mental stress for three consecutive months. Mental Stress changes from the last two months are shown in the table below:

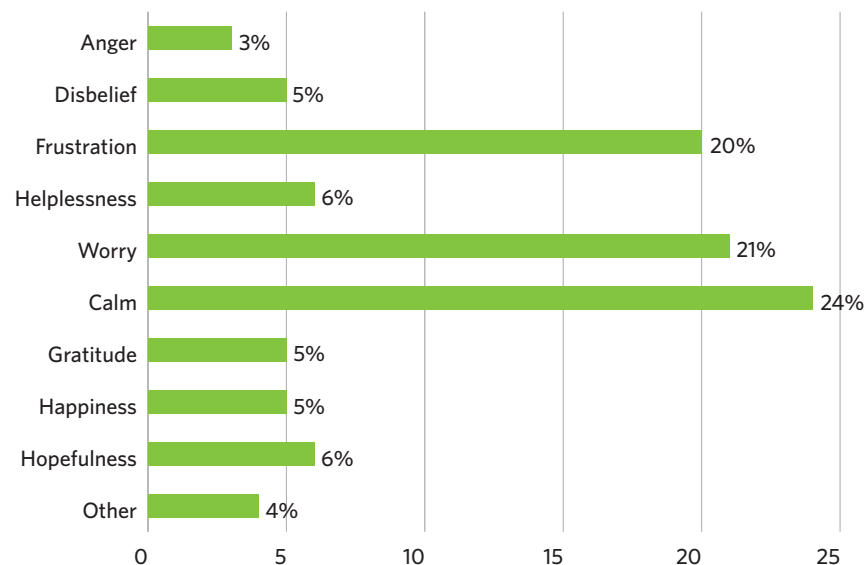
Industry	June 2020 MStress Chg	May 2020 MStress Chg
Other services (except Public Administration)	48.4	63.3
Information and Cultural Industries	52.1	60.9
Finance and Insurance	53.6	65.3
Real Estate, Rental and Leasing	56.8	66.2
Retail Trade	57.4	67.2
Administrative and Support services	57.4	62.5
Manufacturing	58.3	64.7
Educational Services	59.0	66.7
Health Care and Social Assistance	59.0	66.5
Other	59.6	65.5
Public Administration	60.1	64.0
Construction	60.2	62.4
Professional, Scientific and Technical Services	60.4	63.3
Transportation and Warehousing	61.2	63.2
Wholesale Trade	61.5	65.5
Food Services	62.8	65.8
Arts, Entertainment and Recreation	63.5	66.7



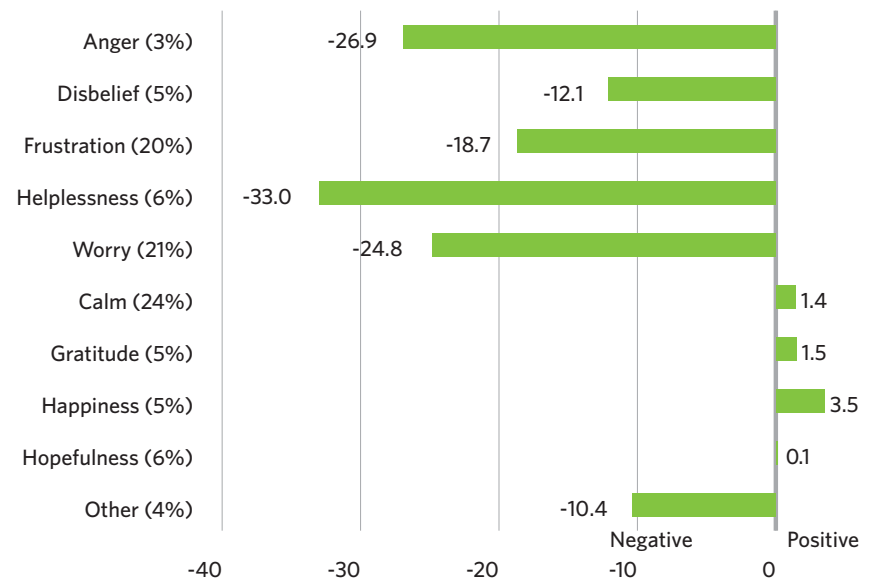
Impact of the COVID-19 pandemic on emotional state

After months of social distancing, job losses, and the threat of contracting COVID-19, emotions are high. The most common reported emotion is calm (24%), followed by worry (21%), and frustration (20%). Individuals feeling more positive emotions (i.e. calm, happiness, hopefulness, or gratitude) have more favourable Mental Health Index™ scores than individuals feeling more negative emotions (i.e. anger, disbelief, frustration, helplessness, and worry). A deeper examination of the data shows that the profile (e.g. age, gender, household income) of individuals choosing positive emotions are not remarkably different from individuals reporting negative emotions. This suggests that an individual's personal outlook contributes significantly to how well that individual copes with the strain of the pandemic, and this effect is reflected in the Mental Health Index™ scores.

Main emotion experienced right now

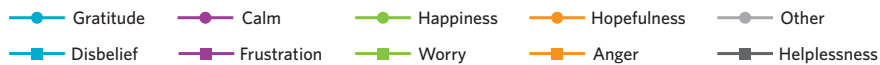
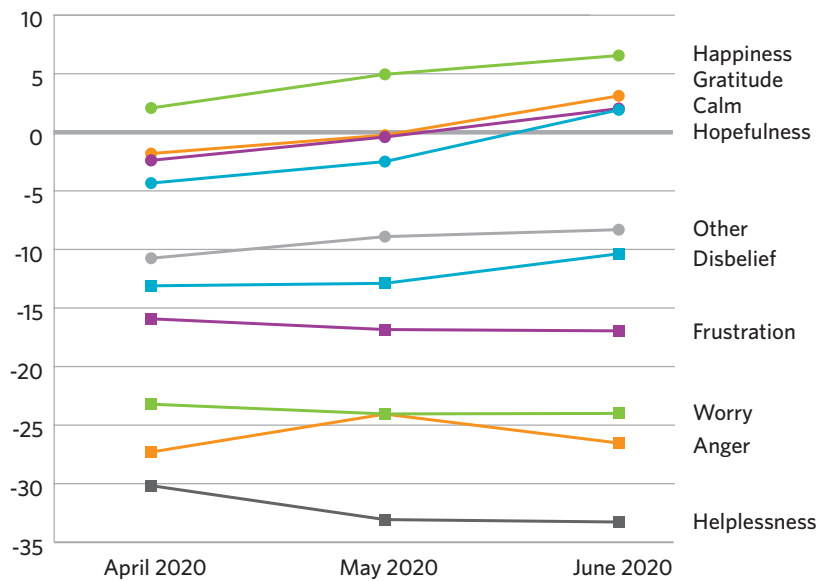


Mental Health Index™ by main emotion experienced

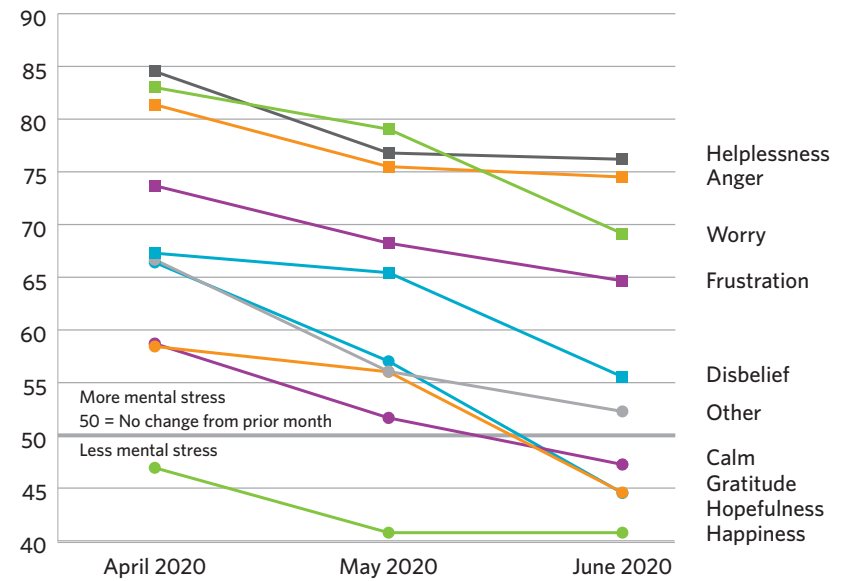




Mental Health Index™ by emotion



Mental Stress Change by emotion



Considering the trend of individual scores, the graph below shows that individuals reporting more positive emotions have significantly higher Mental Health Index™ scores and their mental health scores are generally improving. Individuals experiencing more negative emotions are not demonstrating an improving mental health trend and have significantly lower scores.

A further examination of mental stress changes, based on the main emotion being felt, shows that individuals feeling positive emotions have continually improved their mental stress and, in the most recent data, these individuals are also more likely to feel less mental stress when compared to the previous month. Individuals who are mainly experiencing negative emotions are more likely to continue to feel more mental stress than the previous month. Mental stress is improved across all emotional states with the exception of individuals feeling anger as the primary emotion. These individuals have experienced a more dramatic increase in mental stress change in June 2020 over May 2020.

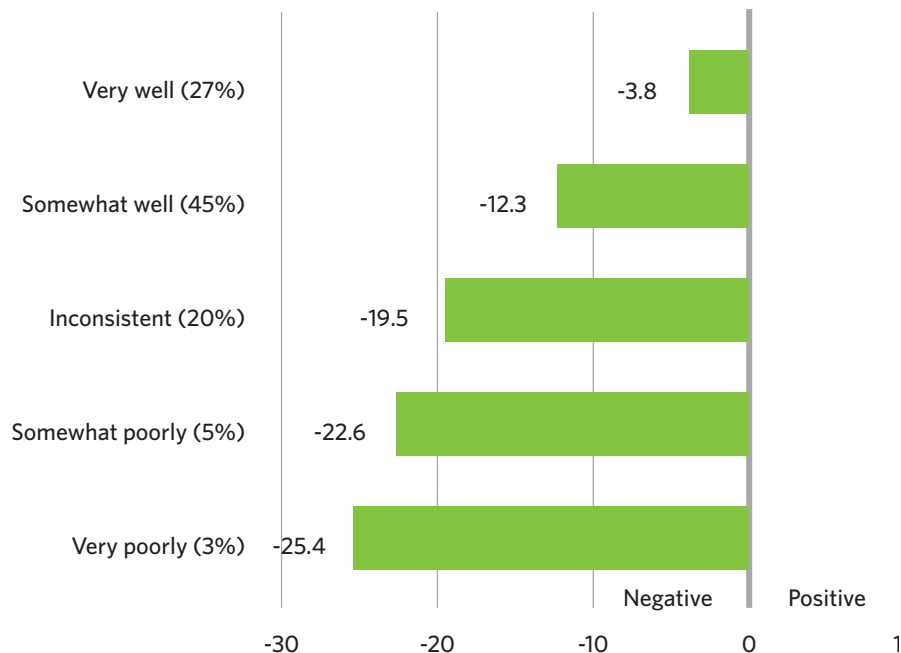


Employer support during the pandemic

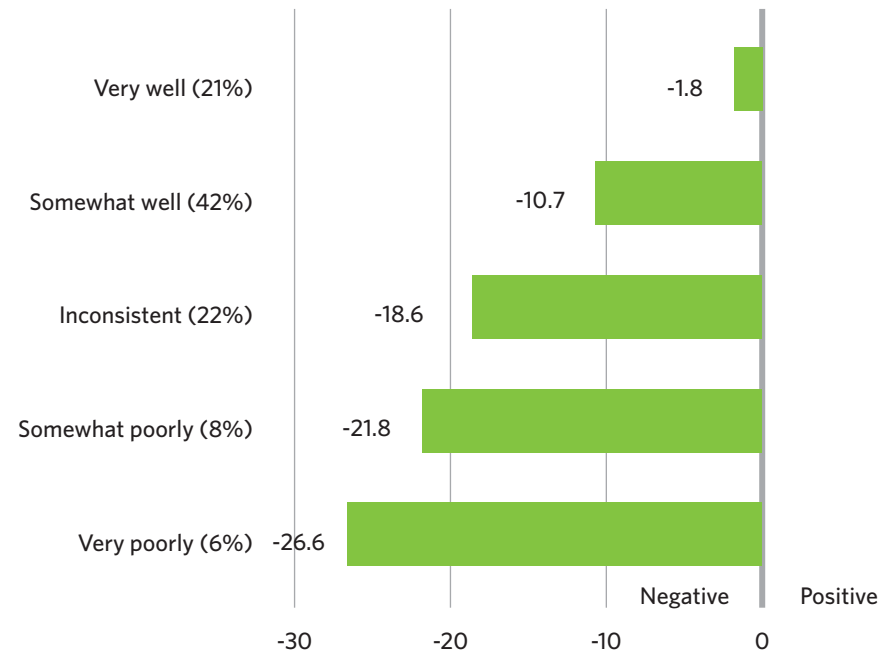
Generally, individuals are satisfied with the manner in which their employers have handled the pandemic. Seventy-two per cent of respondents report that their employers managed the health and safety risks “somewhat well” to “very well”. Respondents who reported that their employer managed pandemic risks better had more favourable Mental Health Index™ scores.

Similarly, sixty-four per cent of respondents report that their employers supported their mental health needs during the pandemic. A trend of better Mental Health Index™ scores of those working for employers that better supported mental health needs was observed. Significantly, individuals who reported that their employers supported their mental health needs “very well” had an average MH score of -1.8, which is only slightly below the benchmark.

Mental Health Index™ by employer management of health & safety risk



Mental Health Index™ by employer support of mental health needs

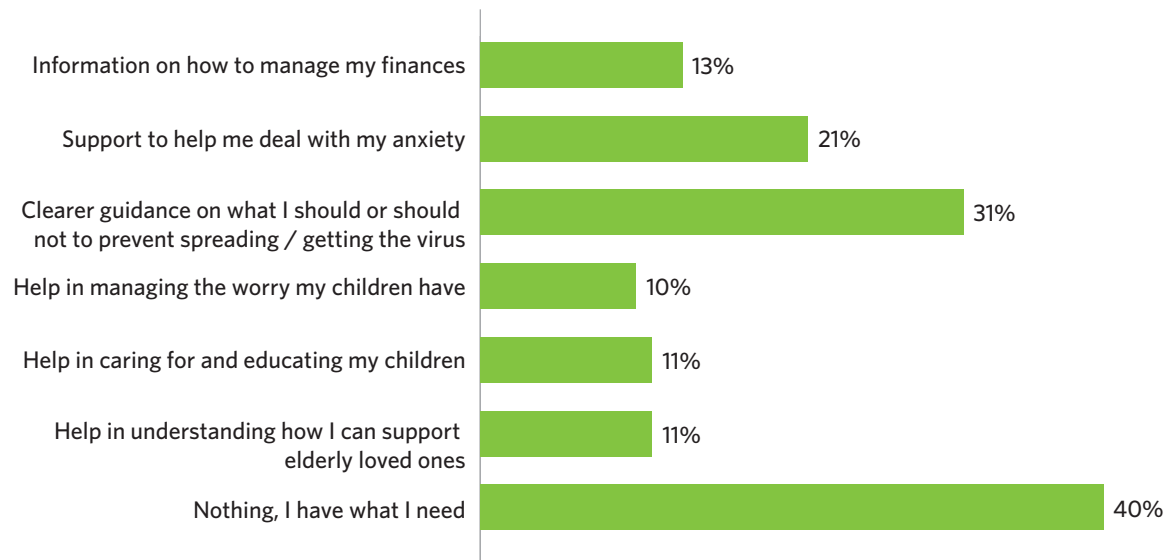




Current needs and moving forward after a pandemic

As the country begins to move into the next phase of the pandemic, forty per cent of people feel that they have what they need. For those who did not feel they have what they need, the most commonly reported need is clearer guidance on how to prevent spreading/getting the virus (31 per cent), followed by the need for support to deal with anxiety (21 per cent).

What do you feel you need right now as a result of the pandemic?

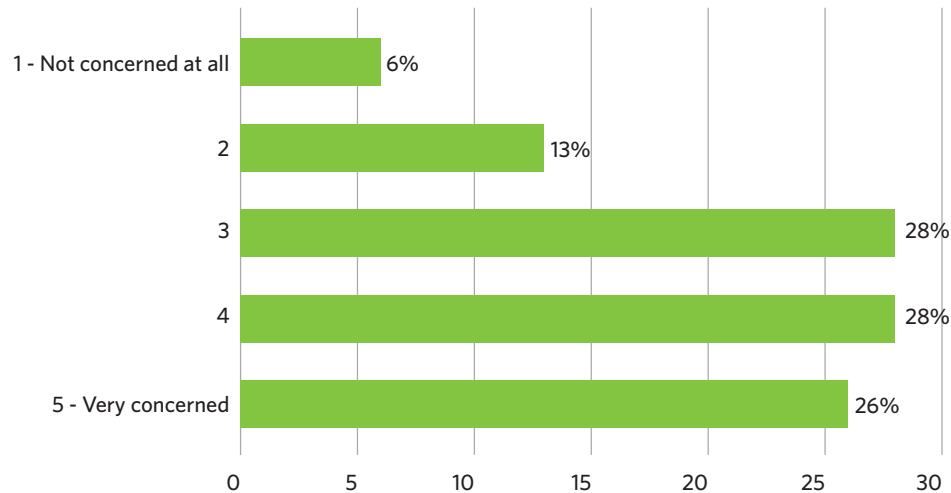


A significant proportion of respondents (81%) are moderately to very concerned about a second wave of COVID-19

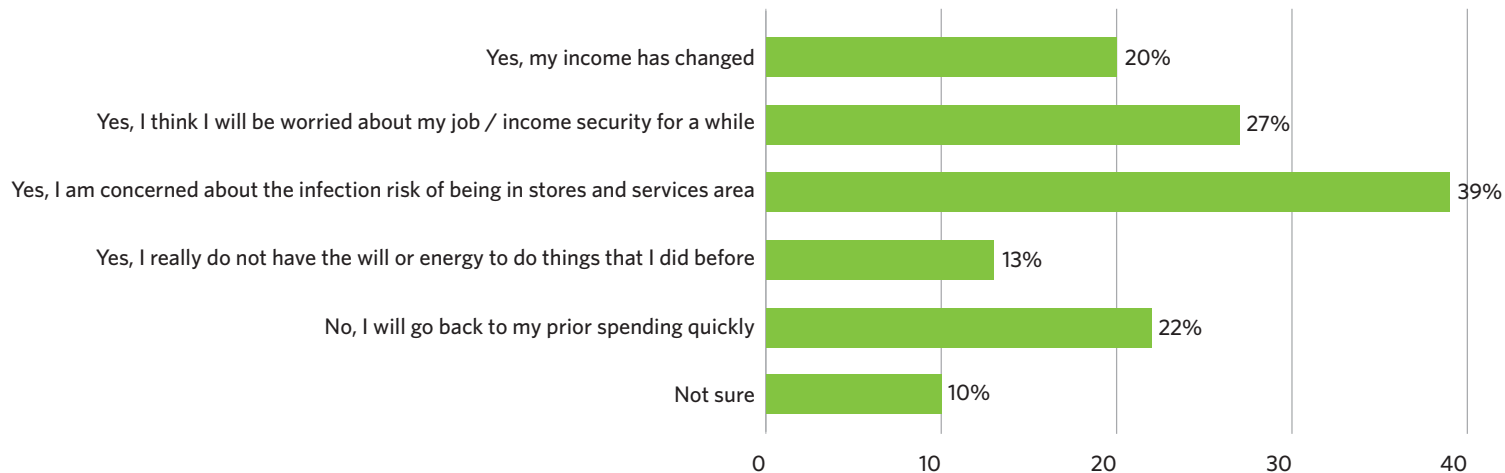


With a mix of social distancing, self-isolation, and the closure of some businesses, the data also shows that there is likely to be a change in spending habits after the pandemic. Only twenty-two per cent of respondents are likely to return to their previous spending habits. The main barrier given for not returning to previous spending habits is a concern about infection risk of being in stores and service areas (39 per cent). The second most common barrier is a worry about job/income security (27 per cent), followed by a change in income (20 per cent).

Respondent concern for a second wave of COVID-19



Are there barriers to you returning to your prior spending habits?



Implications

The current scores for The Mental Health Index™ are a clear warning regarding the mental health impact of the pandemic. The Index shows a significant decrease in the mental health in the United Kingdom. We also see a significant increase in mental stress compared to the prior month and a definitive link to issues related to the COVID-19 pandemic. While the physical health risk of COVID-19 is the focus of much attention, the mental health impact requires similar attention and action. Well after the risk of infection reduces, the mental health impact may remain. This has implications for the quality of life of individuals, the stability of families, the risk of health and disability costs for organizations as well as the level of participation in the economy, which is a concern for government, given its impact on the speed of economic recovery.

To address this situation, action is required on at least three levels:

1. **Individuals** need to attend to the impact of the pandemic on their mental health. While some strain would be expected as a result of such a massive change, feeling overwhelmed and unable to cope, or feeling stuck and unable to adapt, are clear warning signs requiring support from a trusted confidant or a counselling professional.
2. **Businesses** need to attend to the risk among employees. The Mental Health Index™ measures the mental health risk and status of the working population. The current scores suggest a risk to the longer-term wellbeing of employees, which may impact business productivity, health costs and disability absence. Business would do well to increase the focus on mental health through communication that increases the awareness of mental health warning signs, campaigns to reduce the stigma of seeking mental health support, and the promotion of health plans and public resources.
3. **Governments** need to attend to the mental health of the population. A population under strain is less likely to participate fully in the economy. The current focus on health and safety needs to expand to include a significant focus on mental health. This should include clear messages regarding coping strategies and the promotion of public resources.

The Mental Health Index™ is published monthly, and measures trends over time.

Morneau Shepell is a leading provider of technology-enabled HR services that deliver an integrated approach to employee wellbeing through our cloud-based platform. Our focus is providing world-class solutions to our clients to support the mental, physical, social and financial wellbeing of their people. By improving lives, we improve business. Our approach spans services in employee and family assistance, health and wellness, recognition, pension and benefits administration, retirement consulting, actuarial and investment services. Morneau Shepell employs approximately 6,000 employees who work with some 24,000 client organizations that use our services in 162 countries. Morneau Shepell inc. is a publicly traded company on the Toronto Stock Exchange (TSX: MSI). For more information, visit morneaushepell.com.



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