

The Mental Health Index by LifeWorks™

Special edition:
Spotlight on addictions

United Kingdom | May 2021



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May 2021 highlights

Key insight: One-third of working Britons that use alcohol have increased their consumption since the pandemic

The May 2021 Mental Health Index™ report is a special issue, focusing on substance abuse.¹

Drug use among Britons has increased since the pandemic

- One-quarter of respondents who use drugs report an increase in drug use since the onset of the pandemic and this group has among the least favourable mental health score (-29.0) as well as the least favourable isolation score (-35.9).
- More than half (57 per cent) would prefer to use drugs less than they currently do.

Substance use affects both job and home-related tasks and responsibilities

- One in five indicate that alcohol or drugs have made it difficult to complete job-related tasks and responsibilities.
- People who use medications more than prescribed are more than six times more likely to report difficulty completing job-related tasks and responsibilities at least once per week than those who use their medication as prescribed.
- 12% miss work or call in sick at least once per week due to alcohol or drug use.

¹ The Spotlight questions were developed in collaboration with the Hazelden Betty Ford Foundation.

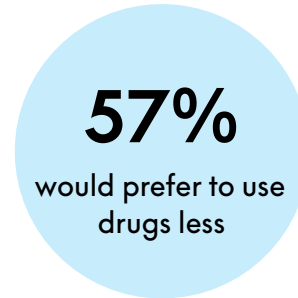
One-third of working Britons that use alcohol have increased their consumption since the pandemic

- One-third of alcohol users have increased their consumption since the onset of the pandemic and this group is among those with the least favourable mental health score (-20.7) as well as the least favourable isolation score (-22.7).
- 10% per cent of people consume 15 or more drinks per week compared to 2% in the pre-2020 benchmark.
- More than one-quarter (26 per cent) would prefer to drink less than they currently do.
- Nearly one-quarter (22 per cent) report regret over their spending on drugs or alcohol.
- Household income is strongly related to alcohol use: 35% of households with an income of less than £15,000 report using alcohol at least once per week compared to 66% per cent of households with an income of more than £100,000.
- People without emergency savings are more than twice as likely than those with emergency savings to report that their drinking has increased.

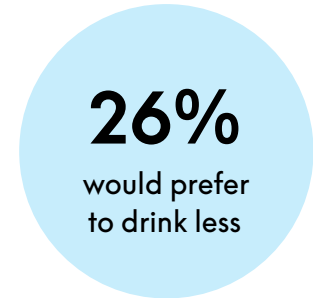
- People missing work due to substance use have significantly lower mental health scores than those who do not miss work.

Parents report more substance use than non-parents and indicate an impact on their work and home lives

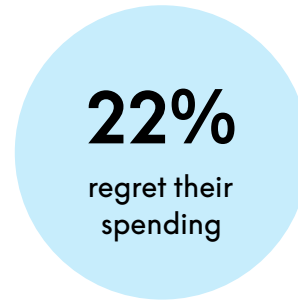
- Parents are more than twice as likely to use medical cannabis, recreational cannabis, and to vape than to non-parents.
- Parents are two and one-half times more likely to report an increase in drug use compared to non-parents.
- Parents are three and a half times more likely than non-parents to report regularly using more than their prescribed medication.
- Parents who report using drugs or alcohol are more than three and one-half times more likely than non-parents to report being unable to go to work because of alcohol or drug use at least once a week.
- Parents using drugs or alcohol are nearly three times more likely than non-parents to report that alcohol or drug use has made it difficult to complete home or family-related tasks and responsibilities at least once per week.
- Parents who report using drugs or alcohol are two and one-half times more likely than non-parents to report spending money on alcohol or drugs instead of needed items.
- Parents are twice as likely as non-parents to regret spending money on drugs or alcohol.
- Parents are more than twice as likely to report concern about the drinking or drug use of someone else in their household than non-parents.



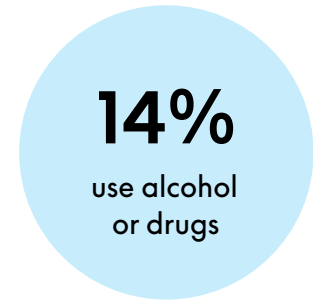
than they currently do



than they currently do



on drugs or alcohol



because of stress over
money/finances

- Parents using drugs or alcohol are nearly three times more likely to report getting treatment for an alcohol or drug problem than non-parents.

Full-time post-secondary students continue to struggle

- Students are nearly twice as likely to report an increase in drug use as working adults who are not students.
- Students using drugs or alcohol are more than twice as likely to report getting treatment for an alcohol or drug problem than non-students.
- Students are nearly twice as likely as non-students to regularly use more than prescribed or to use in ways that are not prescribed.

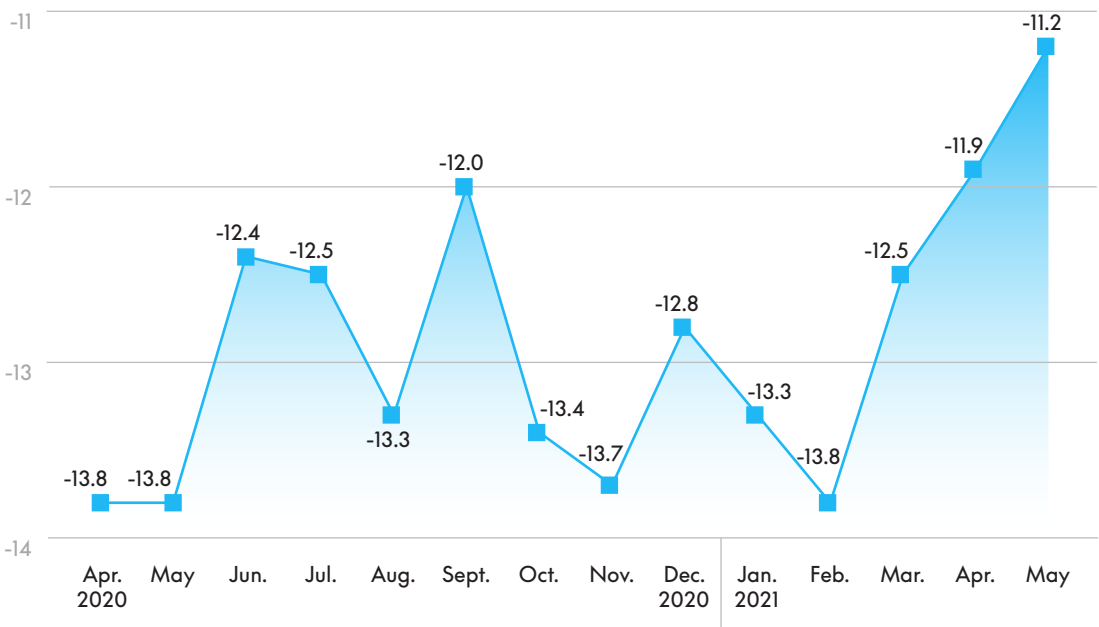
Support for substance use

- Among people acknowledging an alcohol or drug problem, 66% think they could self-manage or change on their own, 16% are concerned about the impact on their job, and 11% are afraid of the treatment process.
- An equal number of people report that their employer does (34 per cent) or they do not know (34 per cent) whether their employer provides resources to help with problem drinking or drug use.

The Mental Health Index™

The Mental Health Index™ (MHI) is a measure of deviation from the benchmark² of mental health and risk.

The overall Mental Health Index™ for May 2021 is -11.2 points. An 11.2-point decrease from the pre-COVID-19 benchmark reflects a population whose mental health is similar to the most distressed one per cent of the benchmark population.



MHI Current Month
May 2021

-11.2

April 2021

-11.9

² The benchmark reflects data collected in 2017, 2018 and 2019.

Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of depression (-13.4), followed by anxiety (-13.0), optimism (-12.5), work productivity (-11.0), isolation (-10.6), and general psychological health (-4.1). The best sub-score, and the only measure above the benchmark is financial risk (4.1).

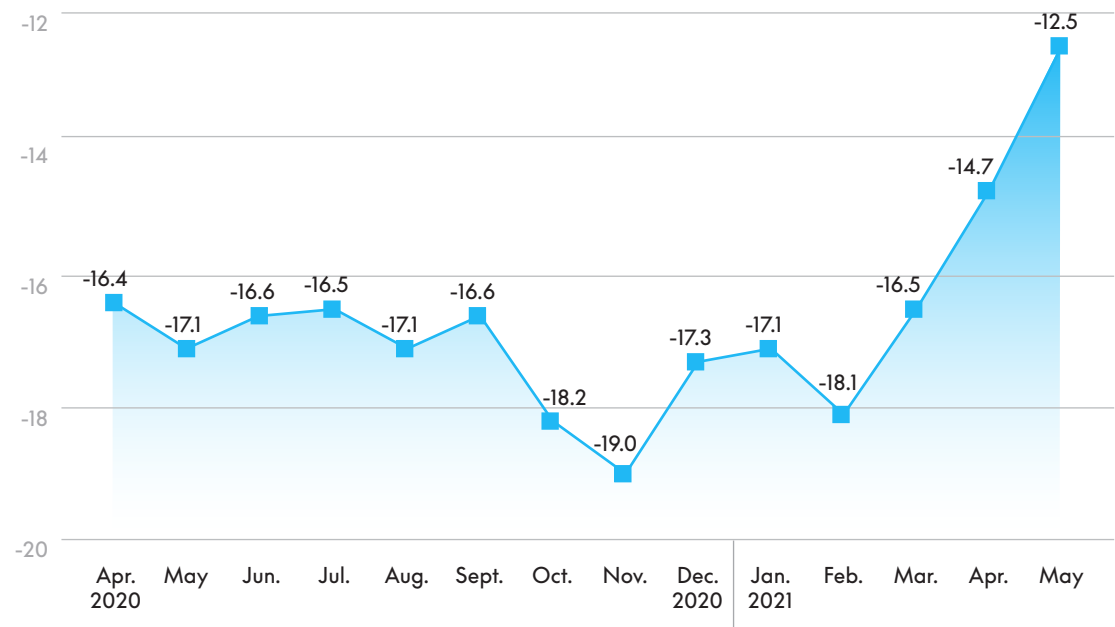
- All mental health sub-scores, apart from financial risk, have shown improvement from the prior month.
- With a 2.2-point increase, the optimism score has the greatest improvement from April 2021.
- Despite a 2.3-point decline from the prior month, the financial risk score continues to be the strongest of all sub-scores and is above the pre-2020 benchmark.

Mental Health Index™ Sub-scores ³ 2021	May	April
Depression	-13.4	-14.2
Anxiety	-13.0	-14.2
Optimism	-12.5	-14.7
Work productivity	-11.0	-12.2
Isolation	-10.6	-11.7
Psychological health	-4.1	-4.6
Financial risk	4.1	6.4

3 The demographic breakdown of sub-scores is available upon request.

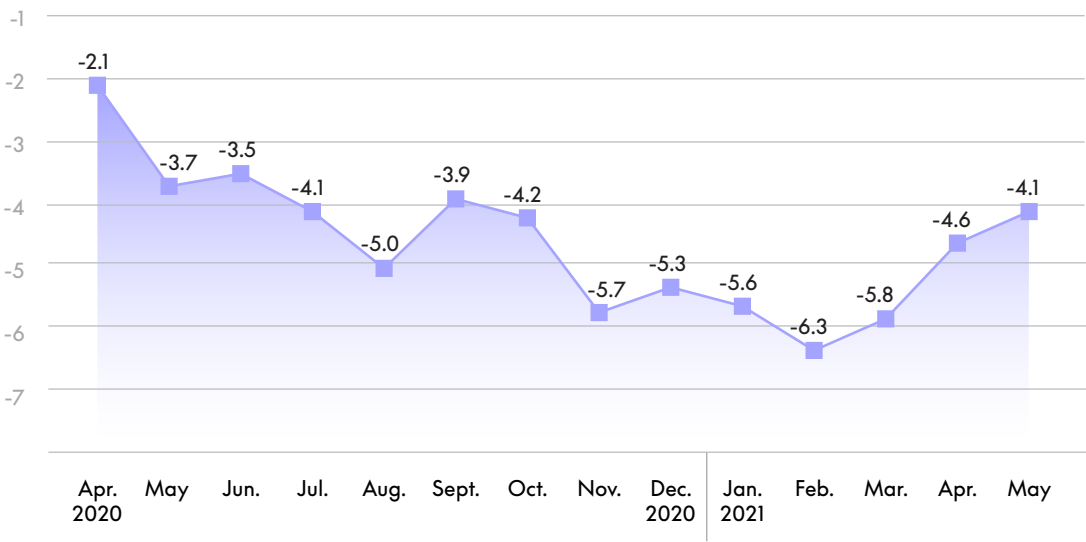
Optimism

Optimism scores since April 2020 have remained significantly below the benchmark. However, the optimism score has shown three consecutive months of improvement since February 2021. With a 2.2-point increase, the optimism score in May 2021 (-12.5) has had the greatest improvement since April 2021 compared to other sub-scores. Despite the improvement and reaching its highest level since the launch of the MHI, the optimism score remains more than 12-points below the pre-2020 benchmark.



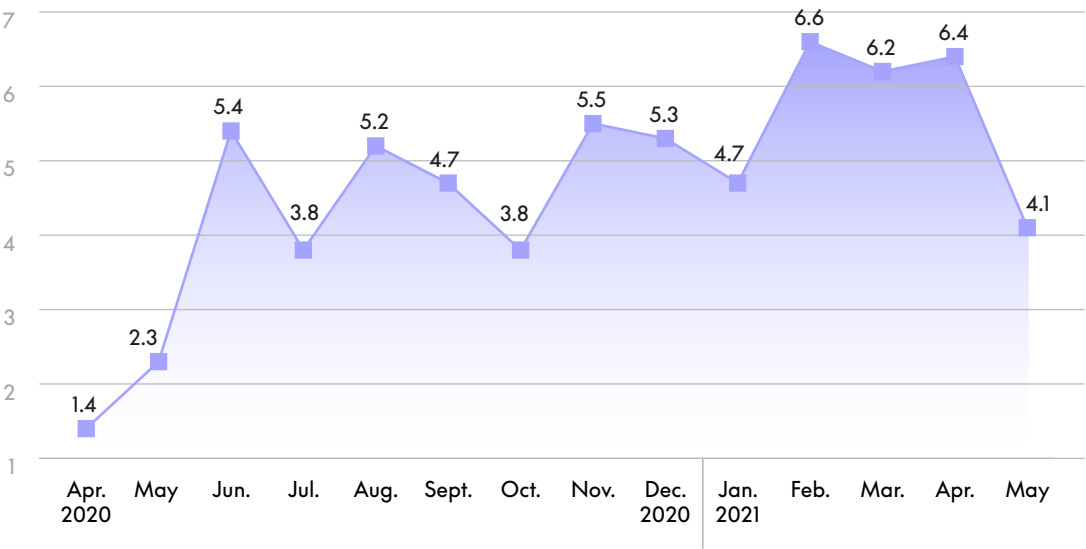
General psychological health

The psychological health measure assesses individuals' self-perception of their overall level of psychological health. Despite some months of modest improvement, the psychological health of Britons had declined from April 2020 to February 2021. Since February, when the lowest score was recorded (-6.3), general psychological health has shown continuous improvement to May 2021 (-4.1), however scores remain below the pre-2020 benchmark.



Financial risk

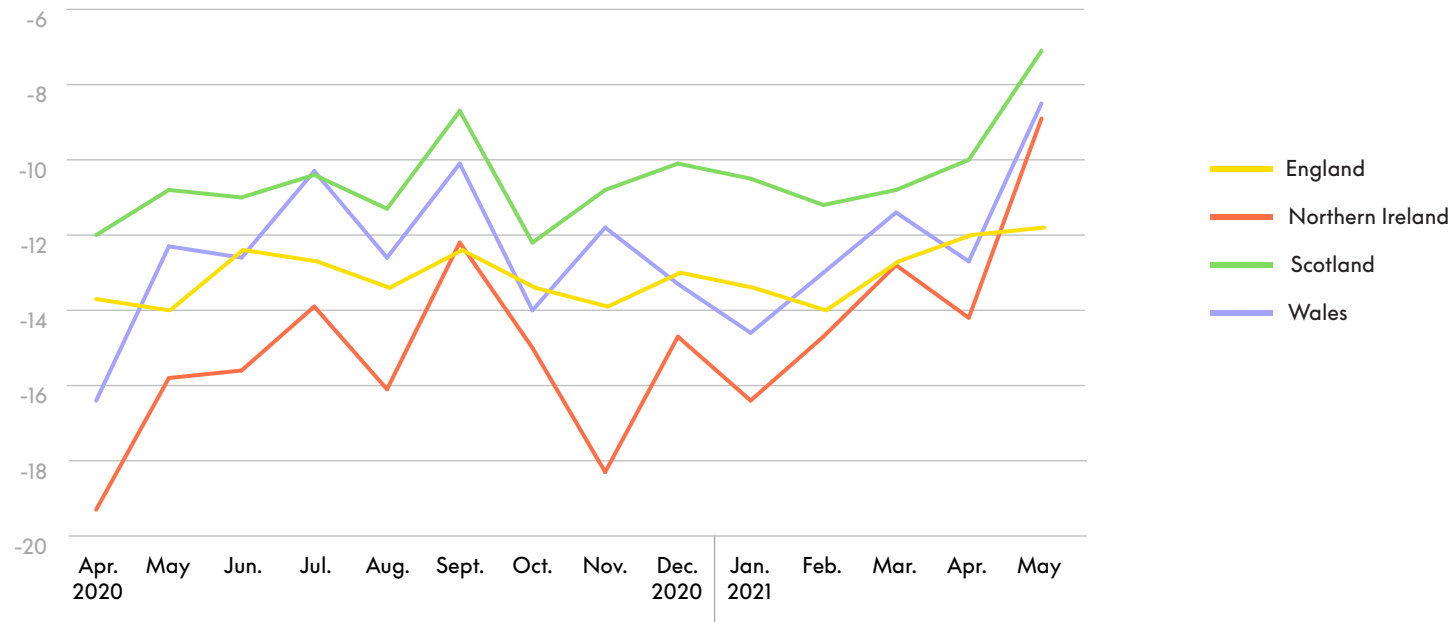
The financial risk score of Britons remains the strongest of all sub-scales. Since the launch of the Index in April 2020, the financial risk score has been above the pre-2020 benchmark. Despite some months of modest fluctuation, the financial risk score in May 2021 shows a significant 2.3-point decline from the prior month.



Mental Health Index™ (regional)

Regional mental health scores since April have been inconsistent from month to month. In May 2021, all regions show an improvement in mental health compared to prior month.

- With a 2.9-point improvement from the prior month, the mental health score in Scotland remains strongest (-7.1).
- Northern Ireland (+5.3-points), Wales (+4.2-points), and Scotland (+2.9-points), have notable improvements in mental health from April 2021.
- Compared to significant gains other regions, England shows a 0.2-point improvement from the prior month and has the lowest mental health score (-11.8) in May 2021.



Demographics

- Since the start of the MHI, women have had a significantly lower mental health score than men. In May 2021, the mental health score of women is -13.7 compared to -9.2 for men.
- In each of the past fourteen months, mental health scores have improved with age.
- Differences in mental health scores between people with and without children have been seen since the launch of the Index in April 2020. More than one year later, this pattern continues with a lower score for those with at least one child (-13.0) compared to those without children (-10.2).

Employment

- Overall, four per cent of respondents are unemployed⁴ and twelve per cent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (-19.8), followed by those with fewer hours than the prior month (-18.2), and those not currently employed (-13.6).
- Managers have better mental health (-10.2) than non-managers (-11.8).
- Individuals working for organizations with 2-50 employees have the highest mental health score (-8.9).
- Respondents working for companies with 51-100 employees have the lowest mental health score (-15.9).

Emergency savings

- People without emergency savings continue to experience a lower score in mental health (-25.4) than the overall group. Individuals with emergency savings have a mental health score of -5.8.

⁴ MHI respondents who have been employed in the past six months are included in the poll.

Employment status	May 2021	April 2021
Employed (no change in hours/salary)	-10.1	-10.3
Employed (fewer hours compared to last month)	-18.2	-17.8
Employed (reduced salary compared to last month)	-19.8	-23.2
Not currently employed	-13.6	-18.5
Age group	May 2021	April 2021
Age 20-29	-19.7	-20.5
Age 30-39	-17.2	-17.6
Age 40-49	-11.7	-12.2
Age 50-59	-8.2	-9.7
Age 60-69	-3.9	-4.6
Number of children	May 2021	April 2021
No children in household	-10.2	-11.1
1 child	-12.5	-12.8
2 children	-13.7	-13.9
3 children or more	-13.3	-15.2

Region	May 2021	April 2021
England	-11.8	-12.0
Northern Ireland	-8.9	-14.2
Scotland	-7.1	-10.0
Wales	-8.5	-12.7
Gender	May 2021	April 2021
Men	-9.2	-10.0
Women	-13.7	-14.1
Household income	May 2021	April 2021
<£15K/annum	-18.6	-21.3
£15K to <£30K/annum	-16.8	-16.7
£30k to <£60K	-10.2	-11.2
£60k to <£100K	-7.2	-7.5
£100K and over	-2.4	-3.0

Employer size	May 2021	April 2021
Self-employed/ sole proprietor	-10.8	-10.0
2-50 employees	-8.9	-10.2
51-100 employees	-15.9	-15.2
101-500 employees	-11.4	-10.8
501-1,000 employees	-14.9	-15.8
1,001-5,000 employees	-9.7	-12.1
5,001-10,000 employees	-11.4	-8.5
More than 10,000 employees	-9.8	-11.9
Manager	May 2021	April 2021
Manager	-10.2	-10.9
Non-manager	-11.8	-12.4

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

Mental Health Index™ (industry)

Individuals working in utilities have the lowest mental health score (-19.7). This score is significantly lower than the next lowest scores, among individuals in Health Care and Social Assistance (-15.0), and Retail Trade (-13.8).

Individuals employed in Real Estate, Rental and Leasing (0.2), Manufacturing (-4.1), and Other services (except Public Administration) (-7.9) have the highest mental health scores this month.

Individuals employed in Information and Cultural Industries, the Retail Trade, and Arts, Entertainment and Recreation have seen the greatest improvement in mental health since last month.

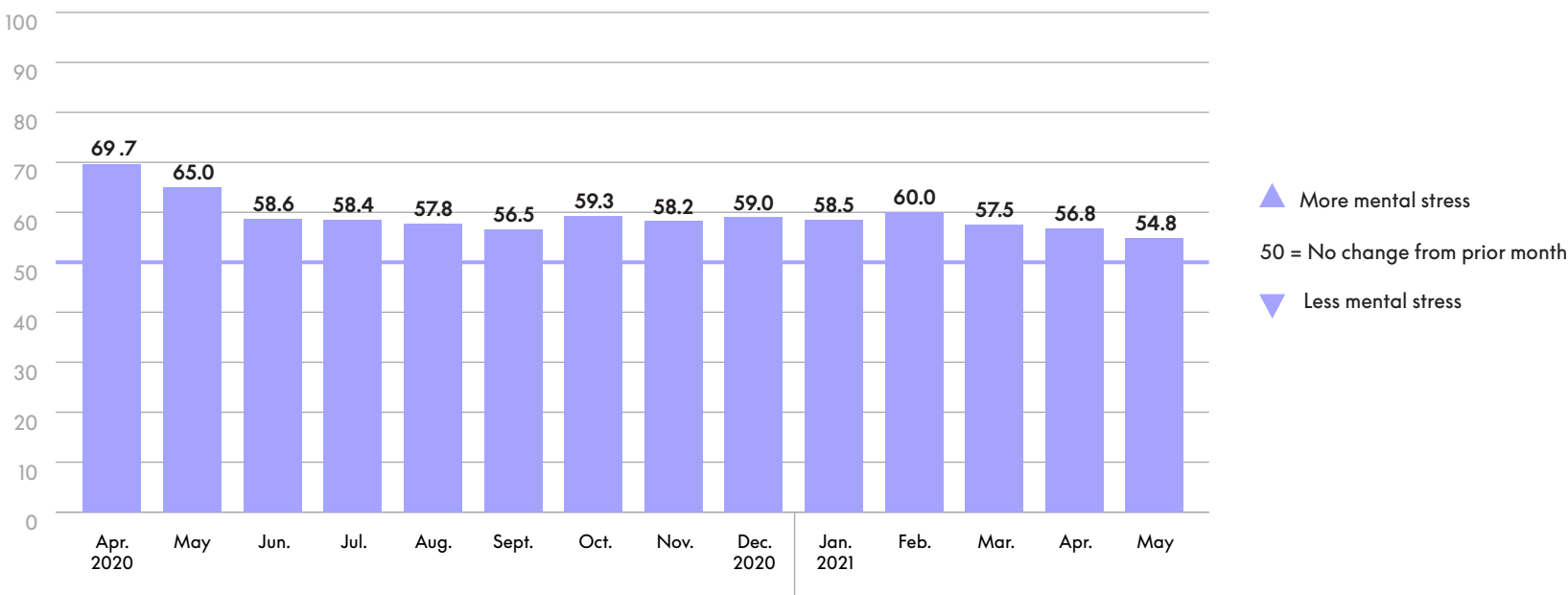
Changes from the prior month are shown in the table.

Industry	May 2021	April 2021	Change
Information and Cultural Industries	-9.2	-16.1	6.9
Retail Trade	-13.8	-18.1	4.3
Arts, Entertainment and Recreation	-12.6	-16.0	3.4
Management of Companies and Enterprises	-12.2	-15.1	2.9
Administrative and Support services	-13.0	-15.4	2.4
Wholesale Trade	-13.7	-16.1	2.4
Educational Services	-9.8	-12.2	2.3
Food Services	-11.1	-13.0	1.9
Other services (except Public Administration)	-7.9	-9.2	1.3
Manufacturing	-4.1	-4.9	0.8
Finance and Insurance	-8.8	-9.3	0.5
Construction	-12.5	-13.0	0.5
Professional, Scientific and Technical Services	-10.4	-10.6	0.1
Transportation and Warehousing	-12.8	-12.7	-0.1
Public Administration	-8.4	-8.1	-0.2
Health Care and Social Assistance	-15.0	-14.1	-0.9
Real Estate, Rental and Leasing	0.2	1.2	-1.0
Utilities	-19.7	-16.6	-3.1
Other	-14.9	-7.7	-7.3

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. **The Mental Stress Change score for April 2021 is 54.8.** This reflects a net increase in mental stress compared to the prior month.

The current score indicates that 17 per cent of the population is experiencing more mental stress compared to the prior month, with 8 per cent experiencing less. A continued increase in mental stress since April 2020 indicates a significant accumulation of strain in the British population.



MStressChg Current Month—May 2021
54.8

MStressChg April 2021
56.8

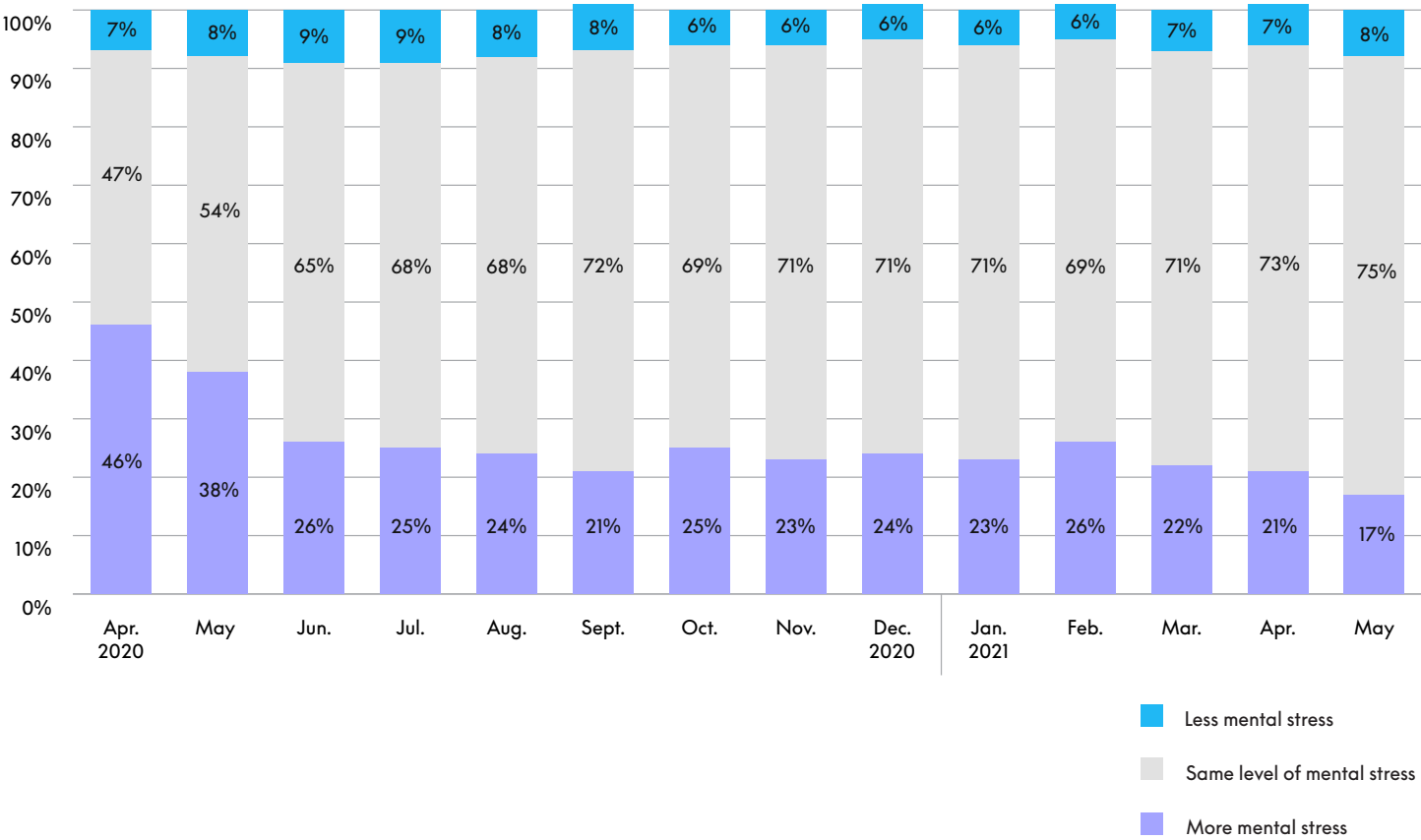
Mental Stress Change (percentages)

Mental Stress Change tracks stress changes each month. The percentages of those experiencing more stress, the same level of stress, and less stress for each month of the survey are shown in the graph.

For more than one year, the percentage of those experiencing more mental stress than the previous month has steadily decreased; however, the data showing this decline is too insignificant to lower the overall Mental Stress Change score to below 50 (the level at which stress is lower than the previous month). As the proportion of individuals reporting the same level of stress or more stress than the previous month continues to outweigh the proportion reporting less mental stress, the population will continue to feel the effects of significantly increased stress and will not be able to reach a more sustainable and healthy level of stress.

In April 2020, 46 per cent of individuals reported an increase in mental stress. Those reporting increased month-over-month mental stress reduced to 17 per cent in May 2021, while 75 per cent of respondents report the same level of mental stress and only 8 per cent report a decrease in mental stress.

Mental Stress Change by month



Demographics

- Since the start of the MHI in April 2020, younger people are experiencing a greater increase in mental stress month over month, when compared to older respondents.
- Since April 2020, females have had larger increases in mental stress compared with males. In May 2021, the mental stress change score of women is 55.7 compared to 54.0 for men.

Geography

- The greatest increase in month-over-month stress is for respondents living in England (55.2), followed by Northern Ireland (54.2), Wales (51.8), and Scotland (51.3).

Employment

- The greatest increase in mental stress is seen in employed people with reduced salary (61.7), followed by employed people with reduced hours (57.6), unemployed people (60.8), and employed people with no change to salary or hours (54.3).
- Managers have a greater increase in mental stress (56.3) than non-managers (53.5).

Employment status	May 2021	April 2021
Employed (no change in hours/salary)	54.3	55.9
Employed (fewer hours compared to last month)	57.6	60.4
Employed (reduced salary compared to last month)	61.7	62.9
Not currently employed	52.9	59.6

Age group	May 2021	April 2021
Age 20-29	58.8	61.7
Age 30-39	58.2	58.8
Age 40-49	56.2	57.2
Age 50-59	51.0	54.9
Age 60-69	52.1	53.8

Number of children	May 2021	April 2021
No children in household	53.2	55.5
1 child	58.4	59.5
2 children	56.5	60.3
3 children or more	58.2	55.8

Region	May 2021	April 2021
England	55.2	57.2
Northern Ireland	54.2	60.4
Scotland	51.3	52.6
Wales	51.8	55.0

Gender	May 2021	April 2021
Men	54.0	56.4
Women	55.7	57.2

Household income	May 2021	April 2021
<£15K/annum	57.5	60.0
£15K to <£30K/annum	57.1	57.8
£30k to <£60K	54.6	57.7
£60k to <£100K	53.6	55.2
£100K and over	51.7	51.8

Employer size	May 2021	April 2021
Self-employed/ sole proprietor	55.6	56.2
2-50 employees	53.4	57.1
51-100 employees	59.4	60.5
101-500 employees	54.6	55.1
501-1,000 employees	55.0	55.2
1,001-5,000 employees	53.5	57.0
5,001-10,000 employees	54.7	53.7
More than 10,000 employees	54.1	57.8

Manager	May 2021	April 2021
Manager	56.3	58.4
Non-manager	53.5	55.4

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)

Mental Stress Change scores for individuals employed in Real Estate, Rental and Leasing (47.3) and Food Services (47.6) indicate that the proportion of people in these industries are experiencing less mental stress compared to the prior month.

Individuals working in Utilities have the most significant increase in mental stress (61.9), followed by individuals employed in Construction (59.6), and Health Care and Social Assistance (58.2).

Mental Stress changes from the last two months are shown in the table.

Industry	May 2021	April 2021
Real Estate, Rental and Leasing	47.3	46.6
Food Services	47.6	55.4
Wholesale Trade	50.0	64.1
Transportation and Warehousing	51.9	56.4
Manufacturing	53.2	52.5
Retail Trade	53.4	59.8
Finance and Insurance	53.8	55.6
Educational Services	54.7	58.4
Other services (except Public Administration)	55.1	53.7
Administrative and Support services	55.2	59.8
Professional, Scientific and Technical Services	55.4	53.3
Public Administration	56.3	56.8
Management of Companies and Enterprises	56.5	50.0
Arts, Entertainment and Recreation	56.5	55.8
Information and Cultural Industries	56.5	53.6
Other	57.4	53.5
Health Care and Social Assistance	58.2	59.8
Construction	59.6	62.4
Utilities	61.9	50.0

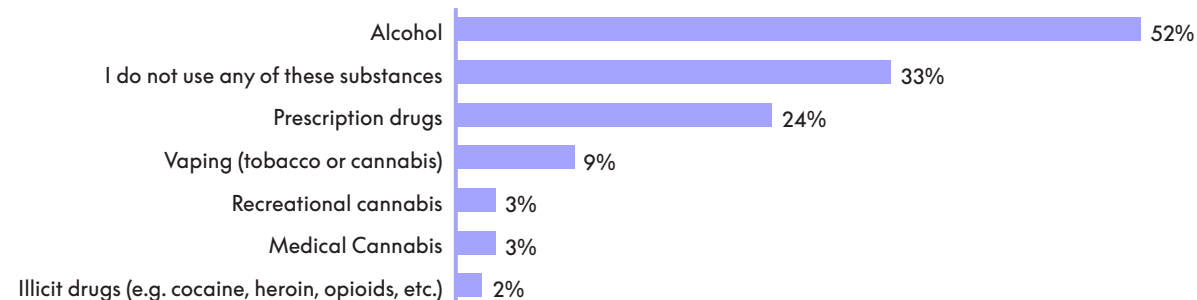
Spotlight

Substance use

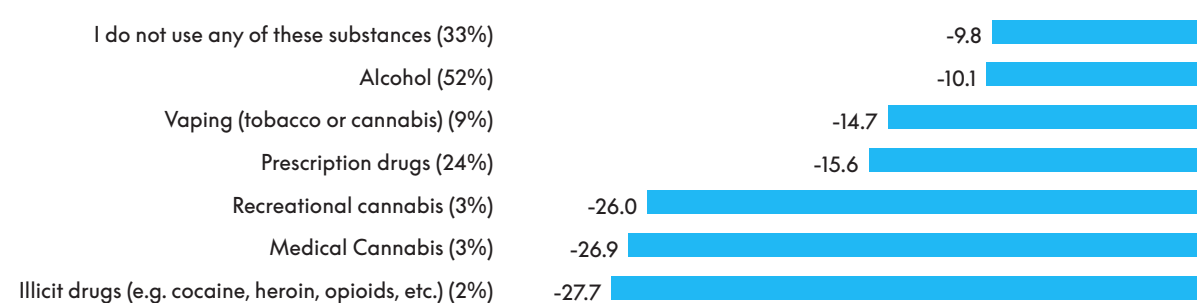
The COVID-19 pandemic impact on mental health has been definitively shown by the MHI. For this month's report, respondents were asked about their substance use since the onset of the pandemic.

- More than half (52 per cent) of people use alcohol at least once every week (occasional drinkers are not considered in this proportion), twenty-four per cent use prescription drugs, nine per cent vape, and three per cent each use recreational cannabis and medical cannabis.
- Thirty-three per cent report not using any substances and this group has the highest mental health score (-9.8).
- Household income is strongly related to alcohol use. Thirty-five per cent of households with an income of less than £15,000 report using alcohol compared to sixty-six per cent of households with an income of more than £100,000.
- Parents are more than twice as likely to use medical cannabis, recreational cannabis, and to vape than non-parents.
- Respondents under 50 are nearly three times more likely to report using recreational cannabis compared to those 50 and over.
- Managers are nearly nine times more likely than non-managers to use medical cannabis.

Type of substances use



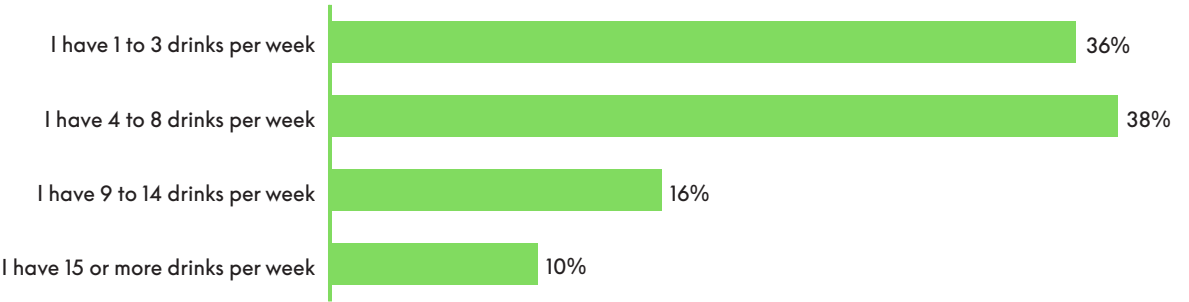
MHI score by type of substance use



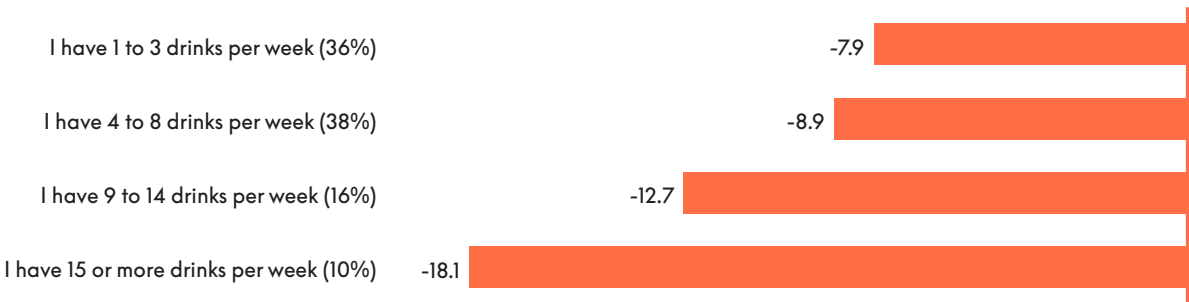
Alcohol use

- More than one-third (36 per cent) of the people who use alcohol consume 1 to 3 drinks per week. This group has the highest mental health score (-7.9) and the highest isolation score (-6.8).
- Ten per cent of people consume 15 or more drinks per week compared to 2% in the pre-2020 benchmark. This group has the lowest mental health score (-18.1) as well as the lowest isolation score (-18.1).
- Men are fifty per cent more likely than women to consume 9 or more drinks per week.
- Individuals under 50 are significantly less likely (5 per cent) to consume 15 or more drinks per week compared to those 50 years and older (16 per cent).

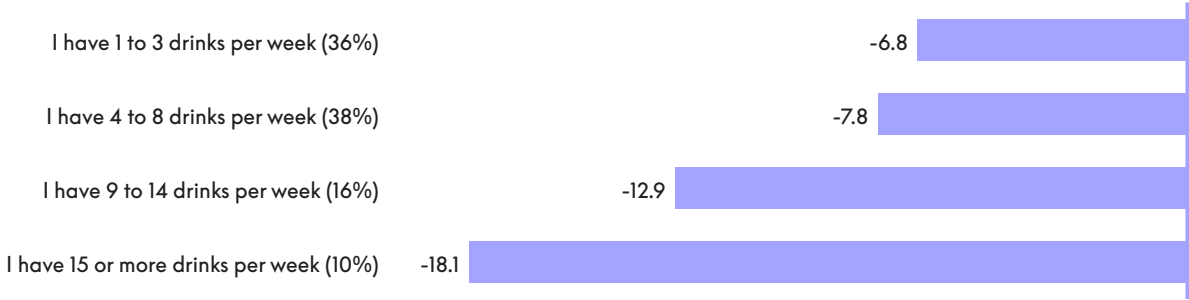
Number of alcoholic drinks consumed per week



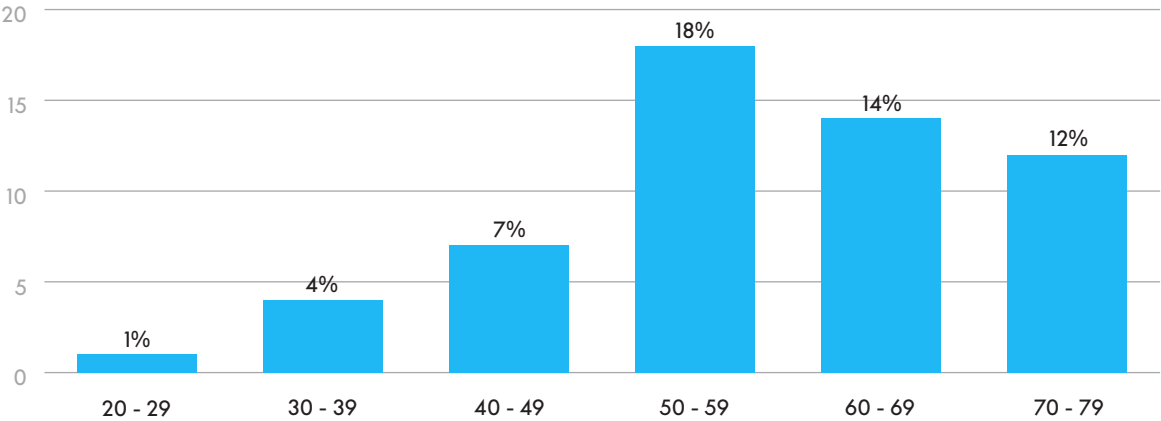
MHI score by number of alcoholic drinks consumed per week



Isolation score by number of alcoholic drinks consumed per week



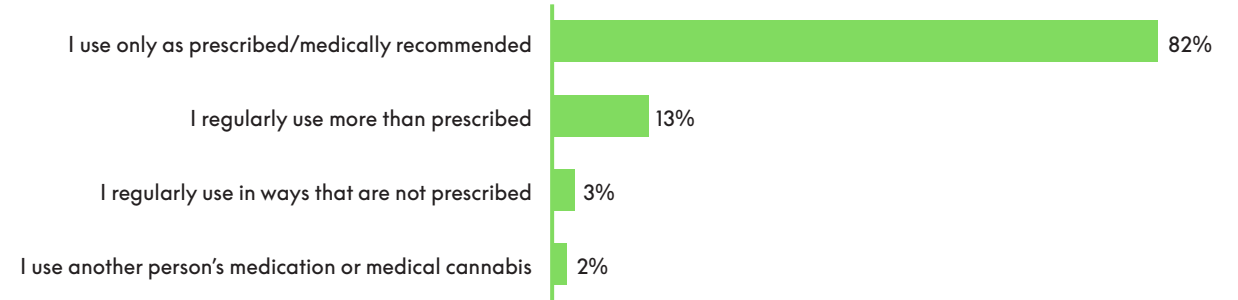
Consumption of 15 or more alcoholic drinks per week by age



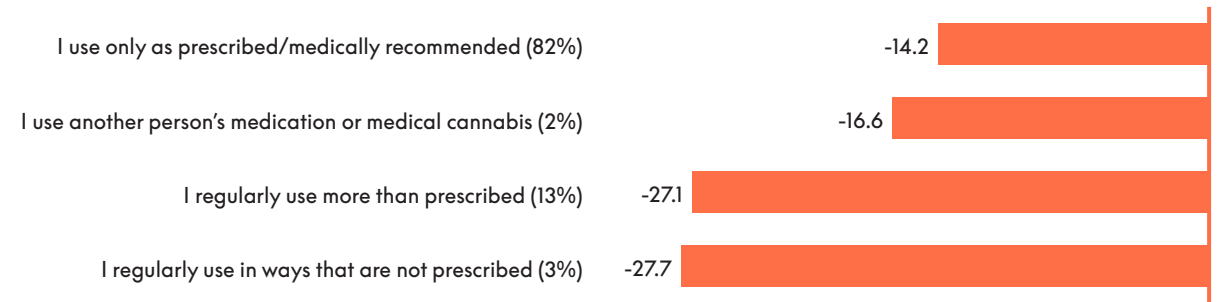
Prescription drugs and medical cannabis

- Eighty-two per cent of people use prescription drugs or medical cannabis as prescribed, and this group has the best mental health score (-14.2).
- Thirteen per cent of people regularly use prescription drugs or medical cannabis more than prescribed and eight per cent use these substances in ways that are not prescribed.
- Students are nearly twice as likely as non-students to regularly use more than prescribed or to use in ways that are not prescribed.
- Parents are three and a half times more likely than non-parents to report regularly using more than prescribed.

Use of prescription drugs or medical cannabis



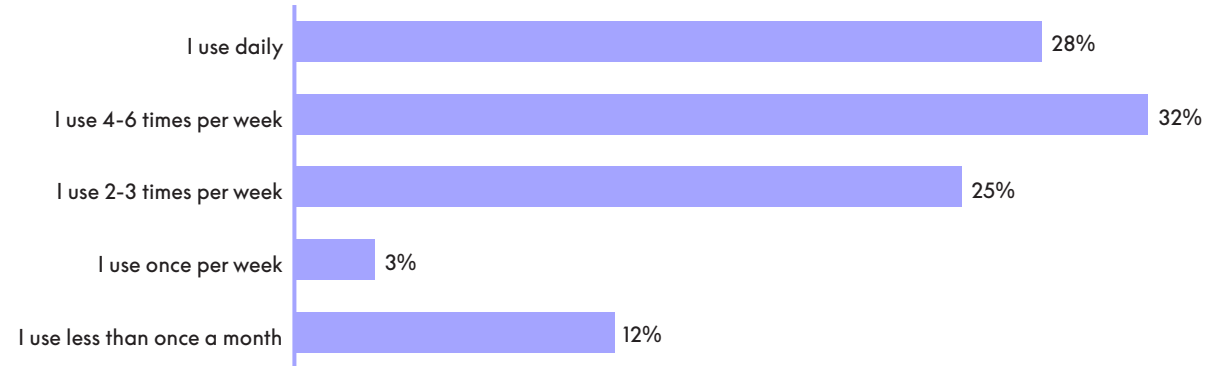
MHI score by use of prescription drugs or medical cannabis



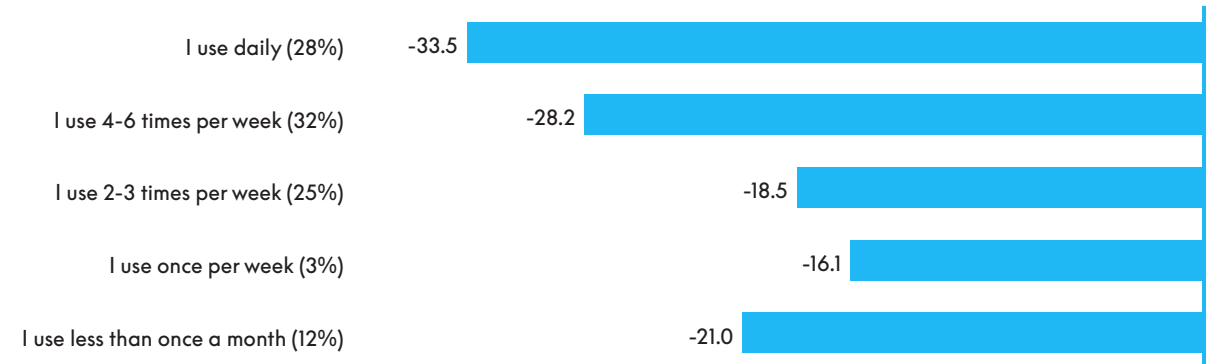
Recreational cannabis

- Among the three per cent of respondents who are recreational cannabis users, nearly one-third (32 per cent) report using recreational 4-6 times per week, followed by twenty-eight per cent who use it daily, and twenty-five percent who use 2-3 times per week.
- The least favourable mental health score is among twenty-eight per cent of people who use recreational cannabis daily (-33.5).

Use of recreational cannabis



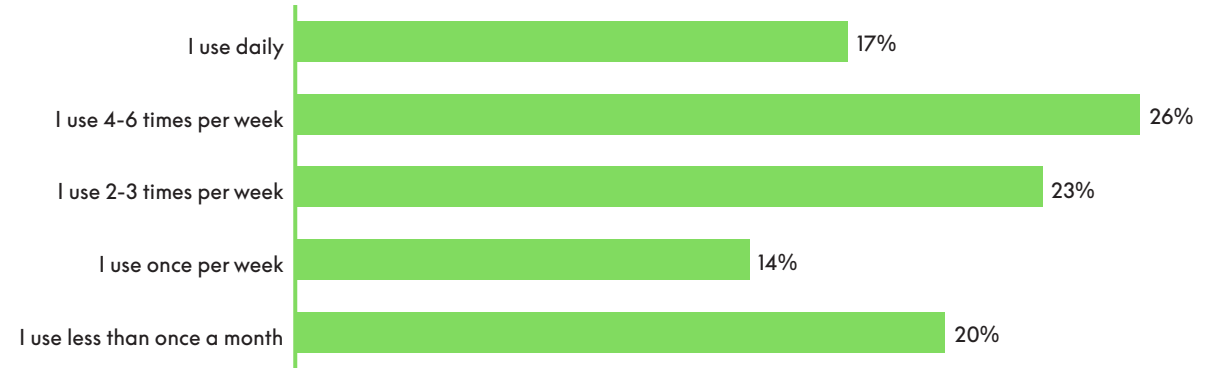
MHI score by use of recreational cannabis



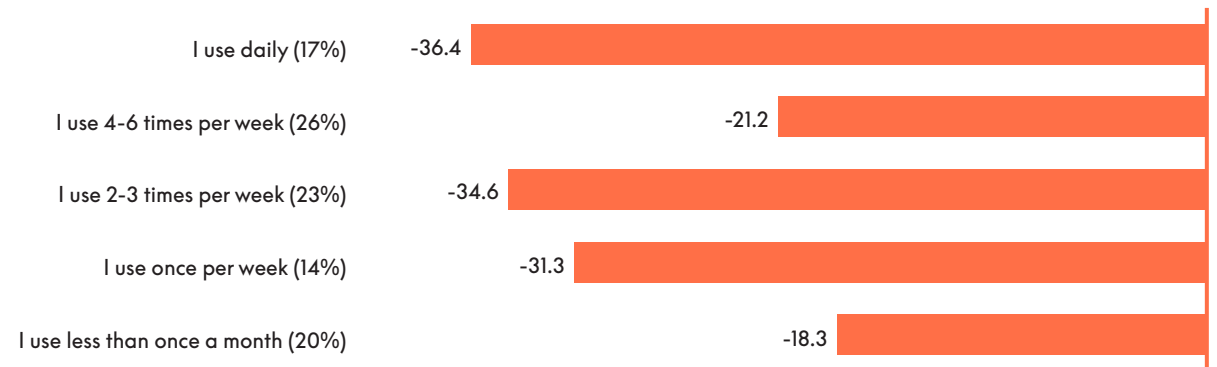
Illicit drugs

- Among the two per cent of respondents who report using illicit drugs, more than one-quarter (26 per cent) report using 4-6 times per week and twenty-three per cent use 2-3 times per week.
- Twenty per cent report using illicit drugs less than once per month and while they have the most favourable mental health score (-18.3), it is six-points below the overall population (-11.2).
- Those who use illicit drugs daily have the worst mental health score (-36.4), more than twenty-five points below the overall average.

Use of illicit drugs



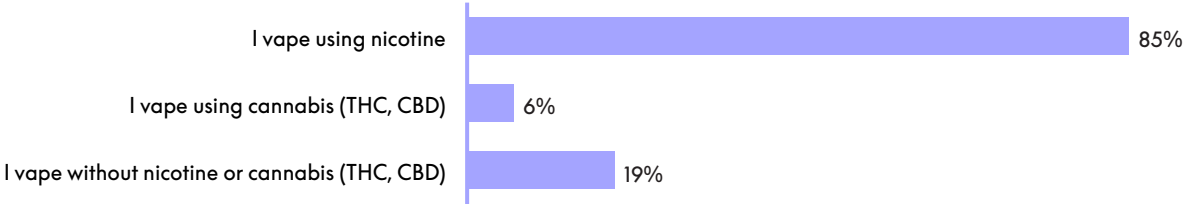
MHI score by use of illicit drugs



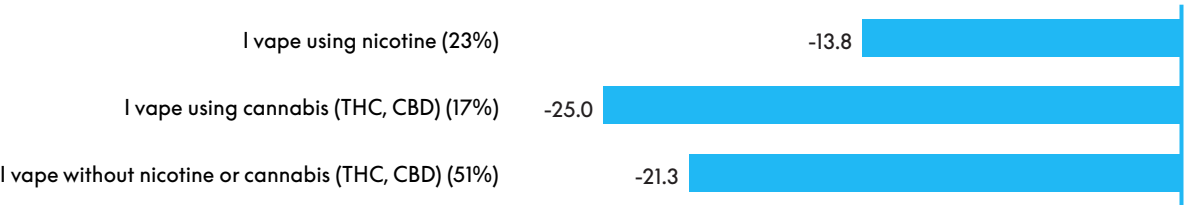
Vaping

- Nine per cent report vaping.
- Eighty-five per cent report using nicotine, nineteen per cent vape without nicotine or cannabis, and six per cent vape using cannabis.

Vape substance



MHI score by vape substance



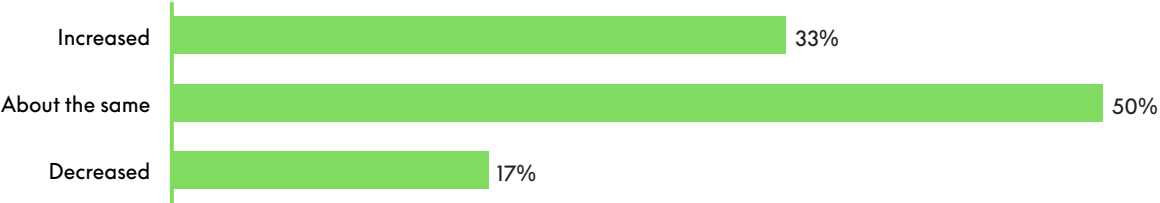
Effect of the COVID-19 pandemic on substance use

Change in alcohol use

Respondents who use alcohol were asked about how their consumption has changed since the onset of the pandemic.

- One-third of respondents have increased their alcohol use since the onset of the pandemic and this group has the least favourable mental health score (-20.7) as well as the least favourable isolation score (-22.7). Both scores are significantly below the overall mental health score for May 2021 (-11.2).
- Half report that their alcohol use has not changed since the onset of pandemic and this group has the second highest mental health score (-4.9), slightly behind seventeen per cent who report that their alcohol use has decreased (-4.7).
- People without emergency savings are more than twice as likely as those with emergency savings to report that their drinking has increased.

Change in alcohol use since the onset of the pandemic



MHI score by change in alcohol use since the onset of the pandemic

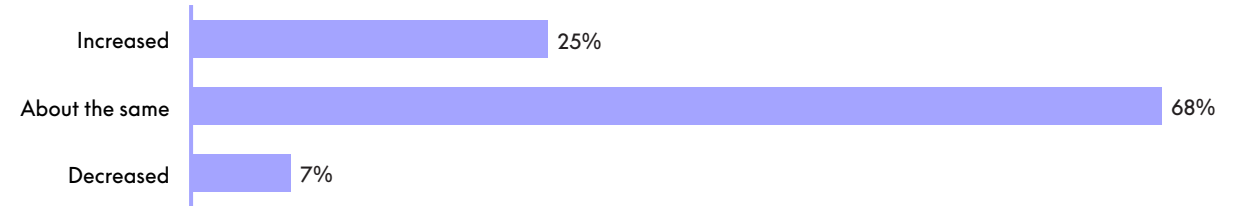


Change in drug use

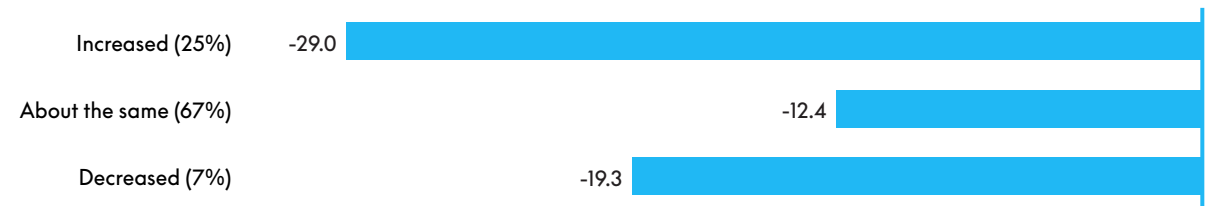
Respondents who use prescription drugs, recreational or medical cannabis, or illicit drugs were asked about how their drug use has changed since the onset of pandemic.

- One-quarter of respondents who use drugs report an increase in drug use since the onset of the pandemic and this group has the least favourable mental health score (-29.0) as well as the least favourable isolation score (-35.9).
- More than two-thirds (68 per cent) report that their drug use has not changed since the onset of pandemic and this group has the most favourable mental health score (-12.4).
- Individuals working fewer hours are nearly three times more likely to report an increase in drug use compared to those with no change to salary or working hours.
- Students are nearly twice as likely to report an increase in drug use as working adults who are not students.
- Parents are two and one-half times more likely to report an increase in drug use compared to non-parents.

Change in drug use since the onset of the pandemic



MHI score by change in drug use since the onset of the pandemic



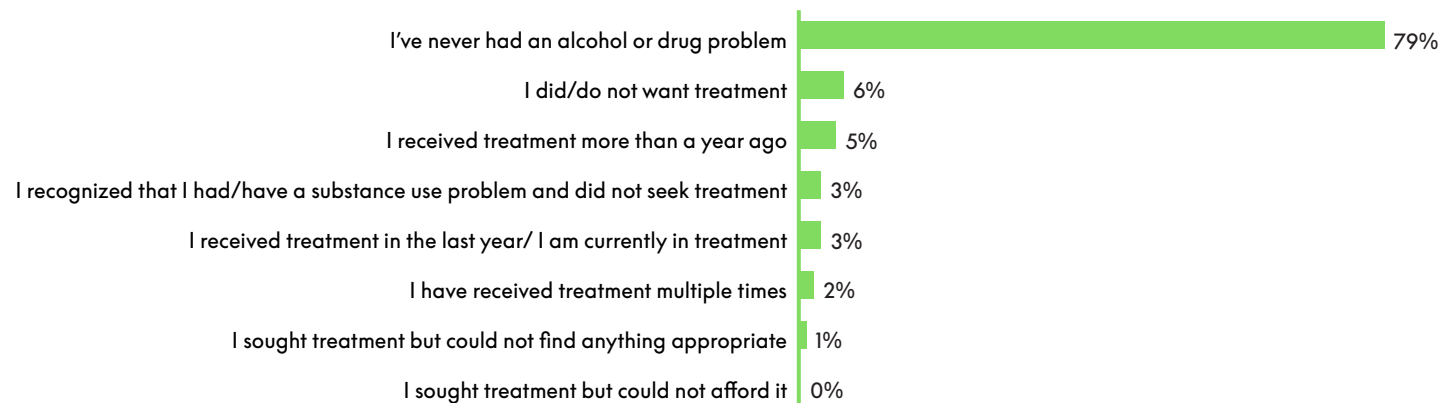
Treatment for substance use

Respondents were asked if they have sought or received treatment for substance use.

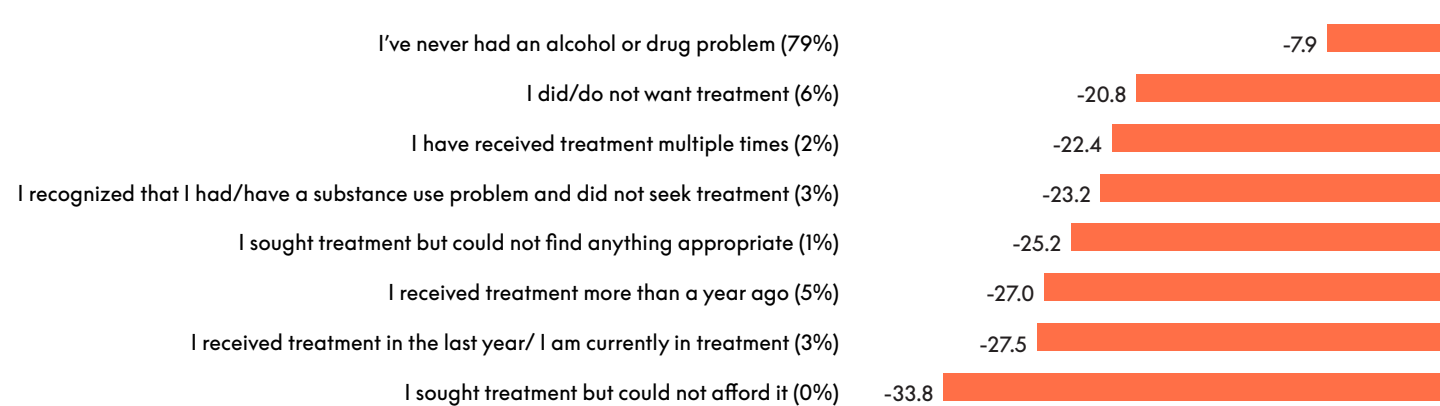
Treatment for alcohol/drug use

- Seventy-nine per cent report not having a drug or alcohol problem, and this group has the most favourable mental health score (-7.9).
- Six per cent do not want treatment and five per cent received treatment more than one year ago.
- Students using drugs or alcohol are more than twice as likely to report getting treatment for an alcohol or drug problem than non-students.
- Parents using drugs or alcohol are nearly three times more likely to report getting treatment for an alcohol or drug problem than non-parents.

Seeking or receiving treatment for an alcohol or drug problem



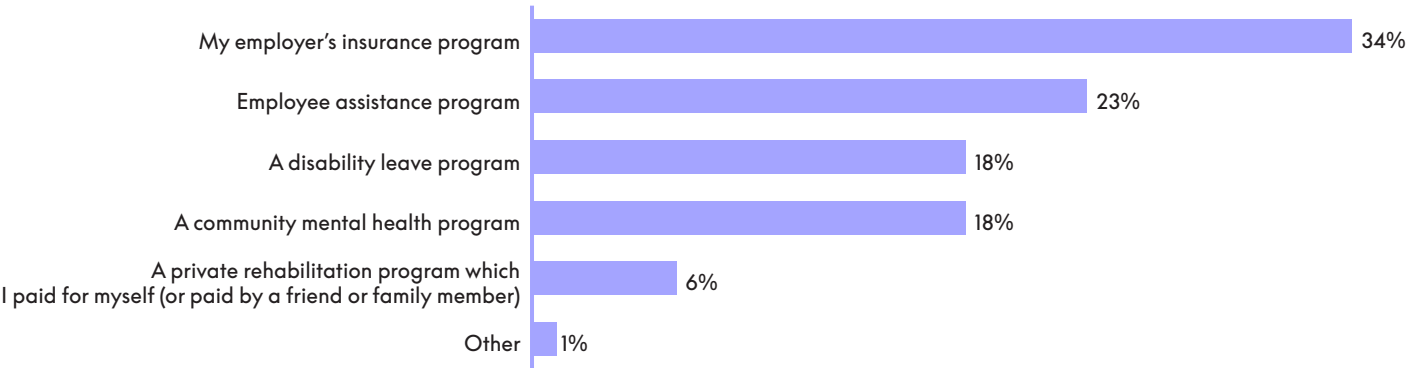
MHI score by seeking or receiving treatment for an alcohol or drug problem



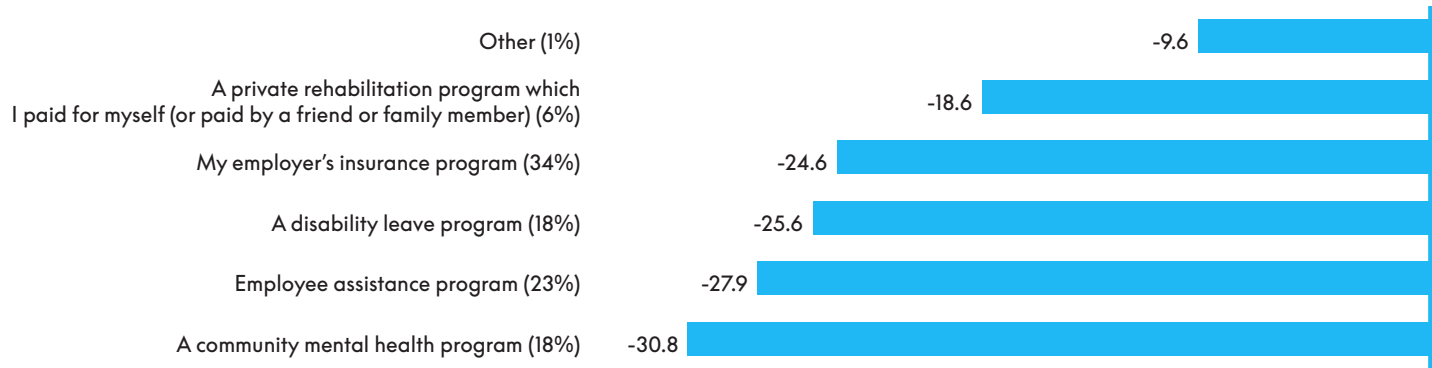
Source of most recent treatment

Among people who report receiving treatment, more than one-third (34 per cent) report using their employer’s insurance program to get their treatment, followed by twenty-three per cent using the Employee Assistance Program (EAP), eighteen per cent using treatment through a disability leave program, and eighteen per cent using a community mental health program.

Source of most recent treatment program



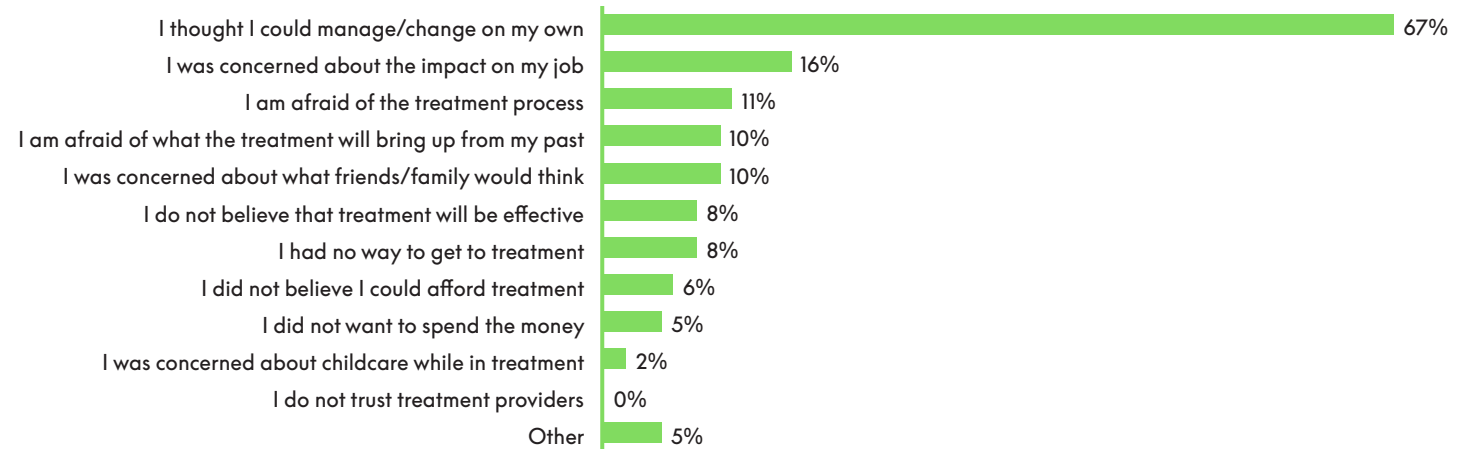
MHI score by source of most recent treatment program



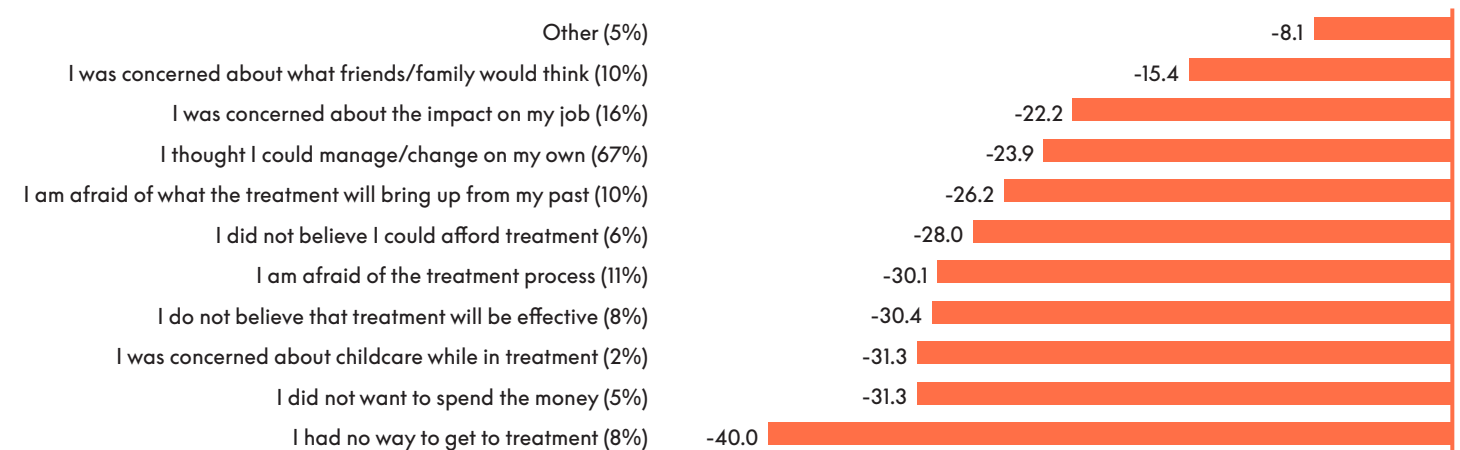
Reasons for not seeking treatment

- Among people acknowledging an alcohol or drug problem, two-thirds think they could self-manage or change on their own, sixteen per cent are concerned about the impact on their job, and eleven per cent are afraid of the treatment process.
- Eight per cent of people who indicate that they have no way to get to treatment have the least favourable mental health score (-40.0).

Reason for not seeking treatment



MHI score by reasons for not seeking treatment



Impact on work and personal life

Those reporting that they use alcohol or drugs were asked if their usage impacted their ability to complete work tasks or responsibilities, caused absence from work, or impacted their ability to complete tasks or responsibilities at home.

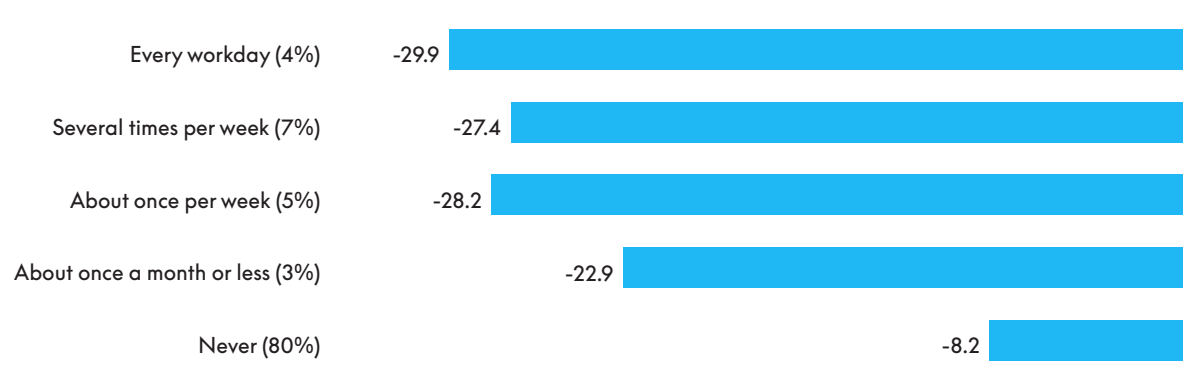
Impact of alcohol or drugs on job-related tasks and responsibilities

- Eighty per cent of the total population have never had difficulties completing job-related tasks and responsibilities at work because of alcohol or drug use and this group has the most favourable mental health score (-8.2).
- One in five reports that alcohol or drugs have made it difficult to complete job-related tasks and responsibilities.
- People who use medications more than prescribed are more than six times more likely to report difficulty completing job-related tasks and responsibilities at least once per week than those who use their medication as prescribed.

How often alcohol or drugs have made it difficult to complete job-related tasks and responsibilities



MHI score by how often alcohol or drugs have made it difficult to complete job-related tasks and responsibilities



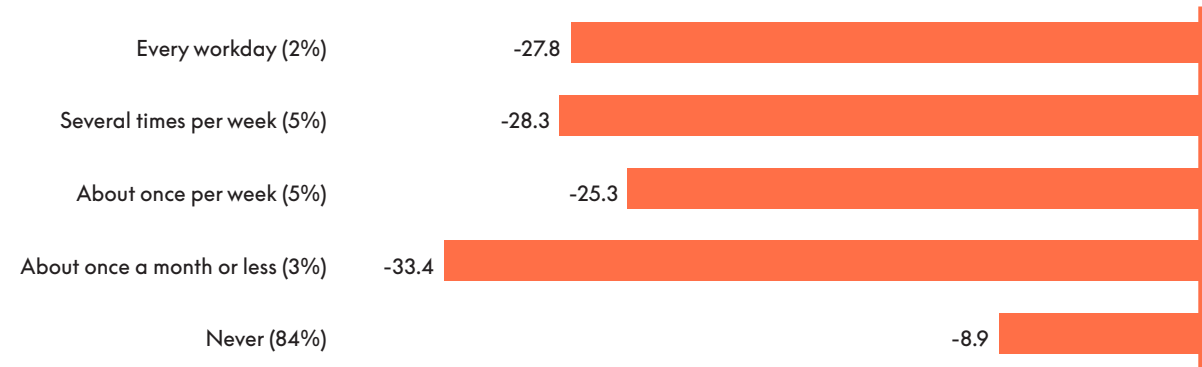
Impact of alcohol or drugs on absenteeism

- Eighty-four per cent of the population have never missed work due to alcohol or drug use and this group has the most favourable mental health score (-8.9).
- Twelve per cent miss work or call in sick at least once per week due to alcohol or drug use.
- People missing work have significantly lower mental health scores; three per cent who miss work about once per month or less because of alcohol or drug use have the least favourable mental health score (-33.4), followed by five per cent who miss work several times per week (-28.3), and two per cent who miss work every workday (-27.8).
- Parents who report using drugs or alcohol are more than three and one-half times more likely than non-parents to report being unable to go to work because of alcohol or drug use at least once a week.

Absenteeism due to alcohol or drug use



MHI score by absenteeism due to alcohol or drug use



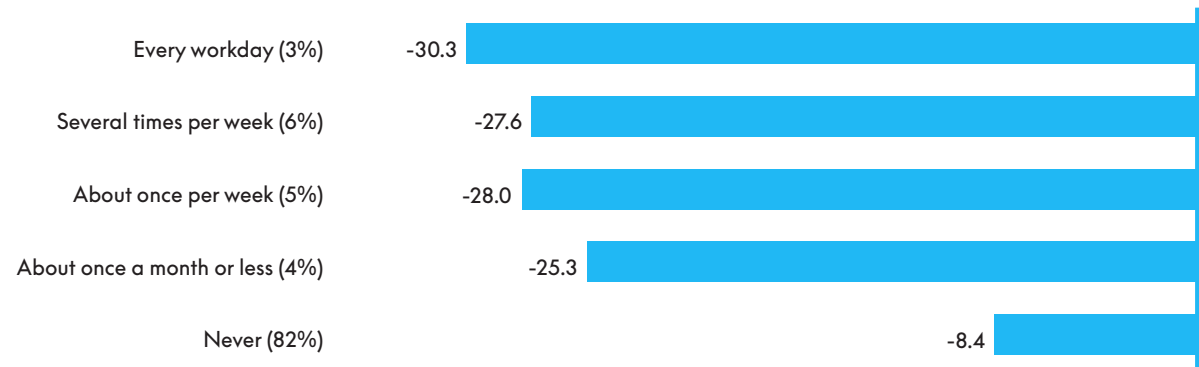
Impact of alcohol or drugs on home or family-related tasks and responsibilities

- Eighty-two per cent have never had difficulties with home or family-related tasks and responsibilities due to alcohol or drug use and this group has the most favourable mental health score (-8.4).
- Nearly one in five (18 per cent) report that alcohol or drugs have had an impact on home or family-related tasks and responsibilities.
- Three per cent of people who have difficulty with home or family-related tasks and responsibilities every workday has the least favourable mental health score (-30.3).
- Individuals working fewer hours are twice as likely to report that alcohol or drug use has made it difficult to complete home or family-related tasks and responsibilities at least once per week.
- Parents using drugs or alcohol are nearly three times more likely than non-parents to report that alcohol or drug use has made it difficult to complete home or family-related tasks and responsibilities at least once per week.
- Managers are nearly three and one-half times more likely than non-managers to report that alcohol or drug use has made it difficult to complete home or family-related tasks and responsibilities at home at least once a week.

Impact of alcohol or drug on home or family-related tasks and responsibilities



MHI score by impact of alcohol or drug on home or family-related tasks and responsibilities



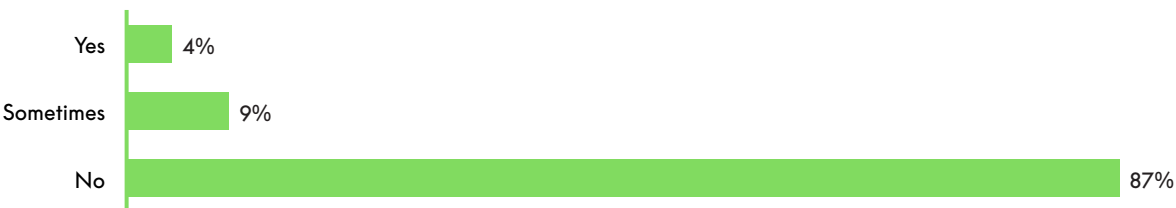
Spending on drugs or alcohol

Respondents reporting use of any type of substance were asked whether they have spent money on drugs or alcohol that was needed for something else (e.g., rent, food). This group was also asked whether they regretted the amount of money spent on alcohol or drugs.

Spending on drugs or alcohol instead of essentials

- Eighty-seven per cent have never spent money on alcohol or drugs that was needed for something else, and this group has the most favourable mental health score (-9.2).
- Thirteen per cent spent money on alcohol or drugs that was needed for something else.
- Parents who report using drugs or alcohol are two and one-half times more likely than non-parents to report spending money on alcohol or drugs instead of needed items.
- People without emergency savings are nearly five times more likely than those with emergency savings to report spending money on alcohol or drugs instead of needed items.
- Managers are nearly three times more likely than non-managers to report spending money on alcohol or drugs instead of needed items.

Spending money on alcohol or drugs that is needed for something else



MHI score by spending money on alcohol or drugs that is needed for something else



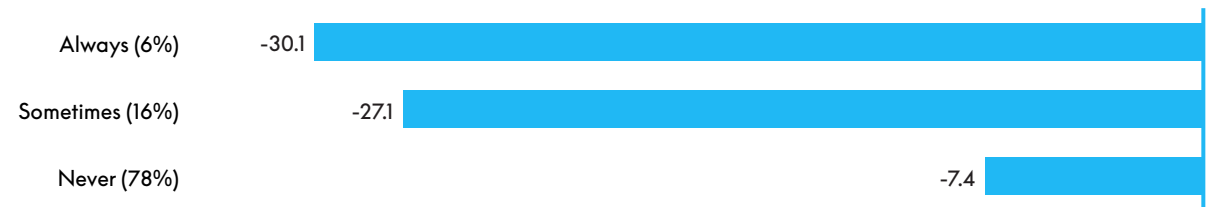
Regret over spending on drugs or alcohol

- Seventy-eight per cent report that they never regret spending money on drugs or alcohol and this group has the most favourable mental health score (-7.4).
- Nearly one-quarter (22 per cent) report regret over their spending on drugs or alcohol.
- Parents are twice as likely as non-parents to regret spending money on drugs or alcohol.
- People without emergency savings are nearly three times as likely as those with emergency savings to regret spending money on drugs or alcohol.
- Managers are nearly twice as likely than non-managers to regret spending money on drugs or alcohol.

Regret over spending on alcohol or drugs



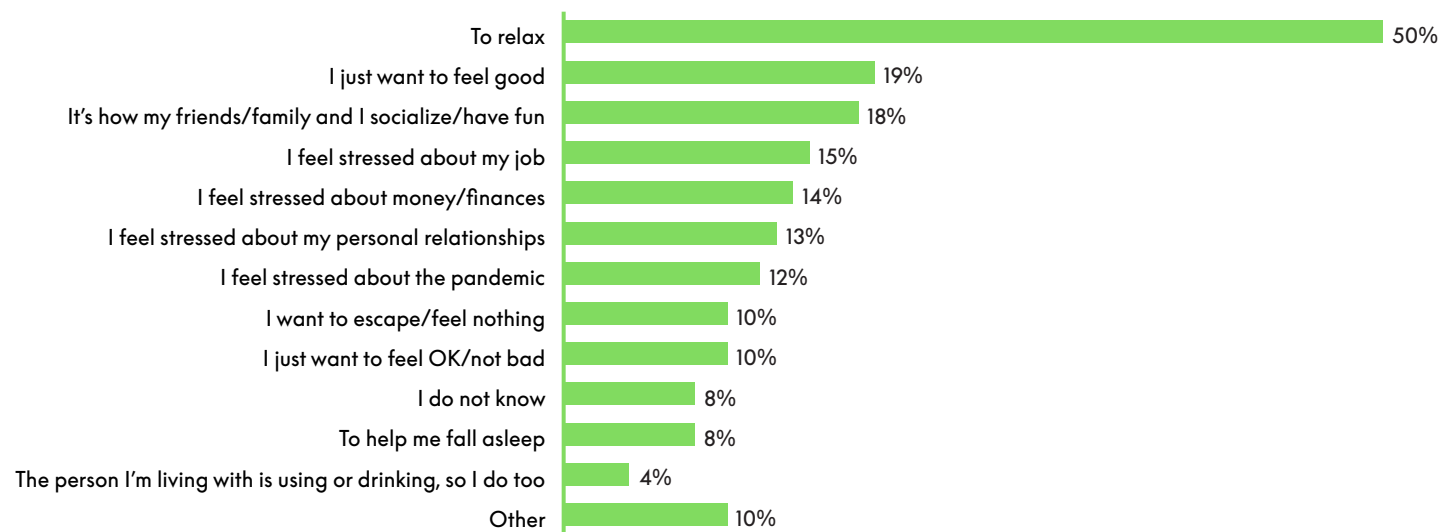
MHI score by regret over spending on alcohol or drugs



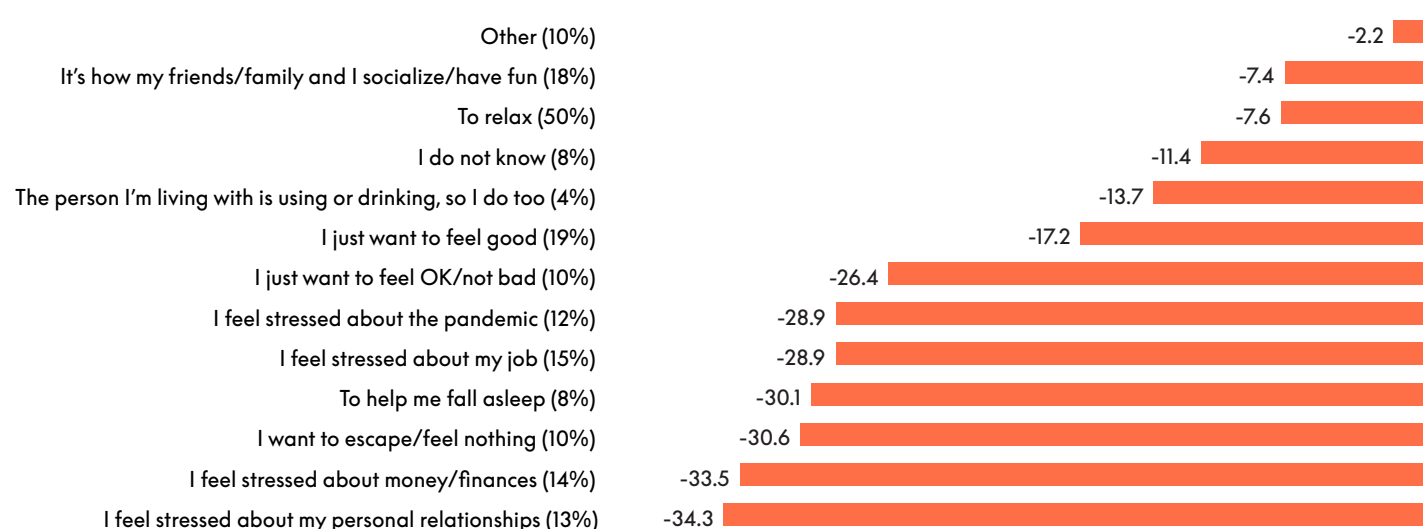
Reasons for alcohol or drug use

- Among those who consume alcohol or drugs, half use alcohol or drugs to relax, nineteen per cent use alcohol or drugs to feel good, and eighteen per cent use alcohol or drugs to socialise with friends and family.
- Thirteen per cent report that stress about personal relationships is the reason they use alcohol or drugs, and this group has the least favourable mental health score (-34.3), followed by fourteen per cent who use alcohol or drugs because they feel stressed about money/finances (-33.5).

Reason for use of alcohol or drugs



MHI score by reasons for use of alcohol or drugs



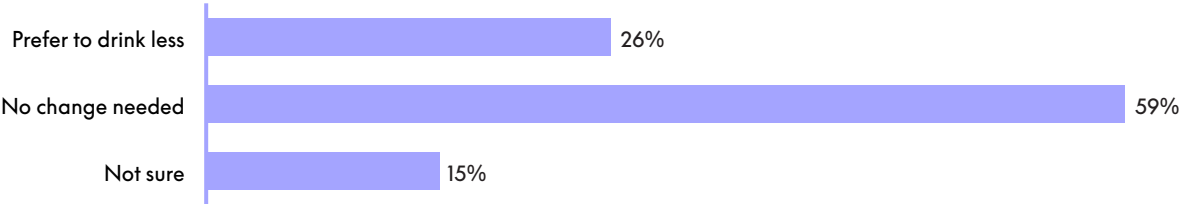
Reducing substance use

Reducing alcohol use

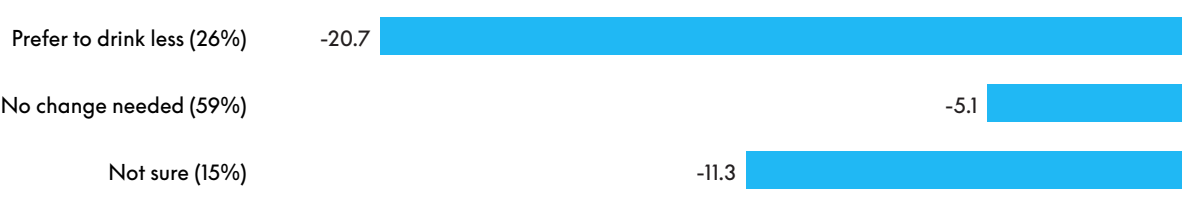
Respondents who use alcohol were asked whether they would prefer to drink less than they currently do.

- More than one-quarter (26 per cent) would prefer to drink less than they currently do, and this group has the least favourable mental health score (-20.7).
- Fifty-nine per cent report that they do not need to change their alcohol use and this group has the most favourable mental health score (-5.1).
- As the number of drinks per week increases, so does the percentage of people reporting that they want to drink less. Sixty per cent of people that consume 15 or more drinks per week would prefer to drink less compared to thirteen per cent that consume 1-3 drinks per week.

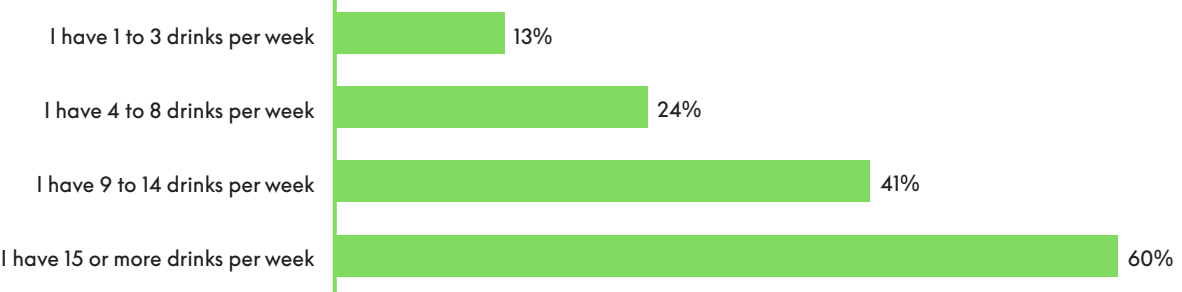
I would prefer to drink less than I currently do



MHI score by I would prefer to drink less than I currently do



I would prefer to drink less



Reducing drug use

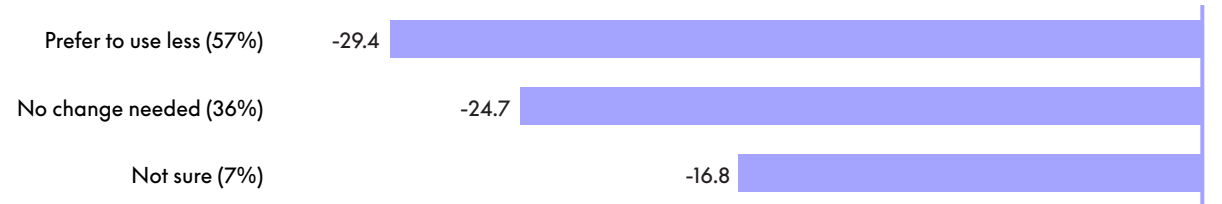
Respondents who use recreational cannabis at least once per week or who use illicit drugs alcohol were asked whether they would prefer to use less than they currently do.

- More than half (57 per cent) would prefer to use drugs less than they currently do and this group has the least favourable mental health score (-29.4).
- Those who use recreational cannabis 4-6 times per week and those who use daily are most likely to want to use less than they do compared to other users.

I would prefer to use drugs less than I currently do



MHI score by I would prefer to use drugs less than I currently do



I would prefer to use drugs less than I currently do

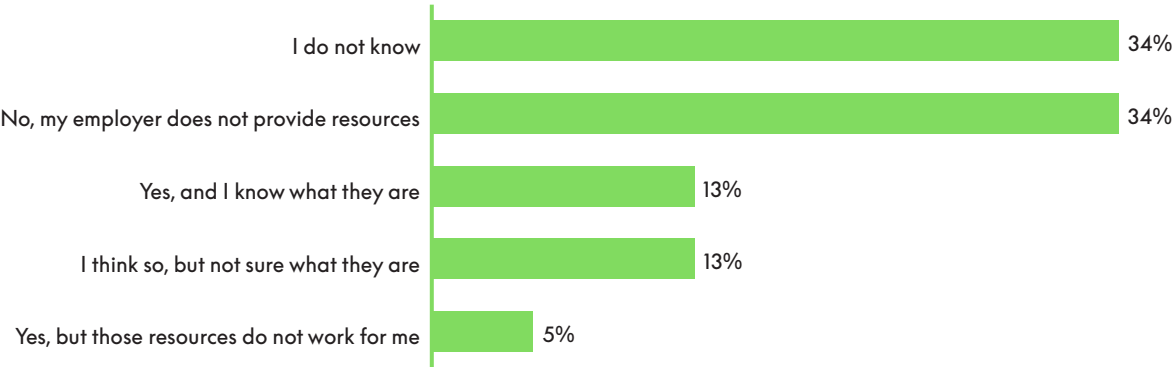


Employer resources for substance abuse

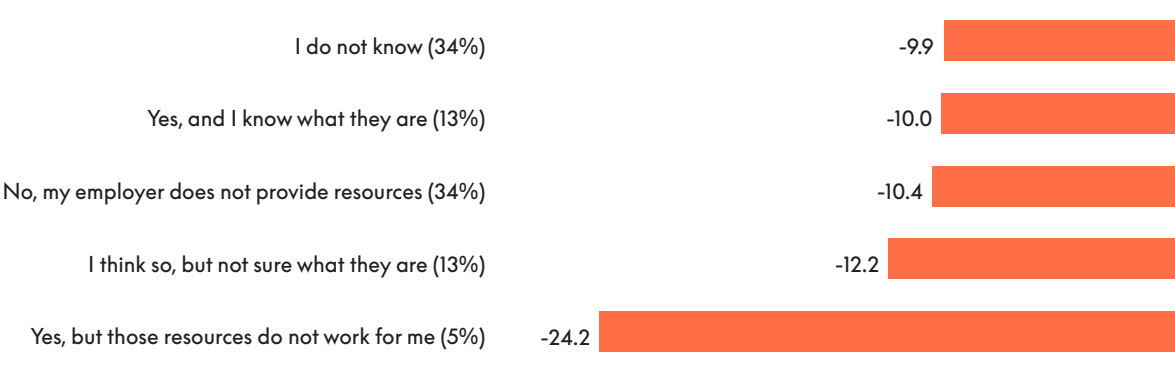
Respondents were asked whether their employer has resources to help with problem drinking or drug use.

- An equal number of people report that their employer does not (34 per cent) or they do not know (34 per cent) whether their employer provides resources to help with problem drinking or drug use.
- The least favourable mental health score is among five per cent who report that their employer does provide resources, but they do not work for them (-24.2).
- Parents are three times more likely to report that employer-provided resources do not work for them than non-parents.
- Managers are four times more likely to report that employer-provided resources do not work for them than non-managers.

Employer resources to help with problem drinking or drug use



MHI score by employer resources to help with problem drinking or drug use



Concern about drinking or drug use of someone in the household

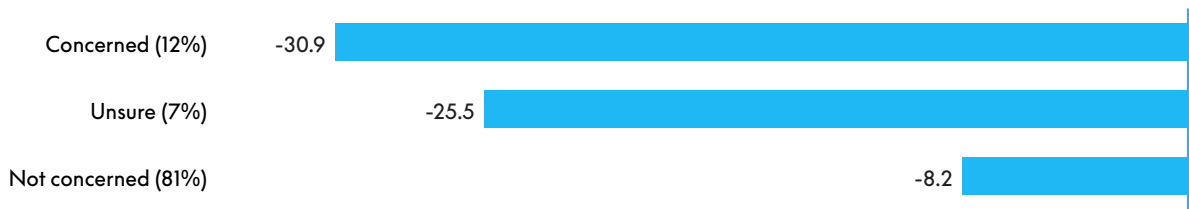
Respondents were asked if they were concerned about the drinking or drug use of someone in their household.

- Eighty-one per cent have no concerns and this group has the highest mental health score (-8.2)
- Twelve per cent of people are concerned about the drinking or drug use of someone in their household and this group has the least favourable mental health score (-30.9), a figure nearly twenty-points below the overall average (-11.2).
- Parents are more than twice as likely to report concern about the drinking or drug use of someone else in their household than non-parents.

Concern about drinking or drug use of someone in the household



MHI score by concern about drinking or drug use of someone in the household



Overview of the Mental Health Index by LifeWorks™

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 each geography compared to benchmarks collected in 2017, 2018 and 2019. The increases and decreases in the MHI are intended to predict cost and productivity risks and inform the need for investment in mental health support by business and government.

The Mental Health Index™ report has three 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.

Methodology

Data for this report is 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 are selected to be representative of the age, gender, industry, and geographic distribution in the United Kingdom. The same respondents take part each month to remove a sampling bias. Respondents are asked to consider the prior two weeks when

answering each question. The Mental Health Index™ is published monthly starting in April 2020. Benchmark data was collected in 2017, 2018 and 2019. Data for the current report was collected between April 24 to May 6, 2021.

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. Everyone's scores are added and then divided by a 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 comprises data from 2017, 2018 and 2019. This was a period of relative social stability and steady economic growth. **The change compared 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 score reflects a comparison of 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 and 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.

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@lifeworks.com



About LifeWorks

LifeWorks is a global leader in delivering technology-enabled solutions that help clients support the total wellbeing of their people and build organizational resiliency.

By improving lives, we improve business. Our solutions span employee and family assistance, health and wellness, recognition, pension and benefits administration, retirement and financial consulting, actuarial and investment services. LifeWorks employs approximately 7,000 employees who work with some 24,000 client organizations that use our services in more than 160 countries. LifeWorks is a publicly traded company on the Toronto Stock Exchange (TSX: LWRK).

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