



The Mental Health Index by TELUS Health (formerly LifeWorks).

Australia | February 2023



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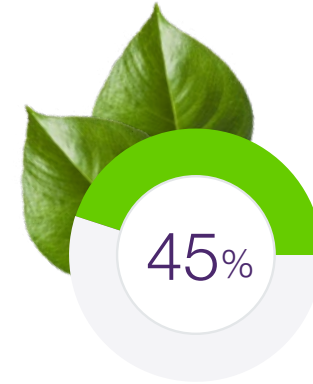
What you need to know for February 2023.

1. Following three periods of improvements, the mental health of workers in Australia declined sharply in February 2023.

- At 62.5, the mental health of workers declined more than two points from January 2023
- 38 per cent of workers in Australia have a high mental health risk, 40 per cent have a moderate mental health risk, and 22 per cent have a low mental health risk
- All mental health sub-scores have declined from January to February 2023; the financial risk sub-score declined six points from January 2023
- Mental health scores declined in all regions apart from South Australia; the most significant decline (5.0-points) is in Victoria
- The mental health score of managers is lower than that of non-managers and the national average

2. The Financial Wellbeing Index declined more than four points from Autumn 2021 and is at the lowest point since the launch of the Index in January 2021.

- All financial wellbeing sub-scores declined from Autumn 2021
- Financial perception declined most significantly (5.4-points) from Autumn 2021
- Women, parents, and younger people have lower financial wellbeing than their counterparts
- Financial wellbeing is highly correlated with mental wellbeing; as financial wellbeing improves, so do mental health scores



have felt **overwhelmed** by debt.



are concerned, or unsure, about their financial future.



are having to dig into savings to maintain their standard of living.



cite embarrassment as the reason for not reaching out for financial advice or coaching for debt.

3. Nearly half of workers in Australia have felt overwhelmed by debt.

- 70 per cent have not reached out for financial advice or coaching for debt and this group has mental health and financial wellbeing scores significantly below national averages
- 21 per cent cite embarrassment as the reason for not reaching out for financial advice or coaching for debt and this group has mental health and financial wellbeing scores 20 points, or more, below national averages

4. Nearly three-quarters of workers have not received financial advice for investing or retirement planning.

- 36 per cent say discounts on day-to-day services and/or items would be most valuable if offered by their employer
- Among workers who have not reached out for financial advice related to investing or retirement planning, 16% do not have money to invest or save for retirement
- Men are 50 per cent more likely than women to say they do not need help with retirement planning or investing
- Workers who are embarrassed to reach out for advice have mental health and financial wellbeing scores more than 18 points below national averages

5. Nearly half of the workers are concerned, or feeling uncertain, about their financial future.

- 26 per cent are feeling uncertain about their financial future
- 14 per cent believe they will struggle at times
- 5 per cent believe they will be in a very difficult financial situation
- 35 per cent of workers who accumulated savings during the pandemic are having to dig into those savings to maintain their standard of living
- Parents are twice as likely as non-parents to have to dig into excess savings to maintain their standard of living



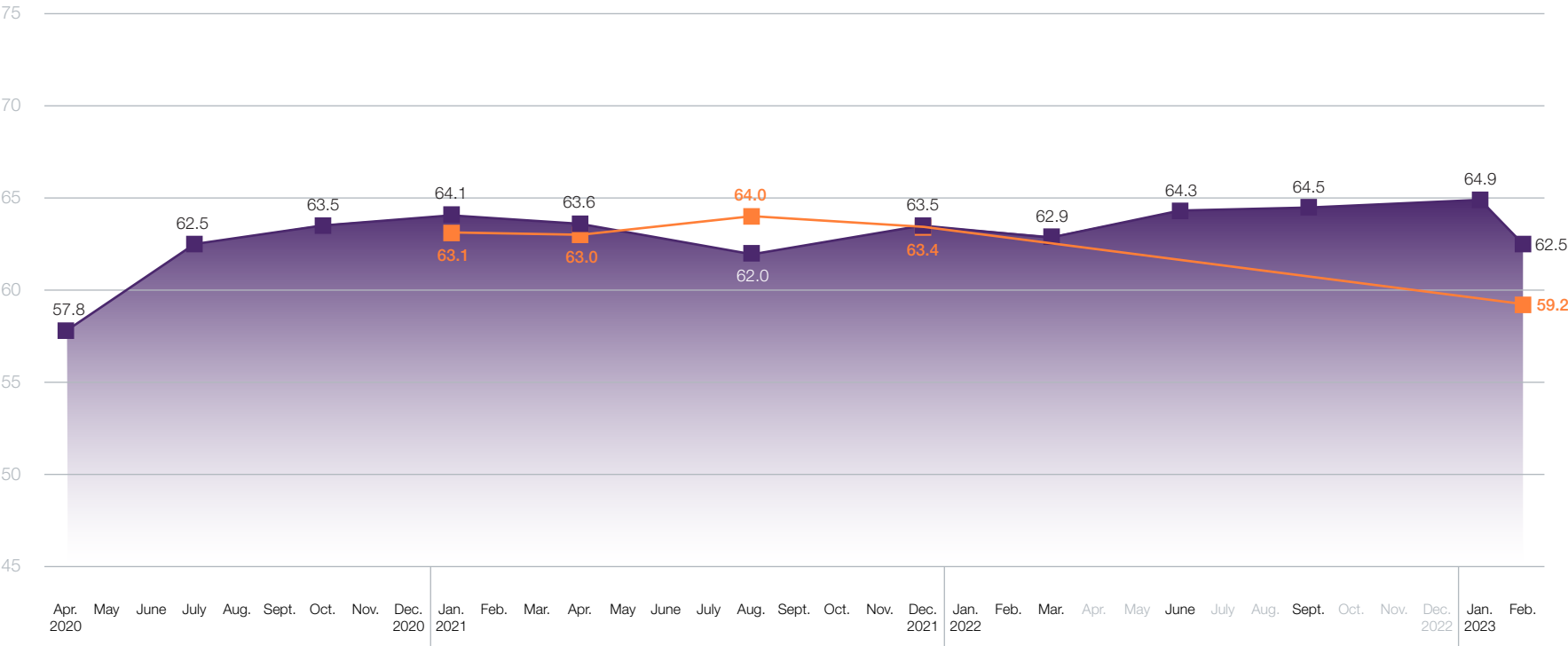
The Mental Health Index and the Financial Wellbeing Index.

The overall Mental Health Index (MHI) for February 2023 is 62.5, marking a sharp decline in the mental health of Australian workers.

The overall Financial Wellbeing Index (FWI) for February 2023 is 59.2 This marks a 4.2-point decline in the financial wellbeing of Australian workers since December 2021.

MHI Current Month February 2023	January 2023
62.5	64.9

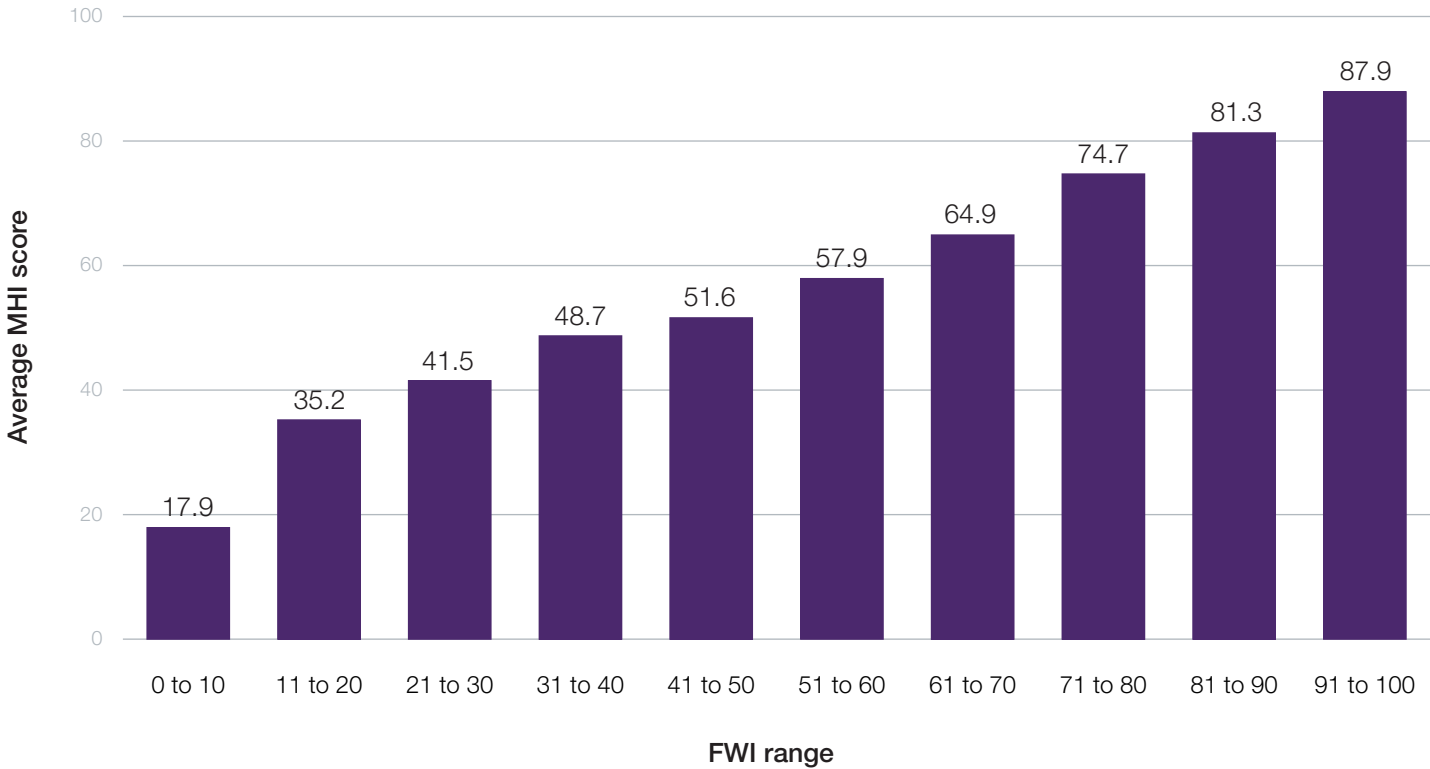
FWI Current Month February 2023	December 2021
59.2	63.4



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

Average MHI score by FWI range.

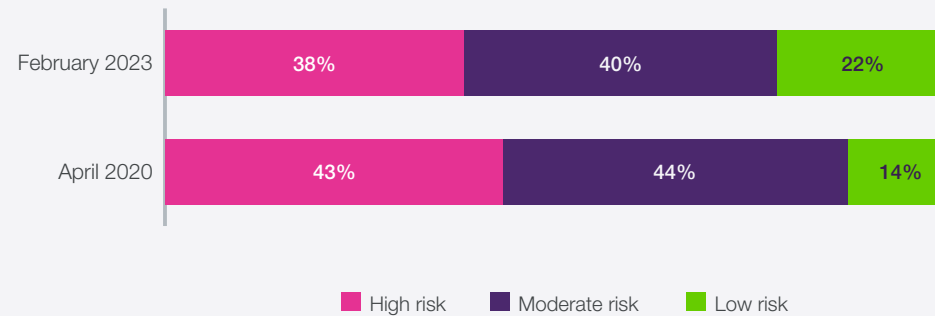
Financial wellbeing is highly correlated with mental wellbeing; as financial wellbeing improves, so do mental health scores.





Mental health risk.

In February 2023, 38 per cent of workers in Australia have a high mental health risk, 40 per cent have a moderate mental health risk, and 22 per cent have a low mental health risk. In contrast, in April 2020, at the launch of the Index and near the onset of the COVID-19 pandemic, 43 per cent of workers in Australia had a high mental health risk, 44 per cent had a moderate mental health risk, and 14 per cent had a low mental health risk.



Approximately 30 per cent of people 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 people in the low-risk group report diagnosed anxiety or depression.

Mental Health Index sub-scores.

For the fourth consecutive period, the lowest Mental Health Index sub-score is for the risk measure of anxiety (55.9). Isolation (58.8), work productivity (59.8), depression (61.4), financial risk (63.4), optimism (65.9) follow. General psychological health (69.5) continues to be the most favourable mental health measure in February 2023.

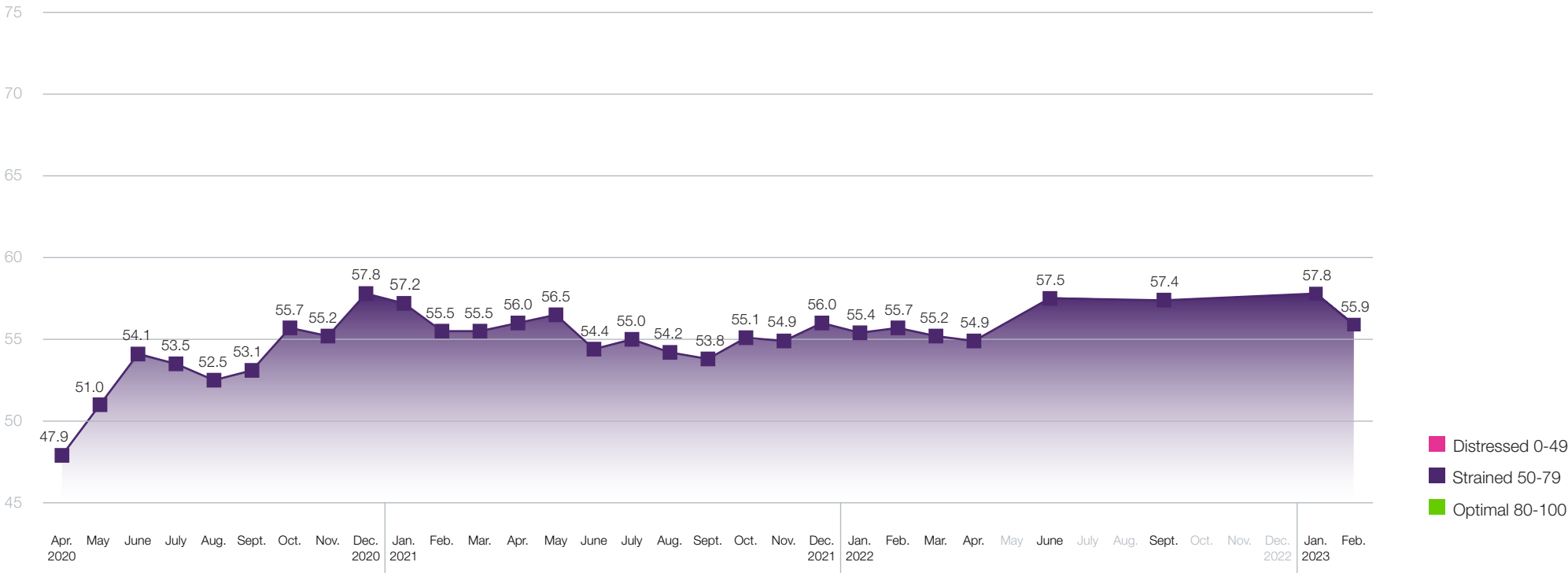
- Anxiety, isolation, and work productivity have been the lowest mental health sub-scores for four consecutive periods
- All mental health sub-scores have declined from January 2023
- The financial risk sub-score decreased most significantly, down 6.0 points from January 2023

Mental Health Index Sub-scores	February 2023	January 2023
Anxiety	55.9	57.8
Isolation	58.8	61.5
Work productivity	59.8	64.2
Depression	61.4	64.6
Financial risk	63.4	69.4
Optimism	65.9	66.6
Psychological health	69.5	70.5



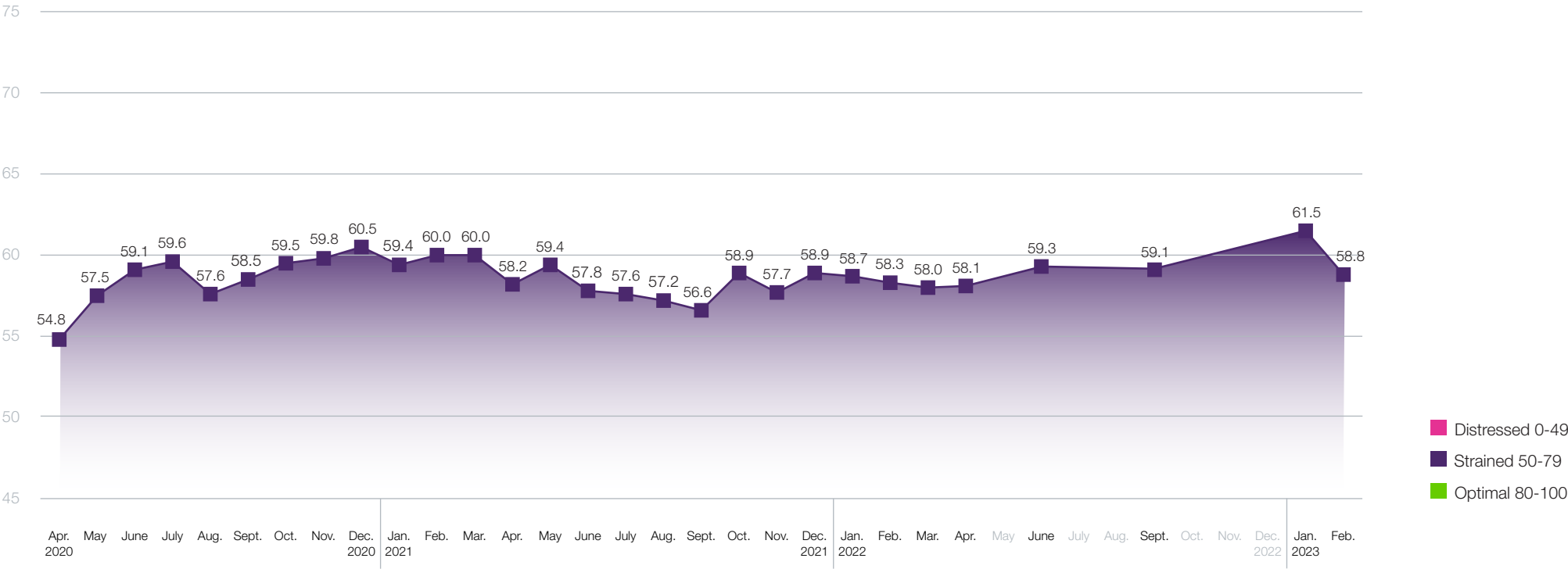
Anxiety

The anxiety score showed improvement from the launch of the Index in April 2020 through December 2020. A declining trend was observed through September 2021 followed by variability through April 2022. A sharp improvement occurred from April to June 2022 and remained nearly unchanged in September 2022. Following three months of relative stability, the anxiety score fell sharply in February 2023.



Isolation

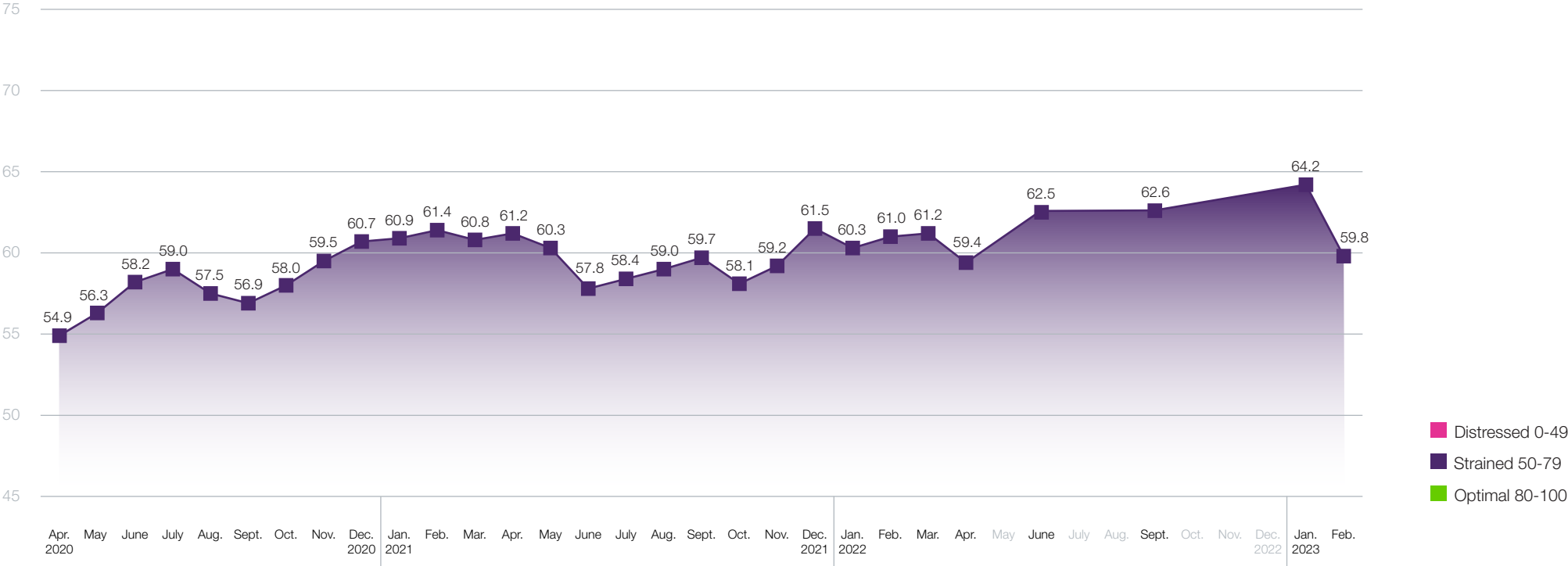
The isolation sub-score increased dramatically from April to July 2020 and, following a one-month decline, improved through December 2020. A period of decline followed through September 2021. After some inconsistency through the remainder of 2021, scores fell through March 2022 but improved in June 2022. A significant increase occurred from September 2022 to January 2023, reaching the highest point since the launch of the Index and the onset of the pandemic. In February 2023, a sharp 2.7-point decline is observed returning the score to values consistent with June and September 2022.



Work productivity

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

The work productivity sub-score has made incremental improvements from April 2020 through January 2023. After reaching 64.2, the highest score since the launch of the Index and the pandemic in January 2023, the work productivity sub-score has declined 4.4 points in February.



Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In February 2023, the mental health score of women is 59.7 compared to 66.6 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between individuals with and without children have been reported since the launch of the Index in April 2020. Nearly three years later, this pattern continues with a lower score for individuals with at least one child (58.9) than individuals without children (64.6)

Employment

- Overall, four per cent of respondents are unemployed¹ and 10 per cent report reduced hours or reduced salary
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (49.0), followed by respondents working fewer hours (50.9), individuals not currently employed (58.5), and individuals with no change to salary or hours (64.1).
- Australian workers in the gig economy have lower mental health scores than workers not participating in the gig economy
- Managers have a lower mental health score (61.8) than non-managers (63.0)
- Respondents working for companies with 501-1,000 employees have the highest mental health score (66.6)
- Individuals working for organizations with 51-100 employees have the lowest mental health score (56.6)

Emergency savings

- Individuals without emergency savings continue to experience a lower mental health score (49.6) than the overall group (62.5). Individuals with emergency savings have a mental health score of 69.6.

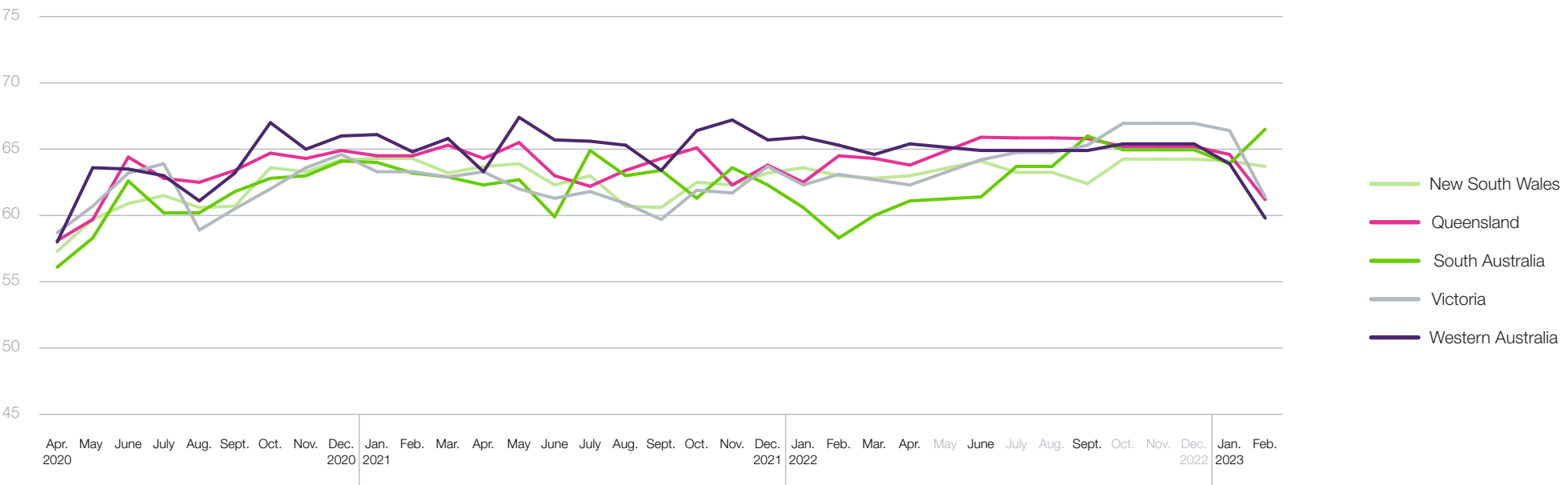


¹ MHI respondents who have been employed in the past six months are included in the poll.

Mental Health Index (regional).

Regional mental health scores since October 2020 have remained inconsistent. In February 2023, the mental health score improved in South Australia while scores declined in all other states.

- Western Australia (59.8) reported the lowest mental health score with a 4.1-point decline from the prior month
- The most significant decline is observed in Victoria with a 5-point decrease in February
- The mental health score in South Australia improved 2.6 points from January and is the highest mental health score (66.5) in the country



Employment status	Feb. 2023	Jan. 2023
Employed (no change in hours/salary)	64.1	66.3
Employed (fewer hours compared to last month)	50.9	52.6
Employed (reduced salary compared to last month)	49.0	55.1
Not currently employed	58.5	62.4

Age group	Feb. 2023	Jan. 2023
Age 20-29	53.4	52.7
Age 30-39	57.9	60.1
Age 40-49	61.6	62.8
Age 50-59	64.8	68.0
Age 60-69	70.2	71.4

Number of children	Feb. 2023	Jan. 2023
No children in household	64.6	65.8
1 child	60.6	63.1
2 children	57.7	62.4
3 children or more	56.2	65.2

Region	Feb. 2023	Jan. 2023
New South Wales	63.7	64.1
Victoria	61.4	66.4
Queensland	61.2	64.6
South Australia	66.5	63.9
Western Australia	59.8	63.9

Gender	Feb. 2023	Jan. 2023
Men	66.6	68.1
Women	59.7	62.5

Household income	Feb. 2023	Jan. 2023
<\$30K/annum	51.4	54.2
\$30K to <\$60K/annum	59.3	60.6
\$60K to <\$100K	61.8	64.4
\$100K to <\$150K	61.9	64.9
\$150K or more	69.8	71.4

Employer size	Feb. 2023	Jan. 2023
Self-employed/sole proprietor	59.8	62.1
2-50 employees	65.3	65.9
51-100 employees	56.6	65.0
101-500 employees	61.0	64.7
501-1,000 employees	66.6	65.3
1,001-5,000 employees	61.8	62.7
5,001-10,000 employees	61.5	64.8
More than 10,000 employees	64.2	66.9

Manager	Feb. 2023	Jan. 2023
Manager	61.8	66.1
Non-manager	63.0	64.4

Gig economy	Feb. 2023
Not part of the gig economy	64.4
Supplementing income from steady job	54.3
Full-time freelancer	52.7
Part-time freelancer	59.1
Multiple part-time gigs	54.9
Trying to get gigs, but not successful	53.2

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

Mental Health Index (industry).

Employees working in Food Services have the lowest mental health score (53.6) in February 2023, followed by individuals working in Agriculture, Forestry, Fishing and Hunting (56.5), and Finance and Insurance (58.3).

Respondents employed in Technology (72.7), Public Administration (68.9), and Wholesale Trade (68.1) have the highest mental health scores this month.

Changes from the prior month are shown in the table.



Industry	February 2023	January 2023	Change
Technology	72.7	64.1	8.7
Other	62.2	61.0	1.3
Administrative and Support services	60.1	59.0	1.1
Construction	67.5	66.8	0.7
Retail Trade	61.7	62.2	-0.5
Public Administration	68.9	69.8	-0.9
Other services (except Public Administration)	63.7	64.7	-1.0
Professional, Scientific and Technical Services	64.6	66.1	-1.5
Wholesale Trade	68.1	69.7	-1.7
Arts, Entertainment and Recreation	60.7	62.8	-2.1
Educational Services	64.8	67.1	-2.3
Transportation and Warehousing	65.3	68.5	-3.2
Health Care and Social Assistance	61.6	65.4	-3.8
Agriculture, Forestry, Fishing and Hunting	56.5	62.5	-6.0
Food Services	53.6	59.7	-6.1
Manufacturing	64.1	70.9	-6.8
Finance and Insurance	58.3	70.0	-11.7

Financial Wellbeing Index.

Sub-scores

The lowest financial wellbeing sub-score is for the risk measure of perception, followed by knowledge, productivity impact, and behaviour.

- All financial wellbeing sub-scores declined from Autumn 2021
- The financial perception sub-score declined 5.4-points from Autumn 2021 and is the most significant decrease across financial wellbeing sub-scores

Demographics

- Women have a lower financial wellbeing score (56.5) than men (63.4)
- Financial wellbeing scores improve with age
- Households with children have lower financial wellbeing than households without children

Financial Wellbeing Index sub-scores	February 2023	Autumn 2021
Perception	52.2	57.6
Knowledge	62.7	65.8
Productivity impact	63.3	65.1
Behaviour	65.3	70.0

Employment

- Individuals reporting reduced salary compared to the prior month have the lowest financial wellbeing score (45.9), followed by individuals working fewer hours (46.8), individuals not currently employed (57.8), and individuals with no change to salary or hours (60.7)
- Managers have a similar financial wellbeing score (59.1) to non-managers (59.4)
- Workers in Australia who do not participate in the gig economy have better financial wellbeing
- Individuals working for companies with more than 10,000 employees have the highest financial wellbeing score (61.4)
- Respondents working for companies with 51-100 employees have the lowest financial wellbeing health score (55.0)

Employment status	Feb. 2023
Employed (no change in hours/salary)	60.7
Employed (fewer hours compared to last month)	46.8
Employed (reduced salary compared to last month)	45.9
Not currently employed	57.8
Age group	Feb. 2023
Age 20-29	50.6
Age 30-39	53.7
Age 40-49	58.0
Age 50-59	61.1
Age 60-69	69.0
Number of children	Feb. 2023
No children in household	62.1
1 child	57.5
2 children	52.6
3 children or more	47.6

Region	Feb. 2023
New South Wales	59.1
Victoria	59.4
Queensland	58.6
South Australia	60.2
Western Australia	59.5
Gender	Feb. 2023
Men	63.4
Women	56.5
Household income	Feb. 2023
<\$30K/annum	48.8
\$30K to <\$60K/annum	55.2
\$60K to <\$100K	56.1
\$100K to <\$150K	59.6
\$150K or more	68.3

Employer size	Feb. 2023
Self-employed/sole proprietor	56.5
2-50 employees	61.2
51-100 employees	55.0
101-500 employees	58.4
501-1,000 employees	61.2
1,001-5,000 employees	60.4
5,001-10,000 employees	56.3
More than 10,000 employees	61.4
Manager	Feb. 2023
Manager	59.1
Non-manager	59.4
Gig economy	Feb. 2023
Not part of the gig economy	60.9
Supplementing income from steady job	51.5
Full-time freelancer	54.7
Part-time freelancer	56.3
Multiple part-time gigs	51.9
Trying to get gigs, but not successful	47.6

Numbers highlighted in pink are the most negative scores in the group.

Numbers highlighted in green are the least negative scores in the group.

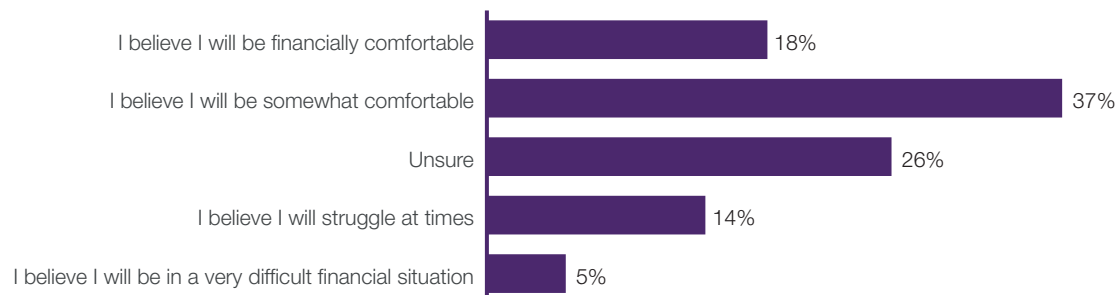
Spotlight

Financial future

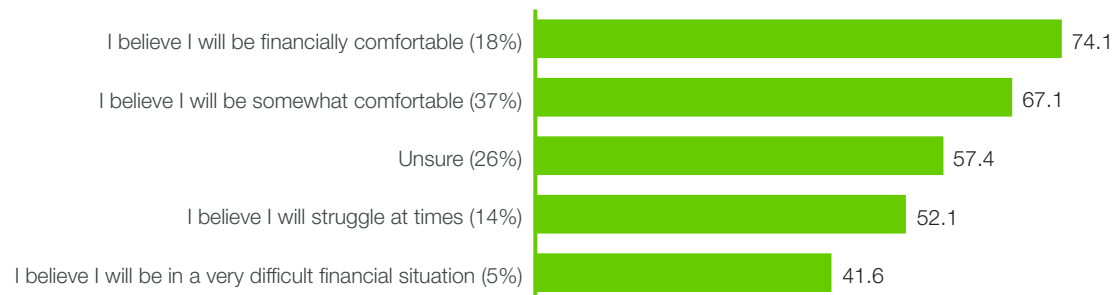
Workers in Australia were asked how they feel about their financial future (the next 10 years).

- More than one-third (37 per cent) believe they will be somewhat comfortable, 26 per cent are unsure, and 18 per cent believe they will be comfortable
- The highest mental health (74.1) and financial wellbeing (74.2) scores are among 18 per cent who believe they will be financially comfortable
- The lowest mental health (41.6) and financial wellbeing (31.8) scores are among five per cent who believe they will be in a very difficult financial situation
- Individuals without emergency savings are three times more likely than individuals with emergency savings to believe they will be in a very difficult financial situation
- Individuals with an annual household income greater than \$100,000 are 80 per cent more likely than individuals with an annual household income lower than \$100,000 to believe they will be financially comfortable

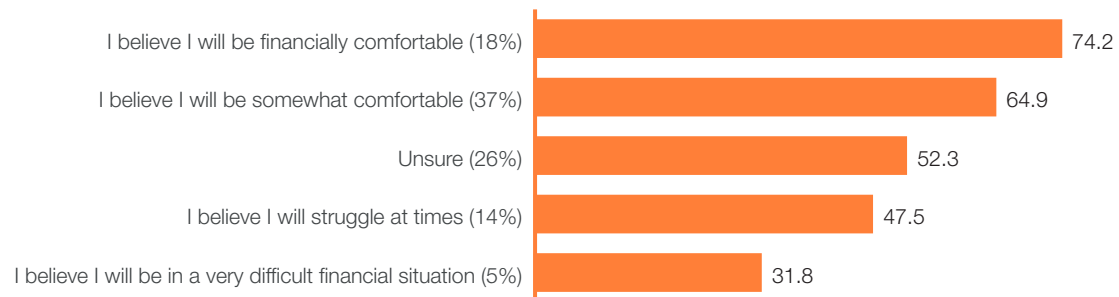
How are you feeling about your financial future?



MHI score by “How are you feeling about your financial future?”



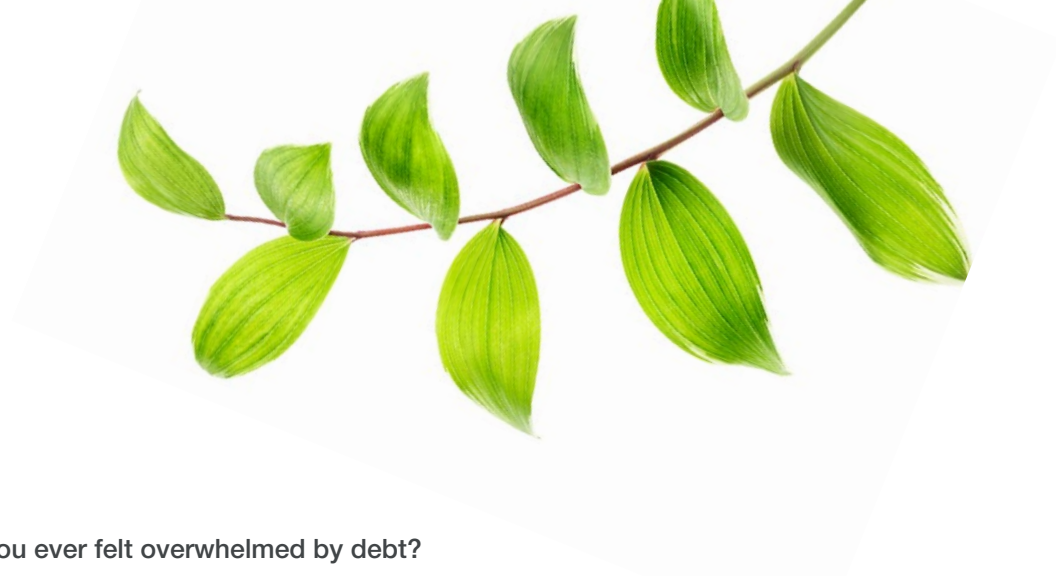
FWI score by “How are you feeling about your financial future?”



Debt

Workers in Australia were asked whether they have ever felt overwhelmed by debt.

- More than half (55 per cent) have not felt overwhelmed by debt, and this group has the highest mental health (71.5) and financial wellbeing (70.1) scores
- Nearly half (45 per cent) have felt overwhelmed by debt, and this group has the lowest mental health (51.3) and financial wellbeing (45.6) scores
- Respondents without emergency savings are nearly two times more likely than individuals with emergency savings to have felt overwhelmed by debt
- Respondents participating in the gig economy are 25 per cent more likely to report they have felt overwhelmed by debt than those not participating in the gig economy



Have you ever felt overwhelmed by debt?



MHI score by “Have you ever felt overwhelmed by debt?”



FWI score by “Have you ever felt overwhelmed by debt?”

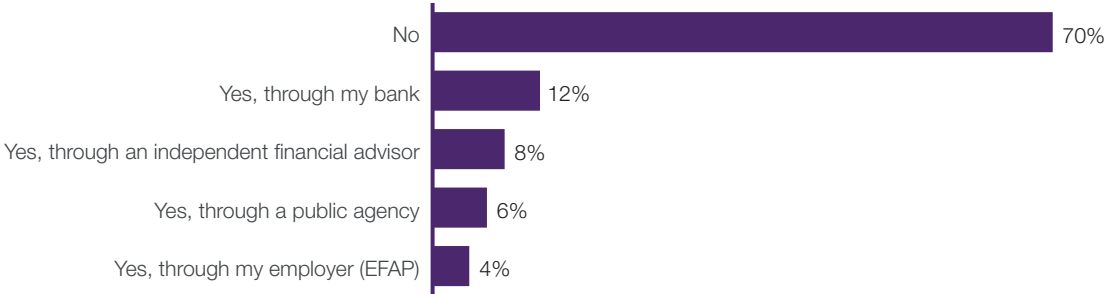


Workers in Australia who have felt overwhelmed by debt were asked whether they reached out for financial advice or coaching.

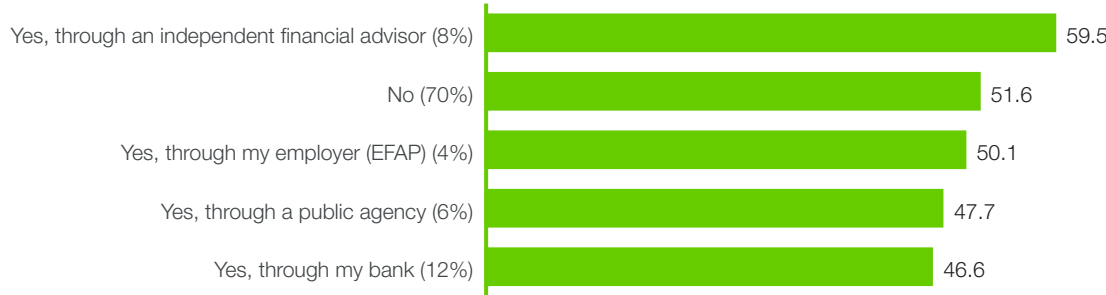
- Seven in ten (70 per cent) have not reached out for financial advice or coaching for debt, and this group has lower mental health (51.6) and financial wellbeing (44.6) scores than national averages
- Nearly one in ten (8 per cent) have reached out for financial advice or coaching thorough an independent financial advisor. This group has the highest mental health score (59.5) and the second highest financial wellbeing score (48.0), yet both are considerably lower than national averages
- Individuals participating in the gig economy who have felt overwhelmed by debt are three times more likely to reach out for financial advice through their bank than with individuals not participating in the gig economy



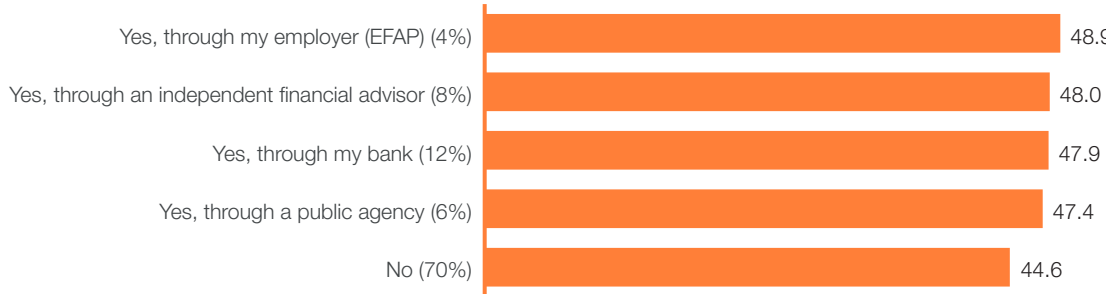
Have you reached out for financial advice or coaching for debt?



MHI score by “Have you reached out for financial advice or coaching for debt?”



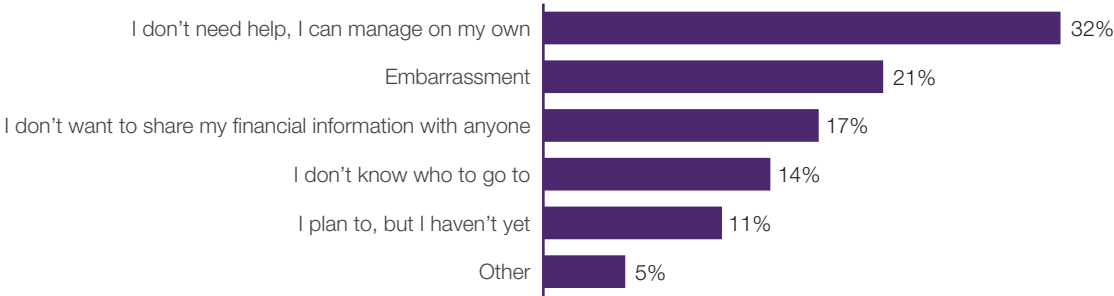
FWI score by “Have you reached out for financial advice or coaching for debt?”



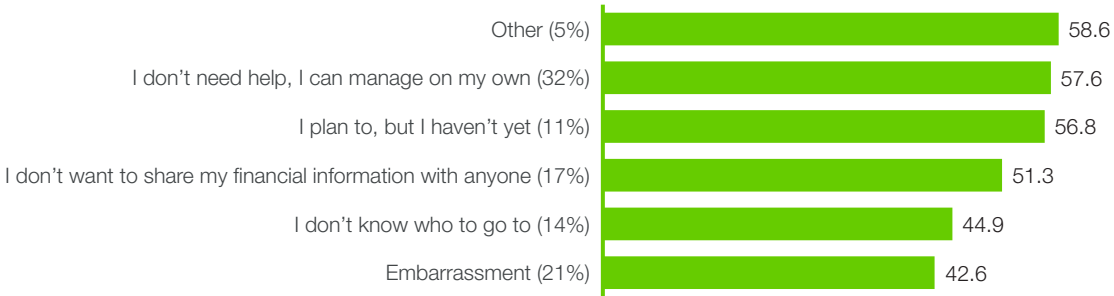
Australian workers who have not reached out for financial advice or coaching for debt were asked about the reason.

- Nearly one-third (32 per cent) report they can manage on their own, and this group has the second highest mental health (57.6) and financial wellbeing (50.6) scores
- More than one in five (21 per cent) report embarrassment as the reason for not reaching out for financial advice or coaching for debt. This group has the lowest mental health (42.6) and financial wellbeing (36.8) scores
- Individuals without emergency savings are nearly twice as likely as individuals with emergency savings to report embarrassment is the reason they do not reach out for financial advice or coaching for debt
- Individuals with emergency savings are twice as likely as individuals without emergency savings to report they do not need help

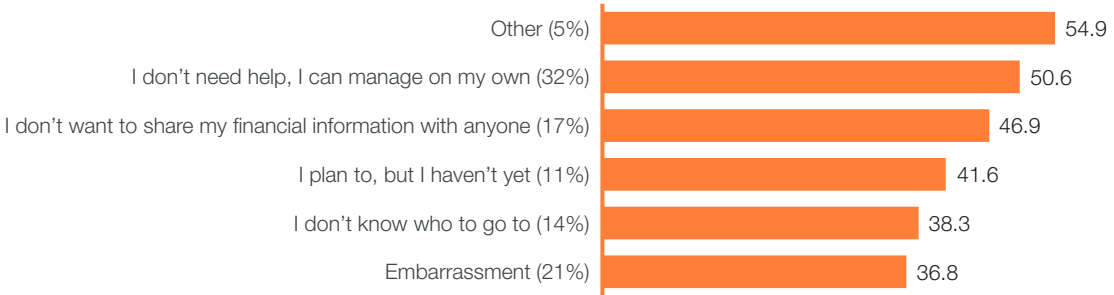
Reasons for not reaching out for financial advice or coaching for debt



MHI score by “Reasons for not reaching out for financial advice or coaching for debt”



FWI score by “Reasons for not reaching out for financial advice or coaching for debt”



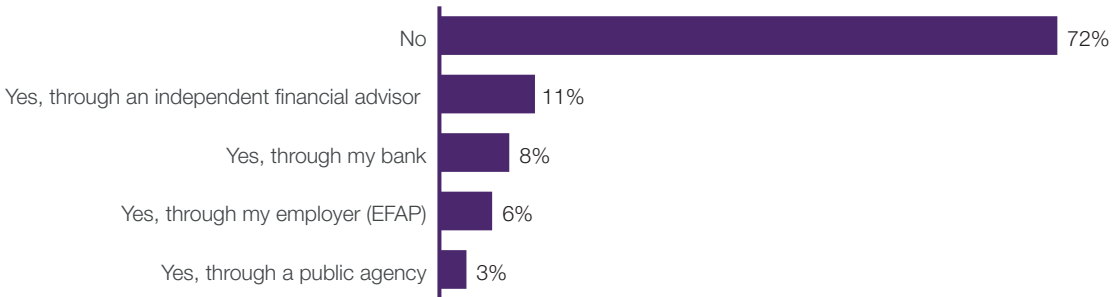
Investing/retirement planning

Workers in Australia were asked whether they have reached out for financial advice related to investing or retirement planning.

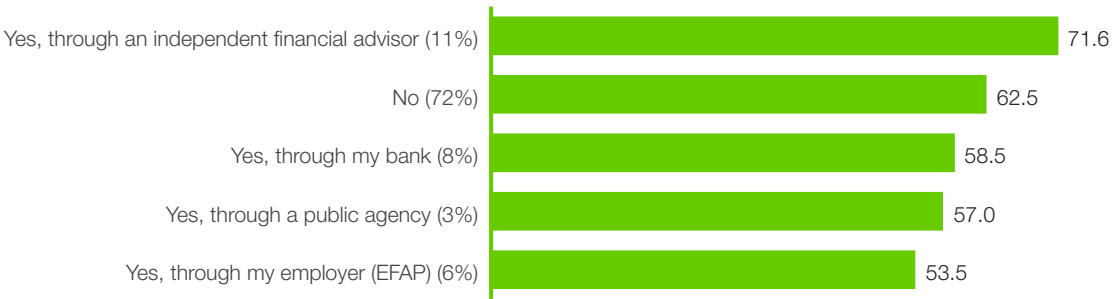
- Nearly seven in ten (72 per cent) have not reached out for financial advice related to investing or retirement planning, and this group has similar mental health (62.5) and financial wellbeing (58.7) scores to national averages
- More than one in ten (11 per cent) have reached out for financial advice thorough an independent financial advisor. This group has the highest mental health (71.6) and financial wellbeing (68.5) scores, considerably better than national averages
- Individuals participating in the gig economy are six times more likely to reach out for advice through their employer (EFAP) and four times more likely to reach out for investing and retirement planning advice through a public agency than individuals not participating in the gig economy



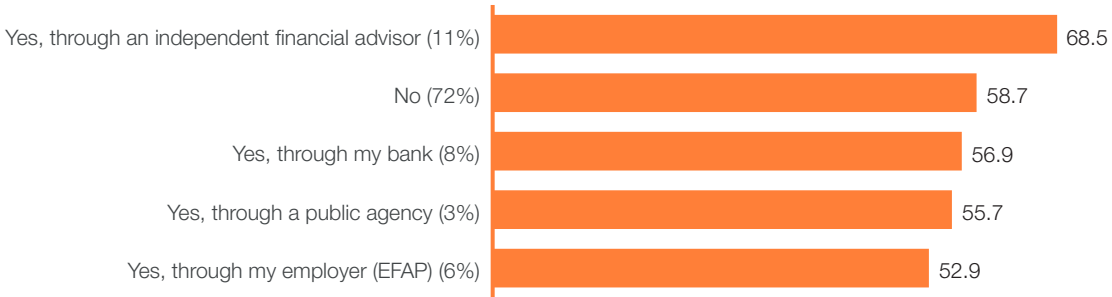
Have you reached out for financial advice related to investing or retirement planning?



MHI score by “Have you ever reached out for financial advice related to investing or retirement planning?”



FWI score by “Have you ever reached out for financial advice related to investing or retirement planning?”

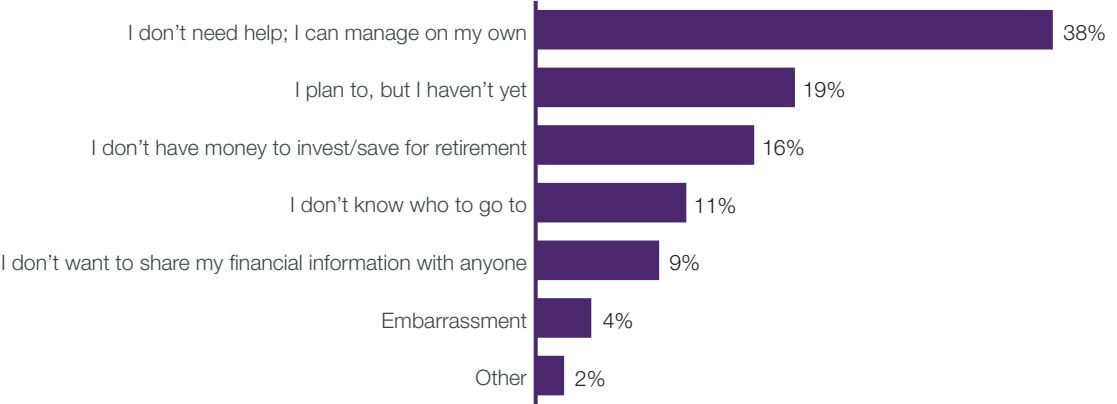


Workers in Australia who have not reached out for financial advice related to investing or retirement planning were asked about the reason.

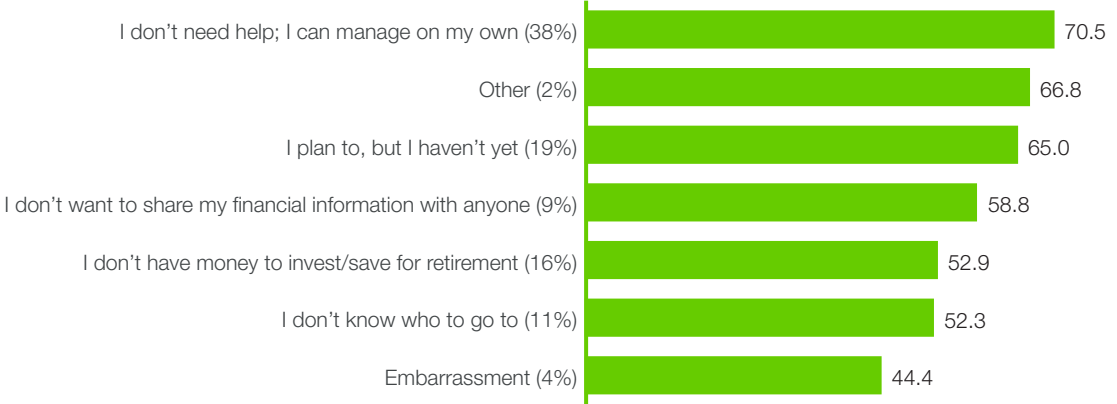
- Nearly two in five (38 per cent) indicate they do not need help, and this group has the highest mental health (70.5) and financial wellbeing (69.6) scores, significantly better than national averages
- Four per cent report embarrassment as the reason for not reaching out for financial advice. This group has the lowest mental health (44.4) and financial wellbeing (36.4) scores
- Men are 50 per cent more likely than women to report they do not need help



Reasons for not reaching out for financial advice related to investing or retirement planning

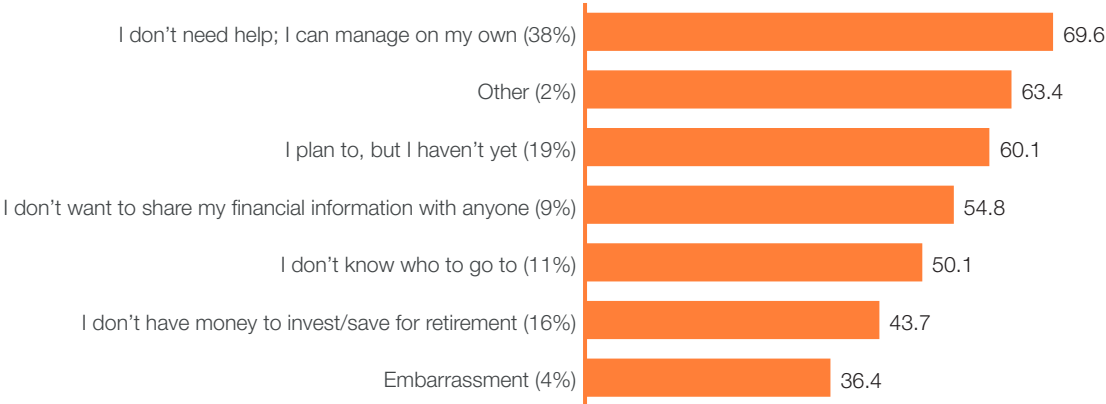


MHI score by “Reasons for not reaching out for financial advice related to investing or retirement planning”



- Individuals without emergency savings are four times more likely than individuals with emergency savings to report embarrassment as the reason for not reaching out for financial advice
- Individuals with emergency savings are 80 per cent more likely than individuals without emergency savings to report they do not need help

FWI score by “Reasons for not reaching out for financial advice related to investing or retirement planning”

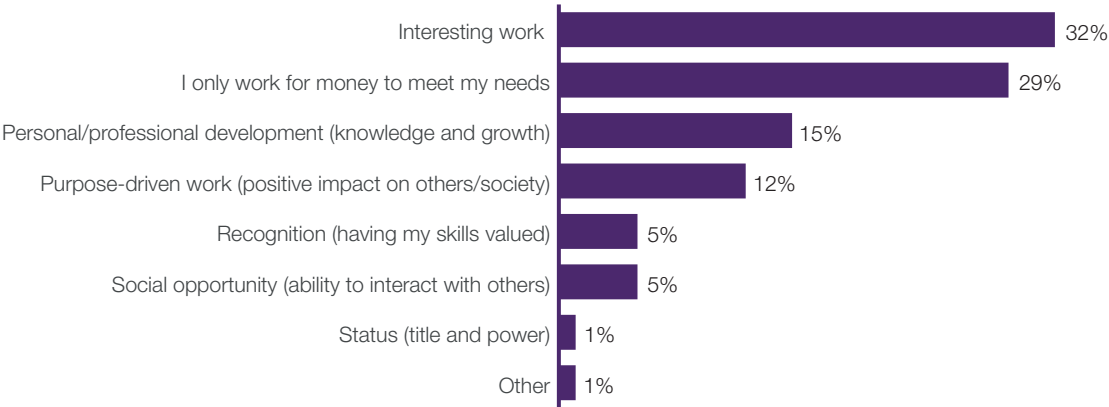


Considerations when choosing an employer

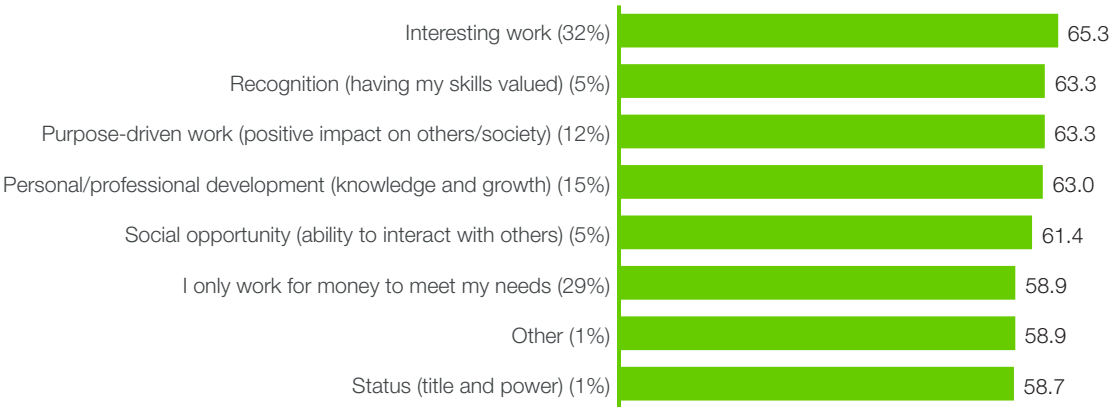
Other than income, workers in Australia were asked what motivates them most when choosing their career or job.

- Nearly one-third (32 per cent) report interesting work as the primary motivator apart from income, 29 per cent report they only work for money to meet their needs, 15 per cent report personal/professional development, and 12 per cent report purpose-driven work
- The lowest financial wellbeing score (54.7) is among 29 per cent of individuals who only work for money to meet their needs

What motivates you when choosing your career/job?



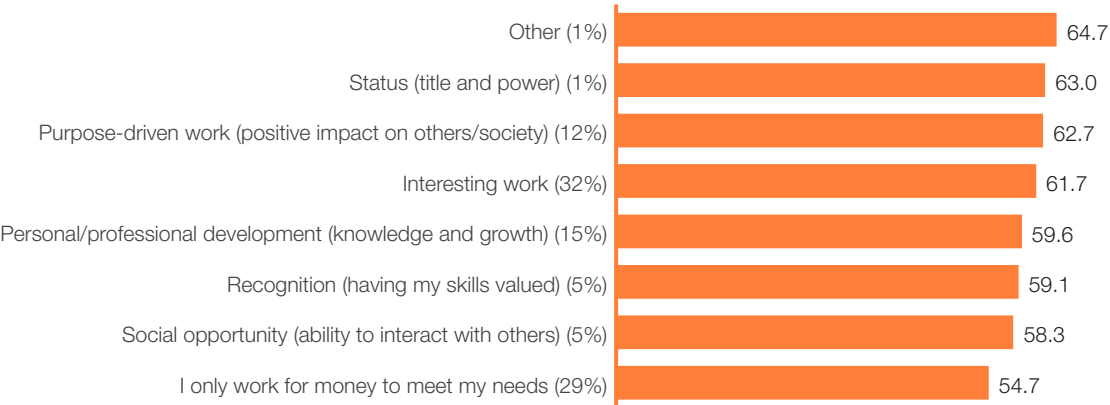
MHI score by “What motivates you when choosing your career/job?”



- The highest mental health score (65.3) is among 32 per cent of individuals reporting interesting work motivates them most when choosing their career or job
- Managers are 40 per cent more likely than non-managers to report that personal/professional development motivates them most when choosing their career or job



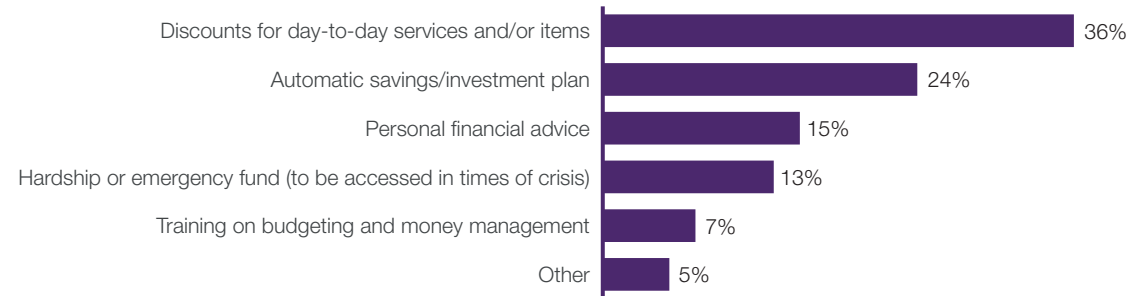
FWI score by “What motivates you when choosing your career/job?”



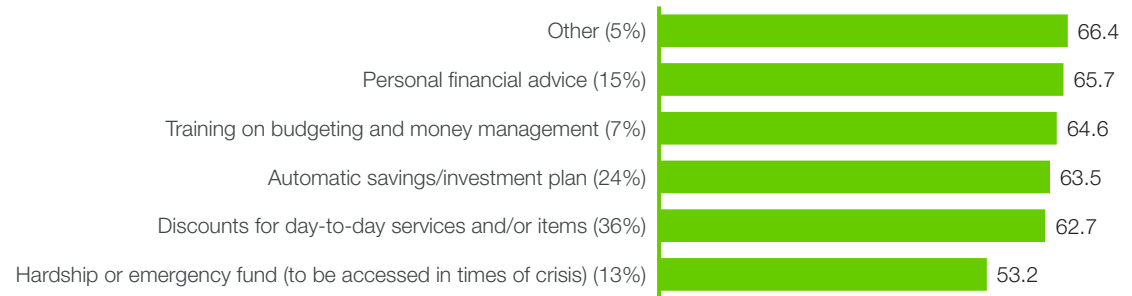
Excluding employer matching or retirement savings plans, workers in Australia were asked what would be most valuable to them if offered by their employer.

- Nearly two in five (36 per cent) report discounts for day-to-day services and/or items would be most valuable if offered by their employer, 24 per cent report automatic savings/investment plan, and 15 per cent indicate personal financial advice would be most valuable if offered by their employer
- More than one in ten (13 per cent) report a hardship or emergency fund would be most valuable. This group has the lowest mental health (53.2) and financial wellbeing (45.0) scores, significantly worse than national averages
- Individuals with an annual household income lower than \$100,000 are 60 per cent more likely than individuals with an annual household income greater than \$100,000 to report a hardship or emergency fund is most valuable
- Respondents without emergency savings are nearly three times more likely than individuals with emergency savings to report a hardship or emergency fund is most valuable

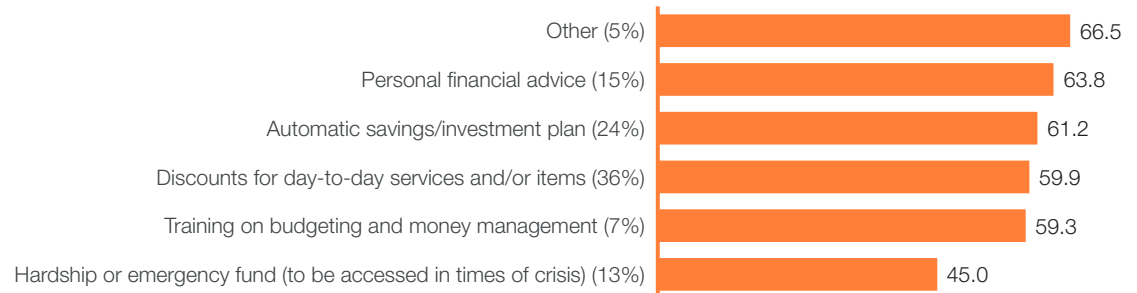
Most valuable if offered by my employer



MHI score by “Most valuable if offered by my employer”



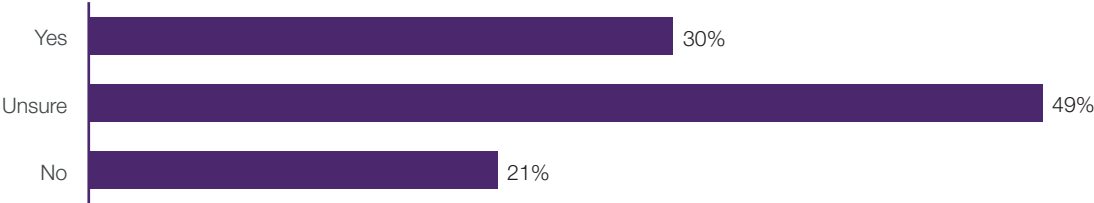
FWI score by “Most valuable if offered by my employer”



Workers in Australia were asked whether they would leave their employer for another employer that offers a guaranteed income pension plan.

- Nearly one-third (30 per cent) would leave their employer for another employer that offers a guaranteed income pension plan, and this group has the lowest mental health (54.9) and financial wellbeing (53.1) scores, significantly worse than national averages
- More than one in five (21 per cent) would not leave their employer for another employer that offers a guaranteed income pension plan, and this group has the highest mental health (72.1) and financial wellbeing (68.6) scores
- Respondents with emergency savings are 60 per cent more likely than individuals without emergency savings to report they would not leave their employer for another employer that offers a guaranteed income pension plan
- Individuals participating in the gig economy are 50 per cent more likely to report they would leave their current employer for another employer that offers a guaranteed income pension plan compared to individuals not participating in the gig economy

Would you leave your employer for another employer that offers a guaranteed income pension plan?



MHI score by “Would you leave your employer for another employer that offers a guaranteed income pension plan?”



FWI score by “Would you leave your employer for another employer that offers a guaranteed income pension plan?”



Savings accumulation during the pandemic

Workers in Australia were asked whether they accumulated excess savings during the pandemic.

- More than three in five (62 per cent) did not accumulate excess savings during the pandemic, and this group has the lowest mental health (59.1) and financial wellbeing (52.0) scores.
- Nearly two in five (38 per cent) accumulated excess savings during the pandemic. This group has the highest mental health (67.8) and financial wellbeing (70.7) scores, significantly better than national averages



Did you accumulate excess savings during the pandemic?



MHI score by “Did you accumulate excess savings during the pandemic?”



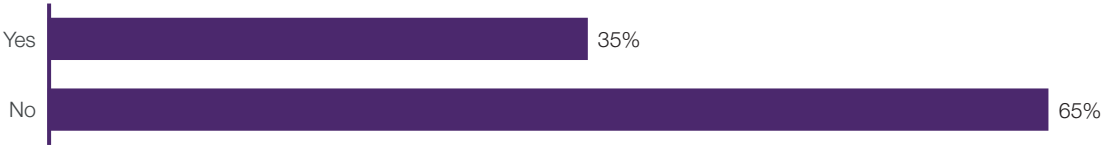
FWI score by “Did you accumulate excess savings during the pandemic?”



Workers in Australia who accumulated excess savings during the pandemic were asked whether they are having to dig into those savings to maintain their standard of living.

- Nearly two-thirds (65 per cent) do not need to dig into excess savings to maintain their standard of living, and this group has the highest mental health (74.1) and financial wellbeing (79.1) scores, significantly better than national averages
- More than one-third (35 per cent) have to dig into excess savings to maintain their standard of living. This group has the lowest mental health (56.0) and financial wellbeing (54.9) scores
- Individuals participating in the gig economy are two and half times more likely to have to dig into their excess savings compared to individuals not participating in the gig economy
- Individuals without emergency savings are two and half times more likely than individuals with emergency savings to have to dig into their excess savings to maintain their standard of living
- Parents are twice as likely as non-parents to have to dig into excess savings to maintain their standard of living
- Individuals with an annual household income lower than \$100,000 are 50 per cent more likely than those with an annual household income greater than \$100,000 to have to dig into their excess savings to maintain their standard of living

Are you having to dig into excess savings to maintain your standard of living?



MHI score by “Are you having to dig into excess savings to maintain your standard of living?”



FWI score by “Are you having to dig into excess savings to maintain your standard of living?”



Negative impact of prior recession

Workers in Australia were asked whether they have been negatively affected by a recession or economic downturn in the past.

- Nearly three in five (59 per cent) have not been negatively affected by a recession or economic downturn, and this group has the highest mental health (67.3) and financial wellbeing (64.5) scores
- More than two in five (41 per cent) have been negatively affected by a recession or economic downturn. This group has the lowest mental health (55.3) and financial wellbeing (51.4) scores, significantly worse than national averages



Have you been negatively affected by a recession or economic downturn before?



MHI score by “Have you been negatively affected by a recession or economic downturn before?”



FWI score by “Have you been negatively affected by a recession or economic downturn before?”

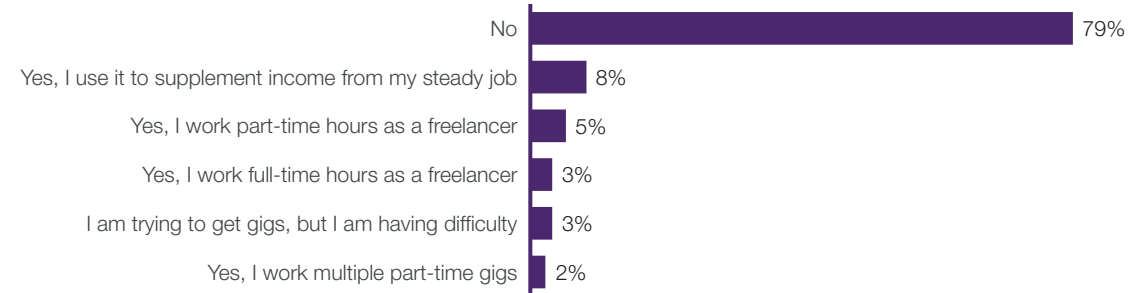


Gig economy

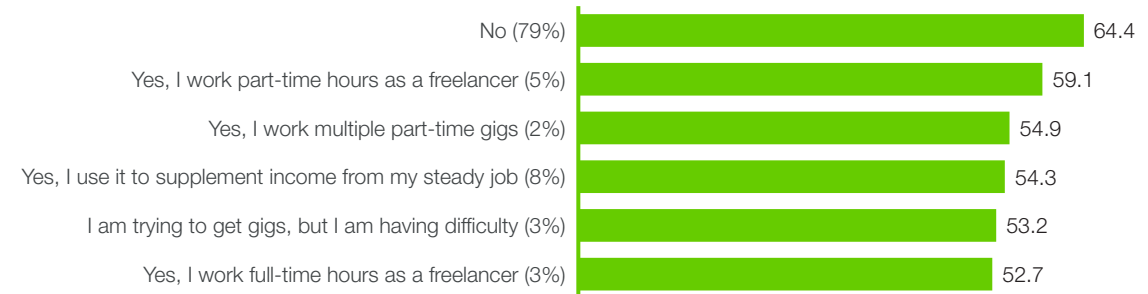
Workers in Australia were asked whether they participate in the gig economy.

- More than three-quarters (79 per cent) do not participate in the gig economy, and this group has the highest mental health (64.4) and financial wellbeing (60.9) scores
- Twenty-one per cent of workers in Australia participate in the gig economy. The mental health of this group is lower than the national average (62.5)
- Parents are 70 per cent more likely than non-parents to participate in the gig economy to supplement income from their steady job
- Individuals under 40 years of age are four times more likely to participate in the gig economy to supplement income from their steady job compared to those over 50

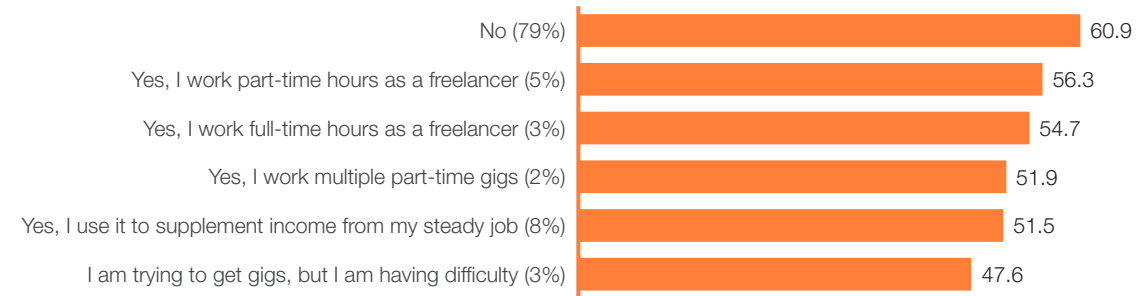
Do you participate in the gig economy?



MHI score by “Do you participate in the gig economy?”



FWI score by “Do you participate in the gig economy?”



Overview of the Mental Health Index by TELUS Health (formerly 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. The increases and decreases in the MHI are intended to predict cost and productivity risks and inform the need for investment in mental health support by business and government.

The Mental Health Index report has two parts:

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

Methodology

Data for this report is collected through an online survey of 1,000 people who live in Australia 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 Australia. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between February 10 to February 23, 2023.

Calculations

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

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

Additional data and analyses

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

Contact MHI@lifeworks.com





www.telushealth.com

