



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

Singapore | January 2023



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What you need to know for January 2023.

1. Despite two consecutive periods of modest improvement, the mental health of working Singaporeans continues to be significantly strained.

- At 61.6, the mental health of Singaporeans improved from the prior period
- 37% of Singaporeans have a high mental health risk, 46% have a moderate mental health risk, and 16% have a low mental health risk
- All mental health sub-scores have improved from the prior period however work productivity remains the lowest mental health sub-score
- The mental health score of managers is slightly lower than the score of non-managers and the national average
- The West region has the lowest mental health score with 0.9-point decline from the prior period while the East continues to have the highest mental health score

2. Two in five of Singaporeans avoid being with or interacting with others and this behaviour largely started or worsened since the pandemic.

- The mental health score of respondents who avoid being with or interacting with others is more than 10 points below the national average
- 66% say their avoidance started or worsened since the pandemic began
- 28% of Singaporeans have difficulty controlling their emotions and the mental health score of this group is more than 16 points below the national average
- 70% say difficulty controlling their emotions started or worsened since the pandemic began
- Younger respondents (under 40 years of age) are 80% more likely to avoid being with or interacting with others and nearly three times as likely as individuals over 50 years of age to have difficulty controlling their emotions



avoid being with or interacting with others and this started or worsened since the pandemic.



have **cut back on health-related expenses** because of inflation.



of parents would most **value mental health support** for their 18+ children.



say **financial pressure** is the reason for relationship decline.

3. Three in ten Singaporeans have cut back on health-related expenses due to inflation.

- 65% have cut back on discretionary spending
- 41% are staying home more
- 29% have cut back on expenses related to their health
- 13% have cut back on prescription medication
- Parents are 80% more likely than non-parents to cut back on expenses related to their health
- Individuals without emergency savings are 70 per cent more likely to cut back on prescription medication compared to individuals with emergency savings
- The mental health score of respondents who cut back on prescription medications is more than 10 points below the national average; respondents who cut back on expenses related to their health have a mental health score more than four points below the national average

4. More than one in five Singaporeans say financial pressure is the reason for a decline in their marital/partner relationship.

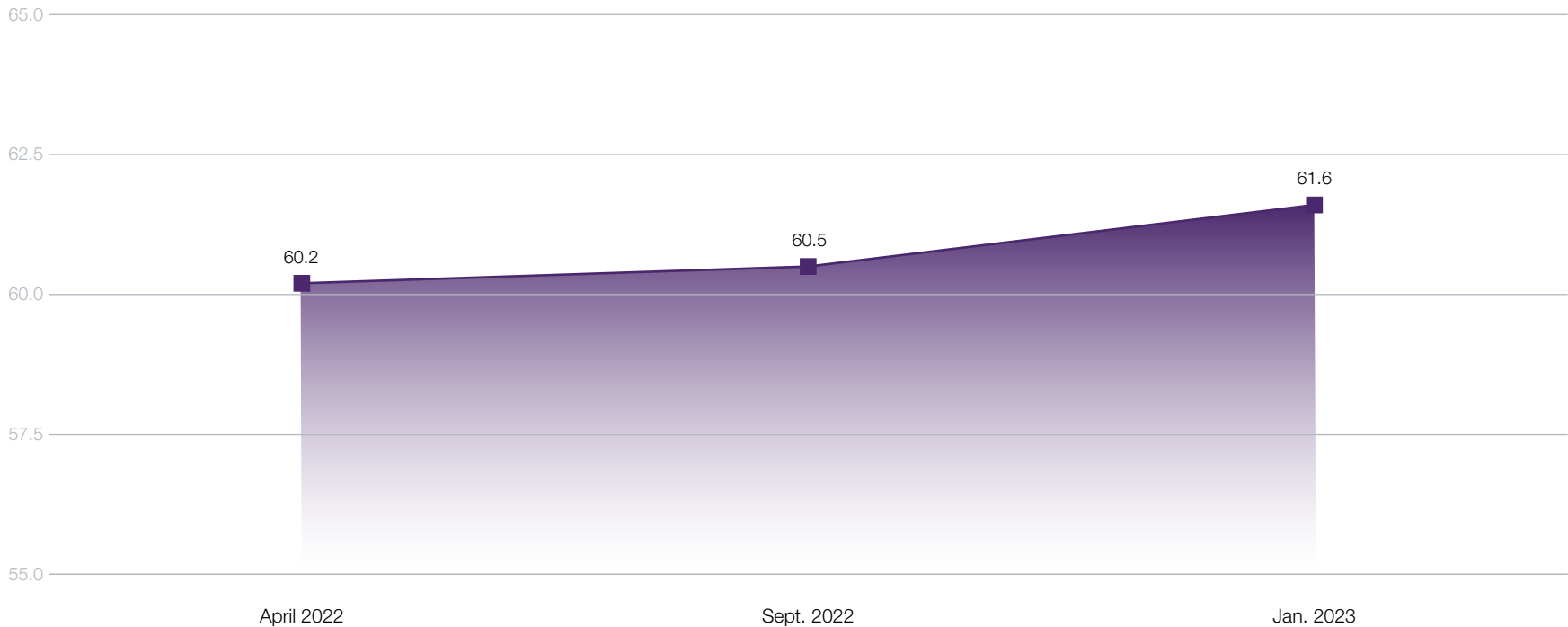
- More than one in ten Singaporeans report a decline in the marital/personal relationships since the pandemic began
- 22% say financial pressure is the reason for a decline in their marital/partner relationship
- The mental health score of respondents indicating that their marital/partner relationship has declined because of financial pressure is nearly 26 points below the national average
- Individuals without emergency savings are 50 per cent more likely than those with emergency savings to report financial pressure as the reason for a decline in their relationship

5. One in four parents would most value mental health support for their children 18 years of age and older.

- 42% of parents with children under 18 years of age are concerned about their children's behaviour; among them, 72% say the behaviour started or worsened since the pandemic
- 27% of parents with children 18 years of age and older are concerned about their children's behaviour; among them, 43% say the behaviour started or worsened since the pandemic
- The mental health and work productivity scores of parents concerned about their children's behaviour are lower than parents not concerned about their children's behaviour
- 36% of parents with children 18 years of age and older and 31% of parents with children under 18 years of age say flexible work is most valued support from their employer as it relates to the wellbeing of their children
- 25% of parents with children 18 years of age and older and 21% of parents with children under 18 years of age most value mental health support for their children

The Mental Health Index.

The overall Mental Health Index for January 2023 is 61.6, a 1.1-point improvement over the prior period.



MHI Current Month
January 2023

61.6

September 2022

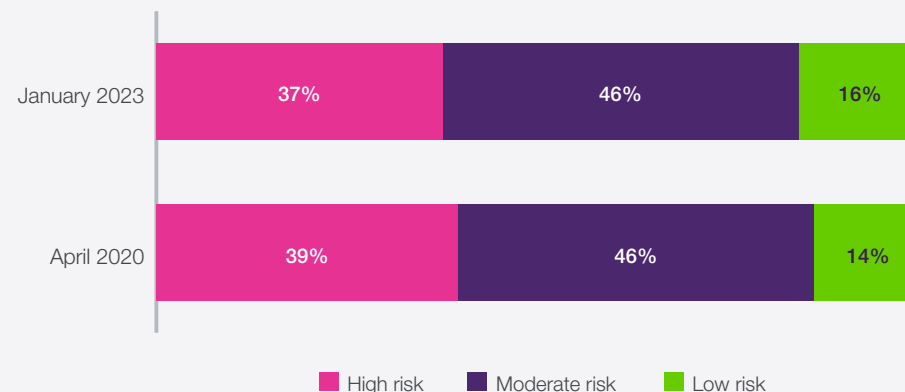
60.5

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



Mental health risk.

In January 2023, 37 per cent of Singaporeans have a high mental health risk, 46 per cent have a moderate mental health risk, and 16 per cent have a low mental health risk. Twenty-four per cent of people in the high-risk group report a mental health condition or issue, six per cent report a mental health condition or issue in the moderate-risk group, and two per cent of people in the low-risk group report a mental health condition or issue.



Mental Health Index sub-scores.

For the second consecutive period, the lowest Mental Health Index sub-score is work productivity (52.9). Anxiety (53.7), isolation (54.0), depression (56.2), optimism (64.7), and general psychological health (71.4) follow. Financial risk (72.4) continues to be the most favourable mental health measure in Singapore.

- All mental health sub-scales have improved from the prior period
- Despite being the lowest mental health sub-score, work productivity increased most significantly, up 2.6 points from September 2022

Mental Health Index Sub-scores ¹	January 2023	September 2022
Work productivity	52.9	50.3
Anxiety	53.7	52.3
Isolation	54.0	53.9
Depression	56.2	54.7
Optimism	64.7	63.6
Psychological health	71.4	70.1
Financial risk	72.4	70.9

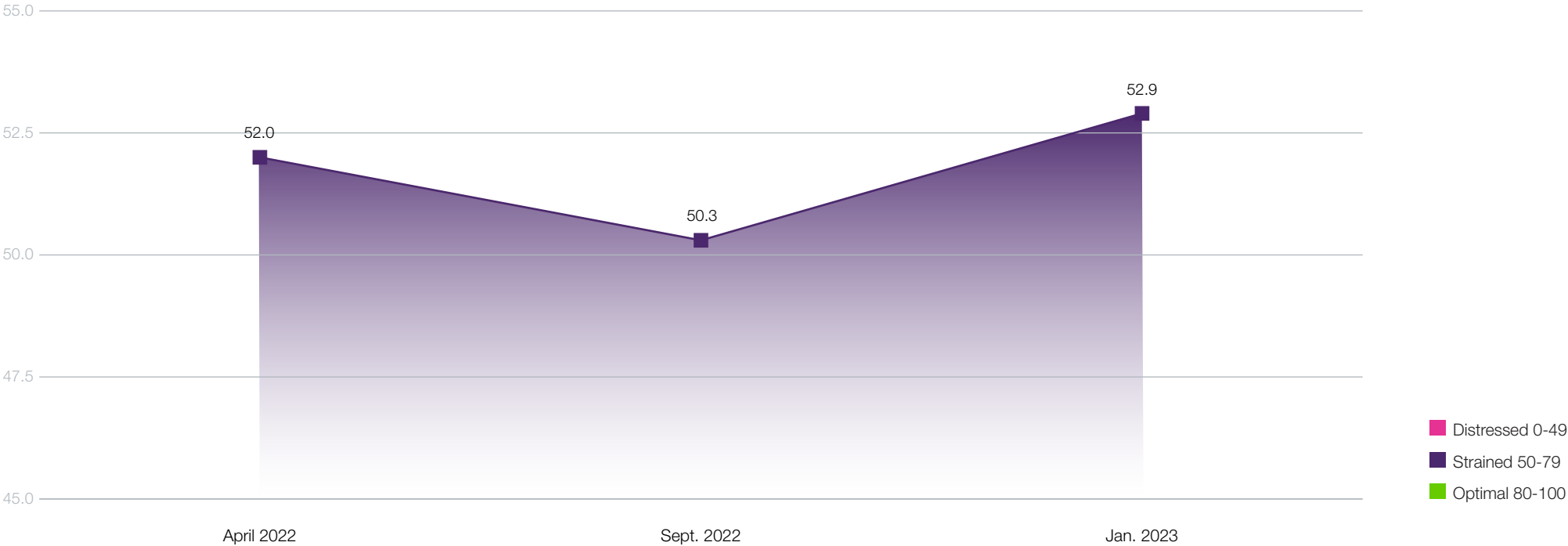


1 The demographic breakdown of sub-scores is available upon request.

Work productivity

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

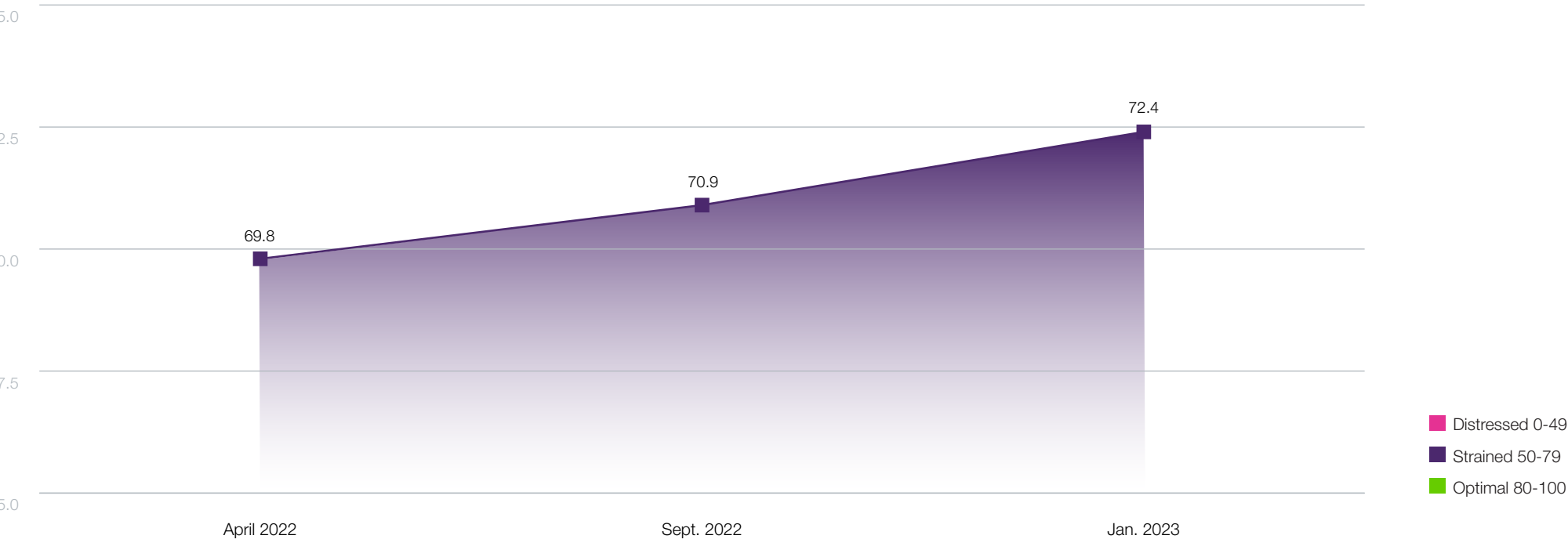
The work productivity sub-score declined from April to September 2022 but has made significant improved from September 2022 to January 2023. Despite the improvement, work productivity is the lowest mental health sub-score for the second consecutive period.



Financial risk

The financial risk sub-score measures the level of an individual's emergency savings.

The financial risk sub-score has been the most favourable of mental health sub-scores since the launch of the Index in April 2022. In January 2023, a significant 1.5-point improvement is observed over the prior period.



Demographics

- In January 2023, the mental health score of women is 62.2 compared to 61.2 for men
- Since April 2022, 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 2022. This pattern continues with a lower score for individuals with at least one child (60.2) than individuals without children (62.6)

Employment

- Overall, three per cent of respondents are unemployed² and eight per cent report reduced hours or reduced salary
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (49.3), followed by respondents working fewer hours (61.1), individuals not currently employed (62.1), and individuals with no change to salary or hours (62.1)
- Managers have a slightly lower mental health score (62.1) than non-managers (61.8)
- Respondents working for companies with 2-50 employees have the highest mental health score (65.0)
- Respondents working for companies with 501-1,000 employees have the lowest mental health score (58.8)

Emergency savings

- Individuals without emergency savings continue to experience a lower mental health score (47.6) than the overall group (61.6). Individuals with emergency savings have a mental health score of 66.0



² MHI respondents who have been employed in the past six months are included in the poll.

Employment status	Jan. 2023	Sept. 2022
Employed (no change in hours/salary)	62.1	61.3
Employed (fewer hours compared to last month)	61.1	55.6
Employed (reduced salary compared to last month)	49.3	46.9
Not currently employed	62.1	59.2
Age group	Jan. 2023	Sept. 2022
Age 20-29	56.9	53.9
Age 30-39	57.1	57.1
Age 40-49	59.6	59.5
Age 50-59	68.0	67.5
Age 60-69	73.1	72.5
Number of children	Jan. 2023	Sept. 2022
No children in household	62.6	60.8
1 child	59.6	59.4
2 children	62.2	61.7
3 children or more	54.2	58.3

Region	Jan. 2023	Sept. 2022
Central Region	61.2	59.5
East Region	65.0	65.2
North Region	61.9	58.4
North-East Region	60.6	58.4
West Region	60.2	61.1
Gender	Jan. 2023	Sept. 2022
Men	61.2	60.4
Women	62.2	60.8
Household income	Jan. 2023	Sept. 2022
S\$50K/annum	57.2	55.9
\$50K to <\$100K/annum	60.2	60.3
\$100k to <\$150K	64.6	61.4
\$150K to \$200K	61.7	62.5
\$200K and over	67.4	63.7

Employer size	Jan. 2023	Sept. 2022
Self-employed/sole proprietor	59.4	62.8
2-50 employees	65.0	62.5
51-100 employees	62.0	60.3
101-500 employees	61.9	60.8
501-1,000 employees	58.8	56.4
1,001-5,000 employees	60.2	61.5
5,001-10,000 employees	62.2	61.9
More than 10,000 employees	61.6	58.6
Manager	Jan. 2023	Sept. 2022
Manager	61.5	61.4
Non-manager	61.8	59.0

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).

For the second consecutive period, employees working in Public Administration and Defence have the lowest mental health score (56.5), followed by individuals employed in Administrative and Support Service Activities (56.8), and Financial and Insurance Activities (59.2).

Respondents employed in Transportation and Storage (68.4), Education (65.9), and Professional, Scientific and Technical Activities (65.5) have the highest mental health scores this month.

Changes from the prior month are shown in the table.

Industry	January 2023	September 2022	Change
Professional, Scientific and Technical Activities	65.5	60.0	5.5
Accommodation and Food Service Activities	63.6	58.4	5.2
Transportation and Storage	68.4	64.3	4.1
Public Administration and Defence	56.5	53.7	2.8
Health and Social Services	62.6	59.8	2.8
Real Estate Activities	62.1	60.4	1.6
Manufacturing	62.3	61.1	1.2
Education	65.9	65.1	0.8
Construction	62.5	61.7	0.8
Wholesale and Retail Trade	60.7	60.9	-0.2
Financial and Insurance Activities	59.2	59.7	-0.5
Other Service Activities	61.9	63.8	-1.9
Administrative and Support Service Activities	56.8	59.5	-2.8



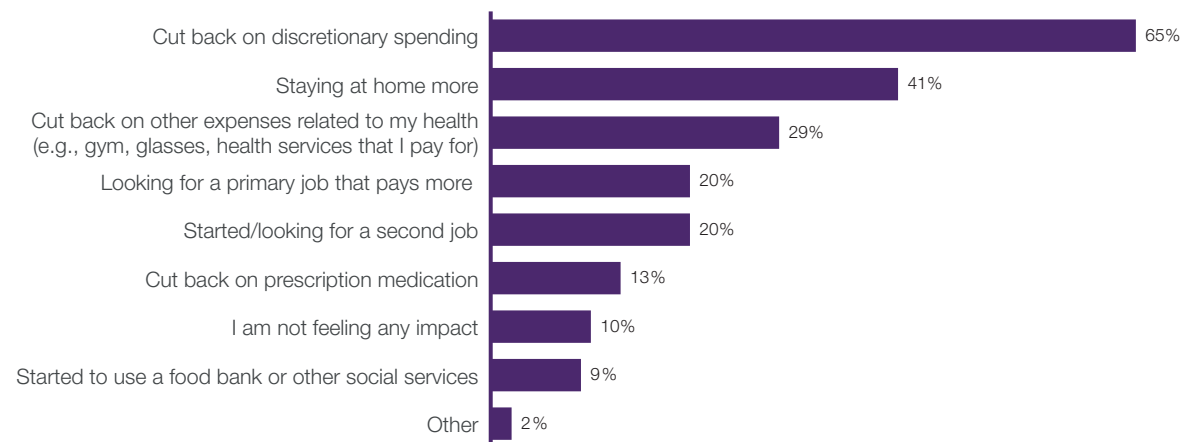
Spotlight

Inflation

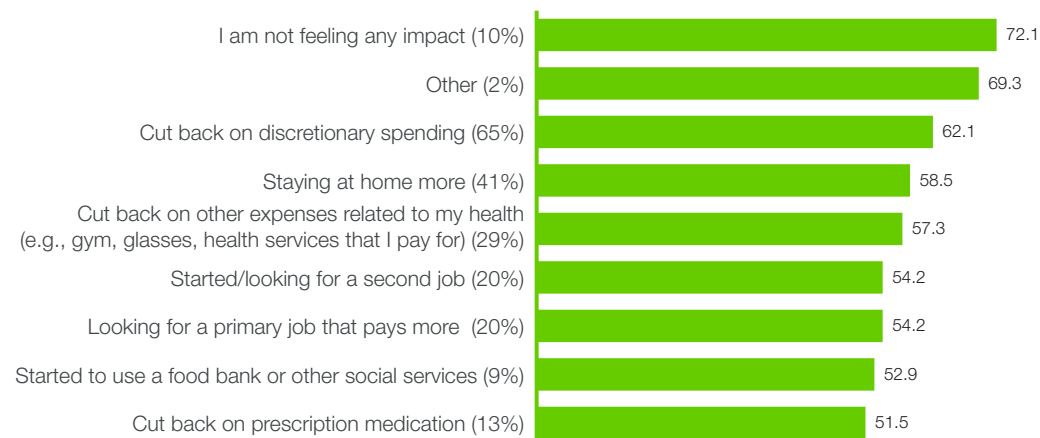
Singaporeans were asked about the impact they have experienced because of inflation.

- Nearly two-thirds (65 per cent) have cut back on discretionary spending, 41 per cent are staying at home more often, and 29 per cent have cut back on expenses related to their health
- One in ten (10 per cent) are not feeling any impact, and this group has the highest mental health score (72.1), more than 10 points above the national average (61.6)
- Parents are 80 per cent more likely than non-parents to cut back on expenses related to their health
- Individuals without emergency savings are 70 per cent more likely to cut back on prescription medication compared to respondents with emergency savings
- Individuals with emergency savings are more than two times as likely to not feel any impact due to inflation compared to individuals without emergency savings

Impact experienced due to inflation.



MHI score by “Impact experienced due to inflation.”



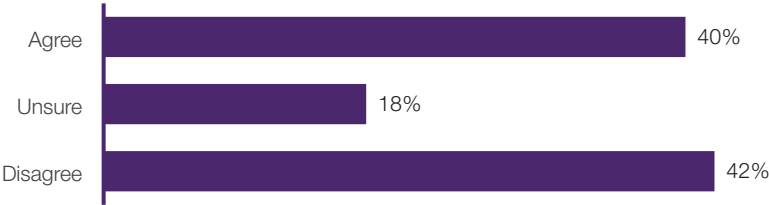
Avoidance

Singaporeans were asked whether they avoid being with or interacting with others.

- Two in five (40 per cent) avoid being with or interacting with others, and this group has the lowest mental health score (50.8), more than 10 points below the national average (61.6)
- More than two in five (42 per cent) do not avoid being with or interacting with others, and this group has the highest mental health score (73.6), 12 points above the national average
- Respondents under 40 years of age are 80 per cent more likely than individuals over 50 to avoid being with or interacting with others
- Parents are 40 per cent more likely than non-parents to avoid being with or interacting with others
- Nearly two-thirds (66 per cent) report their avoidance started or worsened since the pandemic began, and this group has the lowest mental health score (47.1), more than 14 points below the national average (61.6)



I avoid being with or interacting with others.



MHI score by “I avoid being with or interacting with others.”



This avoidance started or worsened since the pandemic began.



MHI score by “This avoidance started or worsened since the pandemic began.”

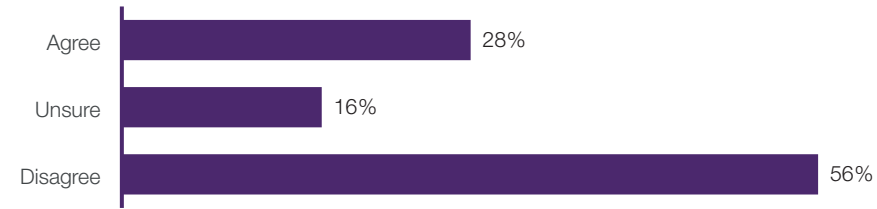


Control

Singaporeans were asked whether they often have difficulty controlling their emotions.

- More than one-quarter (28 per cent) often have difficulty controlling their emotions, and this group has the lowest mental health score (45.3), more than 16 points below the national average (61.6)
- More than half (56 per cent) do not have difficulty controlling their emotions, and this group has highest mental health score (72.0), more than 10 points above the national average (61.6)
- Respondents under 40 years of age are nearly three times more likely than individuals over 50 to have difficulty controlling their emotions
- Individuals without emergency savings are nearly two times as likely as respondents with emergency savings to have difficulty controlling their emotions
- Parents are 50 per cent more likely than non-parents to have difficulty controlling their emotions

I often have difficulty controlling my emotions.



MHI score by "I often have difficulty controlling my emotions."



This difficulty started or worsened since the pandemic began.



MHI score by "This difficulty started or worsened since the pandemic began."



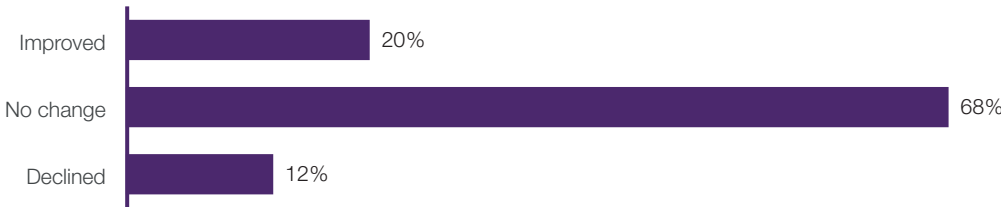
Marital/partner relationships

Singaporeans were asked how their marital/partner relationship has changed compared to before the pandemic.

- Twelve per cent indicate their marital/partner relationship has declined compared to before the pandemic, and this group has the lowest mental health score (47.3), more than 14 points below the national average (61.6)
- One in five (20 per cent) report that their marital/partner relationship has improved compared to before the pandemic, and this group has a mental health score (63.1), nearly two points above the national average (61.6)
- Nearly seven in ten (68 per cent) indicate that nothing has changed in their marital/partner relationship compared to before the pandemic, and this group has the highest mental health score (64.1), more than two points above the national average (61.6)
- Respondents under 40 years of age are more than three times as likely as individuals over 50 years of age to report their marital/partner relationship has improved compared to before the pandemic



Change in marital/partner relationship compared to before the pandemic.



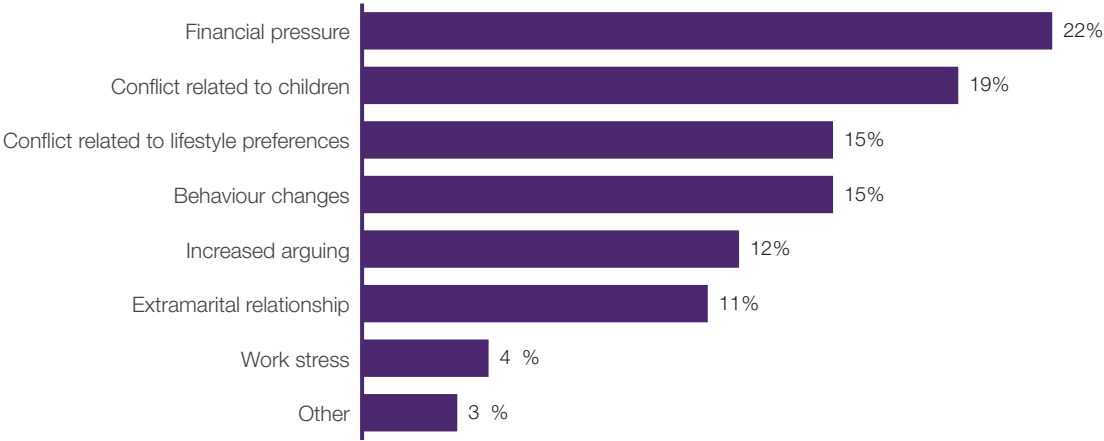
MHI score by “Change in marital/partner relationship compared to before the pandemic.”



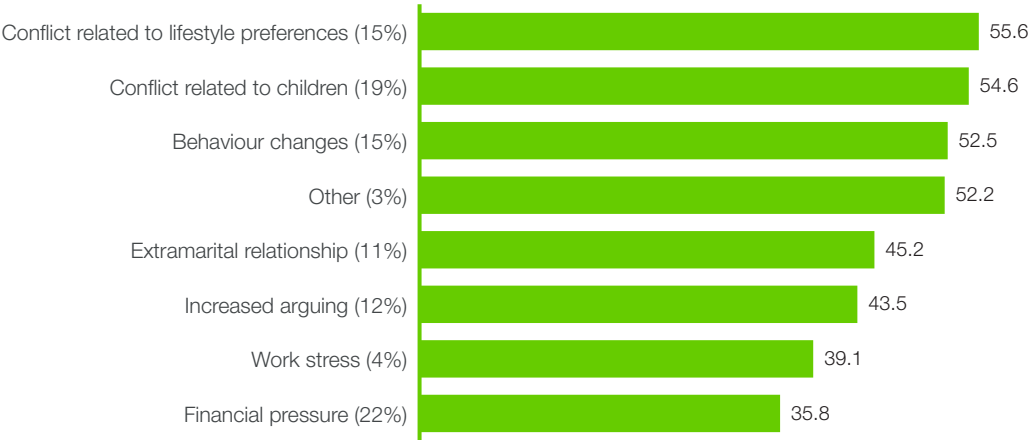
Singaporeans reporting a decline in their marital/partner relationship were asked for the reasons.

- More than one in five (22 per cent) report financial pressure, 19 per cent report conflict related to children, 15 per cent report conflict related to lifestyle preferences, and 15 per cent report behaviour changes as reasons for a decline in their relationship
- The lowest mental health score (35.8) is among 22 per cent reporting financial pressure as the reason for a decline in their relationship
- Managers are two and a half times more likely than non-managers to report conflict related to lifestyle as the reason for a decline in their relationship
- Individuals without emergency savings are 50 per cent more likely than those with emergency savings to report financial pressure as the reason for a decline in their relationship

Reason for a decline in marital/partner relationship.



MHI score by “Reason for a decline in marital/partner relationship.”



Wellbeing of children

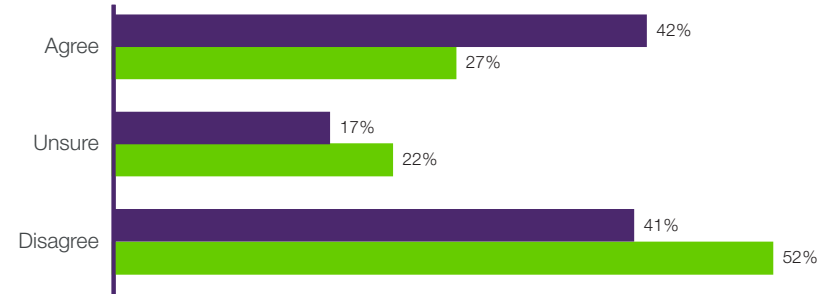
Singaporean parents were asked whether they are concerned about their children's behaviour.

- More than two in five (42 per cent) parents with children under 18 years of age are concerned about their children's behaviour, compared to 27 per cent of parents with children 18 years of age and older
- The mental health and work productivity scores of parents concerned about their children's behaviour are lower than parents not concerned about their children's behaviour



■ Parents with children under 18 years old
■ Parents whose children are 18 or older

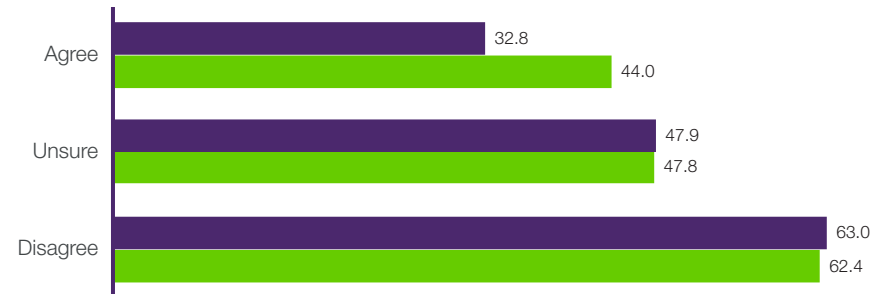
My child or children are experiencing behaviour that I am concerned about.



MHI score by “My child or children are experiencing behaviour that I am concerned about.”



Work productivity score by “My child or children are experiencing behaviour that I am concerned about.”

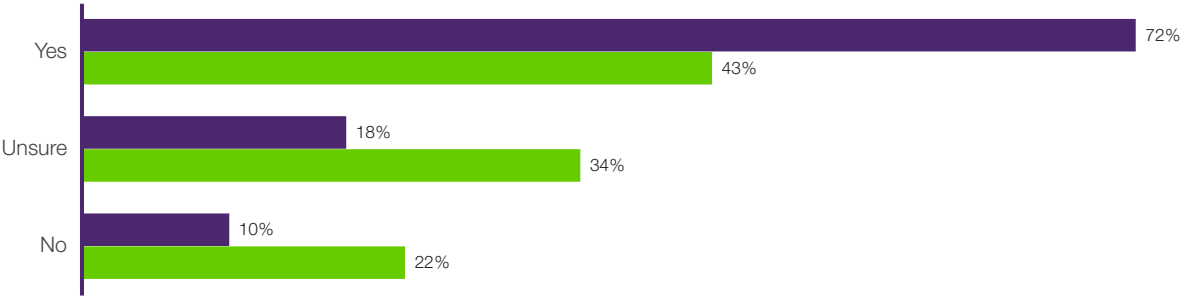


Nearly three-quarters (72 per cent) of parents with children under 18 years of age report the behaviour started or worsened since the pandemic began, compared to 43 per cent of parents with children 18 years of age and older. The mental health and work productivity scores of parents reporting this behaviour started or worsened since the pandemic began are lower than parents who disagree.



- Parents with children under 18 years old
- Parents whose children are 18 or older

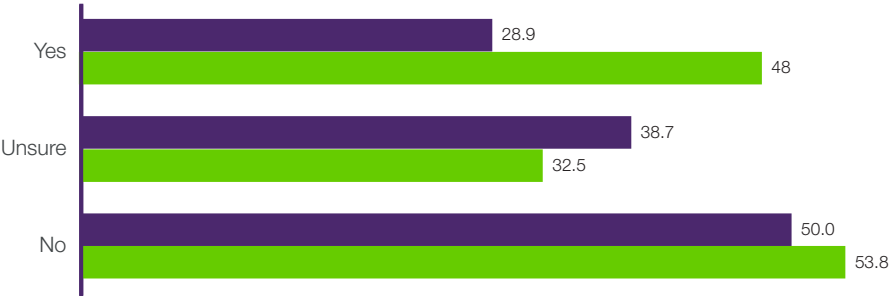
This behaviour started or worsened since the pandemic.



MHI score by “This behaviour started or worsened since the pandemic.”



Work productivity score by “This behaviour started or worsened since the pandemic.”

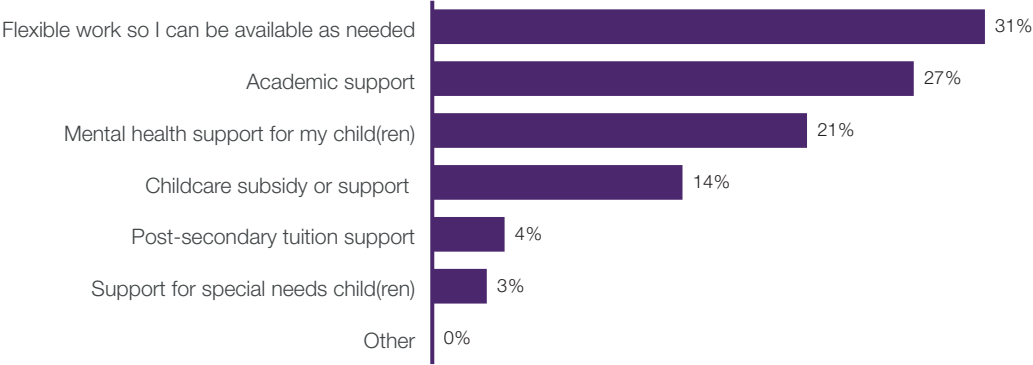


Singaporean parents were asked what would be most valuable as it relates to the wellbeing of their children.

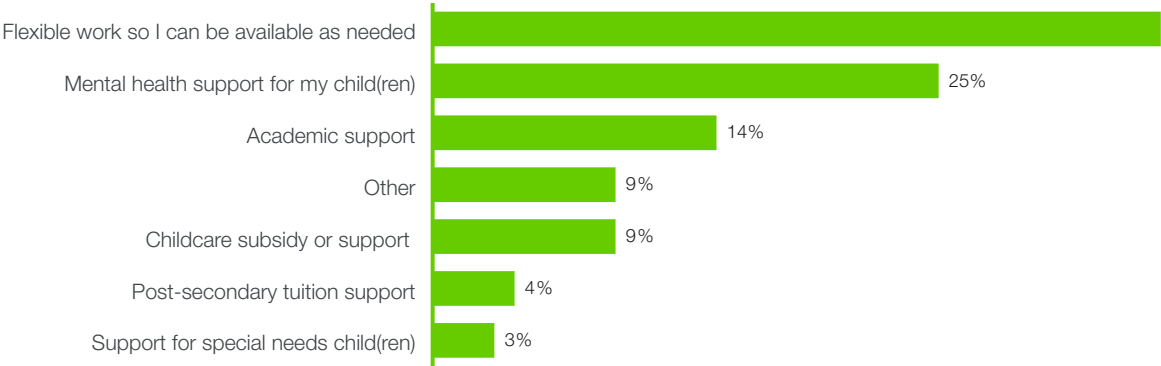
- Nearly one-third (31 per cent) of parents with children under 18 years of age report flexible work as most valued for the wellbeing of their children, 27 per cent report academic support, and 21 per cent report mental health support
- Parents whose children are 18 years old or older report flexible work (36 per cent) as most valued for the wellbeing of their children, followed by mental health support (25 per cent), and academic support (14 per cent)



Most valued for the wellbeing of children under 18 years of age.



Most valued for the wellbeing of children 18 years of age and older.



Remote work

Singaporeans were asked whether they can work flexibly.

- Nearly one-third (30 per cent) cannot work flexibly, and this group has the lowest mental health score (59.4), more than two points below the national average (61.6)
- More than one-quarter (28 per cent) can work flexibly most or all the time, and this group has a mental health score (62.5) modestly above the national average (61.6)
- Non-managers are 40 per cent more likely than managers to report they cannot work flexibly



I am able to work flexibly.




MHI score by “I am able to work flexibly.”

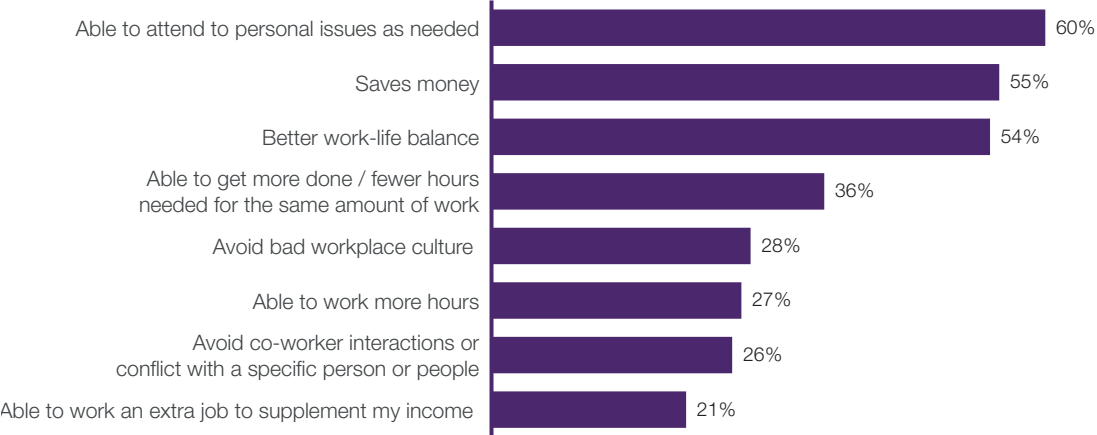


Singaporeans were asked about the advantages they have experienced from remote work.

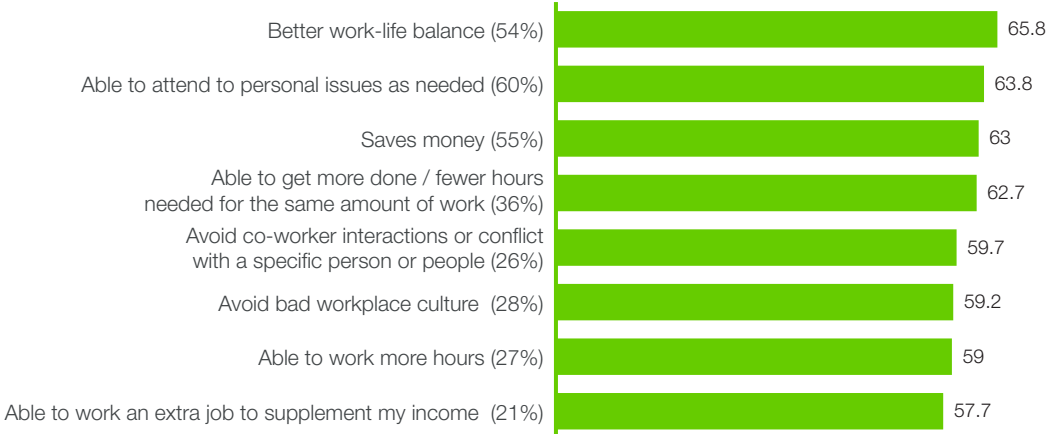
- Three in five (60 per cent) report being able to attend to personal issues when needed, 55 per cent indicate working remotely saves money, and 54 per cent report better work-life balance
- The lowest mental health score (57.7) is among 21 per cent of respondents reporting working an extra job to supplement their income as an advantage to remote work
- Managers are over twice as likely as non-managers to report working more hours as an advantage of remote work
- Parents are nearly twice as likely as non-parents to report working more hours as an advantage of remote work
- Respondents under 40 years of age are two times more likely than individuals over 50 years of age to report working an extra job to supplement their income as an advantage of working remotely



Advantages experienced from remote work.



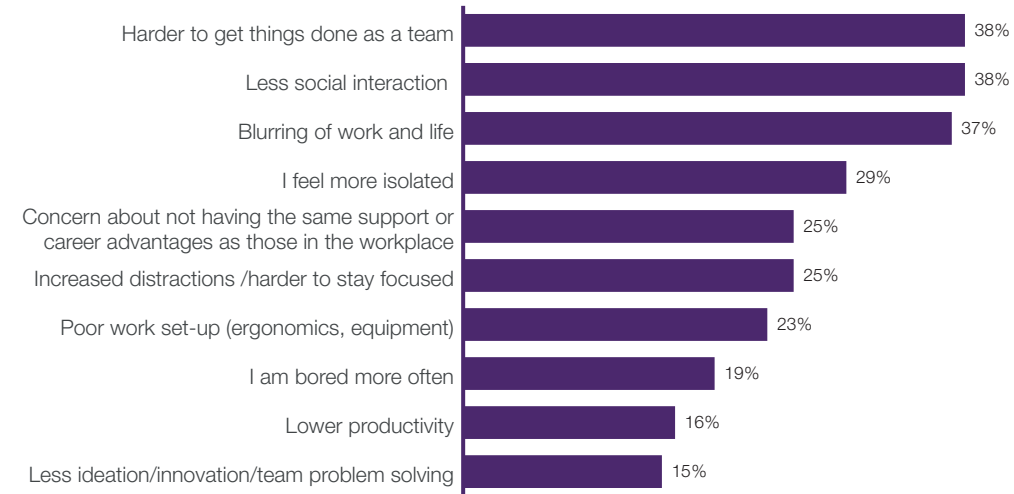
MHI score by “Advantages experienced from remote work.”



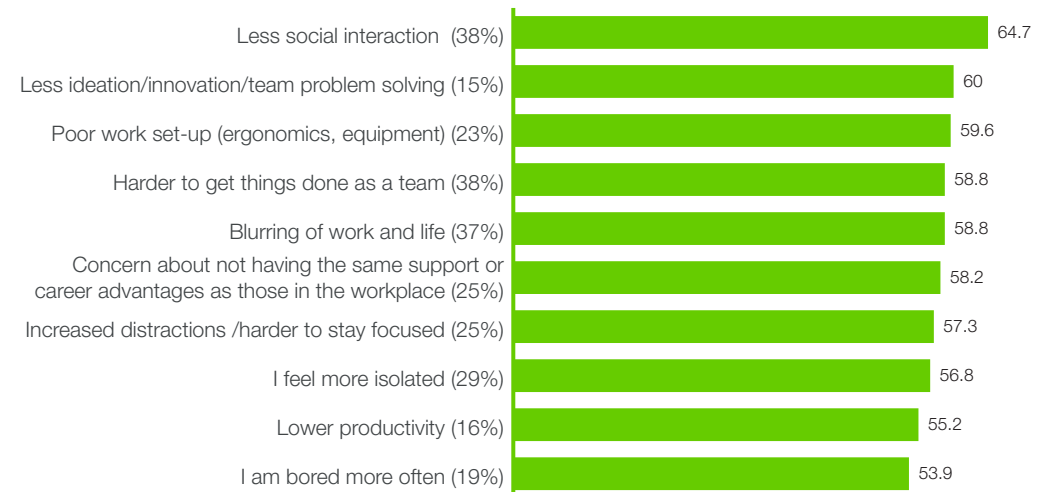
Singaporeans were asked about the disadvantages they have experienced from remote work.

- Nearly two in five (38 per cent) report it is harder to get things done as a team, 38 per cent report less social interaction, and 37 per cent report blurring of work and life
- The lowest mental health score (53.9) is among 19 per cent of individuals who are bored more often as a result of remote work
- Managers are 50 per cent more likely than non-managers to be concerned about not having the same support or career advantages as those in the workplace
- Respondents over 50 years of age are 60 per cent more likely than individuals under 40 years of age to indicate less social interaction as a disadvantage of remote work

Disadvantages experienced from remote work.



MHI score by “Disadvantages experienced from remote work.”



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 the Singapore 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 Singapore. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between January 23 and February 06, 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

