



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

United Kingdom | January 2023



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What you need to know for January 2023.

1. Despite a strong improvement, the mental health of working Britons continues to be significantly strained.

- At 65.6, the mental health of Britons improved 1.5 points from the prior period
- 31% of UK citizens have a high mental health risk, 42% have a moderate mental health risk, and 28% have a low mental health risk
- Anxiety and isolation have been the lowest mental health sub-scores since January 2022
- The mental health score of managers is higher than the score of non-managers and the national average
- Scotland has the lowest mental health score, while Wales continues to have the highest score

2. Three in ten Britons 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 15 points below the national average.
- 57% say their avoidance started or worsened since the pandemic began
- 21% of Britons have difficulty controlling their emotions and the mental health score of this group is more than 21 points below the national average
- 52% say difficulty controlling their emotions started or worsened since the pandemic began
 - Younger respondents (under 40 years of age) are more than twice as likely to have difficulty controlling their emotions and 70% more likely to avoid being with or interacting with others compared to individuals over 50 years of age



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



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



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



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

3. One in seven Britons have cut back on health-related expenses due to inflation.

- 58% have cut back on discretionary spending
- 39% are staying home more
- 4% have cut back on prescription medication
- Parents are twice as likely as non-parents to cut back on expenses related to their health
- Individuals without emergency savings are five times more likely to cut back on prescription medication and twice as likely to cut back on expenses related to their health compared to individuals with emergency savings
- The mental health score of respondents who cut back on prescription medications is nearly 17 points below the national average; respondents who cut back on expenses related to their health have a mental health score nearly 13 points below the national average

4. Nearly one in five Britons say financial pressure is the reason for a decline in their marital/partner relationship.

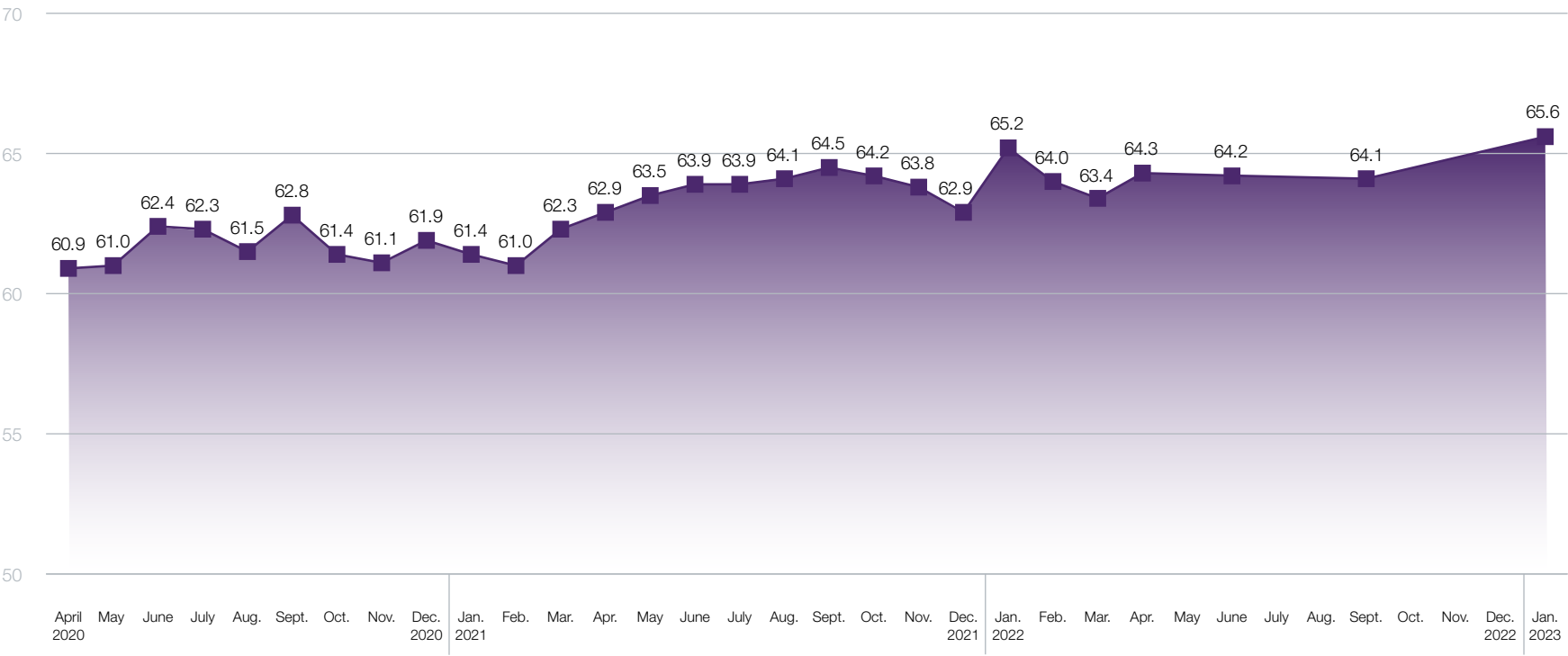
- More than one in ten UK citizens report a decline in the marital/personal relationships since the pandemic began
- 18% say financial pressure is the reason for a decline in their marital/partner relationship
- The mental health score of respondents indicating that their marital/partner relationship has declined because of financial pressure is nearly 18 points below the national average
- Parents are more than twice as likely as non-parents to report financial pressure as the reason for a decline in their relationship

5. Nearly one-quarter of parents would most value mental health support for their children 18 years of age and older.

- 20% of parents with children under 18 years of age are concerned about their children's behaviour; among them, 56% say the behaviour started or worsened since the pandemic
- 12% of parents with children 18 years of age and older are concerned about their children's behaviour; among them, 44% 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 under 18 years of age and 27% of parents with children 18 years of age and older say flexible work is most valued support from their employer
- 23% of parents with children 18 years of age and older and 18% 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 65.6 points, a significant improvement over the prior period.



MHI Current Month
January 2023

65.6

September 2022

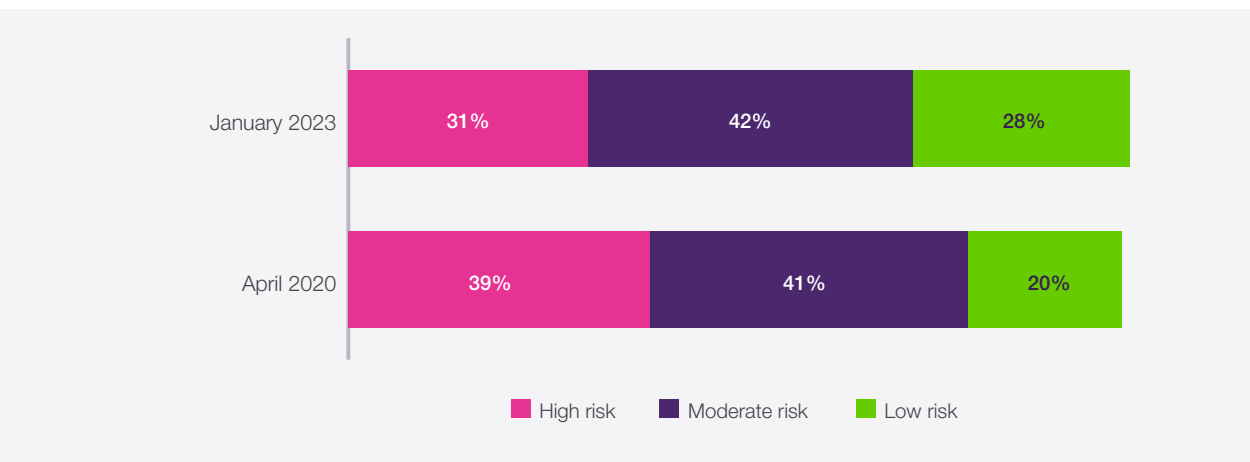
64.1

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



Mental health risk.

In January 2023, 31 per cent of Britons have a high mental health risk, 42 per cent have a moderate mental health risk, and 28 per cent have 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.



In contrast, in April 2020, at the launch of the Index and near the onset of the COVID-19 pandemic, 39 per cent of Britons had a high mental health risk, 41 per cent had a moderate mental health risk, and 20 per cent had a low mental health risk.

Mental Health Index sub-scores.

The lowest Mental Health Index™ sub-score is for the risk measure of anxiety (58.3), followed by isolation (62.9), optimism (63.7), depression (64.8), work productivity (65.5), and general psychological health (72.6). Financial risk (73.4) is the strongest mental health measure in January 2023.

- All mental health sub-scores improved compared to September 2022
- With a 2.5-point increase, the isolation sub-score has the greatest improvement from the prior period

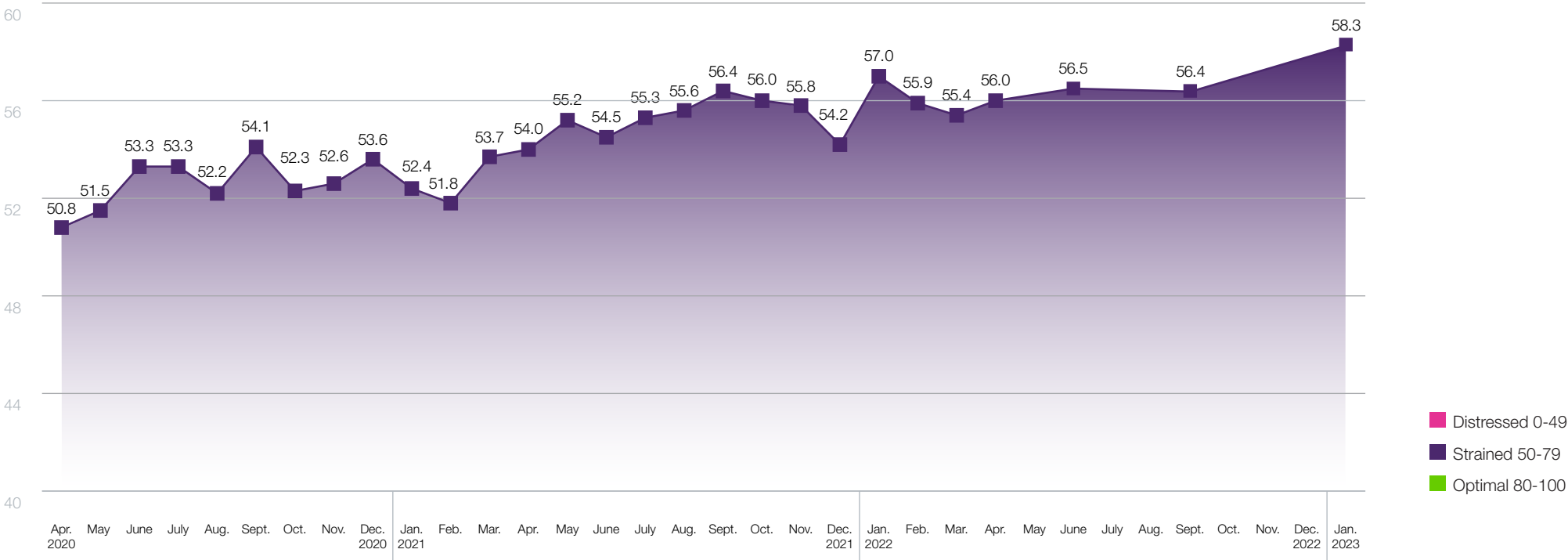
Mental Health Index Sub-scores ¹	January 2023	September 2022
Anxiety	58.3	56.4
Isolation	62.9	60.4
Optimism	63.7	63.0
Depression	64.8	62.7
Work productivity	65.5	64.0
Psychological health	72.6	72.3
Financial risk	73.4	71.9



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

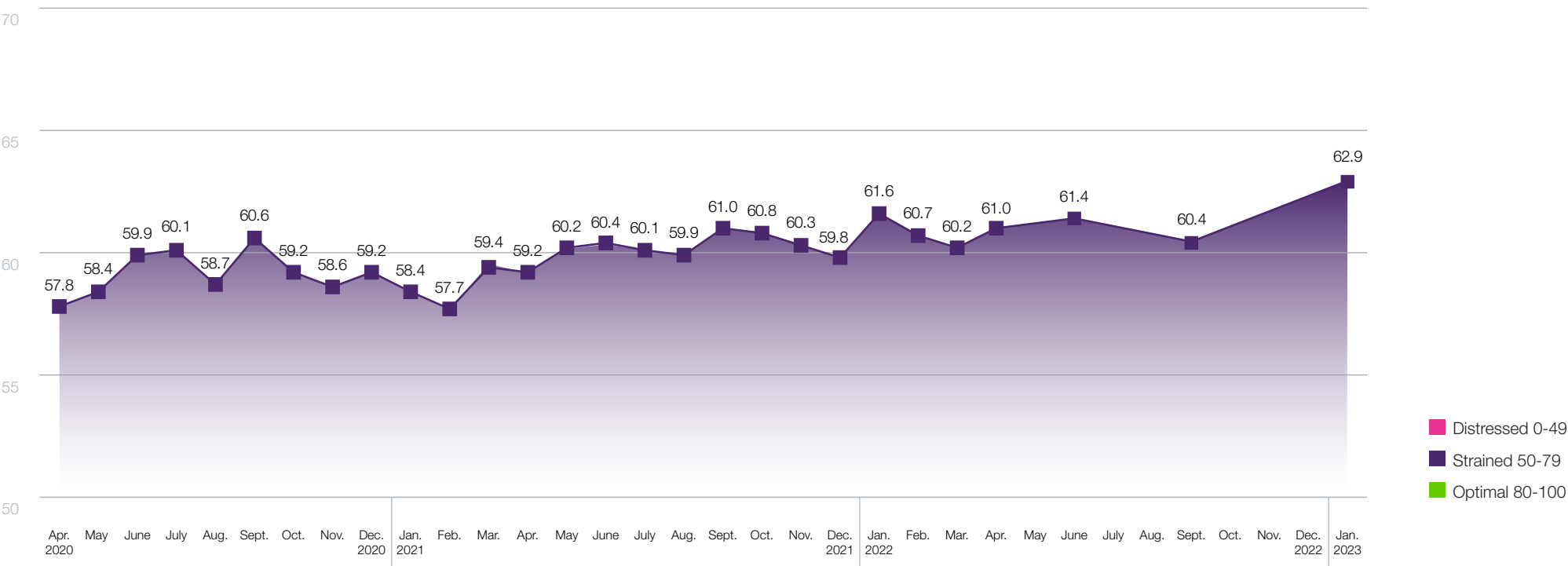
Anxiety

The anxiety sub-score fluctuated through 2020, then showed general improvement to September 2021. Following a decline in December 2021, the score rebounded in January 2022, but thereafter followed a declining trend through September 2022. In January 2023, the anxiety score improved significantly, reaching its high since the launch of the Index.



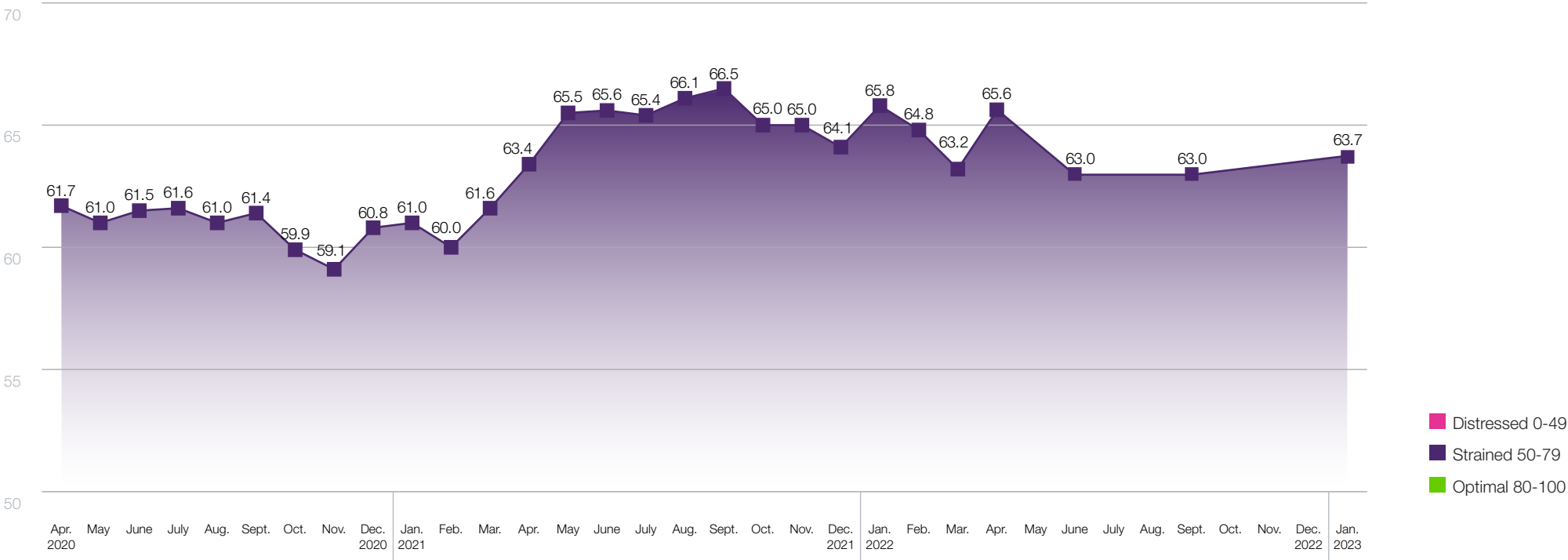
Isolation

Since the launch of the Index in April 2020, the isolation sub-score has varied wildly. In January 2023, the isolation score improved 2.5 points to its high of 62.9.



Optimism

Optimism scores improved from February 2021 to September 2021. Following that period, scores have declined despite two peaks January and April 2022. In January 2023, the optimism sub-score increased modestly from the prior period.



Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In January 2023, the mental health score of women is 62.8 compared to 68.0 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between those 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 those with at least one child (58.3) than those without children (67.1)

Employment

- Overall, three per cent of respondents are unemployed² and six per cent report reduced hours or reduced salary
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (56.3), followed by those working fewer hours (57.1), those with no change to salary or hours (66.0), and those not currently employed (69.1)
- Managers have a slightly higher mental health score (66.9) than non-managers (64.7)
- Self-employed individuals continue to have the highest mental health score (66.9)
- Respondents working for companies with 51-100 employees continue to have the lowest mental health score (61.0)

Emergency savings

- Those without emergency savings continue to experience a lower mental health score (49.2) than the overall group (65.6). Individuals with emergency savings have a mental health score of 70.7

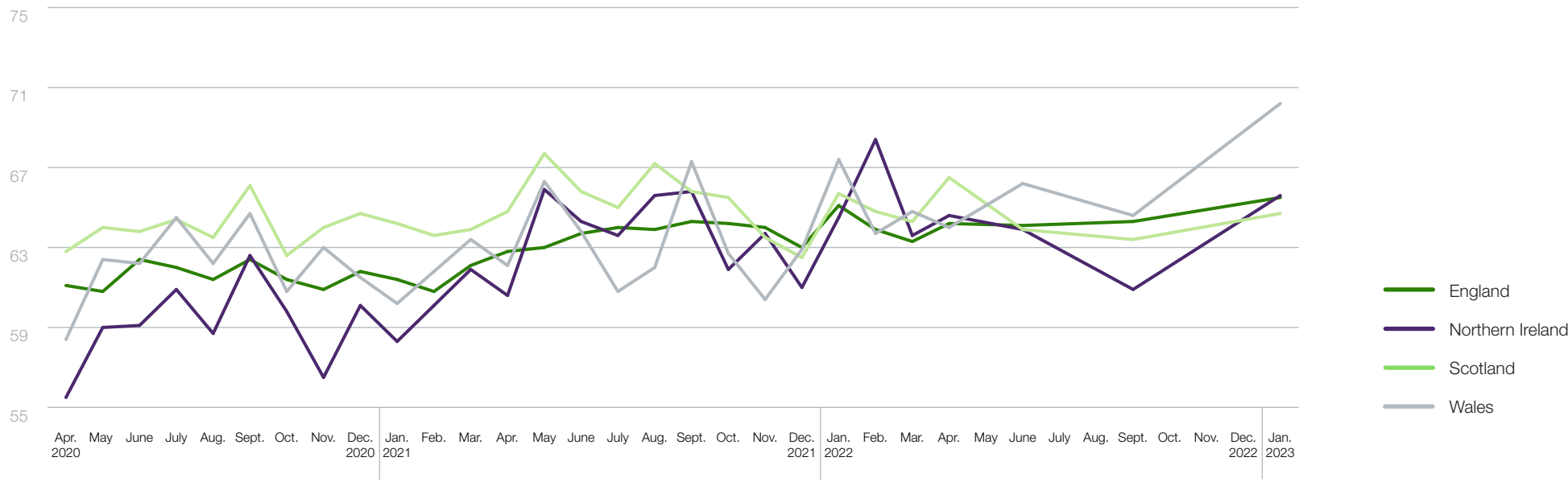


² MHI respondents who have been employed in the past six months are included in the poll.

Mental Health Index (regional).

Since April 2020, regional mental health scores have fluctuated. In January 2023, the mental health scores in all regions improved from the prior period.

- Despite a 1.2-point increase, Scotland has the lowest mental health score (64.7) in January
- With a significant 5.6-point increase, the mental health score in Wales (70.2) continues to be the highest in the country



Employment status	Jan. 2023	Sept. 2022
Employed (no change in hours/salary)	66.0	64.9
Employed (fewer hours compared to last month)	57.1	54.0
Employed (reduced salary compared to last month)	56.3	47.3
Not currently employed	69.1	61.3
Age group	Jan. 2023	Sept. 2022
Age 20-29	57.3	55.9
Age 30-39	59.3	56.6
Age 40-49	62.7	61.0
Age 50-59	66.5	66.0
Age 60-69	71.8	71.3
Number of children	Jan. 2023	Sept. 2022
No children in household	67.1	66.6
1 child	62.2	59.0
2 children	62.9	59.1
3 children or more	58.3	56.7

Region	Jan. 2023	Sept. 2022
England	65.5	64.3
Northern Ireland	65.6	60.9
Scotland	64.7	63.4
Wales	70.2	64.6
Gender	Jan. 2023	Sept. 2022
Men	68.0	66.2
Women	62.8	61.8
Household income	Jan. 2023	Sept. 2022
<£15K/annum	57.2	55.3
£15K to <£30K/annum	59.2	58.2
£30k to <£60K	66.7	65.2
£60k to <£100K	69.8	68.3
£100K and over	76.3	73.9

Employer size	Jan. 2023	Sept. 2022
Self-employed/sole proprietor	66.9	67.6
2-50 employees	66.8	66.1
51-100 employees	61.0	59.5
101-500 employees	66.3	63.8
501-1,000 employees	63.2	62.6
1,001-5,000 employees	66.3	64.3
5,001-10,000 employees	64.9	63.7
More than 10,000 employees	65.7	64.5
Manager	Jan. 2023	Sept. 2022
Manager	66.9	64.6
Non-manager	64.7	64.0

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).

Employees working in Administrative and Support services have the lowest mental health score (59.2) in January 2023, followed by individuals working in Food Services (60.4), and Retail Trade (61.9).

Respondents employed in Real Estate, Rental and Leasing (76.4), Accommodation (75.9), and Technology (70.4) have the highest mental health scores this month.

Changes from the prior month are shown in the table.



Industry	January 2023	September 2022	Change
Health Care and Social Assistance	67.1	61.1	6.0
Wholesale Trade	62.0	57.5	4.5
Other services (except Public Administration)	66.8	63.3	3.4
Real Estate, Rental and Leasing	76.4	73.4	3.0
Transportation and Warehousing	66.3	63.6	2.7
Manufacturing	68.6	65.9	2.7
Administrative and Support services	59.2	57.6	1.6
Professional, Scientific and Technical Services	67.4	65.9	1.5
Retail Trade	61.9	60.8	1.1
Public Administration	63.4	63.2	0.3
Educational Services	66.4	66.3	0.1
Finance and Insurance	67.7	67.9	-0.2
Other	64.2	64.4	-0.2
Arts, Entertainment and Recreation	63.9	64.8	-0.8
Food Services	60.4	61.7	-1.3
Construction	67.2	69.1	-1.9
Technology ³	70.4	-	-
Information and Cultural Industries (excluding media and telecommunications)	65.0	-	-

³ New for 2023: Technology and Information and Cultural Industries (excluding media and telecommunications).

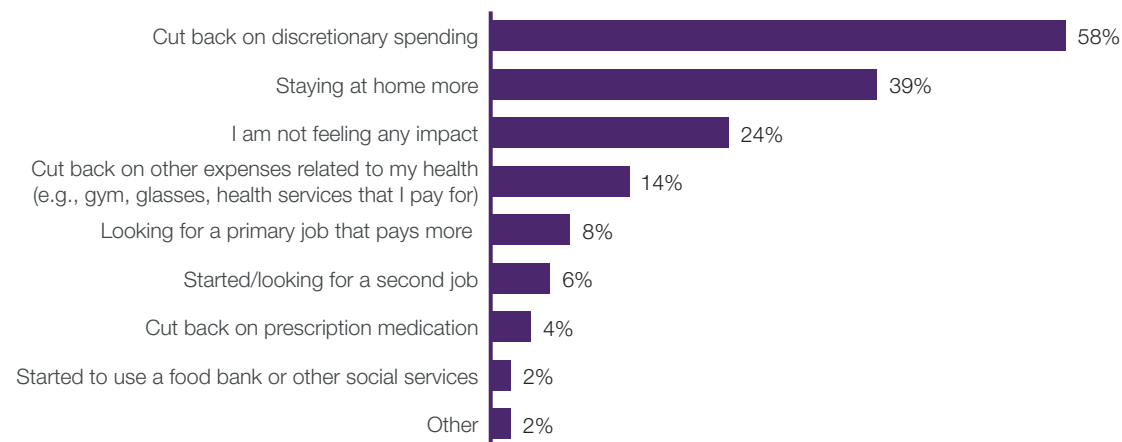
Spotlight

Inflation

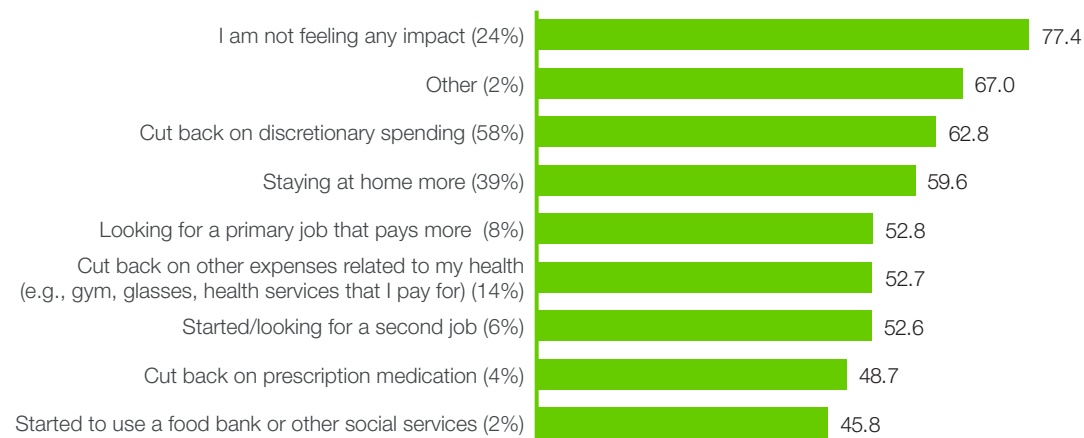
Britons were asked about the impact they have experienced because of inflation.

- Nearly three in five (58 per cent) have cut back on discretionary spending, 39 per cent are staying at home more often, and 14 per cent have cut back on expenses related to their health
- Nearly one-quarter (24 per cent) are not feeling any impact, and this group has the highest mental health score (77.4), nearly 12 points above the national average (65.6)
- Parents are twice as likely as non-parents to cut back on expenses related to their health
- Individuals without emergency savings are five times more likely to cut back on prescription medication compared to respondents with emergency savings
- Individuals without emergency savings are more than twice as likely to start or already started looking for a second job than respondents with emergency savings
- Individuals without emergency savings are more than twice as likely to cut back on expenses related to their health compared to respondents with emergency savings
- Individuals with emergency savings are nearly three 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.”



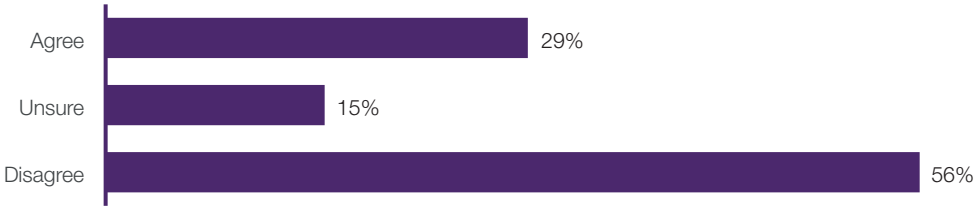
Avoidance

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

- Nearly three in ten (29 per cent) avoid being with or interacting with others, and this group has the lowest mental health score (50.0), more than 15 points below the national average (65.6)
- More than half (56 per cent) do not avoid being with or interacting with others, and this group has the highest mental health score (75.6), 10 points above the national average
- Respondents under 40 years of age are nearly 70 per cent more likely than individuals over 50 to avoid being with or interacting with others
- Nearly three in five (57 per cent) report their avoidance started or worsened since the pandemic began, and this group has the lowest mental health score (45.7), nearly 10 points below the national average (65.6)



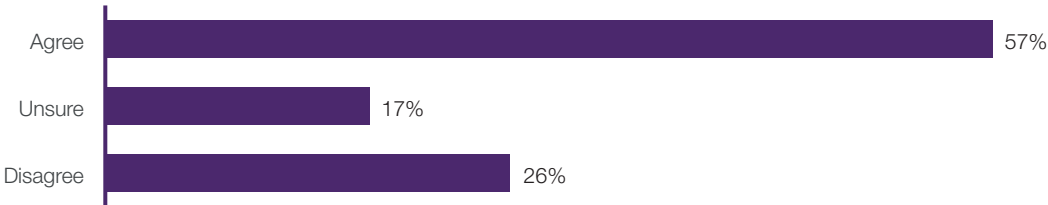
I avoid being with or interacting with others.



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.”

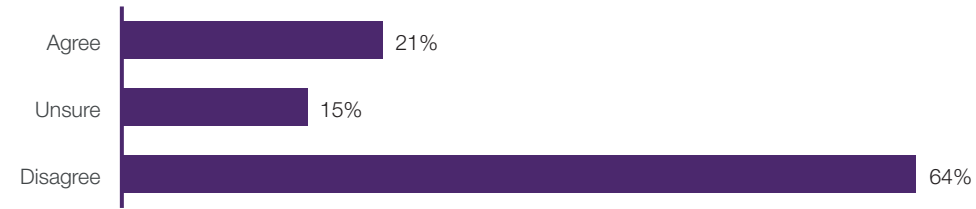


Control

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

- More than one in five (21 per cent) often have difficulty controlling their emotions, and this group has the lowest mental health score (44.0), more than 21 points below the national average (65.6)
- Nearly two-thirds (64 per cent) do not have difficulty controlling their emotions, and this group has highest mental health score (75.2), nearly 10 points higher than the national average (65.6)
- Respondents under 40 years of age are more than twice as likely as individuals over 50 to have difficulty controlling their emotions
- Individuals without emergency savings are more than twice 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
- More than half (52 per cent) report the difficulty controlling their emotions started or worsened since the pandemic began, and this group has the lowest mental health score (41.6), 24 points below the national average (65.6)

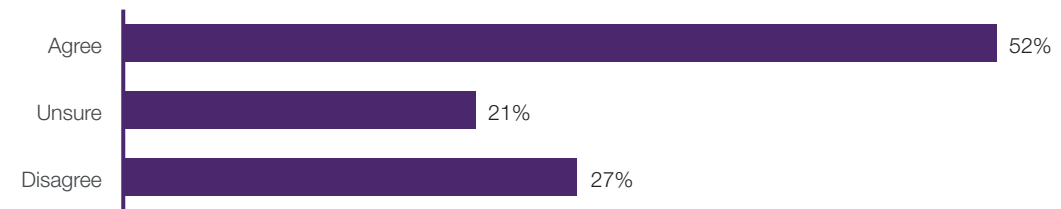
I often have difficulty controlling my emotions.



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

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

- Eleven per cent indicate their marital/partner relationship has declined compared to before the pandemic, and this group has the lowest mental health score (50.8), nearly 15 points below the national average (65.6)
- Almost one in ten (9 per cent) report their marital/partner relationship improved compared to before the pandemic, and this group has a mental health score (65.7) similar to the national average (65.6)
- Nearly four in five (79 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 (69.5), nearly four points above the national average (65.6)
- Respondents under 40 years of age are more than four 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.



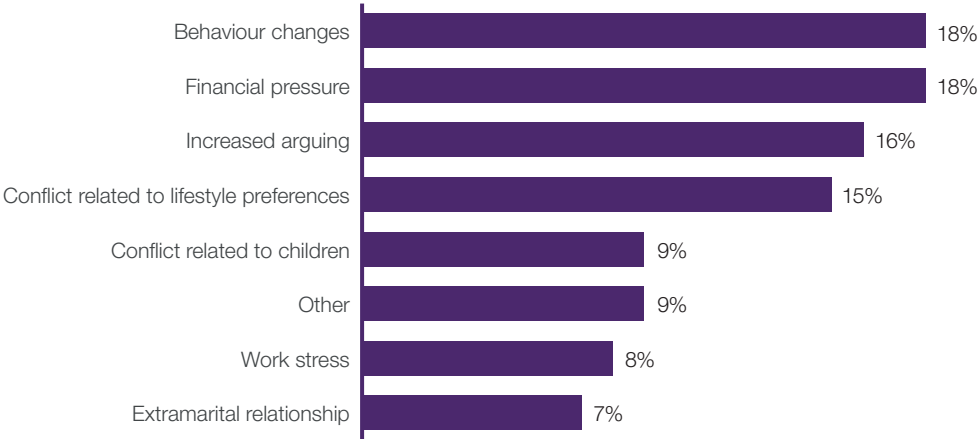
MHI score by “Change in marital/partner relationship compared to before the pandemic.”



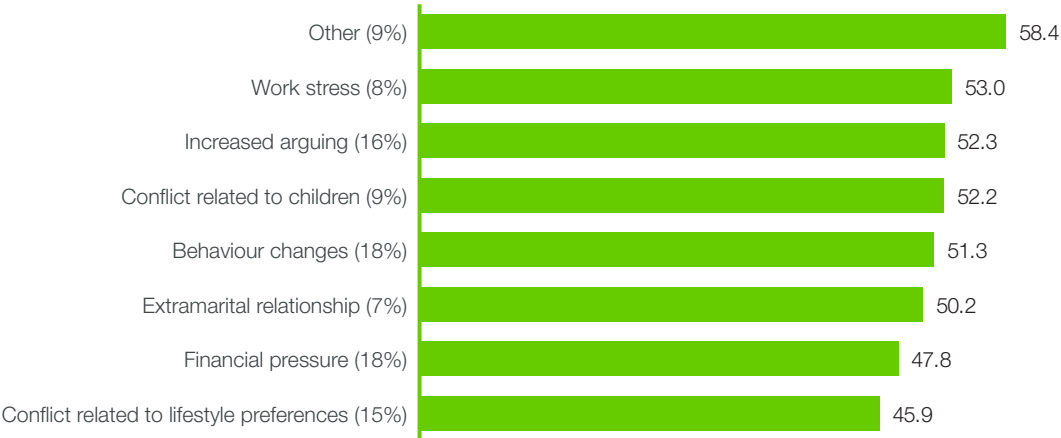
Britons reporting a decline in their marital/partner relationship were asked for the reasons.

- Eighteen per cent report behaviour changes, 18 per cent report financial pressure, 16 per cent report increased arguing, and 15 per cent report conflict related to lifestyle preferences as reasons for a decline in their relationship
- The lowest mental health score (45.9) is among 15 per cent reporting conflict related to lifestyle preferences as the reason for a decline in their relationship
- Respondents under 40 years of age are six times more likely than individuals 50 years of age and older to report conflict related to children as the reason for a decline in their relationship
- Parents are more than twice as likely as non-parents to report financial pressure as the reason for a decline in their relationship
- Individuals who do not have emergency funds are more than 50 per cent more likely than who has emergency funds 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

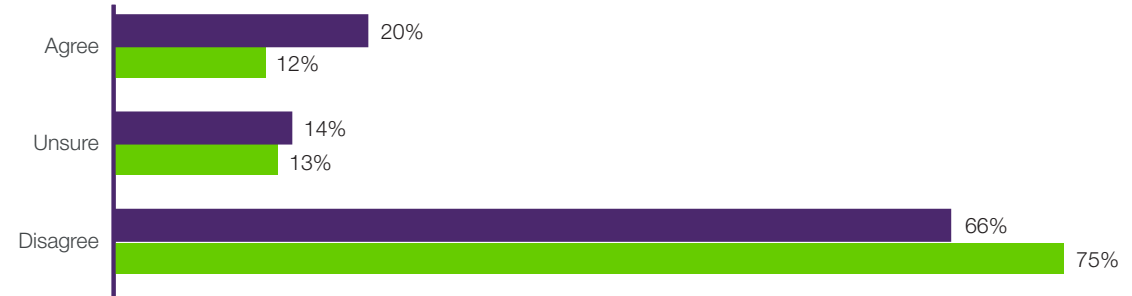
British parents were asked whether they are concerned about their children's behaviour.

- One in five (20 per cent) parents with children under 18 years of age are concerned about their children's behaviour, compared to 12 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 18 years of age and older have better mental health and work productivity scores than parents with children under 18 years of age



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

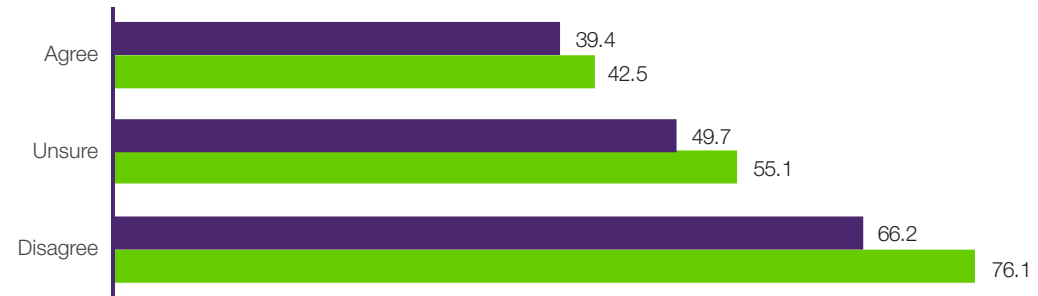
My child or children are experiencing behaviour that I am concerned about.



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.”

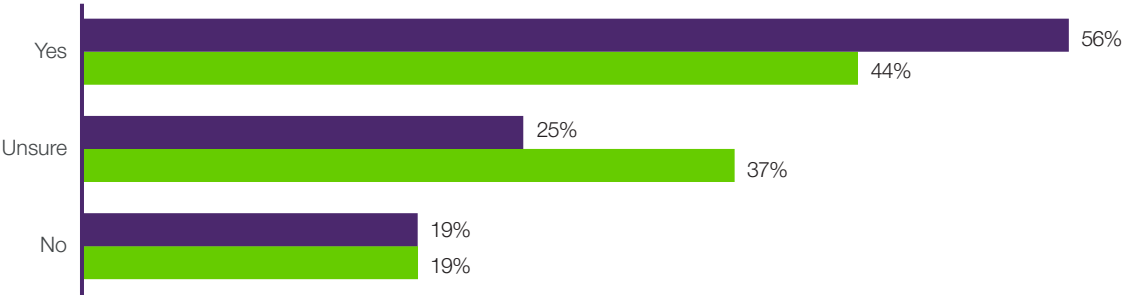


More than half (56 per cent) of parents with children under 18 years of age report the behaviour started or worsened since the pandemic began, compared to 44 per cent of parents with children 18 years of age and older. The mental health scores of parents reporting this behaviour started or worsened since 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.”

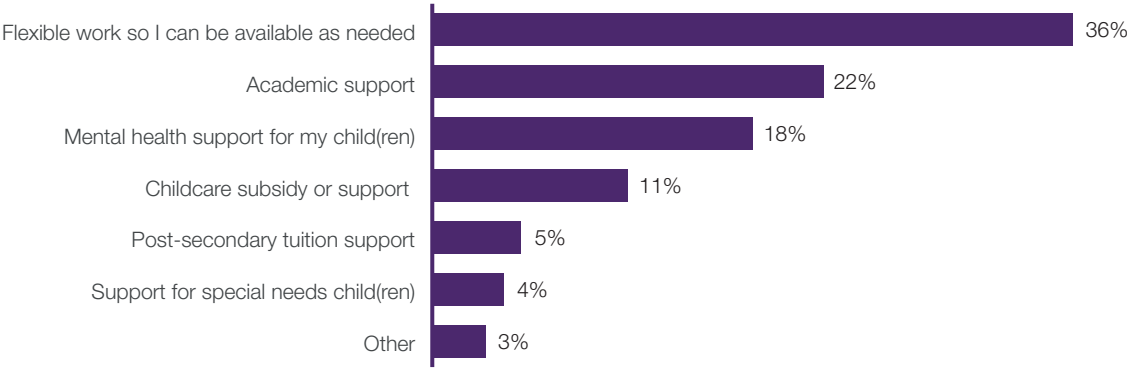


British parents were asked what would be most valuable as it relates to the wellbeing of their children.

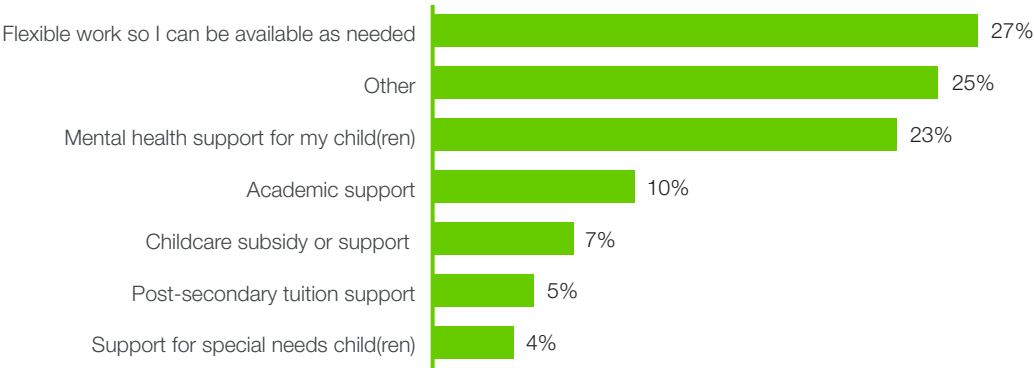
- More than one-third (36 per cent) of parents with children under 18 years of age report flexible work as most valued for the wellbeing of their children, 22 per cent report academic support, and 18 per cent report mental health support
- Parents whose children are 18 years old or older report flexible work (27 per cent) as most valued for the wellbeing of their children, followed by mental health support (23 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

Britons were asked whether they can work flexibly.

- More than one-third (34 per cent) cannot work flexibly or may work flexibly some of the time; these groups have mental health scores below the national average
- Nearly one-third (32 per cent) can work flexibly most or all the time, and this group has the highest mental health score (70.0), more than four points above the national average (65.6)
- Parents are 50 per cent more likely than non-parents to report they can work flexibly some of the time



I am able to work flexibly.



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

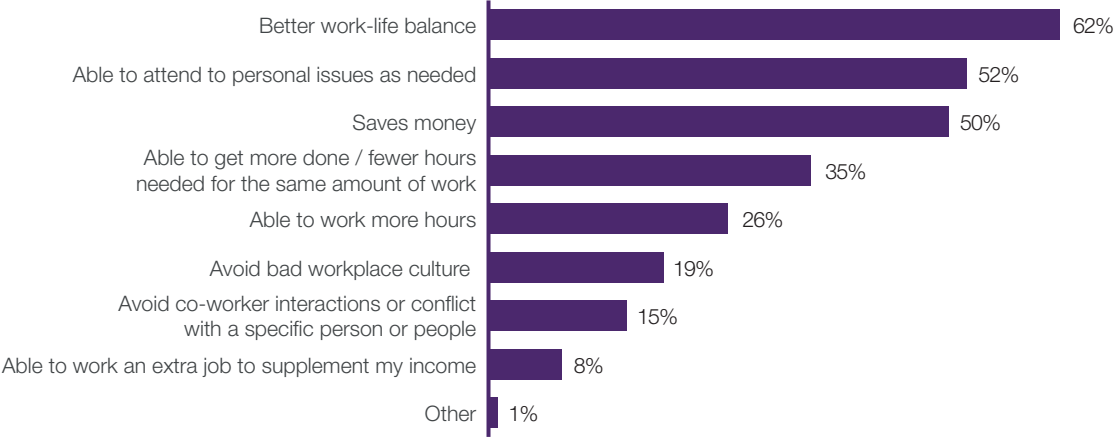


Britons were asked about advantages they have experienced from remote work.

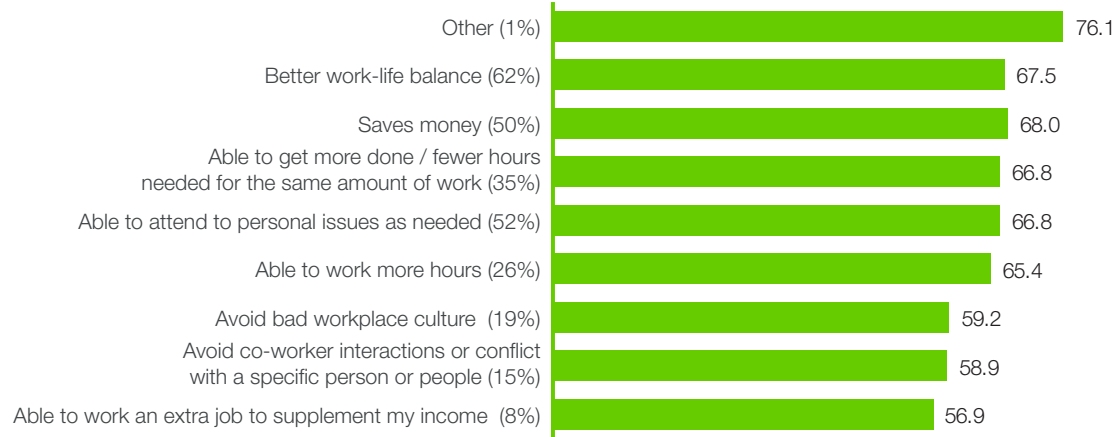
- More than three in five (62 per cent) report that working remotely provides a better work-life balance, 52 per cent report being able to attend personal issues when needed, and 50 per cent report that it saves money
- The lowest mental health score (56.9) is among eight per cent of respondents reporting the ability to work an extra job to supplement their income
- Parents are twice as likely as non-parents to report working an extra job to supplement their income as an advantage of working remotely
- Respondents under 40 years of age are more than four times as likely as individuals over 50 years of age to report working an extra job to supplement their income as an advantage of remote work



Advantages experienced from remote work.



MHI score by “Advantages experienced from remote work.”



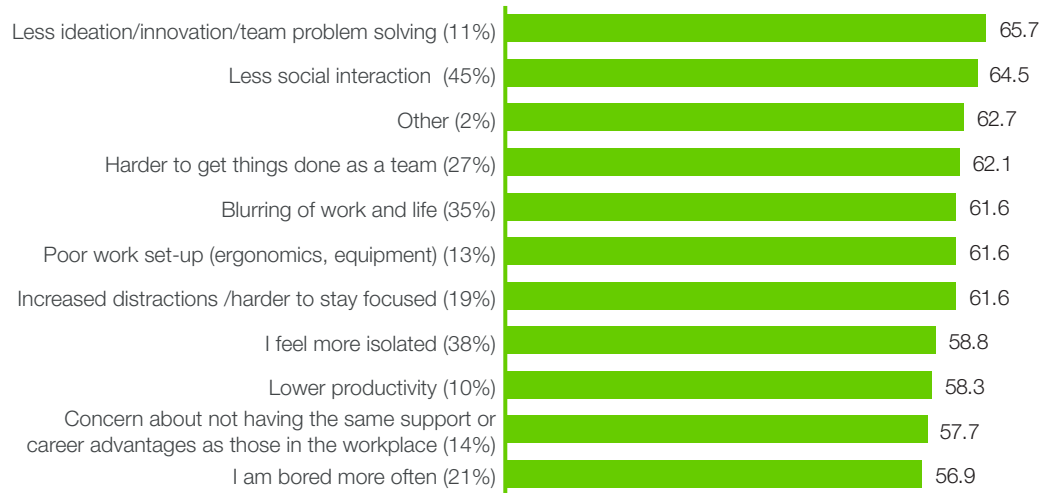
Britons were asked about disadvantages they have experienced from remote work.

- More than two in five (45 per cent) report having less social interaction as a disadvantage of remote work, 38 per cent report feeling more isolated, and 35 per cent report blurring of work and life
- The lowest mental health score (56.9) is among 21 per cent of individuals being bored more often
- Respondents under 40 years of age are 50 per cent more likely than individuals over 50 years of age to be concerned about not having the same support or career advantages as those in the workplace
- Respondents 50 years of age and older are 50 per cent more likely than individuals under 40 years of age are to cite 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 2,000 people who live 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. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between January 17 and January 24, 2023.

Calculations

Beginning in May 2022, corresponding to year 3 of the Mental Health Index, scores are represented as absolute. The move to absolute scores has been taken given the degree of change that has occurred over the last two years. It is unlikely that a return to pre-pandemic levels will be realized hence, the reference relative to that benchmark is no longer relevant.

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

