
The Support Mechanism on Mental Health and Wellness Program for Nurses in Victoriano Luna Medical Center

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Abstract — Nursing is one of the most respected yet challenging professions. It is a profession of integrity and compassion, providing the largest and most diverse services in all aspects of health services. The working conditions wherein nurses dispense patient care service expose them to critical conditions of patients, over-exposure to unpleasant environment, stressful emergencies, alongside rushed, extended shifts, and continuously widening scope of workloads that test their resilience, leading to prevalence cases of mental health problems among them and threatening the quality of patient care they provide. This study described the mental health and wellness support mechanisms for nurses at Victoriano Luna Medical Center. Quantitative-descriptive research design was applied in the study using survey questionnaire administered to the 155 military and civilian nurses rendering active duty in the different wards of Victoriano Luna Medical Center. Findings revealed that VLMC provided more cognitive support to nurses for their mental health as manifested in the regular conduct of education and training that help the nurses become knowledgeable on current health trends, thus, allowing them to cope with the challenges of the changing healthcare landscape. Also, the nurses were provided with more physical wellness support particularly the provision of areas that encourage physical activities and sports engagement. Additionally, it was found that most of the challenges encountered by the nurses in the performance of their duties were on shortage of Wardman or institutional workers who can perform tasks that would allow nurses to focus directly or concentrate on caring for patients.

Finally, it was recommended that the VLMC management must create a policy prioritizing the enhancement of resilience among nurses, engage the nurses in workshops that facilitate social coping strategies to overcome stress, initiate programs that provide opportunities for advanced counselling sessions, adjusting the nurses' workload for leisure and relaxation to be doable, initiate reforms on mental health and wellness programs, focusing on a more systematic and responsive system of evaluation to identify nurses needing priority interventions, organizing and fostering self-care, conducting reflection activities, inculcating positivism, and organizing focus groups to address issues on benefits and to develop a strategic plan that will ensure sustainability of resilience-building mechanisms for nurses.

I. INTRODUCTION

Nursing is one of the most respected professions providing the largest and most diverse services in all aspects of health services. Indeed, nurses deal with different situations like critical conditions of clients, over-exposure to unpleasant environment, new casual staff, and stressful emergencies in addition to the daily rushed, extended shifts, and higher and wider scope of workloads that test their resilience.

Consequently, the nature of work of nurses as health services providers expose them to risks and pressures that may affect their mental health. In fact, the work experiences of healthcare workers particularly during national health emergencies took toll on their mental health as the common cause of depression, anxiety and stress among them was arising and serious in nature (Salari, et al., 2020), while it was established that resilient nurses with higher organizational

and social support have lower anxiety (Labrague et al, 2020). With these, it is crucial that nurses are provided with mental health support to ensure optimum health and wellbeing that allow them to deliver quality and responsive patient care.

Specifically, the World Health Organization (WHO) defines mental health as the state of wellbeing in which the individual understands his/her own capabilities, can handle the normal stresses of life, can work efficiently and productively, and is able to contribute to his or her community (WHO, 2018). It denotes cognitive, behavioral, and emotional well-being; how an individual feels, uses his mental reasoning, and acts in certain situations; thus, it is an integral and crucial component of health (Felman, 2020).

Despite the complexity and diversity of roles nurses are expected to overcome challenges and to continue to deliver high quality health care. In this case, it is critical and imperative that the mental health and wellbeing of nurses are given priority and support considering it has a great impact in their personal and professional lives that enable them to function to their optimum capability. As the Implementing Rules and Regulations of Republic Act No. 11036 clearly mandates, “The State affirms the essential right of the people that need mental health services...wellbeing is promoted and guaranteed that mental health is a top priority.” (Department of Health, 2020). Similarly, the Philippine Mental Health Act of 2017 that gives a complete concept for the fulfillment of mental healthcare settings in the Philippines (Samaniego, et al. 2019). Likewise, Letter Directive Number 33, OTAG/OTCN dated 10 June 2020 for the Promotion of Mental Health and Psychosocial Support (MHPSS) Program to Responders and Personnel with COVID-19 in the AFP was released.

With the COVID-19 pandemic, the huge hurdles at times overwhelm the Health Care Workers’ capacity to cope up (Hyder, 2020). Nearly 1.29 million COVID-19 cases were attributed to health personnel as they were being forced to work on longer shifts to cover manpower shortage resulting to co-workers getting ill. They were also wearing uncomfortable Personal Protective Equipment (PPE). They experienced the blows of restrictions, social stigma, and constant fear of infecting their families. All of these can take toll on the mental health and wellness of nurses and can affect the health care system and the services they provide in the long run (World Health Organization, 2020).

Globally, the report of Amnesty International, Public Services International (PSI), and UNI Global Union on March 2021 estimated that more or least 17,000 medical workers sacrificed their life due to COVID-19 for the past year, calling for immediate action to vaccinate large number of health workers. They stated that it is both a tragedy and an injustice that one medical worker made the ultimate sacrifice due to COVID-19 every 30 minutes. It was also emphasized that health professionals throughout the globe have risked their lives to contain the spread of COVID-19, but large number of medical workers become vulnerable and lost their life (Cockburn, 2021). Meanwhile, the current data of the Department of Health as of 06 March 2021, revealed that there are 15,076 total confirmed cases of COVID-19 among healthcare workers with 82 deaths. In the Philippine Army, there are about 126 healthcare workers infected with COVID-19 since the onset of the outbreak. Hospitals and quarantine facilities all over the world and in the Philippines were saturated due to the sudden influx of COVID-19 positive cases (Araneta, 2021).

Nurses at the Army General Hospital (AGH) and the Military Treatment Facilities (MTFs) of Philippine Army (PA) were also seriously affected as they struggled with personnel, logistical and fiscal difficulties. Nurses deployed in COVID-19 isolation facilities like in Rizal Medical Coliseum (RMC) and Ninoy Aquino Stadium (NAS) endured continuous and cyclical 21 days duty and 14 days quarantine as the high-risk working condition added to the burden of work conflict, personal, marital, and family problems, causing tremendous mental, physical, and psychological pressure manifested in stress, irritability, loneliness and mental fatigue indicating high prevalence of depression, anxiety and stress in healthcare workers (Salari, et al. (2020).

At Victoriano Luna Medical Center (VLMC), a significant number of nurses have been exposed to and/or tested positive with COVID-19, leading to weeks of quarantine, further aggravating shortage of nurses who are always in direct exposure to the patients. With low, depleting resiliency and support mechanisms or interventions, healthcare workers will give way to burnout, and this can eventually lead to the breakdown of the quality of the healthcare services. During the peak of COVID-19 pandemic VLMC resorted to extending the shifts of its nurses from eight hours to twelve hours to cope with the influx of patients resulting from indefinite sick leaves of personnel who have been exposed to or infected with the virus. Provision of mental health and psychosocial support (MHPSS) in addition to debriefing is a known support mechanism for nurses at VLMC to which the researcher believes is not sufficient considering the bulk of responsibilities expected from nurses.

Due to aforesaid circumstances, the researcher decided to conduct this study, believing that it is crucial for nurses be resilient for them to cope with the challenges of their work and the demands of their work environment. As health care providers, nurses need to maintain normal mental health and wellness. Thus, this study also determined ways to enhance nurse resilience to ensure a responsive health care system that is consistent in rendering quality patient care services.

Statement of the Problem

This study assessed the support mechanisms on mental health and wellness program for nurses in Victoriano Luna Medical Center.

Specifically, the study answered the following questions:

1. What is the profile of the respondents in terms of:
 - 1.1 Age;
 - 1.2 Sex;
 - 1.3 Marital status;
 - 1.4 Level of education;
 - 1.5 Work unit; and
 - 1.6 Years in service?
2. What is the extent of support mechanisms on mental health and wellness program for nurses in Victoriano Luna Medical Center?
 - 2.1 Mental Health;
 - 2.1.1 Cognitive
 - 2.1.2. Emotional
 - 2.1.3. Behavioral
 - 2.2 Wellness;
 - 2.2.1 Physical Health
 - 2.2.2. Social Health
 - 2.2.3. Spiritual Health
3. What are the problems encountered by the nurses in the performance of their duties at Victoriano Luna Medical Center?
4. What measures could be proposed to enhance the implementation of the support mechanisms on mental health and wellness program?
5. What are the implications of the study to Nursing profession?

LITERATURE REVIEW

The literature review bring knowledge to make a comprehensive and thorough research study . These will also be used to enhance the framework structure, relevance, and significance of the study.

Mental Health

Moitra, et. al (2021), stated that during COVID-19, a significant number of Health Care Workers (HCW) experiencing mental health problems was reported. It is also indicated in their article the emergence of inequalities among HCW subgroups that are affected.

WHO (2018) claimed that the well-being and successful functioning are dependent on their mental health. It is more than just the lack of a mental illness; it is the capacity to act and able to understand the responses of inner and outer side of the individual. Mental health is a process of balancing both internal and external environment. This process is induced by a complex factors either in spiritual, social and cultural, and other intertwine and involved factors.

Additionally, the Centers for Disease and Control and Prevention (2018) stated that emotional, psychological, and social well-being all contribute to mental health. It affects how a person react in a certain stimulus. It also influences how they deal with stress, interact with people and make good decisions. Mental illness expose the possibility of injury both physical and mental health that caused long term disease.

Moreover, the National Institute of Mental Health (2016), discussed that depression is a continuous feeling of loneliness, anxiety, or “empty” mood. A depressed person experiences hopelessness or cynicism that last for a day, or for weeks, they lost interest in hobbies and activities that they used to enjoy, lack of sleep, over-sleeping and early morning awakening are common signs of depression.

Wellness

Wellness is the stability with respect to their physical, mental, and social well-being. The American Nurses Association (2018) cited that training for self-care is necessary among nurses considering they prioritized the safety of others than their primary safety. It stated that it is crucial to educate nurses and health care institution management on the importance of nurse self-care because the nurses give the highest and quality patient care in health care delivery system.

On the other hand, Smith (2016) emphasized that workplace interventions can also help reduce stress to cope with work adversities and it counts as one of the best to address and avoid mental problems and stress considering the workplace is a factor for maximizing individuals mental and wellbeing, thus, reducing absence due to sickness, lowering staff turnover, and boosting productivity.

Support Mechanisms for Mental Health Resilience and Wellness

Riopel. (2021) claimed that developing resilience is couple with stress both physical and mental. Fortunately, resilience can be obtained by creating healthy thoughts, good and positive behaviors that enable the individual to overcome stressful environment and situation. However, resilience is changeable in nature and no one can predict the future. He described a resilient person as one constantly developed positive outlook in life and commitment both internal and external support that fortify individual strength.

Meanwhile, Mateo, et. al. (2020) discussed that nurses deal with high intensity hospital activities that are both emotionally and physically draining. According to them, it is crucial for nurses to have enough and armed with good attitude, skills and knowledge and a positive coping mechanism to handle adversities in life and any other circumstances for the patients and other situation.

In an article published by Gallo (2019), it was stated that building resilience among health care workers by capitalizing skills and knowledge to cope with the challenges and problem to improve and develop their physiological, spiritual, and emotional well-being can prevent burnout and stress. Meanwhile, Kagan (2019) stated that fringe benefits as giving remuneration aside from salary they received, free from taxes as much as requirements conform to the law. Categorically, additional fringe benefits can create a positive effect for the hiring of new personnel in the hospital setting. Meanwhile, Kagan (2019) stated that fringe benefits as giving remuneration aside from salary they received, free from taxes as much as requirements conform to the law. Categorically, additional fringe benefits can create a positive effect for the hiring of new personnel in the hospital setting.

According to DOH (2020), everyone is concerned about his or her mental health and well-being. Addressing mental, neurological, and substance (MNS) issues helps to the achievement of the sustainable development goals (SDGs). A thorough program for mental such as preventive, promotive, treatment, and rehabilitation; for the individual, particularly those that exposed to mental health problems or disorder ; part of many treatment settings ranging from community to facility; that is implemented from the national to the lower echelon of care; and supported by the organization or even the government. Components of the mental health program include daily living wellness, life-changing experience, mental illness, neurologic syndromes, and substance abuse and other forms of addictions.

II. METHODOLOGY

This study was conducted at Victoriano Luna Medical Center (VLMC), Quezon City. VLMC is the premier hospital of the Armed Forces of the Philippines Health Service Command, located at Victoriano Luna Avenue in Quezon City, Manila. The quantitative-descriptive method was utilized in this study. The researcher utilized the Slovincs' formula to determine the sample size required for the study. When the sample size was determined, the researcher used random sampling technique by using "fishbowl" method. The names of the nurses were assigned a particular number which was written on a piece of paper and then rolled and placed in a bowl. The researcher randomly picked a sample from the bowl until the desired number of respondents is reached. The instrument was validated and reliability tested. The researcher followed the standard operating procedures in conducting this research which included observing the following guidelines for ethical considerations. The protocols also included securing permission to conduct the study from the Commanding Officers and respective ward supervisors of VLMC, distribution and retrieval of informed consent along with the research tool and observing the confidentiality of all responses.

III. RESULTS AND DISCUSSION

Profile of the Respondents

The profile of my respondents in terms of age, gender, civil status, educational attainment, wards assignment and years in the service.

Table 1
Profile of the Respondents

Unit	Frequency <i>F</i>	Percentage Distribution <i>%</i>
Age		
20-30	34	22.00
31-40	93	60.00
41-50	21	14.00
>50	7	4.00
Total	155	100.0
Gender		
Female	90	58.00
Male	65	42.00
Total	155	100.0
Civil Status		
Married	121	78.00
Single	34	22.00

Total	155	100.0
Educational Attainment		
BS Nursing Graduate	98	63.00
Master's Degree Graduate	34	22.00
Units in Master's Degree	18	12.00
Units in Doctorate Program	5	3.00
Total	155	100.0
Ward/Area Assigned		
Medical Inter-service Care Unit	18	12.00
Surgical Inter-service Care Unit	18	12.00
Male Medical Ward	17	11.00
Neonatal Intensive Care Unit	17	11.00
OB	17	11.00
Orthopedic Ward	17	11.00
Female Medical Ward	14	9.00
Post-Operative Care Unit	14	9.00
Genito-urinary Ward	12	8.00
Neuro-Surgery Ward	11	7.00
Total	155	100.0
Years in Service		
<5	8	5.00
5-10	17	11.00
11-15	115	74.00
16-20	8	5.00
>20	7	5.00
Total	155	100.0

Findings showed that majority of respondents (60 %), were aged between 31 to 40 years old and the least number of respondents, 4%, indicated being above 50 years old. In terms of gender, most of the respondents, 58, were female while male respondents make up only 42 percent. The majority of the respondents also indicated being married, 78% and the rest were single, 22%. In terms of educational attainment, majority of them indicated BS Nursing Graduate as educational attainment, 63 percent, while only 3 percent indicated pursuing doctorate studies.

Most of them were rendering duty at the Medical Inter-Service Care Unit, 12 percent and Surgical Inter-Service Care Unit, 12 percent, and the least were on duty at the neuro-surgery ward, 7 percent. The respondents also had been practicing as a nurse between 11 to 15 years, 74 percent, and the smallest percentage of the nurses were in the service for more than 20 years, 5 percent.

2. Support Mechanisms on Mental Health and Wellness Program for Nurses in Victoriano Luna Medical Center

Table 2
Support Mechanisms on Mental Health for Nurses in Terms of Cognitive Support

Statements	Mean	Verbal Interpretation
1.The hospital conducts education and training conventions that foster sharing of new knowledge and skills.	4.46	Highly Implemented
2.The hospital conducts activities that facilitate understanding of workplace norms and stories that determine nurses work life perspectives, like orientation, professional development activities, team buildings, etc.	4.43	Highly Implemented
3.The hospital supports education leave and other forms of breaks that allow nurses to pursue advance schooling.	4.38	Highly Implemented
4.The hospital sends nurses to partner institutions and provides sponsorship to acquire knowledge and skills in emerging technologies for patient care.	4.37	Highly Implemented
5.The hospital has a designated area containing scholarly materials where nurses' can read or browse to refresh or advance their knowledge.	4.36	Highly Implemented
6.The hospital provides support that guides beliefs, behaviors, attitudes, rituals, and ideas toward mental health resilience like counselling, invitation to mental health seminars, open forum, closed door dialogues, etc.	4.35	Highly Implemented
7.The hospital provides opportunities for advanced education and training that teach them responsibility, organization, manners, restraint, and foresight as crucial work life skills.	4.31	Highly Implemented
8.The hospital facilitates enhancement of professional interaction or relationship through meaningful conversations/dialogues among nurses.	4.28	Highly Implemented
9.The hospital implements intervention that introduces new ideas and theories for nurses to take on and adapt their perspectives to enhance patient care.	4.27	Highly Implemented
10.The hospital encourages and support nurses to voice their concerns to make them gain new perspectives, feel less alone, and receive validation or support.	4.09	Highly Implemented
Average Weighted Mean	4.33	Highly Implemented

The table revealed that among the indicators of support mechanisms on mental health for nurses in terms of cognitive support, the statement “The hospital conducts education and training conventions that foster sharing of new knowledge and skills” was rated the highest with a computed mean of 4.46, verbally interpreted as Highly Implemented. This means that the nurses were mostly provided with knowledge that equips them to perform with confidence, and the skills that empower them to cope with the changing healthcare landscape. The result is attributed to the fact that continuing professional development is necessary especially for healthcare workers like nurses who are always at the forefront of patient care delivery. Also, during the pandemic, patient care delivery oversaw drastic transformations as most services adjusted to telemedicine or telehealth to which nurses and other healthcare workers have to adapt the technology-dominated mode of service delivery. To help the nurses cope with this inevitable change and to ensure continuity of care, VLMC sees to it that the nurses underwent rigorous education and training to be mentally resilient despite the challenges in the workplace.

On the other hand, the indicator “The hospital encourages and support nurses to voice their concerns to make them gain new perspectives, feel less alone, and receive validation or support” was rated the lowest with a computed mean of 4.09, verbally interpreted as Highly Implemented. This means that the nurses were provided with the support they need to validate their self-worth and value as healthcare providers. This is particularly important when nurses spend most of their time directly dealing with patients and become physically and mentally drain due to diverse healthcare needs that they need to provide. Nurses were also exposed to highly emotional situations that expose them to compassion fatigue.

Overall, the support mechanisms on mental health for nurses in terms of cognitive support were consistent, justified by the average computed mean of 4.33 to be interpreted as Highly Implemented. This further suggests that the nurses at VLMC agreed that cognitive support was provided to them although the findings indicate the need to enhance the means that will encourage and support nurses to be open and unafraid to voice their concerns, whether personal or professional, especially that their mental health influences their actions and behaviors at work. In relation to mental health of nurses, a sense of security can also come from the knowledge that the organization they work for also care for their welfare and this adds for the reasons why the nurses choose to stay despite the demanding nature of their profession.

The findings relate to the claims of Fernandez, R. (2016) that building resilience skills help employees against depression, stress and anxiety caused by increasing complexity and demands, and competitive culture in the workplace, likewise the pressure to cope with increasingly changing technology. Thus, turning employees’ awareness to mental health, compartmentalizing cognitive load to speed up the way to process that information, paying cognizance to the gargantuan energy and productivity that one experienced, developing mental agility by pausing, observing the experience from a neutral standpoint, and trying to solve the problem, and cultivating compassion to increase positive emotions, creating positive work relationships, and increasing cooperation and collaboration are just among the strategies to support employees cognitively.

Table 3 presents the Support Mechanisms on mental health for nurses in terms of emotional support.

Table 3
Support Mechanisms on Mental Health for Nurses in Terms of Emotional Support

Statements	Mean	Verbal Interpretation
1.The hospital provides training that teaches nurses that embracing failures and unpleasant experiences that crack nurses spirit build their resilience.	4.47	Agree
2.The hospital encourages nurse leaders to be less confrontational for nurses who are not comfortable speaking up one-to-one.	4.41	Agree
3.The hospital conducts activities that let nurses stay around people who help them feel more present and less caught up in their thoughts and worries.	4.38	Agree
4.The hospital provides capability enhancement on emotional coping strategies.	4.36	Agree
5.The hospital implements intervention that requires self-care worksheets which motivate nurses to be consistent in their practice for emotional health.	4.32	Agree
6.The hospital implements intervention that solicits for potential strategies to help nurses navigate emotional	4.25	Agree

challenges, and to guide them to set powerful goals so they can act.		
7.The hospital implements interventions that connect nurses with other people who are compassionate and non-judgmental when they encounter emotional difficulties.	4.20	Agree
8.The hospital provides referral to nurses needing therapies to feel calmer, clearer and better able to focus on things.	4.20	Agree
9.The hospital provides counseling for nurses to talk about their challenges such as stress, negative self-talk, or difficult relationships.	3.86	Agree
10.The hospital conducts capacity-building that develops nurses' determination, grit, and perseverance to tackle problems and cope with the emotional challenges of work and life.	3.51	Agree
Weighted Mean	4.20	Agree

Results also showed that among the indicators of support mechanisms on mental health for nurses in terms of emotional support, the statement “The hospital provides training that teaches nurses that embracing failures and unpleasant experiences that crack nurses spirit build their resilience.” was rated the highest with a computed mean of 4.47, verbally interpreted as Highly Implemented. The result means that the nurses agree that they were provided with capability enhancement trainings that allow them to maintain positive disposition in life despite the daily rigor of caring for patients in a military treatment facility. Notably, nurses engage in different levels of care and there were instances when they have to deal with difficult cases that strain their physical and mental resilience and put their coping strategies to test. These situations can be unpleasant, and the nurses can have the tendency to question whether it was worth staying in the service if they feel they received support less than what they consider they deserve. Providing emotional support helps nurses process both the positive and negative feelings and emotions that were triggered when they find themselves in challenging situations at work.

Meanwhile, the indicator “The hospital conducts capacity-building that develops nurses' determination, grit, and perseverance to tackle problems and cope with the emotional challenges of work and life.” was rated the lowest with a computed mean of 3.51, to be interpreted as Highly Implemented . The result implies that the nurses also undergo trainings that equip them to be forward-thinking and problem-solvers who can get past through difficult situations whether going through personal or professional difficulties. The findings further suggest that VLMC has anticipated the emotional support needs of the nurses considering the diversity of patient care the organization provides and the fact that nurses formed the largest percentage of healthcare workers whose job normally includes situations characterized by difficulties that require determination to push through for the best interest of the patients. Without determination, grit, and perseverance, the nurses will have difficulty coping from the daily challenges of their work-life. In this regard, emotional support is provided to them mostly in the form of trainings and seminars.

Overall, the support mechanisms on mental health for nurses in terms of emotional support was Highly Implemented, justified by the average computed mean of 4.20. The results suggest that the nurses received emotional support from the organization. In relation to mental health, emotional support is crucial in providing a sense of security among nurses especially that they are more likely to deal with soldiers who have been injured in combat, providing critical care as they might work in an operating room, or a post-surgical unit. Not only do nurses in military treatment facilities provide physical care as they are most likely to be engaged in patient advocacy and the nurses cannot give optimal services like these if they themselves are not mentally healthy. With this, nurses must not only possess superior

clinical skills, strength and stamina but more so need to be mentally healthy to be decisive and versatile and this can only be fully realized with appropriate emotional support.

The findings relate to the claims of Gallo (2019) that building resilience among health care workers by capitalizing on their skills to cope in stressful scenario and improve their wellbeing that can avoid mental and psychological health problems. Creating an environment that promote the wellbeing of employees it helps nurses for effective resilience. In addition, cultivating positivity, along with encouraging enough rest, emotional and mental health, and good nourishment it compassionately improve nurses resilience.

Table 4
The Support Mechanisms on Mental Health for Nurses in Terms of Behavioral Support

Statements	Mean	Verbal Interpretation
1. The hospital conducts activities that prompt nurses to smile and act confidently.	4.43	Agree
2. The hospital supports counseling that prompts nurses to actively look for things to be grateful for.	4.38	Agree
3. The hospital implements intervention that prompts nurses to read about the lives of great people to help them realize that there are periods of great turmoil in everyone's life.	4.37	Agree
4. The hospital provides training that teaches nurses that resilience is not fixed, but rather, is cultural and socio-economic.	4.28	Agree
5. The hospital implements intervention that prompts nurses to focus on helping others because generosity gives them higher levels of happiness.	4.26	Agree
6. The hospital implements intervention that prompts nurses to think and speak positively.	4.19	Agree
7. The hospital implements intervention that prompts nurses to be grateful for the tough times because it teaches them to deal with adversity.	4.19	Agree
8. The hospital implements intervention that prompts nurses to challenge self to complete random acts of kindness.	3.59	Agree
9. The hospital implements intervention that prompts nurses to help them feel calmer and mentally stronger.	3.51	Agree
10. The hospital provides support that prompt nurses to develop cordial relationships in the workplace.	3.51	Agree
Weighted Mean	4.07	Agree

Data show that among the indicators of support mechanisms on mental health for nurses in terms of behavioral support, the statement “The hospital conducts activities that prompt nurses to smile and act confidently.” was rated the highest with a computed mean of 4.43, to be interpreted as Highly Implemented. The results suggest that the organization regards friendly disposition as one that needs to be maintained while providing care services to clients. Being a military-run medical institution mostly catering to wounded and sick soldiers and their dependents, the nurses' demeanor while engaged in patient care delivery plays an important part in letting the soldiers know that nurses are confident with what they are doing, that they are well-taken care of and that the nurses were there to help them regain their health and strength. Highly Implemented interpretation for “Training nurses to smile and act confidently” also reflect the organization's desire to earn the patients' trust to engage them more with their own healing and recovery.

Conversely, the indicator “The hospital implements intervention that prompts nurses to help them feel calmer and mentally stronger” and “The hospital provides support that prompt nurses to develop cordial relationships in the workplace.” was rated the lowest with a computed mean of 3.51, to be interpreted as Highly Implemented. This means that the nurses were provided with interventions that help them maintain composure despite the hospital activities and to always maintain professionalism to ensure the quality of care they provide is always of good clinical practice.

Overall, the support mechanisms on mental health for nurses in terms of behavioral support was Highly Implemented, justified by the average computed mean of 4.07. The findings imply that the nurses agree that the organization provides behavioral support mostly by way of training and seminars that will help nurses maintain professionalism and determination to perform tasks despite the challenges that come along with providing patient care in a military treatment facility. In relation to mental health, the nurses’ mental state is reflected in their behaviors, and their behaviors in turn affect the quality of patient care they provide to the clients. Although nurses have different coping strategies at their disposal for whenever they become overwhelmed with workplace adversities, it gives them further satisfaction of knowing that the organization is there to support and guide their behaviors not only for patient quality care but also to preserve both the organizations and the nurses’ professional integrity.

The findings relate to the claims of Smith (2016) emphasized that workplace interventions can also help reduce stress to cope with work adversities and it counts as one of the best to address and avoid mental problems and stress considering the workplace is a factor for maximizing individuals mental and wellbeing, thus, reducing absence due to sickness, lowering staff turnover, and boosting productivity. Among the workplace interventions stated that is intended to avoid the impact of burnout and work-related stress; knowing the culture, simulation exercise and workshops, and both behavioral and cognitive programs, successful participation of employees requires delicate planning, implementation and sustainability of programs.

Table 5
Composite Data of the Support Mechanisms on Mental Health for Nurses

Mental Health	Mean	Verbal Interpretation
1. Cognitive	4.33	Agree
2. Emotional	4.20	Agree
3. Behavioral	4.07	Agree
Average Weighted Mean	4.20	Agree

The table shows that among the aspects of support mechanisms on mental health for nurses, cognitive was rated the highest with a computed mean of 4.33, verbally to be interpreted as Highly Implemented. This means that the nurses were provided more cognitive support than the other aspects of mental health support. The result is attributed to the regular conduct of trainings and seminars and encouragement to engage in advanced nursing education programs to which much of their career advancement and responsiveness in patient care largely depend on. Cognitive support also ensures the organization has highly capable pool of nurses who can cope with the changing healthcare landscape and who are empowered to maintain the continuity of care provided to the patients in case of disruptions caused by health emergencies.

In contrast, the aspect of behavioral was rated the lowest with a computed mean of 4.07, verbally interpreted as Highly Implemented. The result implies that the nurses were also provided with activities that guide their behavior to ensure professionalism is always maintained. Considering that the nurses’ patient care practices are the most observable component of the behavior at work, it is crucial that they be provided with behavioral support as this will further cushion them from the stressful nature of their jobs and the demand to render extended periods of duty when the number and cases of patients exceed the nurses’ capacity. Overall, the support mechanisms on mental health for nurses was Highly

Implemented, justified by the grand computed mean of 4.20. This means that the nurses were aware of the behavioral support provided to them which can be dispensed in the form of trainings, seminars, and conferences.

The findings relate to the claims of Riopel (2021) claimed that developing resilience is couple with stress both physical and mental. Fortunately, resilience can be obtained by creating healthy thoughts, good and positive behaviors that enable the individual to overcome stressful environment and situation. However, resilience is changeable in nature and no one can predict the future. He described a resilient person as one constantly developed positive outlook in life and commitment both internal and external support that fortify individual strength.

Table 6
Support Mechanisms on Wellness Program for Nurses in Terms of Physical Health

Statements	Mean	Verbal Interpretation
1.The hospital equips a designated area with basketball hoops, table-tennis equipment, horseshoe pitching stations, boxing bags and other recreational equipment, and establishes smoke-free zones.	4.43	Agree
2.The hospital has posted signs that promote better health, and designates a period of time for nurses to participate in health promotion activities.	4.38	Agree
3.The hospital maintains activities that encourage physical wellbeing physical fitness test and annual physical exam.	4.37	Agree
4.The hospital provides selected pieces of exercise equipment in suitable locations for use during breaks and lunch time, educate employees and establish guidelines and policies before usage to ensure safety.	4.36	Agree
5.The hospital offers fitness classes such as yoga, aerobics and relaxation techniques, and provides a quiet room that is equipped with comfortable seating and soft music for nurses to use in stressful times.	4.25	Agree
6.The hospital develops safe routine that encourage nurses to walk or jog during lunch and break times, and provides showers and changing facilities for them at work.	4.20	Agree
7.The hospital encourages nurses who sit a lot to take a stretch break for better circulation and work efficiency, and creates and maintains bulletin boards with health information and self-development tips in high-density areas.	4.20	Agree
8.The hospital offers discounts or subsidies for fitness-club memberships, and creates departmental competitions and reward teams that meet designated exercise levels each month.	4.19	Agree
9.The hospital engages nurses in programs that help them reach their aspirations and offers webinars or presentations on how to get the best out of life.	4.12	Agree
10.The hospital has sports hub or gym at a convenient location that encourages physical activity.	3.86	Agree
Average Weighted Mean	4.24	Agree

Results showed that among the indicators of support mechanisms on wellness program for nurses in terms of physical health, the statement “The hospital equips a designated area with basketball hoops, table-tennis equipment, horseshoe pitching stations, boxing bags and other recreational equipment, and establishes smoke-free zones.” was rated the highest with a computed mean of 4.43, to be interpreted as Highly Implemented. This means that the nurses have access to recreational areas to which they can use to improve their being physically active. Considering the nurses jobs can be mentally and physically demanding on a daily basis, they seldom find time and energy to visit wellness centers

that could have provided them with a more tailor-fit services after work. This means that they could use readily available spaces to engage in activities that help them develop sedentary lifestyles. The result is attributed to the fact that VLHC has designated areas for sports, a necessity because of the constant call for personnel to look after their wellness by participating in sports activities conducted by the hospital. This was particularly given attention during the pandemic when nurses cannot go home at will and had to stay and be physically fit, thus, the support for their physical wellbeing using sports facilities and leisure areas.

On the other hand, the indicator “The hospital has sports hub or gym at a convenient location that encourages physical activity.” was rated the lowest with a computed mean of 3.86, to be interpreted as Highly Implemented. This means that the nurses were encouraged to engage in physical activity by ensuring they could access the gym whenever they needed it. It is crucial that nurses are physically well because they use physical strength in providing bedside care, monitoring, and supervising patients under their care, moving equipment, and preparing the room for the patients. With these, nurses must be physically strong and must be able to endure the physical demands of their daily tasks to remain responsive to the patients’ care needs, giving them the advantage of access to a gym near their work is already a form of physical wellness support.

Overall, the support mechanisms on wellness program for nurses in terms of physical health was Highly Implemented, justified by the average computed mean of 4.24. The findings imply that the nurses agree that they were being provided with physical wellness support mostly in access to areas or facilities where they can engage in physical activities. In relation to wellness, physical activities help nurses build their stamina and this is particularly important considering patient care demands both mental and physical strength.

The findings agree with the claims of Mateo, et al. (2020) discussed that nurses deal with high intensity hospital activities that are both emotionally and physically draining. According to them, it is crucial for nurses to have enough and armed with good attitude, skills and knowledge and a positive coping mechanism to handle adversities in life and any other circumstances for the patients and other situation.

Table 7 presents the Support Mechanisms on wellness program for nurses in terms of social health.

Table 7
Support Mechanisms on Wellness Program for Nurses in Terms of Social Health

Statements	Mean	Verbal Interpretation
1.The hospital involves nurses social support groups (families, friends, etc.) during celebratory gatherings at work.	4.49	Agree
2.The hospital provides fringe benefits that allow nurses to worry less and maintain social engagements.	4.31	Agree
3.The hospital implements flexible work arrangements to facilitate other personal important matters.	4.30	Agree
4.The hospital has a social web portal with health content and lifestyle programs.	4.30	Agree
5.The hospital provides enough time for nurses to be socially active and avail health coaching.	4.29	Agree
6.The hospital provides opportunities for nurses to brainstorm and come up with their own suggestions to empower them to think creatively, develop their confidence, and foster a sense of ownership.	4.28	Agree

7.The hospital involves, acknowledges and support nurses in their engagements during creation of collaborative goals.	4.26	Agree
8.The hospital regularly conducts social activities that facilitate harmonious relationship in the workplace.	3.64	Agree
9.The hospital shares every success to all nurses and celebrate with them for every milestone.	3.59	Agree
10.The hospital has an environment where openness and honesty in all aspects of social communication are encouraged.	3.51	Agree
Weighted Mean	4.10	Agree

It can be gleaned from the data that among the indicators of support mechanisms on wellness program for nurses in terms of social health, the statement “The hospital involves nurses social support groups (families, friends, etc.) during celebratory gatherings at work.” was rated the highest with a computed mean of 4.49, verbally interpreted as Highly Implemented. This means that the nurses receive social support mostly in the form of conducting activities where nurses are allowed to bring their families and friends to mingle and socialize. Socializations were conducted regularly in the workplace to foster camaraderie among healthcare workers which is also a sort of letting them exchange experiences and stories that can make the other feel understood or relate to. This also covers the work schedule adjustments that allow nurses to take rest days and be with their social groups on special occasions. The result is attributed to the fact that VLMC encourage nurses to spend quality time with family and friends. In fact, part of their performance evaluation is their capability to maintain social ties and spend quality time with them on a regular basis. While it is obvious that this is part of their compensation or fringe benefits, it is important that the nurses recognize this also as social support from the organization for their social health because the greater the social support network group for the nurses, the wider opportunity they have in destressing after a difficult day at work, thus, preventing burnout and eventual turnover.

On the other hand, the indicator “The hospital has an environment where openness and honesty in all aspects of social communication are encouraged.” was rated the lowest with a computed mean of 3.51, verbally interpreted as Highly Implemented. This means that the nurses agree that support was provided to them so they can participate in communicative engagement without have to worry about displeasing others especially in matters of problems that can affect both patient care quality and the nurses’ welfare. In fact, conferences among nurses and other personnel are regularly conducted. This is to determine the concerns and areas of improvement in the nurses’ work-life to which the organization has the control and resources to settle or improve. In relation to social wellness, facilitating a work environment where nurses can freely express themselves in relation to their jobs or work conditions provide a feeling of being heard and listened to, which is crucial for the nurses considering the nature of patient care demands a lot either physically, mentally, or psychologically. To air or voice out their needs and expectations that empower nurses as advocate of their patients as what they demand all lead to the outcomes of patient care they provide.

Overall, the support mechanisms on wellness program for nurses in terms of social health was agreed as provided, justified by the average computed mean of 4.10. The result suggests it is Highly Implemented that social health support was provided to them and this helps them cope with difficulties in the workplace and prevent them from developing wellness issues. This is important for the nurses as they spend a great deal of their time with patients and this can be both mentally and physically draining. If the nurses have a strong and wide range of social support to which they can turn to after a difficult day at work, this can help them relieve the stresses and come back at work refreshed and rejuvenated. It will give them peace of mind to think that there will always be someone for them to talk to or be with at times when they feel alone, sad, or simply needing attention.

The findings agree to the claims of Sikorski, P. (2020) claimed that nurses experience different adversities and challenges including manifestation of symptoms that contribute emotional and physical stress for nurses. In this regard,

the organization should provide nurses for their support, awareness, and any endeavor specially in dealing with patients. The organization must conduct and develop program that create sustainable support to nurses.

Table 8
Support Mechanisms on Wellness Program for Nurses in Terms of Spiritual Health

Statements	Mean	Verbal Interpretation
1.The hospital supports nurses with their own faith traditions.	4.49	Agree
2.The hospital has a focus group that offers spiritual understanding and support for someone who needs comfort, meaning and hope.	4.40	Agree
3.The hospital has counselors, psychologist, social workers, healthcare chaplains and faith leaders that can help provide spiritual care to nurses.	4.35	Agree
4.The hospital respects the truth that each nurse deals with spiritual issues in their own time and way.	4.35	Agree
5.The hospital provides an environment that respects individual spirituality.	4.34	Agree
6.The hospital provides coaching sessions that help nurses process and overcome their fears and worries.	4.30	Agree
7.The hospital allows nurses to practice their own spiritual beliefs.	4.29	Agree
8.The hospital recognizes nurses comfort zones and their limits and provides support that will make them feel they are not alone.	3.72	Agree
9.The hospital encourages the involvement of professional clergy, chaplains or other spiritual leaders with expertise in spiritual care when possible.	3.62	Agree
10.The hospital celebrates diversity in spiritual beliefs.	3.50	Agree
Weighted Mean	4.14	Agree

In fact, VLMC facilitates a respectful work environment where anyone can express their faith as long as it does not undermine the beliefs and traditions of others. This further means that the nurses were supported to be holistically well and were not suppressed in any way for their religious inclination. This is crucial because some of the nurses find more solace in their spiritual attachments than with other forms of coping or support of network. The hospital has a focus group that offers spiritual understanding and support for someone who needs comfort, meaning and hope, with a weighted mean of 4.40 (Highly Implemented). This is because having a focus group gives nurses a feeling of closeness, sharing, bonding, and safety. This is crucial for their mental health and wellbeing especially that spirituality enhance nurses to have better relationships with the Supreme being.

On the other hand, the indicator “The hospital celebrates diversity in spiritual beliefs.” was rated the lowest with a computed mean of 3.50, verbally interpreted as Highly Implemented. This means that the nurses agree that their diversity was never considered a hindrance in the workplace and that individualism is encouraged considering the goal of the patient care services is met. Spiritual support also came in the form of allowing the nurses to take the Day off duty that which they requested on to participate in religious activities or celebrate religious festivities. VLMC may not be perceived as openly celebrating diversity in spiritual beliefs of the nurses, but the fact that such occasions were respected or requests to join religious activities were approved mean that the nurses were provided with the spiritual support they need to achieve wellness.

Overall, the support mechanisms on wellness program for nurses in terms of spiritual health was Highly Implemented, justified by the average computed mean of 4.14. The result implies that the nurses were provided with

spiritual support which is also a crucial aspect of their wellbeing. Notably, some nurses were more inclined to feel better through their spiritual engagement and in knowing the fact that their faith is known and unquestioned with the kind of respect fostered in the workplace. Inner peace is also rooted in self-reflection which is more spiritual in nature than physical or mental. Mental wellbeing and physical wellness can be both achieved by strengthening the spiritual core and this will help the nurses reach the optimal state of their wellbeing. Thus, providing the nurses with spiritual support equates to supporting them to be holistically healthy and well.

The findings agree to the statement of WHO (2018) claimed that the well-being and successful functioning are dependent on their mental health. It is more than just the lack of a mental illness; it is the capacity to act and able to understand the responses of inner and outer side of the individual. Mental health is a process of balancing both internal and external environment. This process is induced by a complex factors either in spiritual, social and cultural, and other intertwine and involved factors.

Table 9
Composite Data of the Perceived Mechanisms on Wellness Program for Nurses

Wellness	Mean	Verbal Interpretation
1. Physical Health	4.24	Agree
2. Spiritual Health	4.14	Agree
3. Social Health	4.10	Agree
Weighted Mean	4.16	Agree

Overall, the support mechanisms on wellness program for nurses was Highly Implemented, justified by the average computed mean of 4.16. The findings suggest that the nurses agree that they are being provided with support mechanism to achieve wellness and this help them become resilient despite the demanding nature of their work and the workplace adversities they have to go through on a daily basis while care for the patients with diverse care needs. This also means that the nurses recognize the kind of mental health and wellness support provided by the organization to complement their personal resilience.

The study of Gamba, et al. (2017) revealed that medical staffs who promote health care for patient failed to work and adapt to themselves. Specifically, for dying patients lead to emotional stress, increase turnover of hospital staff, and other problem may arise either emotionally and physically that should be addressed by the management. The variety of hospital care settings commonly nurses at risk for burnout and fatigue or exhaustion, that is very important that institution they are working will provide support emotionally, physically and professionally.

4. Problems Encountered by the Nurses in the Performance of their Duties at Victoriano Luna Medical Center

Data gathered demonstrate that among the problems encountered by the nurses in the performance of their duties in terms of staffing, manpower shortage such as ward man or institutional worker emerged as the highest with 79 percent of the respondents. At the same time, findings also showed that among the problems encountered by the nurses in the performance of their duties in terms of benefits, the delayed hazard-pay allowances came out as the most serious as 68 percent of the respondents indicated it as having experienced. Meanwhile, this study revealed that among the problems encountered by the nurses in the performance of their duties in terms of Resources, the insufficient computer sets, printer and internet for admin matters was the most mentioned problem which is 14 percent, although it is not serious.

Table 10
Problems Encountered by the Nurses in the Performance of their Duties at Victoriano Luna Medical Center in Terms of Staffing

Problems Encountered	Frequency <i>f</i>	Percentage %
1. Manpower shortage such as ward man or institutional worker.	122	79.00
2. Extended duty shifts schedule due to late or delayed endorsement.	117	75.00
3. Higher and wider scope of workloads.	106	68.00
4. Shortage of nurses.	94	61.00
5. Untrained new casual staff.	53	34.00

Longer work hours also mean longer exposure to burnout and shorter attention to the needs of the patients, thus, may have affected the quality of care they provide. Meanwhile, untrained new casual staff was the least of the challenges mentioned with only 34 percent claiming to have encountered it while on duty. This means that this was barely a problem, attributed to the fact that all nurses or healthcare personnel working with the nurses had to be oriented and trained in the scope of work prior to letting them render their duties in respective wards. Even in the cases of pull-out nurses from other wards, these nurses already possess the competencies they would need for their present ward assignment.

The findings agree to the claims of Darban, et al. (2016) that along with heavy workload, shortage in number of nursing staff, contribute largely to nurses being exhausted and tending to quit, thus, inefficient communication skills is a strong barrier to provision of healthcare service.

Table 11
Problems Encountered by the Nurses in the Performance of their Duties at Victoriano Luna Medical Center in Terms of Benefits

Problems Encountered	Frequency <i>f</i>	Percentage %
1. Delayed hazard-pay allowances	106	68 %
2. No hazard-pay allowances	44	28 %
3. Unable to use leaves and other privileges because of understaffing.	23	15 %

Basically, Findings also showed that among the problems encountered by the nurses in the performance of their duties in terms of benefits, delayed hazard-pay allowances came out as the most serious as 68 percent of the respondents indicated it as having experienced. This means that most of the nurses have experienced delays in their claims which made them sometimes think whether they were justly compensated for the kind of work they do in the organization and for the patients. The result further implies the need to develop interventions that will hasten the processing of benefits for the nurses to ensure they have fewer personal matters to worry about and can have more focus on patient care delivery. Conversely, unable to use leaves and other privileges because of understaffing was the least of the challenges mentioned with only 15 percent citing it as problem encountered while on duty. This means that this was barely an issue considering all nurses were provided with an equal and fair number of rest days to recover from all the workplace adversities they have to go through and endure.

According to the study of San Pascual (2019) that providing fringe benefits play an important role in preventing turnover among employees. For companies, it makes the organization more competitive, attracting better if not the best candidates that fit to the job as fringe benefits create a sense of feeling valued and that the organization cares for them.

Table 12

Problems Encountered by the Nurses in the Performance of their Duties at Victoriano Luna Medical Center in Terms of Resources

Problems Encountered by the Nurses	Frequency	Percentage
1. Insufficient computer sets, printer and internet for admin matters.	22	14
2. Insufficient office supplies for admin purposes.	19	12
3. Unfit or poorly fitting PPE in the wards and COVID complex area.	17	11
4. Inadequate Personal Protective Equipment or PPE.	15	10
5. Insufficient medicines and equipment.	8	5

This study reveals that among the problems encountered by the nurses in the performance of their duties in terms of Resources, the insufficient computer sets, printer and internet for admin matters was the most mentioned problem, 14 percent, although it was verbally interpreted as not serious. This means that there were instances when some of the nurses experienced such challenges particularly regarding limited computer sets and slow internet connection which is crucial in communicating with other members of the healthcare team. However, actions have been taken to address those issues and at present did not pose a problem nor hinder the nurses' capacity to provide responsive patient care. Conversely, insufficient medicines and equipment was the least mentioned with only 5 percent citing it as problem encountered while on duty. This is attributed to the regular conduct of inventory and inspection of equipment resulting in timely replenishment of supplies.

The findings agree to the claims of Mojapelo (2017) that support mechanism at work is crucial and this can be done by providing them the right means to get the job done such as adequate resources, moral and mental support, and a validation that they are valuable assets that contribute to the organization's success. When employees have everything, they need to perform, they become productive and are motivated to do more.

Results also reveal that among the problems encountered by nurses which give emphasis the extended duty shifts schedule due to late or delayed endorsement. This need reorientation on the values and mission of the VLMC to develop nurse's mindset of their work and proper integration of new hired nurses in the organization.

The study of Kagan, J. (2019) stated that fringe benefits as giving remuneration aside from salary they received, free from taxes as much as requirements conform to the law. Categorically, additional fringe benefits can create a positive effect for the hiring of new personnel in the hospital setting.

Table 13.1

Proposed measures for the Problems encountered by nurses in terms of Staffing, Benefits, and Resources

Problems Encountered	Measures	Expected Outcomes
1. Manpower shortage such as wardman or institutional worker	Encourage the AFP Health Service Command (AFPHSC) to intensify the implementation or retention of Magna Carta for Public Health Workers or R.A. 7305 as form of additional compensation in lieu of Combat Pay received by soldiers assigned in the field.	Encourages Enlisted Personnel (Soldier) to be assigned in VLMC or Nursing Service to act as Wardman in different wards and special areas

	Fast tract or shorten the process or institutionalize the hiring of Institutional Worker (IW)	It will encourage Civilian to apply as IW in Nursing Service
2.Delayed hazard-pay allowances	The VLMC management must develop a strategic plan or create a benefit processing system to monitor the timely release of Hazard pay allowances.	It will ensure nurses can easily access benefits such as health insurance, financial support, and resilience-building mechanisms so they can be mentally at ease and focus more on accomplishing their tasks.
3.Extended duty shifts schedule due to late or delayed endorsement.	Reorientation on the values and mission of the VLMC	To refocus on the organization's vision and mission.
	Re-orientation on the Standard Operating Procedure (SOP) of endorsement.	To develop nurse's mindset of their work and proper integration of new hired nurses in the organization
	Hiring of additional nurses to lessen the workloads and minimize extended shift schedule.	Additional nurses will contribute the delivery of quality patient care and lessen the nurses' workload thereby prevent the delay of endorsement.

Table 13.2
Proposed Measures to Enhance the Implementation of the Support Mechanisms on Mental Health and Wellness Program

Measures	Expected Outcomes
1.Strengthen the nurses' social network support group within and outside the organization`	It create interpersonal relationships characterized by physical togetherness and companionship is a crucial factor for mental health and wellbeing, thus, social gatherings that allow nurses to reconnect and benefit from reassuring touch and constant social interaction can be a form of mental health intervention
2.Fostering self-care among healthcare workers	It will improve self-compassion, hygiene and wellness are especially crucial for healthcare workers considering neglect of body's cleanliness and health requirements results in unwanted health concerns that can adversely impact the quality of their wellbeing, likewise their performance as healthcare providers. Encouraging nurses to regularly exercise, hydrate, sleep early, and take vitamins as self-care habits can help foster wellbeing among them
3.Conducting purpose reflection activities among nurses	It will develop a sense of purpose, recognize their self-worth, build stronger connection with other people, and greatly help others, all of which can empower them to grow in mental resilience. Also, guiding nurses on how to acknowledge and accept their emotions and manage them while at work can lead to self-discovery about their capacity to solve problems, and will teach them that if the problems seem too big for them to face head-on, they can break them down into manageable components
4.Training nurses to cultivate healthy thoughts	It will help nurses to facilitate rational thinking amidst difficulties, acceptance of changes shaped by the changing healthcare landscape, maintaining a positive

	outlook but within the boundaries of reality, and learning from the past experiences of solving problems that are still applicable to the new difficult situations.
5. Creating a committee to help nurses address issues on benefits	This will help nurses feel secured knowing that they do their best in practice and their service is compensated with benefits that can be accessed with ease and are given without delay

IV. CONCLUSIONS

The following conclusions were presented based on the findings of the study:

1. Majority of respondents were 31 - 40 years old (60 %), female is 58% while 42 % are males, most of the respondents were married (78%), Majority of the respondents also indicated being married, which is 78 percent. For educational attainment, majority of them indicated BS Nursing Graduate as educational attainment (63 %). Most of them were rendering duty at the Medical Inter-service Care Unit (12 %) and Surgical Inter-Care Unit were 12 percent. The respondents also had been practicing as a nurse between 11 to 15 years which is 74 percent.
2. That VLMC provided more support to nurses for their Mental health as manifested by the highest average computed mean which is 4.33 in terms of Cognitive support to be interpreted as Highly Implemented and the lowest computed mean of 4.07 which is behavioral support to be interpreted as Highly Implemented . The grand average computed mean for Mental health is 4.20 also a Highly Implemented for interpretation. Finally, in Wellness program for nurses indicate that Physical health is the highest average computed mean of 4.24 and the lowest average computed mean of 4.10 in Social health both a Highly Implemented in interpretation , with the grand average computed mean for Wellness program of 4.16 to be interpreted as Highly Implemented.
3. The challenges or problems encountered by the nurses in the performance of their duties were mostly a shortage of Wardman or institutional worker who can perform tasks that would allow nurses to focus directly or concentrate on caring for patients.
4. There were interventions proposed or implemented to enhance the mental health and wellbeing of nurses but need sustainability.
5. There is no monitoring policy that prioritizes timely release and processing of the nurses' benefits.

V. RECOMMENDATIONS

Based on the data gathered, the following were proposed to enhance the implementation of the support mechanisms on mental health and wellness program among nurses at VLMC:

Strengthening the nurses' social network support group within and outside the organization. The findings imply that giving VLMC nurses the full support to strengthen their social network support group would require hiring additional staffs that will eventually reduce the nurses' workload. Interpersonal relationships characterized by physical togetherness and companionship is a crucial factor for mental health and wellbeing, thus, social gatherings that allow nurses to reconnect and benefit from reassuring touch and constant social interaction can be a form of mental health intervention to keep nurses connected with their social network support group. Mingling and socializing is therapeutic

especially after the isolation and the disconnect they feel after a long day of providing care to patients with diverse health needs.

Fostering self-care among healthcare workers. Self-compassion, hygiene and wellness are especially crucial for healthcare workers considering neglect of body's cleanliness and health requirements results in unwanted health concerns that can adversely impact the quality of their wellbeing, likewise their performance as healthcare providers. Encouraging nurses to regularly exercise, hydrate, sleep early, and take vitamins as self-care habits can help foster wellbeing among them. It is crucial that despite high intensity hospital activities, time constraints to maximize service to patients, and constant call for attention, the nurses must still be able to find the time to practice self-care as they can better attend to the patients if they themselves are well and in top shape to perform their jobs.

Conducting Purpose Reflection Activities among Nurses. Caring for people to help them regain health is the core of the nursing profession. Being able to achieve this can make nurses develop a sense of purpose, recognize their self-worth, build stronger connection with other people, and greatly help others, all of which can empower them to grow in mental resilience. Also, guiding nurses on how to acknowledge and accept their emotions and manage them while at work can lead to self-discovery about their capacity to solve problems, and will teach them that if the problems seem too big for them to face head-on, they can break them down into manageable components. Also, supporting nurses to develop realistic goals and do something regularly such as helping people in small ways, and being able to provide well for their families, will enable them to move toward the things they want to accomplish, thus, doing good to their mental resilience.

Training nurses to cultivate healthy thoughts. Providing nurses more options for counselling services can help them cope better with work adversities. Nurses can only learn how resilient they can be if they are faced with obstacles, and when they are confident, they would be able to spring back to action with no delay for longer than necessary. Normalizing counselling services is crucial as this can help nurses adopt a more composed and realistic mental state even at times when they feel overwhelmed by the adversities, they can think straight and remind themselves that the situations that are happening are indicators of what will happen next and they can change how things will go if they respond to it rationally. This means that the healthcare workers need an intervention that will facilitate rational thinking amidst difficulties, acceptance of changes shaped by the changing healthcare landscape, maintaining a positive outlook but within the boundaries of reality, and learning from the past experiences of solving problems that are still applicable to the new difficult situations.

Creating a committee to help nurses address issues on benefits. Nurses value themselves and cultivate a sense of self-worth, thus, it is crucial that their value is likewise recognized by everyone and reflected on the benefits and compensation they receive. Timely release of monetary compensation with sufficient and fair leave benefits will help nurses fully recuperate and avoid burn-out. Developing a specific policy for nurses to be prioritized with respect to benefits and claims is needed as this will help them feel secured knowing that they do their best in practice and their service is compensated with benefits that can be accessed with ease and are given without delay.

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