

DEVELOPMENT OF WORKPLACE WELLNESS PROGRAM FOR COMMUNITY MENTAL HEALTHCARE PRACTITIONERS

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ABSTRACT

In modern healthcare settings, recognizing the importance of practitioners' well-being for organizational health, especially in community mental healthcare, has become increasingly vital. Despite this awareness, tailored workplace wellness programs for community mental healthcare professionals, particularly in Qatar, are lacking. This study addressed this gap by developing and evaluating a workplace wellness program specifically designed for community mental healthcare practitioners in Qatar. Utilizing a descriptive-developmental design, this study employed a comprehensive approach to develop a workplace wellness program. Data on perceived sources of stress and coping strategies were collected from community mental healthcare practitioners through a research-made questionnaire. The development process involved analyzing the data and applying statistical and scientific treatments to tailor the program to practitioners' specific needs and preferences. The program's level of acceptability was evaluated by experts to ensure its suitability for implementation. The study identified work-related factors and pandemic-related stressors as significant sources of stress among community mental healthcare practitioners. Social support emerged as the primary coping strategy. Based on these findings, a four-month workplace wellness program was developed, focusing on enhancing overall well-being and teamwork within the community mental health setting. Expert evaluation rated the wellness program very high, indicating its potential effectiveness. This study underscores the urgent need for targeted interventions to address stressors among mental healthcare practitioners. By enhancing coping strategies through tailored wellness programs, practitioners' mental wellness can be significantly improved, ultimately enhancing patient care quality. The developed workplace wellness program shows promise in fostering a positive work environment and supporting practitioners' mental health.

Keywords: Workplace wellness program, Community mental healthcare practitioners, Stressors, Coping strategies