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|   | Document Title:     | AVAILMENT OF PSYCHO-SPIRITUAL SERVICES AMONG EMPLOYEES OF MRCCC IN TIMES OF PANDEMIC, QUARANTINE, DEATH AND DYING, MARITAL PROBLEMS, STRESSFUL OR TRAUMATIC EXPERIENCES, AND DEPRESSION |

### **PURPOSE:**

1. To provide psycho-spiritual support among the employees of Metro RMCI Cancer Center (MRCCC) during times of Pandemic, Stressful or Traumatic events, loss of loved ones, illness, anxiety attacks, and depression.
2. To promote the importance of mental health and wellness.


### **LEVEL:**

All Employees of Metro RMCI Cancer Center (MRCCC)

### **DEFINITION OF TERMS:**

1. **Psycho-spiritual therapy (PST)** is an approach that incorporates religion and spirituality into psychotherapy.<sup>1</sup>
2. **Quarantine** is the separation and restriction of movement of people who have potentially been exposed to a contagious disease to ascertain if they become unwell, so reducing the risk of them infecting others.<sup>2</sup>
3. **Spirituality** is a foundation of all population groups since the beginning of recorded history. It plays an integral component of quality of life, health and well-being both in the general population and those affected by illnesses. The relationship with the transcendent or sacred has a strong influence on a people's beliefs, attitudes, emotions and behavior.<sup>3</sup>




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### GENERAL CONSIDERATION:

- 1 The coronavirus disease 2019 (COVID-19) pandemic or other diseases may be stressful for people. Fear and anxiety about a new disease and what could happen can be overwhelming and cause strong emotions in adults and children. Public health actions, such as social distancing, can make people feel isolated and lonely and can increase stress and anxiety. However, these actions are necessary to reduce the spread of COVID-19. **Coping with stress in a healthy way will make you, the people you care about, and your community stronger.<sup>3</sup>**
- 2 Stress during an infectious disease outbreak can sometimes cause the following:
  - 2.1 Fear and worry about your own health and the health of your loved ones, your financial situation or job, or the loss of support services you rely on.
  - 2.2 Changes in sleep or eating patterns.
  - 2.3 Difficulty sleeping or concentrating.
  - 2.4 Worsening of chronic health problems.
  - 2.5 Worsening of mental health conditions.
  - 2.6 Increased use of tobacco, alcohol, and other drugs
- 3 When employees perceive organizational support, it means they believe their organization values their contributions, is committed to ensuring their psychological well-being, and provides meaningful support if this well-being is compromised.
- 4 People quarantined because of being in close contact with those who potentially have SARS25 reported various negative responses during the quarantine period: over 20% (230 of 1057) reported fear, 18% (187) reported nervousness, 18% (186)



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reported sadness, and 10% (101) reported guilt. Few reported positive feelings: 5% (48) reported feelings of happiness and 4% (43) reported feelings of relief. Qualitative studies also identified a range of other psychological responses to quarantine, such as confusion, fear, anger, grief, numbness, and anxiety-induced insomnia.<sup>4</sup>

- 5 Religion and belief are now seen by many researchers and clinicians as an important way to cope with trauma and distress over the last three decades.<sup>5</sup>

### **POLICY:**


- 1 Metro RMC Cancer Center (MRCCC) believes that good mental health and psychological support will enable its employee to better fulfill their roles through greater job attachment, job commitment, job satisfaction, job involvement, work mood positivity, desire to remain with the organization, organizational citizenship behaviors (discretionary behaviors that are beneficial to the organization and are a matter of personal choice), and job performance.
- 2 Metro RMC Cancer Center (MRCCC) shall ensure that employees are aware of where and how they can access mental health and psychosocial support services and facilitate access to such services. Managers and Section Heads are facing similar stress to their staff and may experience additional pressure relating to the responsibilities of their role. It is important that the above provisions and strategies are in place for both workers and managers, and that managers can be role-models for self-care strategies to mitigate stress.<sup>5</sup>



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|  <b>RIVERSIDE BACOLOD</b><br>CANCER CARE CENTER | Document Code:      | DPOTMH-MW-P10  |
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- 3 The Psycho-spiritual support shall be voluntary or may be a referred case by the immediate supervisor provided that the concerned employee verbalized his/her consent of the referral.
- 4 Utmost confidentiality of all psychological and or spiritual support given shall be observed.
- 5 For marital problems, the employee may have the option to seek help from a psychologist, marriage counselor, chaplain, pastor, and or family and life ministers of the institution or other support groups like Catholic Family Movement (CFM), Marriage and Family Counselors from the John Paul II National Institute for Studies on Marriage and Family (Diocese of Bacolod).
- 6 The employee shall coordinate with the Human Resources Department in order to avail of these services.
- 7 Metro RMCI Cancer Center (MRCCC) through the Human Resources Division shall
  - 7.1 Provide education and training to all staff to heighten mental health awareness (i.e., mental health literacy);
  - 7.2 Provide additional education about mental health issues to all staff whose role involves leading, supporting or managing (e.g., human resources teams, health and safety representatives, union representatives);
  - 7.3 Create opportunities for training and/or mentoring to enhance interpersonal and people management skills;
  - 7.4 Provide training and/or mentoring to help deal appropriately and support for the employees who have possible mental health concerns;



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- 7.5 Supply the tools and support (including time and incentives) needed to succeed in supporting employees with mental health concerns;
  - 7.6 Review third-party providers of psychological services to ensure adherence to evidence-based practices and focus on work function; and
  - 7.7 Train or engage peer-support workers focused on mental health issues<sup>6</sup>
- 8 Any violation of the confidentiality agreement or the Data Privacy Law of 2012 committed by the supervisor, counselor, or anyone shall result in disciplinary action, including but not limited to work suspension or termination, provided that due process is followed. An exemption to this is when non-disclosure or release of important information shall endanger the life of the counselee.


#### **DOCUMENTATION:**

New Policy

#### **DISSEMINATION:**

1. Communicator Bulletin
2. Hospital-Wide policy manual
3. General orientation for new employees and re-orientation for old employees.



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### **REFERENCES:**

<sup>1</sup>M, Nazrin & Bahari, Rafidah. (2017). The Effectiveness of Psycho-spiritual Therapy among Mentally Ill Patients. *Journal of Depression and Anxiety*. 06. 10.4172/2167-1044.1000267.

<sup>2</sup>Brooks, S. K., Webster, R., Smith, L., Woodland, L, et al. (2020). The psychological impact of quarantine and how to reduce it: rapid review of the evidence. *The Lancet*. [https://doi.org/10.1016/S0140-6736\(20\)30460-8](https://doi.org/10.1016/S0140-6736(20)30460-8)


<sup>3</sup>Roman NV, Mthembu TG, Hoosen M. Spiritual care – ‘A deeper immunity’ – A response to Covid-19 pandemic. *Afr J Prm Health Care Fam Med*. 2020;12(1), a2456. <https://doi.org/10.4102/phcfm.v12i1.2456>

<sup>4</sup>Coping with Stress. July 1, 2020. National Center for Immunization and Respiratory Diseases (NCIRD), Division of Viral Diseases. <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html>. Retrieved: July 28, 2020


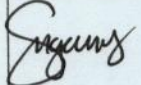


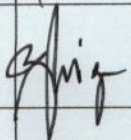
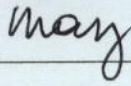
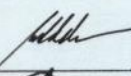
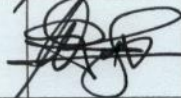
<sup>5</sup>American Psychological Association. (2020, May 11). Faith in a time of crisis. <http://www.apa.org/topics/covid-19/faith-crisis>

<sup>6</sup>[https://www.workplacestrategiesformentalhealth.com/content/images/agenda/pdf/1\\_Psychological\\_Support\\_EN.pdf](https://www.workplacestrategiesformentalhealth.com/content/images/agenda/pdf/1_Psychological_Support_EN.pdf). Retrieved: July 29, 2020



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**APPROVAL:**

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