**Table 2: Emerging Study Themes and Subthemes**

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| Main Theme | Subtheme |
| * Rationale for providing mental health services to nurses | * Routine mental health challenges * Mental challenges encountered in wartime * Motivation for volunteering for the project |
| * Project challenges | * Low uptake from nurses * Organisational implementation difficulties |
| * Lessons from the project | * Normalising the provision and uptake of mental health support among nurses * Building healthcare organisational cultures that value staff mental health |