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

|  |  |
| --- | --- |
| 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
 |