Challenges encountered by nurses in COVID-19 vaccination program

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Abstract

This study investigates challenges faced by healthcare workers, specifically nurses, in executing duties related to the COVID-19 Immunization/Vaccination campaign in Batangas City. Using a mixed-methods approach, 86 qualified nurses from various healthcare facilities participated in a survey comprising both quantitative and qualitative questions. Initial reactions to the COVID-19 Vaccination Program ranged from pride and commitment to fear and hesitancy. The top five challenges identified were patient reluctance and diverse behaviors, fear of contracting and spreading the virus to family and others, inadequate information dissemination, staffing shortages leading to overwhelm, and abrupt assignment changes. Effective mitigating measures included staying informed through training and community education, maintaining faith and dedication to duty, garnering support from family, superiors, and colleagues, and consistently adhering to safety protocols. Motivations for participating in the vaccination campaign included upholding their nursing oath, receiving additional benefits and incentives, having sufficient staffing levels, appreciations from superiors and the community, and clear directions from authorized personnel. Despite facing risks, the study highlights that nurses in Batangas City demonstrated professionalism in fulfilling their nursing oath during the pandemic. The paper emphasizes the importance of protecting nurses from moral distress and burnout, advocating for support systems to mitigate psychological distress, injury, and exhaustion during pandemic situations.

Keywords: challenges, COVID 19, vaccination program, healthcare workers, pandemic

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1. Introduction

An extensive outburst of respiratory disease by a novel strain of coronavirus has resulted into a worldwide pandemic. Coronavirus disease 2019 (COVID-19) has been detected to be originated in Wuhan, part of Hubei Province of China in December 2019. It has speedily affected hundreds of thousands of people in the area (WHO, 2020). Later, it has rapidly escalated worldwide and on 11 March 2020, the World Health Organization (WHO) has compelled to declare the COVID-19 outbreak to be a pandemic, with mostly ninety percent of cases worldwide were in the four countries of China, Iran, Italy and South Korea. On August 2021, the WHO had recorded that there have been more than 200 million COVID-19 cases and more than four million related COVID-19 deaths globally (WHO, 2020).

More people had benefited from immunization / vaccination compared to other health or social program and a very priority health element to minimize sickness and deaths. It delivers advantages to individuals, groups, countries and the world. It is a very good help for the future to save lives and keep the health of populations. It also helps individuals to be productive, encourage resiliency and ensure a healthier, safer, and happier world. COVID-19 vaccination must be provided at once for everybody around the world to see great sign of hope for a returning to usual life. Nurses of the Batangas City Health Office (Local Government) and from different hospitals all over the city are serving a lot in realizing Department of Health (DOH) Programs especially COVID-19 vaccination to minimize or avoid further illnesses and deaths of people caused by infectious disease of COVID-19. They also have a crucial role to be physically, mentally and emotionally prepared at powerless outcomes, dedicating all efforts despite physical and emotional challenges, giving the utmost effort in managing, coping and working with various challenging cases particularly in the realization of COVID-19 vaccination.

The study generated reference documents that will guide nurses in identifying challenges and coping methods to mitigate them while performing assigned duties in all infectious disease immunization/vaccination sites in Batangas City. Thus, this aimed to analyze current and future requirements of healthcare workers in terms of preparation for infectious disease vaccination programs and for government agencies to formulate valuable strategies in relation for motivating HCWs in performing their duties during pandemic. As part of COVID-19 vaccination program, people would always ask themselves on how to effectively and safely implement vaccination programs to cover most people. There are always some hesitancies to join the program in fear of personal safety and viral transmission to loved ones after attending to assigned duties. Also, nurses performing these duties are always skipping being with friends, family and colleagues to avoid infecting others with COVID-19. Further, some people even with continuous advice with the importance of vaccination, still choose not to accept COVID vaccination. This may contribute to the challenges faced by nurses of not completing objectives for vaccination campaign.

As much as the nurses would like to cover timely vaccination for everyone, they have to be always physically, mentally, and emotionally prepared to tackle this task while combating the infection. Hence, addressing this issue safely means parting the reader with experienced-based information through the mixed method of quantitative and qualitative research. There were only limited information containing this matter, questions were surging, and there were least to almost none descriptions on how Batangas City will manage to provide vaccination for all the qualified residents. This study wished to identify trustworthy solutions, provide efficient implementations, and give the best support for nurses assigned to COVID-19 vaccination sites. Though the situation is overwhelming, it is a must for nurses to serve the people and responsibly save lives. To be fully committed to the nursing profession, every outbreak is an extreme force of approach to waver people down to fear the unknown. This relevant research discussed utility value information to understand the practice being done and strengthen readers to act accordingly to do the right conduct. Likewise, to prepare the future experts of

this field to shed some light into knowing the necessary order and precautions of creating a safe department and institution. This paper would mentally train the respondents to act immediately and professionally in times of pandemic.

As a nurse, supervising in one of the vaccination sites here in Batangas City involved a lot of challenges since it is different the from Traditional Vaccination Program before in terms of policies and guidelines, implementations, preparations, procedures, target population, reporting system, primary vaccine recipient and risk of contracting diseases among Nurses (HCW's) of the Local Government Units (LGU) in Batangas City. Nurses becoming resilient in performing their work from managing and setting up vaccination sites to administering vaccination itself is part of the adjustments for every nurse involved in conducting and facilitating COVID-19 vaccination activities.

Objectives of the Study - This study explored on the challenges encountered by healthcare workers (HCWs), particularly nurses in performing duties related to COVID-19 Immunization / Vaccination campaign for the residents of Batangas City. Specifically, it identified their duties and responsibilities in the COVID 19 Vaccination Program; determined initial reactions upon learning of their assignments, and the challenges encountered by HCWs; and finally, evaluated the mitigating measures and coping strategies to overcome challenges and effective motivations to complete assigned duties in all COVID-19 immunization/vaccination sites in Batangas City.

2. Methods

Research Design - The method to be used in the study is a convergent parallel mixed method design; a methodological design consisting of two distinct phases. In the quantitative dimension of the study, the relationship between participants' demographic characteristics and on their initial reactions upon learning that they will work on COVID-19 Vaccination program, the major challenges/stressors and the strategies they are taking to motivate themselves to perform effectively. Braun and Clarke advised that qualitative dimension, on the other hand, was carried out based on a descriptive phenomenological pattern, one of the qualitative research methods, to examine the personal experiences guiding nurses' behavior during the vaccination duties and the meanings they attributed to the process (Braun & Clarke, 2006). Creswell mentioned that the main purpose of the phenomenological pattern is to understand the importance of an object by reducing individual experiences of a phenomenon to a universal explanation (Creswell, 2014). Phenomenology is the study of an individual's viewpoint of experiences to give knowledge. It is also a scientific description of a form of matter, a past lived experience or a specific phenomenon. It is a qualitative form of research providing framework of different human consciousness. Moustakas (1994) suggested that it is appropriate to gather data through this to identify the essence of human experience by the respondents. This method is a process of learning intensive dialogues with the person who lived the experience (Marshall & Rossman, 2014).

Participants of the Study - The study utilized Simple Purposive Sampling for choosing the participants which is done by making a set of criteria for much reliable output. The participants should be registered nurses who are executing or supervising the vaccination program of DOH for six months (working) in all vaccination facilities within Batangas City (public/private). Eighty-six (86) qualified nurses from various public and private healthcare facilities/hospitals within Batangas City participated in the study.

Data Gathering Instrument - Although face-to-face discussions are preferred more in descriptive phenomenology, it has been avoided and other methods such as written narratives, blogs, research diaries, and online interviews were used for data collection (Morrow et al., 2015). In addition, Marshall and Rossman suggested that open-ended structured interviewing via questionnaires can be used to explore topics ranging from participants' cultural differences, perceptions, and interpretations (Marshall & Rossman, 2014). Therefore, in the study, it is projected that nurses' experiences could be investigated by a self-administered online open-ended structured questionnaire (Ataro, 2020). Further, a combination of data was obtained via quantitative research

with the phenomenological research pattern's feature of "the inclusion of individual experiences." Thus, integration of the data regarding nurses' behaviors during the worldwide pandemic period and their experiences could provide reference on these behaviors into the interpretation of the general results to provide comprehensive views of the effects of the current pandemic situation on nurses (Creswell, 2015).

With the Phenomenology Method, a Survey Questionnaire is the best option to acquire the necessary information needed in carrying out this research study. Since this is a brand-new phenomenon entirely to the readers, a start from scratch self-made survey questionnaire was applied as the data gathering instrument. The survey questionnaire was initially approved by three experts in the professional field of nursing before beginning the data gathering. The researcher formulated interview guide questions in order to explore the challenges of Nurses in COVID – 19 vaccination. A general qualitative research technique, interview, entails interrogating open-ended questions to converse with the informants and gather data about the specific topic. In the process of data collection, a semi- structured interview was applied; this kind of interview may not exclusively adhere to a formalized or standardized list of questions, nor does it ask the exact wordings. Instead of a closed-ended or simple question-and-answer style, the interview asked open-ended questions and probing to gather comprehensive details, resulting in a thorough conversation with the informants (Doyle, 2020). The researcher's role in garnering information was to prepare questions for the informants and probe the answers to further elaborate the discussion. She also perceived the non-verbal communication of the informants and jotted down key points of the shared answers which were utilized during the data analysis.

Data Gathering Procedure - Because of the alert level restrictions which are still in effect in Batangas City, restrictions of entry into hospitals, uncertainty of hospital environments, and because the distribution of questionnaires personally may pose a risk of contraction of the COVID-19 virus, face-to-face interviews were minimized, and online platform was utilized to deliver the questionnaires. Therefore, the surveys were sent to qualified respondents through online platforms. The questionnaires were presented as a Google form. The participants were invited through their personal e-mail messages. Also, duplicate entries were prevented by allowing only one submission for each participant's Google account.

First, figuring out what type of method to use for the procedure of data gathering was chosen, the best method to be used for the study was a mixed method that generates quantitative data and narrative descriptive data from open-ended questions. Second, this was done by knowing the number and qualifications of the respondents needed to conduct a trustworthy result. Third, using the survey questionnaires, the participants were asked to provide demographic information and to respond to objective items in five categories: immediate reactions, major challenges, effective measures to handle challenges, frequency of using coping strategies, and motivations to participate in the vaccination program of DOH. Participants were also asked six (6) open-ended questions about what they faced during the implementation of COVID-19 vaccination program.

Prior to the interviews, the paper went through an ethics review, and a letter of approval was sent to the Adviser, Department Chair and Dean. The research instrument passed through scrutiny by the expert, reviewed, revised, and finalized to ensure that the instrument was valid and guaranteed that no biases are seen. The interview questions, furthermore, were used to gather data and extract all the needed information to explore the Challenges encountered by Nurses in COVID-19 Vaccination Program in Batangas City. Hence, the gathered data from the online platform were then collected, validated, transcribed, analyzed, and evaluated for the result.

Ethical Considerations - The study was submitted for an ethics review under the ethical review board of LPU-Batangas before proceeding with the gathering of data from the respondents. During the distribution of the questionnaire, the purpose of the study and its benefits to the researcher / respondents were mentioned. Also, consent from the Graduates Studies Department of LPUB was obtained to guarantee the importance of the study for the researchers and the respondents. The study ensured and observed ethical principles in conducting this research. The respondents' information was obtained with consent and was treated with utmost confidentiality. Anonymity was observed, and the researcher emphasized that the participation of the respondent is purely

voluntary. No harm would be coming to the participants/respondents and all answers were purely for the benefit of the research study only.

Data Analysis - Once the self-made survey questionnaire is approved, immediate work was put into action. The criteria served as the guide to find the right participants who will enhance the basis of the study and commence with the mixed-methods approach. Quantitative data management tasks and analyses were done using SPSS software version 26. Frequency distributions with percentages were presented for independent and dependent variables. The attained answers and data in qualitative form were interpreted in paragraphs. Based on the responses of participants, the researcher came up with the concepts, final analysis and explanation of their lived experience.
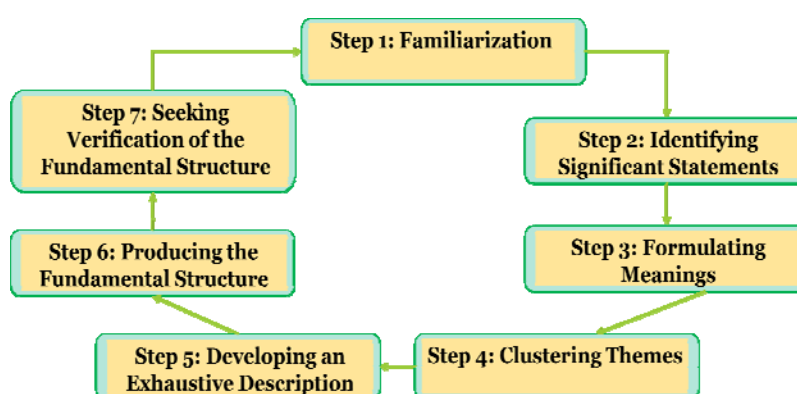
Colaizzi's Method

Process

Figure 1. Colaizzi's Method

Colaizzi's (1978) – there are seven (7) distinctive step processes which provide a rigorous analysis with each step staying close to the data. The result is a summary yet all-encompassing description of the phenomenon under evaluation, validated by the participants who created it. The method depends upon the actual rich first-person accounts of experiences; these may come from face-to-face dialogues but can also be achieved through other ways such as blogs, research diaries, written narratives, online interviews and so on. The stages are illustrated in Figure 1. This systematic and comprehensive approach allows researchers to recognize emerging trends and their interrelationships; it is a simple and straightforward way to analyze the fundamental structure of informants' perceptions (Wirihana et al., 2018). The researcher utilized this approach after gathering and collating all the desired data for the study using inductive reasoning, from specific observations to broad generalizations, or ending up with extensive conclusions. All data were transcribed manually and re-read which served as the core and support to the results of the study. Afterward, all significant statements were identified and categorized through coding and then meanings were associated to delineate the experiences of all the informants. Moreover, these associated meanings were grouped into themes that represent the findings and came up with a conceptual model that develops a full and inclusive description of the topic under study. Lastly, data cleaning and saturation were completed having the informants debriefed to re-evaluate and verify the information collected answering the aim of the study, and the credibility of all data was ensured with the research adviser.

3. Results and discussion

As seen in Table 1, the respondents evaluated the impact as very mild with a composite mean of 2.25. Faithfully performing the job as a commitment to nursing profession got the highest weighted mean of 3.85 and rated as moderate impact. Very notable is that nurses in Batangas City from different hospitals and medical facilities will faithfully perform their assigned duties as a commitment to their nursing profession. Most nurses

will faithfully perform their task to improve the welfare and save the lives of patients even in the presence of danger and worries. Ranked two in the list is worries because working in pandemic vaccination program carry taking risk of being infected with the virus with weighted mean of 2.48 and rated as very mild impact. Getting mad as being the initial reaction upon learning the assignment in COVID-19 vaccination program got the lowest with weighted mean of 1.30 and rated as no impact at all. Those respondents who were assigned in the pandemic vaccination campaign have very professional thinking and have minimal negative response in accepting / performing their assigned task in the pandemic vaccination program.

Table 1

Impact of Initial Reaction Upon Learning the Assignment in COVID 19 Vaccination Program

Indicators	Weighted Mean	Verbal Interpretation	Rank
I have to faithfully perform my job as a commitment to my profession as a nurse	3.85	Moderate Impact	1
I felt worried because it is dangerous	2.48	Very Mild Impact	2
I felt hesitant to accept the assignment in the Vaccination Program	1.97	Very Mild Impact	3
I have no choice	1.66	Very Mild Impact	4
5. I got mad	1.30	No Impact	5
Composite Mean	2.25	Very Mild Impact	

Legend:4.50-5.00=Severe Impact;3.50-4.49=Moderate Impact;2.50-3.49=Mild Impact;1.50-2.49=Very Mild Impact;1.00-1.49=No Impact

The following themes and subthemes describe the experiences of nurses in fulfilling their assigned duties in the COVID-19 vaccination sites.

Theme 1: Being in Pandemic Situation - Theme 1 is "Being in Pandemic Situation" which defines their initial reactions upon learning their assignment in COVID 19 vaccination and the feelings they felt during their duties in COVID-19 vaccination sites were the participants response can be grouped in three (3) sub-themes: Subtheme 1 is: Proud, Grateful and Professional Allegiance to Nursing Profession, Subtheme 2 is: Frightened, nervous and worried, and Subtheme 3 is: New Experience in pandemic scenario.

Subtheme 1: Proud, Grateful and Professional Allegiance to Nursing Profession - The study showed that nurses assigned in COVID-19 vaccination program are ready to accept the responsibilities as a sign of professional allegiance to nursing profession as what they have been taught and trained. Also, they are happy and proud of serving the people and being part of the preventive measures against the COVID-19 virus. Nurses must demonstrate strong professional commitment to defend patients' rights and to perform their job in the best way (Gauthier, 2011).

Subtheme 2: Frightened, nervous, and worried - Infection among nurses assigned to different areas during pandemic outbreaks has always been imminent and also spreading the virus to their love ones. Healthcare workers reported persistent fear because of the highly contagious nature of the virus and during the SARS crisis in Canada trust in equipment / infection control initiatives was negatively related to emotional exhaustion and state anger (Liu et al., 2020). Fear is a negative emotion that cultivates behaviors that can impact the physical and psychological well-being of nurses (Espinola et al. 2019).

Subtheme 3: New Experience in pandemic scenario - All of the nurses who participated in the study have not worked in a large-scale pandemic situation which require attending the vaccination need of huge number of people in a short period of time even with the high possibility of contracting the virus. Without proper channel or dissemination of facts, nurses may be exposed to misleading information which can cause higher levels of challenges and confusion (Park et al., 2020). Because of the necessity to cover more residents of Batangas City in a very short period, nurses from different departments were assigned to various vaccination sites which are new to them. Nurses were trained to do vaccination/immunization, but the pandemic situation is new to them. The sudden change of roles and responsibilities brought a lot of challenges/stress to the nurses. In Liu et al., (2020), adapting to new working environments and inexperience was linked with feelings of depression and anxiety among healthcare providers. Although efforts were made to prepare nurses during the pandemic,

continuous education and training should be provided to ensure that nurses are confident to take care of patients during a pandemic (Liu et al., 2020).

Table 2

Challenges Encountered in Performing Duties in COVID 19 Vaccination Campaign

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Infecting family / love ones	3.85	Strongly Agree	1
More Healthcare Workers got Infected	3.72	Strongly Agree	2
Lack of Incentives	3.64	Strongly Agree	3
Mental Health Problems	3.62	Strongly Agree	4
Discrimination	3.55	Strongly Agree	5
Lack of Direction	3.41	Moderately Agree	6
Understaff / High volume of work	3.40	Moderately Agree	7
Lack of PPEs	3.35	Moderately Agree	8
Feeling underpaid	3.13	Moderately Agree	9
Not ready to perform the duties Understaff	2.66	Moderately Agree	10
Composite Mean	3.43	Moderately Agree	

Legend:4.50-5.00=Extremely Agree;3.50-4.49=Strongly Agree;2.50-3.49=Moderately Agree;1.50-2.49=Slightly Agree;1.00-1.49=Disagree

Table 2 describes the challenges encountered in performing duties in COVID-19 vaccination campaign. As seen in the table, the respondents evaluated as "Moderately Agree" with a composite mean of 3.43. Infecting family / loved ones got the highest weighted mean of 3.85 and rated as strongly agree. Also, more healthcare workers got infected ranked 2nd with weighted mean of 3.72 and rated as strongly agree. Further, lack of incentives, mental health problems and discrimination are rated strongly agree challenges they encountered while performing assignment in the vaccination program with weighted mean of 3.64, 3.62 and 3.55 respectively. Concerns that may affect their family and loved ones come first for nurses as they strongly agree with these challenges that they have encountered while performing their duties in the pandemic vaccination program. Anything that may affect their family members and loved ones are considered strongly agree for nurses.

Nurses in a COVID – 19 Vaccination Sites encountered numerous challenges and impacted their physical, psychological, and emotional well - being. This theme consisted of major themes related to the nurses' experiences during vaccination in Batangas City

Theme 2: Facing Challenges

Subtheme 1: Reluctant / Different Behaviors of Patients - This is due to lack of information or misleading news that caused some of the citizen to refuse vaccination. Also, patients have different behavior that nurses should have to take care of while interacting with the patients particularly those hardheaded ones that avoid following procedures and requirements.

Subtheme 2: Contracting the Virus / Infecting Family Members and others - It is very usual to consider that the nurses working in pandemic situations would be at risk of being infected with the virus and at the same time spreading to other people and loved ones.

Subtheme 3: Information not Properly Disseminated - Constant relaying of updated information to healthcare workers related to the virus. Information should be authorized by Department of Health for dissemination for HCW to avoid confusions and further challenges. Officials of Batangas City Government and City Health Office should provide regular updates of the vaccination program, safety guidelines and other protocols.

Subtheme 4: Lack of Staff / Overwhelmed - Because of the necessity of covering more residents of Batangas City in a very short period of time, nurses regularly handle huge volume of patients in the vaccination sites.

Subtheme 5: Sudden Change of Roles - Nurses were trained to do vaccination/immunization, but the pandemic situation is new to them. The sudden change of roles and responsibilities brought a lot of

challenges/stress to the nurses. In Liu et al., (2020), adapting to new working environments and inexperience was linked with feelings of depression and anxiety among healthcare providers. Although efforts were made to prepare nurses during the pandemic, continuous education and training should be provided to assure that nurses are confident to take care of patients during a pandemic.

Table 3

Utilization of Mitigating Measures in Coping Challenges

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Support from family and superiors / colleague	4.70	Always	1
Prayers and faith	4.67	Always	2
Wearing Proper PPEs / Follow Health Safety protocols	4.63	Always	3
Contribution in the improvement of the pandemic situations	4.59	Always	4
Keeping oath of duties seriously, privilege to serve others	4.58	Always	5
Continuous training related to the virus	4.53	Always	6
Support from friends	4.43	Often	7
Enough rest time / day-off	4.38	Often	8
Appreciation coming from superiors and colleagues	4.37	Often	9
Doing recreational activities (movies, mall, social media, etc)	4.07	Often	10
Composite Mean	4.50	Always	

Table 3 states the Utilization of Mitigating Measures in Coping Challenges. The respondents evaluated the frequency of utilizing different mitigating measures to cope with challenges in pandemic vaccination program which is being utilized always with a weighted mean of 4.50. Support from family and superiors / colleague turns out to be the highest weighted mean of 4.70 and rated as being utilized always. Second in the ranking is Prayers and faith with a weighted mean of 4.67 and rated as utilized always. Other items which are being utilized as always are wearing proper PPEs / follow health safety protocols, contribution in the improvement of the pandemic situations, keeping oath of duties seriously and continuous training related to the virus with weighted mean of 4.63, 4.59, 4.58 and 4.53 respectively.

Table 4

Motivation for nurses to accept / perform duties for future pandemic vaccination campaign

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Implementation of ordinances for the safety and protection of healthcare workers vs discriminations	4.62	Extremely Important	1
Trainings / Clear directions	4.56	Extremely Important	2
Support from family	4.55	Extremely Important	3
Privilege to serve the community / Oath of Duty	4.52	Extremely Important	4
Additional Benefits and bonuses	4.51	Extremely Important	5
Promotion / Increase Salary	4.49	Very Important	7.5
Adequate Staffing	4.49	Very Important	7.5
Sufficient PPE's	4.49	Very Important	7.5
Provide free transport, food, and accommodations	4.49	Very Important	7.5
Token / gifts / incentives / allowances (SRA, OCA)	4.47	Very Important	10
Awards and appreciations	4.45	Very Important	11
Earned leaves and vacations	4.41	Very Important	12
Composite Mean	4.50	Extremely Important	

Table 4 defines the effectiveness of mitigating measures in handling challenges in rendering immunization for COVID 19. As shown in the table, the respondents evaluated the effectiveness of mitigating measures in handling challenges as very effective with a composite mean of 4.44. Continuous training related to the virus became the highest weighted mean of 4.63 and rated as extremely effective. Second in the ranking is wearing proper PPE's / following health safety protocols with a weighted mean of 4.62 and rated as extremely effective. Another item which got an extremely effective rating at rank 3rd is the support from family and superiors / colleagues with weighted mean of 4.56. Also, more healthcare workers got infected, ranked 2nd with weighted mean of 3.85 and rated as very important.

Theme 3: Overcoming Challenges

Subtheme 1: Acquiring Updated Information and Trainings / Educating the Community about the Virus - Educating the workforce and the community to a larger extent will provide helpful results of being more comfortable in completing duties and to help citizen to accept the importance of being vaccinated.

Subtheme 2: Faith and Dedication to Oath of Duty - Filipinos are God fearing people and nurses are very dedicated in their oath of duties.

Subtheme 3: Support from Family, Superiors and Colleagues - Support from families, superiors and colleagues plays important help in reducing the effects of challenges encountered by nurses in their physical, emotional, and psychological welfare.

Subtheme 4: PPE and Safety Protocols - Enough quantities of superior quality of PPEs must be available during the performance of duties in pandemic scene. Nurses cannot effectively perform their duties if not covered with PPEs to protect them from infections. If not properly protected, then nurses will be exposed to the virus and can easily be infected. Safety protocol must be properly established, improved and must be strictly implemented to ensure the safety and comfort of nurses in pandemic vaccination sites.

Table 5 describes the motivations for nurses to accept / perform duties on pandemic vaccination campaign. As shown in Table 7, the respondents evaluated the importance of motivation for nurses as extremely important with a composite mean of 4.50. Implementation of ordinances for the safety and protection of healthcare workers versus discrimination received the highest weighted mean of 4.62 and rated as extremely important. Also, trainings / clear directions ranked 2nd with weighted mean of 4.56 and rated as extremely important.

Table 5

Motivation for nurses to accept / perform duties for future pandemic vaccination campaign

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Implementation of ordinances for the safety and protection of healthcare workers vs discriminations	4.62	Extremely Agree	1
Trainings / Clear directions	4.56	Extremely Agree	2
Support from family	4.55	Extremely Agree	3
Privilege to serve the community / Oath of Duty	4.52	Extremely Agree	4
Additional Benefits and bonuses	4.51	Extremely Agree	5
Promotion / Increase Salary	4.49	Strongly Agree	7.5
Adequate Staffing	4.49	Strongly Agree	7.5
Sufficient PPE's	4.49	Strongly Agree	7.5
Provide free transport, food, and accommodations	4.49	Strongly Agree	7.5
Token / gifts / incentives / allowances (SRA, OCA)	4.47	Strongly Agree	10
Awards and appreciations	4.45	Strongly Agree	11
Earned leaves and vacations	4.41	Strongly Agree	12
Composite Mean	4.50	Extremely Agree	

Legend:4.50-5.00=Extremely   Important;3.50-4.49=Very   Important;2.50-3.49=Moderately   Important;1.50-2.49=Slightly Important;1.00-1.49=Not Important

Theme 4: Motivation for Future Pandemic Scene

Subtheme 1: Privilege / Following Oath of Duty - For nurses, it is always a privilege and a sense of responsibility to provide medical assistance for patients particularly in times of pandemic. It is enough for them to take part in the fight against pandemic. Their allegiance to their oath of duty will always urge them to continue their duties even in the presence of risks.

Subtheme 2: Additional Benefits and Incentives - Additional benefits and incentives will further encourage them to fulfill their duties as these may provide for their personal needs.

Subtheme 3: Adequate Staffing - Nurses need enough rest to continue performing their duties.

Subtheme 4: Appreciations from Superiors and other people - Recognition must be provided for nurses' sacrifices during pandemic to improve the welfare of everyone.

Subtheme 5: Clear Directions - Clear and updated instruction from authorized government institutions, local government units and nursing managers must be regularly conveying to nurses on duties to be firm in their roles and responsibilities.

Other matters related with nurses' experiences on COVID-19 vaccination program that also require attention

Theme 5: Lingering Issues

Subtheme 1: Continuous Educating Residents of Batangas City - It is very important to educate the entire community of Batangas City regarding the importance of the vaccine and requirements of getting the dose.

Subtheme 2: Availability of Adequate Vaccines and PPEs - Adequate vaccine and PPE's will help to mobilize more staff in the vaccination program and to be faster in completing target number of population.

Subtheme 3: Training for Mental Awareness - Special training for nurses to carry out duties in vaccination program during pandemic is very necessary to make their tour of duty as comfortable as possible.

Subtheme 4: Availability of Government Guidelines and Protocols - In reference to the result of the study, the government can establish and develop effective guidelines and protocols in regard to the safe and efficient implementation of pandemic vaccination campaign.

4. Conclusions and recommendations

Most of the respondents in this study noted a high level of exhaustion, anxiety, and fear during the COVID-19 pandemic vaccination program. The pandemic vaccination program continues to overwhelm nurses to carry out their responsibilities to all the residents covered by Batangas City. Frontline nurses assigned to the COVID-19 pandemic vaccination in Batangas City encountered many challenges that may jeopardized their physical, emotional, and psychological welfare. However, despite all the adversities, nurses in Batangas City were willing to fulfill their assigned duties even in the presence of the risk of contracting the virus. Research findings showed impending healthcare crisis caused by COVID-19 and its effect on nurses and other healthcare providers. In preparation for future pandemic scenario, nurses, educators, government institutions and nursing administrators must refer to COVID-19 lessons to initiate establishing comprehensive and appropriate education, guidelines and policies for the protection and welfare of nurses physically, emotionally, and psychologically when assigned to current and future pandemic situations.

Based on the result of the study the following recommendations are hereby enumerated to address the issues and challenges encountered by nurses during Pandemic Vaccination Program in Batangas City. To help frontliners, especially nurses to feel comfortable and safe while performing their duties to provide quality services for the people in pandemic scenarios. The authorized government agency may provide regular updated trainings and clear directions for medical personnel such as to the guidelines in conducting pandemic vaccination and about the pandemic virus. The government may establish and strictly implement useful ordinances and safety protocols for the welfare and protection of healthcare workers against discrimination and being infected by the virus. To minimize the negative effects of encountered challenges in their wellbeing and on the quality of their services. The Department of Health (DOH), Local Government Units (LGU) barangay officials and other entities may come together in educating the entire community regarding the procedure and importance of vaccination and provide updates regarding the virus. The higher management of LGUs and public/private facilities may consider prioritizing benefits and incentives for frontliners. Nurses may encourage support from family and friends as well as their colleagues. The management may provide recognition for the sacrifices of nurses in serving the community in times of pandemic. To expedite promotion, increase in salary, enough proper PPE's, adequate staffing, free transport, food, and accommodation.

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