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ASSESSMENT ON THE IMPLEMENTATION OF HEALTH AND WELLNESS INITIATIVES ON THE SELECTED MUNICIPALITIES OF TARLAC PROVINCE

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ABSTRACT

This study was conducted to assess the implementation of health and wellness initiatives on the selected municipalities of Tarlac Province basis for proposed enhanced municipal health and wellness program. The respondents of the study were the LGU regular employees with total of two-hundred seven (207) identified through stratified random sampling.

This study determined health and wellness need of LGU employees and the current health and wellness programs implemented. More so, the level of perceived health needs and priorities by the respondents and extent of existing health and wellness program of the selected municipalities o were evaluated.

Based from the results, the following conclusions were deduced: the health and wellness initiative programs implemented by selected municipality have actively implemented a variety of health and wellness programs, with a particular focus on physical health initiatives like exercise programs, yearly health examinations, and immunization campaigns; the degree to which local government employees perceive health needs and priorities were closely linked to community-driven issues; and the local government entities encounter a number of difficulties while putting the present health and wellness initiatives of the chosen towns into practice.

Based from the conclusions, the following were recommended: LGU should prioritize underserved and rural barangays when allocating funds for health and wellness initiatives to guarantee fair access to services; They should improve interagency coordination by creating explicit procedures for cooperation among government agencies to ensure continuity and consistency in program delivery; also, to improve service quality, the LGU should replace outdated medical equipment and infrastructure, renovate healthcare facilities, and make investments in dependable health data systems.

More so, Local Government Units should improve community engagement, through awareness campaigns, participatory planning, and incentives that promote active citizen participation in health projects.; They should advance inclusive health services by customizing treatments to address the needs of marginalized groups, such as vulnerable populations, Indigenous peoples, and people with disabilities. Further, evaluate program efficacy, find gaps, and guarantee accountability in the provision of health services, the LGU should enhance its monitoring and evaluation procedures; and by launching education efforts to dispel myths and bolstering leadership techniques to maintain program implementation, the LGU should address management and cultural challenges. Finally, research is hereby recommended that may investigate different variables on implementing the employees' health and wellness program.

Chapter 1
THE PROBLEM AND ITS BACKGROUND

Background of the Study

The interdependence of social, mental, and physical well-being across a variety of demographics, health and wellness have become major issues on the worldwide agenda. According to the World Health Organization (2021), wellness is the proactive engagement in behaviors that maintain health, which is a holistic state of well-being rather than just the absence of sickness. The essential need for inclusive frameworks that treat both communicable and non-communicable diseases is highlighted by differences in access to healthcare, nutrition, and preventive services on a worldwide scale. Shah, R. S. (2010). The need for integrated international initiatives to support resilience and equity in health systems is highlighted by the rising incidence of lifestyle-related illnesses as well as the difficulties presented by pandemics and climate change. Arbor (2024).

The influence of wellness on global governance and sustainable development is equally important. According to research, wellness programs support social stability, economic productivity, environmental sustainability, and individual vitality. The United Nations' Sustainable Development Goals, especially those pertaining to improved health, decreased inequality, and climate action, are in line with the incorporation of wellness into global health frameworks. Countries may strengthen their ability to address health disparities and enhance quality of life globally by advocating inclusive policies, developing digital health innovations, and encouraging culturally

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sensitive wellness practices. The relevance of health and wellness to public administration, policy planning, and international collaboration is highlighted in this thesis, which places them within the larger framework of global development. Kiddell-Monroe (2018).

The internationalization of wellness is a reflection of a paradigm shift in the administration of global health, where well-being is increasingly understood as a multifaceted concept that includes social cohesiveness, mental toughness, and physical vigor in addition to the absence of disease. The Sustainable Development Goal 3 of the UN, which aims to "guarantee healthy lifestyles and promote well-being for all at all ages," is directly in line with this viewpoint (United Nations, 2015). By incorporating wellness into international health frameworks, countries recognize the importance of supportive environments, preventive measures, and fair access to healthcare for sustainable development.

The economic and social pillars of the SDGs, according to scholars, are reinforced by wellness initiatives, which range from workplace health programs to community-based interventions, and help reduce non-communicable diseases, mitigate health inequities, and increase productivity (Arbor, 2024; Shah, 2010). Additionally, cross-border cooperation is made possible by the integration of digital health technologies and culturally sensitive wellness practices, guaranteeing that various populations gain from advances while honoring local settings. As a result, the internationalization of wellness positions wellness as a pillar of inclusive and sustainable global development while also operationalizing SDG 3 and strengthening the connections between other objectives, such as gender equality, poverty alleviation, and climate action.

Caring about the health of people and ensuring that everyone is feeling good has now become a highly significant concern among the local authorities in towns and cities. The Department of Health (DOH) in the Philippines educates the communities on such issues as maintaining health through proper nutrition, maintaining clean environments, maintaining mental health, and preventing illness before it occurs. Such programs allow the nation to achieve great targets towards a brighter future and contribute to the development of societies. The towns and cities have the task of transforming these national health plans into local activities that assist the people. But not every town does everything in the same manner. There are more cash-rich, better-leader, or better-helping-out people some places.

Statement of the Problem

This study assessed the needs of the respondents regarding health and wellness initiatives among LGU employee, the result basis for propose health and wellness program in the selected municipalities of 1st congressional district of Tarlac Province.

Specifically, it sought to answer the following questions:

1.What are the current initiative health and wellness initiative programs implemented by selected municipality of the 1st congressional district in the province of Tarlac?

2. How is the level of perceived health needs and priorities by the respondents in the selected municipality across different demographic sectors be described along the following:

- 2.1. program type and focus;
- 2.2. target beneficiaries;
- 2.3. delivery mechanism;
- 2.4. program frequency and duration;
- 2.5. monitoring and evaluation?

3. What are the issues and challenges in implementing the current health and wellness programs of the selected municipalities of 1st Congressional District of Tarlac Province?

4. Based on the result, what enhance municipal health and wellness programs can be recommended to improve the design, delivery, and evaluation of the existing programs?

5. What is the implication of the study to the public administration?

Significance of the Study

This study is important for a number of stakeholders in the fields of public administration and health promotion. It seeks to clarify the significance and effects of workplace fitness initiatives in local government units (LGUs) of Tarlac's chosen first congressional district., as such this will be significant to the following:

For Local Government Offices (LGUs). This study will assist LGUs in improving their fitness initiatives to better meet the demands of their workforce, raise morale, and lower health-related issues. LGUs will be better able to create and execute long-lasting programs catered to the unique requirements of their workforce by recognizing common obstacles to participation and effective fitness practices.

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The results may also encourage more thoughtful resource allocation for worker welfare, which would improve service effectiveness and lower absenteeism.

For Government Employees. The study is an eye-opener in order to make LGU workers aware of and dedicated to the health and physical fitness regimens set up by their individual agencies, which will ultimately raise the caliber of their work.

For Policy Makers and the Civil Service Commission (CSC). The study can determine if the government complies with the CSC's criteria for program development and implementation, as well as any gaps between wellness policies and their implementation, to inform national and local policy. The results of this study could help improve the Civil Service Commission's recommendations for more structured wellness initiatives in all government departments.

For Public Administration Scholars and Researchers. This study will serve as a helpful resource and will instruct researchers on how to carry out investigations that are connected to the current study. They will also learn about the current state of the LGUs' physical fitness program.

For the General Public. Ultimately, healthy government workers become more effective, responsive, and efficient public servants. Additionally, by supporting workers who are both mentally and physically prepared and who address community needs, this study indirectly benefits the whole population.

Scope and Delimitations

This study was conducted to assess the implementation of health and wellness initiatives on the selected municipalities of Tarlac Province basis for proposed enhanced municipal health and wellness program. The respondents of the study were the LGU regular employees and identified through stratified random sampling.

A total of two-hundred seven (207) regular LGU employees were the source of data through a survey questionnaire on the said objective of the study. The intention of this study was the current health and wellness programs implemented by selected municipality was perceived among local government unit employees

More so, the level of perceived health needs and priorities by the respondents in the selected municipality across different demographic sectors in terms of program type and focus, target beneficiaries, delivery mechanism, program frequency and duration, and monitoring and evaluation; and the issues and challenges in implementing the current health and wellness programs of the selected municipalities of 1st Congressional District of Tarlac Province were also determined. The questionnaire was developed and validated by a group of experts in the field based on clarity, readability, objectivity, comprehensiveness and system orderliness.

Further, delimitations of the study include geographic limitation which was confined to local government offices within the 1st congressional district of the province only specifically the municipalities of Camiling, Paniqui, and Moncada. Sectoral limitation excludes national government agencies, private institutions, and non-governmental organizations operating in the said district. It solely focuses on the congressional level government workforce.

Literature Review and Related Studies

This part of the study constitutes and presents the relevant literature and studies both from local and foreign researchers.

Related Literature and Related Studies

Health and wellness initiatives are increasingly embedded across schools, workplaces, and communities, yet their implementation quality and evaluation rigor vary widely. A Philippine systematic review found that programs often emphasize physical activity while underweighting mental, emotional, and behavioral dimensions, which limits holistic impact and obscures evaluation outcomes. The review identified two core evaluation lenses—health program evaluation (assessing practices, program design, and effectiveness) and integrated wellness (linking physical education with behavior and psychosocial well-being)—and argued that systematic, multi-domain assessment frameworks are essential for credible implementation appraisal and continuous improvement. (Andacao & Cancio, 2024)

Globally, a systematic review of 44 adult wellness models mapped 379 unique domains into 70 groups under 14 themes, concluding that the proliferation of frameworks has not yielded consensus on wellness structure or measurement. This fragmentation hampers comparability, benchmarking, and aggregate learning from implementation assessments across settings. The review further noted that despite evidence that wellness improves productivity, reduces hospital utilization, and lowers costs, prevention and promotion receive a

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small share of health spending, reinforcing the need for standardized, outcomes-linked evaluation tools in implementation practice. (Kauppi, et. al, 2023)

Community health awareness initiatives - often a frontline vehicle for wellness implementation—show measurable gains in health literacy, preventive behaviors, and disease burden reduction when programs are culturally adapted, sustained, and evaluated with clear outcomes. However, common weaknesses include limited long-term follow-up, uneven stakeholder engagement, and insufficient integration with local health systems, which can dilute implementation fidelity and the durability of effects. Strengthening design with explicit theory of change, process indicators, and outcome measures improves the reliability of assessments and helps translate short-term behavior changes into lasting health gains. (Aqeel, et. al , 2019)

International scholarship highlights that health and wellness initiatives are most effective when implementation is systematically assessed through multidimensional frameworks. Wu, Khatibi, and Tham (2025) reviewed global health and fitness programs and emphasized that long-term success depends on integrating education, infrastructure, and policy support. Their findings revealed that while many initiatives successfully promote physical activity, challenges such as sedentary behavior, socioeconomic disparities, and limited sustainability mechanisms often weaken implementation outcomes. The study stressed that evaluation must go beyond short-term participation rates and include behavioral change, equity of access, and long-term health outcomes.

In countries and industries around the world, there is increasing consensus that what
we know as workplace wellness programs are not “nice to haves,” but are the engines for healthier, happier, and more resilient workforces. This is all the more critical in public organizations for considering the well-being of their staff can affect service delivery and organizational productivity. A key fundamental concept contained in global literature is the important of doing needs assessments—tools for organizations to discover what employees need, implement initiatives accordingly, and ultimately make programs sustainable.

Sabharwal, Kiel, and Moghrabi (2019) also found in the United States that local governments that did wellness assessments, whether through welfare surveys, screenings, or performance data, were much more likely to meet their wellness objectives. Even in this environment of ethnically inflected budget optimization, these assessments have generated concrete returns in terms of reduced medical costs, increased worker productivity and improved participation rates.

Conceptual Framework

The present study is anchored on the idea that the success of health and wellness initiatives in municipalities depends not only on the presence of programs but also on the quality of their implementation. Health and wellness initiatives are designed to promote physical fitness, disease prevention, mental well-being, and community resilience. Their effectiveness, however, is shaped by several interrelated factors such as the adequacy of resources, the level of stakeholder participation, and the consistency of monitoring and evaluation.

Guided by Systems Theory, the framework views municipal health programs as interconnected components where local government units, health workers, and community members play complementary roles. The independent variables in this study include the type of initiatives introduced, the availability of funding and facilities, and the degree of policy support. These influence the implementation process, which is mediated by factors such as program fidelity, stakeholder collaboration, and community engagement. The dependent variables are reflected in the outcomes of these initiatives, including improved health awareness, positive behavioral changes, and the sustainability of wellness programs. By examining these relationships, the framework provides a structured lens for assessing how municipalities translate health policies into tangible community benefits, while also identifying gaps that hinder effective delivery.

As shown in the paradigm, the study assessed the implementation of health and wellness initiatives on the selected municipalities of Tarlac Province.

The concept of the study can be illustrated through the paradigm below. The paradigm shows the relationships of the variables in this study.

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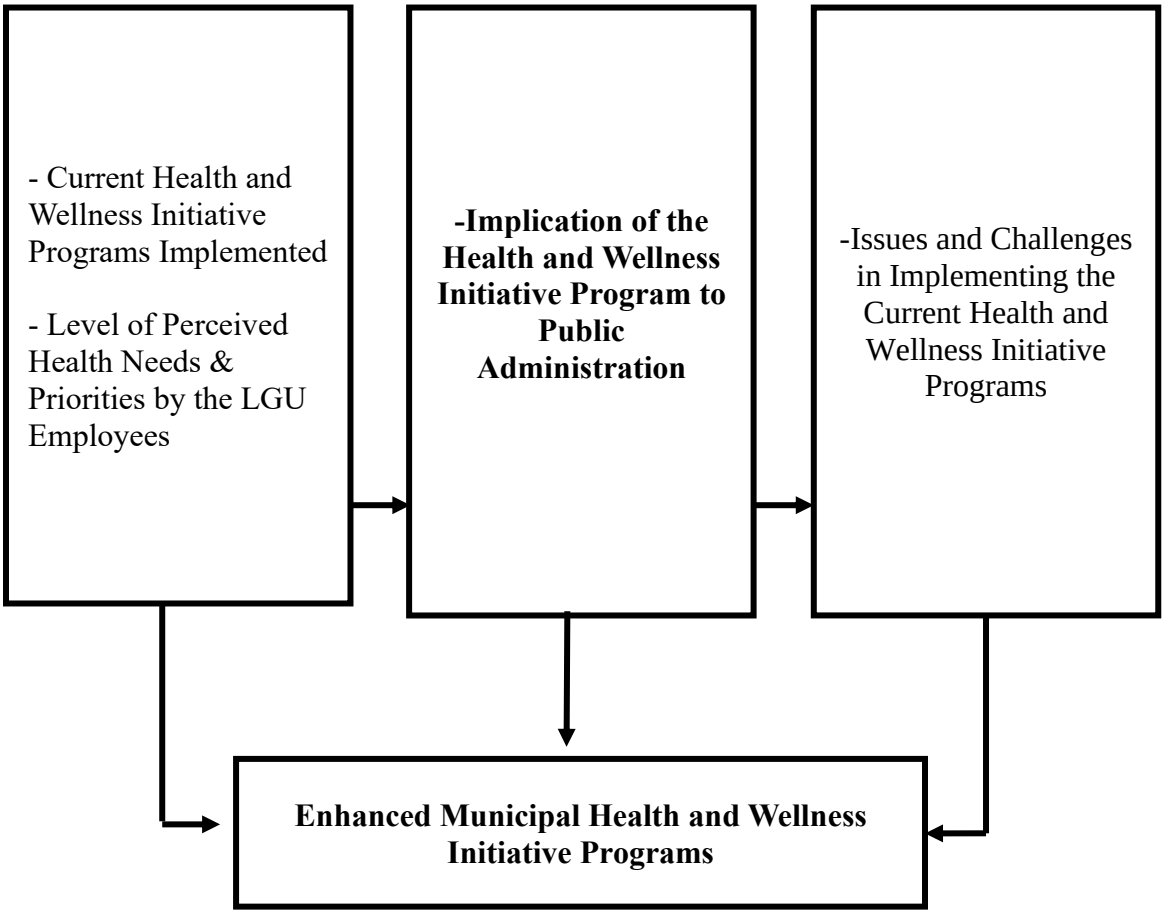


Figure 1. Paradigm of the Study

Chapter 2
METHODOLOGY

In this chapter the research methodology used in the study is described. The geographical area where the study was conducted, the study design and the population and sample are described. The instrument used to collect the data, including methods implemented to maintain validity and reliability of the instrument, are described.

Research Design

This study assessed the implementation of health and wellness initiatives on the selected municipalities of Tarlac Province results were a basis for proposed enhanced municipal health and wellness program. It was utilizing the quantitative descriptive method of research with the use of a survey questionnaire as the data gathering instrument in line with the respondents. The current health and wellness initiative programs implemented by selected municipality of the 1st congressional district in the province of Tarlac; a level of perceived health needs and priorities by the respondents in the selected municipality were determined, and proposed enhanced municipal health and wellness program was proposed based on the result of the study.

Descriptive research design was used to provide a comprehensive and accurate picture of groups, events, or conditions as they are (Siedlecki, 2020). It collects data that are used to answer a wide range of what, when, and how questions pertaining to a particular population or group. It does not answer questions about why a certain phenomenon occurs or what the causes are. However, data from descriptive studies can be used to examine the relationships (correlations) among variables. Further, descriptive research design involves observing and collecting data on a given topic without attempting to infer cause-and-effect relationships. The goal of descriptive research

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is to provide a comprehensive and accurate picture of the population or phenomenon being studied and to describe the relationships, patterns, and trends that exist within the data.

Locale and Study Period

This study was conducted in the selected municipality of the 1st congressional district in Tarlac Province belonging to the 1st class municipalities.

The 1st Congressional District of Tarlac was formally established in 1907 during the American colonial period, when the Philippine Assembly was created as the lower house of the legislature. Since then, the district has been represented in the national legislature, first in the Philippine Assembly (1907–1916), then in the House of Representatives (1916–present). It covers the northern municipalities of Paniqui, Moncada and Camiling, which together form a historically rich and politically significant area of the province. The district has long been a center of agricultural productivity, cultural identity, and political leadership, shaping both provincial and national affairs.

Camiling, Moncada, and Paniqui were classified as first-class municipalities in the 1st legislative district of Tarlac Province because of their robust economic performance and ability to raise significant local income. The Department of Finance classifies towns according to their average annual income over a four-year period, with first-class municipalities making at least ₱55 million year. These towns are strategically located along major road networks, have sizable populations, and have thriving economies centered around agriculture, commerce, and services. Their capacity to maintain revenue collection through local taxes, business licenses, and commercial activity has enabled them to meet the requirements for first-class status, setting them apart from other towns in the district with smaller economic bases or less commercial activity.

Figure 2 shows the map of Tarlac Province indicating the selected municipalities as the local of the studies.

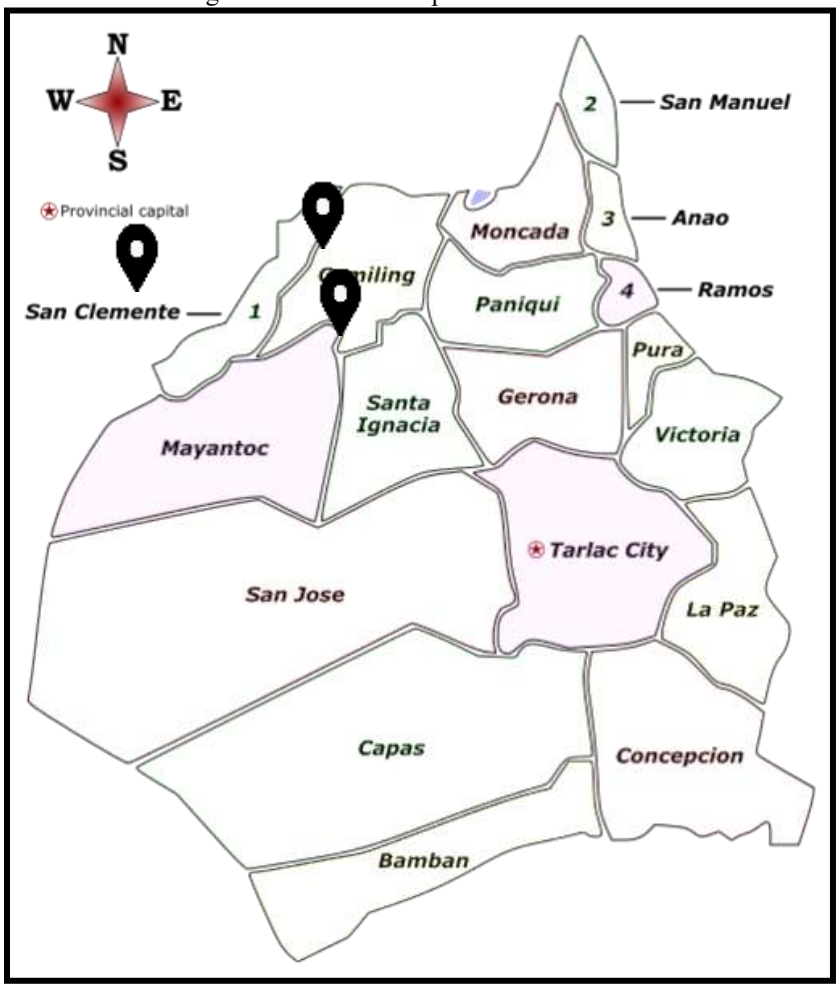


Figure 2. Map of Tarlac Province indicating the Places as the Locale of the Study

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Respondents of the Study

The direct respondents of the study were the public servants working in the municipalities of the 1st Congressional district specifically in the municipalities of Camiling, Paniqui, and Moncada Province of Tarlac. This was comprising government workers engaged in different public service delivery such as local government units, health sector, education sector and law enforcement. Research was thereby taking greater account of a breadth of health and wellness requirements, an a more comprehensive understanding of the factors that impact the overall wellness of the said members. The selection of respondents was using stratified random sampling where the interests of members of the public and participation to the study will be considered. Respondents under this were limited to the full-time staff of the municipal offices and institutions. Because of its population-based nature, participation in the data collection is voluntary.

Table 1 shows the distribution of respondents in the selected municipalities of 1st congressional district of the Province of Tarlac.

Table 1
Distribution of Respondents

Municipality	Population (N)	Sampling (n)
Camiling	95	77
Paniqui	80	67
Moncada	75	63
Total	**250**	**207**

Source: *Human Resource*

Research Instrument

The main data gathering instrument utilize in this study was the questionnaire manifested by the rating scale. Attributes of rating scales rating scales are defined as rules that guide scoring or guidelines that clearly articulate performance expectations and proficiency levels; further it is a tool used in the process of assessing student work. (Dawson, 2017).

Data Gathering Procedure

Data collection process is a basic component of doing research because it assures the collection of the right, reliable and pertinent data that are required to meet the aims of the study. The initial one is the identification of the data sources which can be classified into both primary and secondary data. Primary data is gathered through the use of survey tool directly on the respondents whereas secondary data is derived on the existing literature such as books, articles and official reports.

After identifying the data sources, the researcher created the research tools such that, every question or item is in line with the variables and objectives of the research. Experts then review these tools to make them clear, accurate as well as content valid. The approver of the researcher is the relevant authorities depending on the nature of the study i.e. institutional heads, ethics committees or research advisors. Ethics is very keenly observed at all times.

Data Analysis

To obtain valid and reliable results from the data to be gathered, appropriate statistical tools were utilized by the researcher to come up with proper interpretation in accordance with the stated problems of the study.

The current initiative health and wellness initiative programs implemented by selected municipality of the 1st congressional district in the Province of Tarlac were described.

Ethical Consideration

In conducting this study, some of the principles of ethics that will be followed are such that the rights, confidentiality and the welfare of the participants should be maintained throughout the study. First, all participants will sign an informed consent. Participants will receive clear and plain information about the purpose of the study, the kind of information to be gathered, and the use of their responses before participating. They will in addition be told they can leave the study at any time without penalty and without any adverse consequences.

Chapter 3

PRESENTATION, ANALYSIS, AND INTERPRETATION OF DATA

This chapter presents the gathered data as they were analyzed and interpreted based from the given set of problems in Chapter 1. In the presentation of data frequency, percentage and weighted mean were used to describe the health and wellness initiatives of each selected

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municipalities and issues and problems encountered to such implementations. Every area was composed of activities and these areas and activities were presented in table forms with their weighted means and verbal description.

1. Health and Wellness Initiative Programs Implemented by Selected Municipality of the 1st Congressional District in the Province of Tarlac

The majority of health and wellness initiatives in the 1st Congressional District's towns concentrate on enhancing worker well-being through physical examinations, exercise regimens, and workplace safety instruction. A rising commitment to employee health is shown in the introduction of mental health initiatives by several governments; nevertheless, additional growth and customization are required to adequately address the requirements of a varied workforce.

Table 2 presents the health and wellness programs implemented by selected municipality.

Many employees have taken part in physical exercise and health-related activities. Annual health checks and vaccination campaigns were carried out of the workplaces, respectively. Also, employees have participated in exercise activities and stress management activities; while municipalities have implemented counselling services and workplace adjustments related to mental health.

Table 2

Health and Wellness Initiative Programs Implemented by Selected Municipality of the 1st Congressional District as to Mental Health & Psychosocial Wellness

A. Mental Health & Psychosocial Wellness
Mental Health Program (MHP): Required under CSC Resolution No. 1901265 and RA 11036 (Mental Health Act of 2018).
Counseling and peer support groups: Agencies must provide access to psychosocial services.
Stress management workshops: Training on coping strategies, mindfulness, and resilience
Inclusive work environment: Policies to reduce stigma and promote mental well-being.
B. Physical Fitness & Lifestyle Programs
Regular exercise activities: Aerobics, Zumba, yoga, and calisthenics sessions organized by LGUs.
Sports and recreation: Inter-office sports competitions and wellness days.
Healthy lifestyle campaigns: Nutrition seminars, smoking cessation programs, and weight management initiatives.
Annual medical check-ups: Preventive health screenings for employees.
C. Health & Medical Services
Occupational health programs: Monitoring workplace safety and ergonomics.
Vaccination drives: Flu shots, COVID-19 vaccination, and other preventive measures.
Medical missions: Free consultations and laboratory services for employees.
Employee Assistance Programs (EAP): Access to medical and psychological support.
D. Holistic & Community-Based Wellness
Work-life balance initiatives: Flexible schedules, family support activities, and recreational outings.
Environmental wellness: Tree planting, clean-up drives, and eco-friendly workplace practices.
Financial wellness programs: Seminars on budgeting, savings, and retirement planning.
Spiritual wellness activities: Values formation seminars and optional faith-based gatherings.

Municipalities have implemented holistic activities such as activities concerning for example financial well-being and spiritual activities. In general, municipalities have implemented a large number of physical and health-related activities. The psychosocial and holistic aspects need to be further developed. Thus, the employees acknowledge the existence of structured programs, demonstrating the municipality's proactive approach to addressing mental health concerns. The Local Government Units must provide consistent access, improve counseling services, and assess how well these initiatives reduce stress and stigma in order to completely address employee needs.

2. Level of Perceived Health Needs and Priorities by the LGU Employees in the Selected Municipality Across Different Demographic Sectors

Differing demographic groupings have differing perceptions of health requirements among LGU employees in a municipality. The LGU can create inclusive and sector-responsive wellness initiatives by taking into account these diverse requirements.

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2.1. Program Type and Focus

All groups value mental health efforts, such as counseling and resiliency training. While ergonomic and work-life balance programs are more appealing to office-based employees, safety-focused programs are especially crucial for field workers. Wellness plans are inclusive and sensitive to the requirements of the workforce when program types are aligned with these varied goals.

Table 3 presents the level of perceived health needs and priorities by the LGU employees in the selected municipality across different demographic sectors**.**

Based on the data derived from Table 6, it can be inferred that the health needs and priorities that LGU employees need to address are high because the employees agreed to the statement "Health interventions must be community-based, by taking into account the health needs and priorities of the community." The majority of the employees agreed to the statement "Wellness interventions are health concern driven" and to the statement "Health interventions must follow community priority based on health needs assessment".

Table 3
Level of Perceived Health Needs and Priorities by the LGU Employees in the Selected Municipality as to Program Type and Focus

	Statements	Mean	Description
1	Develop various program types depending on the community's identified health needs.	3.76	HP
2	Shaped by the most urgent and frequently perceived health concerns of residents.	3.90	HP
3	Helps determine which health initiatives should be prioritized.	4.70	VHP
4	Influenced by the goal to improve accessibility and quality of health services.	3.86	HP
5	Ensures that wellness efforts effectively address real community issues.	4.92	VHP
	Grand Mean	**4.23**	**HP**

Legend: *4.51 -5.00 (Very Highly Perceived-VHP); 3.51- 4.50 (Highly Perceived-HP); 2.51- 3.50 (Perceived-P); 1.51- 2.50 (Slightly Perceived-SP); 1.00- 1.50 (Not Perceived-NP)*

2.2. Target Beneficiaries

The staff members themselves, divided into various vocational and demographic groupings, are the intended recipients of health initiatives for LGU personnel. While older employees place a higher priority on managing chronic diseases and reducing stress, younger employees gain the most from fitness, nutrition, and preventative care activities.

Table 4 presents the level of perceived health needs and priorities by the LGU employees as to target beneficiaries.
Table 4 shows the priority health needs of the target beneficiaries as perceived by LGU employees. It summarizes LGU employees' responses regarding the need to identify priority groups in the community to whom health interventions should be directed. There was a recognition of the need to identify priority groups in the community.

Table 4
Level of Perceived Health Needs and Priorities by the LGU Employees in the Selected Municipality as to Target Beneficiaries

	Statements	Mean	Description
1	Identified based on the level of perceived health needs within the community.	4.78	VHP
2	Health initiatives on groups that require the most immediate attention.	3.62	HP
3	Helps ensure that resources are allocated efficiently.	3.59	HP
4	Health priorities guide the selection of populations most affected by health issues.	4.56	VHP
5	Strengthens the effectiveness of health and wellness interventions.	3.51	HP
	Grand Mean	**4.01**	**HP**

Legend: *4.51 -5.00 (Very Highly Perceived-VHP); 3.51- 4.50 (Highly Perceived-HP); 2.51- 3.50 (Perceived-P); 1.51- 2.50 (Slightly Perceived-SP); 1.00- 1.50 (Not Perceived-NP)*

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Almost all the statements were strongly agreed to, except the statements "it is not important to identify in advance the priority health needs of the target beneficiaries in a health program and "identification of priority groups in the community to whom health interventions should be directed is a complex task, and therefore it is not needed in health programs". The employees agreed that health interventions should be directed to specific beneficiaries according to their health needs and that they should focus on the most vulnerable groups, or those most affected by an epidemic.

2. 3. Delivery Mechanism

The delivery mechanism of health needs and priorities for LGU employees can be implemented through a mix of structured and accessible approaches. Wellness programs may be delivered via on-site activities such as fitness sessions, health screenings, and safety workshops, ensuring direct participation.

Table 5 presents the level of perceived health needs and priorities by the LGU employees as to delivery mechanism.

Table 5

Level of Perceived Health Needs and Priorities by the LGU Employees in the Selected Municipality as to Delivery Mechanism

	Statements	Mean	Description
1	Adopt strategies that ensure health services reach the intended beneficiaries effectively	3.76	HP
2	Essential in addressing urgent health concerns identified by residents.	3.60	HP
3	Influences how quickly and widely programs are implemented.	3.52	HP
4	Improves participation and program outcomes.	3.71	HP
5	Reflects the local government's commitment to meeting the population's health priorities.	4.06	HP
	Grand Mean	**3.73**	**HP**

Legend: *4.51 -5.00 (Very Highly Perceived-VHP); 3.51- 4.50 (Highly Perceived-HP); 2.51- 3.50 (Perceived-P); 1.51- 2.50 (Slightly Perceived-SP); 1.00- 1.50 (Not Perceived-NP)*

As can be seen in Table 5, from the perspective of the vast majority of LGU employees, the need for health service delivery vehicles or mechanisms is clear. Overall, the data show the need for appropriate mechanisms or approaches to make health services and interventions more relevant and available to the right individuals and communities. People believe that the way health services are provided in their area is a reflection of the local government's consideration of the health needs of the community. People believe that the way in which health services are provided will influence the level of community participation in these services, and hence the quality of the health services provided.

2.4. Program Frequency and Duration

The type of project and the availability of the workforce determine the frequency and duration of health needs and priority programs for LGU employees. Physical health programs: LGUs can maintain employee engagement while successfully addressing a variety of health concerns by striking a balance between frequent short sessions and sporadic lengthier programs.

Table 6 presents the level of perceived health needs and priorities by the LGU employees as to program frequency and duration.

Table 6

Level of Perceived Health Needs and Priorities by the LGU Employees in the Selected Municipality as to Program Frequency and Duration

	Statements	Mean	Description
1	Determined by the intensity of perceived health needs in the community.	3.33	P
2	Schedule activities based on how often and how long interventions are required	4.26	HP
3	Concerns are usually conducted more frequently and for extended periods.	4.00	HP
4	Urgency influences the timing and continuity of health initiatives.	4.04	HP
5	Helps sustain wellness efforts aligned with local health priorities.	4.25	HP
	Grand Mean	**4.00**	**HP**

Legend: *4.51 -5.00 (Very Highly Perceived-VHP); 3.51- 4.50 (Highly Perceived-HP); 2.51- 3.50 (Perceived-P); 1.51- 2.50 (Slightly Perceived-SP); 1.00- 1.50 (Not Perceived-NP)*

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Table 6 revealed that the LGU staff agrees that the intensity or frequency of health programs and their duration must be considered when planning health interventions. Health interventions must therefore be implemented at the appropriate time, given the required frequency and span of the intervention needed to address the particular health problem being addressed by the intervention.

2.5. Monitoring and Evaluation

Systematic techniques and feedback systems can be used to monitor and assess the health needs and priorities of LGU personnel. Programs are kept current through ongoing monitoring, and changes are guided by regular evaluations.
Table 7 presents the level of perceived health needs and priorities by the LGU employees as to monitoring and evaluation.

Table 7 revealed the majority of the LGU employees have agreed to the statement that monitoring and evaluation is very important in health program implementation. Monitoring and evaluation are to ensure that the health programs and activities implemented are relevant to the health needs of the community and to determine the effectivity of the health programs implemented. The surveys indicate that citizens need to have a health system that is regularly monitored so that it responds to the prevalent health challenges at the right time. They also need to know that the monitoring and evaluation process is aimed at assessing the impact of the current interventions. Our findings confirm that M&E plays a crucial role in ensuring high levels of linkages between health interventions and the prevalent health problems and needs in communities at specific times.

Table 7
Level of Perceived Health Needs and Priorities by the LGU Employees in the Selected Municipality as to Monitoring and Evaluation

	Statements	Mean	Description
1	Vital in assessing how well health programs address perceived community needs.	3.62	HP
2	Measure the effectiveness of implemented health initiatives.	4.20	HP
3	Ensures that programs remain responsive to changing health priorities.	3.86	HP
4	Provides insights into the strengths and weaknesses of existing interventions	3.34	P
5	Helps maintain alignment between program goals and the community's perceived health needs	3.07	P
	Grand Mean	**3.62**	**HP**

Legend: *4.51 -5.00 (Very Highly Perceived-VHP); 3.51- 4.50 (Highly Perceived-HP); 2.51- 3.50 (Perceived-P); 1.51- 2.50 (Slightly Perceived-SP); 1.00- 1.50 (Not Perceived-NP)*

The above results were supported by the DILG Memorandum Circular No. 2021-029 invites LGUs which aims at the development of health and prevention of illnesses with the use of community programs and promotes the inclusion of wellness activities in the local development by LGUs in their local development plans like hosting fitness events, promoting healthier diets, and creating awareness about mental health.

Further, it was affirmed by the Universal Health Care Act that all people can receive health services as well as the DILG circular provides the LGUs with the authority to provide wellness programs at the community level. These policies combined will ensure that the practice of health promotion.

3. Issues and Challenges in Implementing the Current Health and Wellness Programs of the Selected Municipalities

There are a number of problems and difficulties with the present health and wellness programs being implemented in municipalities. and these difficulties demonstrate the necessity of more robust assistance, customized strategies, and regular assessment in order to optimize the effects of wellness initiatives.

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Table 8
Issues and Challenges in Implementing the Current Health and Wellness Programs of the Selected Municipalities

	Statements	f	%	Rank
1	Budget constraints limit the expansion of wellness services in geographically isolated barangays.	45	22	1
2	Inconsistent data collection hampers the evaluation of program effectiveness.	31	15	2
3	Shortage of trained health personnel affects service delivery in rural communities.	14	7	8
4	Political transitions often disrupt continuity in health initiatives.	22	11	3
5	Limited community engagement reduces program ownership and sustainability.	19	9	5
6	Outdated equipment in local clinics restricts diagnostic capabilities.	16	8	6
7	Poor inter-agency coordination delays the rollout of integrated wellness campaigns.	20	10	4
8	Cultural misconceptions hinder participation in mental health programs.	10	5	9
9	Infrastructure gaps make it difficult to reach vulnerable populations during emergencies.	23	11	7
10	Monitoring systems are underutilized, leading to missed opportunities for improvement.	7	3	10
	Total	**207**	**100**	

Based on the survey findings, the common problems encountered by local government units in relation to health and wellness programs include the most pressing issue in implementing municipal health and wellness programs is budget constraints, with a frequency of 45 responses, representing 22% of the total, and ranked first. This indicates that limited funding remains the primary barrier to expanding wellness services in geographically isolated barangays. The second major challenge is inconsistent data collection, reported by 31 respondents (15%, rank 2), which hampers program evaluation and evidence-based decision-making. Political transitions follow closely, with 22 responses (11%, rank 3), highlighting how changes in leadership disrupt continuity of health initiatives.

5. Recommended Enhance Municipal Health and Wellness Programs to Improve the Design, Delivery, and Evaluation of the Existing Programs

Improving municipal health and wellness initiatives necessitates a methodical, phased strategy that incorporates design, delivery, assessment, and sustainability rather than discrete interventions. Municipalities can make their health systems resilient, inclusive, and future-ready by establishing clear goals, allocating duties among departments, involving community partners, and monitoring success with quantifiable KPIs.

Timeline	Focus Area	Objectives	Key Actions	Community Partners	Expected Outcomes
0–6 Months (Short-Term)	**Program Design**	- Identify community health priorities - Ensure inclusivity and equity - Build strong stakeholder engagement	- Conduct community health needs assessment - Hold stakeholder consultations - Set program priorities - Train municipal staff in health promotion	- Local NGOs - Community leaders - Hospitals & clinics	- Clear understanding of community needs - Strong stakeholder engagement - Staff prepared for program rollout
6–12 Months (Medium-Term)	**Program Delivery**	- Improve accessibility of health services - Promote preventive health practices - Strengthen	- Launch pilot programs (mobile clinics, telehealth) - Partner with schools and workplaces for wellness campaigns	- Schools - Employers & local businesses - Faith-based organizations	- Increased access to services - Early adoption of preventive practices

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		partnerships with schools and workplaces	- Begin preventive health drives - Establish performance indicators		- Measurable program outcomes
1–3 Years (Long-Term)	**Program Evaluation**	- Ensure accountability and transparency - Measure program impact - Adjust strategies based on evidence	- Expand successful pilot programs citywide - Integrate digital health platforms and wearable monitoring - Conduct independent audits and reviews - Secure long-term funding	- Universities (for research) - Private healthcare providers - Philanthropic organizations	- Scaled-up services - Transparent accountability - Financial stability and innovation
3+ Years (Future-Ready)	**Sustainability & Innovation**	- Institutionalize health programs - Build resilience against emergencies - Encourage continuous innovation	- Institutionalize health programs into municipal policy - Build resilience protocols for pandemics/disasters - Continuous innovation with AI-driven analytics - Ongoing community feedback loops	- National health agencies - Tech companies - International aid organizations	- Resilient health systems - Future-ready municipal wellness programs - Continuous improvement culture

6. Implication of the Study to the Public Administration

The study on municipal health and wellness programs demonstrates the value of public administration in promoting inclusive, responsive, and evidence-based governance. It is the duty of public administrators to make sure that health programs are in line with long-term development goals as well as the requirements of communities today. This necessitates a change to data-driven decision-making, in which community surveys, health assessments, and performance indicators are used to prioritize interventions and allocate resources. This strategy guarantees the success and equity of programs while bolstering the legitimacy of local policies.

Chapter 4
SUMMARY OF RESULT, CONCLUSIONS AND RECOMMENDATIONS

This chapter presents the summary of findings, conclusions, and recommendations that are all based from the results of the data gathering procedures.

SUMMARY OF FINDINGS

This study was undertaken to assess the needs of the respondents regarding health and wellness initiatives among LGU employee basis for propose health and wellness program in the selected municipalities of 1st congressional district of Tarlac Province. More specifically, the study attempted to determine the Health and Wellness Programs Implemented. Likewise, the Level of Perceived Health Needs and Priorities, and the Issues and Challenges in Implementing the Current Health and Wellness Programs of the Selected Municipalities were determined.

SALIENT FINDINGS

1. Health and Wellness Initiative Programs Implemented by Selected Municipality of the 1st Congressional District in the Province of Tarlac

Municipalities have implemented holistic activities such as activities concerning for example financial well-being and spiritual activities. In general, municipalities have implemented a large number of physical and health-related activities. The psychosocial and holistic aspects need to be further developed. Thus, the employees acknowledge the existence of structured programs, demonstrating the municipality's proactive approach to addressing mental health concerns. The Local Government Units must provide consistent access, improve counseling services, and assess how well these initiatives reduce stress and stigma in order to completely address employee needs.

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2. Level of Perceived Health Needs and Priorities by the LGU Employees in the Selected Municipality Across Different Demographic Sectors

2.1. Program Type and Focus

It can be inferred that the health needs and priorities that LGU employees need to address are high because the employees agreed to the statement "Health interventions must be community-based, by taking into account the health needs and priorities of the community." The majority of the employees agreed to the statement "Wellness interventions are health concern driven" and to the statement "Health interventions must follow community priority based on health needs assessment".

2.2. Target Beneficiaries

It summarizes LGU employees' responses regarding the need to identify priority groups in the community to whom health interventions should be directed. There was a recognition of the need to identify priority groups in the community. Almost all the statements were strongly agreed to, except the statements "it is not important to identify in advance the priority health needs of the target beneficiaries in a health program and "identification of priority groups in the community to whom health interventions should be directed is a complex task, and therefore it is not needed in health programs". The employees agreed that health interventions should be directed to specific beneficiaries according to their health needs and that they should focus on the most vulnerable groups, or those most affected by an epidemic.

2.3. Delivery Mechanism

The perspective of the vast majority of LGU employees, the need for health service delivery vehicles or mechanisms is clear. Overall, the data show the need for appropriate mechanisms or approaches to make health services and interventions more relevant and available to the right individuals and communities. People believe that the way health services are provided in their area is a reflection of the local government's consideration of the health needs of the community. People believe that the way in which health services are provided will influence the level of community participation in these services, and hence the quality of the health services provided.

2.4. Program Frequency and Duration

The LGU staff agrees that the intensity or frequency of health programs and their duration must be considered when planning health interventions. Health interventions must therefore be implemented at the appropriate time, given the required frequency and span of the intervention needed to address the particular health problem being addressed by the intervention.

2.5. Monitoring and Evaluation

The majority of the LGU employees have agreed to the statement that monitoring and evaluation is very important in health program implementation. Monitoring and evaluation are to ensure that the health programs and activities implemented are relevant to the health needs of the community and to determine the effectivity of the health programs implemented. The surveys indicate that citizens need to have a health system that is regularly monitored so that it responds to the prevalent health challenges at the right time. They also need to know that the monitoring and evaluation process is aimed at assessing the impact of the current interventions. Our findings confirm that M&E plays a crucial role in ensuring high levels of linkages between health interventions and the prevalent health problems and needs in communities at specific times.

3. Issues and Challenges in Implementing the Current Health and Wellness Programs of the Selected Municipalities

Budgetary constraints, uneven data collecting, and political shifts are the biggest obstacles to putting municipal health and wellness programs into action. These factors all work against program growth, assessment, and continuity. The chronic underfunding of rural health systems is reflected in budget constraints, which rank highest. Studies