

**MENTAL HEALTH PROBLEM AND PSYCHOLOGICAL
COUNSELING IN NON-COMMISSIONED OFFICER IN
ARMED POLICE FORCE, NEPAL**



A Thesis

**Submitted to APF Command and Staff College,
Faculty of Humanities and Social Sciences, Tribhuvan University,
in Partial Fulfillment of the Requirements
For Master Degree in Security, Development and Peace Studies**

Submitted by

RAJESH LAMICHHANE

Seventh Batch (2078-2080)

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**APF Command and Staff College
Sanogaucharan, Kathmandu, Nepal**

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DECLARATION

I hereby declare that this paper entitled **Mental Health Problem and Psychological Counseling in Non- Commissioned Officer in Armed Police Force, Nepal**, has been done by myself and no portion of the work continued in this document has been published or submitted in support of any application for any other degree or qualification of this or any other university or institution of learning. In case of other author's information, ideas and arguments, the sources have been duly cited and acknowledged as per the requirements. The copyright of this research work belongs to the author.

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7th APF Command and Staff Course

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LETTER OF RECOMMENDATION

I certify that this dissertation entitled **Mental Health Problem and Psychological Counseling in Non - Commissioned Officer in Armed Police Force, Nepal** has been prepared by Rajesh Lamichhane under my supervision. I hereby recommend this thesis for final examination by the research committee at the APF Command and Staff College, Faculty of Humanities and Social Sciences, Tribhuvan University in the fulfillment of the requirements for MSDPS 570 Thesis for the Master's Degree in Security, Development and Peace Studies. I recommend this thesis for its final evaluation and acceptance.

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Dr. Naresh Rimal

Thesis Supervisor

Date: July 2023



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LETTER OF APPROVAL

This Thesis entitle **Mental Health Problem and Psychological Counseling in Non-Commissioned Officer in Armed Police Force, Nepal** submitted by **Rajesh Lamichhane** to APF Command and Staff College, Faculty of Humanities and Social Sciences, Tribhuvan University in partial fulfillment of Master Degree in Security, Development and Peace Studies has been approved by the undersigned members of the Evaluation Committee.

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ABSTRACT

Mental health is the successful mental function to perform any activities whether the environment is complex or normal. It is directly connected with physical health because people perform their activities by the healthy mental order. If mental health is not good obviously there may be mental health problem which includes mental stress, depression, distress, disorder, illness, schizophrenia etc. A soldier's life is exposed to various physical and mental stresses and thus becomes vulnerable with different mental health problems. The study is mainly focused on the mental health problem and psychological counseling among NCOs of APF, Nepal. The qualitative study with purposive sampling was conducted since 21st May 2023 to 29th May 2023 selecting 50 NCOs of APF, Nepal who are working in various units of terai districts of Koshi Province. For the research, the researcher have collected primary data through interview with open-ended questions, Key Informant Interview and Focused Group Discussion. The secondary data were also collected through various literature, then, employed narrative and thematic analysis with descriptive research approach. The finding reveals that the major causes of mental health problem among NCOs of APF due to individual behavior, discord of family relationship, extra marital affairs, alcoholic and drug abuse, social influence, meager salary, over working hours, strict barrack system, less leave facilities career issues etc. These causes are the catalyst for the mental health problems which are stress, pressure, anxiety, depression, distress, disorder, illness and chronically even suicide impacting on the working efficiency of the NCOs and overall performance of APF, Nepal. Thus, to minimize such issues APF, Nepal is conducting various psychological counseling internally. That is not enough which should be enhanced through the professional psychological counselors, barrack expert counselors and socio-psychological counseling to improve the existing situations.

Keywords: Mental Health Problem, stress, depression, suicide, Psychological Counseling,

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LIST OF ABBREVIATIONS AND ACRONYMS

AD	Anno Domini
AHC	Assistant Head Constable
AIG	Additional Inspector General
ASI	Assistant Sub Inspector
APF	Armed Police Forces, Nepal
APA	American Psychiatric Association
BAC	British Association for Counseling
BMA	British Medical Association
BOPs	Border Outposts
BN	Battalion
BS	Bikram Sambat
CAPF	Central Armed Police Force
CON	Constable
COVID	Corona Virus Disease
COY	Company
CRPD	Convention on the Rights of Persons with Disabilities
DALY	Disability Adjusted Life Years
DIG	Deputy Inspector General
DSM	Diagnostic and Statistical Manual

DSP	Deputy Superintendent
FGD	Focus Group Discussion
FOL	Follower
FPU	Formed Police Unit
FY	Fiscal Year
GoN	Government of Nepal
HC	Head Constable
HRD	Human Resource Department
HSP	Health Service Provider
HQs	Headquarters
IACP	International Association of Chiefs of Police
IB	International Border
ICD	International Classification of Diseases
IG	Inspector General
JCOs	Junior Commission Officers
KII	Key Informants Interview
LMIC	Low and Middle Income Countries
MHA	Mental Health Association
MHGAP	Mental Health Gap Action Programme
MSDPS	Master Degree in Security, Development and Peace Studies

NA	Nepal Army
NAMI	National Alliance on Mental Illness
NCES	Non-Combatant Elements
NP	Nepal Police
NCO	Non - Commissioned Officer
OCD	Obsessive Compulsive Disorder
O&M	Organization and Management
PTSD	Post-traumatic Stress Disorder
PWG	Psychosocial Working Group
RBN	Reserve Battalion
SHC	Senior Head Constable
SO	Senior Officer
SI	Sub Inspector
SP	Superintendent
SSI	Senior Sub Inspector
SSP	Senior Superintendent of Police
UN	United Nations
USA	United States of America
VIP	Very Important Person
WHO	World Health Organization

CHAPTER I

INTRODUCTION

1.1 Background of the Study

Armed Police Force (APF), Nepal has been established in 2001 A.D. with, then, focusing existing security challenges of Nepal. Due to the changing scenario of security challenges of the world gave a roadmap of forming such type's Armed Police Force with 9933 personnel transferring 119 from Nepal army (NA) and 9814 from Nepal police (NP) to formulate a new security organization in the name of Armed Police Force, Nepal (Thapa, 2012). APF, Nepal is an elite security forces in Nepal which have various tremendous mandates which leads the force into national and international recognition.

Currently the APF, Nepal has 37055 personnel deployed in various formation all over the Nepal (O&M Survey Report, APF, Nepal HQS, 2022). Armed police personnel has been broadly categorized into Non-Commissioned Officer (NCO), Junior Commissioned Officers (JCO) and Senior Officer (SO). At the bottom of the hierarchy, the NCOs obey the commands of JCOs and SOs. The organization is led by IGP (APF, Nepal, 2023). Thus, according to the task and nature of job performance in the security sector with the motto of "Peace, Security and Commitment" the entire APF Personnel should have to bear a sound mental health.

According to Mariam Webster Dictionary "of or relating to the total emotional and intellectual response of an individual to external reality". Likewise, the Collins Dictionary, mental means relating to the state or the health of a person's mind. In this way, the mental is the state of mind concerned with emotional and intellectual response capability of and individual.

According to Collins Dictionary (2023), a non-commissioned officer in the armed forces is someone with a rank such as corporal or sergeant who used to have a lower rank, rather than an officer of higher rank who has been given a commission. A soldier who has a rank such as sergeant or corporal of military or armed forces, but not a high rank (Oxford Learner's Dictionary, 2023). In APF, Nepal there are currently 32,230 NCOs which

includes four different ranks constable, assistant head constable, head constable and senior head constable. They are taken as the vital backbone of APF Nepal because they are deploying as the ground level forces of APF, Nepal.

Mental health is an essential component of overall health and is a foundation for successful functioning of an individual. It is one of the foundational elements of good health and a requirement for a fruitful, effective, and satisfying individual life. Mental health addresses a person's emotion, passion, psychological and social activities and the mental health has an impact on how people feel, think, act, and behave. A person with a good level of mental health has three major features including relief, correct feelings about others, and the capability to meet the needs of life. In this sense, a person's mental health is vital at every period of their life from childhood and adolescence through adulthood (Erskine et al., 2015). In context of security service, mental health has been taken as a major asset because the personnel should have a good mental health and physical health to perform the assigned tasks or duties by the immediate command authority.

The mental health problems span across almost every aspect of an individual's life. It can have a deep impact on the overall mental and physical activities. That can range from our daily worries to serious problems according to time span. In fact, the common mental health problem is that issues which impacts on individual's thoughts, feelings, behaviors and social interactions (Holen & Waagene, 2014). In practice police personnel can never be said to be "off duty". They are devoted to protect public facilities and lives at all the time and those locations where the threats to the peace as the authority of public servants (Boxer, 2014). A soldier's life is subject to a variety of physical and mental pressures, making them more susceptible to a variety of mental health issues. Whether in armed police services or military, the depression has been taken as a widespread mental health problem all over the world (Maroadi, 2021). In fact the stress levels in police organizations and armed police forces are among the highest in comparison to other professional group or organization. A decline in professional efficiency as well as a decline in quality of life are all consequences of poor physical health which is due to poor mental health (Sharma, 2019).

Similarly, depression is a widespread mental health issue among soldiers worldwide as a result of pressures such family separation, rigid hierarchical discipline, deployment in active wars, and a less predictable way of life, among others. Fink et al. (2016) mentioned

that the depression can lead to insufficient training, poor productivity and overall declines in the quality of one's working environment as well as in the quality of work life.

One of the most often utilized types of psychological support, also known as psychological advice, is psychological therapy. Professional psychology covers a wide range of topics, including the use of psychological ideas to advance and support the growth, wellbeing, and mental health of individuals as well as members of families, communities, organizations, and groups. People of all ages can benefit from psychological counseling while overcoming emotional, social, developmental, and other life obstacles (Cherry, 2020). Additionally, it aids in managing behavioral challenges, stress management, reducing anxiety and discomfort and dealing with problems brought on by psychiatric diseases.

Similarly it is believed that the psychological counseling helps to reduce the mental health problem of the people by identifying the existing grass root problem aiming to enhance the mental health. Thus, mental health problem and psychological counseling are inter-linked which, the mental health problem, can be solved through the proper mechanism of psychological counseling for the benefit of individuals.

1.1.1 Concept of Mental Health

The Oxford Dictionary defines mental health as the capacity to deal with one's surroundings and experience some degree of satisfaction from one's work and way of life, along with the promise of hope for the future.

The general well-being of people, groups, organizations, communities, and nations depends on their mental health. Although technical references to mental health as a topic or study are not discovered before 1946, the concept of mental health as a condition may be found in the English language far before the 20th century. (Bertolote, 2008). In the same year, the World Health Organization (WHO) was established at the International Health Conference in New York, United States of America (USA) and a Mental Health Association (MHA) was founded in London. (Lewis, 1974).

Generally speaking mental health encompasses emotional, psychological and social well-being, all of which have an impact on their ability to think, perceive, act and behave. The mental health helps to support in determining individual stress handling, inter-personnel

relationships and to make decisions. Mental health is a healthy expression of personality and emotional beliefs that enables one to live in peace and harmony with others. A person with good mental health primarily possesses the following three qualities: mental comfort, accurate perception of others, and the required strength to face life's demands (Townsend, 2014). In this way, mental health is concerned with the balance of physical and psychological health which is necessary for the successful life of an individual.

A condition of well-being known as mental health which enables people to achieve the desired goals realizing the abilities, cope with the normal stresses of life, work productivity to contribute to their communities in a fruitful way (WHO, 2004). There are three most common ideas to improve the health follow from this definition: mental health is an integral part of health, mental health is the absence of mental illness. Thus mental health is intimately connected with physical health and behavior.

Mental health is a development factor of physical and mental status of the human beings to perform the expected activities. This is positive phenomenon of the performance. Thus, a person's mental health must allow for their full physical, intellectual, and emotional growth in order for them to fully contribute to society, their ideas, and their life's goals. It is a normal state of well-being (Chauhan, 1987). Likewise mental health is a state of balance between the individual and the surrounding world which exist with the realities self and with other people around the environment.

American Psychiatric Association (2022), mental health is defined as the capacity to do daily tasks successfully, which fosters constructive activities, happy relationships and the capacity to adapt to change and deal with adversity. The emotions, thoughts, communication, learning, resilience, and self-esteem of an individual are all influenced by their mental health. The same is true for relationships, emotional and personal wellbeing, and contributing to one's community or society. Physical and mental health are intimately correlated. Thus mental and physical health are equally important components of overall health but there must be considerable situations of the environment which may create the positive spectrum for the performance of any duties or activities with full efforts and harmonious collaboration of the whole personality. The ultimate aim of the sound mental health is for the individual inner peace, good physical health, individual prosperity as well as organizational achievements.

1.1.2 Mental Health Problem

The actual framework of armed policing and the nature of job demands of armed police personnel immediately made this as a very difficult profession (Violanti & Aaron, 1994) which might affect not merely the professional quality of life in a detrimental way, but at times might result in severe stressful lifecycle. As a matter of fact, first responders protect and preserve 'life, property, and the environment' immediately after accidents and disasters (Prati & Pietrantonio, 2010). For that the police personnel should have to be active 24/7 for the effective response at all the time without thinking personnel interest and aspiration, freedom, relationship and others which, sometimes, may create the mental health problem in a personnel because of clashes of duties and mental perception.

The terminology used to define mental health issues is varied and includes terms like mental disorder, mental sickness, mental illness, and mental suffering. The phrases mental disorder or disease are used when the symptoms match a diagnosis provided by a physician or other medical expert. The term mental health problems covers a broad spectrum of mental illnesses, from self-reported symptoms like anxieties and a moderately depressed mood to symptoms that satisfy diagnostic criteria. Bremberg & Dalman (2015) stated that some experience that is stressful in life may result in transitory mental health issues including anxiety and depression symptoms.

There are mainly two types of mental health problems: Neurotic symptoms and psychotic symptoms. Mental health problem with neurotic symptoms are common mental health issues which includes normal emotions such as stress, sadness and anxiety (Matliwala, 2017). It also includes depression, anxiety, obsessive-compulsive disorder (OCD), phobias, post-traumatic stress disorder (PTSD) and panic disorders. But mental health problems are not like cancer or heart disease, where scientific tests can reveal what is wrong. With mental health problems, it's our painful feelings and thoughts, and their effects on our lives which may be difficult.

On the other hand, mental health issues with psychotic symptoms are less common. Psychotic symptoms interfere with a person's perception of reality (Matliwala, 2017). It may include hallucinations of the things. No one else is capable of seeing, smelling, hearing, or experiencing. People who are psychotic may develop irrational beliefs about

themselves, other people, and the outside world. Schizophrenia, eating disorders, substance addiction, bipolar illness, and personality disorders are among the mental health conditions with psychotic symptoms. There is no set list when it comes to the signs and symptoms because the problem is a result of mental conflict of an individual due to both physical and mental health. Mental health problems are a major public health problem worldwide. WHO, (2013) one person out of four people are directly affected by a mental disorder in their lifetime and three out of four people receive no treatment as well. Over 900,000 people commit suicide each year in the world. These are all facts that laid out by the WHO in the Mental Health Action Plan 2013-2020.

Mental health problem includes normal stress level to suicide level in which various activities are exists. Some problem may be surficial which cannot be easily noticed but some problem can be observed and realized due to the actions. Mental health problem mostly create the clash between mental and physical health which is taken as the problem within the human being. There are also other various factors like psychological behavior, emotional activities, social phenomenon, environment forces which the people connect mentally by any medium accepting the mental health problem. Thus, the mental health problem mostly taken as the negative picture because it directly affects the individual overall health by increasing the low level stress, depression to chronic level mental hurdles and lastly suicide level. In this way, obviously there is the gap on the combination of ideal health between the good physical and good mental health.

In Nepal various types of mental health problem can be seen according to the situations mostly stress, depression, mental distresses, disorders, illness, etc which happens frequently. But the suicide is also a major serious problem is in increasing trends which impacts the human life. It is generally, although not always associated with mental illness. Effective treatment of the mental illness can reduce or abolish the risk of suicide. The government of Nepal has taken it's as a serious problem nowadays after the COVID pandemic.

Durkehim (1897) has written done first methodological study of a social fact in context of society regarding the suicide. Then, he used the term "suicide is applied to all cases of death resulting directly or negative act of the victim himself, which produce the result. He explored and explained about that there four types of suicide which are egoistic suicide,

altruistic suicide, anomic suicide and fatalistic suicide. Egoistic suicide reflects a prolonged sense of not belonging, altruistic suicide is characterized by a sense of being overwhelmed by a group's goals and beliefs, anomic suicide reflects an individual's moral confusion and lack of social direction and fatalistic suicide occurs when a person is excessively regulated when their future are pitilessly blocked and passions violently choked by oppressive discipline.

According to the Nepal police, the suicide rate are increasing due to various factors which are especially economic conditions, bad family relationship, psychological behavior, unemployment, alcoholic situations, fear of prestige and so on. The common mode of suicides in Nepal are as self-poisoning, fire, brunt, and hanging, jumping from the hill, using weapons and drowning (Nepal Police Mirror, 2022).

1.1.3 Psychological Counseling

Psychological counseling is the activities of finding support from a qualified or professional therapist is an excellent technique for those people who are experiencing mental health issues that they can't handle, can't manage, or don't know how to cope with environment. There are many types of counselling. Psychological counseling aids people of all ages in resolving issues relating to their emotional, social, developmental, and other life challenges. (Cherry, 2020). The American Counseling Association (2010) states that counseling is a professional partnership that enables various people, families, and groups to achieve their educational, career, and mental health goals.

Psychosocial Working Group (2002) described 'psychosocial', which encompasses psychological well-being and/or mental health (emotional, cognitive and behavioral stability of the individual); it emphasizes social ecology (consisting of the wider community connections, social support networks and other existing healing resources) and; it entails working from the significance and appropriateness given by existing culture and values.

Psychological counseling is now taken as the very common subject matter to increase the employees' productivity and efficiency in various sectors. In Nepal mostly, private sectors who deals with the people's service through their staffs are conducting psychological counseling to reduce the occupational stress and maintain work life balance. Banking

sectors and other corporate houses are applying such types of activities to make stress free employees working environment by providing knowledge regarding mental health and psychological counseling. Likewise, security organization are also conducting such types of professional and psychological counseling for the better job performance to make stress less environment. Mental health problem and psychological counseling is directly inter-linked component because without psychological counseling it is very difficult to reduce the mental health problem of the employees. It is a pivotal activities among the employees for creating effective working environment without any problem whether mental or physical.

Similarly to fulfill the organizational mandates, the mental health in APF, Nepal is one of the most essential strength for the effective deployment and man management of the APF personnel. As a result many personnel of APF, Nepal have been facing lots of mental health problem like stress, depression, mental distress and mental disorder whether SOs, JCOs and NCOs since its inception even though the APF, Nepal has sound psychological counseling mechanism. To maintain better mental health among the personnel, APF, Nepal has been managing various mechanism for the counseling and treatment in APF, hospital considering the medical treatment.

1.2 Statement of the Problem

APF, Nepal is an elite security force of Nepal which is performing the assigned task by the government of Nepal since its inception. The APF, Nepal has deployed its strength all over the districts from base camps to district offices for the internal security. Being an elite security forces of Nepal, the APF personnel should have to bear sound health which includes both physical and mental health while deploying in various situations because the mandates which has given to APF, Nepal is mostly concerned with security service delivery. Thus the study mainly focuses on the mental health of NCOs who are taken as the backbone of the organization. It is necessary to understand the situations of mental health of the APF personnel.

Since its inception, APF, Nepal have been facing lots of mental health problem among the NCOs which have taken as the serious matter. To solve the mental health problem, the APF hospital and the grievance section of APF, Nepal has been doing necessary activities in

both medical and psychological areas. But the mental health problem is existing as the burning issues in APF, Nepal because of changing scenarios of society, social media and working environment. Thus the working environment of APF personnel are much influenced by the mental health which is also connected with physical health.

The study of existing mental health problem has not been much focused among the NCOs though the psychological counseling has been continued since its inception. It is necessary to understand that the cognitive and the working behavior through the perspective of psychological context because sound mental health is one of the pillars of personal health and a prerequisite for a useful, effective and satisfying individual life. The NCOs are the ground level strength of APF, Nepal so that the health whether mental or physical has to be strengthen all the time. But the current situation is different, many of NCOs are suffering from mental health problem and some of the suicidal cases are also noticed due to the psychological behavior and chronic mental health problem. It is very difficult to diagnose as cancer and other health problem.

Mainly the mental health problem and the disturbance in work life balance are the issues nowadays due to the various types of mental illness which is impacting on the health and working efficiency of the NCOs. The issues of suicide is also a pertinent topic due to chronic mental health problem. Thus in this study the main focus has been given on the problem as the basis of this research.

1.3 Research Questions

This research is guided to find the answers of these following research questions:

- a) Why mental health is an important aspect to APF personnel performing mandatory task assigned by government of Nepal?
- b) What are the existing mental health problem among non-commissioned officers in APF, Nepal?
- c) How psychological counseling can be strengthen to solve the mental health problem among non-commissioned officers of APF, Nepal?

1.4 Objectives of the Study

The main objectives of this study are:

- a) To analyze the important aspects of mental health to APF personnel to perform mandatory task.
- b) To explore the existing mental health problem among non-commissioned officers in APF, Nepal.
- c) To suggest for strengthening about the psychological counseling measures to solve the mental health problem among non-commissioned officers.

1.5 Significance of the Study

There is a principle that the security personnel are always in the duties. In the same line, APF, Nepal's personnel are always in duty, there is no off duty. In APF, Nepal, the number of NCOs is high and they are the backbone of the organizations. Really they are the force who have to deploy in various situations with both physical and mental strength. That's why, they are more prone to mental health issues because of their nature of duty deployment. They are also suffered from severe mental health problem being away from home or family, social reflection, low salary and other conditions which is incompatible between the expectations and achievements. That types of problem should be timely addressed before crossing the chronic line of mental health problem. Thus the study can contribute to leadership and policy level to know the actual situations of mental health problem of NCOs for the effective remedial plan and policy formulation and implementation.

This study will be fruitful to other security organization, stakeholders and the personnel who wants to know about the general concept of mental health and psychological counseling. Likewise the study is also beneficial to those who want to know about mental health, mental health problem psychological counseling as an academic literature for further study.

1.6 Limitations of the Study

In context of mental health and mental health problem, it may be very much challenging to gather required data regarding as an academic discourse of social science because of less study on this pertinent topics and moreover, concerning with APF, Nepal. Due to an elite security forces and the sensitivity of the security issues as well. Thus, this study try to extricate the existing problem regarding the mental health of NCOs rather than junior commissioned officers and senior officers based on the various APF, units of particular areas, terai districts of Koshi province which support to make the required policy for the psychological counseling to them later. The triangulation of interview, KII, FGD and expert consultation has been linked but the whole area of APF, Nepal has not covered due to data saturation.

CHAPTER II

REVIEW OF LITERATURE

This chapter includes the review of previous literature which is relevant to study to know about the general concept of mental health, mental health problem, psychological counseling in the security agencies. By the study of those relevant literature it is tried to explore the problem faced by the security personnel because the security personnel moreover lower/ground level personnel are suffering from the mental health problem and they need psychological counseling as well. The literature review provides the general theoretical knowledge regarding the mental health problem which has been taken as the serious problem whether professional or individual life. In context of APF, Nepal, mostly NCOs level are in risk of mental health problem due to excessive duty hour, far from the family, low economic strength. Thus some concept and theoretical perspective has been taken as the reference from those relevant literature while studying the pertinent topics. For the easiness of the study, the literature has been reviewed dividing into international and national as follows:

Watson (1913) considered as the founder of behaviorism explained that the behaviorism theory focuses on the idea that all behaviors are learned through interaction with the environment. This learning theory states that behaviors are learned from the environment and further says that innate or inherited factors have very little influence on behavior.

The White House Conference Preliminary Report (1930) mentioned that the mental health as the capacity of people to face and accept the realities of life as well as the ability to adjust a maximum of effectiveness, fulfillment and joy to oneself and the environment. The mental health is more concerned with the realities and ability life which can provide the efficiency and effectiveness in the human being to get expected outcome through mental satisfaction. Thus, the mental health is the adjustment of individual life for the maximization of the realities of effectiveness and efficiency in professional as well as personnel life.

Menninger (1945) defined the mental health as a person's ability to interact with their

environment and other people in a way that maximizes their efficiency and satisfaction. It is the capacity to keep one's composure under pressure, remain perceptive and intelligent, behave in a compassionate way toward others and be cheerful. The ability and interaction with environment cannot easily predict because of the existing pressure and behavior which the individual perceives. He mainly focused on the interaction with environment which is the human capability to make compatible at each other.

The International Committee on Mental Hygiene (1948) explained that the mental health is regarded as a condition which permits the optimal development, physical, intellectual and emotional, of the individual, so far as this is compatible with that of other individuals. For the intellectual and emotional brainstorming, the mental health is necessary. The intellectual capability can be seen with both mental and physical health for the development which is compatible with the existing environment.

Crow & Crow (1951) stated that mental health refers to the state of a person's wellbeing in all contexts of their interactions with other people. It is assumed that the mental health is directly concerned with the human welfare and well-being. It helps to maintain good status of an individuals by supporting on the overall health situations because without health no one can progress as expected for the individual and family. Really mental health is the contributor for the betterment of lifestyles and professionalism which is the parameter of human welfare and human relations.

Rogers (1964) was introduced humanistic psychology theory in the second half of the 20th century and bolstered by Abraham Maslow. Humanistic psychology emphasizes how an individual shapes both his internal and exterior surroundings. He further told that individuals are creative, active human beings who remain in their current surroundings and are concerned with circumstances, interpersonal interactions and perceptions.

Bhatia (1982) stated that having a healthy mental state is being able to balance one's feeling desires, goals and ideals in daily life. It denotes the capacity to acknowledge and accepts life's truths. The balance of life of security of personnel depends upon the feeling, desires, goals and ideals connected with daily routine of life in the organizations. It is very difficult to gain those balances if there is not acute mental health conditions.

Ryff (1989) thoroughly examined the concept of well-being in the context of a number of

different indicators, including autonomy, environmental mastery, personal growth, positive relationships with others and familial ties. A sense of purpose in life, self-acceptance and a favorable atmosphere fosters excellent mental health which can increase a person's capacity for work with greater motivation.

Kumar (1992) explained that mental health is a measure of how well a person has been able to satisfy the social, emotional, and physical demands of their environment. Mental health can able to satisfy all the environment of an individual which is necessary for the prosperity and progress of the individual. In this context, the mental health measures the individual well personality which is largely depends up on the physical health as well.

Hoagwood (1996) asserted that quality of life and stronger family, societal and educational environment adoption are the characteristics of better mental health outcomes in adolescents. The quality of life depends up on the sound mental health with better relationship in family, society, institutions and other environment. That is an instruments for the mental fitness for the productivity and increment of the expected outcomes.

US Surgeon General (1999) reported that the mental health is the capability to carry out mental processes successfully, which results in useful activities, fulfilling relationships with others and the ability to adapt to change and cope under difficult circumstances. The term mental illness refers to any medical conditions with diagnosable mental disorders that are defined by alterations in mood, cognition or behavior that are linked to distress or a decline in functioning. Mental health is concerned with mental functions which is connected with relationship of environment and other people. It is the direct influencing factors of mood, thought and behavior for the well-functioning.

Kisku (2001) explained that mental health has several dimensions which contributes to people overall health and well-being. Well-being refers to a person's ability to cope with events in daily activities which is the responsibility in society. It represents a proactive stance toward the person's emotional health because the person's health largely depends up on the both mental and physical health to support on well-being.

Keyes (2002) stated that mental health is a combination of emotional (emotional well-being refers to the realization of well-being), social (social well-being refers to an individual's effective functioning in the community), and psychological (psychological well-being

refers to an individual's effective functioning) well-being. The mental health is a mixture of emotional, social and psychological well-being for the individual effectiveness on functioning the duties or activities. Human being are the representative of the society who have the emotional/psychological behavior and the social responsibility.

WHO (2004) mentioned that the mental health is that condition of well-being where each and every person is capable of realizing their own potential, coping with everyday stressors, working creatively and fruitfully, and giving back to their community. Thus mental health is largely depends upon the individual capacity on creativity by managing stress for the contribution of wellbeing which might see the potentiality of the personnel.

Kumar (2016 & 2017) stated that a laid-back, adaptable and professional attitude support to the higher mental health index. An open work environment would make it easier to identify indicators of a disorder and offer an intervention. Early issue detection and support from peers are essential to the treatment of depressive disorders and the prevention of suicide, particularly in the police forces where we are surrounded by firearms. Policing is one of the stressful job because they have to stay out of home without family relationship because Human being without family cannot sustain at all. Thus strict hierarchical discipline and the work environment normally create the stress to all the police personnel.

Nepal mental health policy (2073) explained about the mental health is an important component of overall health and mental health problem includes depression, mental disorder, bipolar disorder, mental distress and Schizophrenia which will be treatment as a free cost and manage for the consoling as well.

In this way mental health is the successful performance of mental functions in terms of thought, mood, feeling and behavior that helps to get the desired goals with productive activities and performance in any organization or institutions which enhance the professionalism.

The founding statement of the WHO (1948) stated that mental health is not only the absence of mental illness but also the integrated phenomenon of physical, mental, and social well-being. The status of the body and the mind affect mental health. It is assumed that a person's have physical and mental health. A person who have the mental health he/she can think clearly and logically every matter. Furthermore he can able to keep good social

relationships. The level to which a person has been able to satisfy the demands of his or her environment, whether they be social, emotional, or physical, for example, may be measured by their mental health.

Maslow (1962) maintaining mental health does not entail accepting life as it is and life in this way points to further greater life. Everyone has the greater potentialities for achieving the progress and inner nature without being contained, repressed, or denied. If there is no active participation in any activity, it may indicate major health problems, including possible mental health difficulties.

Selye (1976) stated that the notion of stress can be broken down further into eustress (positive stress) and distress (negative stress). Stress during marriage and stress during funeral is a perfect example for this. In other words stress isn't always bad. A modest amount of stress can help people in many ways; it can make them energetic, stay focused in the task, and also push them to meet new challenges in the workplace.

Gaines & Jermier (1983) highlighted that one such profession where high stress is frequently present is law enforcement, which is demonstrated by the serious psychological and physiological issues officers encounter, such as burnout, marital issues, alcohol and drug misuse, heart disease, and suicide.

WHO (1986) explained that suicide is an act with a fatal outcome which the deceased, knowing or expecting a fatal outcome had initiated and carried out with the purpose of provoking the changes he desired. Suicide is not common but the ratio is increasing around the world. That is mainly happening due to the clash of various circumstances of mental and environmental issues. People mostly choose the way of suicide after mental thought of defeating with problem and environment.

Stafford (1986) mentioned that the poor mental health can lead to their proneness to physical illness and emotional disorders, accidents, marital and family problems, excessive drinking and drug use, suicide and lawsuits including issues like using excessive force, making false arrests, and failing to offer the necessary services and protection.

Bhaskar (1986) mentioned that several factors which were intrinsic to the job and closely related to work were identified as a major contributors to stress related problems. The

intrinsic behavior cannot be easily seen which may affect on the job performances because of environmental issues.

Rosenbeg et al (1988) in context of suicide, stated that the death arising from an act inflicted upon oneself with the intention to kill oneself? No one want to kill but suicide is happening due to the mental problem which may be internal or external cause. That act inflicted upon oneself due to the chronic intentions.

Ryff & Singer (1998) stated that a person has a sense of purpose to involve in the strong relationship with others considering the self-respect and capable of doing things on their own. This is why, he focused that health is not only a medical concept which is associated with the absence of illness but also a philosophical one.

Fremouw et al. (1990) explained that suicide is common everywhere in the world. The suicide is in increasing trends due to the changing environment of lifestyles. Suicidal ideation is an important risk factor for suicide attempts and completed suicide. There are studies which have assessed and reported that psychosocial correlates of ideation are depression, family discord, personal stress and alcohol abuse.

Spragg (1992) noticed that posttraumatic stress disorder has been identified as a major problem among police personnel in traumatic situations and various problems are known to be experienced by individuals. Police has to deploy on the very traumatic and stressful situations in their tour of duties which help to experienced them to understand the stress. Thus, it should be avoided by adopting various mechanism which actually fit considering the same size will not fit all.

Mayo (1992) underlined that “a suicide has taken place if death occurs.” A dead body, that is, the fatal outcome of the action or behavior, is the first element that incontrovertibly qualifies all definitions of suicide. The concept of mental health varies according to the fatal outcome which is supposed to as the result of action and behavior of ending one’s life.

Mathur (1993) highlighted that several job-related elements operate as specific and targeted stressors for the police and emphasized that job stress remains a neglected area of research. The numerous variables such as poor working conditions, work overload, outdated equipment, health issues, low job satisfaction and police hierarchy have been discovered.

Violanti (1993) expressed that about the mental health as: in an era defined by increasing police suicide rate, the International Association of Chiefs of Police (IACP) suggested recruiting leaders who understands mental health issues and possess stress management skills, regularly auditing psychological assistance services, undertaking mental health awareness campaigns, invest in training on maintaining good mental health and undertake post-traumatic healing on priority basis.

Violanti & Aaron (1994) explained that the framework of policing and job demands of police personnel instantly stated as a highly stressful occupation which might affect not merely the professional quality of life in a detrimental way, but at times might result in severe stressful lifecycle.

Hart, Wearing, & Headley (1995) mentioned that the police job is one of the stressful job while performing duties in which high level stress experienced by the police officers due to the psychological and physiological problems. That happens due to the family problem, alcoholic habit, drug abuse, remote placement, and poor health conditions. Such types of stress initially seen as normal but later that create the chronicle phase among the police officers.

Grinker (1996) stated that the stress can take many different forms and has an impact on people of all ages and at all stages of life. These are many pressures, deadlines and difficulties in modern life. In this way, in every profession, there stress to some extent but the differences are that the level of stress may be differ according to the age and environment. Thus the discussion regarding the occupational stress is focused in this modern age.

Mathur (1999) defined stress in the preface of his work where he defined stress as a multi-causal, complex psychological phenomenon, often created by insidious, long-range continuous pressures, threats and demands on individuals much beyond tolerance limits resulting in psychological, emotional and physical exhaustion.

Mathur (1999) defined that stress is a multi-causal, complex psychological phenomenon, often created by insidious, long range continuous pressures, threats and demands on individuals much beyond tolerance limits resulting in psychological, emotional and physical exhaustion. So stress is an inevitable consequences of socio-economic complexity.

Patten (1999), mental diseases can affect hormone balances and sleep patterns, and many psychiatric drugs have side effects including weight gain and irregular heartbeats. As a result, these symptoms enhance a person's susceptibility to a variety of physical ailments.

Dixon et al., (1999) highlighted that the people with serious mental illness have higher morbidity and mortality rates of cardiovascular disease than the general population, they also have higher than expected rates of infectious diseases, non-insulin-dependent diabetes, respiratory diseases, obesity related diseases and some forms of cancers.

Vinayak (2001) noted that because different police levels have different work schedules, it may be able to discover variations in how much occupational stress each rank experiences. He further mentioned that upper rank officers to have higher stress than the lower rank officers due to decision making command authority (Kar & Singh, 2015). So, the stress level in the high level officer is more common due to their responsibility of deployment of lower level police personnel because of coordination and decision making authority.

U.S. Department of Health and Human Services (2001) stated that mental illness refers to all mental disorders that can be diagnosed and feature abnormalities in cognition, emotion or mood, and social interactions, which are the most comprehensive components of human behavior.

Anderson et. al. (2002) found that stress reduces work satisfaction, leading to reduced efficiency, poor outcome and enhanced certainty of resignation. Additionally, Anderson noted that "fatigue, depression, concentration difficulties, irritability and impulsive behavior" were all overt indications of work stress.

Scanff & Taugis (2002) developed a stress management program that included gradual muscle relaxation, breathing techniques, and imagery in the French police Special Forces to help the police officers for managing their stress level. There are various methods for the stress management which are using by various police forces. Currently the yoga, sports, counseling, families gathering are implementing by the security forces as a way to help the stress of police personnel.

Mirowsky & Ross (2002) explained that psychological discomfort is generally understood to be a condition of emotional suffering marked by depressive and anxious symptoms (such

as restlessness and tension). Those elements are the emotional suffering which a personnel cannot avoid without proper diagnosis by the experts.

Rowling et al. (2002) described mental health as the capacity of individuals and groups to interact with the environment which promotes subjective wellbeing for the possible development by using cognitive and relational abilities to get both individual and collective goals.

Amaranto (2003) noted that alienation from society may result in burnout, cynicism, despair, loneliness, and occupational stress in police officers' professional and personal life. Stress comes from the irregular lifestyles in the policing because of the facilities fluctuates as unexpectedly. Some be the policy differences or some mental differences of an individual officers.

Collins & Gibbs (2003), the percentage of police officers with diagnosable mental illness has risen in the last ten years. Therefore, it's critical to identify, diagnose, and treat police officers with mental illness as soon as possible in order to lessen their suffering as well as the financial burden they place on their families and society. Police personnel whether developing countries or developed countries, they are facing basically burden about the family management due to lack of time or financial status.

Geldenhuis (2003) mentioned that the police officers are taught to conceal their emotions from day one at the Police Training College. They see emotions as getting in the way of the job they are doing. Emotions are suppressed daily for years. The stress takes a toll either quickly or slowly and police officials experience PTSD.

Kelley (2005) assessed that the mental health of the members of the police force and found that the majority of them had poor mental health because of high level of duty stress. They don't have their own choice for the other activities what they actually wanted to do. In contrary, they have to engage on the duties in various complex environment without inner peace in their mind.

BMA (2006) identified that the mental health problem refers to a wide range of diseases from diagnosable disorders such as anxiety and depression. There are two types of mental health issues generally known as neurotic symptoms and psychotic symptoms. In which

neurotic symptoms cover Depression, anxiety, phobias, panic disorders. Psychotic symptoms covers schizophrenia, eating disorders, substance abuse, bipolar disorder, Personality disorder.

Wheaton (2007) explained that psychological distress is viewed as an emotional disturbance that may impact on the social functioning and day-to-day living of individuals. The mental psychology is largely affected by the emotional disturbance which impact on the daily activities and performances. Thus the distress has been viewed as the impacting element on the social as well as professional functioning.

Kaur & Kaur (2007) studied on occupational stress and burnout among women police indicated that the work of police is the most stressful occupation, as the level of occupational stress increased, an increase was also seen in the burnout level.

Dogra & Rose (2007) mentioned that there is a significant amount of misunderstanding among young people regarding the phrases mental health, mental illness. Different institutions, organizations, experts have different opinion regarding these terminology but all those are inter-connected as well and categorized into the mental health problem. It is internationally accepted terms on the mental health issues according to the environment.

Bolton (2008) told the mental health problem considering a mental disorder, often known as a mental disease or psychiatric condition, is a behavioral or mental pattern that significantly impairs personal functioning or produces severe discomfort. He focused on the mental disease or psychiatric condition of the human being.

Phillips & Watson (2009) mentioned that distress is a diagnostic criterion for some psychiatric disorders (e.g., obsessive-compulsive disorders; post-traumatic stress disorder) and, together with impairment in daily living, a marker of the severity of symptoms in other disorders (e.g., major depression; generalized anxiety disorder).

Saleokar et. al. (2011) in their study contended that stress is also found to be higher among lower levels. This is due to direct interface with public in distress, handling conflicting situation, crime investigation and parallel management of maintaining of law and order. Further, stereotypical social roles in Indian society explain higher occupational stress amongst females in police services.

Summerfield (2011) explained stress can lead to the development of mental disorders such as anxiety, depression, burnout, conversion disorder and other conditions with a mental component. Thus stress is a common phenomenon which persons are welcoming with or without awareness due to various environments.

The American Institute of Stress (2012) told that stress is a condition or feeling experienced when a person perceives that demands exceed the individual's capacity to mobilize personal and social resources. Stress emerges due to the perceived capacity of a person. This is the clash between demands and available resources. Positive stress gives positive results but negative stress creates health hazards by impacting rest and recreation as well. Due to differences in available resources and mobilization mechanisms, some of the feelings experienced by a person as stress may be observed only through body language and gestures.

Sundaram, et al (2012) emphasized that occupational stress in police is a widespread problem because of its numerous negative effects on individuals and on police organizations. Officers who experience high levels of occupational stress report a high incidence of physical symptoms and psychological problems that affect their work performance.

American Psychiatric Association (2013) stated a mental disorder is a syndrome that manifests as a clinically significant disturbance in a person's cognition, emotion regulation, or behavior and is caused by a dysfunction in the psychological, biological, or developmental processes that underlie mental functioning. Usually, mental illnesses are accompanied by severe suffering or incapacity.

Burns (2014) stated that police officers are typically averse to any form of psychological treatment, despite having a very demanding job. Police officers live in a society that emphasizes and values emotional stability and strength. It is mostly expected that police officers are problem solvers and not 'problem carriers' (Berg, Hem, Lau, Ekeberg, 2012).

Boxer (2014) mentioned that police personnel can never be said to be 'off duty'. They are committed to service who work to protect the public at all times and places wherever there is a danger to the peace. They need all the help that they can get. So the support to police personnel from the higher rank to the lower ranks must be taken care of at all times.

Polismyndigheten (2018) mentioned that the amount of engagement between the police and people with mental illness has grown over time. Meetings with these people make up a significant portion of the police's daily work responsibilities. In this way, the responsibilities are always a creator of stress within the human being. More over police has more stress rather than other ununiformed job because of their hard types task and responsibilities.

Acquadro, Zedda, & Varetto (2018) explained that organizational tasks include selection and management of personnel/human resources, training of new recruits, public information, record keeping, and bureaucratic procedures. It also includes in activity, boredom, bureaucratic administration, relationships with colleagues and superiors, the public's perception of police work and inadequate relationships with supervisors.

The mental health is the progressive activities of mental activities in terms of thought, mood, activities and behavior which help to gain productive activities, keep good relations with family and society. That will also help to change behavior of human being to adopt the positive situations. But the mental health problem emerges due to the clash between mental and physical health which can be observed in various form like stress, anxiety, depression, disorder, illness and consequently suicidal cases may happen.

Biological Psychology, also known as Biopsychology, is a subfield of psychology that focuses on the relationship between the brain, behavior, and mental processes. Biological psychology can be concisely defined as the scientific study of the biological processes underlying or influencing mind and behavior. It is one of the few scientific disciplines at the crossroad between humanities and natural sciences.

Driskell & Olmstead (1989) military psychologists can be defined neither by a common set of techniques (as is experimental psychology) nor by a common set of problems (as is developmental psychology), but rather by the area or context of application the military. Military psychologists can work with a variety of difficulties that span the complete spectrum of psychological viewpoints, from fundamental to practical concerns.

The British Association for Counselling (1986) said that professional counselling is the skilled and ethical use of relationship to facilitate self-knowledge, emotional acceptance and growth and the optimal development of personal resources. The main objective is to

provide positive environment to people to make happier living and more resourceful living standard. Connections with counselors may concentrate on developmental concerns, addressing and resolving specific difficulties, decision-making, crisis management, increasing personal insights and knowledge, resolving internal conflicts, or boosting interpersonal connections, depending on the circumstances. Helping clients work in a way that respects their values and personal resources is the counselor's duty.

The Chicago School (2020) explained about the counseling psychology is a field that aims to help individuals, at any stage in life, overcome mental health challenges in order to improve the quality of living. This area of study focuses on how people behave in both their personal and professional life.

American Counseling Association's Governing Council (1997) stated that professional counselling is the application of mental health, psychological, or human development principles through cognitive, affective, behavioral, or systemic interventions, strategies that address wellness, personal growth or career. It is believed that the counseling is always conducted for the positive change in professional activities which help to enhance the person's working capability with sound and peace mind for the organizational growth.

Helena (2001) defined counseling as a form of support or assistance offered to healthy people experiencing on their life problems, adjustment difficulties, and developmental crises. The counseling helps to handle the difficulties for the development of health by supporting on their mental and physical problem.

Norcross (1990) defined that psychotherapy is the informed and intentional application of clinical methods and interpersonal stances derived from established psychological principles for the purpose of supporting people to modify their behaviors, cognitions, emotions and other personal habits in directions that the participants deem desirable.

Czabała & Kluczyńska (2015) explained that the psychological counseling as this stage which is referred to as looking for new ways of solving the problem and developing an action plan that help the person to improve their quality of work by helping to address their problem in a new way. In this regard, the psychological counseling support to find out the existing problem as a solving tool to develop new environment both mentally and physically. The psychological counseling help to improve the quality of work.

Watson (1913) considered the Founder of Behaviorism. Behaviorism theory focuses on the idea that all behaviors are learned through interaction with the environment. This learning theory states that behaviors are learned from the environment, and says that innate or inherited factors have very little influence on behavior.

Thus in the security personnel who are suffering from various mental health issues due to the duty pressure, complexities, strict discipline and work life balance, they need the psychological counseling which is also available on various literature.

2.1 Research Gap Analysis

In security organization, the mental health is more important because they have to perform their job in different environment. They should be mentally and physical fit at all the time according to their working responsibilities. If a person cannot manage their mental health, then, the mental health problem emerge due to various influencing factors. In Nepalese security force, the study about the mental health problem is not analyzed well, due to security sensitivity, so that the study has focused on this subject matter relating with NCOs of APF, Nepal. But due to unavailability of literature regarding the mental health problem, the researcher had interviewed with NCOs of APF personnel who were deployed in the Terai districts of Koshi province. Then after the researcher had consulted with experts, medical personalities of APF, hospital and with other personnel of APF, Nepal. Thus, the study tries to fulfill the research gap on the mental health problem and psychological counseling among NCOs of APF, Nepal which give the clear picture of existing mental health problem.

CHAPTER III

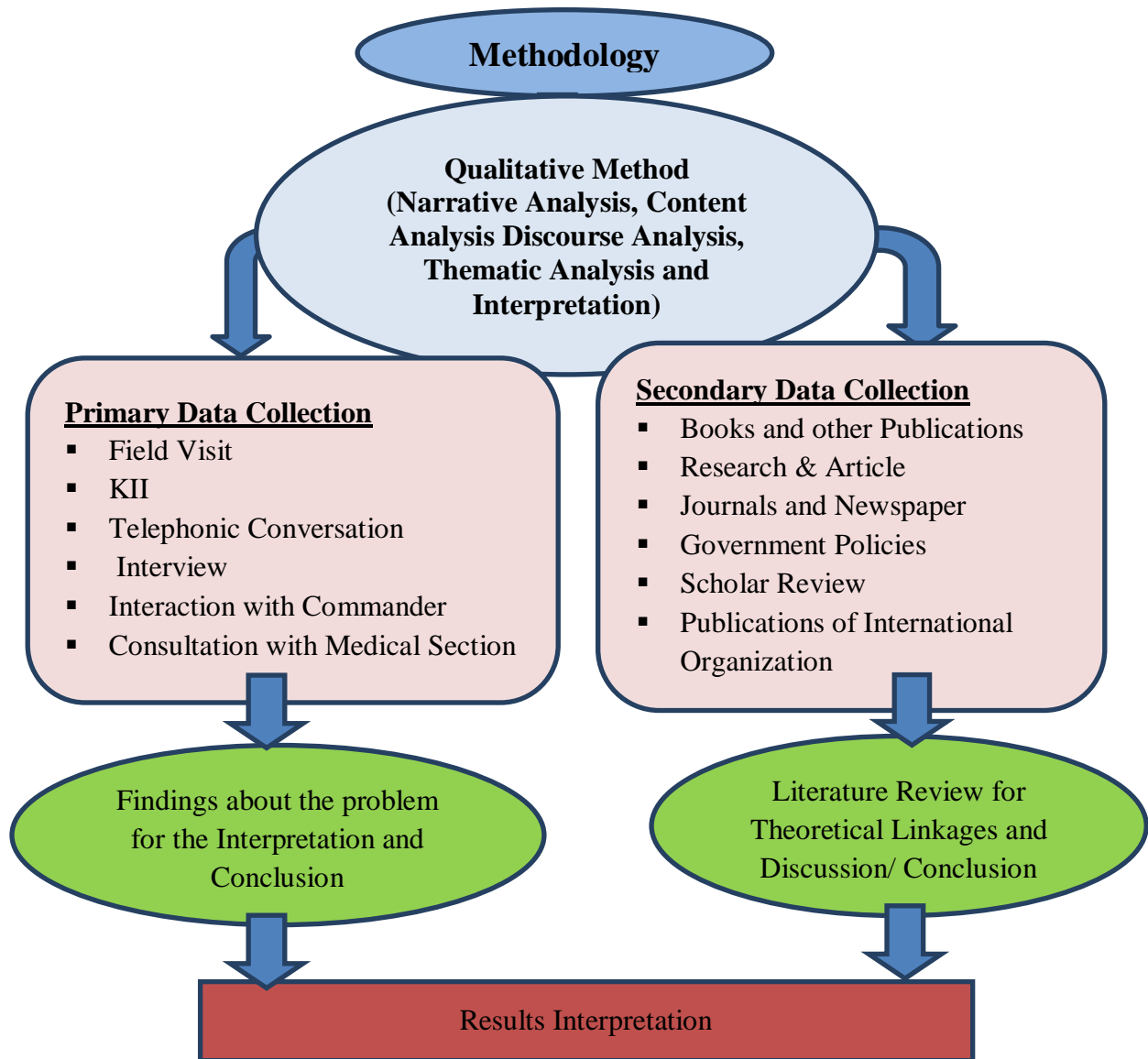
RESEARCH METHODOLOGY

This chapter covers the methodology employed in data collection process for the study of the concerned subject matter. Mainly how the research or thesis paper is designed for the depth study of identified problem is guided by this chapter. The qualitative study has been used in this study. The study adopted descriptive methods and purposive sampling has been used to collect data of a particular area's APF units. The chapter has described about the overall plan of study which has been carried out including research design, methods of data collection and the analysis or interpretation of data through qualitative narrative analysis and thematic analysis are entertained as the technique. Basically, this chapter deals with considering the following sub-chapter in the research methodology.

3.1 Research Design

Qualitative methodology was used in this research. The main objective of this research is to study about the existing mental health problem and psychological counseling in NCOs of APF, Nepal. The nature of this research is analytical and descriptive. Descriptive design normally explains phenomena that exists in a group of people which can be considered as the organization or community. It is used to identify and obtain relevant information on a particular issues and it can be used to study the current situations about the particular problem at the particular areas. Thus, in order to support for the study and justify, both primary and secondary data has been used which has been gained secondary data from the from literature review as the theoretical knowledge and the primary data from interview, KII and FGD. The respondents were selected as the purposive sampling in seven APF units of terai districts of Koshi province.

The mental health problem and psychological counseling of NCOs level of APF, Nepal, has been studied following the qualitative method as the prime method of the study from the selected units Koshi Province of APF, Nepal. It enabled the researcher to obtain and hence, describe the impacts of mental health problem into the APF, Nepal. The researcher has made a sequential frame for the understanding of the methodology which has been shown clearly in figure 3.1 as follows:

Figure 3. 1*Research Methodology Framework*

Source: Adopted and Modified from Shahi (2020)

3.2 Nature and Sources of Data

Mainly in this study the data has been taken from primary sources followed by the secondary sources. For primary data, the researcher visited the study area and interviewed with NCOs of APF, Nepal who are deployed at the various units of Terai district of Koshi province. The researcher himself involved in the FGD. The researcher consulted with medical practitioner, psychologist, grievance handling section in-charge and gender

section's in-charge of APF, Nepal's headquarters for the validation of data aiming to give required shape of this research.

3.3 Techniques and Tools of Data Collection

The individual interview have been conducted as the primary data collection technique in this study. With structured and semi-structured interviews, 50 APF personnel of NCOs level were the participants who were engaged and answered regarding the mental health, mental health problem and psychological counseling. The interview was guided to the researcher based on the open-ended questions. That allowed to the respondents to provide required information according to their experiences, realization, perceptions in context of mental health problem.

The researcher applied telephonic interview with some personnel for the gap fulfillment in some extent. Similarly the focal group discussion (FGD) in some units with mixing up male and female personnel to extricate their common observation regarding the stress, depression, mental illness, mental disorder, mental health problem etc. The key informant's interview (KII)'s were also importantly consulted to make the study more specific aiming the interpretation for the problem.

3.4 Data Processing, Analysis and Presentation

The researcher has collected primary data from the study area by conducting the interview methods for that the researcher has designed the some questions to understand easily by the respondents and asked questions effectively and clearly. The researcher briefed about the purpose of the study to the respondents. Collected data has been checked and verified at the end of work. Any inaccuracy and inconsistency has been corrected accordingly. To control the data quality, researcher regularly verified the data during the collection period.

The collected data has been analyzed using narrative analysis and thematic analysis. The narrative analysis has focused on interpreting the core narratives from the study groups and the themes and patterns has been used to identify the existing mental health problem of APF units of Terai districts of Koshi Province of Nepal. But unnecessary information beyond the objectives have been eliminated and concise editing was done through comprehensive examination of specific issues.

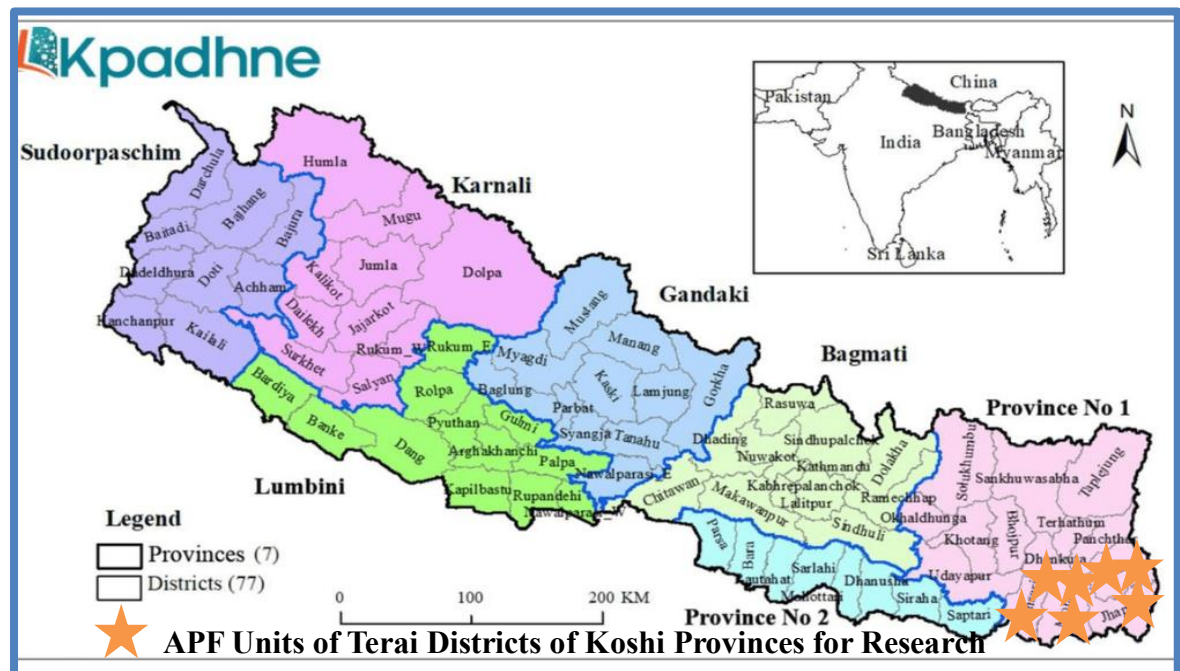
3.5 Area of Study

This field study was conducted one week in various APF units of Terai districts of Koshi Province since 21st may 2023 ranging from BOPs to Brigade HQs. Terai districts of Koshi province is touched with international border (IB). The total strength of APF units of Koshi Province is 6534. But the research units have only 3554 strengths during the study period. The study is conducted with FGD and individual interview methods.

The study is focused on the existing situation of mental health problem among the NCOs. The researcher has tried to explore the specific problem of those NCOs who were deploying in BOPS, Companies (COYs), Battalion (Bns), Reserve Battalions (RBn), training school and brigade HQs including technical and general duties personnel in which female NCOs were also involved. The study helps to the researcher to explore the existing mental health problem which is suffered by some personnel chronically. The researcher included both normal personnel and patient who are getting treatment at the regional hospital of APF, Nepal. The study area has been shown in figure 3.2 at the map as follows:

Figure 3.2

Map of Terai districts of Koshi Province



Source: <https://kathmandupost.com/national/2015/11/25/>

3.6 Ethical Consideration

The researcher has been strictly followed the code of ethics of American Psychological Association (APA) 7th edition during the research. The research is purely an academic and there is no sponsorship for the research purpose. Acknowledgement and intellectual property rights are reserved as per the existing law of the research during the entire process. This study promised to protect the confidentiality of the individuals and organizations respectively. The respondents have not discriminated on the basis of sex, race, cast, rank and ethnicity while preparing the research. That's why there is no dishonest practice in the entire research. The sources and data are kept in confidential as per the fundamental ethic of research.

The researcher acknowledged and cited literature for the guidance and intellectuality credited to carry out this research during entire research period. The identity is kept anonymous, to protect the identity of respondents in qualitative parts. During the KII, FDG and interviews written and verbal informed consents were taken. After categorizing and labeling the interview data, iterative reading, interpretation, and early coding and topic development.

CHAPTER IV

ANALYSIS AND DISCUSSION

4.1 Introduction

This chapter covers the analysis and discussions regarding the main research topic mental health problem in NCOs level of APF personnel deployed in the Terai districts (Jhapa, Morang and Sunsari District) of Koshi Province. This chapter discusses results and findings of a research regarding the mental health problem and the impact of mental health problem on performing the role and responsibilities of APF, Nepal. This help to find out the important aspects of mental health who are actively working in the various tasks like disaster management, border security, riot management, VIP security and other general duties which is performing by the APF, Nepal in the Koshi Province. Data was collected through individual interviews based on the open-ended questions, Focused Group Discussion and Key Informant's Interview for the study.

The chapter has been divided into various sub-chapters to study about demographic characteristic of respondents including age, ranks and gender perspectives to analyze the mental health problem in APF, Nepal. The results are presented starting with the background information of the respondents and observational activities in the study area. The results are also presented and discussed as per the objectives of the study in order to draw the core conclusions about the study. All the interviews were conducted with APF personnel individually and group basis in five different units deployed in the Terai districts of Koshi Province ranging from Border Outpost (BOPs) to Brigade HQs to extricate the actual situation of mental health problem among the NCOs level and its impact on performing the duties in the field. The following sections are key thematic areas of the study outcome:

4.1.1 Socio-Demographic Characteristics of Respondents

Respondents in this study were both males and females APF personnel deployed in the Terai districts of Koshi province. The inclusion criteria for the interview were included to both male and female of Non-Commissioned officers of APF Nepal above 18 years old

who were available in a sampled APF units and voluntarily took part in the study. The respondents categorized on the basis of age, gender and rank considering the existing appointment of the respondents and interaction with problem facing by them as well as other personnel. Table 4.1 shows the number of male and female involved in the interview, figure 4.1 shows the percentage of interviewed personnel. Table 4.2 shows the distribution of age of the respondents and the figure 4.2 shows the ranks of respondents of NCOS level of APF, Nepal.

Many of the personnel were ready to participate in the interview to share their feeling and experiences regarding the mental health problem as the interview questions made by the researcher. They are mostly facing real problem due to the work-life balance and various stressful environment because of the personal problem, official problem and societal influences as well. They have the family roles, responsibilities and duty responsibilities. Due to that situations, they are facing the real stressful and other mental problems which they wanted to share as the feeling they are experiencing. Very few ladies APF personnel are involved in the study because of less number of their deployment in the study units and unwilling to express their feeling due to human nature. Here the distribution of respondents by gender have been shown in table 4.1 as follows

Table 4.1

Distribution of Respondents by Gender

Gender	Number of NCOs	Percentage
Male	38	76
Female	12	24
Total	50	100

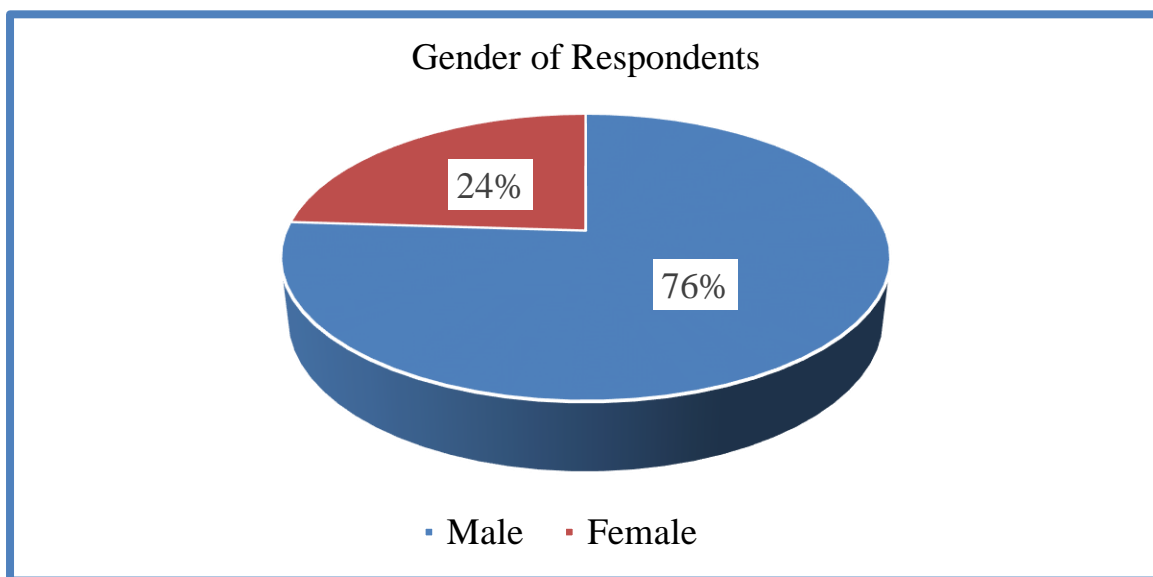
Source: Field Study (2023)

Table 4.1 shows 38 males and 12 females were selected for the data analysis. The sample size for the interview through the open ended questions were 52 personnel but only 50 respondents were considered usable for the analysis of results because two were discarded

due to not matching for the subject matter. Out of 50 personnel, 38 were males and 24 were females' staffs of NCOs level on which the 76% and 24% respectively.

Figure 4.1

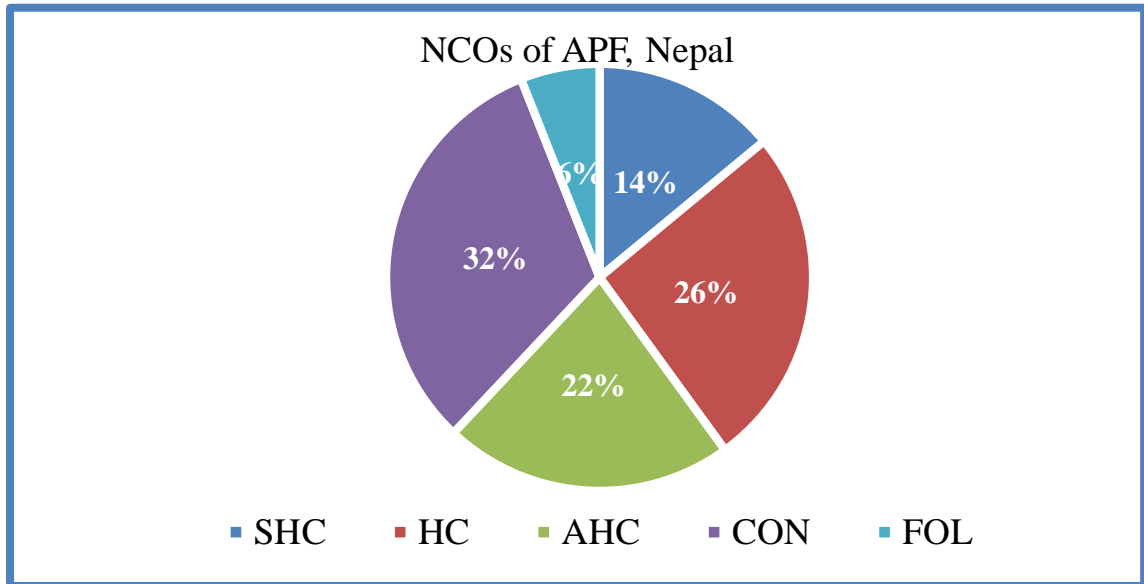
Percentage of Respondents by Gender



Source: Field Study (2023)

More males were willing and interested in taking part in the interview for the research purpose because many of the NCOs are suffering from various types of mental health problem. But the researcher included above mentioned number for the specific result interpretation. The problem are more facing by the female police who are in the APF, Nepal because they have to care themselves, families, children, and husband. The physical exercise is tough in the training considering the duties to be performed in a critical situation in the field but body structure and physical stamina crates the problem to them.

Thus their mental and physical problem were also necessary to analyze to the researcher to find out the real problem which they are facing frequently in the APF units. Due to the physical training and activities after birthing children, most of the female are facing much stressful situations due to imbalance in body structure, personal management and family life which is now seen as the serious problem among the female staffs.

Figure 4.2*Rank wise Participation in the Research Interview**Source: Field Study (2023)*

The number of participants as per the rank basis of NCOs have been shown below for the easiness of study what actually the rank form followers to senior head constable are exactly facing in the units. Figure 4.2 shows the participant percentage of NCOs rank wise below.

In table 4.2, most of the respondents were between ages 26-30 (34%). This implies that majority of NCOs level are suffering various types mental health problem in which some are common like stress, some are mild and some are in depression due to various factors mostly family, training, career, units, intimate friends, and so on. Some of the problem due to the difference between the expectation and reality which is not possible to fulfill easily.

Among the NCOs level, mostly the female, Assistance Head Constable (AHC) and Head Constable (HC) were largely affected by mental health problem because of the issues of management of economic situations and families respectively. During the five year service period almost personnel get marriage and then, they suffered from the economic conditions, busy in duties and engagement in training create the stress to them largely.

Table 4.2*Distribution Age of the Respondents*

Age in Years	Frequency (N=50)	Percentage (%)
18 and below	0	0
19-25	9	18
26-30	17	34
31-35	14	28
36-40	7	14
Above 40	3	6
Total	50	100

Source: Field Study (2023)

During the interview, they mainly focus on the economic situations, career, transfer, families take care and alternative source of income which are the component striking on their mind frequently. Most of the NCOs expressed their satisfaction regarding the pension but they are in stress due to current situations feeling too hard on balancing the financial limitation which is not easy to in this situation and system of government with allocated pay scale. Though they are expressing their proudness on the uniform and jobs. This help to study the existing mental health problem and interest of the staff.

4.2 Mental Health Problem in Nepal

Nepalese people are suffering from psychiatric problems because of various reasons like economic, social and political. Mental health is highly overlooked and neglected part in Nepal according to the various research and study. The government of Nepal is spending very less health care budget on mental health (Upreti & Lamichhane, 2016). In Nepal among adults, 10% reported any lifetime mental disorder, 4.3% had a current mental disorder and about 23% of adults sought some type of treatment for their mental disorder. (Nepal National Mental Health Survey, 2020).

The Ministry of Health and Population of Nepal has given an estimate of about 15–20% of this population to experience some form of mental disorder (Ministry of Health, 2017). But World Health Organization (2022) reported that more than 4% of Nepal’s 29 million people (approx. 1.1 million individuals) are estimated to be currently experiencing mental health disorder in Nepal. Poor mental health can lead to serious physical and social problems, which impact a person’s quality of life. Mental health issues are often linked to poverty because they lead to problems with maintaining employment and important social relationships. It is common for people who suffer from untreated mental illness to live financially unstable and precarious lives. WHO (2017) mentioned that suicide is an intentional or voluntary determination to end one’s life. The suicide data of Nepal in three years from F/Y 2019/20 to 2021/22 have been shown bellows as follows:

Table 4.3

No of Suicide Cases in Nepal

Year (F/Y)	Number of Suicide Cases	Remarks
2019/20	6241	
2020/21	7117	
2021/22	6792	
Total	20,150	

Source: Nepal Police Mirror, 2022

The suicide is one of the major mental health issues in Nepal since long time due to social and patriarchal model of the society. This is the serious problem of mental health problem in Nepal due to mainly economic and social causes as per the study. The trends of suicide is increasing since 2019 in Nepal. According to Nepal Police, the means used to commit suicide in F/Y 2021/2022 are as self-poisoning 1024, fire brunt 14, hanging 5664, jumping from hill 41, using weapons 17 and drowning 32 (Nepal Police mirror, 2022). Nepal has only one government run Mental Hospital. As of 2022, there are 0.36 psychiatrists working in the mental health sector per 100,000 people in Nepal, with a majority of professionals concentrated in urban areas (WHO, 2022). Low economic prioritization of mental health

issues within the country contributes to a lack of public awareness regarding mental health. The gap between treatment and the magnitude of the mental health problem is over 85 percent, and that is very worrisome.

4.3 APF, Nepal and its Strength

Currently APF, Nepal has 37055 strength which is headed by Inspector General. Armed Police Force, Headquarters has namely Human Resource Department, Operation Department and Border Security Department which are headed by Additional Inspector General of APF, Nepal. Similarly, APF, Nepal has different directorate with APF HQs, National Armed Police Academy, APF, Command and Staff College and eight Brigade HQs according to the provincial distribution of constitutional of Nepal 2015, which is headed by Deputy Inspector General of APF, Nepal. APF, Nepal various training school which is headed by Senior Superintendent, Battalion headed by Superintendent, Company structure is headed by Deputy Superintendent and BOPs are headed by Inspector. There are various temporary base camps and other temporary deployment structure as well. Currently APF, Nepal has 130 permanent unites all over the Nepal with the hierarchy of chain of command but the small units BOPs are now 229 around the international border (IB).

As above explained all the APF unites are performing their tasks as mentioned on article 6 (1) of APF Act, 2001. Thus, the major roles and mandated tasks of APF, Nepal are border security, VIP/VVIP security, Disaster management, Counter Insurgency, Counter Terrorism, Hostage Rescue, Vital Installations security, Railway Security and so on. For this, different command structure or formation has been assigned for the field responsibilities to fulfill the mission by APF, Nepal like section formation lead by Senior Head Constable, Platoon lead by Inspector, Company lead by Deputy Superintendent, Battalion lead by Superintendent and Brigade lead by Deputy inspector General of APF, Nepal.

Thus, the mission of APF, Nepal is designed for the “protection of life, liberty and property of the people by maintaining peace and order” which is supported by the vision to be highly professional and trusted security force in Nepal. The core values “Excellence, Dedication, Courage, Respect, Integrity” and the motto is “Peace, Security, Commitment”.

4.3.1 Total Strength of APF, Nepal

As per the decision of Nepal Government, Ministry of Council on 2079.05.21, the total current strength and rank of APF, Nepal has been structured from followers to Inspector General. The strength has been divided into different classes like NCOs, JCOs and SOs.

Table 4.4

Current Strength of APF, Nepal

Rank	Number	Remarks
Inspector General (IG)	1	
Additional Inspector General (AIG)	3	
Deputy Inspector General (DIG)	18	
Senior Superintendent (SSP)	31	
Superintendent (SP)	126	
Deputy Superintendent (DSP)	460	
Inspector (INSP)	1102	
Senior Sub Inspector (SSI)	48	
Sub Inspector (SI)	1396	
Assistant Sub Inspector (ASI)	1640	
Senior Head Constable (SHC)	2764	
Head Constable (HC)	3509	
Assistant Head Constable (AHC)	6236	
Constable (CON.)	17738	
Followers (Fol.)	1983	
Total	37055	

Source: APF, Nepal HQs, Human Resource Department, 2023.

4.3.2 Non-Commissioned Officers in APF, Nepal

Culture is a set of beliefs, presumptions and understanding that shapes the professional communication and actions of a group or community at large. In APF, Nepal, the roles and responsibilities are governed by mandate, but the police culture directs police behavior, working style, relationships with colleagues and interface with other criminal justice functionaries. Police culture varies based on crime rates, quality of interpersonal relations and extent of adherence to traditional approaches. The NCOs are the lower level forces and their numbers are also very high to maintain the organizational in APF, Nepal considering the nature of duties or mandates to be performed by deploying all over the Nepal. In this way, the classes have been correlated with the Nepal government civil servant to meet the protocol of Nepalese government official which has been mentioned below as follows:

Table 4.5

Current Strength of Non-Commissioned Officers of APF, Nepal

Rank	Number	Remarks
Senior Head Constable	2764	
Head Constable	3509	
Assistant Head Constable	6236	
Constable	17738	
Followers	1983	Non-Combatant Elements (NCES)
Total	32230	

Source: APF, Nepal HQs, Human Resource Department, 2023.

4.3.3 Task Performing by Non-Commissioned Officers of APF, Nepal

According to Wendell French (1994) stated that human resource management is the systematic planning, development and control of a network of interrelated processes affecting and involving all members of an organization. De Cenzo and Robbins (2005)

human resource management is a process consisting of four functions- acquisition, development, motivation and maintenance of human resource. The first, acquisition covers areas like human resource planning, job analysis, selection and socialization. Secondly, training need assessment and career development are under development aspect of human resource management. Third, maintenance includes areas like compensation, welfare employee discipline, grievance handling etc. The fourth aspects motivation deals about need satisfaction of employees, job design, performance appraisal and reward management. In this way the inter-linkage of mental health start in the entire process of human resource management. Likewise, in context of APF, Nepal, the human resource management covers all the four aspects acquisition, development, motivation and maintenance.

Non-Commissioned officers of APF, Nepal are largely deployed obeying the chain of command prescribed by the organization. Non-Commissioned officers are the ground level staffs who are performing the highly risk and difficult task as taking the responsibility of implementation of any operation plan. The mandates to be performed by the APF, Nepal as the government mandated in APF Act, 2058 BS. To some extent, they are deploying 3D's task like dirty, danger and difficult task as the situation demand while protecting the people through security service delivery.

All members of organization have responsibility to protect the life and properties of citizen. Considering the mission of maintaining law and order in the country, all members are requested to render your duty with due process of law and protect the human right. Winning heart and mind of the people is possible with professional integrity, altruism, respect for diversity and compassion. Quality service of Armed Police personnel insures the security of the citizen so it is the high time to prioritize it at the top.

4.4 Important of Mental Health to NCOs of APF, Nepal

The life of security personnel mostly lower levels are acquiring both physical and mental stresses due to the job nature and that always makes them more problematic all the time. In security personnel mostly stress and depression has been seen as the common problem as well (Moradi, Dowran & Sepandi, 2021). Knowingly and unknowingly, the mental health emerged in the force organization. APF, Nepal is not exceptional from the mental health problem. Many of APF personnel are suffering from various types of mental health

problem. The removal of mental health problem is not easy task but the organization can reduce it by adopting theoretical and practical aspects for the betterment of APF, Nepal.

Maintaining a positive mental health and treating any poor mental health conditions is crucial to stabilizing constructive behaviors, emotions, and thoughts. Focusing on mental health care can increase productivity, enhance our self-image, and improve relationships. Nurturing mental health doesn't just improve the daily functioning, but it can also help to control or at least combat some of the physical health problems directly linked to mental health conditions.

Mental health in APF personnel is directly related with physical and mental habit of the personnel who are actively working in APF, Nepal. It focus on the emotional, psychological, physical and social well-being within the structure of APF, Nepal. That's why, the important of mental health to the APF personnel directly interlinked with fulfilling the mandates of the organization. In this way, the important aspects of mental health is for the smooth functioning of APF, Nepal with personnel's sound mental and physical health status which affects how the APF personnel think, feel, behave and act in the tour of duties. It is necessary to handle their stress and make them healthy both mentally and physically through adopting various policies, plan and directives as well as monitoring the situation of the problem.

Mental health is important to the APF personnel in every stage of their activities while performing the internal and external duties assigned by the APF organizations. Mental health is something that impacts on the personnel's eating and sleeping habits and has a lot to do with physical health. Descent work is good for mental health and mental health is good for descent work. Mental health provides a better livelihood, a sense of confidence, build up positive relationship and reduces the mental illness like stress, depression and ultimately suicide as well. APF, Nepal is focusing for the descent work environment among the personnel whether they are deployed in Terai or Himal as well as in remote areas or city areas. The overall functioning of APF, Nepal depends upon the duties performed by the personnel with sound mental and physical health which is important to APF, Nepal. As in the duration of field studies some of the importance aspects regarding the mental health has been noticed by the researcher which has been shown below as follows:

4.4.1 Improve the working environment

Non-commissioned officers of APF, Nepal are the back bone of organization. They should have to perform their duties in line with mandates obeying the order deliver from the hierarchical structure. So the work environment for them is the most essential factors to achieve organizational goals. Work environment have numerous properties that may influence both physical and mental well-being. A quality work spot is fundamental to keep workers on their various task and work effectively. In APF, Nepal the work environment can be categorized into three distinct sectors like physical, psychological and institutional. A collaborative and composite form of all these three sectors makes the working environment pretty good for the benefit of units and organization.

That's why, supportive work environments help workers to perform normal duties more effectively, making best use of their knowledge, skills and competences and the available resources in order to provide high-quality services (Leshabari, Muhondwa, Mwangu, Mbembati, 2008). In this way, the mental health among the NCOs support to improve good working environment in their working or duty station.

4.4.2 Reduce anxiety, stress, depression etc.

Mental health is that stamina which help to reduce stress, anxiety, depression, disorder etc while performing the respected duties. The active engagement on duties help to improve the mental health and sound mental health makes the personnel healthy and physically fit. That's why, the mental health among the NCOs of APF, Nepal should be utilized to reduce their working stress by providing various training, welfare, good working environment and family environment in their respected units. To establish the professionalism among the NCOs, there must be regular exercise, professional supporting by higher authority, caring system, rest and recreation, healthy lifestyle should be enhance by the organization which is possible only through the mental health.

4.4.3 Improve the relationship among the Co-workers

Improving relationships among co-workers is essential for a positive and productive work environment. Mental health is that phenomenon which help to create the relationship among the NCOs. The environment without biasness on duties and other facilities create

the positive atmosphere to all the personnel. In this way, sound mental health help to reduce criticism, biasness, regionalism, ethnicity, cast and other negative environment. Because mental health help to make the environment more positive for the better job performance and consequently enhance the brotherhood, team work and collaboration among the co-workers

4.4.4 Increase self-esteem and create a sense of pride

Self-esteem refers to the positive or negative feelings of the individuals. It is experienced by the personnel after analyzing the behavior of organization. In APF, Nepal each and every ranks and files are positively want to get the self-esteem for the good and worthy value of life within organization. Self-esteem is determined by many factors, including how well we view our own performance and appearance, and how satisfied we are with our relationships with other people (Tafarodi & Swann, 1995). The environment is to be maintain like that where the NCOs level can feel a sense of pride with APF, Nepal. The service in security organization should be prideful because its activities are for the nation and people. Thus, mental health should be developed among the NCOs considering such types of environment which help to avoid the mental health problem.

4.4.5 Create a sense of inner peace

Mental health create a sense of inner peace in which none of the stress and problem can be imagined. All the solders are free from the mental health problem. Inner peace is that component which is in the person's heart and mind. People cannot feel any problem. They just feel peace and calm all the time. The creation of inner peace among the NCOs level help to make positive environment not only on their personal life but also in professional life. Inner peace makes the NCOs more positive for any activities within the organization.

4.4.6 Better Organization performance

Mental health among the NCOs level help to perform organizational activities as mandated by the GoN. For the better performance, each and every personnel of the APF, Nepal should be mentally and physical fit. The four pillar of mental health are physical health, emotional health, cognitive health and social health which have to be adopt by the NCOs because they are the member of the society and social activities reflects on them. In this way, mental

health should be maintained by all the personnel according to the motive of organizational performance to achieve the expected outcome considering the benefit for the country and countrymen.

4.5 Status of Mental Health Problems in APF, Nepal

Policing is widely considered to be one of the most stressful occupations. Day-to-day work activities often put police officers in potentially life-threatening situations, and exposure to violence, pressure to perform efficiently, and public ambivalence contribute to an atmosphere of chronic stress. The APF, Nepal is also no exception by such types of mental health problem. That's why, considering that situations APF, Nepal has been imparting the knowledge regarding the mental health problem to their personnel including the courses in various training. But the mental health problem emerged due to various factors like social, economic, physical etc. The mental health problem create the situation of stressful or depression in initial phase which include the isolation from the units, family, and hierarchy disciplinary. If a personnel is suffering from the mental health problem, there cannot be felt the inner peace whether in mind or heart.

Being a human being, no one can abstain from the mental health because the environment and behavior of individual creates such situations. Since the inception of APF, Nepal lots of people suffered from the mental health problem mainly with the existing environment. Far from family, requirement of strict discipline and hierarchical structure, remote posting, hard labor in context of career path, low economic sustainability, living standard, societal influences, impact of social media are the leading factors to generate the mental health problem among the APF personnel.

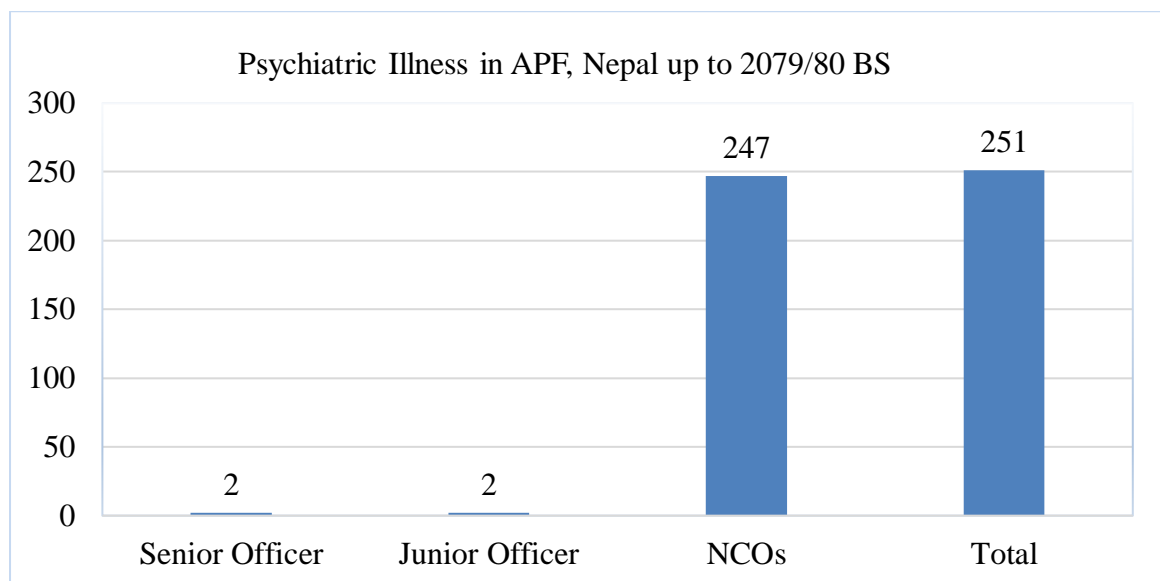
In NCOs of APF, Nepal, stress, anxiety and depression are the most frequently reported mental health problems. Depression is characterized by low mood, loneliness, sadness and low self-esteem whereas anxiety is characterized by worry, phobia, fear of different situations such as social situations, and avoiding whatever is feared (Helland & Mathiesen, 2009). There are some chronic high levels of stress has been observed during the field visit. But chronic high levels of stress affect physical and mental health. Poor physical health also leads to poor mental health, negative quality of life, and a dip in professional efficiency. Basically APF personnel are suffering from various types of mental health

problem because of their nature of duties and deployment in long time in the field. Some common mental health problem cannot be easily observed though the personnel are in trouble due to the strict hierarchical discipline and nature of security organization as well as rules and regulations.

That's why, the mental health problem in APF, Nepal not only on NCOs but also in other levels are also in inherent as the slow poison. Basically there are two types of mental health issues or problem, neurotic symptoms (which includes depression, anxiety, obsessive-compulsive disorder (OCD), phobias, post-traumatic stress disorder (PTSD), panic disorders) and psychotic symptoms (Schizophrenia, eating disorders, substance abuse, bipolar disorder, Personality disorder) observed and acknowledge during the field visit and interaction with medical experts from APF, Nepal mental health section. But the cases of suicide are also one of the major issues nowadays due to the social impact, economic problem, extra marital affairs and family discord, ambitious behavior etc. According to the data available from the APF hospital in total 251 personnel have been suffered from the mental illness problem out of which 247 personnel are NCOs, which has been shown in figure 4.3 below as follows:

Figure 4.3

Mental Illness Problem in APF, Nepal



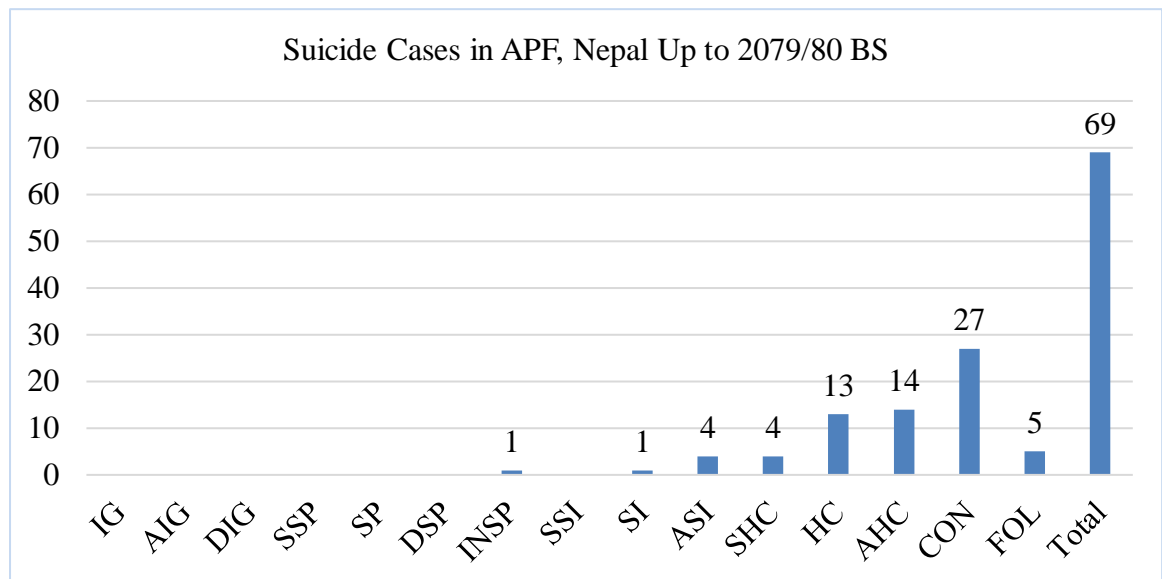
Source: APF Hospital (2023)

Due to the mental health problem, many personnel have to leave training without completing, decrease the working capability and ultimately impact on the knowledge and skill. Though the knowledge regarding the mental health and mental health problem among the APF staffs are in shortfalls due to less focus on that before.

On the other side, due to the deadly scene of suicide in APF, Nepal among the NCOs shows the very pathetic situation up to 2079/80 B.S. These all are known mainly due to the mental health problem. No one want to kill to their soul and body but the unaware of environment and consequences, the suicide in Nepal is in increasing trends because of changing environment in the society which reflects in APF, Nepal. According to the data available from the APF hospital 63 NCOs committed suicide up to 2079/80 B.S. That has been shown below in figure 4.4 as follows:

Figure 4.4

Suicide in APF, Nepal



Source: APF Hospital (2023)

4.6 Mental Health Problems among the NCO of APF, Nepal

Mental health problem is not same among the individual because it is not transmitted from one personnel to another personnel. The problem is based on the environment where the APF personnel live, work and spend most of the time in the line of duties mostly known as

the Barrack. That barrack which is surrounded by the wire and compound produces various types of stress, depression, mental illness, mental disorder etc. Moreover they have to work long hour duty due to the scarcity of manpower and multiple task assigned by the concern units from the early morning to late night. They must be engaged into physical exercise as well for the better health as the nature of security forces. In this regard during the interview with researcher one of the respondents of regional hospital of APF Barah Brigade, Sunsari stated that:

In context of mental health problem, mostly various rank and file of NCOs of APF, Nepal who are working at the various units of Terai districts of Koshi Province are suffering due to meager salary by which they are not able to manage personal life and household activities. It means that almost personnel are suffering due to financial imbalances to cope with expensive lifestyles and living standards. Besides that some of the personnel are in problem due to the alcoholic behavior, distance of duty station and home, over work load and anxious for the career as well. These are creating the inherent types of stress among the NCOs so that they are trying for alternative solutions for the better opportunity which is directly linked with the roles and duties of the personnel.

The study also finds that the mental health problems among the NCOs of APF, Nepal are happening due to various working environment, families' economic conditions, individual behaviors which directly developed the problem within the personnel heart and mind. Somehow strict disciplinary hierarchy in which some personnel interest and aspiration should have to keep pending because of leave problem as well (Field Study, 2023).

The NCOs of APF personnel are facing problem due to the relationship with spouse and family as well as some issues of gender. The environment change after joining into the APF, Nepal, as their personnel interest and aspiration has been changed because of social media and modernization of society. That reflects into the personnel behavior of the NCOs who want to be modernized and tried to keep the relationship with other female secretly which is the one of the doubtful behavior to break the family ties. The mutual understanding between the personnel and spouse has gone into the ruin. That is the reported into the office, then, the personnel started to feel mental health problem without seeing the way of problem

management. In this regard one of the respondents of 34 years old Head Constable (HC) who is working at the APF No 4 Bn HQ, Sunsari stated that:

The mental health problem emerged in him due to the relationship with his spouse. He, himself, victim of motor cycle accident in which he hospitalized more than three months. His spouse left her and stayed at the unknown place breaking the contact with him. He tried to make contact but her father and mother didn't response. According to him, she supposed that due to over alcoholic driving of motor cycle he met an accident which hindered his health. He cannot perform proper job into his units as well as he spent much money into the hospital which leads him to the mental health problem. Then after some time he started to speak as mentally disturbed personnel addressing unnecessary subject matter, even he doesn't know where he is now and what he should have to do.

Some of the youth NCOs of the study area found that they are mostly involve into the alcohol abuse and drugs abuse because of the expectation joining into the APF, Nepal then the change situation they acknowledge mainly in context of low salary but reality is different. The abuse has brought themselves but they are saying about low salary to hide their actual habit. The family of the staffs were aware about that but they send them for the improvement and make them government employee. Such types of personnel mostly involved into the alcoholic issues, extra marital affairs, and unethical activities rather than actively engaged into the duties. One of the respondents of 26 years old Constable stated:

The mental health problem acquired him after his spouse noticed about his over alcoholic habit rather than his actual habit regarding the alcohol. Due to that habit family and office send him into the private correction center where he could able to left his habit but he is unable to create the mutual relationship with his spouse. Another thing is that he could not able to believable environment in his office that he can perform the job due to the regular medicine suggestion by the doctor. That is one of the reason of mental health problem.

The APF, Nepal is a force in which a strict hierarchical structure, career system and promotional avenues but in somehow, that character deviates due to various reasons. The senior or elder rank dominates the junior in each and every activities according to the

system but that is no problem. The personnel happily accept that which is already established but the overtaking of junior to the senior at the time of promotion without any short falls directly affect the personnel's mentality and working habit whether in field duties or internal duties. Some personnel can show such problem externally but some internally. That's why the career issues and promotional issues might create the mental health problem. One of the 27 year's old HC stated that:

In some years ago, the personnel got promotion after competing his professional and compulsory rank wise training but his seniority kept very behind almost more than 110 personnel which he felt that the training is not considered for promotion focusing academic part by the organization. That created the mental health to him because he should have to do the job under those personnel who were junior before. Whenever the promotion started of his group then his eyes became cold according to him. He suggest to maintain seniority in the force which help to keep institutional hierarchy, respect at each other, mutual understanding and professionalism.

NCOs of APF, Nepal are also an ingredients of the Nepalese society who spends most of the time sharing his beliefs, concept, common traditions etc. His reflection obviously shown in the APF, Nepal because of the societal influence which has carried by the personnel. In society different type's composition in context of economy, lifestyle, environment, observation, then, no one can be stay without separating from the society. Some coping nature of Nepalese society has also given NCOs to go for the earning with a negative way or to abandon the job searching the more earning in abroad. In this context one of the 29 year's HC working as the driving trade stated that:

The coping nature of society has influenced in his job career because his spouse always told her one of same rank's personnel of APF Nepal has built his own house. His family members are showing different behavior regarding the luxurious life according to the income perspective. The torture started with home and that is transferred into the personnel which reflects in his duties performance. The conflict started with valuing income variability and using of different items, somehow, obliged them to look for the abroad employment to improve the economic conditions of the family and to meet the expectation of family which is genuine problem

basically among the NCOs. That is mainly started after the marriage life which is in the period of 5 to 10 years of service.

The history of female employment since its inception because whole forming APF, Nepal, then, 6 women of NCOs level transferred from the Nepal Police. Then after according to 2060 B.S. some female joined into APF, Nepal who were combined in the training with male even though the living accommodation were only different. After 2006, considering the United Mission Peacekeeping and the changing environment, APF, Nepal started to recruit female in the bulk considering the women empowerment and human rights.

But the female staffs are getting problem accordingly which are directly connected with their mental status as well. The monthly periods, taking care of baby and families, balanced relationship with the husband, in some cases inter-cast marriage, duties stations and transfer mechanism, physical situation of the body, male domination hierarchy are the major factors according to the female staffs. In this context, a 27 year's old female Constable working at the Company level deployment of APF, Nepal easily stated that:

She explained that she got inter-cast marriage with a Constable later he became Assistant Head Constable (AHC). They are not accepted by the society and they obliged to stay a rental house. She revealed that up to now the society has not been changed in context of inter-cast marriage considering the higher cast and lower cast. That is creating a different types of stress or tension to them. On the other side to take care two children, they don't have enough money with renting room and educating children, then, her husband left the job due to debt and went to the golf countries for only aiming to improve economic conditions. She is working now at the Company of Koshi province, she has to stay in office but the care to both children is extremely in poor management. She can't left the job for them. This is the situation almost all happily married female are facing after the berthing children.

Another 29 year's female HC told during the interview with researcher as that:

She was so smart before the marriage and berthing a child physically but now she became physically weak. She emphasized that the body of female is different from the male staffs, she realized that, the gaining of overweight after the delivery is the

most problem now. She further told the monthly period creates the health problem to the female staffs as well. During the young age, she didn't think that the body physically changed but after the children, she couldn't able to do heavy physical activities whether in training or duties. That is common problem to the female staffs. The male domination and responsibility towards the family, husband and children, they are always in tensions or stress. One who can able to manage those things they don't feel any impediment in their service, otherwise the chronic situation will obviously developed.

The mental health problem in APF, Nepal on the NCOs level are more common because the barrack system is exist, difficult deployment more than national/international standard, far from the families ties, strict hierarchical discipline etc. are the external element but the more considerable part is the internal element which cannot be easily understand. It is obviously realistic that the study of mine and brain of other people's is not easy job. That is only possible after the frequent interaction and expert's counseling. In this regard, as the KI, the medical practices of Psychological section of APF, hospital revealed that:

The most of the psychological matter among the ground level junior staffs are observed that is increasing due to meager salary, working environment, families discord, societal influences, misunderstanding between the partners, inter-cast marriage, physical health, alcoholic individual behavior, unable to manage the job, family and health etc. There are many more components, it is very difficult to specify because the mental health problem emerged according to the situation environment, further intolerable environment which should be address before entering into the medical treatment. For this the expert psychological counseling should be available in every units through the experts.

The APF, Nepal has a gender section and a grievance handling section in headquarters level as well as the different mechanism from BOPs to HQs to address any grievances. But that is immediate consultation which cannot met the expected result of psychological counseling. It is better to employ experts for controlling mental health problem and effective psychological counseling. In this regard, the former section chief of grievance handling section told that:

Grievance handling section can only address the complaint those who are forwarded by the lower units or those personnel who want to know any clarification about any subject which is complaint as the dissatisfaction. That is addressing by the section immediately and making justification about the raised issues which is not connected with psychological counseling. Thus, the mental health problem can be identified only after the careful interaction with the persons or observing extra individual behavior shown by him can be diagnosed through the medical treatment. The mental health is directly concerned with physical health which should be taken care otherwise personnel can go to the wrong way even mentally disturbed or suicidal cases easily. Obviously that may impact on the security service delivery of APF, Nepal.

US-based research shows that one-fourth of all armed forces members have symptoms of at least one mental health condition, and one-tenth of them qualify for a diagnosis of two or more mental illnesses. Some soldiers do enter the military with mental health problems, but most are acquired while in service (Schoenbaum, Kessler, Gilman et al. 2014).

4.7 Major Causes of Mental Health Problem among NCOS

There is a terminological confusion is existed in relations to the issues related with problem among the NCOs of APF, Nepal. In fact it is very difficult to find out the actual situations of mental health problem without support of expert or counselor whether medical or professional. How the mental health problem emerge among the police personnel, generally known is that they have to stay into the barrack which is an established perception. But that is not sufficient because there are various other factors which is correlated with barrack and social life of NCO as a representative of the society.

According to the field study, there has been found many of the causes of the mental health problem. For the easiness to study, the causes of mental health has been divided into four sub-sectors which are as follows:

4.7.1 Socio-Economic Causes

NCOs of APF, Nepal are the representative of the society. They have their own social life and professional life. They have to take care to their parents, spouse and children. For that

they have to earn some money which they are getting from the government as the salary and other benefits. But that is not sufficient in this present context. Thus, they are suffering from economic conditions, social status, debt and influence by the social media. These are explained as follows:

- a) **Economic Condition:** Most of the NCOs level of security organizations are suffering from low salary for the sustainable life. They have to manage their meager salary to feed and educate the family and children which is not possible in this present context due to high increment of the goods in market. The cost of market and standard of living are not match in perspective of salary received by the NCOs. They are really in poor situation for the management of family due to their economic condition which is not fulfilling their social and economic duties through the hand received salary. That's why they want to go in abroad for the earning by leaving their job as the role of both push and pulling factors.
- b) **Social Status & Debt:** Man is a social animal who live in society and they have to collaborate with society at all the times. The society give the feedback which reflects into an individual life. In context of NCOs, the society impact them in various agendas like earning, buying modern things, management of house, vehicle etc. For that, they oblige to take loan from the financial institutions. Then the stress emerge or mentally their concentration goes towards the money management. In one side they are in debt and another side they have to pay their installments after that getting remaining amount they should have to take care their dependents. That's why the problem starts to a NCO for the better management.
- c) **Inter-cast Marriage:** According to the field study, the researcher get able to know about the situation of inter-cast marriage. A NCO got inter-cast married with a female staffs but that is not accepted by the society. That's why they have to stay in a rental house which affect to them both money and social isolation. After the berthing of children, they faced lots of problem which is not easily accept or believe because the ignorance of society regarding the inter-cast marriage. Such types of driving forces are creating mental problem to them.

d) Impact of Social Media: Due to the technological advancement, people are very much aware about the social media. Due to social media lots of NCOs fallen in love affairs, spent much money by gifting the items, visiting with girls are common mainly outside the home town. Social media are used by some girls as the honey trap, in that case, the dual marriage, gender based violence, Sexual exploitation and abuse are seen many units which are the causes of mental health problem if they are not able to manage themselves.

4.7.2 Institutional Causes

APF, Nepal has been providing equal opportunities and welfare to their personnel for their life improvement. But somehow, policy made by them may give the tension to the personnel whether the policy regarding the promotion, FPU selection, transfer, children education etc. In this way, the institutional activities should be based on the interest of NCOs who are the major workforce of APF, Nepal.

a) Career Issues: In APF, Nepal, many of NCOs are getting late promotion due to mass recruitment and the bottle neck on the various rank. That is not biased by the institutions but the expectation of NCOs are different because they are taking their training and other criteria's even though they are getting late promotion. Most of the personnel are very much anxious for the career. According to them, at the interview, constable are not getting promotion up to 12 years. That types of situation of career issues are emerging stress to them. That's why, the frustration is increasing and trying to leave the job searching better opportunity as well.

b) Promotional Biasness: Chain of command is one of the major parameter in the force organization. Promotion are the major expectation to the NCOs but due to various policies and mechanism they are not getting promotion on the basis of seniority and their performance appraisal. That's why, some of the personnel are feeling the promotional biasness because the education system in before made the fluctuation in promotion. Consequently junior became senior which gave them promotional biasness

c) Hierarchical Domination: APF, Nepal has its own chain of command system which helps to perform the duties effectively. Due to the hierarchical

domination by the senior ranks the effectiveness of the assign task will be easy in the sense of guidelines. But that strict chain of command and discipline gives burden to some context in context of leave and other facilities which was the feeling explored by the NCOs during the interview. They are feeling burden rather than easy. As an elite armed police force, there should be strict hierarchical discipline but some personnel has taken as the burden by fearing with punishment. That is also one of the causes of mental health problem which compel to leave them the service as well.

4.7.2 Personal Behavior: As a human being man has lots of interest and expectation which is guided by their personal behaviors. Some people take negative or some take positive to the same matter differently as well. Likewise NCOs of APF, Nepal are also suffered from various problem due to their individual behaviors. Some personnel are alcoholic, some are physically weak, some have gender issues, living together, some are out of force discipline etc. can be taken as the individual behaviors but that affects the organizational performance and image.

a) **Individual Behaviors:** Some of NCOs of APF Nepal are now involving severe alcoholic cases. Mainly barrack system is the life of wire and compound which control the personnel freedom as the force nature but some are not compatible with this character. Thus, the individual behavior is different person to person. NCOs are the main backbone of organization to perform the duties but they are engaging in unethical behaviors. Then they get the punishment due to disciplinary action being against the code of conduct reflects which create stress, tension etc.

b) **Alcohol & Drugs:** Due to alcohol and drugs abuse, some of the NCOs are suffering for mental health problem. More habitual behavior of an individual has increased to them severe mental health problem. If they get time they involved into inhale alcohol and drugs. Such types of behavior distract their heart and mind to do better duties and emerge gap with families. The negative connotation and bad name enforced to them.

c) **Physical health:** Some personnel are in weak physical health condition due to various causes like motor cycle accident, diabetes, back bone problem, leg fractured etc. Due to such problem they cannot join the regular morning fall and

physical training which is giving them a stress and ultimately mental health problem. Likewise weak personnel cannot attend the compulsory or professional training without training they could not able to get promotion. Ultimately they left the job due to physical health problem.

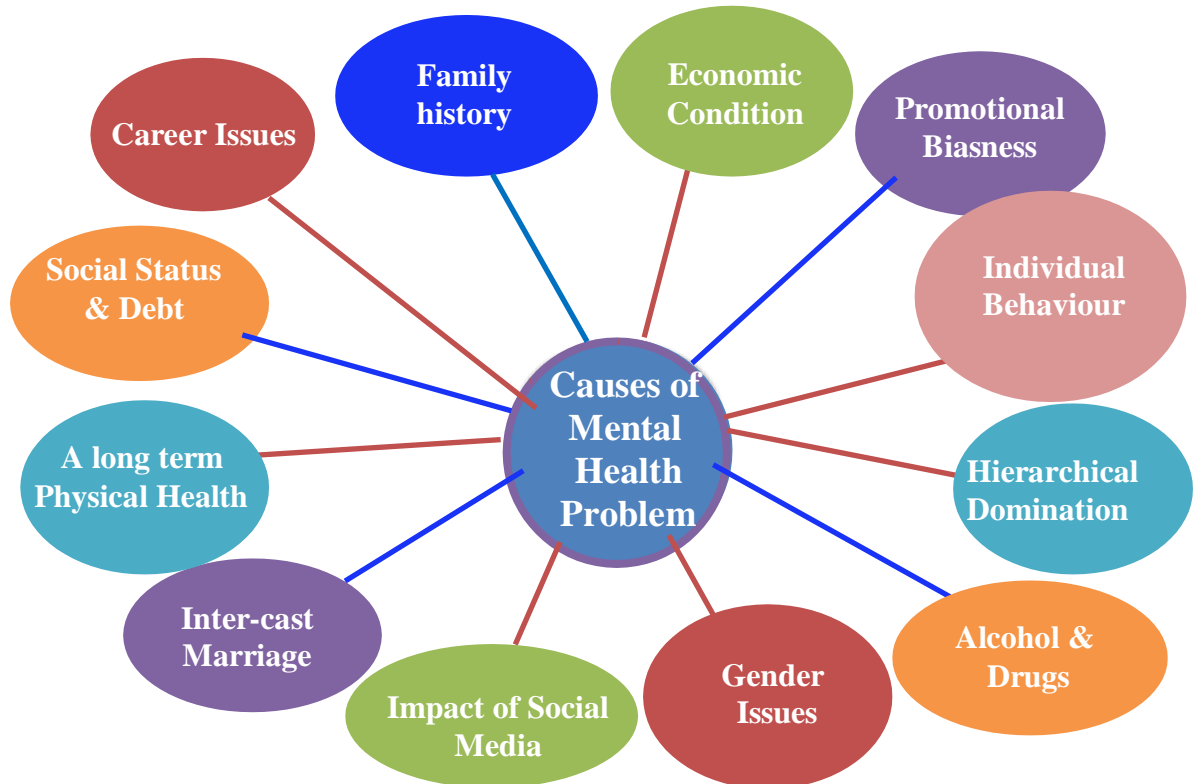
d) Gender Issues: Lower level personnel should have to post very far from the home town in the line of duties. Then they should have to remain out of family contact or relationship which obliged them to involve in gender issues because of extra marital affairs, second marriage and so on. That's why the gender issues raise which separates the monthly salary as per complain of first wife which create the stress and other types of mental health problem.

In this way, the study has focused how the mental health problem is increasing among the NCOs of APF, Nepal on the basis of personnel interview, key informant interview, expert opinion and focus group discussion. Mostly the above mentioned causes are the main driving force for the mental health issues but that is not enough according to the expert opinion because some personnel have the genetics issues and some have the psychological problem before joining into services but more of the problem they are acquiring after joining services.

Mostly personnel are suffered due to imbalance of work life balance and hazardous family relationship which may be due to side of personnel or family. Another issues due to love marriage, early days good relations but later converted into the doubt, suspicion, misunderstanding, economic crisis, and iterations are raised and the disturbance on the mind which creates various form mental health problem.

Figure 4.5

Major Causes of Mental Health Problem among NCOs of APF, Nepal



Source: The Author Own Works (2023)

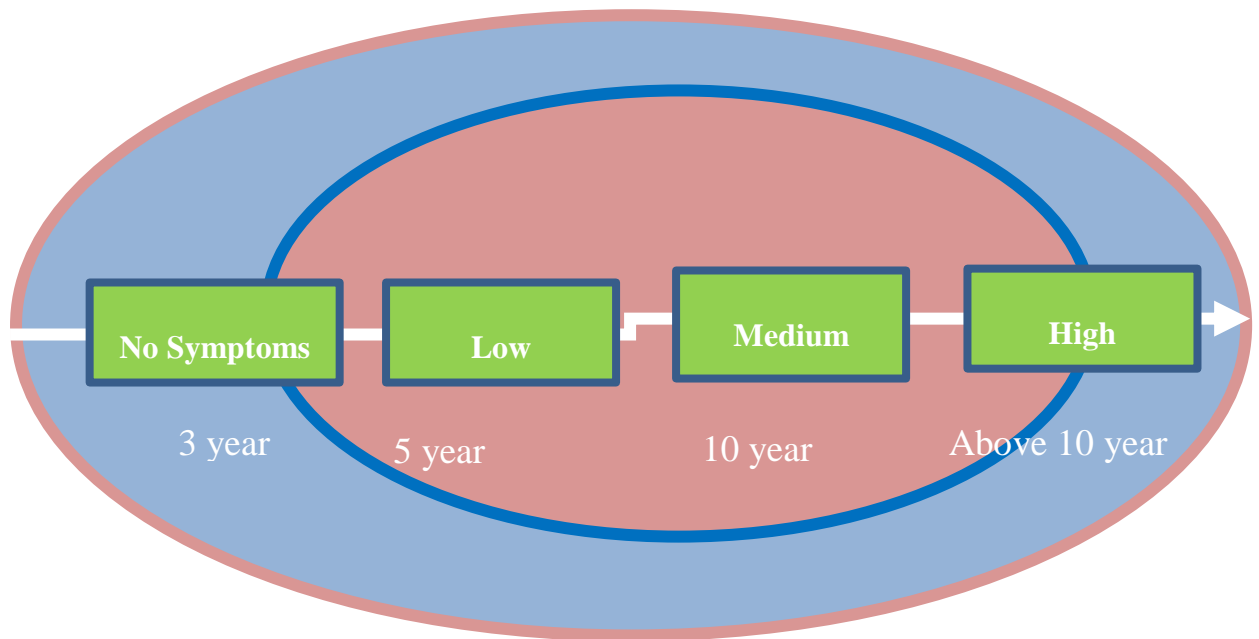
More over non-commissioned officers i.e. lower level staffs are facing mental health problem in comparison with JCOs and SOs. The knowledge regarding the mental health problem among the NCOs level is very much miserable because of less emphasis and ignorance in both areas due to lack of resources and manpower to educate them. NCOs level should have to perform the hard duties with excessive workloads in fulfilling the mandates of APF Nepal because these are the main backbone of the organization and number of personnel are also in high volume in comparison with junior or senior officers.

In some remote and bordering areas they felt poor working environment due to lack of infrastructure, resources, motivation factors as well. APF Personnel mostly NCOs level involved in security service delivery are experiencing stress, anxiety, depression at some point in their service career. But it is very difficult to find out the mental health problem among the NCOs of APF personnel in a surface way, that's why, the field visit and

interview conducted among the APF personnel deploying in the terai districts (Jhapa, Morang and Sunsari) of Koshi province with various hierarchy of NCOs level including male and female armed police.

Figure 4.6

Developmental Phase of Mental Health Problem among NCOs of APF, Nepal



Source: The Author Own Works (2023)

According to the interview conducted with 50 NCOs who are deploying into the various APF units of Koshi Province ranging from BOPs to Brigade Headquarters, it is found that some personnel entered into the APF, Nepal with mild types mental health problem where most of the personnel acquired the mental health problem after joining into the APF, Nepal. The researcher tried to explore about the chronological development phase of mental health problem based on the service period which they spent into the APF, Nepal. That has been shown in a diagram for the easy understanding about the NCOs level mental health problem development according to the service period. After joining in APF, Nepal, up to three years, there is not any specific symptoms of mental health problem because the personnel mostly interested to learn the unit's culture, activities, and try to adopt with the existing environment of the units. At this period, most of them unmarried and they don't have any special responsibility towards family. They feel almost free to do anything as they want.

Up to five years, the personnel started into the small units and involved into follow the elders' activities, culture and behavior rather than unit's culture, discipline and so on. At that duration, they are mostly seeking for the lover affairs, marriage and to show fashionable as well as spendthrift. Then after he started to feel that the money which earns will not enough to manage his/her personal needs and families aspiration. He started to judge with other co-workers and eager to get facilitated with sophisticated electronic devices, motor cycle etc. which he/she could not able to meet with existing salaries.

As the job service period goes as usual up to 10 years, the NCOs felt that he/she is old in the job career and anxiety started with career i.e. promotion, FPU mission, earning, family management, children education, house construction, loan management, more greedy for the leave which create his/her focus more in families rather than unit or duties. The brain and heart is always concentrated towards the management of money, facilities, leave/rest focusing to the families. The situation of lethargies on duty will be observed by others, seem stressful and started to carry out negative aspects of the units.

The mental health problem started to link with official activities with negative personal behavior which is due to families' problem, alcoholic abuse, debt problem and transaction with others, unable to manage the money for the children and families with feeling less salaries and facilities. Family members also started to induct the comparison with other staffs, member of society regarding the earning and their life styles which is the most contributing factors of mental health to the NCOs.

4.8 Existing Mental Health Problem of NCOs of APF, Nepal

Mental health problem covers the different variables like mental illness, mental distress, mental disorder and Schizophrenia. The treatment and counseling are also different for that problem and illness. But due to lack of knowledge many of NCOs are suffering from the problem which is hindering to perform the duties. On the other side, the problem of suicide are also increasing in trends in Nepal because of less focused on the elimination of mental health problem. It is needed a comprehensive plan and policies for the government intervention with collaboration with other national and international stakeholders for the sake of people's quality of health.

That's why, the government of Nepal has not given so much focus on the minimization of such types of problem by producing the experts of counselors as well as medical practitioners. The different types of mental health problem faced by APF, Personnel and here is more focused on the mental distress at large volume which has been shown in table 4.6 as follows.

Table 4.6

Mental Health problem Faced by NCOs of APF, Nepal

Anxiety Disorders	Post-Traumatic Stress Disorder (PTSD)
<ul style="list-style-type: none"> ▪ High blood pressure and Increased heartbeat ▪ Muscle tension ▪ Feeling restless and sleeplessness 	<ul style="list-style-type: none"> ▪ Sense of guilt ▪ Nightmares and Startling ▪ Having a lot of thoughts and Sleeplessness
Depression	Manic Depressive Distress
<ul style="list-style-type: none"> ▪ Extreme sadness, or despair and Sleeping problems ▪ A loss of interest in doing anything ▪ Loss of appetite and Lack of energy ▪ Hopelessness & Feeling worthless ▪ Sense of guilt ▪ Suicidal feelings or wanting to die 	<ul style="list-style-type: none"> ▪ Feelings of failure or unworthiness ▪ suicidal feelings or wanting to die ▪ depressed mood ▪ sleeping problems ▪ Irritability and Impulsiveness
Schizophrenia	<ul style="list-style-type: none"> ▪ Feeling confused or depressed ▪ Withdrawal from family, friends & social contact ▪ Feeling of cause harm ▪ Inability to perform everyday task

Source: Field Visit, KII and Expert Interview (2023)

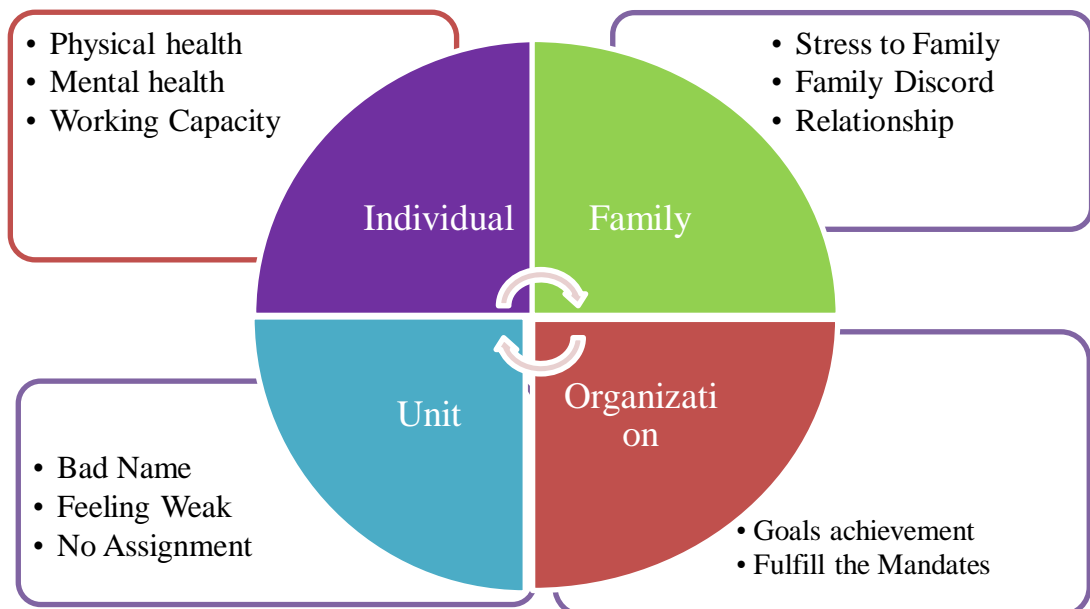
4.9 Impact of Mental Health Problem of NCOs

Mental health problem is concerned with mental and physical health issues among the NCOs of APF personnel. It can impair cognitive functioning, decision-making abilities and overall job performance of an individual. Mainly the conditions like stress, depression, anxiety or post-traumatic stress order can lead to the difficulties in concentrating, maintaining focus and making critical decisions which are essential in the security forces. Almost the same mental health problem among the security personnel because of over work load, dangerous and difficult task performance, very risky job nature and less time for the personal activities.

In this way the impacts are also same as the problem creates among the security personnel which are mainly impact on individual, social and family, units and organizational level. Thus, APF, Nepal should have to acknowledge the entire impact to conduct effective counseling or psychological counseling to achieve the organizational achievements.

Figure 4.7

Impact of Mental Health Problem of NCOs



Source: Created by Author (2023)

4.10 Effective Tool to Manage Mental Health Problem of NCOs Level

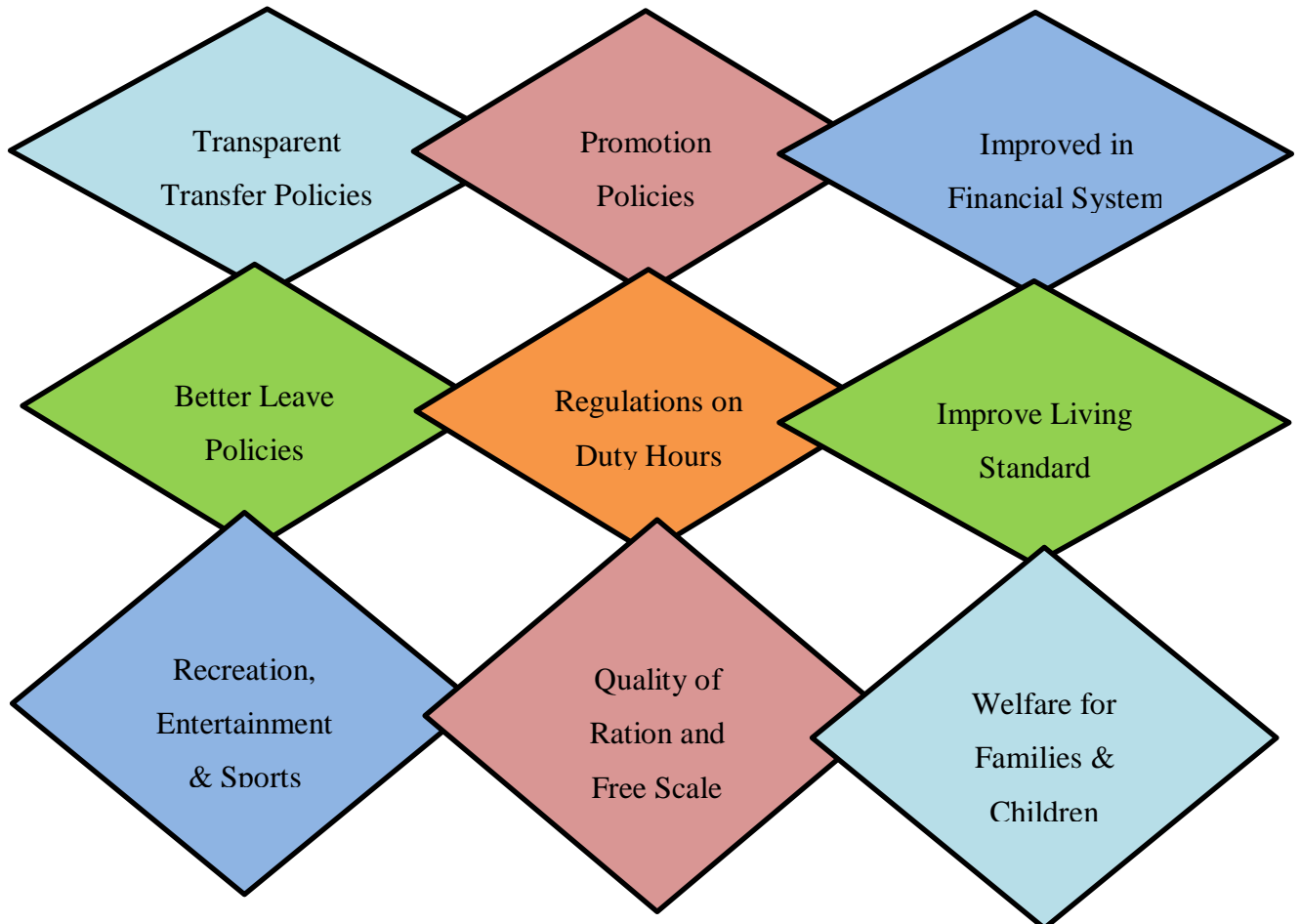
To improve the mental health problem of NCOs level of APF, Nepal, first and foremost, the government of Nepal has to create the clear vision or policy about the ground level personnel of uniformed personnel whether Nepal Army, Armed Police Force, Nepal and Nepal police. Mostly security personnel are facing different types of mental health problems because of duty pressure, far from the families, continuous physical responsibility, and feeling of obligation to stay around the barbed wire or compound, strict hierarchical discipline and so on. Various studies of various countries shows that the mental health problem acquired more rather than bringing to the security forces because the selection process largely check back before joining into the force.

As mentioned above the NCOs of APF, Nepal are also facing lots of mental health problem which is emerged due to the working environment, individual behavior, families relationship, social pressure etc. even though they don't want to invite in their life. APF, Nepal has taken several steps to downsize the problem by providing the welfare, facilities, policy improvement methodology focusing to improve mental health and better manage mental health problem. But some effective tool to manage mental health problem of NCOs level of APF, Nepal should be considered in mind while addressing the mental health problem of NCOs level. These includes transparent transfer and promotion polices, financial support system, better leave policies, regular interaction considering the brotherhood, rest and relief policies, regulation of duty hours, improvement of mess/toilet/bathroom, recreation, entertainment and sports at the unit level as the effective tools but that is not sufficient because they are connected with their friends, families and children as well as society.

In that perspective, the government should have to focus on the improvement of living standard, health facilities, child education facilities, family accommodation, rehabilitation of retired personnel are the another effective tool to avoid the mental health problem so that they can fully dedicate towards the organization. The effective tool to downsize the mental health problem of NCOs has been shown below in figure 4.8 as follows:

Figure 4.8

The effective tool to manage mental health problem of NCOs in APF, Nepal



Source: The Author Own Works (2023)

4.11 Existing Psychological counseling system in APF, Nepal

APF, Nepal has adopted different mechanism for the psychological counseling in reference to mental health problem considering the nature and frequency of the cases among the APF personnel. Counseling is needed to the personnel according to the required mental health among the personnel which is very essential to perform the assigned task by the government to APF, Nepal. In this study, the focus has given to the NCOs level, they acquired the mental health problem due to various causes though no one wants to gain knowingly. But the time and again, the mental health problem emerged due to the clash between the

expectations, aspiration, and willingness with actual availability. The difference create the mental health problem which might be low, mild and high level according to the nature.

Since the inception, APF, Nepal is always conscious about the staffs grievances, psychological behavior and mental health which is essential for the effective performance of roles and responsibilities. In this regard, the APF HQs has established grievance handling section within the structure of IGP secretariat and different mechanism with the organogram of BOPs to HQs, as well as gender section in HQs under the HRD, which has formulated various policy and procedure to immediate response on the complaint or grievances. But some problem cannot be solved without support of clinical counseling rather than uniformed counseling, which can be addressed with only after the clinical counseling.

That's why, APF, Nepal has established a psychiatric section within the APF hospital which help to provide medical treatment after analyzing the situation of mental health problem among the APF personnel. Later APF Nepal established regional hospital in Sunsari and koholpur to support psychological counseling as well as other types of medical facilities for the staffs. In case of chronic situation of the mental health problem, the APF hospital and other regional hospital refers to the personnel in other psychiatric hospital like Patan mental hospital, and others for the clinical treatment. APF, Nepal is providing counseling to all the personnel considering the mental health problem which is essential to manage the human resource management within the hierarchy of APF, Nepal. The existing psychological counseling system are focused on the clinical counseling, professional/ career counseling and gender/family counseling to make mentally and physically fit.

4.11.1 Clinical Counseling

Clinical counseling is a branch of clinical psychology that helps people as they navigate emotional or mental health difficulties. Clinical counseling can also be considered part of professional counseling and social work fields. This began as a post-World War II effort to treat post-traumatic stress disorder in returning troops and evolved the clinical counseling branch into a profession that broadly centers on the mental illnesses that range from major depressive disorders to schizophrenia. In this way, firstly the clinical counseling came into existence in the military field then it expanded into the medical sectors.

For the support of clinical counseling, the APF hospital situated at Balambu, established a psychological section which is providing clinical psychological counseling to all the APF personnel. APF hospital has, now, two branches as the regional hospital at the Sunsari and Kohalpur which is also working as the supportive role in context of mental health problem. They mostly refers such types of patient towards the APF hospital and APF hospital conduct treatment and if necessary refers to the Patan mental hospital as well.

4.11.2 Professional/Career Counseling

There is not any specific wing for the professional/career counseling system in APF, Nepal but APF, Nepal has been managing a grievance handling mechanism considering the staffs' professional/career problem. This grievance handling is also a better mechanism for the APF personnel to immediate settlement of the problem which is facing by them. It is believed that the mechanism helps to understand the basic psychological or mental health problem emerged by various factors. The immediate response regarding the grievances help to satisfy the personnel negativism about the pertinent subject matter where they are suffering from the misconception and misinformation. It is obviously not a psychological counseling but that mechanism help to identify the general mental health problem of the personnel which is the path for psychological counseling.

Table 4.7

Psychological Counseling Mechanism in APF, Nepal

Units	In-charge
APF, Nepal HQs	DIG
Brigade	SSP/SP
Training Colleges	SP/DSP
Battalion	DSP
APF Company	Insp.
BOP / Security Base	Junior Officer

Source: APF, Nepal, HQs Complain & Grievance Handling Section, (2023)

4.11.3 Gender/Family Counseling

APF personnel have been facing problem due to gender issues since a few years ago. Due to development and access with communication devices and the distance with family because of duty stations. Personnel are somehow engaged with other women/men without considering the potential problem and somehow intentional intimacy bring them in such problem. Then, the personnel will call those personnel according to the complaint which create the mental health problem among those who are disturbed due to such types of activities. Then the gender section of HQs conduct counseling aiming to control family broken. Mostly on the legal background, the section is providing gender or family based counseling to the personnel which help to solve the problem before staging towards the mental health problem.

4.12 Need and Strengthening of Psychological Counseling to NCOs level in APF, Nepal

The major objective of counselling is to help individuals to make self-confident, self-dependent, self-directed and to adjust themselves efficiently to the demands of a better and meaningful life. The armed police force as a profession is a physically and emotionally demanding one and requires an arduous level of resilience and mental robustness.

Psychological counseling help to enhance the personnel mental health which multiply their working capability by improving the physical health as well. No one can perform his/her job without mental or physical fitness. So APF, Nepal is much more conscious about the need of psychological counseling considering the proper deployment of APF, Personnel to fulfill the different mandates which is mentioned on APF Act, 2058 B.S. section 6 (1). Some common need of psychological counseling to APF personnel has been explained below as follows:

4.12.1 Mental or Physical health concern

APF, Nepal has been conducting various programme regarding the psychological counseling among the personnel to make them mentally and physical fit at all the time. But that is done only through internal mechanism which is based on the grievance handling way. Thus the issues of mental or physical health should be done by the expert including

all the factors relating with that concern. APF hospital are providing medical services only but that is to be done after the expert counseling. APF, Nepal should managed the professional personalities for the work-life balance, family counseling, and substance abuse counseling in psychological manner to find out the root cause.

4.12.2 Relationship Issues

APF Nepal should have to provide the psychological counseling focusing on the coordination and cooperation issues in which family counseling should also include. Many NCOs are on the out of family relationship due to doubt and suspicious activities which is giving the problem to the relationship with family.

4.12.3 Career Growth

Career growth is a ladder towards the journey of professional vision. It is the way to move from the initial stage to upper level with career vision. Thus considering that concept, APF Nepal should have focus their counseling on the career to make them happy with professional career without any bias and prejudice at all. If that is not clearly pictorialize, then the problem increase. Thus, all activities of psychological counseling should be focused to avoid career tension among the NCOs. That helps to increase the adaptation with organization for the ultimate professional goals.

4.12.4 Moral Support

Moral support is a way of giving support to a person without making any contribution beyond the emotional or psychological value of the encouragement by supporting them. This helps to NCOs of APF, Nepal to make positive by generating the feeling of intimate caring. Such types of psychological counseling help them to enhance their working capability by showing them empathy and support against any bad situations. They are willingly concentrate their mental thinking for the positivity which can positive atmosphere for the work and work life balance.

4.12.5 Maintain Discipline

Strict hierarchical discipline is necessary in the security force. Likewise APF, Nepal is also believe on the discipline for the smooth functioning of the organization. But in some

context, some of the NCOs are trying to violate such types of discipline knowingly or unknowingly. In that perspective, all activities should have to focus on the mainlining discipline by providing proper counseling which enable to make disciplined environment within the units and organization.

4.12.6 Effective Deployment

For the effective deployment counseling and briefing is one of the best tools which give the positive outcome in the fields. APF, Nepal should have to create that atmosphere in the units moreover focusing NCOS, so that they will be highly encouraged to do any duties easily. It is believed that the heart and mind can be changed through the effective interaction with lower and higher level because in units senior level can do better to lower level as the guardians.

4.12.7 Organizational Achievement

Almost 86 percent work force of APF, Nepal are NCOS, who are the backbone of the organization and the main concentration should be given to them for the organizational benefits. Welfare, fair selection on training, transfer, promotion and FPU, appointment according to the capacity are the major issues should be reduced through the effective counseling. If all those issues are addressed with expert in routine based, the organization can get the expected result after effective job performance by the NCOs level.

In this way mental health describes an individual's thoughts, feelings, understanding about himself and around the environment of him. Mental health is a central component in security forces because security is much stressful job rather than others. APF personnel mainly NCOs level should have to spend most of their time in the respective duties and it is assumed that 24 hours duty a barrack system. The life within the barrack is different because almost personnel should have to far from the family and society. Due to less freedom as prescribed in rules, over workload on security service delivery, strict hierarchal discipline, tough training and distance from families and relatives are the sources of stress to the APF personnel which is also supported by the policy discrimination, low economic status and salary provision, modern social living style. These situations impact directly on the working environment, duty performance, and organizational goals as well as in the

security service delivery. So all the problem should have to address by the psychological counseling with experts among the NCOs by identifying the root causes.

APF, Nepal should to focus on the background or family counseling to the NCOs to bring the inner peace to them by supporting the background or family counseling if they have problem or not. It should be necessary to bring the psychological programme considering the barrack system in APF, Nepal because the barrack system expert counselor can give the positive result as the knowledge to convince them make compatible regarding the life and work.

Similarly the licensed mental health profession should have to recruit by APF, Nepal considering the increasing trends of suicide and other type's mental health problem. The NCO is a member of society and the reflections of society can give them negative thinking regarding the economic, social, political and professional. Thus, the expert can give the better advice, motivation, understanding and duties to the NCOs making them dedicated towards the country and APF, Nepal.

Arms control is necessary to APF, Nepal because it should have to provide better security service respecting human rights. The misuse of arms and ammunition should have to control all the time by educating them about the negative consequences of using weapons, arms and ammunitions. For this pre-job screening is necessary. Mostly to analyze the mental health problem, there should be a system of psychological test through intelligent quotient and clinical way indeed. Similarly the group training therapy is to be conducted like collective training where commander to NCOs engaged in the training in a remote place to increase the intimacy.

APF, Nepal should have to focus on the periodic psychological counseling to NCOs basically analyzing the central reporting. Time and again there is to be conducted an internal research to find out the actual problem of NCOs by understanding their mind and heart. The reflections of society which is normally imposed by the family because of economic temptation and clashes should be kept in the center hub by the APF, Nepal to resolve the pertinent issues of mental health problem by using psychological counseling. Thus, the APF, Nepal can use the psychological counseling to extricate the hidden problem among the NCOs for the betterment of individual and organization.

CHAPTER V

SUMMARY AND CONCLUSION

The main motive of this study is to explore the existing mental health problem of NCOs level of APF, Nepal through the in-depth study about the theoretical perspective of mental health problem. For this, the researcher interacted with psychological experts and medical experts of APF, hospital and Patan mental hospital after interviewing with the NCOs of APF, Nepal who are deploying in the various formation of Koshi Province ranging from BOPs to Brigade headquarters.

This study follows accepted research guidance strictly. The research is purely academic and there is no sponsorship for the research purpose. Acknowledgement and intellectual property rights are reserved as per the law of the research during the entire process. This study promised to protect the confidentiality of the individuals and organizations respectively. And, the researcher mostly used the expert consultations as KI, FGD with NCOs and individual interview for the expected outcome with qualitative data analysis.

5.1 Summary

Soldier's job is very critical and complex because they have to stay in the barrack system with strict hierarchical discipline which is called the chain of command. In worldwide, mostly the members of military, armed forces and police component has applying the barrack system in which they should be far from home town consequently far from the relationship of families. In developed countries, they are doing much better activities to avoid loneliness and create family environment by providing family quarters, education service to the children, better salaries, welfare and other facilities. That's why, the stress, tension, depression and other illness easily goes into the hidden path. They have the better psychological counseling system and implementation well as the environment or situations demands. In context of Nepal, all the security personnel are suffering various types of mental health problem which is the combined with lacking of physical and mental health. Many of the soldiers are acquiring the mental health problem after joining into the force which is reflecting in the service as the year passed accordingly. It is assumed that the

complex stage of mental health problem is mental illness which is connected with suicide. But Suicide itself is not a mental disorder, but one of the most important causes of suicide is mental illness that are most often depression, Manic Depression, Schizophrenia, and Substance use disorders and so on.

Mental health is one of the major pillar of the health issues and a perquisites for a useful, effective and satisfying individual life. That's why, mental health is an important component to APF, Nepal. Mainly NCOs of APF, Nepal who are taken as the ground level force to perform the given mandates to APF, Nepal. Mental health is the successful tools of mental function of NCOs to make the productive activities, relationship with people and other ranks in deployed areas. In this way there is no question that mental health plays a vital role in the performance of security professional. This is the reason why any issues related to mental health should be carefully considered and monitored.

The study of mental health problems among the NCOs of APF, Nepal is not an easy task because of various factors inter-linked within the environment, society and socio-economic well-being. There are ample of causes of acquiring mental health problem by the NCOs of APF, Nepal mostly with realizing, feeling and experiencing the incompatibility in transfer, promotion, health issues, meager salary, over working hour, gender issues, unable to fulfill family's expectation/aspiration, alcoholic/drug abuse, physical health, extra marital relationship, impact of social media, strict disciplinary hierarchal chain of command, etc. Due to those causes, the NCOs are experiencing stress, depression, anger, feeling restless and sleeplessness, muscle tension, nightmares, irritability, having a lot of thoughts of the trauma, extreme sadness or despair, hopelessness and feeling worthless, careless on personal hygiene and sanitation, felling loneliness, feeling confused or depressed, depressed mood, withdrawal from family, friends, and reduced social contact etc. These all the mental health typically categorized as the mental distress or illness which is taken as the mental health problem because that directly impact on the working strength and capacity of NCOs of APF, Nepal. By analyzing the existing situation of problem, the mental health should be enhanced as studying the ground situations regarding the physical and psychological perspective, sociological perspective and human resource perspective at all by the APF, Nepal. This help to increase the mandates fulfillment, dignity at work and workplace, pride in the uniform and brotherhood among the entire organization.

5.2 Conclusion

Mental health problems is a complex term which is supported by different terminologies like mental disorder, mental disease, mental illness and mental distress. Mental distress has a wider scope than the related term mental illness which refers to a specific set of medically defined conditions. Thus, the mental distress exhibit some of the broader symptoms focused in psychiatry. There are various theories regarding the mental health and psychological counseling which has been analyzed hereafter for the support to this research.

Rogers (1964) was introduced humanistic psychology theory in the second half of the 20th century and bolstered by Abraham Maslow. Humanistic psychology highlights the role of a person in shaping his external and internal world. Carl Rogers believed that humans in their daily lives are creative and active people who stay in present and are concerned with situations, interpersonal relationships and perceptions.

Watson (1913) considered as the Founder of Behaviorism. Behaviorism theory focuses on the idea that all behaviors are learned through interaction with the environment. This learning theory states that behaviors are learned from the environment, and says that innate or inherited factors have very little influence on behavior.

Biological Psychology, also known as Biopsychology, is a subfield of psychology that focuses on the relationship between the brain, behavior, and mental processes. Biological psychology can be concisely defined as the scientific study of the biological processes underlying or influencing mind and behavior. In this regard, it is basically a materialistic approach to the human condition since it provides methods and strategies to investigate the natural causes and aims of (human) behavior. It is one of the few scientific disciplines at the crossroad between humanities and natural sciences.

Whether armed forces, armed police forces and police personnel, they have the unique nature of duties or services and suffered from the stress in comparison to other duties or services. The stress of combat and service in extreme weather conditions or adversity often act as the major stressors to the security personnel. Similarly the life of soldier's are always in busy schedule, get always ready for the deployment, sometime no food on time, risky job sometime considered as the 3D' work as well. That types of nature creates the stress, depression among the solders which decreases the working efficiency and capability of the

security personnel by depreciating the knowledge and skills. Ultimately, it impacts on the individual behavior posing the negativity.

In context of APF, Nepal, sound mental health is an essential element to perform the duties assigned by the government of Nepal (GoN). Thus, the APF, Nepal has a special recruitment and selection procedure which is provisioned in the APF rules, 2072 B.S. Basically focusing on the mental and physical health, the selection process is conducted and medical approval is necessary but the mental health problem among the personnel is increasing day by day. APF, personnel are acquiring the mental health problem after joining into the service because of various causes which has studied in this research. According to the field visit among the various APF units of Terai districts of Koshi province ranging from BOPs to brigade HQs, there some causes has been noted down by the researcher which are economic conditions due to meager salary, over working hours, gender issues, transfer and promotional issues, societal impacts, individual behavior, families relationships etc. Those causes emerged due to individual, psychological, societal, institutional and governmental activities reflections.

Nobody wants invite the mental health problem but that is happening among the NCOs of APF, Nepal. That is the most study factor of this research. Personnel joined into APF, Nepal after meeting the prescribed criteria, then after, the time passed accordingly and the stress level or other mental health issues emerged respectively which largely affects on both mental and physical health and consequently the thoughts, feelings, behaviors and social relationships of the personnel. Mostly the stress or depression is the basic foundation of mental health problem which is observed during the field visit. Thus, the basic foundation should be critically examined and medically diagnosis, then, the level of mental health problem can be downsize among the NCOs level. Though the some recurrent mental health problems like mental distress, mental illness, mental disorder and mental disease. All those factors directly related with mental health problem which is not anticipated by the APF, Nepal for the betterment of the deployment and security service delivery. So how the mental health problem is rising within the APF, Nepal among the NCOs level has been analyzed in this research by interviewing with NCOs, KII, experts and the medical practitioner.

According to the study, the mental health problem among the NCOs mainly increasing due to incompatible situations of personnel, institutional/official and social factors. Because the NCOs are also a member of the society and they want to live in society with happiness and prosperity enjoying the sustainable living standards but that is not easy for them due to low salary, social influence, family border and organization policy etc. These all components are the main mental health problem contributors which should be analyzed timely for the effective psychological counseling.

For this proper psychological counseling is necessary, the APF, Nepal has different mechanism for the psychological counseling as well as medical counseling regarding the mental health problem. But that is not beneficial because according to the study, the NCOs level need the psychological counseling, family counseling and barrack life expert counseling for their existing problem solving. Besides this, the quality barrack life, rest and recreation policy, improvement on sustainable salary focusing family take care and child education, quality based free scale, effective ration system, right man at right place, effective leave management, scientific FPU selection policies, welfare, less gap between higher ranks and junior ranks etc. as applied by the Central Armed Police Force (CAPFs) in India.

In this way, mental health problem can be downsize only after the effective NCOs level improvement on living standards, rewards and recognition, formal incentives and welfare, units culture, sports and cultural respects, dignity at work, friendly environment, individual knowledge impartment, satisfaction with career development, families ties environment with family quarters, and more over the overall job security of the personnel.

APPENDICES

APPENDIX “A”

RESEARCH INTERVIEW UNITS

The researcher had conducted interview with the NCOS of various APF units of terai districts of Koshi province ranging from BOPs to Brigade HQs, Pokali, Sunsari since 2080.02.07 to 2080.02.11. The details of respective APF units has been shown below as follows:

Date	Unit	Remarks
2080.02.07	APF, Nepal No 1 Baraha Brigade HQs, Pokali, Sunsari	
2080.02.07	APF, Nepal No 37 Reserve BN HQs, Pokali, Sunsari	
2080.02.08	APF, Nepal No 4 BN HQs, Sunsari	
2080.02.09	APF, Nepal Support and Service Company, Salakpur, Morang	
2080.02.10	APF, Nepal BOP Kakaddbhitta, Mechi, Jhapa	
2080.02.10	APF, Nepal BOP Sattighatta, Jhapa	
2080.02.11	APF, Nepal Constable Training School, Lakhanpur, Jhapa	

Source: Field Study (2023)

APPENDIX “B”**FOCUSED GROUP DISCUSSION**

Focused group discussions were held in the APF, Nepal No. 1 Baraha Brigade, Pokali, Sunsari regarding the existing mental health problem among the NCOs of APF, Nepal who are working at the brigade. Most of the personnel who involved in that FGD told that the existing salary system and less leave system couldn't able to manage their families' problem. We are getting low salary in comparison to current market price of the commodities which is very high. The expectation and aspiration of the family and the society has been increasing so far. Likewise the school fees of the children are more in private boarding school due to their quality education rather than government school. In this way, the main problem is for the sustainable living standards which is impacting on their happiness and prosperity due to low financial status. That's why knowingly or unknowingly, we are facing stressful life and if the family, society and organization couldn't able to provide positive environment, we may face mental health problem. Many of personnel left their job untimely due to low salary and many more are in the search of better opportunity focusing on the earning. It should be solved through otherwise we will be in more trouble in future.



Source: Field Study (2023)

APPENDIX “C”

Existing Mental Distress Faced by NCOs of APF, Nepal

List of Questions (Open Ended)

(Key informants’ interview, focus groups discussion, and general participants’ interview)

Part I: Personal Details of Respondents

Name:	Rank	Sex:	Age:
Unit:		Respondent’s Code: (<i>Researcher will fill it</i>)	
Address:			

All details will be kept confidential.

Part II: Importance of Mental Health (List the questions related to this objectives)

1. What is your physical health situation nowadays
2. Have you had any problems with your work and daily life due to your physical health?
3. Are you aware about the mental health and physical health? What do you feel that the mental health support to your work ability?
4. Could you please tell me about your mental health status now?
5. How can you enhance your mental health for the better job performance in APF, Nepal?
6. Which is the main component that can support to your mental health for the better job performance?
7. Are you satisfied with the organizational activities and internal management of APF, Nepal?
8. What do you think about the importance of mental health in APF, Nepal?

9. Why mental health is necessary to the Non-Commissioned Officers in barrack system of APF, Nepal?

Part III: Existing Mental Health Problems (List the questions related to this objectives)

1. When was the last time you were really became happy or sad or stressful?
2. How often do you feel positive about your life and job career?
3. How is your relationship with your colleagues or senior on this unit?
4. If you see your senior staffs in this unit, then how do you feel?
5. What is your feeling after getting the order for the specific task from your seniors?
6. How is your married life and the family relationship? Do you feel content with your relationships with family?
7. How often has your mental health affected on your relationships? Do you have extra marital affairs/relationship?
8. Is there a history of stress or mental disorder in your family?
9. Have you noticed any mental stress or disorder in your daily activities while performing the tasks?
10. How can you balance both physical health and mental health in case of duty presser?
11. Have you ever been diagnosed with a stress, sad, depressed, anger, anxious or mental disorder before or after joining into the service?
12. Are you engaged with alcohol/ tobacco/ cigarettes or others substances? How do you managed money for those things?
13. Are you angry with any specific personality whether family, friend or senior of your unit/organization? If yes, Why?

14. What is your economic conditions, are you satisfied with your salary to manage your family and kids? If chance, are you crazy to earn?
15. If you are alone, what do you think about your life, career, economic situations, relations, habits and health?
16. What types of career plan are you expecting from the organization?
17. Are you suffering from what types of mental health problem now?

Part IV: Status of Counselling in the units and relevancy felt by the respondents

(List the questions related to this objectives)

1. Do you have any experience regarding the counseling by your seniors/other officers in your units?
2. Are you balancing your life with family relations, job performance and personal health after the counseling? Did the counseling changed your behavior then?
3. What do you know about psychological counseling?
4. How are you observing the psychological problem faced by the NCOs level in APF, Nepal?
5. What is the availability of psychological counseling in your unit and organization?
6. Do you feel that the need of psychological counselor is necessary in your unit to solve the existing mental health problem?
7. If you feel any mental health problem (stress or anger or sadness etc.), what is your expectation regarding the psychological counseling from the organization?
8. How APF, Nepal can screen the NCOs level negative behavior due to mental health problem in coming days?
9. Are you believe that the psychological counseling bring the changes into the NCOs level ethical and working behavior? or pre-screening is also important?

10. To make mentally or physically fit APF, personnel, in your view, what will be the most important tool can be utilized by the organization?
11. Any other, would you like to say or add regarding the existing problem and psychological counseling?

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