Assessment of Effectiveness of Stress Management Training on Mental Health Resilience Among Traffic Police Officers Working Extended Shifts in Nairobi City County, Kenya

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Abstract: *Stress among police officers is not new, but it has grown in scope and severity as modern societies become more complex and demanding. Police officers are routinely exposed to occupational hazards such as extended shifts, high workload, exposure to traumatic incidents, and constant interaction with the public under tense circumstances. These conditions make officers susceptible to mental health challenges such as burnout, depression, stress and anxiety. In Kenya, stress among police officers has been flagged as a pressing occupational health issue. Traffic police are on the frontlines of managing congestion, enforcing laws, and responding to accidents. Working extended shifts, often beyond the recommended 8 hours, leaves officers physically and mentally drained. Globally, stress management training has emerged as a proactive strategy to strengthen officers' mental health resilience. This study aimed to assess the effectiveness of stress management training on mental health resilience among traffic police officers working extended shifts in Nairobi City County, Kenya. The study was informed by Cognitive Behavioral Theory. This study adopted a descriptive design, while the target population comprised all 740 traffic police and it employed stratified random sampling, and sample size was 260 traffic officers whose data was collected via questionnaires. The study results established that stress management training significantly 0.000 (p < 0.05) improves mental health resilience among traffic police officers in Nairobi City County. The study concludes that stress management training significantly enhances mental health resilience among traffic police officers working extended shifts in Nairobi City County. However, the persistent operational stressors such as long shifts, heavy workloads, traffic congestion, and exposure to road accidents, limit the full effectiveness of training. To enhance the effectiveness of stress management training and improve mental health resilience among traffic police officers, the national police service leadership should actively champion stress management training; traffic police officers themselves should be encouraged to take personal responsibility for their mental health resilience; the Ministry of Interior should regular updates it polices on mental health resilience and police welfare programs such as, rethinking shift patterns, staffing busy areas adequately, refresher courses, peer-support systems and ensuring officers have access to wellness resources.*

Key words: Stress, Stress Management Training, Mental Health Resilience, Police Officers

1.1 Introduction

The mental health of law enforcement officers is a of global concern issue, given the stressful and often unpredictable nature of policing (Moreno et al., 2024). Across the world, police officers are routinely exposed to occupational hazards such as extended shifts, high workload, exposure to traumatic incidents, and constant interaction with the public under tense circumstances. These conditions make officers

susceptible to mental health challenges such as burnout, depression, stress and anxiety (Lu & Petersen, 2023). For traffic police in particular, the situation is even more demanding. They spend long hours managing congested roads, enforcing traffic regulations, and responding to emergencies, all while working in physically taxing environments such as polluted and noisy highways (Chitra & Karunanidhi, 2021).

Globally, stress management training has emerged as a proactive strategy to strengthen officers' mental health resilience. Resilience is the ability to adapt, recover, and thrive despite adversity and stressors (Gaskin et al., 2025). In the United States, resilience-building interventions such as mindfulness training, breathing exercises, and stress-awareness programs have been implemented in police departments with significant improvements in officer well-being and reductions in stress-related health issues (Grupe et al., 2021). For instance, the U.S. Department of Justice (2016) piloted programs that combined stress management with physiological monitoring, showing reduced blood pressure, improved sleep, and better decision-making in officers.

In Europe, stress among police officers has similarly been a barrier to effective policing and officer health. A meta-analysis conducted across several European countries highlighted that structured psychological skills training reduced depression and anxiety among police officers (Lu & Petersen, 2023). Stress management programs in the United Kingdom, such as resilience workshops that integrate cognitive-behavioral therapy techniques, have shown measurable improvements in workplace performance and mental well-being (an der Meulen et al., 2018). In Germany, police agencies have mainstreamed resilience training into officer wellness programs, with a dual emphasis on physical fitness and psychological strengths (Gaskin et al., 2025).

Across Asia, stress management is increasingly recognized as a security and public health concern. In India, officers report high levels of anxiety, hypertension, and sleep disorders, largely stemming from excessive duty hours and limited psychosocial support. Initiatives such as yoga and meditation sessions have shown measurable benefits in stress reduction and workplace relations (Chitra & Karunanidhi, 2021). China has taken a preventive approach by embedding resilience modules into police academies, preparing recruits for the psychological rigors of the job (Syed et al., 2020).

The African context reflects equally severe but less institutionalized responses. South African officers often carry the psychological scars of violent crime, riots, and prolonged patrols, with stress manifesting in absenteeism, substance abuse, and family breakdowns (Pienaar et al., 2020). In Nigeria, inadequate staffing and resource shortages amplify the toll of extended shifts, prompting urgent calls for structured stress management systems (Alabi, 2020).

Kenya presents a particularly acute case. In Nairobi, traffic officers contend daily with chronic congestion, noise and air pollution, and rising accident rates. Prolonged shifts in such conditions leave them drained, both physically and emotionally. Recent studies highlight how stress undermines officers' health, family life, and professional effectiveness (Jelle & Kipchumba, 2024; Wanjira & Abuga, 2024). Yet, while the National Police Service has signaled interest in wellness programs, few targeted interventions have been systematically implemented. This study addresses that gap by examining whether stress management training strengthen mental health resilience among traffic police officers working extended shifts in Nairobi City County.

1.2 Statement of the problem

Stress among police officers is not new, but it has grown in scope and severity as modern societies become more complex and demanding (Au et al., 2019; Khatib et al., 2022). A global meta-analysis by Lu and Petersen, (2023) found that psychological skills training significantly reduced depression and anxiety among officers, but highlighted limited evidence from Africa and almost none from Kenya. This underscores a glaring gap in localized data. In Kenya, stress among police officers has been flagged as a pressing occupational health issue. Workload pressures, exposure to trauma, insufficient resources, and lack of adequate social support networks are major stressors for police officers in Nairobi (Jelle & Kipchumba, 2024). These stressors lead to fatigue, irritability, substance use, and strained family relationships. Wanjira and Abuga (2024) further demonstrated that failure to address trauma management reduces officer performance, particularly in Nairobi's high-pressure policing environments. The problem of stress among traffic police in Nairobi can be traced to urban growth and motorization. Nairobi's metropolitan area population has surged past 6 million, with over 1 million vehicles navigating its roads daily (Kenya National Bureau of Statistics [KNBS], 2023). Traffic police are on the frontlines of managing congestion, enforcing laws, and responding to accidents. Working extended shifts, often beyond the recommended 8 hours, leaves officers physically and mentally drained. Studies show that fatigue impairs decision making, increases accident risks, and erodes resilience (Grupe et al., 2019). If left unaddressed, stress among Nairobi's traffic police could result in several negative outcomes. At the personal level, officers may suffer burnout, cardiovascular disease, depression, and suicidal ideation. At the professional level, stress diminishes productivity, judgment, and public relations, leading to reduced efficiency in traffic management and eroded public trust in law enforcement. At the societal level, the costs manifest in unsafe roads, higher accident rates, and a demoralized police service. By solving this problem traffic police themselves would enjoy better mental health, stronger family bonds, and improved resilience. The National Police Service would benefit from improved performance and reduced absenteeism. Communities would benefit from safer roads and more professional service delivery. Ultimately, stress management training can serve as both a health intervention and a performance enhancement tool. This study was therefore timely and necessary. It responds to calls for evidence-based approaches to police wellness in Kenya and builds on global best practices. By assessing the effectiveness of stress management training in Nairobi, the study aims to provide practical recommendations for policy and practice that could transform the well-being of officers and the communities they serve.

1.3 Research Objective

To assess the effectiveness of stress management training on mental health resilience among traffic police officers working extended shifts in Nairobi City County, Kenya.

1.3.1 Research Hypothesis

H_0: Stress management training has no significant effect on the mental health resilience of traffic police officers working extended shifts in Nairobi City County, Kenya.

1.4 Theoretical Framework

The study was informed by Cognitive Behavioral Theory (CBT) which was formulated by Aaron T. Beck in the mid-1970s as an extension of his work on cognitive therapy Beck (1976). The theory states that maladaptive thoughts influence behaviors and emotions, and thus by restructuring these distorted cognitions, individuals can achieve healthier emotional regulation and adaptive coping. The theory posits that stress is not only a reaction to external events but also a result of how individuals interpret and think

about those events. This makes CBT highly suitable for the present study on stress management training among traffic police officers, as the training emphasizes techniques such as relaxation, mindfulness, guided imagery, and reframing negative thoughts, all grounded in CBT principles that enhance resilience by improving coping strategies and emotional stability (Beck, 1976).
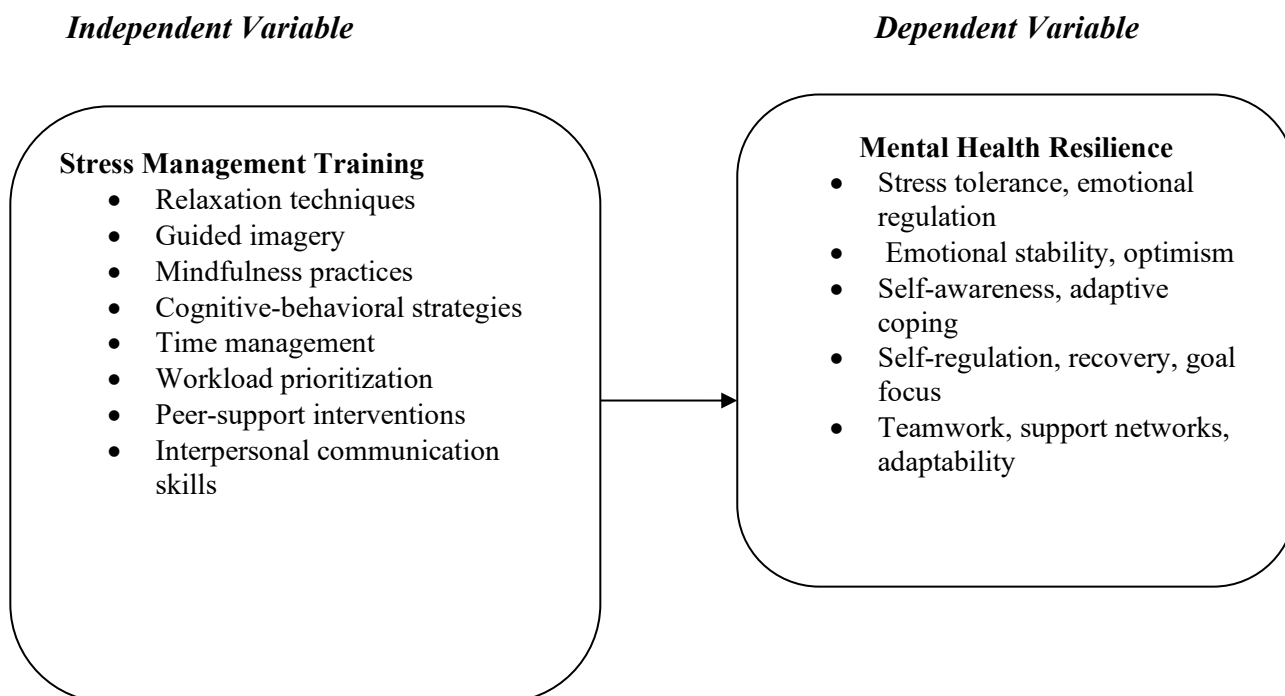
1.5 The Conceptual Framework

Independent Variable   *Dependent Variable*

Stress Management Training
- Relaxation techniques
- Guided imagery
- Mindfulness practices
- Cognitive-behavioral strategies
- Time management
- Workload prioritization
- Peer-support interventions
- Interpersonal communication skills

Mental Health Resilience
- Stress tolerance, emotional regulation
- Emotional stability, optimism
- Self-awareness, adaptive coping
- Self-regulation, recovery, goal focus
- Teamwork, support networks, adaptability

Figure 1: *The Relationship between stress management training and mental health resilience of traffic officers*
Source: *Own Conceptualization, 2025*

1.6 Review of Related Literature

Fields-Salain (2017) conducted a quantitative, correlational study in Georgia, USA, investigating links between stress management training, coping, and stress among police officers using a convenience sample of 134 respondents. Findings indicated that trained officers relied more on adaptive coping, while gender and maladaptive coping predicted stress levels. However, the reliance on nonprobability convenience sampling limits the generalizability of results, as the sample may not adequately represent the wider police population. The proposed study in Nairobi addresses this methodological gap by employing probability-based stratified random sampling, which will enhance representativeness and strengthen the validity of conclusions on the effectiveness of stress management training in building resilience among traffic police officers working extended shifts.

Christopher et al., (2024) conducted a study on mindfulness-based resilience training effects on stress reactivity, aggression, and physiological health in police officers in USA. Quantitative measures (self-report stress, aggression scales) and some physiological indices were collected at baseline, post, and follow-up. Results showed mindfulness-based resilience training reduced stress reactivity and some

aggression markers relative to controls and improved some health outcomes, supporting feasibility and signal of efficacy. However the study was conducted in developed country and had limited representation of traffic/officer sub-groups working extended shifts, thus it had geographic gaps as well as contextual gaps which this study aimed to fill.

The study by Pienaar, Rothmann, and Van de Vijver (2007) investigated whether suicide ideation among South African police officers could be predicted by occupational stress, personality traits, and coping strategies. The study was a survey of 1,794 officers, the data was collected using questionnaire and the study established that low conscientiousness, low approach coping, low emotional stability, and reliance on avoidance coping significantly predicted suicide ideation. While the study highlighted maladaptive coping and stress, it just gives suggestion of stress management training programs. The proposed study addresses this empirical gap by testing the effectiveness of stress management training as an intervention to enhance resilience among Nairobi traffic police officers working extended shifts.

Chesang, Ngari, and Bartocho (2024) examined the effect of Critical Incident Stress Management (CISM) on job satisfaction among National Police Service officers in Uasin Gishu County, Kenya. Using an explanatory research design, the study collected data from 328 respondents through structured questionnaires and analyzed it using descriptive statistics, correlation, and regression. Findings revealed that CISM had a positive and significant effect on job satisfaction (β=0.185, p=0.000), with employee wellbeing moderating the relationship. While this study focused on job satisfaction as the outcome, the proposed study seeks to address a conceptual gap by shifting focus to mental health resilience, especially among traffic police officers working extended shifts in Nairobi, an area not adequately covered in prior research.

The reviewed by Jelle and Kipchumba (2024) examined the effects of occupational stress on service delivery among national police officers in Nairobi City County. Using a descriptive design, they surveyed 374 officers through questionnaires and interviews, analyzing data with descriptive and inferential statistics. Results showed that stress stemmed from work overload, political interference, inadequate resources, and trauma during emergencies, which negatively impacted officers' well-being and service delivery. However, while the study identified stressors and their consequences, it did not evaluate structured interventions such as stress management training. This presents an empirical gap, as there is limited empirical evidence on the effectiveness of stress management training in enhancing resilience and mitigating stress among police officers working extended shifts.

1.7 Methodology

This study adopted a descriptive design in order to assess the influence of stress management training on mental health resilience among traffic police officers working extended shifts in Nairobi City County. This design makes it possible to describe relationships between stress management training exposure and resilience outcomes. The target population comprised all 740 traffic police officers stationed in Nairobi City County. According to estimates from the National Police Service, Nairobi has approximately 740 traffic police officers distributed across its 17 administrative sub-counties (National Police Service, 2025). The study employed stratified random sampling. Officers were stratified according to the 17 sub-counties to ensure proportional representation, after which random selection was done within each stratum using deployment rosters from police stations. Yamane's (1967) formula was used for determining sample size and the sample size was 260 traffic officers. Data was collected using

a structured self-administered questionnaire. Ten (10) traffic officers in a Kiambu County were recruited for piloting; and both reliability and validity test were done. Expert review and senior police trainers established content validity. Reliability was tested using Cronbach's alpha, with a threshold of $\alpha \geq 0.7$ for acceptable internal consistency (Field, 2018). Revisions were made based on pilot findings. With necessary approvals from the National Police Service and ethics committees, questionnaires were distributed and collected using the drop-and-pick method at designated police stations and traffic bases. This method minimized disruption of duties while enhancing response rates. Informed consent was obtained, and confidentiality and anonymity assured. Data was coded and analyzed using SPSS, descriptive statistics was used to summarized stress management training exposure, and resilience levels, while multivariate analysis (multiple linear regression) to determine the influence of stress management training on resilience. Results were reported with p-values (significance set at 0.05) and 95% confidence intervals.

1.8 Findings and Discussion
Participation in Stress Management Training
The study sought to determine whether traffic police officers had ever participated in stress management training organized by the National Police Service or other institutions. Out of the 185 respondents, 185 officers (100%) indicated that they had participated in stress management training, while 0 officers (0%) had not. This indicates that all traffic police officers have been exposed to stress management training.

Types of Stress Management Training Topics Covered
Officers who had participated in stress management training (n = 185) were asked to indicate the types of training and topic they had been exposed to. Multiple responses were allowed.
Table 1: Types of Stress Management Training Attended

Training Type	Frequency (n)	Percentage (%)
Relaxation techniques (e.g., breathing, muscle relaxation)	72	60.5
Guided imagery and visualization	39	32.8
Mindfulness and meditation practices	56	47.1
Cognitive-behavioral strategies	68	57.1
Time management and workload prioritization	61	51.3
Peer-support and group sharing sessions	65	54.6
Conflict management skills	42	35.3
Interpersonal communication	58	48.7
Physical exercise and fitness-based stress management	74	62.2

Source: *Field Data, 2025*

The results in Table 1 show that the most common forms of stress management training attended were physical exercise and fitness-based interventions (62.2%), relaxation techniques (60.5%), and cognitive-behavioral strategies (57.1%). Guided imagery was the least common (32.8%), suggesting that more practical, action-oriented methods are favored.

Frequency of Stress Management Training Sessions
Respondents were also asked how often stress management training sessions were conducted in their stations/units.

Table 2: Frequency of Stress Management Training Sessions

Training Type	Frequency (n)	Percentage (%)
Rarely (once every few years)	92	49.7%
Occasionally (once a year)	54	29.2%
Frequently (several times a year)	39	21.1%
Very frequently (monthly or more)	0	0%

Source: *Field data, 2025*

The results show that stress management training sessions are not consistently available, with the largest group (38.9%) indicating rare opportunities. This irregularity may reduce the long-term effectiveness of training programs. All traffic police officers undergo stress management training as part of their initial police training, making it a standard component of their professional preparation. However, the key issue is the frequency of refresher or re-training sessions. These are rarely conducted and typically occur only every 3–5 years, resulting in long intervals without reinforcement of stress management skills. This highlights a gap in continuous training, which may affect the sustained effectiveness of stress management training in enhancing officers' mental health resilience.

Traffic Police Officers' Opinion on the Effectiveness of Stress Management Training
The study sought to assess the effectiveness of stress management training on mental health resilience among traffic police officers working extended shifts in Nairobi City County. A total of 185 traffic police officers filled in the questionnaire. Respondents indicated their level of agreement with a number of statements regarding stress management training and mental health resilience using a 5-point Likert scale.

Table 3: Traffic Police Officers' Opinion on the Effectiveness of Stress Management Training
n = 185

Statement	Very Low Extent F (%)	Less Extent F (%)	Moderate Extent F (%)	Great Extent F (%)	Very Great Extent F (%)	Mean	Std. Dev
Training on relaxation techniques helps me manage work stress	8 (4.3%)	27 (14.6%)	76 (41.1%)	52 (28.1%)	22 (11.9%)	3.29	.981
Training on mindfulness practices reduces my work-related stress	12 (6.5%))	33 (17.8%)	68 (36.8%)	51 (27.6%)	21 (11.4%)	3.20	.997
Training on changing negative thoughts into positive ones helps me cope with stressful situations	6 (3.2%))	23 (12.4%)	65 (35.1%)	64 (34.6%)	27 (14.6%)	3.45	.978

Statement	Very Low Extent F (%)	Less Extent F (%)	Moderate Extent F (%)	Great Extent F (%)	Very Great Extent F (%)	Mean	Std. Dev
Time management training helps me complete duties without being overwhelmed	10 (5.4%)	29 (15.7%)	71 (38.4%))	54 (29.2%))	21 (11.4%)	3.26	1.02
Prioritizing workload reduces stress during long shifts	9 (4.9%)	31 (16.8%)	69 (37.3%)	56 (30.3%)	20 (10.8%)	3.26	.985
Peer-support such as sharing experiences helps me manage stress	7 (3.8%)	25 (13.5%)	70 (37.8%)	57 (30.8%)	26 (14.1%)	3.38	.993
Guided imagery helps me remain calm during stressful duties	19 (10.3%)	37 (20.0%)	68 (36.8%)	42 (22.7%)	19 (10.3%)	3.03	1.07
Effective communication with colleagues and seniors reduces stress	11 (5.9%)	29 (15.7%)	66 (35.7%)	53 (28.6%)	26 (14.1%)	3.29	1.01

Source: *Field Data, 2025*

According to Table 1, the highest percentage of officers (41.1%) reported that relaxation techniques such as breathing and muscle relaxation help them manage stress to a moderate extent, with a mean score of 3.29. Similarly, 36.8% of respondents indicated that mindfulness practices moderately reduce stress, scoring a mean of 3.20. Cognitive-behavioral strategies (changing negative thoughts into positive ones) had relatively higher effectiveness, with 34.6% reporting great extent and 14.6% very great extent, resulting in a mean score of 3.45. Peer support also showed a moderate to strong impact, with 37.8% at moderate extent and 30.8% at great extent. Guided imagery recorded the lowest effectiveness, with a mean of 3.03, suggesting that officers may find it less practical in high-pressure field situations.

The findings indicate that stress management training interventions had a moderate effect on stress reduction**,** as reflected in mean scores ranging between 3.0 and 3.5. This suggests that while officers acknowledge the usefulness of stress management training, the interventions are not fully sufficient in buffering the high stress associated with long shifts and exposure to stressful road duties. These results are consistent with findings by Anderson and Moore (2021), who observed that mindfulness and cognitive-behavioral training enhance resilience but may be limited when organizational stressors such as extended work hours persist. Similarly, a Kenyan study by Okeyo et al. (2020) reported that police officers benefit moderately from stress management workshops, but structural challenges such as heavy workload and unpredictable duty schedules reduce the long-term impact.

Mental Health Resilience
Table 4: Traffic Police Officers' Opinion on Mental Health Resilience
n = 185

Statement	Very Low Extent F (%)	Less Extent F (%)	Moderate Extent F (%)	Great Extent F (%)	Very Great Extent F (%)	Mean	Std. Dev
I remain calm and in control under stressful situations	9 (4.9%)	27 (14.6%)	74 (40.0%)	55 (29.7%)	20 (10.8%)	3.27	.982
I try to see the humorous side of stressful situations	18 (9.7%)	42 (22.7%)	67 (36.2%)	40 (21.6%)	18 (9.7%)	2.99	1.07
I remain emotionally stable during challenging work situations	11 (5.9%)	29 (15.7%)	68 (36.8%)	54 (29.2%)	23 (12.4%)	3.26	1.01
I stay optimistic even when work becomes difficult	12 (6.5%)	33 (17.8%)	70 (37.8%)	50 (27.0%)	20 (10.8%)	3.18	1.01
I adapt my coping strategies when facing new stressors	10 (5.4%)	26 (14.1%)	66 (35.7%)	57 (30.8%)	26 (14.1%)	3.34	1.00
I recover quickly after stressful incidents such as traffic accidents	13 (7.0%)	31 (16.8%)	65 (35.1%)	52 (28.1%)	24 (13.0%)	3.24	1.06

Source: *Field Data, 2025*

Table 4 shows that resilience levels among traffic police officers were generally moderate. The highest resilience factor was adaptability of coping strategies, with 30.8% reporting great extent and 14.1% very great extent (mean = 3.34). Calmness and emotional stability under stress also scored moderately, with mean scores of 3.27 and 3.26, respectively. However, the lowest resilience factor was the ability to find humor in stressful situations (mean = 2.99), suggesting that officers rely more on structured coping mechanisms than on lighthearted approaches. Recovery after stressful incidents such as road accidents recorded a mean of 3.24, showing that while officers can recover, the process may take time due to cumulative work stress.

The results indicate that stress management training contributed moderately to enhancing resilience, particularly in areas such as reframing negative thoughts, peer support, and adaptability. However, persistent work-related stressors such as long shifts, high traffic congestion, and frequent exposure to accidents continue to limit resilience growth. This finding is supported by earlier work Karimi and Leggat (2020), who also found that resilience training improves coping ability among emergency responders but may be undermined by systemic stressors. The moderate effect observed suggests that while stress management training is valuable, it must be integrated with organizational reforms such as better shift scheduling, counseling services, and wellness programs to achieve stronger outcomes.

Regression Analysis
The dependent variable was mental health resilience, while the independent variable was stress management training measured as a composite score based on officers' responses to various stress management training interventions (relaxation techniques, mindfulness, cognitive-behavioral strategies, peer support, time management).

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.76	0.58	0.57	0.65

The model shows a strong positive correlation between stress management training and mental health resilience (R = 0.76). The coefficient of determination (R^2 = 0.58) indicates that approximately 58% of the variance in mental health resilience among traffic officers can be explained by their participation in stress management training. This suggests a substantial contribution of stress management training to resilience, though other factors such as workload, organizational support, and environmental stressors likely account for the remaining 42% of variance.

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	48.35	1	48.35	114.37	0.000
Residual	34.84	183	0.19		
Total	83.19	184			

The ANOVA table indicates that the regression model is statistically significant ($F(1,183) = 114.37$, $p < 0.001$). This shows that stress management training is a significant predictor of mental health resilience among traffic police officers. The p-value being less than 0.05 allows us to reject the null hypothesis.

Coefficients

Variable	B	Std. Error	Beta	t	Sig.
(Constant)	1.02	0.18		5.67	0.000
Stress Management Training	0.71	0.07	0.76	10.70	0.000

The unstandardized coefficient (B = 0.71) suggests that for each unit increase in exposure to stress management training, mental health resilience scores increase by 0.71 units on the scale used. The t-value (10.70) and p-value (<0.001) confirm the effect is statistically significant. The standardized beta ($\beta = 0.76$) confirms that stress management training has a strong influence on resilience relative to other factors not included in the model.

Hypothesis Testing
Null Hypothesis (H_0): Stress management training has no significant effect on the mental health resilience of traffic police officers.
Decision: Since the p-value for stress management training is 0.000 (p < 0.05), we reject H_0**.** This indicates that participation in stress management training significantly improves mental health resilience among traffic police officers in Nairobi City County.

1.9 Conclusion

The study concludes that stress management training significantly enhances mental health resilience among traffic police officers working extended shifts in Nairobi City County. Officers reported moderate improvements in emotional stability, adaptability, and coping strategies, particularly through practical interventions such as cognitive-behavioral strategies, physical exercise, and peer-support sessions. However, the persistent operational stressors such as long shifts, heavy workloads, traffic congestion, and exposure to road accidents, limit the full effectiveness of training.

1.10 Recommendations

To enhance the effectiveness of stress management training and improve mental health resilience among traffic police officers, several key interventions involving policy, leadership, officers, government, and other stakeholders should be considered. The national police service leadership should actively champion stress management training by modeling engagement and prioritizing officer well-being. Senior officers can demonstrate commitment by attending training themselves, encouraging subordinate participation, and providing visible recognition for those who apply stress management training techniques effectively in the field. This leadership engagement reinforces the importance of resilience as a professional value, motivates officers to participate consistently, and helps normalize mental health support in high-pressure environments. Traffic police officers themselves should be encouraged to take personal responsibility for their mental health resilience. While policy and training provide structured support, officers can enhance outcomes by practicing stress management techniques daily, engaging in peer-support groups, and monitoring their own stress levels. The Ministry of Interior, working with the National Police Service, should prioritize creating healthier working conditions for traffic officers. This means rethinking shift patterns, staffing busy areas adequately, and ensuring officers have access to wellness resources like fitness and counseling support. Reducing the daily pressures, they face will make stress management training more impactful. The Ministry of Interior can for partnership with mental health experts, universities, and civil society groups who can bring in fresh ideas, counseling services, and community awareness programs. Their involvement will strengthen the training but also keeps officers connected to wider sources of support. Finally, Ministry of Interior policies need to catch up with reality; thus, need for regular updates. Stress management training should be regular, practical, and sensitive to the challenges of long shifts. Refresher courses, peer-support systems, and proper feedback channels will ensure that officers feel supported both by their leaders and by the institution they serve.

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