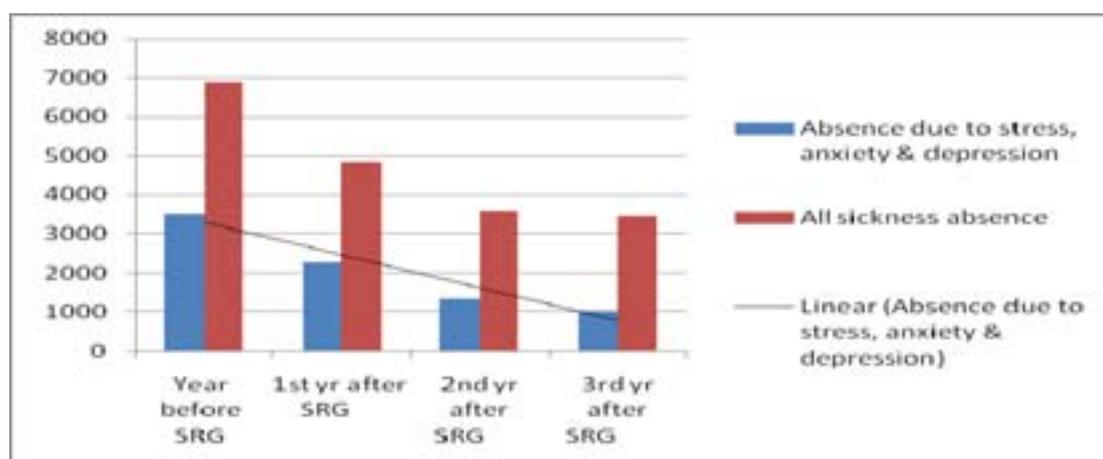


## Learning to be resilient to stress

Transport for London (TfL) started the Stress Reduction Group in 2004. It's aim is to teach employees life skills to deal with difficult times and build a long lasting resilience to stress. The group is facilitated by skilled experienced counsellors and uses different behavioural techniques to help employees understand and manage stressful situations more effectively. Each group contains 6 to 12 employees who attend a two hour session once a week for six weeks. Follow up sessions are available for any employee who requests additional support at a later stage.

The effects of stress were monitored before and after the Stress Reduction Group began. The chart below shows that after three years the numbers of working days lost for employees who went on the course came down from over 3,000 per year to around 1,000. This saving of 2000 days represents a cost saving to the business of approximately £400,000.



Further information on [stress reduction](#) can be obtained from HSE's website.