



Company Level SNCO OSCAR Representatives

LCDR Bob Marietta MD
3d Marine Division Psychiatrist

CAPT Russell Gilbert MD
III MEF Force Surgeon



OSCAR Pilot Program

- MROC Decision Memorandum 49-2003
 - General Neller: “OSCAR provides 1stSgts and Commanders with another tool to resolve potential issues before they become problems”
- MARADMIN 428/03
 - “OSCAR INCLUDES SNCOS, CHAPLAINS, AND MENTAL HEALTH PROFESSIONALS IN A FULLY INTEGRATED MULTI-DISCIPLINARY TEAM...”
- MROC Decision Memorandum 51-2004
 - Added four c-coded SNCO billets to OSCAR pilot program T/O



Implementation of SNCO billets

- One SNCO taken out of hide
- No personnel available for C-coded billets
- Discussions at Tri-MEF combat operational stress planning meetings
 - Marines needed for the fight
 - Removed from permanent OSCAR program table of organization



3d MarDiv's First OSCAR SNCO

- GySgt served with OSCAR team 2005-06
 - Limited duty for medical condition
 - Very motivated about mental health
- Put mental health into a language Marines could understand and relate to
 - Co-authored original warrior transition presentations
 - Wrote “mental health and your career” pamphlet
- Connected with Marines
 - Effectively delivered presentations and training
 - Addressed fear of repercussions and stigma
- Improved networking of the OSCAR team with the Division



Support for OSCAR Reps

- SGTMAJ Dougherty gets involved with 3d MarDiv OSCAR team in 2007
 - Briefs Division and Base CGs
 - Presents at Tri-MEF COSC conference in Sep 2007
 - Position Description
 - “CONFIDENTIAL advocate to get help in any area required (family service center, financial center, chaplains, counselors, psychologists, suicide prevention, SACC/SACO, etc).”
 - “Should understand all available support entity capabilities”
 - “Sound judgment, should be a volunteer, good attitude and able to speak and give advice to subordinates.”



Division SNCO OSCAR Rep Order

- Establishes a SNCO presence of professional compassion that reduces stigma and barriers to asking for, and obtaining help
- Company level
- Assigned by the Company Commander
- Company 1stSgt as a strong preference
- Collateral Duty with Primary Importance



OSCAR Rep Characteristics

- Preferably combat veteran
- Engenders respect from those senior and junior alike
- Approachable



OSCAR Rep Duties

- Eyes and ears for the OSCAR Team and Chaplains
- Knows Company personnel and is vigilant to changes in behavior, risk factors for misbehavior, and intervenes early
- Promotes a culture that reduces stigma to asking for help
- Makes referrals to Mental Health, Chaplain, or Support elements



OSCAR Rep Duties

- Attends Warrior Transition and OSCAR Rep meetings
- Coordinates, helps deliver and track training for:
 - Psych First Aid for Marines
 - Suicide Awareness and Prevention
 - Psych First Aid for Military Families



OSCAR Rep Training

- Required training; organized by OSCAR OIC
 - Advanced Psych First Aid
 - Briefs and Orientation
 - Division Psychiatrist / OSCAR OIC
 - Division Chaplain
 - Division Family Readiness Officer
 - MCCS Counseling and Advocacy
 - MCCS Personal Service Center
 - N/MC Relief Society
 - Substance abuse treatment center



Discussion

- Empowers leaders to address mental health issues at small unit level
- Facilitates early identification and intervention
- Reduces stigma and barriers to asking for help
- Improves integration of support services with Marines
- Better integrates suicide prevention and combat operational stress control
- Extends reach of medical and other support staff without adding additional personnel



Discussion