

CAPABILITY STATEMENT

2021



SUPPORT THOSE WHO ALWAYS SUPPORT US.

SUPPORT WITH UNDERSTANDING

FOR PAST & PRESENT
FIRST RESPONDERS
AND MILITARY
PERSONNEL

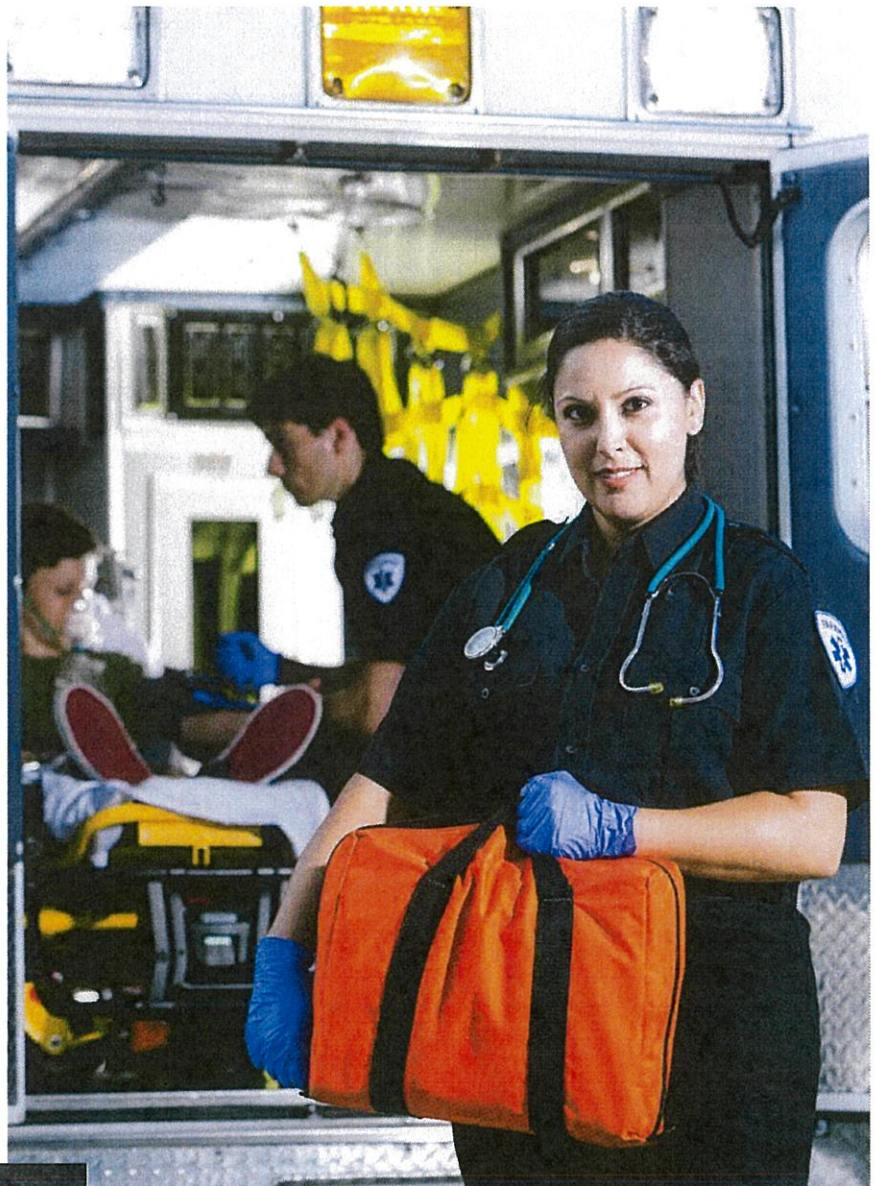
Soldiers & Sirens is a for purpose (not-for-profit) organisation set up by former Police Officers to address the Mental Health issues experienced throughout the Multi Uniform Community.

Soldiers & Sirens is staffed from a diverse range of multi-uniform backgrounds that include Military, Police and Paramedics who understand service-related mental health issues through "lived experience".

RESPECT

EMPATHY

COURAGE



WHO ARE WE?

OUR HISTORY

Established in 2018 by two former police officers with a dream to change the landscape of uniform mental health, Soldiers & Sirens has grown to have staff and volunteer supporters. Soldiers & Sirens has a highly motivated governing board all with the common goal of reducing the effects of mental health illnesses through innovative service delivery. Our method includes not only professional Psychological treatment but incorporates Peer support from those who have served, as a holistic way to wrap around an individual and ensure they have all the resources they need to return to a high quality of life.

Soldiers & Sirens recognises that uniform members value community and feeling a sense of purpose and belonging. To meet that need our new and innovative service delivery approach incorporates peer support from those who have served, encourages volunteering and engagement, and allows our military and first responders to recover in a supportive community for growth. And at low or no cost. Soldiers & Sirens offers professional mental health services inside an empathetic and understanding community of support; which extends from individual clients to their families.



HOW WE DO IT?

DELIVERABLES

**PSYCHOLOGICAL
ASSISTANCE & CARE**

**PEER SUPPORT
GROUPS & PROGRAMS**

**MENTAL HEALTH
INTERVENTIONS**



OUR VISION

'For the optimisation of uniform mental health'

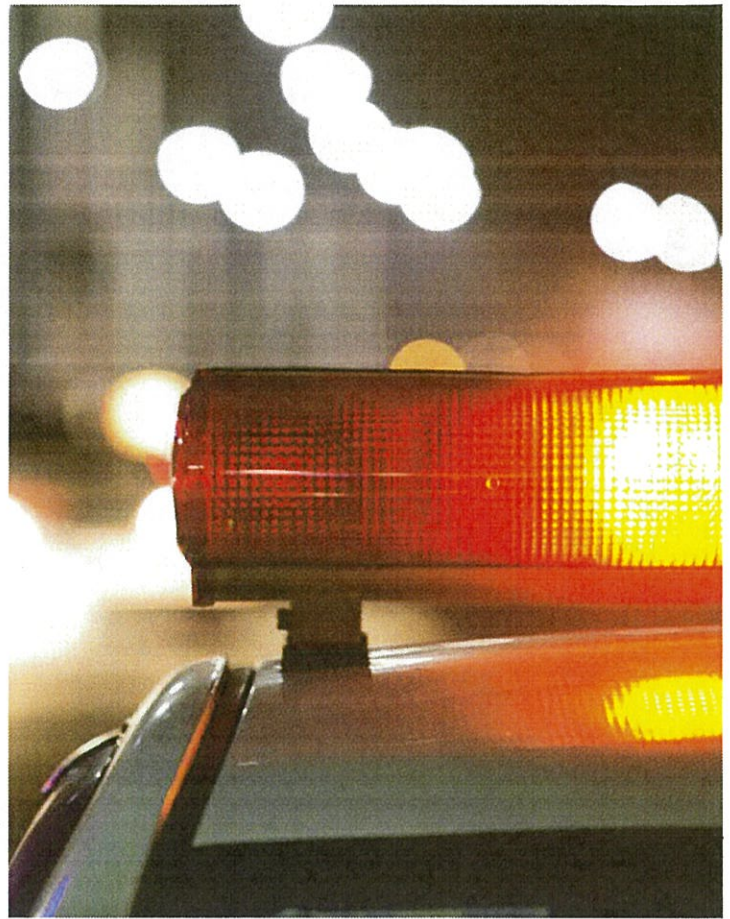
OUR MISSION

'To provide current and ex-serving military and first responders, and their families, a safe and connected community in which to improve and maintain their mental and physical wellbeing'

OUR BHAG

(BIG HAIRY AUDACIOUS GOAL)

Empower 100,000 First Responders & Veterans to become more resilient.



OUR VALUES

Fearlessness – the courage to be thought leaders even in the face of adversity

Innovation – the relentless pursuit of effective treatments and the curiosity to explore them

Community – the knowledge that our shared experience binds us and our community is our strength

Loyalty – Selfless service and commitment to the team as we strive to actualise our vision





OUR POINTS OF DIFFERENCE

OUR PHILOSOPHY

INDEPENDENT AND CONFIDENTIAL

First responders and military personnel often find it valuable to receive assistance outside of their workplace. Our team has worked in the same complex environments. This facilitates a shared and common understanding of challenges. Our professional services are delivered with discretion and confidentiality.

EMPATHY THROUGH EXPERIENCE

We prioritise hiring those who have served in uniform. We understand the challenges. Our experience guides our solutions, which are also backed by mental health professionals and evidence-based practice.

WE BELIEVE IN THRIVING

PTSD and severe psychological distress are not career-threatening. They should not be life-ending either. We believe that early intervention and obtaining the right treatment leads to recovery and a return to the quality of life.

STATISTICS ON UNIFORM SUICIDE AND MENTAL HEALTH

With information attained from the NCIS – National Coronial Information System (NCIS) and the Australian Institute of Health and Wellbeing (AIHW) it is clear that Mental Health is an issue across all uniform services.

What are the facts?

First responders

NCIS reports that there were 197 intentional self-harm deaths of current or former police, ambulance and fire services employees reported to a coroner from 2001 to 2016.

60.9%

**OF THESE DEATHS
WERE OF POLICE
EMPLOYEES.**

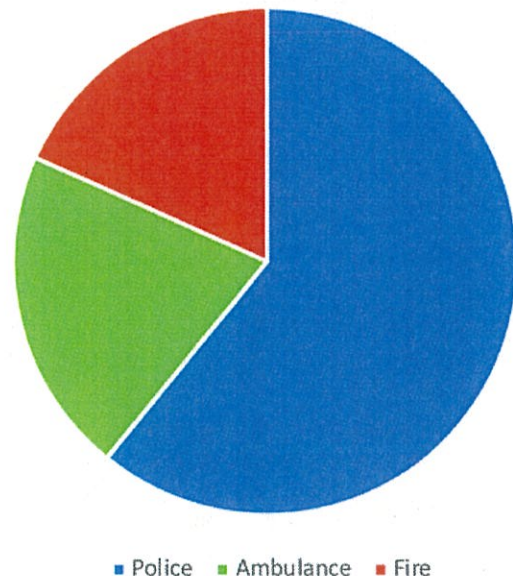
20.8%

**WERE OF
AMBULANCE
EMPLOYEES.**

18.3%

**WERE OF FIRE
SERVICE
EMPLOYEES.**

First Responders Suicides by service



Notably, in 2018 a First Class Constable used his service firearm to suicide in the bathroom at Cockburn Police Station in Perth's southern suburbs, and in 2015, a Detective shot himself in Kalgoorlie. Both were current serving Western Australian Police Officers. Between 2017 and 2019 five Australian Federal Police Officers took their own lives with their service firearms either at their place of work or during work trips. These deaths echoed through the policing community and in part formed the impetus for the establishment of S&S.

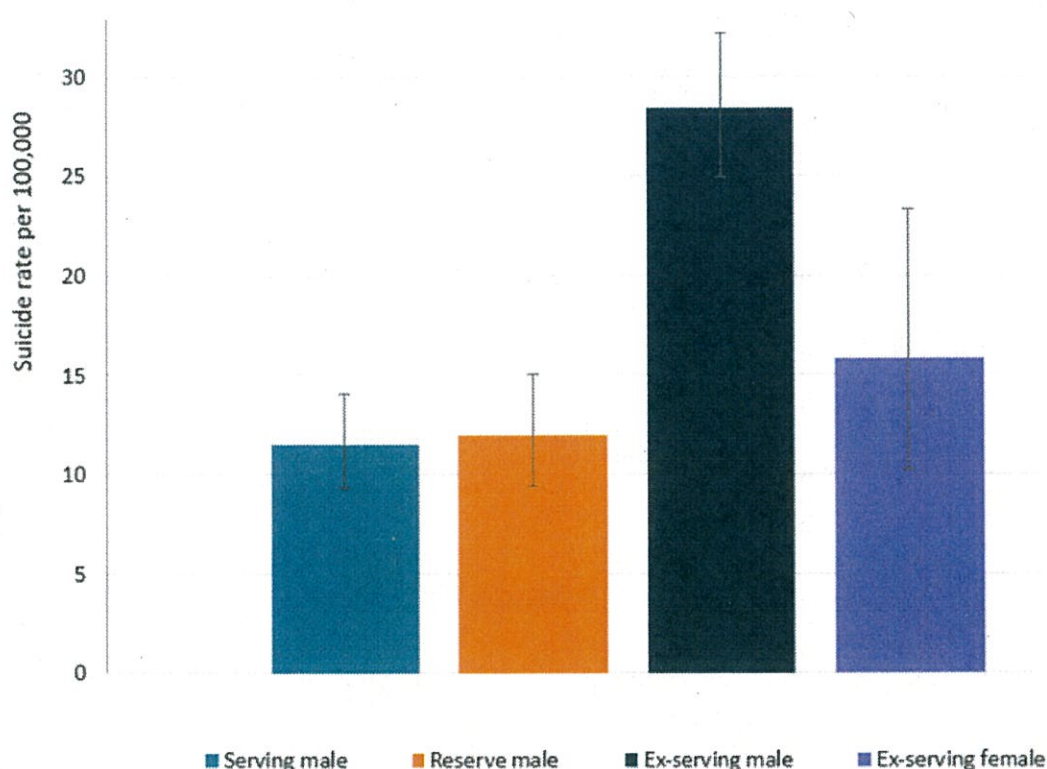
STATISTICS ON DEFENCE FORCE SUICIDE AND MENTAL HEALTH

The following statistics are provided by the Australian Institute of Health and Wellbeing (AIHW) and the Department of Veterans Affairs (DVA).

Just over 641,000 Australians are veterans. As at 30 June 2018, DVA estimated that there were around 641,000 living Australian veterans who had ever served in the Australian Defence Force (ADF), either full time or in the reserves (DVA 2018a).

Suicides

Australian Institute of Health and Welfare (AIHW) reports that from 2001 to 2017, suicide deaths among serving, reserve and ex-serving ADF personnel totalled 419 which increased to 465 in 2018. In 2020 this rate was over 600.



STATISTICS ON DEFENCE FORCE SUICIDE AND MENTAL HEALTH

Medications

AIHW also reports that more than one million medications were dispensed to around 70,000 contemporary ex-serving ADF members and around two-thirds (64%) of all contemporary ex-serving ADF members have dispensed at least one medication.

20%

of contemporary ex-serving ADF members and 15% of all Australians were dispensed antidepressants.

How much does treating Mental Health Cost?

\$9.9 billion, or \$400 per person, was spent on mental health-related services in Australia during 2017–18, a real increase from \$382 per person in 2013–14.

1.1% annual average increase in the real per capita spending on mental health-related services from 2013–14 to 2017–18.

7.6% of government health expenditure was spent on mental health-related services in 2017–18.

\$6.0 billion was spent on state/territory mental health services in 2017–18; \$2.6b on public hospital services; \$2.3b on community services.

\$1.3 billion, or \$51 per person, was spent by the Australian Government on benefits for Medicare-subsidised mental health-specific services in 2018–19.

\$541 million, or \$21 per person, was spent by the Australian Government on subsidised mental health-related prescriptions under the PBS/RPBS during 2018–19.

SOLDIERS & SIRENS TREATMENT AND RESULTS

Our Clinical Services began in 2018 with the support of a government grant. Soldiers & Sirens Started with one Psychologist and has recently employed another to meet the overwhelming demand for services. Both our Psychologists are former uniformed members themselves who have experienced firsthand the situations and trauma associated with first responder service.

Using Trauma-Informed Cognitive Behavioural Therapy (CBT), Schema Therapy, and Eye Movement Desensitization and Reprocessing (EMDR) clients who have been treated by the Clinical Service team have achieved the following results in accordance with the Depression, and Stress Scale - 21 Items (DASS-21).

What impact we had on our patients' mental health so far.

Depression

is down 94%

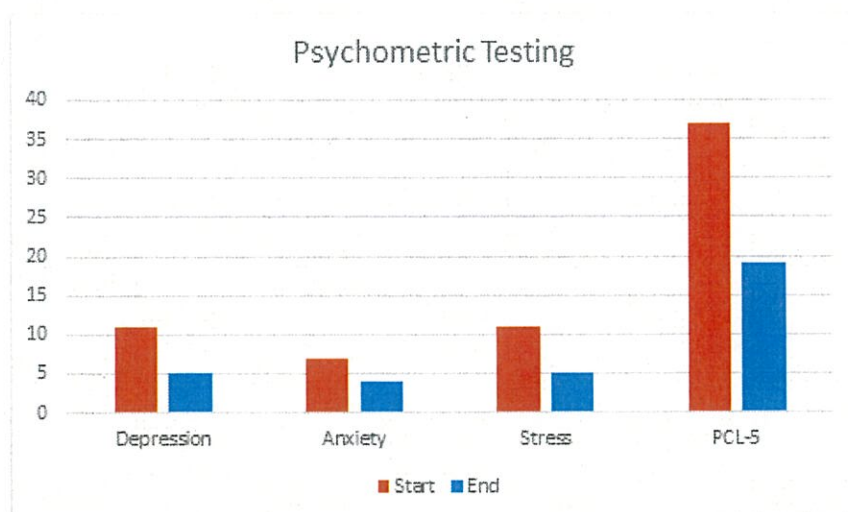
Anxiety

is down 87%

Stress

is down 90%.

In addition, for mapping PTSD treatments we use the Post Traumatic Stress Disorder Checklist (or PCL-5) system. The PCL-5 self-reporting system used with our clients has shown an initial average ranking of 36 (with scores over 33 classed as consistent with symptoms of PTSD). Our average end score after treatment with Soldiers & Sirens is 22: a 39% reduction. See table below



WE BELIEVE IN THRIVING

MENTAL HEALTH ISSUES AND SEVERE PSYCHOLOGICAL DISTRESS ARE NOT CAREER-THREATENING.

**They should not be
life-ending either.**

We were born from a vision to create a place where past and current first responders and military personnel could find comfort from someone who knows what it is like, who has seen what they have seen, and who knows that people who join these jobs are already resilient, and have been doing their best for years. Clinical Services Director and Co-Founder Danielle Baldock works from a strengths-based, trauma-informed perspective.

After leaving the police force as an officer, she has spent over 10 years mastering how to treat trauma best. Her mantra that early intervention and obtaining the right treatment can lead to a full recovery weaves into the very fabric of Soldiers & Sirens.



**WE BELIEVE THAT EARLY INTERVENTION
AND OBTAINING THE RIGHT TREATMENT
LEADS TO RECOVERY AND A RETURN TO
QUALITY OF LIFE.**

THREE PILLARS OF CARE

HAVING SERVED OURSELVES WE UNDERSTAND THE UNIQUE CHALLENGES OUR MULTI - UNIFORM COMMUNITY FACE. WE BUILD A HIGH LEVEL OF TRUST RAPIDLY AS WE SPEAK THE SAME LANGUAGE AND UNDERSTAND THE TRIALS AND TRIBULATIONS THAT EACH SERVICE MEMBER HAS FACED.

Crisis Response & inpatient admission

Soldiers & Sirens collaborates with private psychiatric facilities to allow ease of access to inpatient admission and treatment as needed.

Psychological Care & Services

We collaborate with Universities to evaluate our services and contribute to the research regarding uniformed mental health and wellbeing.

Peer Support & Recovery

We provide training and consultancy to organisations and other professionals regarding the treatment of uniformed personnel.

WE DEVELOPED STUDENT PLACEMENT OPPORTUNITIES TO TRAIN THE NEXT GENERATION OF MENTAL HEALTH PROFESSIONALS.



OUR LEADERSHIP TEAM

TERRENCE COOK

CEO - EX-ARMY

Terrence Cook Joined the Australian Army at 17 Years old and served as a Rifleman in 1 RAR before being accepted to attend The Royal Military College – Duntroon in 1994. Terrence then returned to the Royal Australian Infantry Corps and served as a Platoon Commander in 3 RAR and 6 RAR. Terrence completed postings that included Land Command Staff Positions, Instructional Roles and Regimental Duties. On Promotion to Major Terrence commanded the Airborne Combat Team (A Coy 3 RAR), a short notice deployable element for the ADF. This role included a short notice deployment to assist the clean-up for Cyclone Larry in North Queensland and rapid deployment to the Solomon Islands during the riots of 2006. Terrence Also Commanded the Security Detachment Baghdad 2006/2007.

During Terrence's 24 Years of Army Service he saw deployments to Somalia, Malaysia, Thailand, East Timor (3 Deployments), Solomon Islands, Iraq and Afghanistan.

Qualifications: Tertiary Education in Leadership, Management and Business.



DANIELLE BALDOCK

**FOUNDER & DIRECTOR
EX - WA POLICE AND
CURRENT ARMY RESERVE**

Danielle Baldock completed her Bachelor of Psychology at UWA before serving as a WA police officer for 6 years. In 2008 she left the Police to pursue her psychology career. She is a long-time staff member at the Sexual Assault Resource Centre (SARC) where she honed her skills in trauma therapy. She has also worked at Victim Support and Child Witness Service, WA Police Health & Welfare, KEMH's Childbirth and Mental Illness clinic, Soldier On, and at HMAS Stirling for Serco. In 2018 she joined the Australian Army Reserves as a Psychology Officer.

Danielle is a registered psychologist trained in Schema Therapy, Imagery Re-scripting, and Eye Movement Desensitisation and Re-Processing (EMDR). Danielle has a special interest in trauma, including childhood adverse experiences, combat trauma, first responder and military-related trauma, and sexual assault and abuse. She has trained in trauma processing modalities in order to better provide effective treatment for these experiences. She can manage risk and complexity and is willing to engage long term to promote the best results for each individual.

Qualifications: Bachelor of Psychology (University of Western Australia), Post Graduate Diploma in Counselling – Health (Curtin University), Masters of Business Administration – MBA (Curtin Graduate School of Business), Masters of Psychology– Professional (Murdoch University).

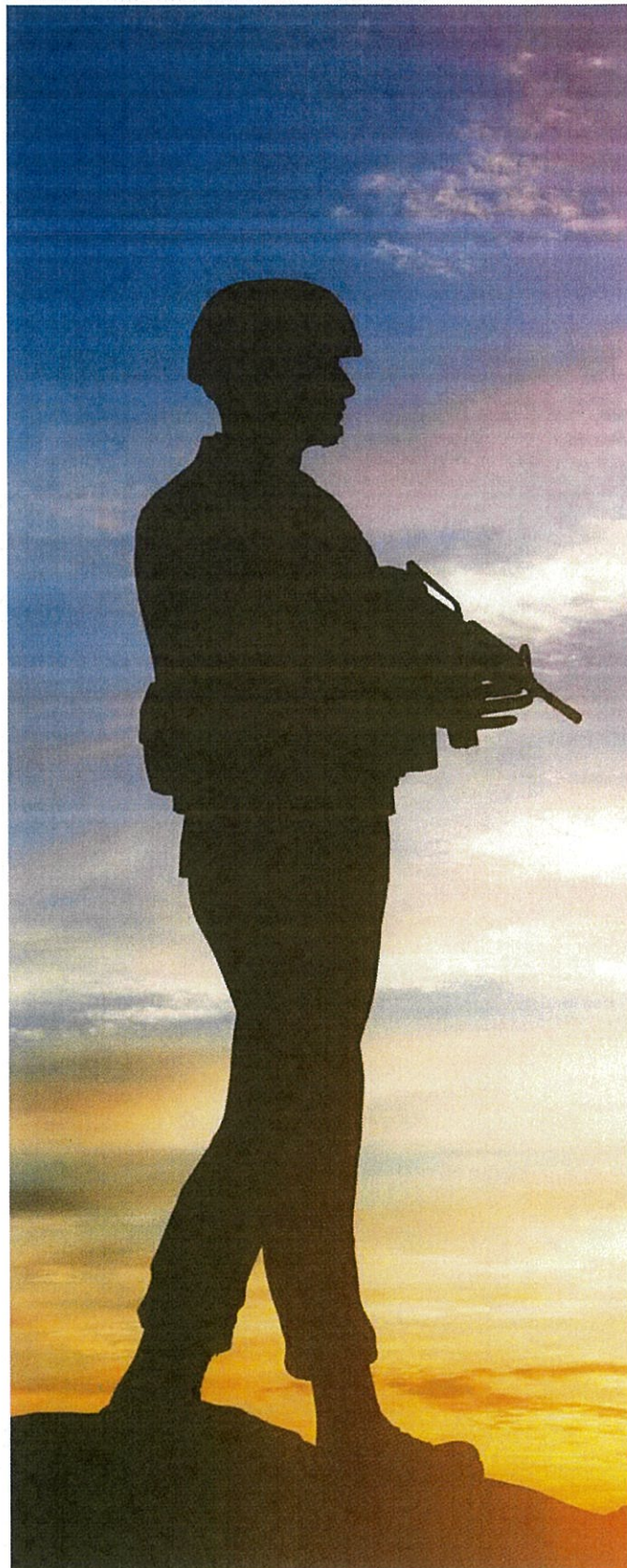
CURRENT FUNDING

In 2018 Soldiers & Sirens was given a Federal Government grant that enabled us to commence a two year pilot to gauge demand for the service, and to see if our new way of delivering services was effective. As evidenced above, we now have proof of concept. In addition we established a highly skilled and engaged volunteer Board, embedded a Chief Executive Officer with uniform and business experience, expanded Clinical Services, and built a Peer Support Framework program. The grant will expire in mid-2021 and we are now seeking your urgent support.

How can you or your organisation help? We are looking for donations, sponsorship, corporate membership or grants to continue to provide the valuable support our First Responders and Military need. We have demonstrated that we can achieve a high standard of results and have ongoing endorsement from the Department of Communities.

To give you an idea – a \$100,000 donation would pay for a staff member for 1 year with the potential to see 20 clients a week. Each client consumes an average of 10 sessions which equates to 104 clients per year. A private psychology practice would charge over \$260,000 per year to provide this service, with no specialist knowledge about Uniform related mental health concerns.

**LET'S LOOKING AFTER THOSE
WHO LOOK AFTER US!**





HOW YOU CAN HELP KEEP OUR COMMUNITY SAFE

\$5000

10 CLINICAL SESSIONS/
15 COUNSELING SESSIONS
FOR 5 CLIENTS

\$10,000

10 CLINICAL SESSIONS
50 COUNSELING SESSIONS
FOR 10 CLIENTS

\$50,000

10 CLINICAL SESSIONS
50 COUNSELING SESSIONS
FOR 50 CLIENTS

\$100,000

10 CLINICAL SESSIONS
50 COUNSELING SESSIONS
FOR 100 CLIENTS



OUR MEMBERS HAVE BEEN THERE WHEN YOU NEEDED US.
CAN YOU BE THERE WHEN THEY NEED YOU?

WHAT IS THE FUTURE FOR SOLDIERS & SIRENS?

It is the intention of the team behind Soldiers & Sirens to expand and have offices and facilities in each state.

Our service aims to expand to include "Telehealth" for those members who cannot travel and the employment of more staff to cover the consistently growing need to treat mental health issues that have arisen from uniform service.

Soldiers & Sirens is also looking to create a "centre of wellness excellence" that will be an all-inclusive physical and mental health facility.





**SUPPORTING THOSE WHO
ALWAYS SUPPORT US.**

soldiersandsirens.com.au