

# RCMP-GRC



ROYAL CANADIAN MOUNTED POLICE • GENDARMERIE ROYALE DU CANADA

## Mass Casualty Commission Advancements in policy, training, capabilities and stakeholder engagement.

**Presentation to  
Royal United Service Institute (RUSI) Nova Scotia**

Assistant Commissioner Dennis Daley

March 15, 2023



## Changes since April 2020

- Public Alerting
- Situational Awareness Technology
- Communications – Internal and External
- Air Support
- Equipment
- Operational Communications Center (OCC)
- Specialized Resources
- Uniform Destruction initiative
- Employee Wellness



## Public Alerting

- Prior to April 2020, Alert Ready not used for a police event in Canada
  - First police event Alert Ready was April 24, 2020 by “H” Division
- RCMP now has direct access to Alert Ready
  - Issue alerts without going through NS EMO
- Police across Canada now use Alert Ready
- Public Alerting Policy
  - Divisional policy – December 2020
  - National policy – March 2022
  - Alert Ready used during Saskatchewan mass casualty event



## Situational Awareness Technology

- Mobile Work Stations (MWS) in Support Services Vehicles
- Pictometry – high resolution mapping
- Android Tactical Awareness Kit (ATAK)
  - AKA Blue Force Tracking – National Rollout Underway
- Low light conditions – Infrared Thermographer
- GPS function on portable radios
- Body Worn Cameras



## Communications

- Internal RCMP Communications
  - Radio Issues – training in “H” Division, Agora
- Police Radio Interoperability
  - Equipment to other NS police services, DNR
- Strategic Communications
  - in the Operational Communications Center for critical incidents



## Air Support

- RCMP Air Services are not 24 / 7 Airborne Law Enforcement
- Other RCMP Air Sections and ERT Special Activities Group aircraft
- MOU with NS DNR Air Services
- MOU with Transport Canada, PAL Airlines



## Equipment and Training

- Forward Looking Infrared (FLIR) devices
- OM 99.2 Benchmarks – H Div exceeds in all areas, as of December 2022:
  - 93% of operational members IARD trained
  - 91% of operational members ICIR 100 trained
  - 76% of operational frontline supervisors trained in ICIR 200
    - 20 more supervisors trained in February 2023
  - 82% of frontline members carbine trained and current



## Operational Communications Center

- New OCC opened in Dartmouth H Division HQ Building on February 24, 2021
- Open concept is more conducive to flow of information and better awareness
- Features include:
  - Several “fail-safe” layers built into OCC systems.
  - Next Generation 911 compatible systems.
  - Open concept layout for ongoing situational awareness.
  - State-of-the-art boards for enhanced situational awareness.
  - Ergonomic workstations with built-in features to support employee health.
  - Multiple areas for employees to decompress after challenging calls.
  - Full working kitchen for employees to gather and share meals.





## Specialized Resources

- Critical Incident review – Lansdowne report
- NOISP review
- HOIT review
- ESDC review
- Emergency Response Team (ERT)
- Emergency Medical Response Team (EMRT)
- Police Dog Services (PDS)



## Uniform Destruction Initiative

- The "H" Division Uniform Disposal initiative completed on March 8th, 2021
- 6.92 Tons of used/condemned uniform and equipment items disposed
- On March 11th, 2021, the Nova Scotia Legislative Assembly announced a Bill introducing the Police Identity Management Act.
- The Act identifies certain individuals and entities who are authorized to possess police uniforms, equipment & vehicles.
- An offence for any person not authorized to be in possession of same



## Employee Wellness

- Well Being Ambassador to promote mental health and provide peer support
- Peer to Peer advisors increased, new group trained at the end of 2021
- Occupational Stress Injuries (SOSI) coordinator
- Additional EAS (Employee Assistance Service) counsellor to assist employees who may not have access to a psychologist
- Second Wellness position added since April 2020
- Increased the wellness support sessions delivered via MS Teams



## MCC Proceedings

- More than 72,000 documents were produced as part of this process.
- 90 RCMP members/employees were interviewed with 35 testifying.
- The MCC produced 31 Foundational Documents. Some were quite lengthy and some were very geographic/location-based. Others are more theme-based (how does the 911 system work) and others were about the perpetrator (his financial misdealing, treatment of family on his part).
- There were 23 expert reports prepared by experts the MCC hired across the globe.



## Issues

- Erosion of public/employee trust and lack of public/employee confidence
  - Extensive and prolonged negative media coverage
- Perceived unwillingness to change, systemic issues
  - Problems persist, no visible signs of culture change
- Narrative that recommendations from prior reviews not implemented
  - Mayerthorpe, Moncton, Bastarache among reports frequently cited
- Lack of accountability to communities and elected officials
  - Challenges, risks, opportunities, mitigation measures



## Considerations

- The RCMP needs to be prepared to respond to the MCC Final report
  - Initial response to acknowledge and set expectations
  - Less insular and protective and more collaborative
  - Second response after review of reports
  - Regular progress updates thereafter
- Develop a tracker accessible to public and employees.
  - Similar to Vision 150 tracker
- Demonstrate how the RCMP has implemented recommendations from previous reports, such as Mayerthorpe, Moncton and Bastarache.

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Questions?