

MASS CASUALTY COMMISSION COMMISSION DES PERTES MASSIVES

Mass Murder Commission Recommendations Part 2 of 4 monthly installments

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43. Recommendation C.26 PUBLIC HEALTH APPROACH TO GUN SAFETY

The Commission recommends that

(a) The federal, provincial, and territorial governments should adopt legislation affirming that gun ownership is a conditional privilege.

(b) The federal government should implement a nation-wide comprehensive public education campaign directed at increasing awareness of existing firearm-related laws and regulations, options for raising complaints and concerns, and the risks associated with firearms in the home, including risk factors associated with accidental injury, suicide, domestic violence, hate crimes, and diversion of lawfully owned guns.

(c) The federal government should establish a national firearms hotline in consultation with communities, the gender-based violence advocacy and support sector, firearms regulations officers, and police services.

(d) The federal government should work with the gender-based violence advocacy and support sector and healthcare professional organizations to develop a framework for the establishment of a duty of care to report concerns about potential violence and firearms.

(e) The federal government should implement measures that support compliance with firearm storage laws, including subsidizing storage facilities in communities where this is a barrier to compliance.

(f) Indigenous governments should implement measures to support compliance with firearm storage laws.

44. Recommendation C.27 RECORDS OF POLICE IMPERSONATION CASES

The Commission recommends that The Canadian criminal intelligence database be amended to provide for the sharing and storing of police impersonation cases and that such cases be tracked in the Violent Crime Linkage Analysis System database.

45. Recommendation C.28 MANAGEMENT AND DISPOSAL OF POLICE UNIFORM AND ASSOCIATED KIT

The Commission recommends that

(a) The RCMP and other police services should review their policies on the management and disposal of police uniform and associated kit to ensure they include proactive and effective measures to manage inventory and disposal including: (i) a process for tracking items issued, returned, and destroyed; and (ii) a process for verifying environmentally sound disposal.

(c) The RCMP and police services should carry out a quality assurance review of their inventory and disposal systems within one year of the publication of this Report and on a triennial basis thereafter.

(d) The RCMP implement the recommendations made in the July 2022 audit of the RCMP's equipment management processes.

(e) The RCMP and other police services

should ensure that when police officers retire or otherwise cease their roles as peace officers, they return all items of police uniform and kit, including ceremonial uniform and badges.

IMPLEMENTATION POINTS

- The practice of issuing veteran or retired member badges should cease immediately.
- Police services may make arrangements to return badges to members in good standing, after encasing them in a block of hard plastic of sufficient size to render the badge unusable.
- Police services should issue officers who retire or otherwise cease their work in good standing, after a minimum period of service, an appropriate veteran's blazer, clearly distinguishable from any police uniform (ceremonial or general duty) issued to currently working members.
- The RCMP should work with the RCMP Veterans Association to ask retired members to return items in their personal possession, including badges that have not been encased in plastic and uniforms.

IMPLEMENTATION POINTS

- Such badges may be encased in a block of hard plastic of sufficient size to render the badge unusable, and returned to the retired member.
- Police agencies should work with their veterans associations to ensure that retired officers in good standing have access to an appropriate veteran's blazer, if they wish to have one.

46. Recommendation C.29 REGULATING THE PERSONAL POSSESSION OF POLICE PARAPHERNALIA

The Commission recommends that

(a) The Province of Nova Scotia amend the Police Identity Management Act to remove the exception for personal possession of ceremonial uniforms.

(b) Other Canadian provinces and territories enact legislation equivalent to the Nova Scotia Police Identity Management Act.

47. Recommendation C.30 SALE OF DECOMMISSIONED VEHICLES

The Commission recommends that

(a) The minister for public safety retain a moratorium on the sale of decommissioned RCMP vehicles to the public until a third-party review of the decommissioning process has been completed, any recommendations arising from this review have been implemented, and alternative avenues for disposal (such as transfer to other government agencies or other levels of government) have been pursued.

(b) That if sales to the public are resumed, the RCMP should publicly report on an annual basis the number of vehicles sold and the net revenue raised by such sales.

IMPLEMENTATION POINTS

- Conscious of the environmental cost of scrapping vehicles that are in good condition, we encourage the minister of public safety and the RCMP to work

with GCSurplus to investigate alternative means of retaining roadworthy vehicles within government fleets, even when they are no longer suitable for policing.

- The moratorium on selling RCMP vehicles to the public should be retained at least until a third-party review of the decommissioning process has been completed.

48. Recommendation C.31 GCSURPLUS TRACKING, TRAINING, AND OVERSIGHT

The Commission recommends that

(a) GCSurplus and any company that performs a similar function of disposing of policing assets develop and implement a policy to identify, track, and report suspicious activity by buyers and potential buyers.

(b) GCSurplus and any company that performs a similar function of disposing of policing assets train its warehouse employees to identify suspicious behaviours and follow this policy and provide management oversight of this role.

49. Recommendation C.32 PROMOTING AND SUPPORTING HEALTHY MASCULINITIES

The Commission recommends that

(a) The federal government should develop and implement a national public health education and awareness campaign to promote healthy masculinities.

(b) As part of the National Action Plan to End Gender-Based Violence, the federal government should support research, evaluation and knowledge exchange about promising practices to support healthy masculinities through primary prevention, strategies to intervene in and respond to the perpetration of gender-based violence, and to efforts to promote the recovery and healing of male perpetrators.

(c) All Community Safety and Well-Being Councils (see Recommendation C.15) should integrate initiatives to promote and support healthy masculinities in primary prevention strategies, in strategies to intervene in and respond to the perpetration of gender-based violence, and in efforts to promote the recovery and healing of male perpetrators.

IMPLEMENTATION POINTS

- All strategies designed to promote and support healthy masculinities should centre diverse and intersecting identities, including Indigenous cultures and identities and should take anti-racist, anti-colonialization, and anti-oppressive approaches.
- Following their appointment, the Gender-Based Violence Commissioner should be engaged in developing the federal initiatives (Recommendation V.17). Volume 5: Policing

50. Recommendation P.1 PRINCIPLES OF EFFECTIVE CRITICAL INCIDENT RESPONSE

The Commission recommends that All Canadian police agencies should implement five principles of effective critical incident response:

1. Prepare for critical incidents before they happen, first by acknowledging that they can arise, by training personnel, and by establishing clear roles and responsibilities for critical incident response.
2. Recognize that every critical incident is unique, and therefore that training and preparation must equip first responders, communications (911) operators, supervisors, and commanders to make decisions and act in conditions of considerable uncertainty.
3. Ensure that planning, policies, and training include other agencies that will be involved in a critical incident response,

fostering a culture of interoperability among emergency responders.

4. Recognize that affected community members are the "true first responders" to a critical incident, and that they will play a crucial role in any critical incident response including by providing information to police and communications operators. Police agencies should engage in clear, timely, and accurate public communications, including information that will help community members to protect themselves and others, during a critical incident.

5. Evaluate every critical incident response after it takes place, whether the response went well or not. Identify lessons learned, areas for improvement, and practices that should be emulated. All personnel who are involved in a critical incident response should be included in a post-incident evaluation. In turn, these lessons should be shared in purposeful and coordinated ways to ensure institutional and public learning.

51. Recommendation P.2 EMERGENCY OPERATIONAL PLANS

The Commission recommends that The RCMP should ensure emergency operational plans are current and utilized throughout all divisions.

52. Recommendation P.3 CONSUMPTION OF ALCOHOL AND RECREATIONAL DRUGS

The Commission recommends that The RCMP should amend its Code of Conduct to state clearly that members must have no alcohol or recreational drugs in their system while on duty, and that they must not report for duty or self-deploy if they have consumed alcohol or recreational drugs.

53. Recommendation P.4 SUPERVISION DURING A CRITICAL INCIDENT RESPONSE

The Commission recommends that:

(a) The RCMP should amend its policy to identify which non-commissioned officer will attend the scene of a critical incident response. This person must attend as soon as possible.

(b) During a critical incident response, the name and rank of the person who holds command and the name and rank of the scene commander should be recorded in the incident log and broadcast frequently by radio.

(c) Supervisors who have not been tasked with commanding the response should refrain from giving direction to responding members.

54. Recommendation P.5 ROLES AND RESPONSIBILITIES DURING A CRITICAL INCIDENT RESPONSE

The Commission recommends that RCMP policies should be amended to make roles and responsibilities during a critical incident response clearer. In the period before a critical incident commander assumes command, ad hoc command of the response should be situated with a suitably experienced, properly trained, and appropriately resourced supervisor within the district command structure.

55. Recommendation P.6 FRONT-LINE SUPERVISOR TRAINING

The Commission recommends that The RCMP should commission an external expert review of its initial critical incident response training for front-line supervisors (ICIR 100 and ICIR 200), to be completed within six months of the publication of this Final Report. This evaluation should be published on the RCMP's website.

IMPLEMENTATION POINTS

This review should assess:

- whether existing mandatory training adequately equips front-line supervisors to exercise initial command until an accredited critical incident commander takes command (noting that present RCMP practice means that it may be several hours before a critical incident commander assumes command);
- the rate of compliance with mandatory training requirements among front-line supervisors;
- whether the existing ICIR 200 course adequately equips front-line supervisors to exercise initial command until an accredited critical incident commander takes command; the rate of completion of ICIR 200 among front-line supervisors; and
- whether ICIR 200 should be mandatory for front-line supervisors, with or without amendments.

56. Recommendation P.7 BASIC COMMAND EQUIPMENT

The Commission recommends that Every critical incident commander should have a "ready to duty bag" with them at all times when they are on call. This bag should contain necessary equipment including police radio, RCMP cellphone, laptop with access to RCMP Computerized Integrated Information and Dispatch System and mapping technology, charging cables, critical incident commander guidebook, and checklists.

57. Recommendation P.8 TRAINING FOR CRITICAL INCIDENT DECISION-MAKING

The Commission recommends that The RCMP and other first-responding agencies should engage with appropriate experts and training institutions to incorporate "grim storytelling" and other skills of critical incident decision-making into basic and advanced training for police and communications operators. This training is especially important for critical incident commanders, risk managers, and front-line supervisors. These skills should be reinforced in critical incident command and emergency management courses and practised regularly.

58. Recommendation P.9 RAPID DEPLOYMENT OF CRITICAL INCIDENT COMMANDER

The Commission recommends that The RCMP should put policies and standard operating procedures in place to ensure that an accredited critical incident commander with access to all relevant RCMP systems and infrastructure assumes command of a critical incident response as soon as possible after a critical incident begins, even if this means that the command post is physically distant from the critical incident.

IMPLEMENTATION POINTS

- In H Division, critical incident commanders should use the critical incident operations room in Dartmouth headquarters when this facility can be most rapidly stood up as a command post.
- The nearest detachment to the critical incident or another suitable place should be designated and staffed as a local coordination centre. Local commanders of other agencies (e.g., fire chiefs) should be directed to the local coordination centre, and a detachment supervisor should be in place to ensure that integrated command and shared situational awareness are maintained across agencies and locations.
- Moving to a model of remote command places even greater importance on the training and preparedness of front-line supervisors to act as scene commanders and local command. Districts should ensure that supervisors who are located

in detachments are fully trained to exercise scene command, establish staging areas, establish a local coordination centre, and liaise effectively with other emergency responders and the remote critical incident commander.

- For a prolonged critical incident response, it may be appropriate for a critical incident commander to establish a local command post. In this circumstance, a second critical incident commander should be dispatched with all necessary equipment and support to that location, while the initial critical incident commander retains command from the remote command post.
- Media and public communication plans must ensure that the safety of media representatives, media liaison officers, and public communications staff is accounted for when local command locations, staging areas, and perimeters are established.
- The Incident Command System and Emergency Operations Centre models, presently used for integrated response to natural disasters and similar emergencies, may provide an appropriate model for this approach.

59. Recommendation P.10 CAPTURING INFORMATION FROM 911 CALLS

The Commission recommends that All staff at the RCMP Operational Communications Centre and staff at other public safety answering points should have access to 911 call recordings at their desk and be trained in how to play calls back.

IMPLEMENTATION POINT

- Standard operating procedures should encourage call-takers, supervisors, and risk managers to review calls whenever it may assist them to glean more information or review the completeness of the incident activity log.

60. Recommendation P.11 INCIDENT LOGGING SOFTWARE

The Commission recommends that The RCMP should review its incident logging software to ensure that it allows call-takers and dispatchers to capture all information, and that standard operating procedures ensure that Operational Communications Centre staff members are able to capture all relevant information, even for complex incidents. These procedures should be scalable so that, during a critical incident, communications operators are following the same procedures they follow for more routine calls.

61. Recommendation P.12 CALL-TAKER TRAINING AND STANDARD OPERATING PROCEDURES

The Commission recommends that:

(a) The RCMP and Nova Scotia Emergency Management Office should review call-taker recruitment and training to ensure that 911 call-takers are trained to capture all information shared by a community member as fully and accurately as possible, and to listen for background noises or information that may also be important for first responders.

(b) RCMP dispatchers should be trained and standard operating procedures should require that information obtained by call-takers be shared using standard language that signifies the source of the information (e.g., caller says she saw the person carrying a gun; call-taker heard possible gunshots in the background of the call). Important information should be shared repeatedly, and updates or conflicting information should routinely be identified.

Part 3 which will be published in the August 2023 issue will include recommendations 62 to 100.

Yes it still hurts...

The Mass Murder Commission Final Report has been released with 130 recommendations. We are publishing all 130 recommendations in a four part series - June, July, August & September.

We want our publishing effort to provide a larger audience so people can save the pages, hold in their hands to read and study.

By understanding the recommendations, although we might not agree with them in their entirety, We can use as tool and yard stick to ensure recommendations are implemented.

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