

**Summary of Changes to POU 1995 – 2006**

June 2006 – Commissioner Boniface, during her testimony at the Inquiry, adopted two suggestions arising out of the OPP Part II Orientation to Incident Simulation: first, that the factors to be weighed in determining whether the POU will be deployed should be reduced to writing as OPP policy; second, that POU Commanders and ERT members, in addition to the training currently undertaken, should specifically be instructed on the special considerations and unique responses involving an Aboriginal blockade, occupation or land dispute. The first is being worked on, and the second will be incorporated into training of POU Commanders and ERT members by the end of 2006.

	<b>1995</b>	<b>2006</b>
<b>Framework</b>	<ul style="list-style-type: none"> <li>• Did not exist</li> </ul>	<ul style="list-style-type: none"> <li>• The Framework is part of OPP policy</li> </ul>
<b>ART, MELT, Aboriginal Liaison Officer-- Operations</b>	<ul style="list-style-type: none"> <li>• Did not exist</li> </ul>	<ul style="list-style-type: none"> <li>• The new units have been added not only to the integrated response, but to the management of critical incidents (including Public Order events) under the Framework</li> </ul>
<b>POU Commanders</b>	<ul style="list-style-type: none"> <li>• Staff Sergeant was the CMU Leader</li> <li>• Located with Crowd Management Unit on site</li> <li>• Incident Commander located at Command Post</li> </ul>	<ul style="list-style-type: none"> <li>• All POU Commanders are Commissioned Officers and qualified as Level 2 Incident Commanders</li> <li>• Bronze Commander - located with Public Order Unit at site, not in Command Post. Considers request of Silver/Gold Commander and assesses request in context of crowd, risk, officer capability and overall likelihood of success. Assessment made at scene.</li> </ul>
<b>Policy for POU</b>	<ul style="list-style-type: none"> <li>• Policy not in writing for when CMU should be deployed for managing crowds</li> </ul>	<ul style="list-style-type: none"> <li>• As reflected above, Policy now being developed that will articulate the factors to be weighed in determination whether the POU will be deployed</li> </ul>

	<b>1995</b>	<b>2006</b>
<b>Training for POU Commanders (Bronze and Silver)</b>	<ul style="list-style-type: none"> <li>• CMU Leader received basic training as part of ERT course</li> </ul>	<ul style="list-style-type: none"> <li>• Level 1 Incident Command (2 weeks)</li> <li>• Level 2 Incident Command (4 weeks)</li> <li>• Includes instruction on the OPP Framework for Police Preparedness for Aboriginal Critical Incidents, ART/MELT</li> <li>• Native Awareness Course (1 week)</li> <li>• Basic POU Course (1 week)               <ul style="list-style-type: none"> <li>○ Basic ERT (POU Module) CTS being amended to include instruction on special considerations and unique responses respecting an Aboriginal blockade, occupation or land dispute. Next course is scheduled for August 2006</li> </ul> </li> <li>• POU Command Course (1 week)               <ul style="list-style-type: none"> <li>○ All OPP POU Commanders will receive instruction on special considerations and unique responses when developing tactics and strategies to command an incident involving an Aboriginal blockade, occupation or land dispute by the end of 2006</li> </ul> </li> <li>• Mentoring – each new Bronze Commander is mentored by a senior POU Commander for one or two incidents</li> </ul>
<b>Training for POU (ERT)</b>	<ul style="list-style-type: none"> <li>• Officers received training on the use of “shield chatter”</li> <li>• Framework was not in existence, nor were the ART/MELT teams</li> </ul>	<ul style="list-style-type: none"> <li>• The use of “shield chatter” has been discontinued.</li> <li>• Instruction on the OPP Framework for Police Preparedness for Aboriginal Critical Incidents, ART/MELT</li> </ul>

	<b>1995</b>	<b>2006</b>
	<ul style="list-style-type: none"> <li>• Native Awareness</li> <li>• Course was not available to ERT</li> </ul>	<ul style="list-style-type: none"> <li>• Native Awareness Course (1 week)</li> <li>• Basic ERT (POU Module) CTS being amended to include instruction on special considerations and unique responses respecting an Aboriginal blockade, occupation or land dispute. Next course is scheduled for August 2006</li> <li>• All current ERT members will receive instruction respecting the above by the end of 2006</li> </ul>
<b>Uniforms</b>	<ul style="list-style-type: none"> <li>• ERT officers did not display their names on tactical uniforms.</li> <li>• Grey tactical uniforms were the working uniform</li> <li>• Tactical pads and protective equipment worn over grey uniform, displaying them to public view</li> </ul>	<ul style="list-style-type: none"> <li>• Officers names or badge numbers clearly printed on all uniforms, including POU helmets and outer vest carriers</li> <li>• Grey tactical uniforms are no longer worn by ERT</li> <li>• Blue tactical uniform is their working uniform</li> <li>• Black coveralls are worn over tactical pads and protective equipment when deployed, covering them from public view</li> </ul>
<b>Gradual Application of Force (GAF)</b>	<ul style="list-style-type: none"> <li>• The concept of GAF formed part of the CMU model</li> </ul>	<ul style="list-style-type: none"> <li>• GAF is well established in Public Order</li> <li>• It is designed to ensure that only the minimum use-of-force necessary is used, and allows officers to continuously assess the situation, selecting the most reasonable option relative to those circumstances as perceived at that point in time</li> <li>• By locating the POU Bronze Commander on site with the Public Order Unit since 2001, the ability to utilize GAF as part of the assessment when making tactical decisions in regard to managing crowds is enhanced</li> </ul>

	<b>1995</b>	<b>2006</b>
<b>Scribes</b>	<ul style="list-style-type: none"> <li>• CMU Leader did not have a scribe on site</li> </ul>	<ul style="list-style-type: none"> <li>• Each Bronze POU Commander has a scribe with him/her on site</li> <li>• ERT members, dressed appropriately as the situation dictates</li> <li>• Micro-cassette recorder used due to officer safety concerns</li> <li>• Each Gold and Silver Commander has a trained civilian scribe</li> </ul>
<b>Equipment</b>	<ul style="list-style-type: none"> <li>• Ontario Adequacy Standards did not exist</li> <li>• Not trained or equipped with gas or ARWEN</li> </ul>	<ul style="list-style-type: none"> <li>• The Ontario Adequacy Standard for POU requires them to be trained and equipped with less-lethal options, including ARWEN</li> <li>• Up until 2000, less-lethal options for POU had to be supported by TRU team members</li> <li>• After 2000, ERT teams were able to provide their own less-lethal options and TRU teams are not required to be deployed as less-lethal support for ERT</li> </ul>
<b>Emergency Medical Technician (EMTT)</b>	<ul style="list-style-type: none"> <li>• Medical plan was part of all CMU operations, but generally limited to notification of ambulance services and possible standby</li> </ul>	<ul style="list-style-type: none"> <li>• Specific POU medical and decontamination plans are part of all POU operations</li> <li>• Toronto EMS advanced paramedics are assigned whenever possible. They have a unit which is POU trained and equipped</li> <li>• Further enhancement of current EMTT policy is now under consideration by the Commissioner's Committee, including the contracting for, and training of, a limited number of full-time critical-care paramedics for high-risk and Public Order events.</li> </ul>