Summary of Changes to Integrated Response 1995 – 2006

	1995	2006
Framework	Framework was not in existence	The Framework is in place
ART, MELT, Aboriginal Liaison Officer-Operations	ART, MELT and Aboriginal Liaison Officer- Operations did not exist	The new units have been added to the integrated response.
Emergency Services Bound	Emergency Services Bound did not exist	Emergency Services Bound is ongoing
Crisis Negotiators Program	Over 100 crisis negotiators existed with varying levels of currency/ expertise	As a result of a program review in 1999, the number of crisis negotiators was reduced to 59 to ensure all are participating in regular training and calls and maintaining their skills at a high level
	The practice of utilizing a minimum of 3 crisis negotiators was not formalized- depending on the situation, it did not always occur	The use of a minimum of 3 crisis negotiators (primary, secondary and team leader) has been formalized
	There were only 2 Aboriginal officers trained as crisis negotiators (less than 2% of crisis negotiators)	Due to a number of in-reach initiatives the number of Aboriginal officers trained as crisis negotiators has increased to 7 which represents 12% of all crisis negotiators (2% of OPP officers are Aboriginal)
	The use of TPIs was discouraged	The use of third party intermediaries (TPI) is considered, particularly during critical incidents under the framework
	OPP Crisis Negotiators attended the 1-week Canadian Police College (CPC) course	The OPP Crisis Negotiators course is 2 weeks (which exceeds Provincial Adequacy Standards)

	1995	2006
	There was no Aboriginal component on the CPC course	There is a 1-day Aboriginal component on the OPP crisis negotiators course
	The 1-week native awareness course was not available to crisis negotiators	The 1-week native awareness course is mandatory for all crisis negotiators
Incident Command	Approximately 50 L2 ICs existed with varying levels of currency/ expertise	As a result of a program review in 1999, the number of L 2 ICs was reduced to 13 to ensure all designated L2 ICs are participating in regular training and calls and maintaining their skills at a high level
	OPP incident command training included a 2-week L1 IC course and a 1-week L2 IC course	OPP incident command training now includes a 2-week L1 IC course and an expanded 4-week "pass-fail" L2 IC course (which exceeds Provincial Adequacy Standards)
	The L2 IC course did not include any information on Aboriginal teachings, the Framework, ART, MELT, and Intelligence	The L 2 IC course now includes sessions on Aboriginal socio-economic, legal and cultural teachings, the Framework, ART, MELT, and Intelligence
	The L2 IC course had no Aboriginal component/assessment	One of the 7 mandatory assessment areas on the L2 IC course is Aboriginal issues management
		1 of 2 final evaluation scenarios on the L2 IC course involves a response to a critical incident under the framework or involving Aboriginal persons
	The 1-week native awareness course was not available to L2	The 1-week native awareness course is mandatory for all L2

	1995	2006
	ICs There was no review of the performance of L2 ICs	ICs There now exists a structured mandatory review of the performance of L 2 Incident Commanders. The review specifically examines how the L2 IC applied the Framework
TRU	TRU selection was unchanged from the late 80's	As a result of an internal review, (04/05), TRU selection has changed. The selection process is now more rigorous including a 360-degree review and a PSB check. Members are now selected on the basis of occupational bona fide job requirements, including behavioural competencies
	TRU training was unchanged from the early 90's (when hostage rescue training was introduced)	As a result of an internal review (04/05), TRU training has changed. TRU members now participate in an ethics module as part of the first phase (level 1) of TRU training
	TRU training was a total of 13 weeks	TRU training is now a total of 14 weeks (which exceeds Provincial Adequacy Standards)
	The 1-week native awareness course was not available to TRU members	The 1-week native awareness course is mandatory for all TRU members
	TRU had no Aboriginal teachings	TRU members receive an annual 1-day session on Aboriginal issues
	TRU members did not participate in presentations/simulations in Aboriginal communities	TRU members participate in integrated response presentations/simulations in Aboriginal communities. For example Fort William 2004 and

	1995	**2006**
		Rat Portage 2005
ERT	ERT selection and training was unchanged from 1991	As a result of an internal review (04/05), ERT selection and training has changed
	The 1-week native awareness course was not available to ERT members	The 1-week native awareness course is now built into ERT basic training
	ERT training was 6 weeks	ERT training is 9 weeks including the native awareness course (which exceeds Provincial Adequacy Standards)
	ERT did not participate in presentation/simulations in Aboriginal communities	ERT members participate in integrated response presentations/simulations in Aboriginal communities
Scribe Program	No scribe program or training existed	A 1-week OPP scribe course was created in 1999- to date approximately 60 civilian members have been trained
		L1 scribes are in locations across the province and available to perform the function at level 1 incidents
		A select group of 20 members have been selected as L2 scribes. All L2 scribes are civilian members who record the L2 incident commanders notes
	No requirement for adopting incident commander notes	The L2 IC reviews the incident commander notes, corrects them if necessary and adopts them by initialing each page
		POU scribes are uniform officers who work on site with

	1995	**2006**
		the POU Commander (as opposed to being in a CP)
Communications	The OPP legacy system required intervention by a dispatcher and was time consuming and not immediate.	With the new system, front line members can communicate with each other or their dispatcher by simply pressing a Push-to-Talk button providing an immediate method to communicate.
	The OPP did not have computer aided dispatch	The OPP now have a computer aided dispatch system that allows the OPP to leverage information that comes from the 911 system. Complainant information automatically spills onto the call taker's screen. This shortens the time taken to enter these calls for service, resulting in resources being dispatched to the scene in a more efficient time frame.
	The OPP did not have a mapping capability	All incident numbers & dispatched units are automatically plotted on the digital mapping component, and displayed on the screen to a dispatcher.
	The OPP did not have digital recording	The OPP now deploys and uses digital logging recording equipment in OPP communications centres and for the Tactics and Rescue Units (TRU). TRU teams now have this equipment installed in their TOC vans making it easier to record their communications.
	Historical information was difficult to retrieve in the OPP legacy	A more robust automated Records Management System (RMS) provides better access to historical incident data for

	1995	2006
		persons or locations system.