Ontario Provincial Police

PROBATIONARY CONSTABLE

APR 2 8 2009

File: 291

This plan is designed to assist the supervisor in addressing employee performance problems and because of this plan is to correct identified work performance deficiencies or behaviour problems in order to elicit an acceptable level of work performance and meet the requirements for Probationary Constable. This plan will be initiated when the PCS 066P indicates:

DOES NOT MEET REQUIREMENTS in any category, or

NO BASIS FOR RATING for the same category for two consecutive months.

Note: Career Development Bureau shall be consulted regarding any evaluation for which a WORK IMPROVEMENT PLAN has been implemented.

Probationary	M. JACK	Accountable	R FLINDALL	
Constable: Badge:	12690	Supervisor: Badge:		
Dauge.	12000	Dauge.	La Contraction of the Contractio	
DESCRIPTION OF DEFICIENCIES THAT REQUIRE IMPROVEMENT				
	IO "MEE!" M	VORK PERFORMANC	E STANDARDS	
Flexability - Due to the when an officer is at the	vorkload at this detachment it detachment, he/she may be	t is constantly necessary to called on to assist a walk ir	be working on more than on or answer the phone.	e event at a time. As well,
Co-workers have brought concern that the phone or the door has been ignored or when the shift is involved in a group effort (cruiser checks), that task may be avioded. As this job always requires a group effort these issues need to be addressed and satisfied.				
Coach Officer's Comme	nts:			
This is a managable tool	(It is understandable that th	sin iah aan ha awaa halada		
everyone contribute equ	 It is understandable that the allowing of the allowing th	iis job can be overwneiming	at times, but in a team atm	osphere it is important that
If an issue is of a less important nature it is important to join in on group efforts, and as well, make the job easier for each other by				
answering the phone or	attending to the door as requ	ired.		,
Coach Officer's				Date:
Signature:				15 APR 09
Same and the same of the same	STATE OF THE PROPERTY OF THE P			13/11/201
Probationary Constable's	s Comments:			
Probationary Constable's				Data
Signature:	Mom	• · · · · · · · · · · · · · · · · · · ·		Date:

ACTIONS/STEPS TAKEN TO CORRECT PERFORMANCE DEFICIENCIES: (specify time frame to compete)

To be completed by Accountable Supervisor

Be aware of calls for service in our zones and be flexible in taking more than one call when other officers are doing the same. Be aware of the phone it really shouldn't ring more that three times.

Be aware of the door buzzer and always go to the door if it buzzes even though someone may beat you to it.

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Ontario Provincial Police

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Comments mandatory at all levels

Accountable Supervisor's Comments:

It is not uncommon for a new officer to find the workload overwhelming, and in particular at this busy detachment. As PC JACK becomes more comfortable with policing and his experience grows, I expect this will no longer be an issue. PC FILMAN and his fellow			
shiftmates will monitor this and report back to me.	PO FILIVIAN AND THIS ISHOW		
Accountable Supervisor's Signature:	Date: 15APR 69		
Probationary Constable's	Date: 26 APR 09		
Signature:			
"Ullan	26 APR OG		
Detachment Commander's Comments:			
Detachment Commander's	Date:		
Signature:	Date.		
Regional Commander's (or designate) Comments:			
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Regional Commander's (or designate)	Date:		
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Standards "met" have been indicated in the RESULTS ACHIEVED area. Standards that will continue to be documented in the next month's improvement plan. Probationary Constable's	have not been "met"		
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PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Detachment Commander's Signature:	Date:
Regional Commander's (or designate) Comments:	
Regional Commander's (or designate) Signature:	Date:

Ontario Provincial Police

Probationary

EXHIBIT 16

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

APR 2 8 2009

NTARIO PROVINCIAL POLICIE: 291

MAIL LOG# 771 This plan is designed to assist the supervisor in addressing employee performance but the supervisor in the supervisor i this plan is to correct identified work performance deficiencies or behaviour problems in order to elicit an acceptable level of work performance and meet the requirements for Probationary Constable. This plan will be initiated when the PCS 066P indicates:

DOES NOT MEET REQUIREMENTS in any category, or

M. JACK

NO BASIS FOR RATING for the same category for two consecutive months.

Note: Career Development Bureau shall be consulted regarding any evaluation for which a WORK IMPROVEMENT PLAN has been implemented.

Accountable

Constable: Badge:	12690	Supervisor: Badge:	
		OF DEFICIENCIES THAT REQUIRE IMP IEET" WORK PERFORMANCE STANDA	
Police vehicle ope in a motor vehicle	ration - maintain safe ope collision with a cruiser.	eration of vehicle without any incidents. During this e	evaluation period PC JACK was involved
Maintain acceptab	le speeds in appropriate	zones - this includes driving too slow.	
Coach Officer's Co	omments:		
been too slow at til	le task and little changes mes and this can aggitate	are needed. The main issue is PC JACK's cruiser of other drivers.	collision. Also his driving speedss has
Coach Officer's Signature:			Date: 15 APR 09
Probationary Cons			
Probationary Cons Signature:	table's	1 mm	Date:

ACTIONS/STEPS TAKEN TO CORRECT PERFORMANCE DEFICIENCIES:

(specify time frame to compete) To be completed by Accountable Supervisor

Maintain reasonable patrol speeds.

Be aware of the roadway and the capabilities of a police cruiser in order to avoid collisions.

Comments mandatory at all levels

Accountable Supervisor's Comments:

EXHIBIT 16
File: 291

Ontario Provincial Police

PROBATIONARY CONSTABLE **WORK IMPROVEMENT PLAN**

PC IACK has been snoken to about the importance of eafe envisor an easting. DO IACK is also	
PC JACK has been spoken to about the importance of safe cruiser operations. PC JACK is also aware of C cruiser operations. PC FILMAN will be monitoring his driving capabilities over PC JACK's evaluation period	OPP policy in relation to safe
directly to me of any difficiencies.	and will be reporting
Accountable Supervisor's	Date:
Signature: South I Start Color ()	15 APROG
Probationary Constable's Signature:	Date: 26-APR-09
organization.	26 400 00
	16-APIC-09
Detachment Commander's Comments:	
Detachment Commander's	
Signature: \$155-6380	Date: 270/205
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Regional Commander's (or designate) Comments:	
Regional Commander's (or designate)	Date:
Signature:	
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Oritario Provincial Police

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Regional Commander's (or designate) Comments:	CHI BATTA CHI SANTA CANTA CANT
Regional Commander's (or designate) Signature:	Date:
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Ontario Provincial Police

Probationary

PROBATIONARY CONSTABLE

WORK IMPROVEMENT PLAN

EXHIBIT 16

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R FLINDALL

Accountable

Badge:	12690	Supervisor: Badge:	
		N OF DEFICIENCIES THAT REQUIRE MEET" WORK PERFORMANCE STAN	
Radio Communications brought up to standard.	- PC JACK is fairly	y familiar with 10 codes however his phonetic alp	habet has been lacking. This needs to be
Clearing calls effectively	is important. PC	JACK needs to be clear and consice in order to	ensure the summary is easily read on niche.
Coach Officer's Comme	nts:		
This task is again easily	corrected and I do	on't believe it will be an issue on the next evaluati	on
Coach Officer's Signature:	XX		Date: ISAPR 09
Probationary Constable		U	
Probationary Constable's Signature:	S	Man	Date:

ACTIONS/STEPS TAKEN

TO CORRECT PERFORMANCE DEFICIENCIES:

(specify time frame to compete)

To be completed by Accountable Supervisor

Learn phonetic alphabet

Review Niche to see how other officers clear calls.

Pay attention to the radio when officers are clearing calls to gain this experience.

Comments mandatory at all levels

Accountable Supervisor's Comments:

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Ontario Provincial Police

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

PC FILMAN and I will be actively monitoring PC JACK's radio usage and will provide constructive assistance	e to PC JACK when it is
deemed necessary. Accountable Supervisor's	Date: 15 Apr 09
Signature:	Date. 15 Apr 09
Probationary Constable's	Date:
Signature:	26-APR-09
Detachment Commander's Comments: 15 sues relected to the numbers perf	formace
Alpear to be Minor in where langet CST soil	2 his cord
Detachment Commander's Comments: 13 sues relected to the numbers perf Alpear to be Menor in where I expect CS+ tock And Supervisor to want on his time in anogenit	shelo
Detachment Commander's	Date:
Signature:	
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Regional Commander's (or designate) Comments:	
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