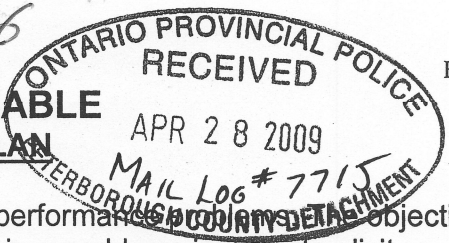


EXHIBIT 16

Ontario
Provincial
Police

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**



File: 291

This plan is designed to assist the supervisor in addressing employee performance deficiencies. The objective 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 Constable: Badge:	M. JACK 12690	Accountable Supervisor: Badge:	R FLINDALL
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**DESCRIPTION OF DEFICIENCIES THAT REQUIRE IMPROVEMENT
TO "MEET" WORK PERFORMANCE STANDARDS**

Flexability - Due to the workload at this detachment it is constantly necessary to be working on more than one event at a time. As well, when an officer is at the detachment, he/she may be called on to assist a walk in or answer the phone.

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 avoided. As this job always requires a group effort these issues need to be addressed and satisfied.

Coach Officer's Comments:

This is a managable task. It is understandable that this job can be overwhelming at times, but in a team atmosphere it is important that everyone contribute equally. 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 required.

Coach Officer's Signature:

Date:

15 APR 09

Probationary Constable's Comments:

Probationary Constable's Signature:

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 boat you to it.

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**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.	
Accountable Supervisor's Signature:	Date: 15 APR 09
Probationary Constable's Signature:	Date: 26 APR 09
Detachment Commander's Comments:	
Detachment Commander's Signature:	Date:
Regional Commander's (or designate) Comments:	
Regional Commander's (or designate) Signature:	Date:

RESULTS ACHIEVED
<i>To be completed by Accountable Supervisor</i>

Standards "met" have been indicated in the **RESULTS ACHIEVED** area. Standards that have not been "met" will continue to be documented in the next month's improvement plan.

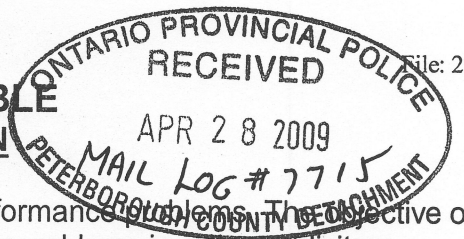
Probationary Constable's Signature:	Date:
Accountable Supervisor's Signature:	Date:
Detachment Commander's Comments (mandatory):	

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Provincial
Police

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

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

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**



This plan is designed to assist the supervisor in addressing employee performance problems. The objective 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.

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- 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 Constable: Badge:	M. JACK 12690	Accountable Supervisor: Badge:	R FLINDALL
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DESCRIPTION OF DEFICIENCIES THAT REQUIRE IMPROVEMENT TO "MEET" WORK PERFORMANCE STANDARDS

Police vehicle operation - maintain safe operation of vehicle without any incidents. During this evaluation period PC JACK was involved in a motor vehicle collision with a cruiser.

Maintain acceptable speeds in appropriate zones - this includes driving too slow.

Coach Officer's Comments:

This is a managable task and little changes are needed. The main issue is PC JACK's cruiser collision. Also his driving speedss has been too slow at times and this can aggitate other drivers.

Coach Officer's Signature:

Date:
15 APR 09

Probationary Constable's Comments:

Probationary Constable's Signature:

Date:

**ACTIONS/STEPS TAKEN TO CORRECT PERFORMANCE DEFICIENCIES:
(specify time frame to compete)
To be completed by Accountable Supervisor**

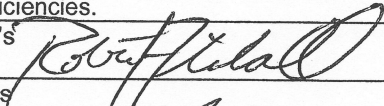


Maintain reasonable patrol speeds.
Be aware of the roadway and the capabilities of a police cruiser in order to avoid collisions.

Comments mandatory at all levels

Accountable Supervisor's Comments:

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**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

PC JACK has been spoken to about the importance of safe cruiser operations. PC JACK is also aware of OPP policy in relation to safe cruiser operations. PC FILMAN will be monitoring his driving capabilities over PC JACK's evaluation period and will be reporting directly to me of any deficiencies.	
Accountable Supervisor's Signature: 	Date: 15 APR 09
Probationary Constable's Signature: 	Date: 26-APR-09
Detachment Commander's Comments: I concur with the evaluator	
Detachment Commander's Signature:  S/Sgt 6380	Date: 27 APR 09
Regional Commander's (or designate) Comments:	
Regional Commander's (or designate) Signature:	Date:

RESULTS ACHIEVED

To be completed by Accountable Supervisor

Standards "met" have been indicated in the **RESULTS ACHIEVED** area. Standards that have not been "met" will continue to be documented in the next month's improvement plan.

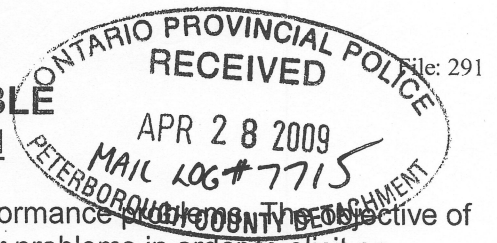
Probationary Constable's Signature:	Date:
Accountable Supervisor's Signature:	Date:
Detachment Commander's Comments (mandatory):	
Detachment Commander's Signature:	Date:

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Police

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

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

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**



This plan is designed to assist the supervisor in addressing employee performance. The objective 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:

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- 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 Constable: Badge:	M. JACK 12690	Accountable Supervisor: Badge:	R FLINDALL
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DESCRIPTION OF DEFICIENCIES THAT REQUIRE IMPROVEMENT TO "MEET" WORK PERFORMANCE STANDARDS

Radio Communications - PC JACK is fairly familiar with 10 codes however his phonetic alphabet has been lacking. This needs to be brought up to standard.

Clearing calls effectively is important. PC JACK needs to be clear and concise in order to ensure the summary is easily read on niche.

Coach Officer's Comments:

This task is again easily corrected and I don't believe it will be an issue on the next evaluation

Coach Officer's Signature:

Date:

15 APR 09

Probationary Constable's Comments:

Probationary Constable's Signature:

Date:

**ACTIONS/STEPS TAKEN TO CORRECT PERFORMANCE DEFICIENCIES:
(specify time frame to complete)
To be completed by Accountable Supervisor**

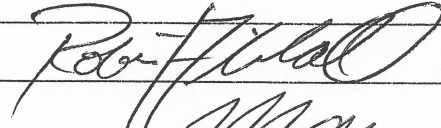


Learn phonetic alphabet
Review Niche to see how other officers clear calls.
Pay attention to the radio when officers are clearing calls to gain this experience.

Comments mandatory at all levels

Accountable Supervisor's Comments:

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**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

PC FILMAN and I will be actively monitoring PC JACK's radio usage and will provide constructive assistance to PC JACK when it is deemed necessary.	
Accountable Supervisor's Signature: 	Date: 15 Apr 09
Probationary Constable's Signature: 	Date: 26-APR-09
Detachment Commander's Comments: issues related to the members performance appear to be minor in nature. I expect Cst Jack & his Const and supervisor to work on his time management skills	
Detachment Commander's Signature:  M.R.T. Campbell Sigs 6385	Date: 27 Apr 09
Regional Commander's (or designate) Comments:	
Regional Commander's (or designate) Signature:	Date:

RESULTS ACHIEVED <i>To be completed by Accountable Supervisor</i>

Standards "met" have been indicated in the **RESULTS ACHIEVED** area. Standards that have not been "met" will continue to be documented in the next month's improvement plan.

Probationary Constable's Signature:	Date:
Accountable Supervisor's Signature:	Date:
Detachment Commander's Comments (mandatory):	
Detachment Commander's Signature:	Date:

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Police

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Regional Commander's (or designate) Comments:

Regional Commander's (or designate)
Signature:

Date: