



GENERAL INFORMATION FORM

Bureau / Region Central

Date: 23 July 2009

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| Member JACK, M | Badge # 12690 |
| Supervisor FLINDALL, R | Badge # 9740 |

| CRITERIA | | SUB CATEGORIES | |
|--------------------------|-------------------------------------|----------------------------|--------------------------|
| Job Knowledge & Skills | <input checked="" type="checkbox"/> | Attitude Towards Learning | <input type="checkbox"/> |
| Problem Solving | <input type="checkbox"/> | | |
| Communication Skills | <input checked="" type="checkbox"/> | Effective Listening Skills | |
| Leadership Skills | <input checked="" type="checkbox"/> | Planning and Organization | |
| Interpersonal Attributes | <input type="checkbox"/> | ////////// | |
| Personal Impact | <input type="checkbox"/> | ////////// | |
| Other | <input checked="" type="checkbox"/> | Judgement | |

| RATING |
|----------------------------|
| Does Not Meet Requirements |

NARRATIVE (Incident # Optional)

SP09164458

On the 23rd of July 2009, PC M. JACK investigated a Criminal Harassment complaint in which allegations were substantiated that a brother had been criminally harassing his sister as a result of an ongoing civil related issue. PC M. JACK took the appropriate video taped and hand written statements from the victim as well as a number of witnesses. The statement phase of the investigation took PC M. JACK to the end of his scheduled work day and overtime was approved for PC M. JACK.

Prior to his supervisor, Sgt. R. FLINDALL, going off duty for the day, PC M. JACK was given direction as to what was expected to be accomplished prior to PC M. JACK going off duty for the day. PC M. JACK was advised to remain in the office and complete a show cause hearing brief. He was advised that OIC PC B. HANNA was made aware that PC JACK was remaining in the office to complete the paperwork and that if possible, night shift would make attempts to bring the suspect into custody. The suspect was to be held for a bail hearing. PC M. JACK was advised that if the



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suspect were to remain at large for any reason, his crown brief would at least be complete that evening, left for the court staff and an arrest warrant be sought the following day.

PC M. JACK was instructed by Sgt. R. FLINDALL to complete a standard show cause crown brief by completing the following : Crown Brief Synopsis, Show Cause Hearing report, photocopy his notes, photocopy hand written statements and copy the video statements. PC JACK was advised to not complete a transcription of the video statements and not to type in the hand written statements. He was advised to leave completing a brief synopsis of the video statements until the end, should he have time to complete.

PC JACK had been spoken to by Sgt. R. FLINDALL approximately one week earlier directing him to the fact that officers do not complete transcriptions of video statements unless requested by the crown attorney. At that time, PC M. JACK had spent 3 hours on a page and a half transcription.

PC JACK was advised that should he have any questions or difficulties to ask PC HANNA or any other night shift for assistance. It was reiterated to PC M. JACK the expectations the Sgt. had in relation to the completion of the brief for either a bail hearing or to obtain a warrant. PC M. JACK wrote the directions down and indicated he understood when asked by Sgt. R. FLINDALL.

PC M. JACK failed to complete the assigned tasks given to him. After the Sergeant left, PC JACK transcribed the complainants video statement and entered in a General Occurrence report. The remaining items he was instructed to complete were not completed. PC JACK did not seek out assistance from PC BROCKLEY, who was on light duties and in the office, until approximately midnight. At that time, PC M. JACK asked PC BROCKLEY to read his victim statement and also requested PC BROCKLEY write his crown brief synopsis. PC BROCKLEY declined and indicated that PC M. JACK should be completing the synopsis. As such a brief was not completed that evening in order to request an arrest warrant the following day.

Late in the evening S/Sgt. R. CAMPBELL attended the Detachment on an unrelated matter and based on the information provided by PC JACK, overtime for the following day was granted.

PC JACK returned to work the following morning at 1000 hrs to continue his paperwork, where he learned shortly thereafter that the suspect was working with the construction company just outside the Detachment on Hwy 7. Instead of attempting to take the suspect into custody, PC JACK continued to work on his crown brief. Four hours later, PC JACK attempted to locate the suspect at his worksite but learned he had gone off duty for the day. PC JACK was unable to locate the suspect until 1509 hrs, who turned himself in at 1632 hrs. The suspect was subsequently arrested and his firearms were seized appropriately.

As a result of not following the instruction of his Sergeant on the 23rd of July 2009, PC JACK put the safety of his complainant in jeopardy. He also claimed a total of 30 hrs overtime on this occurrence which should have been properly completed the evening before.

PC M. JACK was spoken to about this situation on the 2nd of August 2009 by Sgt. R. FLINDALL and his coach officer PC S. FILMAN. Sgt R. FLINDALL was away on holidays from 24Jul09 - 01Aug09. When asked about what had been expected of him on the 23rd of July 2009, PC M. JACK confirmed the Sergeant's expectations. It was reiterated at this time to PC M. JACK that he had advised the Sergeant that evening that he understood the instructions. When asked why he did not complete the



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assignment as directed, he did not provide an explanation, other than to state that he was tired, felt abandoned and did not have any help. This was despite the fact that OIC PC HANNA was aware of his assignment and that PC BROCKLEY sat across from him for the better part of the evening.

PC JACK is aware of the expectations that he is to follow all instructions given to him by his coach officer and/or his Sergeant implicitly. He has indicated that he understands and will comply in the future.

PC M. JACK is currently sitting in his 8th month of his probationary period and it is expected that at this stage of his development, he should know how to properly prepare a crown brief and how to ask for help when he feels he needs it. It is very clear that this is not the case.

As a result, PC JACK has been deemed not to meet requirements in the above mentioned categories.

DISCLOSURE DATE: 20 August 2009

DISCLOSED BY: Sgt. R. FLINDALL

MEMBER'S SIGNATURE