

11-12-20 S/Sgt Colleen Kohen Notebook notes

<i>Page</i>	<i>Date</i>	<i>Time</i>	<i>Note</i>
17	Tues 04 Aug 2009	0730	On Duty Enroute to GHQ
		0900	Recd call from Prob Jack Peterborough. He remembers my name from the presentations I did with post recruits on Pef Mgt. Prob Jack in month 8 was advised by his Sgt last night that he could be charged under PSA for Conduct and Insubordination. He advised he didn't know who to speak with. I gave him Jim Stiles OPPA name and that I would follow up with Region to find out what
18			situation is. Prob Jack called me back as Jim is on a/l so I gave him Debbie McKenna name. Prob Jack called me back again to advise me he was unable to speak with Debbie but left a message for Martin Bain. I called Dave Lee and left message for him to call me.
		0940	10-7 GHQ. Briefed Sandra on Prob Jack
		1530	10-21 Dave Lee who had not got my phone message advised me Prob Jack and he said he would get back to me. Admin
		1745	Off Duty
22	Thur 06 Aug 2009	0630	On Duty GHQ *Omitted from Wed 05 Aug 09 was brief conversation with Dave Lee re Prob Jack. He advised he spoke to Det Commander Earl Johns will be calling me to provide update. Dave said he was not aware of any perf issues. I suggested that we do a conf call next week to
23			provide us an update and open communication.
44	Mon 31 Aug 2009	0715	On Duty
45		1400	Conf call re Prob Jack on conf call was Dave Lee,
46			Ron Campbell, Cst Filman, Sgt Fidley, Sgt Postman, Cst Nieal Summary Month 1, 2, 3, 4, 5 no concerns. Month 6 & 7 which are a combined PCS66P issues start to be raised. The same Prob who called me when Sgt told him he could be losing his job and also have a PSB investigation against him. Sgt Fidle seems to take lead on the perf issues and has a strong dislike for Prob Jack as he does not own up to his errors. SS also appears months 6& 7 PCS66P has been given to him but not any WIP. PCS66P 6 & 7 given to
47			Prob Jack Aug 20 – Due 08 Aug 2009.

			<p>Member is not back until Sept. Member also in month 8 was given PON-HTA-Dave to follow up with PSB. I have suggested following</p> <ol style="list-style-type: none"> 1) Disclosure WIP when member returning. 2) I would like to see draft PCS66P-8 from old coach with WIP. 3) Also advise Prob off for 2 weeks hence why not back to work until Sept. 4) Month 8 PCS66P/WIP need to be disclosed 8 Sept when due. 5) Coach thought he had 15 days from 08 date when due. 6) I have offered to review all PCS66P & WIP.
48			<p>I also suggested we do another conf call in Sept to see how new Sgt & Coach are doing. Suggested also that since Prob Jack shops around for answers that new Sgt has meeting with <u>all</u> platoon members and Prob Jack to advise everyone on platoon that Ron is coach and no shopping for answers unless he is away and new coach is assigned. Sets standards for Prob Jack.</p>
		1535	Completed Admin
		1600	Off Duty
114			<p>Vac Review of Prob Jack</p> <ol style="list-style-type: none"> 1) Month 1 & 2 – coach Filman 09Jan – 09 Mar * Disclosed to Jack 26Apr 3 ✗ DNM Flexibility Radio Com PVO 2) Month 3 Coach Filman 09 Mar – 09 Apr 0 DNM 3) Month 4 – 09 Apr 09 * May 0 submissions DNM – Many 4) Month 5 09 May – 09 June 0 DNM * Disclosed 19 Aug See his comments*
115			<ol style="list-style-type: none"> 5) Month 6 & 7 09 June – 09 Aug Disclosed to Prob Jack 20 Aug 10 DNM Prov Stat Fed Listening

			<p>Radio Resolution F\U Personal Account Planning & Org Respect Rel Self confidence Refuse to sign Then submitted 6) Month 8 09Aug – 09Sept – Coach 16 Does not M Failure Attit Prov P.V Oral Written Listen Radio</p>
116			<p>Analytic File Personal Acc Planning & Org Respectful Self Conf Team Work Self Aware, Deport Refused to sign Disclosed 11Sept 25 Sent in length Report Month 9 Coach Nie 09Sept – 09Oct Attit Fed PVO Traffic Oral Radio Desceive Insight Analytical Resolution Personal Acc Flexibility</p>
117			<p>Respective Self Confidence Disclosed 13Oct 7) Month 10</p>

			09Oct-09Nov Coach Nei 12 DNM Attitude towards learning Fed PVO Oral Radio Deceive Analytical Resolution Personal Flex Respectful Self Con
		1515	Conf call Coach, Ron Feldman Prob Jack if I resign do I met unemployment Richard advised he is not giving up but if he wants to up to him
118			<ul style="list-style-type: none"> • Didn't have enough time with new coach • No Race ever raise • English is his 3rd language - but he showed Sgt that he got 96 in English. Drop off Diploma\OPC on Sgt desk • Changed Coach in July • On Tues night Impaired 1 hour - nothing done 4 hours later advised he wanted to take it home then bring back • Prob Jack, Rich, Ron also on call Hugh Stevenson • Region supports to release • If release – concerned with metal state base on beh - Heard concerns around off -
126	Mon 23 Nov 2009		
127		0730	On Duty
		1300	Call Chris D Prob Jack 416-314-3512 Overview of performance Charge of coach Advised I am not aware of any hearing disability or any H.R issues that
128			Could be raised I indicated felt solid on perf issues Chris supports recommendation as per our process
142	Wed 02 Dec 2009	0715	On Duty Enroute to GHQ
		0930	10-7 Admin
		1000	Meeting with Dave Lee and Mike Reynold, re Prob Jack Gave them copy of package and made a couple of corrections to BN

			Will send them a copy
143			Once formatted Went over process of releasing a Prob Advise once BN leaves, CDB I will advise them