

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Detachment Commander's Comments (mandatory):

Detachment Commander's
Signature:

Date:

Regional Commander's (or designate) Comments:

Regional Commander's (or designate)
Signature:

Date:

Nie, Richard (JUS)

From: Kohen, Colleen (JUS)
Sent: November 10, 2009 10:19 AM
To: Campbell, Ron (JUS); Nie, Richard (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS); Taylor, Kent (JUS)
Subject: RE: Prob Jack

Good Morning

Rich

Extremely well documented Performance review and WIP. Since you are on night shift here is my suggestions

If you can please ensure that you and Peter place in your comments on it and both advise that at this point you are not recommending him for permanent status.

Ron.
 Can you please add that you are not recommending at this time in your comment section.

Kent:
 Is there a copy of the driving assessment completed as of today and if so... this needs to be disclosed to Prob Jack with the PCS66P ?

I would give this PCS66P and WIP to Prob Jack and allow him to read it alone and give him to time to reflect what has been written. Then have a meeting with him to go over the entire review. Once that has been completed if Prob Jack wants to write comments then allow him to have that time to do so.

I agree with a conference call but with the above suggestions, and discloser has been given to Prob Jack and my schedule this weeknext week is much better for me

Dave

With you being on a course for the month .. Can someone from Region assist with the arranging of the conference call and can someone from Region be part of this call ?

Colleen

C.S.Kohen
 Staffing Officer
 Career Development Bureau
 905 681-2511 (office)
 505 4030 (VNET)
 905 973- 8877 (cell)

From: Campbell, Ron (JUS)
Sent: November 10, 2009 7:57 AM
To: Kohen, Colleen (JUS); Nie, Richard (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)
Subject: FW: Prob Jack

Rich: This was well done. I have appended my comments> I am available Thursday afternoon... or today provided we end / 3pm. Ron

-----Original Message-----

From: Nie, Richard (JUS)

Sent: Tuesday, November 10, 2009 2:34 AM
To: Kohen, Colleen (JUS); Campbell, Ron (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)
Subject: RE: Prob Jack

Colleen - I have attached the 10 month evaluation and work improvement plan. The only category that improved month was traffic enforcement which leaves us with 12 "does not meet requirements" categories. I will not be recommending him at this point and to be honest don't see anything changing here by the 12th month. We have and I have already had 2 instances for month 11 which take us backwards.

At any rate, I am working nights for the next two weeks. Depending on when you want to have a conference call, probably start early some day or call in from home if that is possible. If you want it this afternoon (once I get up) perhaps Ron or Rob could call me with the time, etc. The evaluation is due today so the sooner the better I guess.

Let me know

Rich

<< File: Recruit Prob Eval(jack#10).doc >> << File: Recruit Prob Eval (Jack work improve #10).doc >>

From: Kohen, Colleen (JUS)
Sent: October 30, 2009 3:31 PM
To: Nie, Richard (JUS); Campbell, Ron (JUS)
Cc: Lee, Dave E. (JUS); Borton, Doug (JUS)
Subject: Prob Jack

Good Afternoon

I wanted to touch base with everyone as month 10 PCS66P is due on Tuesday. I am sorry.. I cant remember Rich name so if you could please forward this message to him.

I was wondering if the PCS66P could be sent to us electronically and then we can set up a conf call. We talked about delaying any recommendation on this PCS66P

Which is good with I am sure everyone

Look forward to hearing from you

TX

Colleen

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Staffing Officer
Career Development Bureau
905 681-2511 (office)
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905 973- 8877 (cell)

Nie, Richard (JUS)

From: Taylor, Kent (JUS)
Sent: November 10, 2009 11:54 AM
To: Nie, Richard (JUS)
Cc: Campbell, Ron (JUS); Kohen, Colleen (JUS); Butorac, Peter (JUS); Vanlanduyt, Mark (JUS)
Subject: PC Jack - PCS66P - Police Vehicle Operation

Rich

Regarding PC Jack's upcoming PCS066P.

I have spent significant time with PC Jack in attempting to bring him to the standard of professional driving expected by the OPP. As you are aware, PC Jack was initially unsuccessful in his "Night Pursuit" evaluation at the Ontario Police College. After spending three one-on-one driving sessions with me he was successful at a re-evaluation and received his OPC diploma.

Subsequent to being posted to detachment, further concerns were identified regarding his driving. As a result, I initiated further remedial training with PC Jack. To date we have conducted two one-on-one driving instructional sessions and have a third session scheduled for 24Nov09.

These five one-on-one remedial driving sessions have resulted in significant improvement in PC Jack's driving skills. However, I believe that I still need to spend more time with him to develop his cognitive abilities which directly relate to multi-tasking. As you are aware, police driving places a great burden on officers to not only drive the vehicle, but do tasks such as monitor the radio, operate moving-mode radar and observe for violators.

Although PC Jack has made vast improvements in his driving, as of today, I do not feel that he meets requirements required in police vehicle operations.

Please let me know if you require any further information.

Kent

Sgt. T.K. (Kent) Taylor
 Provincial Police Academy
 Driver Training Coordinator

Office (705) 329-7510
 Cellular (705) 345-0759

Nie, Richard (JUS)

From: Campbell, Ron (JUS)
Sent: November 10, 2009 2:25 PM
To: Nie, Richard (JUS); Butorac, Peter (JUS)
Subject: Updated comments. FW: Prob Jack

Attachments: Recruit Prob Eval(jack#10).doc; Recruit Prob Eval (Jack work improve #10).doc

Updated....

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Sent: Tuesday, November 10, 2009 7:57 AM
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Cc: Lee, Dave E. (JUS); Borton, Doug (JUS); Butorac, Peter (JUS); Flindall, Robert (JUS)
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Recruit Prob Eval(jack#10).doc...



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TX

Colleen

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Nie, Richard (JUS)

From: Butorac, Peter (JUS)
Sent: November 15, 2009 1:13 AM
To: Nie, Richard (JUS)
Subject: FW: Michael Jack remedial driver training

Rich
 Please confirm with Mike and let Kent know direct as I'll be away tomorrow
 Thanks
 Pete

From: Taylor, Kent (JUS)
Sent: November 6, 2009 8:36 AM
To: Butorac, Peter (JUS)
Subject: RE: Michael Jack remedial driver training

Peter

Tuesday the 24th of November at 13:00 hrs would work. Meet at Kawartha Lakes Det.

Please confirm and I'll write it in ink.

Kent

Sgt. T.K. (Kent) Taylor
 Provincial Police Academy
 Driver Training Coordinator

Office (705) 329-7510
 Cellular (705) 345-0759

From: Butorac, Peter (JUS)
Sent: November 5, 2009 5:45 PM
To: Taylor, Kent (JUS)
Subject: RE: Michael Jack remedial driver training

Hi Kent
 Mike has court that day. Is 23/24 Nov possible?
 Thanks
 Pete

From: Taylor, Kent (JUS)
Sent: November 5, 2009 4:42 PM
To: Butorac, Peter (JUS)
Cc: Kohen, Colleen (JUS)
Subject: Michael Jack remedial driver training

Peter

I conducted further training with Michael Jack in Lindsay today. Report to follow.

I have booked another appointment with him for Thursday, November 19, 2009 at 13:00 hrs. Kawartha Lakes detachment.

If this is not good for your scheduling requirements please let me know and I can be flexible.

ent

Sgt. T.K. (Kent) Taylor
 Provincial Police Academy

Driver Training Coordinator

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Cellular (705) 345-0759

Nie, Richard (JUS)

From: Postma, Jason (JUS)
Sent: November 18, 2009 6:52 PM
To: Campbell, Ron (JUS); Kohen, Colleen (JUS)
Cc: Butorac, Peter (JUS); Nie, Richard (JUS)
Subject: RE: Prob Jack

To all -

I served P/C Jack a copy of his evaluation in a sealed envelope Monday, November 16th, at 0540 hrs.

J. Postma.

-----Original Message-----

From: Campbell, Ron (JUS)
Sent: November 18, 2009 4:46 PM
To: Kohen, Colleen (JUS)
Cc: Postma, Jason (JUS); Butorac, Peter (JUS)
Subject: RE: Prob Jack

Colleen I have left Jason a message. I spoke to Rich Nie and he nor Peter were in on Sunday night. Jason was to serve this on Mike Jack... He will reply via email for this. I know of no comments.. Ron

-----Original Message-----

From: Kohen, Colleen (JUS)
Sent: Tuesday, November 17, 2009 7:21 PM
To: Campbell, Ron (JUS)
Subject: Prob Jack

Hi Ron

Sorry, I can't remember did the 10 month review get disclosed to Prob Jack and if so do we have any comments from him ?

I am attempting to arrange my call to legal for thur or friday. Just waiting to hear back from her

Colleen

Nie, Richard (JUS)

35

From: Taylor, Kent (JUS)
Sent: December 1, 2009 2:52 PM
To: Beckett, Dom (JUS)
Cc: Nie, Richard (JUS); Kohen, Colleen (JUS); Butorac, Peter (JUS); Jack, Michael (JUS)
Subject: Probationary Constable Michael Jack - Remedial driver training completion

Inspector Beckett

On Tuesday 24Nov2009 I completed the course of remedial driver training that I had been requested to initiate with Probationary Constable Michael Jack. The training that I conducted with him was very extensive and included information on dealing with the cognitive components of driving (i.e. attention, distractions, multi-tasking, fatigue, etc) as well as the traditional skill areas most commonly associated with driver training.

As your records will indicate, I also conducted three one-on-one driving sessions with him subsequent to his OPC recruit training as he was not successful in their final driving evaluation. He returned to the OPC after our three sessions and passed their driving evaluation.

In total, I have had six one-on-one driving sessions with him subsequent to OPC.

I am now satisfied that Michael is capable of driving OPP vehicles in a safe and professional manner. He is also well aware that being a safe driver is a choice that each of us must make. I believe that it would also benefit him to attend the OPP "Performance Driving Seminar" at the OPC track in the future if you are able to schedule him in.

Thank you and please contact me at any time if you require further information.

Kent

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Nie, Richard (JUS)

From: Kohen, Colleen (JUS)
Sent: December 14, 2009 10:20 AM
To: Reynolds, Michael (JUS); Lee, Dave E. (JUS)
Cc: Nie, Richard (JUS)
Subject: RE: PC Jack

Attachments: Release from Employment Jack 2009 .doc

Good Morning

Mike

Could you please get a copy of this last PCS66P to Dave so C/Supt Armstrong has all the documentation.

Dave

Here is the letter in C/Supt Armstrong will use if termination is required. This letter requires Central Region letter head placed on it.

OPPA is aware of notice being served on Prob Jack. I am just waiting for them to call me back this morning as Jim is in a meeting.

Colleen



Release from Employment Jack 2..

From: Nie, Richard (JUS)
Sent: December 14, 2009 5:26 AM
To: Kohen, Colleen (JUS); Reynolds, Michael (JUS)
Subject: PC Jack

Colleen

I have completed PC Jack's 11mth evaluation and it has been signed off by PC Jack, myself, and Sgt. Butorac. I'm sorry I didn't have a chance to send it to you first this time but given he received his termination letter last night I felt it was okay to get it done anyways.

Let me know if you need anything else from me

Thanks again

Rich.

A/Insp Reynolds - the original is sitting on your desk and I marked where your signatures are required.

December 15, 2009

MEMORANDUM TO:

Probationary Constable Michael Jack
Peterborough County Detachment
Central Region

RE: **RELEASE FROM EMPLOYMENT**

Further to our meeting today, I have reviewed the circumstances regarding your continued employment with the Ontario Provincial Police. My review has included your submission on the matter.

After careful consideration, I must inform you that effective December 15, 2009 you shall be released from our employ as a probationary constable. I trust that you understand that such decisions are not taken lightly. I also wish to acknowledge that this decision will obviously come as a great disappointment to you.

I wish you every success in your future career endeavours.

Chief Superintendent M. Armstrong
Regional Commander

cc S/Sgt C.S. Kohen Career Development Bureau

Nie, Richard (JUS)

From: Campbell, Ron (JUS)
ent: December 16, 2009 7:38 AM
To: Nie, Richard (JUS)
Subject: Re Chronology

Rich I was hopeful I could have a copy of the final chronology for Mike Jack. We may be starting on a similar one in Parry Sound tks and Merry Christmas. Ron

1912 Complete the log of
PC JACK conducts
video statements
, Prepare documents
for release.

2017 Still now out of
cell released on
promise to appear
@ 2021 hrs
PC JACK competing
Crown bond

[REDACTED]

0318

[REDACTED]

0312

[REDACTED]



SHAUN FILMAN
Detective Constable
Peterborough County Detachment
Central Region
ONTARIO PROVINCIAL POLICE

453 Lansdowne St. E.
Peterborough, Ontario
K9L 6Z6

Tel: (705) 742-0401

shaun.filman@ontario.ca

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0900

PC JACK [redacted]

His wife UNCOOPERATIVE
 on phone called
 PC JACK "MISKIN"

0942

219 PARK PC
 PUF JP

1115

[redacted] FLOW
 COURT AFTER
 PC RESNAIS + PC JACK
 FURNISHMENT [redacted]

1140

[redacted]
 PC JACK RECEIVES INFO
 OUTSTANDING PROBLEMS
 BIGGEST CONCERN
 IS WIFE HAS
 BEEN FOLLOWED
 TWICE WHILE
 WALKING ALONG ROAD
 BY [redacted] IN HIS
 VEHICLE, SHE IS
 VERY AFRAID AND
 CAME HOME CRYING
 TODAY WHENEVER

see next

[REDACTED] LIVES
Directly across
the road and
was contractor
for their house
since they have
bleed in Traction
for problems and
he has had to
pay \$11,000
they believe this
is why he is
causing them problems

1305 [REDACTED]
1345 [REDACTED]
1415 [REDACTED]
1530 [REDACTED]

1645 1179 [REDACTED]
1700 [REDACTED]

THURSDAY 05 MAR 09
Peterborough County
Weather overcast
TEMP APPROX -2°
ROAD TOWNS AND they
Bare and Dry.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
6450 [REDACTED]
0500 [REDACTED]



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1535

[REDACTED]

1630

At 5:00
 For Busby re-sent
 PC Jack request
 to provide stats

1715

TUESDAY 24 MARCH
 Peterborough County
 Weather Clear day
 Temp APPROX -3
 Road snow and slush
 Bare and dry

[REDACTED]

0450

70

0215 [redacted]
0235 [redacted]

2 ISSUES
PC JACK

1) When going to
Domestic advise
if call was
slow to respond
said he would
handle as fast
and want one
with paper work
then went into bathroom

2) PC Jack advised
how this was
over or his
evaluation he needed
to work on he

said "I will
review it, I'm
not taking any crap"

0250 [redacted]

0250 leaving PC Jack
getting ready to
leave for his
reason "I came in
at 3:30 pm to
call CAS" he
had no possession
I told him he
would have to sleep
but now starting
shift said he
could go

0515 [redacted]



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Blank lined area for notes.



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- CONTINUED FROM 46
20 JUN 09
Peterborough County
Weather Clear/Showers
Temp APPROX 18°
Road TWIN and Hwy
Bare and Dry

[REDACTED]

1:45 0/5 RENSSELAIR TRAILER
Park in PC JACK
Parties want to
remove trailer and
Deast owner [REDACTED]
Says Company association
says he can

Keep trailer until
disputed monies are
paid. He says
I should talk to
his lawyer, after
several times
questioning him I
heard he had
even spoken to
a lawyer

Advice will have
to seek civil
remedy re said
Process proper mailing
address for previous
tenant

1520

[REDACTED]

1557

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



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0155

[REDACTED]

0325

0359 Request to get up for breath test for PC SACK

0430 PC SACK

Subject [REDACTED] says he wants lawyer [REDACTED] of Toronto

0435

Find Number in lawyer book. Please call message left in machine. PC SACK looking for home phone number

0437

Please call to Duty Counsel

0446

PC SACK contacts [REDACTED] at [REDACTED] house admits not a criminal lawyer. Doesn't know [REDACTED] privacy to speak in her. He gives names for 2 lawyers.

[REDACTED]

0

0452

[REDACTED] speak a female answering service.



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with [redacted]
0234 Complete

0330 Meeting in Sgt Ferguson
PC Jack ref
performance to date.

0430 [redacted]
assessment most common
Foster social tree
no answer
Meeting in PC Jack
given advice of
law to open
up to a brief
advice for time
management issues
want to discuss
on this about what

He is told to also
consider synopsis
- synopsis of statement
not transcription unless
told to do so

0500 [redacted]

Meeting
[redacted]


Meeting
[redacted]



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16-40

[REDACTED]

I drafted report
 Spent in Pe. Soc
 45327 w/ Report to
 [REDACTED], Review
 his Crown brief
 Have been expecting
 for standard
 [REDACTED] Report to
 [REDACTED] Report for
 Standard / [REDACTED]

Review have
 Complete assault brief
 Spent in the
 actual competencies
 and proper reports
 needed to do such
 statements, creating
 a synopsis of them
 Not to "answer ship"
 - Sgt. [REDACTED] advised
 - Spent w/ [REDACTED]
 advice given about
 [REDACTED] activities
 attending to those
 about matters and
 concerning those
 advised to not
 attempt to compel

advised and welcome
and call again

2045 [REDACTED]
2125 Bucklekin Foot Patrol
2215 [REDACTED]
2300 [REDACTED]

- Review PC Jack's
Report for [REDACTED]

more suggestions
and return command.

0226 PC Jack advised
[REDACTED]

for support
set up for test
see account information
report for more

Return Custody
Access on Back Street
0530 [REDACTED]

Thursday 06 Aug 09
Peterborough County
Weather Sunny Clear
Temp approx 22°
Roads damp and busy
Bone and Perry

[REDACTED]
[REDACTED]
[REDACTED]

1640 [REDACTED]



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PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

P

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.

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

Personal accountability - PC JACK has difficulty accepting responsibility for his actions where these actions have either been deemed inappropriate or deficient. In this above noted incident, PC JACK has not taken responsibility for not following the directions of his Sergeant.

Coach Officer's Comments:

Coach Officer's
Signature:

Date:

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

Take responsibility for his own actions, learn from his mistakes and apply this to his future investigations so that these deficiencies don't happen again.

Comments mandatory at all levels

Accountable Supervisor's Comments:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

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

Ontario
Provincial
Police

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Regional Commander's (or designate) Comments:

Regional Commander's (or designate)
Signature:

Date:

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DESCRIPTION OF DEFICIENCIES THAT REQUIRE IMPROVEMENT TO "MEET" WORK PERFORMANCE STANDARDS

Federal Statutes - PC JACK has investigated several federal statutes in his time so far. In the cases identified PC JACK either made an error (forgetting to read Rights to Counsel) which ultimately could compromise the outcome of the case. In regards to the Break and Enter PC JACK completed the briefs but then disagreed with the other officers involved about the charges laid. PC JACK questioned officers on other shifts that were not present and voiced his disagreement with the charges laid. In this case it appears that PC JACK has let his opinion of the people involved sway his opinion of what charges should be laid rather than relying on what elements of an offence had been completed. The youths involved had no previous police involvement.

Coach Officer's Comments:

An easily corrected issue

Coach Officer's
Signature:

Date:

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

PC JACK has already been made aware of the importance of reading rights to counsel, caution and applicable demands and this was rectified the next time he investigated an impaired driver.

As for the issue around the break and enter PC JACK needs to familiarize himself with which elements actually constitute an offence and when officers who have experience are present with him and advise him that certain charges should be laid he should take that advice. If he doesn't believe that the offence has been completed he should research the offence rather than shop for answers from other officers.

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Comments mandatory at all levels

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

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 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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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

Resolution - PC JACK did not meet requirements in this field because a a stand by keep the peace that he attended and was unable to resolve the issue until another officer arrived. The main issue is that PC JACK did not request the other officer one of the parties involved did when they found that the problem was not being resolved and in fact said to the communications center "this is going no where". The underlying issue to this call was that the dispatch was taken over the phone by PC JACK at his request and he did not advise or bring another officer with him to a stand by and keep the peace.

Coach Officer's Comments:

Coach Officer's
Signature:

Date:

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

When a problem is taking to long to resolve or you are unsure of how to resolve a problem call another officer or better bring a second officer with you.

Comments mandatory at all levels

Accountable Supervisor's Comments:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Accountable Supervisor's Signature:	Date:
Probationary Constable's Signature:	Date:
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>

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

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Regional Commander's (or designate)
Signature:

Date:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

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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

Follow-up Indicated in previous evaluations PC JACK had shown good followup skills and kept a running list. It was identified in this evaluation that although the call for service was months old PC JACK did not have adequate information in regards to the witnesses that should have been identified of the hop and he had not taken statements that should have been identified as required and completed as soon as possible.

Coach Officer's Comments:

Coach Officer's
Signature:

Date:

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*

Identify who is a key witness to form grounds for an offence, obtain the appropriate names and contact information and obtain a detailed statement of those persons account of what happened as soon as possible.

Comments mandatory at all levels

Accountable Supervisor's Comments:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Accountable Supervisor's Signature:	Date:
Probationary Constable's Signature:	Date:
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>

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

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Regional Commander's (or designate)
Signature:

Date:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

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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

Listening Skills - Have normally shown to be a good listener however recently he has been given specific instruction in relation to what to do for a certain case and what not to do. PC JACK ignored these instructions and did what he was told not to do and in the other case did not follow the direction he was given.

Coach Officer's Comments:

An easily corrected issue

Coach Officer's
Signature:

Date:

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

When a supervising officer instructs PC JACK to do something, especially a sargeant these instructions should be followed exclusively. Also when an experianced officer tells him he is not to do something like re-write a statement verbatim but make a synopsis for the sake of expiditing the case this should also be followed.

Comments mandatory at all levels

Accountable Supervisor's Comments:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Accountable Supervisor's Signature:	Date:
Probationary Constable's Signature:	Date:
Detachment Commander's Comments:	
Detachment Commander's Signature:	Date:
Regional Commander's (or designate) Comments:	
Regional Commander's (or designate) Signature:	Date:

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

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:
Regional Commander's (or designate) Comments:	

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Regional Commander's (or designate) Signature:	Date:
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PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

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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

1) Personal accountability - PC JACK has difficulty accepting responsibility for his actions where these actions have either been deemed inappropriate or deficient. In this above noted incident, PC JACK has not taken responsibility for not following the directions of his Sergeant.

2) Federal Statutes - PC JACK has investigated several federal statutes in his time so far. In the cases identified PC JACK either made an error (forgetting to read Rights to Counsel) which ultimately could compromise the outcome of the case. In regards to the Break and Enter PC JACK completed the briefs but then disagreed with the other officers involved about the charges laid. PC JACK questioned officers on other shifts that were not present and voiced his disagreement with the charges laid. In this case it appears that PC JACK has let his opinion of the people involved sway his opinion of what charges should be laid rather than relying on what elements of an offence had been completed. The youths involved had no previous police involvement.

3) Resolution - PC JACK did not meet requirements in this field because a stand by keep the peace that he attended and was unable to resolve the issue until another officer arrived. The main issue is that PC JACK did not request the other officer one of the parties involved did when they found that the problem was not being resolved and in fact said to the communications center "this is going nowhere". The underlying issue to this call was that the dispatch was taken over the phone by PC JACK at his request and he did not advise or bring another officer with him to a stand by and keep the peace.

4) Follow-up Indicated in previous evaluations PC JACK had shown good followup skills and kept a running list. It was identified in this evaluation that although the call for service was months old PC JACK did not have adequate information in regards to the witnesses that should have been identified of the hop and he had not taken statements that should have been identified as required and completed as soon as possible.

5) Listening Skills - Have normally shown to be a good listener however recently he has been given specific instruction in relation to what to do for a certain case and what not to do. PC JACK ignored these instructions and did what he was told not to do and in the other case did not follow the direction he was given.

6) Planning and organization -PC JACK is a very organized person. He usually comes to work with a pre-written task list

However, it is viewed that PC JACK cannot multitask. He has difficulty prioritizing what needs to be done on his list.

Part of the issue is that PC JACK will go too far in his investigation completing tasks that don't need to be done or over investigating. This could be identified by typing a statement verbatim that didn't have to be or contacting and taking statement from witnesses that have no relevant information to provide.

7) Provincial Statutes - Although for the most part PC JACK has been able to identify the elements of most provincial statutes he was not able to identify the elements associated with the Mental Health Act.

8) Self confidence - During this evaluation period, PC JACK has been involved in numerous situations which has required either disciplinary action or instruction on how to complete tasks properly. It has been found that PC JACK does not take criticism well and will avoid that person for a period of time.

9) Respectful relations - Does not meet requirements was selected here because several officers advised PC JACK of appropriate charges that should be laid in a break and enter. At the time PC JACK did not say anything to the officers involved but on a later date

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

PC JACK was overheard asking other officers what they thought and giving them partial information. This answer shopping can paint the other officers in a bad light, creates rumors and deteriorates moral.

10) Radio Communications - PC JACKS ability to use the radio have not been the matter of issue. This being said he does not always advise communications that he is out of the car or where he is. This could be an issue in relation to 10-78 issues.

Coach Officer's Comments:

Coach Officer's
Signature:

Date:

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*

- 1) Take responsibility for his own actions, learn from his mistakes and apply this to his future investigations so that these deficiencies don't happen again.
- 2) PC JACK has already been made aware of the importance of reading rights to counsel, caution and applicable demands and this was rectified the next time he investigated an impaired driver.
As for the issue around the break and enter PC JACK needs to familiarize himself with which elements actually constitute an offence and when officers who have experience are present with him and advise him that certain charges should be laid he should take that advice. If he doesn't believe that the offence has been completed he should research the offence rather than shop for answers from other officers.
- 3) When a problem is taking too long to resolve or you are unsure of how to resolve a problem call another officer or better bring a second officer with you.
- 4) Identify who is a key witness to form grounds for an offence, obtain the appropriate names and contact information and obtain a detailed statement of those persons account of what happened as soon as possible.
- 5) When a supervising officer instructs PC JACK to do something, especially a sergeant these instructions should be followed exclusively. Also when an experienced officer tells him he is not to do something like re-write a statement verbatim but make a synopsis for the sake of expediting the case this should also be followed.
- 6) All officers working are at times required to stop what they are doing and take on a task which may be less or more important than the one they were actively working on. PC JACK needs to be able to take these tasks and work on them in an order that allows the most important to be completed and the less important to be put aside until time permits. Time management also has to be implemented to get these tasks done.
- 7) Review the Mental Health Act and identify to his coach officer what would be required to make an arrest under the Mental Health Act and when someone may show signs of Mental Health issues but not be a candidate for an arrest.
- 8) Take ownership for mistakes, discipline or instruction and use these circumstances as learning opportunities and better yourself from them.

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

9) The main issue is answer shopping as indicated previously this should be avoided at all costs and if you are unsure ask the officer who gave the advice for clarification or consult the criminal code or other relevant source.

10) Always advise the communications center of locations of vehicles stops and when out of the vehicle.

Comments mandatory at all levels

Accountable Supervisor's Comments:

Accountable Supervisor's
Signature:

Date:

Probationary Constable's
Signature:

Date:

Detachment Commander's Comments:

Detachment Commander's
Signature:

Date:

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 WORK IMPROVEMENT PLAN

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

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

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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

Planning and organization -PC JACK is a very organized person. He usually comes to work with a pre-written task list

However, it is viewed that PC JACK cannot multitask. He has difficulty prioritizing what needs to be done on his list.

Part of the issue is that PC JACK will go too far in his investigation completeing tasks that don't need to be done or over investigating. This could be identified by typing a statement verbatim that didn't have to be or contacting and taking statement from witnesses that have no releavant information to provide.

Coach Officer's Comments:

Coach Officer's
Signature:

Date:

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*

All officers working are at times required to stop what they are doing and take on a task which may be less or more important that the one they were actively working on. PC JACK needs to be able to take these tasks and work on them in an order that allows the most important to be completed and the less important to be put aside until time permits. Time management also has to be implimented to get these tasks done

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Comments mandatory at all levels

Accountable Supervisor's Comments:	
Accountable Supervisor's Signature:	Date:
Probationary Constable's Signature:	Date:
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>

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

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Regional Commander's (or designate) Comments:

Regional Commander's (or designate)
Signature:

Date:

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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

Provincial Statutes - Although for the most part PC JACK has been able to identify the elements of most provincial statutes he was not able to identify the elements associated with the Mental Health Act.

Coach Officer's Comments:

An easily corrected issue

Coach Officer's
Signature:

Date:

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*

Review the Mental Health Act and identify to his coach officer what would be required to make an arrest under the Mental Health Act and when someone may show signs of Mental Health issues but nit be a candidate for an arrest.

Comments mandatory at all levels

Accountable Supervisor's Comments:

Accountable Supervisor's
Signature:

Date:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Probationary Constable's Signature:	Date:
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>

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

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

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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 including driving the vehicle into the ditch. Maintain acceptable speed in appropriate zone this includes driving too slow.

Coach Officer's Comments:

This is a managable task and little changes are needed the main issue is the act of putting the vehicle in the ditch however speeds have been too slow at times and this can aggitate other drivers.

Coach Officer's
Signature:

Date:

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 roadway and capabilities of vehicle in order to avoid collision os outting the vehicle in the ditch.

Comments mandatory at all levels

Accountable Supervisor's Comments:

Accountable Supervisor's

Date:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Signature:	
Probationary Constable's Signature:	Date:
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>

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

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Regional Commander's (or designate)
Signature:

Date:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

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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 JACKS ability to use the radio have not been the matter of issue. This being said he does not always advise communications that he is out of the car or where he is. This could be an issue in relation to 10-78 issues.

Coach Officer's Comments:

An easily corrected issue

Coach Officer's
Signature:

Date:

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*

Always advise the communications center of locations of vehicles stops and when out of the vehicle.

Comments mandatory at all levels

Accountable Supervisor's Comments:

Accountable Supervisor's
Signature:

Date:

Probationary Constable's

Date:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Signature:	
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>

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

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

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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 phonetic alphabet has been a bit of an issue this needs to be brought up to standard.
Clearing calls effectively is important needs to be clear about what occurred and concise 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:

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

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:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Accountable Supervisor's Signature:	Date:
Probationary Constable's Signature:	Date:
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):	
Detachment Commander's Signature:	Date:
Regional Commander's (or designate) Comments:	

**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

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

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

Resolution - PC JACK did not meet requirements in this field because a stand by keep the peace that he attended and was unable to resolve the issue until another officer arrived. The main issue is that PC JACK did not request the other officer one of the parties involved did when they found that the problem was not being resolved and in fact said to the communications center "this is going nowhere". The underlying issue to this call was that the dispatch was taken over the phone by PC JACK at his request and he did not advise or bring another officer with him to a stand by and keep the peace.

Coach Officer's Comments:

Coach Officer's Signature:	Date:
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Probationary Constable's Comments:

Probationary Constable's Signature:	Date:
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ACTIONS/STEPS TAKEN TO CORRECT PERFORMANCE DEFICIENCIES: (specify time frame to compete) *To be completed by Accountable Supervisor*

When a problem is taking to long to resolve or you are unsure of how to resolve a problem call another officer or better bring a second officer with you.

Comments mandatory at all levels

Accountable Supervisor's Comments:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Accountable Supervisor's Signature:	Date:
Probationary Constable's Signature:	Date:
Detachment Commander's Comments:	
Detachment Commander's Signature:	Date:
Regional Commander's (or designate) Comments:	
Regional Commander's (or designate) Signature:	Date:

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

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**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Regional Commander's (or designate)
Signature:

Date:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

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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

Respectful relations - Does not meet requirements was selected here because several officers advised PC JACK of appropriate charges that should be laid in a break and enter. At the time PC JACK did not say anything to the officers involved but on a later date PC JACK was overheard asking other officers what they thought and giving them partial information. This answer shopping can paint the other officers in a bad light, creates rumors and deteriorates moral.

Coach Officer's Comments:

Coach Officer's
Signature:

Date:

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*

The main issue is answer shopping as indicated previously this should be avoided at all costs and if you are unsure ask the officer who gave the advice for clarification or consult the criminal code or other relevant source.

Comments mandatory at all levels

Accountable Supervisor's Comments:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Accountable Supervisor's Signature:	Date:
Probationary Constable's Signature:	Date:
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>

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

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Regional Commander's (or designate)
Signature:

Date:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

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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

Self confidence - During this evaluation period, PC JACK has been involved in numerous situations which has required either disciplinary action or instruction on how to complete tasks properly. It has been found that PC JACK does not take criticism well and will avoid that person for a period of time.

Coach Officer's Comments:

Coach Officer's
Signature:

Date:

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*

Take ownership for mistakes, discipline or instruction and use these circumstances as learning opportunities and better yourself from them

Comments mandatory at all levels

Accountable Supervisor's Comments:

PROBATIONARY CONSTABLE WORK IMPROVEMENT PLAN

Accountable Supervisor's Signature:	Date:
Probationary Constable's Signature:	Date:
Detachment Commander's Comments:	
Detachment Commander's Signature:	Date:
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RESULTS ACHIEVED <i>To be completed by Accountable Supervisor</i>

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**PROBATIONARY CONSTABLE
WORK IMPROVEMENT PLAN**

Regional Commander's (or designate)
Signature:

Date: