

Analysis of the Respondent's Disclosure (February 2009)

(February, 2009) (Volume 3, BB) Point Form Chronology:

February 2009 - PC Filman

- PC Jack was spoken to about his driving habits by me in regards to speed. Often on patrol he would be unable to multi task and maintain an appropriate speed. He would often start to drive approximately 20 kilometres under the limit. I spoke to him in regards to a proper speed and aggravating other drivers. This behaviour continued. PC Jack was also spoken to about the use of a GPS, and although it is a useful tool it should not always be relied on and that he should also use a map to get to know his patrol area. PC Jack continued to use this tool all of the time anyway sometimes asking the dispatcher for township specifics so he could properly enter an address into the GPS.

Some facts to consider regarding my usage of GPS:

- PC Filman's comments about my use of the GPS are totally biased and narrow minded since there is nothing in Police Orders that prohibit its use,
- Numerous Peterborough County OPP officers used their personal GPSs in the line of their police work, including PC Jennifer Payne and the two brothers, PC Mike Gravelle and PC Marc Gravelle,
- I borrowed the GPS from my landlord, Andre Melaney, to assist me in the line of my police officer duty. I used it to assist me navigate around the county more efficiently and effectively and to study the county roads faster,
- PC Filman noted my usage of GPS in February 2009 when I was approximately 1 month on the job and was barely familiar with the Peterborough County roads,
- PC Filman was born and raised in Peterborough,
- PC Filman had been a police officer in the Peterborough County for approximately 6 years and he had also been either a police cadet or an auxiliary at the Peterborough County OPP Detachment prior to becoming a police officer,
- PC Filman's father, Brad Filman, has been a police officer in the Peterborough County for approximately 30 years.

PC Filman knew Peterborough County roads like the palm of his hand. He did not need to use a GPS. He was a big fish in a small pond so to speak. Needless to say, as time went by and as I learned to navigate around the county I resorted to the usage of the GPS less frequently.

In my Month 1 & 2 Performance Evaluation Report (PER) (09 Jan 09 – 09 Mar 09) in the Police Vehicle Operation section PC Filman noted the following:

PC JACK has demonstrated that he can operate the police vehicle in a safe manner, although he has not yet been tested in pursuit driving. He did receive a negative 233-10 for a minor collision in which he drove a cruiser into the ditch.

I hope the Tribunal will wonder why PC Filman failed to mention the usage of the GPS and my driving habits, i.e. driving below the speed limit, in my PER for this section. One would have thought that the information in PC Filman's February 2009 point form chronology would have been the appropriate information for use in the *Police Vehicle Operation* section of my Month 1 & 2 PER. Further to that, I hope the Tribunal will wonder why PC Filman found it necessary to bring those points up in the point form chronology of my performance at the Peterborough County OPP Detachment some 8 months later (in November 2009). The answer, however, is a very simple one. At the time the chronology was compiled PC Filman recalled everything about me that could be twisted into being even remotely negative. That is why his entries in the point form chronology contradict his earlier comments in my PERs.

(February 4, 2009) Counsel's additional disclosure (April 3, 2012), PC Filman's notes:

officer will stop by residences.		had fine	
- Advised [REDACTED]		- Dry Whiskey to Wait For Ride	
will Pick up		NFA Request	
Whiskey at		1740 10-19	
have fine Restaurant		Re test Radar	
- For Route w		all 10-4.	
Whiskey to		1800 off duty	

(February 5, 2009) Counsel's additional disclosure (April 3, 2012), PC Filman's notes:

THURSDAY 05 FEB 09		Job 1-168	
Peterborough County		ASSGN 1730	
Weather Clear		0450 10-19	
CAMP APPROX - 20		0500 Report for duty	
ROAD TOWN AND Hwy		Shift prep	
Base and along		0520 10-18	
START 0500		0540 10-19	
FINISH		Relieve Email	
TOTAL		[REDACTED]	
		1 HAD Requested	10

Please note that page 11 of PC Filman's notes of February 5, 2009, has not been disclosed.

(February 5, 2009) Counsel's additional disclosure (April 3, 2012), PC Filman's notes:

	██████████		Shaw to be in
	ADAMS 4111 of		proper working order
1025	Break and Enter charge	1125	1122ND 1630 EGRESS CT
	Read 2TC from		while PC SACU
	COND R) yes		SPRAYS in car
	To UNDERSTAND		about a FEW cm.
	R) NO	1215	Bathymetry 250
	To CASE NUMBER		PC Lored making
1026	Read Citation		calls about Front
	FROM CARD	1310	10-7 Port coast
	R) YES	1420	10-8
	To UNDERSTAND	1530	10-19 10-7
	R) NO		paper work
	Sam anything	1700	off duty
1055	10-8		
1100	1257 Paper		Friday 06 Feb 09
	books II		Rest Day
	5/11 62 06055		

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(February 5, 2009) (Volume 3, BB) Point Form Chronology:

05Feb09 - PC Filman

- PC Jack was shown by me how to complete street checks and advised about the relevance and importance of completing these forms.

(February 10, 2009) (Volume 1, I-113):

From: Technology Support Centre Orillia (OPP)
Sent: February 10, 2009 1:44 AM
To: Ja

=====

This incident/help desk call has been recorded and is being investigated.

Visit our intranet site at <http://142.142.15.29/EITSelfServicePortal> to check the status of this incident or to log a new one.

OPS IT Service Desk 1 (888) 677-4873

(February 10, 2009) (Volume 1, I-113):

From: Jack, Michael (JUS)
Sent: February 10, 2009 3:04 AM
To: Technology Support Centre Orillia (OPP)
Subject: RE: Niche RMS support required

Hi Nora,

Thank you very much for your prompt response. I have used the RMS support site before and was aware of the information it has. What I have been actually looking for is a comprehensive study guide or reference manual that covers Niche from A to Z. The tutorials and a couple of .pdf files on the RMS support site cover just a few pieces of the Niche functionality that mostly have to do with the upgrades made to the system. It would be wonderful if I could get my hands onto something more comprehensive. Perhaps opening a ticket to the RMS support group is an option. I know for the fact that I am not the only one who would want to have a comprehensive reference manual available at one's finger tips.

Thank you

PC Jack (12690)

(February 10, 2009) (Volume 1, I-113):

From: EIT (MGS) [mailto:EIT@ontario.ca]
Sent: February 10, 2009 4:04 AM
To: Mesei, Donald (JUS)
Subject: INC000002167808 Priority 4 - Minimal has been assigned to JUS MSG OPP RMS ADMIN

Incident: INC000002167808
Created: 10/02/2009 4:02:39 AM
Component Model/Version: 2.1.2.123
Product Name: NICHE RMS
Incident Type: Service Request - Information Request Requested By: Michael Jack Phone #: (705) 742-0401
Site: 453 LANS DOWNE STREETE_FLOOR_1

Incident Description:
Requesting comprehensive user manual for RMS

(February 10, 2009) (Volume 1, I-113):

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

From: Mesei, Donald (JUS)
Sent: February 10, 2009 3:35 PM
To: Jack, Michael (JUS)
Subject: INC000002167808 Priority 4 - Minimal has been assigned to JUS MSG OPP RMS ADMIN
Importance: High

Hi Mike,

I have updated our website (http://oppweb.sgc.gov.on.ca/intranet/opp_002279) to include links to the RMS User Manual. Ver 4.24 It's broken down into 7 parts due to the large size of each section. (Keep in mind that F1 help is always available to you from within Niche.)

There's a link right under News from the RMS Splash page and it will be on the 4.24.44 Information page as well.

Some day when you're on Days...give me a call and we can discuss this some more. (I'll fill you in on why it hasn't been there until now etc) You weren't the first person to ask for it but you did prompt me to revisit the issue and well...the rest is history. Happy reading.

Cheers,

Donald Mesei (#6053)
Sergeant - Business Analyst
CAD/RMS Application Support
Communications and Technology Services Bureau Ontario Provincial Police
(Tel) 705-329-6172
(Fax) 705-329-6176
(Cel) 705-238-0003

(February 10, 2009) (Volume 1, I-113):

From: Jack, Michael (JUS)
Sent: February 10, 2009 6:54 PM
To: Flindall, Robert (JUS)
Subject: FW: INC000002167808 Priority 4 - Minimal has been assigned to JUS MSG OPP RMS ADMIN

Importance: High

(February 10, 2009) (Volume 1, I-90):

From: Flindall, Robert (JUS)
Sent: February 10, 2009 6:56 PM
To: Filman, Shaun (JUS)
Subject: FW: INC000002167808 Priority 4 - Minimal has been assigned to JUS MSG OPP RMS ADMIN

Importance: High

Shaun,

Make sure to put the below informatin on JACK's next evaluation.

Thanks!

Robert Flindall
Sgt. 9740

At least something positive. I wonder why. Apparently, Sgt. Flindall had no other choice at the time.

In my Month 1 & 2 PER (09 Jan 09 – 09 Mar 09) in the Police Orders/Procedures/Technical Skills PC Filman noted the following:

Specific example:

PC JACK has versed himself well in using the OPP systems and has even taken it upon himself to get the proper training manuals and review them in his own personal time.

(February 10, 2009) (Volume 1, I-91):

From: Flindall, Robert (JUS)
Sent: February 10, 2009 6:55 PM
To: Campbell, Ron (JUS)
Subject: Domestic we spoke about earlier

Ron,

PC FILMAN and PC JACK will be looking after PC MATHER's domestic we spoke about earlier. Heather spoke with the complainant and she is willing to come in tonight to provide a KGB statement. We'll also be obtaining a statement from the CM's father. After that is all said and done, we'll be attempting to bring the suspect into custody this evening for bail tomorrow. I've advised Heather that if we are unsuccessful in locating the suspect, Heather will speak with Sgt. RATHBUN in the morning to have him assist and apprehending the suspect.

Anyways, we'll look after this domestic as much as possible tonight. Hopefully we'll have him in custody for bail tomorrow.

Regards,

Robert Flindall
Sgt. 9740

(February 10, 2009) (Volume 1, I-89):

From: Flindall, Robert (JUS)
Sent: February 10, 2009 9:02 PM
To: Campbell, Ron (JUS)
Subject: RE: Domestic we spoke about earlier

10-4. Filman spoke about the mother and advised that she is quite ill with pneumonia. He isn't going to interview her tonight, but will follow up with her for an interview likely on the weekend. I wasn't familiar with a sister also being present, so I'll talk to Filman about her. As long as we get the key evidence looked after tonight so we can scoop him, we'll look after the followup thereafter.

Robert Flindall
Sgt. 9740
Peterborough County OPP

(February 13, 2009) (Volume 1, I-88):

From: Flindall, Robert (JUS)
Sent: February 13, 2009 7:28 PM
To: Jack, Michael (JUS)
Subject: Talk Lock

<http://www.cellavant.com/TalkLock/>

Robert Flindall
Sgt. 9740

(February 13, 2009) Counsel's additional disclosure (April 3, 2012), PC Filman's notes:

	Friday 13 Feb 09		locked 2 illknull
	Petersburg Center		CUVO CHET
	Weather Clear day		Turn on lights
	Temp APPROX -10		veh Brakes heavily
	Road TOWN and Hwy		"U" STOP
	Dry and Dry		M/ VARIOUS ONZ. Photos AC
	START		PC JACK ISSUE PWS
	FINISH		
	TOTAL	0330	10-19
	Veh 1-192		26
	ASSIGN 17302		
1650	10-19		
1700	Report for - Filman (
	SHIFT PREP		
	PICKUPS -		
1913	RL HARASSMENT	18	

(February 13, 2009) (Volume 3, BB) Point Form Chronology:

13Feb09 - PC Filman

- PC Jack was shown how to conduct a proper vehicle stop. He was shown in my opinion the safest manner, creating a safety lane and how to safely approach the driver. At this time he was also instructed about note taking for speeding. I showed him my short forms but told him he should create his own so that his memory would be triggered by them. He was shown how to properly fill out a part one offence notice and what to do with it afterwards. I told him at that time that I preferred to write my notes solely in my notebook so that they would not be lost, but it was acceptable to write notes on the back of a ticket.

(February 14, 2009) Counsel's additional disclosure (April 3, 2012 and April 5, 2012), PC Filman's notes:

Saturday 14 FEB 09
 Peterborough County
 Weather Clear dry
 TEMP APPROX -3°
 Road Town mostly
 Bare and dry
 START 1700
 FINISH
 TOTAL 22

Saturday 14 FEB 09
 Peterborough County
 Weather Clear dry
 TEMP APPROX -3°
 Road Town mostly
 Bare and dry
 START 1700
 FINISH
 TOTAL 22

(February 14, 2009) Counsel's additional disclosure (April 5, 2012), PC Filman's notes:

Veh 1-202
 Assign 1I302
 1650 10-19
 1700 Report for duty
 Shift prep
 1720 10-8
 1740 10-19
 1805 BRIEFING
 1930 COMPLETE
 PC JACK COMPLETING
 Follow-up
 2000 10-8
 2046 Vehicle STOP
 BUCKHORN RD
 Veh des S/B
 S/o 13th line
 TRIPSC
 C) 108 Km/L

L) 107 Km/L
 P/S 84 Km/L
 CWD CHT
 LAMUOPAB
 "U" STOP
 PC JACK issue POW
 ON# AZVW093
 2135 Vehicle STOP
 Cty RD 18
 R/o Centre line
 OMO w/B TRIPSC
 C) 109 Km/L
 E) 109 Km/L
 P/S 78 Km/L
 CWD CHT
 LAMUOPAB
 "U" STOP
 Munroon Pochy Crown 23

(February 14, 2009) Counsel's additional disclosure (April 5, 2012), PC Filman's notes:

0020	[REDACTED]	Returns to residence There was a Bar in the house so she went to another neighbor house PC Jack was away All is in order Son is contact.	0124	PC Jack tests. ALCO TEST Neg. 000
0035	RIDE Mississippi ST 2 Cherry ST N		0125	[REDACTED] "A" ISSUED 12 hr susp Passenger From Truck Register 0.008 She demand del on 4 AXCF 206
0018	Vol NIB Driver odor of alcohol PC Jack Remains Present from CARP to [REDACTED] [REDACTED]		0150	15-8 Passenger Hung 115 - 12k Noise [REDACTED] Kwa ST Milwaukee Love Music People Challenging Area Prisoners No Noise, No one around 25
SP0903094				

(February 14, 2009) (Volume 3, BB) Point Form Chronology:

14Feb09 - PC Filman

- I showed PC Jack the proper manner of performing RIDE checks. He was shown what to do when he suspected that a driver had been consuming alcohol, what the proper demands were and how to use an approved screening device. PC Jack was also shown how to complete a 12hr suspension and issued one that evening.

Anticipated evidence of Mr. Michael Jack (Schedule A):

Sometime around February 2009, I was working a night shift at Peterborough Detachment. Cst. Filman and I were dispatched to a call of a suspected impaired female driver allegedly traveling east from Lindsay to Peterborough. Cst. Jeff Gilliam, Cst. Paul Crowder and another OPP officer, whose name I do not remember, (the latter two were both Emergency Response Team (ERT) officers) came to our assistance in separate cruisers. I was the driving officer. Up until that date I had not had any field experience pulling over and investigating a suspected impaired driver on scene. Cst. Filman wanted me to do the call. Once we determined the location through which the suspected vehicle should have been travelling, the ERT officers parked on one side of the road, while we and Cst. Gilliam parked on the other side. Cst. Gilliam parked his cruiser next to ours. We waited for approximately 10-15 minutes for the suspected vehicle to arrive. During that time period Cst. Filman and Cst. Gilliam chatted casually and laughed about police unrelated matters. While I do not remember the content of their conversation, I clearly remember that during that time Cst. Filman did not even turn his head towards me let alone show any interest in my readiness for handling the call. I pondered for a while why. It was my first actual experience of intercepting a suspected impaired driver. We had some lead time to discuss and do a dry run on what I was going to do while waiting in the cruiser. But we did not. Cst. Filman was busy shooting "B" with his friend Cst. Gilliam during all that time. His attitude towards my training boggled my mind. I believe it is incumbent upon every coach officer to utilize this spare time discussing the approach a probationary officer would take in such a call. Any prudent person would ask why that wasn't discussed. It is also very apparent that I was placed on ignore during this whole time. It was rude and ignorant. When the suspect vehicle arrived, we pulled it over, I handled the stop in an awkward manner, the driver was not impaired in any way and was let go.

Furthermore, sometime in February 2009 PC Dan Gay was walked through the process of investigating an impaired driver and subsequent note taking in careful detail by PC William Syvret. PC Gay gladly furnished me with his notebook pertaining to his first arrest of an impaired driver to photocopy them so I could learn what needed to be done. PC Filman never taught me the process. I studied on my own and subsequently compiled a set of guidelines (among many other guidelines) for doing an impaired arrest (Exhibit 107, pages 1 - 2), printed them out, laminated and used them in my subsequent investigations. Furthermore, a few months later on PC Mitch Anderson was impressed with them and asked me to furnish him with a copy, which I did and had the Respondent disclosed all my e-mail correspondence using my Justice E-mail account the Tribunal would have seen proof of this.

(February 19, 2009) (Volume 2, O), PC Filman's notes:

19.2	Completed an utter PC JACK conducted video statements & prepare documents for release.
20.2	Still now out of cell released on promise to appear @ 2021 hrs PC JACK completing Crown brief

(February 19, 2009) (Volume 3, BB) Point Form Chronology:

19Feb09 - PC Filman

- I completed an utter threats investigation with PC Jack. During this investigation PC Jack was shown how to properly conduct a video statement, what paperwork is necessary for an accused person and how to complete a brief.

THU 19-FEB-09
1740 ON DUTY
SHIFT 0600-1800, 1800-0600
OIC SGT. FLINDALL
A/R PC FILMAN
10-13 -9°C, LIGHT SNOW
CLOUDY, WINDY
SOFT 1I-302
HARD 1-528
EQUIP. NONE
SKM 343
FKM
1205 10-8
1815 [REDACTED]
(DOB [REDACTED])
AGREEMENT THAT
WITH HYDRO,
VENBAT AGREEMENT
[REDACTED]
JUNE 1ST [REDACTED]
AT THE END OF
JANUARY I TOLD
THEM THAT WE ARE
GONE AT END OF
FEBRUARY

92

THEY TOLD
[REDACTED]
THAT WE OWNED
THE BUNCH
OF MONEY.
NEXT WAS \$1M,
800 FOR ONE BAY
TWO BAYS AND
\$1000 AND FOR
FOUR → \$1,700
1830 RTC U? YES
1833 CC U? YES
"I CAN'T BELIEVE
[REDACTED]
10-92 FOR
UTTERING THREATS
1840 DISCUSSING HOW
TO RETRIEVE HIS
STUFF OUT FROM THE
PROPERTY.
1842 10-19
1845 LODGED
"I WANT TO SPEAK
WITH MY WIFE"
1845 PC FILMAN; "I
HAVE NO PROBLEM
WITH THAT, AFTER
YOU HAVE SPOKE
WITH A LAWYER."
1903 SPEAKING WITH DC
1905 DONG, ARE YOU
SATISFIED WITH
THE CALL? YES
"I WANT TO TALK TO
MY WIFE"
1915 SPEAKING WITH A
LAWYER [REDACTED]

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(February 19, 2009) Counsel's additional disclosure (March 13, 2012), PC Jack's notes:

2015	TUE 19-FEB-09	MAS BEEN DONE
2030	UNLOADED	RE: THE CASE AND
	WORKING ON THE	THAT THE INVESTIGATION
	CASE	IS ^{M.S.} CONTINUING
2350	BETWEEN 21:00	0200 REVIEWING THE KGB
	AND 23:50 CALLED	STATEMENTS TAKEN
		FROM [REDACTED]
	RE:	0250 WORKING ON THE CROWN
	A CMLT RECEIVED	BRIEF.
	EARLIER FROM	[REDACTED]
	[REDACTED] OF	[REDACTED]
	NO ANSWER AT	[REDACTED]
	THE PHONE.	[REDACTED]
	DID NOT LEAVE	[REDACTED]
	ANY MESSAGES.	[REDACTED]
	ADVISE M.I.	[REDACTED]
0030	PC ALMAN ADVISED	[REDACTED]
	DISPATCHED THE WHAT	0845 [REDACTED]

Anticipated evidence of Mr. Michael Jack (Schedule A):

On February 19, 2009, I was working a night shift at Peterborough Detachment. Cst. Filman and I were dispatched to a landlord tenant dispute call (SP09034153). The weather was appalling. It was a stormy and snowy evening. At the scene Cst. Filman told me to speak with the tenant while he went to speak with the landlords. As I was speaking with the tenant Cst. Filman called me aside and directed me to place the tenant under arrest for an offence of "Uttering Threats to Damage Property" contrary to Sec. 264.1(1)(b) CC. Though I had no grounds to arrest the tenant, I complied with Cst. Filman's order and arrested the tenant. At the detachment I interviewed the landlords (the interview was audio-video recorded) while Cst. Filman watched the interview on a TV set in a separate room. Before I finished the interview Cst. Filman told me that he had got what he needed to lay the "Uttering Threats to Damage Property" criminal charge against the tenant. Subsequent to the event, Cst. Filman positively documented me in the *Oral* section in my Month 1 & 2 performance evaluation (Exhibit 15) for laying an appropriate charge based on the information received. The point here is that first, I arrested the tenant following Cst. Filman's order prior to forming the grounds for the arrest and the "appropriate" charge myself. Second, Cst. Filman began writing the Crown Brief Synopsis, laid the charge and entered my name as an investigating and charging officer in the Niche Records Management System (RMS) while I was still interviewing the second landlord. Third, the charge was subsequently tossed out of court on the grounds of "No Reasonable Prospect of Conviction" and though no one ever reprimanded me for "laying" the charge I had to bear the shame of "laying" the inappropriate charge. Fourth, as I learned much later, the landlords' actions of purposefully denying access to the tenant to retrieve the tenant's personal property provoked the tenant to react angrily and hastily and utter comments that were retaliatory in nature. The tenant should and ought to have never been arrested, detained and charged. The landlords ought to have been the ones charged. The only applicable criminal charge should have been "Forcible Detainer" contrary to Sec. 72 (2) CC (Exhibit 64). I was just a month on the job at the time. Cst. Filman was 7+ years on the job at the time.

To date I remember the accused (Mr. Stillman) locked in the cell weeping and saying, *'What did I do? I called the police to help me.'* While he was being released on a Promise to Appear (PTA) he looked me in the eyes and said, *'I know you believe me. The other officer does not believe me, but I see in your eyes you believe I did nothing wrong.'*

In my Month 1 & 2 PER (09 Jan 09 – 09 Mar 09) in the Oral section PC Filman noted the following:

PC JACK has performed several audio video interviews including SP09034153 which was a landlord tenant dispute. PC JACK received two video interviews and laid an appropriate utter threats charge based on the information he received.

In the entire month of February 2009 in the Respondent's disclosure there is no evidence of Sgt. Flindall holding a performance evaluation meeting with me because it never took place. Also, from the Respondent's disclosure of PC Filman's notes in reference to his interaction with me it is evident that during the entire 7 months of "coaching" me approximately 15 pages (ONLY) of his notes were in relation to his interactions with me. Did the Respondent care to follow the Ontario Provincial Police Orders at all?

Ontario Provincial Police Orders, Probationary Constable Evaluation Report Guidelines (Volume 7, 5):

Accountable Supervisor

- Ensures timely submission of the PCS 066P.
- Reviews and signs completed PCS 066P.
- Forwards PCS 066P to detachment commander.
- Conducts regular meetings with the recruit.

Ontario Provincial Police Orders, Law Enforcement, 2.51.1: Supervision – Member (Volume 7, 1):

**Probationary
Constable
Performance
Evaluation**

A coach officer shall complete all monthly performance reviews for a probationary constable assigned to them using information gathered during the evaluation month.

Ontario Provincial Police Orders, Law Enforcement, 2.51.1: Supervision – Member (Volume 7, 1):

**Disclosure of
Evaluation**

The immediate supervisor shall meet with the probationary constable to review each evaluation prior to submission to the detachment commander. At the discretion of the supervisor, the coach officer shall also be present at the meeting.

Ontario Provincial Police Orders, Administration & Infrastructure, 6.4: Human Resources (Volume 7, 2):

Responsibilities

Supervisor

An immediate supervisor shall:

- be responsible for the supervision of the Recruit Field Training Program and monitoring the coach officer and probationary constable as they progress through the Recruit Field Training Manual;
- ensure that a probationary constable is offered every opportunity to participate actively with their coach officer in all phases of detachment work;

**Detachment
Commander**

A detachment commander is responsible for the overall development of each probationary constable and shall:

- select a coach officer utilizing the coach officer competency model;
- ensure that the Form PCS066P—Probationary Constable Performance Evaluation is completed in accordance with the Probationary Constable Guidelines; and

Coach Officer

Selection A regional/detachment commander shall, when recommending a member to perform the role of coach officer, consider whether that member:

- demonstrates the desire/willingness/ability to accept the responsibilities of a coach officer as listed in the Recruit Field Training Program and meets the required level for a coach officer in the competency model;
- possesses the desire/ability to transmit their knowledge to others;
- has an awareness of detachment objectives;
- understands OPP policy and relevant statute law;
- has a good reputation with other detachment members and within the community; and
- displays loyalty to the OPP and superior officers.

Responsibility The coach officer shall be responsible for:

- developing a plan of training suited to the probationary constable's needs, and detachment priorities, in accordance with the Recruit Field Training Program;
- completing a monthly Performance Evaluation Report on Form PCS066P—Probationary Constable Performance Evaluation for submission to the probationary constable's immediate supervisor and detachment commander at the end of each month; and
- ensuring the probationary constable is familiar with the OPP Mission Statement contained in Police Orders.

Orientation to Provincial Communication Centre Once a probationary constable is posted to a detachment, the detachment commander and coach officer shall ensure that the probationary constable attends an orientation day at their respective Provincial Communication Centre (PCC). This will enable the probationary constable to gain first-hand experience in understanding the operations of the PCC and enhance their awareness of the complexity of the operator role and responsibilities.