

## **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:**

<p>officer will stop by residence. - Advised [REDACTED] will Pick up Whetstone at Lonefield's Restaurant on Route 6 Whetstone to</p>	<p>laser gun - Dry Whetstone to Wait for Rule NFA Record 1740 10-19 Re test Radar all 10-4. 1800 off duty</p>
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**(February 5, 2009) Counsel's additional disclosure (April 3, 2012), PC Filman's notes:**

<p>Tuesday 05 Feb 07 Peterborough County Weather Clear MAP APPROX - 20 Road Town and Hwy Bare and obey START 0500 Finish Total</p>	<p>Job 1-168 ASSIGN 1130 0450 10-19 0500 Report for duty Shift prep 05-20 10-18 05-40 10-19 Relieve [REDACTED] [REDACTED] I HAD Requested 10</p>
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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:

	1	
		Show to be in proper working order
1025	Break and Enter charge Read RTIC Raam Cons P) yes To understand P) No	1125 - 0772200 1631 transact while PC Sac SPRAGUE in can about a focus con.
1026	Report Collision Focus (cont'd) P) No To understand P) No Say anything 10-8	1215 Ballymooth 250 PC Sack making calls about Front 1310 10-7 Port cart 1420 10-8 1530 10-19 10-7 paper work 1700 off duty
1055	1027 Report Gardens II 5/16/08 06083	Friday 06 Feb 09 Rest Day

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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](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: 453LANSDOWNESTREETE\_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](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 information 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	Local w/ 111Km/L
Pedestrian Party	CVVO CBT
Weather Clear dry	Turn on lights
Temp APPROX -10	With Brakes firmly
Road Town and they	"U" STOP
Boat and dry	W/ VACUUM on 2. Place on
Start	PC Jack issue PWS
Finish	0330 10-19
Total	21
Veh 1-192	
ASSIGN 1F302	
1650 10-19	
1700 Report <sup>W/</sup> for - formal	
SHIFT PREP	
Print PWS -	
1913 R/c 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:

<p>Saturday 14 FEB 09  Petersborough County  Weather Clear dry  TEMP APPROX -3°  ROAD Town and Hwy  Dare and dry  START 1700  FINISH  TOTAL</p>	<p>Saturday 14 FEB 09  Petersborough County  Weather Clear dry  TEMP APPROX -3°  ROAD Town and Hwy  Dare and dry  START 1700  FINISH  TOTAL</p>
22	22

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

<p>Veh 1-202  ASSIGN 11302</p> <p>1650 10-79</p> <p>1700 Report for duty  Shift prep</p> <p>1720 10-8</p> <p>1740 10-19</p> <p>1805 Briefing.</p> <p>1930 Complete  PC JACK CONCERNING  Follow-up</p> <p>2000 10-8</p> <p>2046 Vehicle STOP  BUCKHORN RD  Veh does S/B  S/B 18<sup>+</sup> 1me  TPDPSG  c) 108 Km/L</p>	<p>a) 107 Km/L  S/B 84 Km/L  CWD CHT  LMV10PMB  "U" STOP  PC JACK ISSUE PON  ON# 4ZVW093</p> <p>2-35 Vehicle STOP  Cty Rd 18  R/o Centre line  OHO w/B TFRPL</p> <p>c) 109 Km/L  b) 109 Km/L  P/S 78 Km/L  CWD CHT  LMV10PMB  "U" STOP  Maroon Pearly Crown 23</p>
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(February 14, 2009) Counsel's additional disclosure (April 5, 2012), PC Filman's notes:

0020	1/14/09
	Returns to residence Teresa was at Beds in the house so she went to another neighbor house PC Jack was there All is in order Son is contacted.
0035	RIDE Missouri ST @ Jimmy St N
0048	Vehicle N/A odor of alcohol PC Jack does demand from Cpl D to
SP0903024	Jimmy Michael J. [REDACTED]

0124	1/14/09 Missouri ST [REDACTED] PC JACK TESTED
0125	ALCOTEST Neg. .000 COURT - Neg. A
	ISSUED 12 HRS SUSP Passenger from Tampa register 0.048
	She demand del on 4 AXCF 206
0150	15-8 Power Hung 115 - 126 Noise @ Kiva St Macaroni Love Music People Yellow Area Businesses No Noise, No one around 25

(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 in today PC Jack conducts video statements , prepare documents for release.
20.7	Still now 0-7 or cell released on Promise to appear 2021 109 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.

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

	THU 19-FEB-09
1740	ON DUTY
SHIFT	0600 - 1817.5.
	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	
1805	10-8
1815	

(DOB) [REDACTED]  
AGREEMENT WITH HYDRO,  
VEMBAC AGENCY

JUNE 1ST EXTENSION  
AT THE END OF  
JANUARY I TOLD  
THEM THAT WE ARE  
GONE AT END OF  
FEBRUARY

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THEY TOLD [REDACTED]  
THAT WE OWNED  
METH BUNKER  
BY MONEY.  
RENT WAS \$1,100.  
800 FOR ONE BAY  
TWO BAYS [REDACTED]  
\$1,200 AND FOR  
FOUR → \$1,700  
1830 RTC U? YES  
1838 CC U? YES  
"I CAN'T BELIEVE  
BUT U.M.J." [REDACTED]  
[REDACTED]  
10-92 FOR  
UTTERING THREATS  
1840 DISCUSSING HOW  
TO RETRIEVE HIS  
STUFF OUT FROM RIC  
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 SPOKEN  
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:

	TMU 14-FEB-09	
2015	UNLODGED	HAS BEEN DONE
2030	WORKING ON THE CASE	RE: THE CASE AND THAT THE INVESTIGATION WILL BE CONTINUING
2350	BETWEEN 21:00 AND 23:50 CALLED RE; A CMLT RECEIVED CALLING FROM OF NO ANSWER AT THE PHONE. DID NOT LEAVE ANY MESSAGES. ADVISE M.I.	0200 REVIEWING THE KGR STATEMENTS TAKEN FROM 0250 WORKING ON THE CROWN BRIEF.
	0030 PC RALPH ADVISED DISPATCHER THAT WHAT	0845

### **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.