

Denial of Developmental Opportunities:

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From: Johnston, Mike P. (JUS)
Sent: Wednesday, July 29, 2009 8:48 AM
To: Banbury, Trevor (JUS); Campbell, Ron (JUS); Conway, Jane (JUS); Flindall, Robert (JUS); Johnston, Mike P. (JUS); Postma, Jason (JUS); Rathbun, Brad (JUS); Smith, Gerry A. (JUS); Syvret, William (JUS)
Cc: Shaw, Norm (JUS)
Subject: FW: At Scenes Collision Investigation Course - PPA - October 19th through 23rd, 2009
Importance: High
Sensitivity: Confidential

Sergeants

Please provide candidate names for this course to Staff Sergeant Campbell by 21 Aug 09. Any member that is interested in going onto TCCI training will have priority.

Thanks

Mike

From: Flindall, Robert (JUS)
Sent: August 11, 2009 5:08 PM
To: Campbell, Ron (JUS)
Subject: RE: At Scenes Collision Investigation Course - PPA - October 19th through 23rd, 2009
Sensitivity: Confidential

I've canvassed my shift and no one wishes to attend. I already have quite a few who have already attended. PC JACK asked to go, but I am not supporting this at this time.

Robert Flindall
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Peterborough County OPP
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Why was Sergeant Flindall not supporting that? Why was I being denied a mentoring opportunity? The course was scheduled to take place in October 2009 and it would have been beneficial to my policing career. It is evident from Sergeant Flindall's e-mail to Inspector Mike Johnston on August 2, 2009, that Sergeant Flindall regarded me as an incompetent recruit:

From: Flindall, Robert (JUS)
Sent: August 2, 2009 7:15 PM
To: Johnston, Mike P. (JUS)
Subject: RE: [REDACTED]

Inspector,

I've just gotten back in from a weeks holidays and have been reviewing emails. I was aware of your email below as Jen Payne called me on holidays to discuss issues with PC Jack - I was almost to Chicago when she called. PC Jack's current employment with us is in serious jeopardy as a result of his actions and inactions. I need to speak with you about this asap to get some input and direction from you on this. I was planning on coming in on Tuesday to speak with you, as long as you are available?

Robert Flindall

Hence, sending me to the course was counter-productive to Sergeant Flindall's objective to have me terminated. Furthermore, please note Sergeant Flindall's statement, '***I've canvassed my shift and no one wishes to attend.***' Though I wished to attend the course and I was on Sergeant Flindall's shift, Sergeant Flindall obviously did not even regard me as an officer on his shift. This comment of his speaks volumes about the treatment I was subjected to at the Peterborough County OPP Detachment, especially on Sergeant Flindall's shift – there was everybody, and there was JACK.

In light of the revelation from the Respondent that my accountable supervisor, Sergeant Robert Flindall, was not supporting a developmental opportunity for me attests to the fact that it would have been counter-productive to building a file to force the termination of my employment. Furthermore, along with the amount of disgust Sergeant Flindall had towards me and the lack of desire from my coach officer to coach me:

- Total absence of performance evaluation meetings contrary to the Ontario Provincial Police Orders,
- Overdue of my Performance Evaluation Reports contrary to the Ontario Provincial Police Orders,
- Total absence of positive documentation (233-10) during my entire time at the Peterborough County OPP Detachment though circumstances and incidents existed that warranted a few,

Attests that I was made out to be a misfit and incompetent recruit and to place something positive like an attendance of this training course in person's file would simply be a waste on an individual that was not going to be there much longer.

My mounting fear that my days with the OPP were numbered seemed to be accurate especially since it was a course that would have enhanced my knowledge in accident investigations. Considering the fact that I was never criticized about my accident investigations/reports it is reasonable to see that a supervisor ought to be sending his recruit to such a course.

Respondent's Response to the Application (HRTO 2010-07633-I), paragraph 53:

~~or association. The Applicant was afforded the same opportunity to develop skills and improve over the course of his probationary year as any other recruit. Unfortunately the Applicant was unable to apply his knowledge in a practical setting due to the circumstances of his placement. The Applicant's supervisor, Sergeant Robert Flindall, was not supporting a developmental opportunity for the Applicant to attend the course. The Applicant was not given the opportunity to attend the course due to the lack of support from his supervisor.~~