

(July 1, 2009) (Volume 3, Z), PC Payne's notes:

WHERE PC JACK
WANTING MY NOTES →
I MY CONVERSATION
W HIM IN CST OFFICE
- AFTER HIS COMMENTS ETC
DECIDE TO KEEP
SEPARATE
LOG OF
ISSUES.

06:22 [REDACTED]
06:35 - [REDACTED]
06:40 [REDACTED]
07:00 OFF DUTY
J Payne

(July 1, 2009) (Volume 3, Z), PC Payne's notes (Re PC Jack):

Daily Journal Number: RE PC JACK
Name: PAYNE, J
Rank: 9C
Badge Number: 9931
Location: _____
First Entry (Date): 30 JUN 09
Last Entry (Date): _____
Serial Numbers
Firearm: _____
Handcuffs: _____
ASP Baton: _____
OC Spray: _____
Taser: _____
Radio: _____
Other: _____

Daily Journal Number: Re PC Jack
Name: Payne J.
Rank: OIC (Officer in Charge)
Badge Number: 9931
Location:
First Entry (Date): 30Jun09
Last Entry (Date)

(July 22, 2009) (Volume 3, X), S/Sgt. Campbell's notes:

1035 Rob Flindall
Discuss FOCA
Private Roads
Cst Jack issue
with him Jen Payne
Assistant is mentor
not able to multi task
not able to take
direction - out at CPO's
wait in Buckhorn
working on fraud
multiple jurisdictional - video
interview of witness
quick synopsis point
form not transcribe
3 hrs later - up in zone
notebook for times
separate notebook
can't have 2 notebooks 66

Advise Document
Problems - by coach
- work improvement
plan - track all
issues - on his PCS066
this is why they need
to be up to date
Synopsis needs to
be brief - was 1.5 pages
for 3 hrs
social issues with
shift advised up to
him to look after Re:
poison work environment
to ensure people are
professional.

(July 22, 2009) S/Sgt. Campbell's transcribed notes pertaining to Constable Michael Jack:

22 Jul 09

1035

Rob Flindall discuss FOCA private roads Cst Jack issue with him Jen Payne assisting as mentor not able to multi task not able to take direction out at cpo's wait in buckhorn working on fraud multiple jurisdictional – video interview of witness quick synopsis point form not transcribe 3 hrs later up in zone notebook for times separate notebook -can't have 2 notebooks

Advised document problems by coach – work improvement plan track all issues on his pcs066 this is why they need to be up to date Synopsis needs to be brief was 1.5 pages for 3 hours social issues with shift advised up to him to look after Re: poison work environment to ensure people are professional.

While the problems should have been documented by my coach officer PC Filman, the main problem was that PC Filman could not care less about me. Hence, there were problems.

Please take special note of S/Sgt. Campbell's comments:

- 'can't have 2 notebooks'
- 'social issues with shift'
- 'poison work environment'

It is against the Ontario Provincial Police Orders and the Police Services Act to keep more than one daily journal at a time. I clearly remember from the Ontario Police College that such practice was strictly prohibited. However, PC Payne maintained a separate journal consisting of her observations made regarding me. When it came to dealing with me PC Payne independently decided to keep a separate journal to fabricate false allegations and to document her observations and interactions with me in direct contravention of the Ontario Provincial Police Orders. The Tribunal should wonder if the other three rookie recruits that started at the Peterborough County OPP Detachment at the same time I did were privileged in being monitored and documented in such details as I was. **Alarming is the fact that S/Sgt. Campbell and Sgt. Flindall were aware of this and condoned PC Payne's practice as she continued keeping two notebooks in her current use. There was a total aberration of policies (be it the Ontario Provincial Police Orders or Human Rights Code or the Ontario Public Service) (Exhibit 87, Exhibit 88, Exhibit 89, Exhibit 90a, Exhibit 90b, Exhibit 90c, Exhibit 90d, Exhibit 90e, Exhibit 116, Exhibit 117, Exhibit 118, Exhibit 119) when it came to dealing with me.**

Ontario Provincial Police Orders 2.50 Member Note Taking (Exhibit 117):

2.50.3: DAILY JOURNAL

- Content** Except as otherwise provided in this policy, a uniform member shall maintain a Form Cat 1-22—Daily Journal in accordance with procedures taught to police officers attending the Provincial Police Academy (PPA) and Ontario Police College (OPC). Before putting Form Cat 1-22—Daily Journal into use, a uniform member shall:
- Review** A supervisor shall review a uniform member's Form Cat 1-22—Daily Journal on a regular basis to ensure it is complete, accurate and in compliance with OPP policy.
- Complete Chronology** A uniform member shall account for each calendar day in Form Cat 1-22—Daily Journal, and consecutive days off may be shown as one entry, e.g. 03 & 04 JAN 2005—weekly rest days.
- Current Use** Except as otherwise provided in this policy, only one Form Cat 1-22—Daily Journal shall be in current use.