



GENERAL INFORMATION FORM

Bureau / Region Central

Date: 02 August - 15 August 2009

Member JACK, M	Badge # 12690
Supervisor FLINDALL, R	Badge # 9740

CRITERIA	SUB CATEGORIES
Job Knowledge & Skills <input checked="" type="checkbox"/>	Attitude Towards Learning <input type="checkbox"/>
Problem Solving <input type="checkbox"/>	
Communication Skills <input checked="" type="checkbox"/>	Effective Listening Skills
Leadership Skills <input type="checkbox"/>	//////////
Interpersonal Attributes <input type="checkbox"/>	//////////
Personal Impact <input checked="" type="checkbox"/>	Dependability
Other <input checked="" type="checkbox"/>	Judgement

RATING
Does Not Meet Requirements

NARRATIVE (Incident # Optional)

SP09178964

On the 2nd of August 2009, PC JACK was spoken to by his coach officer PC S. FILMAN and his Sergeant, R. FLINDALL in regards to complaints received from his peers that PC JACK is constantly "shopping for answers". Complaints were received not only from his platoon mates, but also officers from other shifts. At this time, he was advised to cease and desist and that if advice is given by his coach officer or Sergeant, he is to follow this direction.

On the 6th of August 2009, PC JACK as well as other members of the Peterborough County OPP Detachment were called to a break and enter in progress at the abandoned Young's Point Public School. PC JACK was involved in the successful apprehension of 3 youths and 1 adult who had broken into the school and caused mischief.

PC JACK completed video statements with each accused and one of the accused parties provided a cautioned inculpatory statement, admitting they had broken into the school, broken some windows and toppled over the brick chimney.



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PC JACK was provided with guidance by Sgt. R. FLINDALL as well as his peers in regards to the appropriate charges to lay - those being break, enter and mischief as well as a number of misc. other charges.

On the 8th of August 2009, PC JACK had occasion to work on another platoon for shift coverage. During his shift, PC JACK approached another officer asking him questions in regards to the break and enter. PC JACK explained to this officer that he did not feel that the charges of break and enter were warranted as they had only found the suspects on the school roof and did not have evidence that they had broken into the school. PC JACK felt that they should have only been charged with trespassing. Another officer who was present was familiar with the matter and it was upon his intervention that PC JACK admitted to the inculpatory statement, including the multiple hits to interior alarms in the school. The officers were upset that PC JACK provided misleading information to them and had them provide advice based on that information. The provided PC JACK with a definition of break and enter and advised him to speak with Sgt. R. FLINDALL about any future concerns.

At shift briefing on the 10th of August 2009, PC JACK brought up his concern that he felt the appropriate charges were only trespassing. Sgt. R. FLINDALL again explained to him why the appropriate charges were laid.

On the 15th of August 2009, PC R. PARADIS was instructing PC JACK on how to properly complete informations using the Niche RMS system. PC R. PARADIS had just completed a secondment to the court office and was in the process of teaching fellow officers how to write informations. During this instruction, PC JACK and PC PARADIS were reviewing the break and enter information and crown brief synopsis. In his synopsis, PC JACK wrote that it was believed the suspects were in the school. PC PARADIS advised him that he should not write "believed they had been in the school" if he knows they were in the school. PC JACK advised PC PARADIS that he didn't know if they were in the school. PC PARADIS asked him why he was laying the charge to which PC JACK advised him that he was told to. Again, PC JACK provided less than truthful information to a senior officer by omitting the fact that he had a confession in place as well as other evidence.

In both cases, on the 8th and 15th, the officers involved approached Sgt. R. FLINDALL and provided him with their concerns. Both officers indicated that they did not trust PC JACK to provide truthful information.

On the 19th of August 2009, PC JACK was spoken to by S/Sgt. R. CAMPBELL and Sgt. R. FLINDALL about continuing to shop for answers, specifically when he was given direction by his Sergeant. PC JACK was accompanied by the Detachment OPPA rep PC M. ANDERSON. PC JACK was also spoken to about how he willfully omitted information while attempting to elicit advice from his fellow officers. In both cases, he was advised to stop immediately and to seek advice or further guidance in relation to matters from his coach officer or Sergeant.

PC JACK has been deemed not to meet requirements in the above categories.



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DISCLOSURE DATE:

20 August 2009

DISCLOSED BY:

Sgt. R. FLINDALL

MEMBER'S SIGNATURE