



Royal Newfoundland Constabulary

Personal Performance Development Plan (PPDP) - Constable

Performance Measurement Period: May 27 - August 19, 2006
 Personal Performance Development Plan Period: May, '06 - Apr - '07
 Constable: Joe Smyth.
 Position: Patrol Constable
 Sergeant: Sgt J. Small
 Position: Patrol Supervisor
 Date Completed: May 30, 2006

Individual Objectives - Results To Be Achieved

Individual objectives are derived from reviewing the responsibilities of the position (position description), the competencies required to fulfill those responsibilities (competencies for each rank), and the performance of the individual with respect to the performance measurements identified for the rank (recorded in the daily/monthly activity log by the Supervisor). Objectives may include among others, specific work activities, work assignments or projects to develop

competencies and training. These objectives must be Specific, Measurable, Achievable, Relevant and Time-related (SMART). The objectives are developed jointly by the Supervisor and employee and must be agreed upon by both.

Objectives	Activities	Measurement	Target Completion Date
1. Improve Investigative Skills	Personal development courses etc		April-07.
2. Obtain wider variety of experience	secondments. special investigations		
3.			
4.			



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Performance Measurement - Results Achieved

<i>Objectives</i>	<i>Did not Achieve Objective</i>	<i>Partially Achieved Objective</i>	<i>Successfully Achieved Objective</i>	<i>Significantly Exceeded Objective</i>	<i>Reviewer Comments/ Extraordinary Circumstances</i>
1.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	



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Core Competencies

Core competencies are skills, knowledge and behaviours that are essential to fostering of safe communities by providing quality, professional, accessible, timely and fair police services to all. Core competencies reflect the expected manner in which objectives are to be achieved.

Sections

1.0 Police Technical Knowledge and Skills..... 5
 2.0 Quality of Police Service 7
 3.0 Leadership..... 10
 4.0 Work Approach and Performance/Initiative..... 13
 5.0 Analytical Thinking 15
 6.0 Communications/Interpersonal Skills 16
 7.0 Team 19
 8.0 Conduct 20
 9.0 Discipline 21

Competency Development Definitions

The competency development definitions are:

- Developing Competency
 - Requires assistance with the knowledge, skill, behaviour, activity
- Demonstrates Occasionally
 - Has acquired the required knowledge, skill and or experience and occasionally demonstrates it
- Demonstrates Consistently
 - Has acquired the required knowledge, skill and or experience and consistently demonstrates it
- Strength
 - Has acquired the required knowledge, skill and or experience and works autonomously in this competency
 - Is able to teach/coach the development of the knowledge, skill and or behaviour to another person
- Significant Strength
 - Is recognized by peers and managers as being expert in an area
 - Performs at a competency level identified for the next rank (add the specific competencies to the form)
- Not Observed
 - Supervisor has not observed this competency during the planning period and therefore can not comment on the individual's competency level



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Instructions

Tick the box that best describes the individual's competency based on your observations as Supervisor. All competencies should be completed. Provide specific examples of observations that support the level of competency chosen (e.g., file numbers, observation in court, supervisor's attendance at calls for service, etc.).



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1.0 Police Technical Knowledge and Skills

<i>Police Technical Knowledge and Skills</i>	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> Knowledge of Federal, Provincial and Municipal legislation (up-to-date on their authority under legislation); 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Knowledge of RNC Policy and Procedures; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Knowledge of RNC history; 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Physically able to perform the active duties (i.e., front line) of a police officer, as required for the position or rank; 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Knowledge of criminal investigation techniques; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Knowledge of Major Case Management process; 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Knowledge of the workflow (e.g., responsibilities of patrol, CID, etc.); 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Police Technical Knowledge and Skills

	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> ▪ Holds a current Use of Force qualification (includes safe work practices and use of firearms); 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Able to multi-task: driving skills; use of communications equipment, radio; observation skills; call preparation; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Exercises safe care and use of equipment procedures (e.g., checks vehicle thoroughly before entering); 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Demonstrates required computer skills (e.g., use of e-mail, ICAN); 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Knowledge of the RNC's Plans; 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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2.0 Quality of Police Service

Quality of Police Service

	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> Provides quality, timely and accessible police services to the public in a professional, ethical, unbiased and respectful manner; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Provides timely police services; 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Provides accessible, unbiased police services; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Is ethical in the provision of police services; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Is respectful of all people; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Exhibits proper dress and deportment; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Completes thorough, well-documented files; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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<u>Quality of Police Service</u>	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> Utilizes proper interviewing techniques; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Completes investigation files and court documentation; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Analyzes incidents (i.e., problem solving) and initiates and prepares operational plans; <hr/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Completes files on a timely basis (compliance with diary dates); <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Demonstrates due care and control of property and evidence; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Demonstrates knowledge of other support services available in the community and refers people to them in an effort to provide comprehensive support to the public; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Prepares for shift in a proper, efficient manner (e.g., arrives on time, checks equipment, ensures files are up-to-date, etc.) <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Quality of Police Service

***Developing
Competency***

***Demonstrates
Occasionally***

***Demonstrates
Consistently***

Strength

***Significant
Strength***

***Not
Observed***

- Deals with complainants in a sensitive and objective manner;
-



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3.0 Leadership

Leadership

	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> Uses common sense and sound judgement in exercising authority properly; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Demonstrates willingness to make decisions and exercise judgement within the Constable's authority and to be held accountable; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Works autonomously and accepts responsibility; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Projects confidence – is decisive and confident in actions and making decisions; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Takes a leadership role in calls for service – is an authority, takes charge, rectifies/manages the circumstances; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Takes a leadership role with other Constables, when appropriate; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Leadership

	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> ▪ Recognized by other police officers for his/her knowledge, expertise and competence, (e.g., other Constables seek his/her advice on police work); <hr/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Performs duties in a professional manner; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Takes a leadership role outside of the organization (i.e., recognizes and respects he/she is seen as a leader in the community and behaves in a manner becoming a police officer); <hr/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Leads by example - is a role model; <hr/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Demonstrates pride in his/her work; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Demonstrates pride in belonging to the RNC; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Demonstrates initiative – he/she wants to do the work; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Leadership

	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
▪ Demonstrates a positive attitude;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Promotes and ensures a respectful workplace (i.e., treats people with respect);	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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4.0 Work Approach and Performance/Initiative

<u>Work Approach and Performance/Initiative</u>	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> ▪ Demonstrates comprehensive knowledge of police work (i.e., knows his/her job); 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Asks questions when uncertain how to handle a situation, etc. and draws on the expertise of senior police officers; 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Produces significant work results consistently – strives to do an exemplary job; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Commits energies enthusiastically to providing quality police services; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Willingly gives extra effort and is flexible in responding to job demands (e.g., takes on an assignment that will require working past the end of a shift); 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Assists other Constables on their calls (e.g., backup police officer takes on a task which allows the primary officer to prepare a warrant); 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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5.0 Analytical Thinking

<u>Analytical Thinking</u>	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> Is objective in drawing conclusions and decision making; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Ensures the essential elements are in place in a crisis incident, seeks and considers input from peers; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Identifies and analyzes problems and situations rationally and logically, reaching accurate conclusions or identifying viable solutions; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Gathers information, integrates and shares/disseminates it (e.g., intelligence reports); 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Accurately evaluates risks and potential outcomes of actions, and makes proper/appropriate decisions - demonstrates sound judgement; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Identifies best practices through debriefing crisis management and major incidents (i.e., learns from experience); 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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6.0 Communications/Interpersonal Skills

<u>Communications/Interpersonal Skills</u>	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> ▪ Speaks articulately; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Writes legible documents (e.g., notes, forms) and writes reports competently in terms of grammar and composition - literate; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ States the facts, accurately reflecting the occurrence or activity in verbal and written reports; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Communicates verbal instructions clearly and concisely; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> ▪ Uses appropriate communication skills/techniques: <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <ul style="list-style-type: none"> ▪ Appropriate to the situation (e.g., assisting people in times of extreme stress); <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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<u>Communications/Interpersonal Skills</u>	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> To assist or work with people of all ages, work and life backgrounds, etc.; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> To conduct interviews with victims, witnesses and persons of interest; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Adjusts response to allow better communication based on what is seen or understood from the other persons' reactions, responses, behaviour – reads the reaction of the listener; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Communicates a negative message in a way that the listener can accept it (i.e., hear the message), and consider it constructive; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Participates in formal discussions on work related matters, actively seeks resolution of disputes and participates in generating new ideas, approaches; 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Communicates disagreement with a decision, idea, approach, etc. and/or offers ideas for change in a manner that does not challenge authority; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Communications/Interpersonal Skills

	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> Speaks and corresponds in a cordial and respectful manner with people in the RNC and outside the RNC; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Respects rank and position; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Builds working relationships with individuals within the RNC and other outside agencies such as fire departments, schools, etc.; <hr/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Demonstrates strong people skills (e.g., counsellor); <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Utilizes mediation skills when appropriate – resolves disputes between people; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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7.0 Team

<u>Team</u>	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> Completes his/her share of the workload; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Co-operates with and understands other team members' strengths and skills utilizing them to best advantage for the team; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Helps others learn or improve skills (e.g., conducting interviews properly, statement taking); 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Conducts him/herself in a manner that demonstrates mutual respect between the Supervisor and the Constable (i.e., Constable respects that the final decision rests with the Supervisor); 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Conducts or participates in debriefs to provide feedback and to learn what worked well and what did not work well; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Develops strong interpersonal skills, and participates effectively as a team member; 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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8.0 Conduct

<u>Conduct</u>	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> Conducts him/herself in accordance with <i>the Royal Newfoundland Constabulary Act, 1992</i> and the regulations made thereunder at all times; <hr/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Complies with RNC Policy and Procedures; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Accepts responsibility for his/her actions; <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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9.0 Discipline

<u>Discipline</u>	<i>Developing Competency</i>	<i>Demonstrates Occasionally</i>	<i>Demonstrates Consistently</i>	<i>Strength</i>	<i>Significant Strength</i>	<i>Not Observed</i>
<ul style="list-style-type: none"> Understands when, why and how discipline is used. <hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Professional Development Plan

Identify competency development priorities for the current PPDP period and how they will be addressed. Refer to the Formal and Informal Learning Activities section of the *Guideline for Implementing Personal Performance Development Plan (PPDP) System* for a checklist of options for learning opportunities.

Competencies Development Priorities	How will these be addressed	Target Completion Date
Training	Improve knowledge or skill by teaching others	April - '07
Second ment	Being reassigned to learn new skills	April - '07
Mentoring	learn from a more experienced member	April '07

Sergeant's Summary Comments

est. Smyth works well amongst his peers. added experience & more diligence with paperwork will enhance his career (PAB)

If Sergeant is satisfied with planning session, sign and date:

Constable's Summary Comments:

If Constable is satisfied with planning session, sign and date:

[Signature]



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Personal Performance Development Plan (PPDP) - Constable

Staff Sergeant's Summary Comments

*Cst. Smith appears to be a
good worker.*

If Staff Sergeant is satisfied with planning session, sign and date:

P.D. # 298 S/Sgt. 06-11-21

If Inspector is satisfied with planning session, sign and date:

Insp. F. Best # 312 06-11-21

If Superintendent is satisfied with planning session, sign and date:

*[Signature] 316, 06-11-21 **

If Deputy Chief is satisfied with planning session, sign and date:

Human Resources, sign and date:

