



Reg. No. - Matr.  
42848

PROTECTED A  
PROTÉGÉ-A

	N/A S.O.	Impressive Impressionnante	Above Average Supérieure à la moyenne	Satisfactory Satisfaisant	Needs improvement Amélioration nécessaire
Uniform Uniforme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Plain Clothes Tenue civile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments (Rating below satisfactory must be supported.)  
Remarques (Toute note inférieure à "satisfaisant" doit être étayée.)

IV NARRATIVE ASSESSMENT BY IMMEDIATE SUPERVISOR  
APPRECIATION CIRCONSTANCIÉE PAR LE SUPERVISEUR IMMÉDIAT

RATER:	ÉVALUATEUR
<p>Narrative must be consistent with Part 1 ratings. In addition to support ratings 3, 4 and 5, precise supporting data with examples of performance must be provided for ratings 1, 2, 6, and 7, which leave no doubt about the validity of the assigned ratings.</p> <p>Ensure you describe the ratee's key duties and responsibilities over the assessment period; the length of time and how well the duties were performed, noting the ratee's strengths, weaknesses, initiative and if applicable, investigative abilities.</p> <p>Include in narrative, training needs/recommendations, ratee's job aspirations and special skills/qualifications.</p> <p>Use plain paper for continuation, if necessary.</p>	<p>L'appréciation circonstanciée doit concorder avec les notes à la partie 1. En plus des motifs détaillés à l'appui des notes 3, 4 et 5, l'évaluateur DOIT fournir des renseignements à l'appui ainsi que des exemples précis du rendement relativement aux notes 1, 2, 6 et 7, lesquels ne laissent aucun doute concernant la validité des notes attribuées.</p> <p>Assurez-vous de décrire les tâches et responsabilités clés du membre évalué pour la période d'évaluation, la compétence dont il fait preuve dans l'accomplissement des tâches et la période pendant laquelle ces tâches ont été accomplies, en notant les qualités et les faiblesses du membre évalué, son esprit d'initiative et, s'il y a lieu, ses aptitudes en matière d'enquête.</p> <p>Indiquez dans l'appréciation circonstanciée la formation nécessaire ou recommandée, ainsi que les aspirations professionnelles et les compétences ou qualités spéciales du membre évalué.</p> <p>Utilisez du papier ordinaire pour la suite de l'appréciation, s'il y a lieu.</p>

Cst. DHILLON is completing five (5) years of service. He is married and owns a home in Quesnel, B.C. On 95-06-28, Cst. DHILLON was transferred to NSIS, P.I.D. 95-09-30 (or sooner).

SUMMARY OF DUTIES:

The Quesnel Detachment, CP/VS Unit member is responsible for the development, organization, and implementation of programs directed at community policing and crime prevention. This member is responsible for the arrangement/presentation of talks at schools and to various community groups on matters relevant to the programs. This member interacts with a diversity of people - from the ordinary citizen, to the Mayor and Municipal Council, to varying levels of authority in the Force.

PERFORMANCE OF DUTIES:

Cst. DHILLON has been assigned to the Quesnel Detachment CP/VS Unit since June, 1993. He has performed his duties, with limited supervision, in an exemplary manner. His organizational skills and his enthusiasm are most evident throughout the performance of his duties. There is no doubt that Cst. DHILLON believes, personally, in the concepts of the programs that he is implementing and promoting. The Block Watch, Crime Stoppers, Drug Awareness, and RCMP/School Liaison Programs have been very well maintained and same have proven to be effective. This Detachment has received numerous letters of appreciation regarding Cst. DHILLON's efforts and contributions to the various programs.

Throughout the year, Cst. DHILLON has rescheduled and or split shifts to best facilitate the programs and optimize the productivity of man hours. His self motivation is above average.

Cst. DHILLON does not hesitate to provide back-up for other members on patrol and he actively enforces Federal and Provincial Statutes during patrols. Cst. DHILLON has continued as the Detachment Recruiting Officer.

STRENGTH:

Acceptance of Responsibilities and Duties, Attentiveness to Duty, and Interpersonal Skills are notable strengths reflected in Cst. DHILLON's job performance. His determination to do the best possible job continues to be evident, and he does so with enthusiasm. Cst. DHILLON's interpersonal skills are most evident in his interaction with Detachment personnel, outside agencies, and citizens of all ages.

Cst. DHILLON has proven to be a definite asset to Quesnel Detachment, during his tenure.

WEAKNESSES:

Cst. DHILLON does not have any weaknesses worthy of mention.

I have reviewed and discussed this assessment with Cst. DHILLON.

I have supervised this employee for: J'ai supervisé ce membre pendant:	Reg. No. - Matr.	Surname - Nom de famille	Init.	Rank/Level - Grade/niveau
2 yrs ans 3 months mois	25235	ALFORD	K.G.	SGT.
Job Title - Titre du poste	Signature		Date	
Ops Support NCO Quesnel Detachment			95-07-06	
RCMP GRC 2510 (94-12) (FLO)				



RATEE ACKNOWLEDGEMENT (If you have comments on Part I to IV)  
 DÉCLARATION DU MEMBRE ÉVALUÉ (si vous avez des commentaires sur les parties I à IV)

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Comments  
 Commentaires ☒ Yes  
☐ No  
☐ Non

Signature (Acknowledgement receipt of copy 4)  
 Signature (accusé de réception de la copie 4)

Date

95-07-06

## VI REMARKS OF INTERMEDIATE SUPERVISOR REMARQUES DU SUPERVISEUR INTERMÉDIAIRE

-Agree with Part I ratings?  
 (If no, recommend changes and support) ☐ Yes ☐ No  
 -Êtes-vous d'accord avec les notes de la partie I?  
 (Dans la négative, recommandez des modifications et donnez des motifs à l'appui) ☐ Oui ☐ Non

-Is the member promotable?  
 (Provide comments) ☐ Yes ☐ No  
 -Le membre est-il admissible à la promotion?  
 (Donnez des commentaires) ☐ Oui ☐ Non

-Do you recommend a transfer?  
 (Provide rationale) ☐ Yes ☐ No  
 -Recommandez-vous une mutation?  
 (Donnez des motifs) ☐ Oui ☐ Non

I concur with the remarks of Cst. Dhillon's supervisor. This is a very dedicated member who continues to perform in a manner superior to his years of service. He has been instrumental in the development of numerous Community Based Policing programs in this area. The praise that he has received from the community for his involvement in same is second to none. He has shown strong support for management decisions in regards to Community Based Policing. He has proven to be a great asset to this detachment. Cst. Dhillon is encouraged to continue his self growth through secondary education.

Rank/Level - Grade/niveau	Job Title - Titre du poste	Surname - Nom de famille	Reg. No. - Matr.	Date
S/Sgt	NCO I/C DETACHMENT	C. Busson C.W. BUSSON	31154	95-07-07

## VII REMARKS OF LINE OFFICER/BRANCH OFFICER REMARQUES DE L'OFFICIER HIÉRARCHIQUE/DU CHEF DE SERVICE

-Agree with Part I ratings?  
 (If no, recommend changes and support) ☐ Yes ☐ No  
 -Êtes-vous d'accord avec les notes de la partie I?  
 (Dans la négative, recommandez des modifications et donnez des motifs à l'appui) ☐ Oui ☐ Non

-Is the member promotable?  
 (Provide comments) ☐ Yes ☐ No  
 -Le membre est-il admissible à la promotion?  
 (Donnez des commentaires) ☐ Oui ☐ Non

-Do you recommend a transfer?  
 (Provide rationale) ☐ Yes ☐ No  
 -Recommandez-vous une mutation?  
 (Donnez des motifs) ☐ Oui ☐ Non

Cst. DHILLON is an above average member. Quoting from a letter received from Provincial Court Judge C.C. BARNETT, "I want you to know that I believe him (Cst. DHILLON) to be the most impressive younger member I have ever encountered. His exceptional abilities are obvious at every turn."

Cst. DHILLON will be missed at Quesnel. We wish him all the best on his new posting.

Rank/Level - Grade/niveau	Job Title - Titre du poste	Surname - Nom de famille	Reg. No. - Matr.	Date
Insp.	A/Officer Commanding Prince George Subdivision	K.S. WARNICA	0.1466	95.07.11

## VIII REMARKS OF THE A & P OFFICER (EXCEPTION: Remarks of CO or Director, if ratee is an officer or equivalent) REMARQUES DE L'AGENT A.P. (EXCEPTION: remarques du cdt div. ou du directeur, si le membre évalué est un officier ou s'il a un statut équivalent)

-Agree with Part I ratings?  
 (If no, consult appropriate policy) ☐ Yes ☐ No  
 -Êtes-vous d'accord avec les notes de la partie I?  
 (Dans la négative, recommandez des modifications et voir la politique pertinente.) ☐ Oui ☐ Non

-Is the member promotable?  
 (Provide comments) ☐ Yes ☐ No  
 -Le membre est-il admissible à la promotion?  
 (Donnez des commentaires) ☐ Oui ☐ Non

-Do you recommend a transfer?  
 (Provide rationale) ☐ Yes ☐ No  
 -Recommandez-vous une mutation?  
 (Donnez des motifs) ☐ Oui ☐ Non

Rank/Level - Grade/niveau	Job Title - Titre du poste	Surname - Nom de famille	Reg. No. - Matr.	Date