



Nishnawbe-Aski Legal Services Corporation

December 22, 2011

Bob Albany c/o Nishnawbe-Aski Legal Services Corporation 86 S. Cumberland Street Thunder Bay, ON P7B 2V3

Dear Bob:

Since your evaluation there have been a number of concerns with your performance that have come to my attention.

I became concerned when you informed me that in three months there had been no referrals from Vernon Morris. I had previously advised you to keep tabs on his level of work because of my concerns regarding inactivity on his part.

Secondly, I gave you a to-do list when we met prior to your evaluation. I realized after you left that nothing on the list was done. Henceforth, if you are assigned a task by me I want weekly updates even if it is to say you have not done it. Also attached is the workplan from your evaluation.

Thirdly, your report of the Fort Hope meeting was entirely inadequate. It was merely a transcript of what was said. There needed to be an analysis and a distillation of a plan. I saw none of that. Alanna Downey-Baxter has now completed the report.

Fourthly, I have been informed that all of your documentation is not on your computer but on a memory stick. Please transfer your work to the NALSC computer immediately and confirm to me that this has been done.

Finally, you need to relocate to Thunder Bay if you are serious about excelling at this job. Come up with a date for us to discuss.

Job one upon your return will be to start lobbying for the renewal of the Restorative Justice program. I attach a letter to me from Betty Achneepineskum in that regard.

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Head Office:

150 City Road Fort William First Nation Thunder Bay, Ontario P7.1 1.17 I will be asking the team that hired you: Mary Jean Robinson, Frank McKay and Abe Kakepetum to convene early in the new year to counsel you on how you may achieve success in your position.

Before you left I indicated that as per the letter of offer of employment your probation would be for six months. You agreed to this saying it was the letter you were relying on. The contract said three months but the personnel policy allows for an extension. In any event your contract ends March 31, 2012.

I expect to see a marked improvement in performance. I also urge you to work with Suzanne Sheehan to find a management training course.

You have assumed a great responsibility and I trust that as per your telephone attention on me yesterday, December 21, 2011, you are going to try to get the job done.

Sincerely,

Celina Reitberger,

Executive Director

cc. Personnel File

Suzanne Sheehan, HR Generalist

Hiring Committee:

Mary Jean Robinson, Area Director Frank McKay, Board of Directors

Abe Kakepetum, Elder, Board of Directors

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION EVALUATION FORM

GOALS & OBJECTIVES STATEMENT:

Bob Albany, Restorative Justice Manager

START DATE:

August 29, 2011

EVALUATION DATE:

DECEMBER 8, 2011

EVALUATORS:

Celina Reitberger, Abe Kakepetum, Mary Jean Robinson

Development Desired	Plan for Development	Timeline
Crown Outreach: Meet with Crown Attorneys and get signed protocols and full diversions and charges withdrawn.	 Face to face meetings with the following: Mary Anne Mousseau, Elizabeth Helinga, Dan Mitchell. Federal Crown in Fort Hope. 	4-6 months
Need a new protocol with TBIFC.	Meeting with Dan Mitchell and Roseanne Hudson.	4-6 months
To get the Judges back on side.	Provide more comprehensive reports to the Courts that illustrate where the accused came from and how the accused will move forward like a Gladue Report.	Ongoing
Train the staff in comprehensive report writing.	Do a Gladue writer training.	May 2012
Promote the program in designated communities.	 Fort Severn. Bearskin Lake. A Wabun community. A coastal community. 	End of the 4 th Quarter
Justice Council for Youth	 DFC: mentor them in the justice role. 8-10 youth 	January A committee started in February