



NAME: _____

Performance Evaluation for Investigating Coroners

Domain: Effectiveness as an investigating coroner.....

Availability (Only applicable in areas where call schedules exist) The coroner readily responds when on call by utilizing an appropriate choice of communication such as a cellular phone or pager. When not on call, the coroner can usually be reached to assist the Office in dealing with various matters. The coroner may be available to accept cases upon request even when not on call.

N/A	1	2	3	4	5
	Below expectation		Meets expectation		Exceeds expectation

Accepting appropriate cases The coroner has an extensive knowledge and understanding of Section 10 of the Coroners Act and cooperatively accepts inquiries from referring agencies to appropriately triage cases when determining whether or not a death is a coroner's case. The discerning coroner declines cases that are not within the jurisdiction of the coroner pursuant to Section 10 of the Coroners Act.

N/A	1	2	3	4	5
	Below expectation		Meets expectation		Exceeds expectation

Communication with the Pathologist The coroner seeks to evolve a professional relationship with pathologists conducting medicolegal autopsies. The coroner will always speak to the pathologist both before and after the autopsy in all homicides, suspicious deaths, deaths proceeding to mandatory inquests and paediatric deaths.

N/A	1	2	3	4	5
	Below expectation		Meets expectation		Exceeds expectation

Warrants for Post Mortem The coroner has an excellent knowledge of the Guidelines for Ordering Autopsies and requests autopsies only when appropriate and indicated. The coroner completes the warrant for autopsy including all of the necessary elements in a legible manner. The coroner may submit a typewritten warrant.

As a minimum, this will consistently include:

- How identification was determined
- The time death was pronounced
- A description of the examination of the body including rigor mortis, livor mortis, temperature (warm or cold), decompositional changes, body position, apparent traumatic injuries and petechiae.
- A description of the environment including scene security and the presence of items such as suicide notes
- The indication for the autopsy including the specific issue the coroner is requesting the pathologist to address

N/A	1	2	3	4	5
	Below expectation		Meets expectation		Exceeds expectation



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Knowledge and Integration The coroner integrates investigation acumen when completing the Coroner's Investigation Statement (CIS). The manner and cause of death rarely, if ever, require revisions and the reasons why challenging conclusions have been reached are consistently communicated. (i.e. "Clear and cogent evidence exists to a high degree of probability that the manner of death was suicide".)

N/A	1	2	3	4	5
	Below expectation		Meets expectation		Exceeds expectation

Domain: Effectiveness of communication with the Regional Supervising Coroner, colleagues and the public.

Public The coroner treats families professionally and with empathy. The coroner understands that communication with the family is an integral part of the death investigation. The coroner does not seek to have others, such as police or the Regional Supervising Coroner perform this duty. The coroner is cognizant of families' wishes when ordering autopsies and speaks to them both before and at the conclusion of the autopsy. The coroner can, when necessary, firmly communicate that the coroner's death investigation is conducted pursuant to the Coroners Act, which may not necessarily be consistent with the family's wishes.

N/A	1	2	3	4	5
	Below expectation		Meets expectation		Exceeds expectation

Colleagues The coroner is willing to "pitch-in" at the beginning of any shift and is willing to assist with the backlog of any death investigations. In addition, the coroner discharges obligations at the conclusion of a shift by direct coroner-to-coroner verbal communication. (Only applicable in areas where call schedules exist) The coroner maintains good interpersonal relationships with colleagues, and when interpersonal conflict arises, the coroner will choose to resolve the conflict in a direct, constructive and timely manner.

N/A	1	2	3	4	5
	Below expectation		Meets expectation		Exceeds expectation

Regional Supervising Coroner (RSC) The coroner communicates with the RSC in a timely manner regarding higher profile deaths. The coroner has integrated the RSC as a resource to ensure that appropriate death investigation is consistently conducted. The coroner receives constructive feedback from the RSC maturely and demonstrates appropriate integration of conveyed new knowledge into their death investigation practices. The coroner submits their CIS reports according to guidelines within one month.

N/A	1	2	3	4	5
	Below expectation		Meets expectation		Exceeds expectation



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Teamwork The coroner is a team player and understands that quality death investigation will be enhanced with good interpersonal relationships and communication. The coroner embraces the team effort that is required for a quality death investigation. The coroner consistently demonstrates this attribute across the continuum of death investigation including interaction with dispatch, funeral homes, police, paramedics, pathology assistants, pathologists, Regional Administrative Coordinators, Regional Supervising Coroners, legal counsel and staff from the Office of the Chief Coroner.

N/A	1	2	3	4	5
	Below expectation		Meets expectation		Exceeds expectation

Domain: Education

Education The coroner is dedicated to continuing education. The coroner attends the Office of the Chief Coroner's Annual Educational Meetings when invited. The coroner may also seek to enhance his/her knowledge through participation and attendance at educational meetings or activities hosted by such organizations as the Ontario Coroners Association, the American Academy of Forensic Science, the National Association of Medical Examiners or the International Association of Coroners and Medical Examiners. In addition, the coroner may perform independent research around death investigation to assist in understanding the manner and cause of death. (i.e. The incidence of pulmonary embolism following electroconvulsive therapy is...)

N/A	1	2	3	4	5
	Below expectation		Meets expectation		Exceeds expectation

Comments:

