

CHAPTER 4 RECOGNITION, AWARDS AND TROPHIES

0401. It is essential that members are recognized for significant achievements and milestones and that they have the support of the CME Family during transitional periods and crises. This cannot occur without careful coordination and the free flow of information within the CME Branch and the chains of command. The CME Family and its associations sponsor a variety of awards that serve to promote excellence at both the individual and unit level. Some of the awards originated more than 115 years ago and their perpetuation continues to contribute to CME esprit de corps and history. This chapter outlines the appropriate action to be taken when significant events occur for CME members.

Promotions

0402. Promotions are a significant event in a member's career and should be treated as important events. It is traditional for the commanding officer to present the promoted member with the new rank at a small ceremony. The member's co-workers are usually in attendance and if appropriate family members are also invited to congratulate the member. A photographer should on hand to record the moment for unit and base/wing publications as appropriate. The member often hosts a promotion party later the same day in the mess.

0403. Career Managers are responsible for ensuring that the Branch Adjutant's office is informed of upcoming promotions to CWO and Maj and above. Assisted by the Adjutant, the Branch Advisor issues personalized letters of congratulation to members promoted to the rank of Chief Warrant Officer, Major or Lieutenant-Colonel, and the Colonel Commandant sends congratulatory letters to members promoted to Colonel or General.

Appointments

0404. The CME Family is always proud when its members receive prestigious appointments, particularly those outside the CME such as senior appointments and key positions. The Director RCE and the CE/FF Occupation Advisor are responsible for keeping the Branch Advisor's office informed of any appointments so that appropriate action may be taken. To acknowledge such appointments, the Branch Advisor sends letters of congratulation to Chief Warrant Officers selected for Senior Appointments and to Majors and Lieutenant-Colonels for command appointments. The Colonel Commandant sends congratulatory letters to Colonels and Generals.

0405. There are also a range of Honorary Appointments within the CME. The Minister, on the recommendation of the Chief of the Defence Staff, may appoint an Honorary Colonel or Lieutenant-Colonel for a unit, element, a combination of elements or an organization of Officers and Non-Commissioned Members. All such appointments will be announced by CANFORGEN.

Awards

0406. Supervisors should be alert and note subordinate performance that is of a degree worthy of recognition by an honour or award. All too often in the Engineers, outstanding performance is only acknowledged as a member "*doing the job.*" Leaders should become familiar with the various commendations sponsored by the unit, higher headquarters, the CMEA and the CME Branch. Outstanding performers should be brought to the attention of the chain-of-command and advice sought on determining how the individual could be recognized.

0407. Most medals and awards such as the Canadian Forces Decoration, Special Service Medals, and Unit Commendations are presented by the member's Commanding Officer at a ceremony or on parade. All commendations should be presented by the sponsoring authority, whenever possible. For example, the Wing Commander should always present a Wing

Commander's Commendation. The Wing or Base Commander may also present other medals and awards at parades. Very prestigious awards such as the Order of Military Merit, are presented at ceremonies organized for that purpose. Dress for receiving medals and awards are generally service dress with tunic and medals.

0408. The CME Family is very proud of the many members who have won awards. Upon the approval of a medal, such as the Order of Military Merit, Meritorious Service Medal, or other equally prestigious award, all members receive a congratulatory letter from the Colonel Commandant or the Branch Advisor.

The Order of the PUKKA Sapper

0409. Induction into the Order of the Pukka Sapper is the highest honour the CME can bestow on individuals outside the CME to recognize those who demonstrate sterling engineer qualities and who have given outstanding service to the Engineers. The sponsoring unit should treat inducted Pukka Sappers as members of the extended CME Family.

0410. The origin of the Order of the Pukka Sapper is uncertain but the Hindi term *pukka*, meaning "*genuine, of good quality, reliable,*" has been adopted into English usage and has its origin in the days of British rule in India. The origin of the accompanying ritual is perhaps from a perpetuated myth that an ancient Sapper, being involved in digging a well, was so dedicated to the task that he remained at the work site for the meal break. He consumed his lunch and beer while hanging, inverted, from a cross-brace.

0411. The induction ritual normally takes place in a mess or equivalent institution. The senior Engineer present invites the inductee to join the fellowship, describes the inductee's contribution to the Engineers, and explains the significance of the ritual to those assembled. At this point, a demonstration of how to consume a drink while in an inverted vertical position may be given. While originally requiring the consumption of an alcoholic drink, policies now allow the inductee to select an alcoholic or non-alcoholic drink of choice. If necessary (and it normally is) the inductee is assisted in maintaining a headstand. After consuming the drink, the new Pukka Sapper is presented with a scroll signed by the inductor and the senior Engineer present. The full ritual is not essential unless the inductee wishes to perform the feat. Recognition is the true goal and so it is acceptable to forego the headstand and to simply present the scroll at a suitable ceremony.

0412. The CME Adjutant controls the issuance of numbered and registered scrolls for historical record. In order to obtain a scroll, an application form must be sent to the CME Adjutant with some basic biographical data and a short substantiation for the historical record. Application forms can be obtained on request from the CME Adjutant.

CME Branch Commendations

0413. The CME is committed to acknowledging excellence within and in support of the CME Family. This can be achieved through the normal honours and awards program as well as through the CME system of unit competitions, a bursary program, top student awards and the award of CME Commendations. The CME Branch Commendation was initiated on 28 April 2004 to recognize the outstanding contributions of members and friends of the CME to provide timely, visible and formal recognition of deserving individuals and groups. The CMEA also has a commendation system. CMEA Commendations are awarded by individual Chapters to recognize outstanding contributions by individuals.

0414. A CME Branch Commendation may be awarded for a variety of worthy reasons. Achievements or exceptional performance need not reflect job performance but could result from outstanding military or volunteer services to the CME Branch. Commendations may be awarded to any individual. For serving members, a CME Commendation is not intended to

usurp the CAF Honours and Awards system but it can complement that system. In contrast, consideration for a CME Commendation might also prompt a recommendation for a CAF award. Examples of worthy reasons for a commendation include:

- a. having performed a deed or activity beyond the demands of normal duty;
- b. having, by action or activity, brought credit to the CME Branch;
- c. having brought significant service and/or benefit to the CME Branch; and
- d. having made an outstanding contribution in meeting the objectives, or in applying the values and principles of the CME Branch.

0415. Regular and Reserve Engineer units and the CMEA originate the majority of commendation recommendations starting at the local level. Recommendations are subject to review which may result in approval, a recommendation for a higher level honour or award, or denial. The Branch aims to conclude all requests for commendations within two months of the receipt of a recommendation from any level.

0416. The CME Branch Adjutant is the CME coordinator, responsible for managing all aspects of the award. The certificates are serialized, controlled nationally, and recorded by the CME Branch Adjutant. Nominations for a CME Branch Commendation are made to the Branch Advisor. Nominations may be submitted at any time using the nomination form available from the CME Adjutant. The nomination form and a covering letter are all that is required for a submission. Tips and procedures for submissions are available from the CME Adjutant.

0417. The Branch Executive will serve as the approving body assisted by the Colonel Commandant. Recipients will be notified through their chain of command. The CME Adjutant will prepare a high-quality certificate for the nominee, ensure the purchase of an appropriate frame/folder and plan and organize a suitable presentation where the Colonel Commandant, the Chief Military Engineer, Branch Advisor or representative will present the certificate to the recipient. A presentation ceremony should be as public as possible and in the presence of peers and families (where appropriate). Copies of citations shall be placed on recipient personnel files and recorded centrally by the CME Branch Adjutant.

0418. Where possible, awards should be presented in conjunction with other activities as an additional means of helping celebrate the accomplishment. Local coverage of presentations is recommended. Organizations should forward award ceremony articles to the CME Branch Adjutant so they can be published on the CME Branch website and copied to the CMEA website.

Retirements

0419. To recognize members for their service, the Branch Adjutant's office must be notified by email of all upcoming retirements. All CME members who have served at least 20 years receive a letter signed by the CAF Chief Military Engineer and are recognized by a Branch wide email from the CME Adjutant or the CME Branch CWO. This ensures that any former colleagues who wish to congratulate the member have the opportunity to send the member a short retirement message.

0420. It is traditional to say farewell to retiring members at a luncheon or mess dinner, although each unit has different customs regarding retirement functions. At such a function a gift is often presented from the unit. The member's immediate superior usually gives a light-hearted speech about the member's career, messages of congratulations received from fellow Engineers are read aloud, and the member then gives a short farewell speech summarizing his or her career and outlining any future plans. Although they can retire from the CAF, members forever remain a valued part of the CME Family. For this reason, it is customary to ensure that a

retired representative of the Canadian Military Engineer Association is invited to participate in retirement functions, to formally welcome the retiring members to his or her new status within the CME Family.

0421. When a CME member retires a unit member will be assigned the responsibility of organizing the retiring member's farewell. As part of these responsibilities, this OPI will contact the CME Branch Adjutant or the CME Branch CWO to obtain an appropriate CME Branch Certificate. An OPI must allow approximately one month from the time of a request until receipt of the certificate in the mail. The Branch Certificates are shipped unframed and it is the responsibility of the unit/OPI to have them framed if they wish.

0422. Chief Military Personnel has issued detailed instructions for Depart with Dignity events. These instructions should be consulted when planning the departure of any member of the Engineer Family.

Deaths and Funerals

0423. The stress that bereavement imposes must be recognized and, upon learning of a death of an engineer, it is customary for some members to visit promptly. However, the member's commanding officer should be contacted for direction in order to avoid subjecting the family to too many visitors. If a visit is not appropriate, an offer of assistance by telephone or by card will likely be appreciated. Assistance should be offered to assume the duties of the bereaved at the workplace, assist with funeral arrangements, or to perform any other helpful activity. The family may also be comforted by an offer to liaise with military authorities.

0424. In the case of the death of a retired member, the CMEA Chapter to which the member belonged is responsible for advising the CMEA National Registrar. The Registrar ensures that the CME Branch Advisor and all CMEA members are notified of the funeral arrangements. The Association will ensure that the family is immediately contacted, to assist where possible with any arrangements, such as liaison with the Superannuation Directorate, the Public Service Health Care Plan, the Last Post Fund, etc.

0425. In the case of the death of a serving member, the commanding officer shall notify the office of the Branch Advisor as soon as possible. The CME Adjutant then ensures that all CME members are notified of the funeral arrangements so that suitable condolences may be offered. The unit is responsible to assist the family of the member and to maintain contact and ties with that family throughout time. Units are encouraged to maintain records to assist in this responsibility.

0426. The Branch Advisor sends condolences on behalf of the Branch when advised of the death or serious injury of any CME Family member. The passing of all members are also recognized by the CME Adjutant sending out a Branch wide email. It is appropriate for units and individuals to send cards or flowers to the family of the deceased or donations in lieu.

0427. If it is in accordance with the wishes of the next-of-kin, a military funeral may be accorded to a serving member. Unless the family specifically requests otherwise, it is customary to wear uniform with medals and mourning bands for CWOs and above when attending the funeral of a CME Family member.

0428. Funeral arrangements for Reserve Force and retired personnel are normally carried out under local arrangements at no cost to the Department of National Defence.

0429. The CME Memorial Insignia is granted by the Branch to commemorate the sacrifice of sappers and members of the Engineer family who have lost their lives. It is a small token of the Branch's appreciation to specific family members. To be eligible, a military engineer must have served in the Regular Force or Primary Reserve after 6 October 2001. The CME Memorial

Insignia is normally granted to up to three recipients per family of the fallen but additional insignia may be requested on an exceptional basis. The CME Adjutant is responsible for the administration and coordination of the CME Memorial Insignia. He will also coordinate the presentation of the CME Memorial Insignia to family members and will be responsible for maintaining the CME Memorial Insignia registry.

Trophies

0430. The Military Engineers' Association of Canada formerly sponsored a number of competitions that were designed to promote unit cohesiveness and esprit de corps as well as recognize individual excellence. Few of the trophies have been presented continuously since it has been necessary to alter the terms of reference of some due to changing circumstances and retire others. This responsibility has been assumed by the Canadian Military Engineers Association. Because of the changing circumstances, all trophies (with the exception of the MGen J.A. Stewart trophy) are held for safe keeping by the CME Museum at CFSME.

0431. Competitions are in the areas of marksmanship, unit evaluations and projects. Depending on the specific trophy, they could be presented by the Chief Military Engineer, Director RCE or the CE/FF Occupational Advisor. The Divisional trophies are presented under Divisional arrangements.

0432. MEAC Challenge Trophy. The MEAC Challenge Trophy was originally awarded to the unit achieving the best score in the Dominion of Canada Rifle Association winter indoor matches for the .22 calibre rifle. The trophy was first presented in 1936 and was open to all units, but it was later restricted to Reserve Force units only. The trophy was in continuous competition, less three of the war years, until 1962. It was re-instituted in 1977 and was awarded to the Engineer Reserve unit with the best score on the annual Individual Battle Tasks C7 rifle classification practice. This trophy is currently inactive.



Figure 4-1 MEAC Challenge Trophy

0433. Gzowski Cups. In 1885 Colonel (later Sir) Casimir Gzowski, an Engineer and Honorary Aide-de-Camp to Her Majesty, Queen Victoria, presented two silver cups for annual competition among companies of engineers of the Canadian Militia. These were the first recorded Engineer trophies, but were lost between 1914 and 1948 and re-instituted in 1949. They were awarded to the first and second place Reserve Force units demonstrating the best engineering tasks at national Engineer summer camps held at CFB Petawawa. As of 1998, the Gzowski No. 1 Cup was assigned to 5 Cdn Div Engineer Evaluation and the Gzowski No. 2 Cup to 4 Cdn Div Engineer Evaluation.

0434. Brigadier J.L. Melville Trophy (Colonel Commandant's Trophy). Brigadier J.L. Melville, CBE, MC, CD, was Chief Engineer 1 Canadian Corps and Chief Engineer of the 1st Canadian Army during the Second World War. He was also Colonel Commandant of the Royal Canadian Engineers from 1948 to 1973. In 1950, he presented a trophy to be known as The Honorary Colonel Commandant's Trophy. The trophy is a large silver bowl and was awarded for the first time in 1952 to the Reserve Force unit with the best overall efficiency. In 1998, the trophy was reassigned for annual award to the best overall Reserve Force unit in the 2 Cdn Div Engineer Evaluation.



Figure 4-2 Gzowski Cups 1 & 2



Figure 4-3 Melville Trophy



Figure 4-4 MacKenzie Trophy

0435. MacKenzie Trophy. Major- General J.P. MacKenzie, CB, DSO, BD, former CRE, 2nd Division and Quartermaster-General, was awarded the second bar to his DSO when he was CO 1st Engineer Battalion for making several daylight reconnaissances and for supervising the construction of two bridges under heavy fire. On 21 April 1953, he provided a trophy in the form of a large mounted Engineer flaming grenade. It was to be used in competition between units of the Reserve Force acknowledging the best training, administrative and general efficiency on annual inspection. The trophy was awarded from 1956 until 1964, when it was found difficult to administer. It was re-instituted in 1977, but was retired again in 1992 for the same reason. With the 1998 reassignment of trophies, the Mackenzie Trophy was assigned to the 3 Cdn Div Engineer Evaluation.



Figure 4-5 Patton- Cunningham Trophy

0436. The Patton-Cunnington Trophy. This trophy is in the form of an airplane mounted on a black base that was presented to the 1st Battalion Royal Canadian Engineers by Vickers-Armstrong Limited in appreciation for the brave acts of Lieutenant J.M.S. Patton, GC, RCE and Captain D.W. Cunningham, GM, RCE. These two engineers relocated an unexploded bomb from a Hawker Hurricane plant in September 1940 and were subsequently awarded the George Cross and George Medal, respectively, for their bravery. This trophy was presented annually to the top RCAF Construction Engineering unit. This trophy is currently inactive.

0437. Hertzberg Memorial Trophy. This trophy is named for Major-General Charles S.L. Hertzberg, CB, MC, VD, who served with the Canadian Engineers in the First World War and became the first Chief Engineer of the 1st Canadian Army during the Second World War. The trophy is a silver figure of a Second World War Sapper using a metal detector and is a modified version of an item of silver held in the Royal Engineer Mess at the Royal School of Military Engineering, Chatham, England. The trophy was first awarded in 1951 and was presented to the Reserve Force unit having carried out the most outstanding Sapper Task during the training year. This trophy is currently inactive.



Figure 4-6 Hertzberg Memorial Trophy



Figure 4-7 Tunneller's Cup

0438. Tunneller's Cup. In 1989, the Tunnellers' Association presented a trophy in the form of a silver cup, for competition among Construction Engineering units of the CME. The aim of the competition is to develop construction engineering military occupational skills and to promote esprit de corps among CME members of the Regular and Reserve forces. The Tunneller's Cup was first presented in 1990 and was awarded annually to Construction Engineering units with the best project in construction engineering. This trophy is currently inactive.

Engineer Student Awards

0439. Royal Military College Top Engineer Student. The CMEA awards the Major-General J.A. Stewart Trophy to the top Military Engineer cadet in the occupations of Engineer (MOSID 00181) and Construction Engineer (MOSID 00189) in their graduating year.

0440. Top Student Awards. Over the years, engineer schools have introduced a series of student awards to recognize achievement of high standards while on course. The selection of the top student is the responsibility of the training squadrons overseen by the standards organizations. In making a selection, the overall assessed performance of the student is considered (academic and practical) along with their ability to work under pressure and the results of the peer assessment.

0441. CFSME Top Student Trophies. The top student awards presented at the school are as follows:

- a. Anderson Sword. The trophy is the personal sword of Major-General W.B. Anderson, CMG, DSO, who became the Army Quartermaster General during the First World War. It is presented to the top student of Basic Engineer Officer Course 1.1 along with a copy of the book *The History of the Corps of Royal Canadian Engineers, Volume II*.



Figure 4-8 Anderson Sword

- b. Burns Sword. Major-General Eedson Louis Millard Burns, DSO, OBE, MC, CD was Commander of 2nd Division and 1 Canadian Corps during the Second World War and Commander of UNEF I, the first United Nations Peacekeeping Force. He is remembered by a CFSME trophy that is based on his personal sword. The Burns Sword is awarded to the top student of the Basic Engineer Officer Course 1.2.
- c. Coops Sword. This trophy was the personal sword of Lieutenant-Colonel Glenn Cameron Coops, CD who served with various Royal Canadian Engineer units during his career in Korea, Indo-China and in South Vietnam. Later in his career he served in various Militia positions, including Deputy Commander, West Nova Scotia District, and Mobile Command. This trophy is awarded to the top Reserve Force student of the Basic Engineer Officer Course 1.1.
- d. Hertzberg Sword. This trophy is the personal sword of Major-General Charles S.L. Hertzberg, CB, MC, VO, who served with the Canadian Engineers in the First World War. Major-General Hertzberg also became the first Chief Engineer of the 1st Canadian Army during the Second World War. The Hertzberg Sword is awarded to the top student of the Construction Engineer Officer Course 1.1.
- e. Carson Sword. Colonel Robert John Carson was the Commander 14th Field Company RCE, 2 Canadian Corps during the First World War, the Commandant RCSME and subsequently he became the Canadian Army Chief Engineer in 1962 and was the Colonel Commandant from 1973 to 1978. He is remembered by a trophy based on his personal sword. The Carson Sword is awarded to the top student of the Construction Engineer Officer Course 1.2.
- f. Robertson Cane. The trophy consists of a mounted drill cane and was presented in 1985 by the Commandant of CFSME, Lieutenant-Colonel J.D. Harris, CD. The award honours CWO George Robertson, a Mechanical Systems Technician and the first School CWO from outside the Field Engineer trade. This trophy is awarded to the top student of each of the following graduating classes along with a drill cane (name plates are affixed to the trophy as the official registrar):
 - (1) DP 3B - Combat Engineer (Troop Warrant Course);
 - (2) DP 3B - Combat Engineer Primary Reserve (Troop Warrant Course); and
 - (3) DP 3B - Construction Engineering Superintendent Qualification.



Figure 4-9 Robertson Cane

- g. The RSM's Trophy. This trophy consists of a Combat Engineer Soldier with a Pionjar slung over his shoulder. The RSM's Trophy was presented to CFSME by a group of former RSMs in the Chilliwack area and was first presented in 1980 by the Commandant of CFSME, Lieutenant-Colonel S.C. Dunbar CD. This trophy is awarded to the top student of the DP 3A Combat Engineer Section Commander Course.



Figure 4-10 RSM's Trophy



Figure 4-11 Mitchell Trophy

- h. Mitchell Trophy. This trophy consists of a miniature shear construction with a suspended genie lamp and was first presented in 1980 by the Commandant of CFSME, Lieutenant-Colonel S.C. Dunbar CD. The trophy is named in honour of Lieutenant-Colonel Coulson Norman Mitchell VC, MC and is awarded to the top student of the DP 2 Combat Engineer Section 2IC Course.



Figure 4-12 DesLauriers Trophy



Figure 4-13 Construction Engineer Top Student Plaque

- i. DesLauriers Trophy. The trophy consists of a soldier in the Alert position in front of a Bailey Panel and was first presented in 2009 by the Commandant of CFSME, Lieutenant-Colonel D.S. Mann, CD. The trophy was named in 2013 after the former Colonel Commandant Brigadier-General DesLauriers. Brigadier-General DesLauriers enlisted as a Soldier Apprentice in 1964 and rose to the rank of Brigadier-General in October 2006 before he retired in September 2008 after 44 years of service. His long and distinguished career serves as a great inspiration to

our young Sappers. This trophy is awarded to the top student of the DP 1 Combat Engineer Section Member Course.

- j. Construction Engineer Awards. The Top Student Awards for each Construction Engineer Trade course and level (Apprentice, Journeymen, and Supervisor) are wall plaques with engraved nameplates as the official registrar of the award. First presented in 2013 by the Commandant of CFSME, these plaques are awarded to the top student of each graduating class for each of the construction engineering trades.

0442. Canadian Forces Fire and Chemical Biological Radiological Nuclear Academy (CFFCA) Top Student Awards. The academy recognizes honour students on all courses with certificates and presents two top student awards:

- a. Fire Fighter’s Chief Warrant Officer’s Shield. A shield that was presented by CWOs Walker, Daley, Kearley, Bonner, Gray, Dauphinee and Buchanan is inscribed to acknowledge the top student on the Development Period 1 Firefighter course. The student also receives a copy of *The History of the Corps of Royal Canadian Engineers Volume I*; and
- b. CFFCA Top Student Award. The award is to acknowledge overall excellence for all courses, with the student’s name inscribed on a course plaque. The Top Student for each CFFCA course receives the same Top Student Award.



Figure 4-14 Fire Fighters CWO Shield



Figure 4-15 CFFCA Top Student Award

0443. School of Military Mapping Top Student Awards. The school presents awards to the top student on each course from DP 1 through DP 4. The recipient’s name is recorded on a shield and the recipient is presented with a volume of the Engineer history as follows:

- a. Development Period 2 – *The History of the Corps of Royal Canadian Engineers Volume I*;
- b. Development Period 3 – *The History of the Corps of Royal Canadian Engineers Volume II*; and,
- c. Development Period 4 – *History of the Canadian Military Engineers Volume III*.

0444. Peer Awards. Most engineer courses will select an individual on the course who has put forth the most effort and, in the minds of students, is the top student on the course. The students shall make their selection by means of a secret ballot where each individual student ranks their peers numerically. This will form the basis for the Peer Assessment. The selected individual shall be presented with a framed certificate on the graduation parade. Students will be asked to consider leadership, teamwork, physical fitness, morale and attitude in making their assessment.

0445. Funding. The Heritage Fund was established and designed to fund awards at CFSME. The school maintains and updates the awards and uses the Heritage Fund to cover the costs. The Heritage fund is financed by donations from retired Sappers and is controlled by CFSME.