



TORONTO POLICE SERVICES BOARD

AWARDS

APPROVED	September 24, 1998	Minute No: P420/98
REVIEWED (R) AND/OR AMENDED (A)	February 24, 2016 (R/A) June 18, 2015 (R/A) February 16, 2012(R/A) November 15, 2010 (R/A) February 25, 1999 (R/A) November 19, 1998 (R/A)	Minute No. P33/16 Minute No. P155/16 Minute No: P19/12 Minute No: P292/10 Minute No: P100/99 Minute No: P477/98
REPORTING REQUIREMENT	Annual	
LEGISLATION	<i>Police Services Act</i> , R.S.O. 1990, c.P.15, as amended, s. 31(1)(c).	
DERIVATION	Rule 4.1.1 – 4.1.15 – Awards	

It is the policy of the Toronto Police Services Board that it will establish and maintain an award system that supports the core values and mission of the Toronto Police Service and ensures proper recognition of its employees.

1. Standing Awards Committee (“the Committee”)

- a. the Committee has been established to ensure corporate consistency and fairness in the determination of eligibility for awards. The Committee is responsible for recommending to the Toronto Police Services Board that the following awards be granted: Medal of Honour and Medal of Merit; and is responsible for granting the following awards: Merit Mark, Commendation, Teamwork Commendation, Partnership Award, Community Member Award, Robert Qualtrough Award and Auxiliary Police Commendation.
- b. the Committee membership will be as follows: 1 voting representative of the Board, 2 voting civilian representatives, 4 voting uniformed representatives from Community Safety Command, 1 voting uniformed representative from Corporate Services Command and 1 voting uniformed representative from Specialized Operations Command. The Unit Commander of Corporate Risk Management will chair and administer the Committee but is not eligible to vote. For occasional absences, only, Committee members may appoint designates.

- c. five voting members constitute a quorum.
- d. the Executive Director of the Board will act as the Board's representative on the Committee.
- e. the Committee will administer an appeal process for reviewing decisions in cases where new information affecting the decision has come to light.
- f. the Committee will make recommendations to the Board, through the Executive Director, for changes to the awards system.

2. The Board grants the following awards:

- a. Medal of Honour
 - requires approval of the Board following recommendation by the Standing Awards Committee
 - granted to a police officer or a civilian member for distinguished acts of bravery
- b. Medal of Merit
 - requires approval of the Board following recommendation by the Standing Awards Committee
 - granted to a police officer or civilian member for outstanding acts of bravery or highest level of performance of duty
- c. Merit Mark
 - approval delegated to Standing Awards Committee
 - granted to a police officer or a civilian member for exemplary acts of bravery, performance of duty, community policing initiatives, or innovations or initiatives that enhance the image or operation of the Service
- d. Commendation
 - approval delegated to Standing Awards Committee
 - granted to a police officer or a civilian member for exceptional performance of duty, community policing initiatives, or innovations or initiatives that enhance the image or operation of the Service
- e. Teamwork Commendation
 - approval delegated to Standing Awards Committee
 - granted to groups and teams of uniform and civilian members for exceptional performance of duty, the development and

- implementation of community policing initiatives or any innovation or initiative that enhances the image or operation of the Service. All recipients will have successfully participated in a common goal or an event
- f. Community Member Award
 - approval delegated to the Awards Co-ordinator, Professional Standards Support
 - granted to a citizen for grateful acknowledgement of unselfish assistance rendered to the Service, including recognition of long service volunteers or for an initiative or innovation that has had a positive effect on the image or operation of the Service
 - g. Partnership Award
 - approval delegated to Standing Awards Committee
 - acknowledges the unselfish assistance given to the Service by groups of citizens or organizations. The award also recognizes initiatives and innovations that have had a positive impact on the image or operation of the Service
 - h. Robert Qualtrough Award
 - In honour and in memory of the late Superintendent Robert Qualtrough, this annual award, will be given, jointly, to community members and to uniform and/or civilian Service members who have demonstrated excellence and leadership through their participation in an innovative and effective police-community partnership initiative. For the purposes of this award, effective police-community partnerships are those which foster relationships of trust and showcase police and community working toward a common cause – the safety of our communities.
 - i. Mental Health Excellence Award
 - This annual award will be given to Service members who have demonstrated excellence, compassion and respect in their interactions with members of the community who are experiencing mental illness. Examples of meritorious service include a demonstration of exemplary de-escalation techniques or particular sensitivity in dealing with an individual experiencing mental illness, or an established body of work over many years or an entire career in

- this area.
- j. 25 Year Watch
 - presented to police officers and civilian members upon completion of 25 years of employment with the Board. Auxiliary members receive a watch upon the completion of 25 years of Auxiliary police service. Members who pass away within 6 months of achieving 25 years of service will also receive a watch.
 - k. Civilian Long Service Pin
 - presented to members upon the completion of 20, 30 and 40 years of employment in a civilian capacity
 - l. School Crossing Guard Pin
 - presented to school crossing guards for every five years of service. In this definition, “years” refers to school years.
 - l. Auxiliary Police Commendation
 - approval delegated to Standing Awards Committee
 - granted to an Auxiliary member for outstanding or meritorious auxiliary police service
 - m. Auxiliary Police Service Certificate
 - presented upon completion of five years of continuous Auxiliary Police service with good conduct and every continuous five years thereafter
 - n. Retirement/Resignation Certificate
 - presented to members, in good standing, upon retirement after the completion of a minimum of ten years of service; or, upon resignation after the completion of a minimum of 25 years of service
 - the Chief of Police is authorized to determine whether or not a member is considered to be “in good standing”
 - the Chief of Police will notify the Chair of the Board of a member(s) determined not to be “in good standing”
 - the Chair of the Board will make the final decision should a conflict arise with respect to a member(s) “in good standing”

3. Lieu Time Award

- a. when members are granted a Medal of Honour, Medal of Merit, Merit Mark, Commendation or Teamwork Commendation eight hours of non-cashable lieu time will be awarded to the member provided that no such other award of lieu time has been granted.

4. The Chair will report to the Board annually by submitting an annual report to the Board which will provide an accounting of the members of the Service and members of the community who have received awards.
5. Board approval is required for changes to the awards process.