

PUBLIC SERVICE MEDAL (PSM)

Federal

Mr David Allan DUNHAM CSM, 9 Lancett Court, Sorrento WA 6020

For outstanding public service in contributing to the aviation operations, aviation safety and airspace management of RAAF Base Pearce and Gingin airfield flying operations.

Mr Dunham, as Air Operations Coordinator for the Department of Defence, played a pivotal role in the coordination of airbase support to the international search effort for Malaysian Airlines flight MH370 and to the Department of Fire and Emergency Services Australia in their response to bushfire emergencies in Western Australia. As Air Operations Coordinator, he is responsible for the planning and coordination of the safe, efficient and effective use of Royal Australian Air Force (RAAF) Base Pearce and Gingin restricted military airspace, and selected airfield support services. In addition to managing the day-to-day air operations, he led the development of a long-term, strategic plan for restricted military airspace management, and for emergency and crisis management. As a result, RAAF Base Pearce has been consistently well placed to respond to contingencies. A major element of the search for Malaysian Airlines flight MH370 was staged out of RAAF Base Pearce. The presence of visiting international aircraft, and an increase in supporting operational planning staff, saw the base operating well beyond normal capacity, and stretched the base enabling functions beyond sustainable limits. He was tireless in his efforts as Air Operations Coordinator during this period. On a regular basis the RAAF contributes significantly to the emergency response efforts of local and state government agencies in Western Australia through the Defence Assistance to Civil Community program. This includes support to water-bomber aircraft from the Department of Fire and Emergency Services Australia based at RAAF Base Pearce and/or Gingin airfield. During the 2014/15 fire season, one of the worst on record for Western Australia, Mr Dunham coordinated the airfield support to enable continuous and often concurrent water-bomber activities from December 2014 through to March 2015, including support to heavy-lift aerial firefighting equipment deployed from the eastern states for the first time in history.

Public Service Medal (PSM) (continued)

Federal (continued)

Mr Guy Maxwell EASTWOOD, Gymea Bay NSW 2227

For outstanding public service in the development and implementation of financial sector policy.

Mr Eastwood, as Senior Manager, Head Credit Risk Analysis in the Australian Prudential Regulation Authority (APRA), has played a pivotal role, both in Australia and globally, in a highly technical and critical area of financial sector policy making. He is recognised as the pre-eminent expert in Australia and one of a small group of global experts. He was a significant contributor to the resilience of the Australian banking system during the Global Financial Crisis (GFC). His service, since the formation of APRA in 1998, has positively influenced global standards. His work developing APRA's policy framework, which has been recognised internationally as being amongst the world's best, was pivotal. Additionally, his leadership of APRA's implementation of its policy framework has been both rigorous and innovative, which played a significant role in the resilience of the Australian banking system during the GFC. He is recognised as the pre-eminent expert in his field in Australia, and as one of a small group of global experts. APRA's implementation of the Basel framework has been recognised internationally as being amongst the world's best. The supervisory implementation of APRA's capital adequacy framework was subjected to, and passed, a real life stress test during the GFC. An important characteristic of APRA's approach in this area is the requirement for it to formally approve bank models before they can be used. Mr Eastwood is a thought leader, driving industry to improve their modelling largely without resort to the enforcement of rules through formal powers. His international work has both improved the global framework and enhanced Australia's reputation. APRA's strong international reputation is especially important during this period of intense international rule-making following the GFC, as it helps to maximise our influence in this process and drive appropriate outcomes for Australia.

Ms Veronique Anne INGRAM, Barton ACT 2600

For outstanding public service to the financial sector in Australia, and internationally, in the areas of public policy, administrative initiatives and service delivery.

During her time as agency head of the Australian Financial Security Authority (AFSA), Ms Ingram has reshaped the agency, from one that focused primarily on day to day application of the Bankruptcy Act, to a truly national agency that supports economic outcomes through delivery of a broad range of services to clients and stakeholders. She has also led the transition to AFSA becoming a fully cost recovered agency that has strong links to industry and the business community. Her achievements include the implementation of the Personal Property Securities Register (PPSR), which underpins the personal property securities system in Australia, the public release of the Bankruptcy Register Search (BRS), which provides wider access to the National Personal Insolvency Index (NPII), and modernising AFSA's internal structures and governance to ensure it achieves its stated vision of being a dynamic organisation that facilitates improved and equitable financial outcomes for consumers, business and the community through excellence in service delivery. She has also made an important contribution to public policy, governance and administration at the international level. She was the inaugural Chair of the Organisation for Economic Co-operation and Development (OECD) Committee on Corporate Governance which developed and revised the OECD Principles of Corporate Governance. In 2005 she was appointed as the Australian Ambassador and Permanent Representative to the OECD, and while in that role she chaired the OECD's Audit Committee. She continues to be a member of the Executive Committee of the International Association of Insolvency Regulators. Ms Ingram's work illustrates her dedication to serving the Australian community - here and abroad - through public policy, administrative initiatives and service delivery in relation to the financial sector.

Public Service Medal (PSM) (continued)

Federal (continued)

Mr Matthew Paul JAMES, Aranda ACT 2614

For outstanding public service to social policy to improve the lives of Indigenous Australians.

Over the past seven years in his role as Branch Manager, Information and Evaluation Branch in the Department of the Prime Minister and Cabinet, Mr James has provided unparalleled intellectual leadership to the effort to close the gap in life outcomes for Indigenous Australians. His personal commitment to improve the quality and analysis of data has resulted in a transformational improvement in the collection and analysis of data on Indigenous Australians. He and his team are responsible for analysing all the data underpinning the Prime Minister's annual Closing the Gap reports to Parliament. His work has shifted national policy debate by highlighting where policies are gaining results, and where they are proving ineffective. Earlier in his career he was selected to represent the Australian Government at the OECD for two and a half years as the country representative on employment, education and science. Throughout his career he has reached across jurisdictions to analyse the social service systems of health, education, employment, justice, and income support payments to better understand how to close the gap in life outcomes for Indigenous Australians, and other disadvantaged Australians. He is highly regarded by his colleagues in the Australian Bureau of Statistics, and in multiple disciplines of academic research. He is recognised throughout the Indigenous and broader policy worlds as one of the best practitioners in Australia at translating data and evidence into policy development. The kind of leadership he has demonstrated in pursuing high standards of analysis and evidence is one of the key foundation stones of the system which supports good quality policy development and decision making. This leadership motivates staff, setting an example for others to follow. It gives program areas and policy-makers confidence and enhances the credibility of government. He has consistently demonstrated the highest standards in his work and in his expectations of others. This attention to quality evidence ultimately supports the improvement of outcomes for Indigenous people and communities. This supports ongoing program improvement and learning about what drives disadvantage or what can support progress in reducing disadvantage. Better data about what works is needed if we are to inform decisions about the cost-effectiveness of interventions. Ultimately Mr James's contribution to building a stronger evidence base leaves a lasting legacy, contributing to knowledge which informs social betterment and improves the circumstances of Indigenous people.

Public Service Medal (PSM) (continued)

Federal (continued)

Ms Margaret Anne KIDD, Torrens ACT 2607

For outstanding public service in policy development to boost female participation rates and improve quality of employment and gender equity.

Ms Kidd's work was pivotal to achieving the landmark commitment by G20 Leaders in Brisbane to reduce the gap in participation rates between men and women by 25 per cent by 2025. Under her leadership, including as co-chair of the G20 Taskforce on Employment, Australia's hosting of the G20 Labour and Employment Ministers' meeting was well received for its professionalism, commitment to outcomes and organisational know how. This has enhanced the reputation of Australia, and these efforts were recognised in the recommendation by Employment Ministers for the Taskforce to become an ongoing G20 Working Group, charged with the responsibility of developing and delivering a multiyear agenda on employment that will ultimately improve the lives of workers and the unemployed across G20 nations. The work on gender issues which she led has the potential to make a significant difference to the lives of women and their families. The underutilisation of women not only perpetuates gender inequality but can be a significant drag on global growth. Delivering on the commitment to close the labour force participation gap between men and women will, by 2025, bring more than 100 million women into the labour force across G20 nations and increase global growth and reduce poverty and inequality. For Australia, this will reduce the gender gap in participation by three percentage points and bring an extra 200,000 women into the labour force. It is estimated by the OECD that the boost to female participation under the commitment would increase G20 GDP by between 1.2 and 1.6 per cent, adding more than \$1 trillion to the global economy. Delivering on the commitment and raising the labour force participation of women will also help those G20 countries that are facing the challenges of an ageing population and shrinking labour force. Making better use of the workplace capacity of women will mitigate the impact of ageing populations and support growth and productivity.

Mrs Sharon McCLUSKEY, PO Box 7112, Kaleen ACT 2617

For outstanding public service through contributions to public administration in the area of executive support.

Ms McCluskey is a consummate professional with personal integrity, drive and commitment of the highest standards. Her extensive experience working to the most senior executives has resulted in her developing a unique set of skills which enables her to understand the needs and pressures of her executive, and to respond and represent their interests. Her excellent judgement and analytical skills enable her to readily identify potential issues, and to develop solutions which are both practical and effective. She has the ability to readily identify key stakeholders and to utilise her highly developed interpersonal and communication skills to ensure that the right information is shared by the right people at the right time. In her position in the Office of the Secretary at The Treasury she managed, coached and mentored staff across the organisation and has been instrumental in the establishment of a formal mentoring scheme for divisional support officers. She has also played an active role in inspiring and developing public sector Executive Assistants and Personal Assistants through her involvement with the EXPAND network and APSC-related training activities. Ms McCluskey is a strong advocate of the importance of the Executive Assistant and Personal Assistant in the Australian Public Service.

Public Service Medal (PSM) (continued)

Federal (continued)

Ms Felicity Caroline McNEILL, Deakin ACT 2600

For outstanding public service in modernising and reforming the Pharmaceutical Benefits Scheme.

Ms McNeill's leadership, policy creativity and skills in negotiating with politicians and interest groups to reform the Pharmaceutical Benefits Scheme (PBS), in her role with the Pharmaceutical Benefits Division of the Department of Health, reflect the highest standards of public service excellence. The core of PBS reform over the past five years comprised two outstanding policies relating to pricing of, and access to, medicines. Specifically, the development and implementation of both the Price Disclosure reforms and the PBS Accessibility and Sustainability Package of measures. Both of these reforms relied heavily on Ms McNeill's intellectual strength and ability to find innovative solutions to complex problems, as well as her persistence, negotiating skills and hard work. The savings generated by these two reforms have made it possible for new, very high cost drugs to be PBS listed, treating conditions such as diabetes, HIV, rare forms of cancer and cystic fibrosis without the total cost of the PBS becoming unsustainable. Without the PBS subsidy, these drugs would cost a patient up to \$300,000 a year.

Ms Bridget Maria MATHER, PO Box 8154, Mount Pleasant Qld 4740

For outstanding public service in the area of aged care reform.

Ms Mather is the ultimate professional with a passion for public service, and the welfare and social inclusion aims of government within rural and remote Queensland communities. Her commitment to service delivery has grown from her early days working for Centrelink within her local community, through to her current role as Program Director within the Older Australians, Disability and Carers Branch of the Department of Human Services. She has been instrumental in delivering a range of government service delivery initiatives within her community, and played a significant role during the introduction of Income Management in the Northern Territory. During this time she developed a strong understanding of the issues rural and remote communities face. In August 2011 she led significant reform within the Smart Centre Division, through her project lead role on Location Based Governance and the Smart Centre Operating Model. This project delivered significant transformation of the Department's Smart Centres from offering channel and program specific services, to customer focussed services via blended channels and programs for first contact service resolution. Most recently she has played a critical and leading role in the Department's response in relation to Aged Care Reform. As the Smart Centre Director for Aged Care, Ms Mather has led the Department's service delivery teams in implementing the Aged Care Reforms. This has included managing the challenges associated with new policy and procedures, a new customer base, a new service delivery system, and new ICT systems.

Public Service Medal (PSM) (continued)

Federal (continued)

Ms Jennifer Elizabeth RAWSON, 2/154 Duffy Street, Ainslie ACT 2602
For outstanding public service in advancing Australia's international interests.

Ms Rawson has made an outstanding contribution to pursuing Australia's international interests for more than 40 years in the Department of Foreign Affairs and Trade (DFAT), the Department of the Prime Minister and Cabinet (PM&C), and the former AusAID. She has excelled in providing high-quality advice and advocacy across Australia's foreign policy, trade and development interests for successive Governments in two particular areas. She has provided consistently outstanding service and excellent leadership in advancing Australia's interests - particularly in the Pacific. She has done so during turbulent times, including as High Commissioner to Fiji during the military coup of 2006. During this period of open hostility towards Australia, the post in Suva was placed under considerable stress. She successfully protected Australia's interests while clearly articulating Australia's strong position on the need for Fiji to return to democracy. As High Commissioner she implemented decisions that were deeply unpopular with the Fijian Government - travel restrictions against senior Fijian figures and the suspension of defence cooperation parts of the aid program - while continuing to work to maintain positive public perceptions of Australia as a friend of Fiji and its people. In parallel she worked hard to keep up positive staff morale, proving herself sensitive towards, and understanding of, the challenges faced by staff and their families in this strained, at times threatening, atmosphere. Her efforts as a leader in the Australian Public Service have led to tangible outcomes that have benefited Australia's national interests across a broad sweep of our international engagement, including the Pacific, the Middle East and South Asia, international security, and our aid program. Ms Rawson is highly respected by Australian colleagues across DFAT, PM&C, Defence, Department of Immigration and Border Protection, and the Australian Federal Police, among others, and by counterparts in other governments.

Mr Mark Denis WITHNELL, Australian Capital Territory
For outstanding public service in leading significant reform to improve the strategic approach to fraud and compliance in social security programs.

Mr Withnell's passion for quality service and improving performance has enabled the Department of Human Services (DHS) to earn a reputation for world class business integrity and fraud detection capability. His contribution to ensuring the integrity of social security payments is critical to upholding public and Government confidence. Since 2008 he has led significant reform to improve the strategic approach to fraud and compliance in social security programs and, in turn, this contribution has had a significant impact upon national security. His work has been ultimately focused on ensuring the integrity of more than \$159.2 billion in Government outlays in social security payments each year. This activity is critical in building public and Government confidence in the social welfare system, and in DHS's management of its activities. He has been instrumental in ensuring the Department responds to emerging fraud and compliance risks. He has also led significant reform to the management of people resources internally within the Business Integrity Division. This has included improved attendance by forming a team to implement an attendance strategy, more effective recruitment to address skill gaps, performance management, and a focus on leadership and management at all levels. He has achieved this across a large number of staff (at times more than 3,000) and within a highly geographically dispersed workforce. Mr Withnell's commitment and leadership in providing exceptional policy advice to Government, and in service delivery, has seen the Department achieve a range of enhanced intelligence gathering capabilities designed to detect and deter fraud and non-compliance. These capabilities are not only shared across the broader Australian Public Service but also internationally.

Public Service Medal (PSM) (continued)

New South Wales

Mr Brian William BELL, Chittaway Point NSW 2261

For outstanding public service to local government in New South Wales.

Mr Bell has provided more than 45 years of dedicated public service to local and state governments in Western Australia, Queensland, New Zealand and New South Wales. Currently, the General Manager of Lake Macquarie City Council, he has also served as General Manager of Ku-ring-gai Council and Kogarah Council. Throughout his career he has worked to achieve improvements not only in council efficiency, but also in community and staff wellbeing, through the introduction of comparative performance measures. Two recent initiatives, The Lake Macquarie City Council service review, and the Lake Macquarie City Council *Sustainable Neighbourhoods Program*, have captured the attention of other councils in NSW. His passion for measuring, checking and tracking an organisation's performance has earned him the respect of his colleagues in local and state government. Through his knowledge, experience and commitment to better outcomes for the local government sector and individual councils, he has played an important leadership role in the area of NSW local government reform. He has also made a profound impact on the health and wellbeing of the communities in which he has worked through improvements to infrastructure and services. He led the redevelopment and regeneration of the Kogarah Business Centre, a project which cost in excess of \$60 million and included one of the first commercial buildings in Sydney to fully adopt sustainable building principles. The project is considered a leading example of sustainable commercial development in Australia. Mr Bell's passion for creating good quality urban spaces, combined with his expertise in environmental engineering, has enabled him to transform the public areas in every local government area where he has worked.

Mr Francis John BULL Newcastle NSW 2304

For outstanding public service to people with a disability and their carers in New South Wales.

For over 40 years, Mr Francis Bull has committed his NSW public service to people with a disability and their families in the Hunter region. In each of the roles he has held, he has been a leader of people, an initiator and a driver of change, always striving to improve the lives of people with a disability. Early on in his career he was involved in establishing various initiatives that enabled people with disabilities to engage in meaningful activities, develop work skills and engage with the community in a positive and productive manner. While this is now the norm, over 35 years ago this was innovative work that led to ongoing opportunities and changes, so that people with a disability led greater lives. As Director, Large Residential Centres and Specialist Supported Living - State-wide Services in the Department of Family and Community Services, one of his most recent achievements has been leading the transition to the *National Disability Insurance Scheme*. He has used his strong leadership and communication skills in the introduction of key reforms to better assist and support the many stakeholders who are affected. He is currently leading the transition of over 400 people from the Large Residential Centres and Specialist Supported Living into community living and has been integral to the changeover process. Many of these people have not lived in the community for many years and some have the most complex support needs in NSW. His dedication to establishing links with mainstream services to support these changes within the community, as well as his ability to build the capacity of individuals to make better decisions, is enabling these reforms to be managed more smoothly. He has a broad knowledge of contemporary disability services and is an excellent team leader, always respecting and valuing input from colleagues and staff. Mr Bull consistently demonstrates his ability to successfully manage resources, and is committed to providing quality individual services to people with a disability.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Ms Lisa Mary CHARET, 93 George Street, Parramatta NSW 2150

For outstanding public service through policy development initiatives and collaborative partnerships to assist the community of Western Sydney.

As the District Director for Western Sydney in the Department of Family and Community Services, Ms Charet has been an outstanding leader in a region that contains five local government areas with a very complex and diverse range of client needs. She is a strong advocate and champion of an innovative change strategy called 'co-design' where the service provider and the client design better solutions in collaboration with one another, so that staff can have a better understanding of families and communities. Some successful co-design projects include Family by Family - a peer support and mentoring program where families that have survived tough times partner with families who are at risk of entering the program. She has led or supported a number of initiatives to help break the cycle of disadvantage in the Aboriginal community, including support of continued funding for two integrated Aboriginal Child and Family Centres, as well as establishing the only genealogy unit within the Department to map family trees thereby increasing family and kinship placements for Aboriginal children entering care. Through her leadership the Department of Family and Community Services has worked closely with NSW Police to determine how to best manage young people with challenging behaviours in out of home care so they do not progress through the criminal jurisdiction. In addition, a collaborative partnership with NSW Health led to significant mental health, drug and alcohol support systems being implemented for at-risk mothers to ensure their children remain safely at home. As an innovative thinker and a skilful leader, she has led the Department of Family and Community Services through significant periods of change and reform by effectively supporting staff to minimise resistance to change and promote higher levels of engagement. Ms Charet is a strong facilitator and collaborator and always seeks to find better ways to partner with community organisations for the betterment of the people of Western Sydney.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Mrs Elizabeth CORBYN, Neutral Bay NSW 2089

For outstanding public service to environmental protection and policy reform, and natural resource management, in New South Wales.

Ms Corbyn has been committed, passionate and driven about environment protection and the conservation of our natural resources during her long public service career. She has held a range of senior positions in the NSW Government such as the Director General of the NSW Environmental Protection Authority, the Director General of the NSW Department of Environment and Conservation, as the Chief Executive Officer of the Sydney Catchment Authority and as the Deputy Commissioner and Commissioner of the Murray Darling Basin Commission. As the Chief Executive Officer of the NSW Office of Environment and Heritage she managed a budget of \$1.3 billion and 4000 staff. She played a critical and key role in the establishment of the Environment Protection Authority and in many of its landmark initiatives, such as the major reform of environmental legislation in NSW which led to the *Protection of the Environment Operations Act 1997*. She was instrumental in establishing and delivering many other environmental reforms, such as policies to improve air and water quality, natural resource management and better outcomes for the protection of Aboriginal heritage, threatened species and native vegetation. Recently she was appointed by the Australian Government as the inaugural chair of the *Independent Expert Scientific Committee on Coal Seam Gas and Large Coal Mining Development*, where she played a key role in strengthening the science underpinning regulatory decisions on coal seam gas and mining proposals, in an area of highly contested public policy, ensuring better and more transparent decisions by government authorities. Throughout her career she has always displayed the highest level of integrity and talent for nurturing and developing staff, both at a senior and junior level. As a key environmental policy leader in NSW Ms Corbyn consistently demonstrated outstanding professionalism, dedication, openness and respect, while maintaining personal and professional accountability.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Mr Murat DIZDAR, 15B Renown Street, Canada Bay NSW 2046
For outstanding public service to education in New South Wales.

As Executive Director, Public Schools NSW, Mr Dizdar is responsible for schools in the Sydney and South Western Sydney geographical areas of NSW, comprising more than 219,000 students enrolled in more than 514 primary, secondary and special schools. He also leads 18 Directors who make up the Executive Leadership team. In this role he leads the implementation of strategies, policies, programs and innovations reflecting the Department's strategic directions, to ensure the delivery of high quality education and training across each of the public schools for which he is responsible. His exceptional leadership approach is one of transparency, attentiveness and responsiveness and he adheres to ethical practice in all that he does. He is an extremely good listener, and is able to build strong relationships with peers and superiors, always giving people the time and space to formulate their own thoughts, opinions and ways to express their perspectives. Currently he is working on building leadership capacity across the public education system, as research and demographic studies have indicated an impending shortage in qualified teachers and leaders in many areas of NSW. He has worked with his colleagues and staff in tailoring programs to address this need. One example of this is the *Principal Preparation Program* which sees aspiring Principals paired with experienced Principal mentors, supported through a program of professional learning and a school-based project to deepen their understanding of the role of principal. He acts with integrity, operates with openness and persistence and always promotes self-improvement and lifelong learning. He is a strong and passionate advocate for public education, and at the core of every initiative he supports is his commitment to the equity of all students and their families, regardless of background or personal circumstances. Mr Dizdar is an asset to NSW Public schools, the NSW Government and the community.

Ms Diane ELPHINSTONE, Mortdale NSW 2223

For outstanding public service to professional policing standards, policies and procedures in New South Wales.

Ms Elphinstone has been a dedicated and passionate officer over a 33 year career working with the National Crime Authority, four Royal Commissions, the NSW Crime Commission, and currently the NSW Police Force. She has demonstrated a consistent focus on supporting police officers to serve the community with integrity and transparency. In her current role as Executive Officer to the Deputy Commissioner, Field Operations, she researches, collates and offers sound advice in developing policies and procedures that affect front line police officers. She liaises with the NSW Police Force executive, and other government departments, where she provides both written and verbal advice on significant issues that affect the organisation. When employed by the Professional Standards Command earlier in her career with the NSW Police Force, she assisted in the rewriting of the *Critical Incident Investigation Guidelines* which are used by all sworn officers when there has been a death or serious injury as a result of police intervention or operation. Her involvement in this initiative was instrumental in piecing together a number of command requests, coroner's recommendations, and input from the police association and overseeing agencies, into a document that was accepted within the organisation. Without her expert assistance, this task would not have been achieved with such success. She consistently works well beyond expectations and has devoted an enormous amount of time and energy to her uncompromising work standard. She is very well respected for her leadership, judgement, tenacity and strong organisational experience. She is a highly motivated leader, with a strong work ethic. Ms Elphinstone's loyalty and enthusiasm to her position is admirable, making her extremely valuable to the many Deputy Commissioners and Commissioners she has worked with over her distinguished career.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Ms Susan HARTIGAN, Northbridge NSW 2063

For outstanding public service to vocational education and training in New South Wales.

Ms Hartigan has had a long and distinguished career in vocational education and training. As a teacher, and in senior management positions across TAFE NSW, she has provided high level, customer-centric and responsive education and training services to individual learners, businesses and communities for more than 35 years. As Director of the Western Sydney Institute for eight years she led the Institute through a period of extraordinary transformation. When she commenced in April 2006, the organisation was focused on meeting yearly outcomes and longer term strategies were not articulated. She developed a sound positioning plan which addressed the continually changing Vocational Education and Training (VET) environment and identified strategies the Institute needed to implement to become a leading VET provider. Cognisant that Western Sydney was a rapidly developing region, she worked tirelessly to forge strong relationships between industry and the community. She developed a senior management team that possessed a deep understanding of the Western Sydney region, and she ensured that the value of customer first' defined everything the organisation did. An energetic and innovative leader her can-do attitude was infectious and an inspiration to all. Under her leadership, the Western Sydney Institute grew from around 84,000 enrolments in 2006 to over 160,000 enrolments in 2014. Together with her high performance team, she significantly increased the Institute's market share making the organisation one of the largest and most successful educational institutions in Australia. The strong industry partnerships Ms Hartigan created have been critical to meeting the skills and employment needs of the growing economy in Western Sydney. The Institute is currently the region's largest employer with approximately 3000 staff, and is fully committed to the ongoing regional development of Greater Western Sydney - economically, socially and environmentally.

Mr Paul Anthony MANN, Gilgandra NSW 2827

For outstanding public service to local government in regional areas in New South Wales.

Mr Mann has dedicated his career in local government to rural and regional areas in NSW. He is currently in his 28th year as General Manager of Gilgandra Shire Council, having previously worked at Narrabri Shire Council, Dubbo City Council and Macquarie County Council. Under his strong and stable leadership, Gilgandra Shire Council has three times been honoured with the prestigious A R Bluett Memorial Award, the highest accolade a council can receive. The advice and guidance he has provided to a total of 10 different mayors and numerous councillors has been central to the council's success and financial viability. His ability to work in, and with, a wide range of personalities and ambitions, has enabled him to provide constituent improvements and direction for the community. In particular, he has been instrumental in expanding the range of services provided by Gilgandra Shire Council outside the traditional norm. Gilgandra's aged care and disability service facilities have grown to the point where the Council now employs in excess of 200 full time staff, compared to a similar-sized general purpose council who would employ approximately 80 staff. Through this guaranteed local employment he has helped to drought proof' Gilgandra's rural community, such that its population remains stable and it continues to be able to provide a suitable range of services. He is an integral member of the Orana Regional Organisation of Councils, having served as a Board Member for the past 18 years. He is a recognised and respected leader of the Gilgandra district community, and is actively involved in many areas outside the traditional domain of local government. Mr Mann is a long-serving member of the Gilgandra Health Council, a member of the Western NSW Local Health District Board, and a foundation committee member of the Tony McGrane scholarship which is administered by the Dubbo-based Charles Sturt University.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Mrs Rosemary MILKINS, Hornsby Heights NSW 2077

For outstanding public service through corporate governance roles and leading contributions to organisational reform in New South Wales.

Ms Milkins' distinguished career in the NSW public service has included senior roles in the education and health portfolios, and major leadership positions at the Department of Premier and Cabinet and Fire and Rescue NSW (FRNSW). In all her positions she has demonstrated a strong personal commitment to driving reform and improved delivery outcomes across the sector as a whole. As Deputy Chief Executive FRNSW since 2010 she oversees the corporate functions of one of the world's largest urban fire and rescue services, one with an outstanding reputation in dealing with operational issues involving fire-fighting and rescues. She has led a successful program of organisational reform and change which has transformed the corporate governance and administrative management of the agency so that it is able to meet its service delivery challenges within its budget. As Assistant Director General, Public Sector Workforce, Department of Premier and Cabinet, the valuable advice on complex administrative and policy matters she provided assisted government agencies to transform their structures and functions in response to changing expectations and fiscal circumstances. She demonstrated substantial leadership in implementing reforms to improve the performance and efficiency of the agency. During her 10 years with the Department of Health she was responsible for the management of the Executive and Corporate Support Division. In this role she led significant improvements to a range of administrative services including IT, payroll, procurement and human resources. Ms Milkins has tackled difficult tasks relating to a wide range of portfolio areas and is known for being a quiet achiever, a trouble-shooter and a reform expert.

Mrs Judith Ann REIZES, 154 Woodland Street, Balgowlah NSW 2093

For outstanding public service to environmental education and conservation in New South Wales.

Mrs Reizes was a founding member of the Manly Environment Centre and became its first manager when the shopfront drop-in resource centre was opened in the heart of Manly in 1991. In those days the environment was seen as a fringe' issue, but through her tenacity and good judgement she helped shape the centre into one of Australia's leaders in education and motivation. She is an indefatigable advocate for protecting, enhancing and preserving the local environment. Her dedication, commitment and service to the local community as Manager for over two decades have gone above and beyond the normal requirements of the position. She has organised hundreds of events, particularly for schools, with the aim of inspiring a passion for caring for the environment in the next generation. She has been involved in many projects over the years including Waste Expos, Ocean Care Day, the Green Canteen and many more. In 1994, the Manly Environment Centre initiated the highly successful education program *Kids, Companies & Creeks*. This eco-operation between local schools and companies won numerous awards and is used as a best practice' case study by the NSW Environmental Protection Authority. Her planning and networking skills are outstanding and she is highly skilled at liaising with government agencies and corporations at a senior level, but is also focused on making a difference at the grassroots' level. She is a passionate and professional campaigner who works cooperatively with local Council and involves the community to build successful partnerships. Mrs Reizes hard work has brought about significant improvements to, and the preservation of, the environment in the Manly area.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Dr Ian James ROTH, 9 Borrodell Drive, Orange NSW 2800

For outstanding public service to veterinary science, particularly to animal welfare and biosecurity, in New South Wales.

Dr Roth has made a significant contribution to the health and wellbeing of humans and animals alike during his 40 year career with the Department of Primary Industries. He has a deep understanding of animal biosecurity and his tireless leadership across animal welfare issues has significantly influenced the protection of NSW's environment and its \$12 billion primary industries sector. His commitment to service is demonstrated by his involvement in 21 emergency disease outbreaks since 1997. As the NSW Chief Veterinary Officer, he oversaw the successful response to many significant animal biosecurity threats including the Hendra Virus in horses (2011, 2013, 2014, and 2015), the Highly Pathogenic Avian Influenza in chickens in 2012 and 2013, and the Pacific Oyster Mortality syndrome in 2010. As deputy Chief Veterinary Officer he was a key part of the team that led the eradication of the Equine Influenza outbreak in horses in 2007. Outside of the emergency sphere he has made a substantial contribution to the management of animal diseases which have significant impacts on the wellbeing of farm animals and productivity of agricultural enterprises. The almost complete eradication of footrot in sheep is in large part due to his foresight and perseverance. His successes, both as a leader during times of crisis, and as a manager of sustained campaigns, testify to his strong, flexible management style and his capacity to nurture and motivate high performing teams. Dr Roth's meticulous approach to his work and dedication to primary industries and the community is widely acknowledged and respected.

Victoria

Mr Peter Stuart ALLEN, Richmond Vic 3121

For outstanding public service through the development of simplified statutory and land-use planning systems in Victoria.

Mr Allen led major reforms benefiting the public sector, the planning industry, professionals and the people of Victoria during his public service career, particularly in the Department of Environment, Land, Water and Planning. His work has resulted in significant improvements to the Victorian statutory and land-use planning system via the introduction of policies and reforms. In 1996 Mr Allen pioneered the Victoria Planning Provisions (VPP), an innovative mechanism for the regulation of town planning decision making through standard zones and overlays. The VPP has provided a clear and consistent framework for decision making at both a state and local government level.

Public Service Medal (PSM) (continued)

Victoria (continued)

Mr Anthony Dennis BATES, Aberfeldie Vic 3040

For outstanding public service to fiscal management in Victoria, and through improvements to the operational position of Victoria Police.

Mr Bates has been a driving force behind responsible fiscal management across the public sector, and the growing service delivery to the Victorian community. In his role at Victoria Police he has reinforced the organisation's role as a leader of the Victorian Public Service in delivering a safer community. Mr Bates has improved Victoria Police's financial position, and has contributed to the betterment of a collaborative relationship with government.

Ms Margaret Catharine DARTON, Neerim Vic 3831

For outstanding public service through contributions to state and national food policy and safety regulation, to dairy food research, and to strategic development and investment.

Ms Darton is the Policy Manager in the Agriculture and Food Industries Policy section of the Victorian Department of Economic Development, Jobs, Transport and Resources. She has made a significant difference to Australia's food policy and regulatory environment with her work making significant impact on the quality of legislation and regulation in Victoria and throughout Australia.

Mr Geoffrey John LAWLER, Camberwell Vic 3124

For outstanding public service through the development of financial structures to improve the sustainability of the built environment in Victoria.

Mr Lawler in his role as Director, City Operations has led the development of the City of Melbourne's sustainability strategy, and the growth of international networks of sustainable cities. He established the 1200 Buildings Program, which uses innovative financing structures to assist private landlords to make their buildings more efficient. Mr Lawler's commitment and dedication has resulted in Melbourne becoming a more liveable, better planned, sustainable city.

Mr Kenneth William THAIN, 5 Sydney Wilson Court, Bundoora Vic 3083

For outstanding public service to Victoria Police through the provision of stable and consistent administrative support.

Mr Thain is an administrative support officer in the Conduct and Professional Standards Division of Victoria Police. He personifies the concept of public service. He has been an asset to the Professional Standards Division by enabling a stable administrative structure. He has exceptional knowledge of the policies and procedures, with excellent instincts and sound judgement when liaising with complaints and complainants. In his role he is in constant communication with the public. Mr Thain's manner and professionalism when dealing with the public is exceptional and unwavering.

Public Service Medal (PSM) (continued)

Victoria (continued)

Mr Roderick John WISE, Victoria

For outstanding public service through the application of the Charter of Human Rights to correctional practice in Victoria.

Mr Wise in his role as Deputy Commissioner, Operations, in the Department of Justice and Regulation has driven the design and operation of safe and secure correctional facilities in Victoria. He has also led the delivery of programs addressing offender behaviour and assisting prisoners' transition back into the community. He is highly regarded across Australia for his correctional expertise, and is recognised in the field for his integrity, leadership and the creation of healthy prison environments. In order to foster understanding, Mr Wise has worked tirelessly to educate the judiciary, engage with partners in the criminal justice system and the non-government sector, while leading and influencing staff at all levels.

Queensland

Ms Nicola Joy DOUMANY, Annerley Qld 4103

For outstanding public service to the Queensland Judicial Service.

Ms Doumany has been a public servant for over 30 years and is currently the Director of Victim Assist Queensland (VAQ) in the Department of Justice and Attorney General. The establishment of VAQ in 2009 heralded a new time in Queensland's history regarding the public service response towards victims of violent crime. Ms Doumany's leadership, governance and solid policy knowledge, and her strong commitment to victims of crime enables her to provide support and care for some of the state's most vulnerable people. VAQ has become a respected leading agency and Ms Doumany has fearlessly supported new approaches to support mechanisms and has championed capacity building initiatives which have resulted in improved services across the state including accredited training for community workers supporting Aboriginal and Torres Strait Islander victims of domestic violence.

Ms Helen Louise GLUER, 38C Kumbari Crescent, Mitchelton Qld 4053

For outstanding public service in Queensland.

Ms Gluer is Queensland Rail's Chief Executive Officer. Her career has spanned more than 30 years and she has been dedicated to high level executive leadership which has helped to shape the Queensland Public Service. Ms Gluer has also lead reform, contestability and the implementation of industry best-practice standards and cultures across various organisations. Through key roles at Brisbane City Council, Health Corporate Services Authority, Queensland Treasury and Trade, and Queensland Rail has meant that Ms Gluer has made significant contributions to the stewardship, future prosperity and contestability of a large segment of the Queensland Public Service and has lead government organisations with total staff numbers of more than 18,000 people. One of her greatest assets is her reputation, developed through tireless work, constant learning, unequivocal determination to achieve and unquestionable integrity. Ms Gluer has inspired, challenged and supported many people in the Queensland Public Service.

Public Service Medal (PSM) (continued)

Queensland (continued)

Mr Bradford Huston JOHN, 54 View Crescent, Arana Hills Qld 4054

For outstanding public service to the development of Queensland's mineral resources.

As Chief Government Geologist with the Geological Survey of Queensland, Mr John espouses the building of collaborative research and working arrangements with Australian organisations. He has gained significant funding support that has resulted in collaborative projects and programs between government, industry and tertiary institutions. He has sustained and built upon work established by his predecessor, and looked at new and improved ways to promote Queensland. His work on the Queensland Exploration Council's Events and Business Attraction Working Group has ensured a strong investment promotion platform between industry and government. One of his major contributions has been the establishment of the Exploration Attraction Unit, as we know it today, which has high profile customer support both domestically and overseas. It has also resulted in the establishment of strong, interactive relationships between Trade and Investment Queensland (TIO) and Austrade. Mr John has also conceived and built databases that provide source information to customers. He has ensured that a formal delegation-dignitary process is in place to receive customers, provide them with high level information, promotional products, records of meetings, as well as tracking resource investment made by overseas organisations.

Mr Glen William POTTER, Surfers Paradise Qld 4217

For outstanding public service to local government in Queensland.

Mr Potter's service in local government has greatly contributed to addressing the challenges created by rapid growth in South East Queensland. He is widely acknowledged within the region for his knowledge of local government policy, legislation and leading practices. During his 40-year career he has served in roles with property rating, revenue management and information technology at the Brisbane City Council and the Gold Coast Council. For the last five years, as Director of Organisational Services at the City of Gold Coast, he has expertly guided policy, process and implementation and his impact has been profound. He is passionate about the City of Gold Coast, and particularly the Council organisation. He is a most conscientious and dynamic professional and is liked and respected by both clients and colleagues. Mr Potter has devoted much of his working life to ensuring that the Gold Coast reaches its best potential, delivering financial sustainability and equity for ratepayers, and his efforts will deliver benefits for generations to come.

Public Service Medal (PSM) (continued)

Queensland (continued)

Mrs Katherine SCHAEFER, 79 Woodhill Avenue, Coorparoo Qld 4151
For outstanding public service to Queensland State Development.

Ms Schaefer has served in many significant roles within state and local governments over a career spanning more than 30 years. During this time she has worked at senior levels in a range of disciplines including education, planning, local government, economic development and employment. Her outstanding service record is highlighted by her ability to sustain a high level of performance in many different disciplines, with a focus on outcomes and real benefits to clients and the workplace. In her current role as Deputy-Director General in State Development, she has championed professional development for staff and provided many new opportunities for the development of aspiring leaders. She has also invested heavily in a coaching program for Regional Directors that has had significant positive impacts across the state. Ms Schaefer is passionate about supporting high performing staff and is an advocate and role model for women in government. What sets her above her peers is her commitment to workforce development and organisational flexibility, and her positive attitude and dedication to the values of local and state government organisations.

Public Service Medal (PSM) (continued)

Western Australia

Mr Peter Douglas MOORE, 16 Glencoe Road, Ardross WA 6153

For outstanding public service to the water industry in Western Australia.

Mr Moore has worked in the WA water industry for more than 40 years and has been heavily involved in developing water supplies and wastewater schemes to allow strong state growth to occur. In particular he has been at the forefront of transformations of water industry management and supply planning that have taken the state into a new era of growth impacted by climate change and reduced rainfall. He is one of the Water Corporation's most senior executives, a skilled and highly experienced civil engineer with a strong track record in management and strategic planning, the benefits of which will serve the people of Western Australia well into the future. After entering the WA water industry in 1970, he made a long contribution to improving water supplies in Perth during the rapid growth years in the post-war period and following the 1960s iron ore boom. In 1995 he led a team that created the Water Corporation which commenced operating on 1 January, 1996, to change the way the state's water industry is managed. He was appointed as its inaugural General Manager of Engineering and Contracts, later becoming GM Planning and Infrastructure before being appointed Chief Operating Officer in 2004. Over the past 15 years he has been a lead planner of water supplies to prepare the city and other parts of the south west for climate change that has greatly reduced rainfall and storages in dams. In doing so, WA's water services planning and development has been transformed. He has been at the forefront of a new approach to water supply planning that has taken Perth away from its traditional reliance on dams and introduced sustainable new sources that are resilient to climate change. This has led to the Water Corporation being recognised internationally as one of the world's leading water utilities and a pioneer in securing water supplies to address climate change. Principal new sources are two large scale and innovative seawater desalination plants, completed within 2004-2011. He headed up the design and construction of the plants that now provide almost half of Perth's potable water needs. The next stage of sustainable source development is a large scale scheme to recharge Perth's deep groundwater aquifers with highly treated wastewater for 'banking' and use later as needed for public supply - another 'first' for Australia. He led a highly successful three-year trial of the process which has now advanced to a full scale scheme currently under construction at Craigie. It will begin production in late 2016. The creation of the Water Corporation, by a team led by Mr Moore, was a massive exercise in change that is providing major long lasting benefits for the people of WA. He has strongly encouraged and led the Water Corporation's development of partnering and alliancing with the private sector. He has also worked on the national water industry stage, having long been a member of the Australian Water Association, of which he was appointed President in 2015. Mr Moore is widely regarded as one of the most knowledgeable water industry executives in Australia today.

Public Service Medal (PSM) (continued)

Western Australia (continued)

Mr Walter Bela MUNYARD, Subiaco WA 6008

For outstanding public service to legislative drafting in Western Australia.

Mr Munyard has provided outstanding public service to the community of Western Australia for exceptional work in the drafting of the State's legislation and the provision of public access to it. He has been a legislative drafter in the Western Australian Parliamentary Counsel's Office (PCO) since 1978 and has made a significant contribution to the development of the law of Western Australia through the many important and complex items of legislation that he has drafted. In both 1989 and 1991 he undertook a year's assignment as a legislative drafting expert in Trinidad and Tobago, firstly for the United Nations and secondly for the Commonwealth Secretariat. On both occasions he drafted legislation for that jurisdiction and provided training to its local drafters. He was promoted to Deputy Parliamentary Counsel in 1996, and in January 2009 he was appointed to head the PCO as Parliamentary Counsel. In this role, he has led the PCO through a period of significant change in the way legislation is drafted and made publicly available. He has sponsored the development and implementation of a number of initiatives in the PCO that have contributed to greater efficiencies and timeliness in the drafting and publication of legislation. These have provided significant benefits to the government agencies that instruct the PCO to draft legislation, and to users of legislation, including members of Parliament, judges, lawyers and the general public. A key aspect of his career as a legislative drafter has been his active promotion of the adoption of information technology in both the drafting of legislation and providing public access to it. In 2010 he introduced new arrangements for the drafting by the WA PCO of Bills and amendments to Bills for private members of Parliament, replacing the WA Parliament's previous arrangement with a private sector lawyer to undertake this work. This has resulted in a more efficient and timely service for members of the WA Parliament without impacting adversely on the Government's legislative program. At a national level, Mr Munyard has represented the WA PCO on the Australasian Parliamentary Counsel's Committee, which consists of the heads of the drafting offices of all Australian jurisdictions and of New Zealand, manages the drafting of national uniform legislation for Australia, and provides a forum for the exchange of information about legislative drafting and the management of drafting offices.

Public Service Medal (PSM) (continued)

Western Australia (continued)

Mr Gregory Keith TREVASKIS, Subiaco WA 6008

For outstanding public service to local government in Western Australia, and to the community.

Mr Trevaskis has spent 39 years in local government in Australia, with 32 of those years as CEO of councils in Western Australia, Victoria and New South Wales. His career has been defined by providing outstanding service to the communities in which he has served. His current position is as CEO of the City of Nedlands, an inner metropolitan council in the western suburbs of Perth, which contains prime residential estates, expansive parks and tree-lined streets. He took on the position during difficult times in local government in Western Australia and played a major role in bringing the CEOs and mayors of many other local governments in the Perth metropolitan area together to discuss the issues surrounding the WA Government's reform program. From 2002 to 2010 he was CEO at the City of Bunbury, one of Australia's top 5 fastest urban growth centres. It is considered the capital and commercial hub of the south-west region of WA, and includes the major tourist region of Margaret River and surrounding wine growing region. From 1995 until 2002 he was General Manager of the Greater Taree City Council on the mid-north coast of NSW. Taree. In 1994 he was interim CEO of the City of Warrnambool in Victoria, and in this position assisted commissioners in the formation of a new council entity following a state-wide municipal restructure. From 1987 to 1994, he was CEO of the City of Portland, and from 1983 until 1987 he was Shire Secretary of the Shire of Daylesford and Glenlyon in Victoria. At the City of Nedlands he has been instrumental in introducing IT improvements throughout the area, including conversion to VoIP, public Wi-Fi, and cloud storage. a new records management system and automation in parks reticulation. The IT improvement program also sought to support remote and/or disadvantaged rural local governments through access to the City's VOIP, cloud storage and records management system. He introduced Integrated Strategic Planning which resulted in the development of the City's Corporate Business Plan and Strategic Community Plan for the period 2013-2023. The Plan was extremely well-received by the community it serves, and provides a practical framework for council staff to deliver services to the community. The City of Bunbury gained national recognition as a significant growth centre, attracting many millions of dollars in state and Commonwealth funding, while he was CEO there. This funding helped in delivering a large capital works program and under his stewardship major projects were undertaken including the \$12 million new administration centre in 2006, an \$11m aquatic centre in 2003, a council business park worth \$10m, a 600 lot residential land development, a regional library and a regional athletics track. Under his management, the City of Bunbury's investments were protected from international global financial events in 2008. Mr Trevaskis has continuously worked for the best results for communities both in Western Australia and across the nation.

Public Service Medal (PSM) (continued)

South Australia

Dr Paul Edwin PIGOU, Aberfoyle Park SA 5159

For outstanding public service in the area of forensic science and achievement towards public safety.

Dr Pigou has made a major contribution to forensic chemistry in South Australia and nationally for over twenty years. His cutting-edge research into illicit drugs, clandestine laboratories, explosives and chemical warfare agents has been widely recognised and has directly improved forensic analysis capabilities across Australia and internationally. He has a particular interest in clandestine laboratories used to manufacture illicit drugs, such as 'ice' and 'ecstasy', and is a national scientific leader in this field. The South Australian response to these laboratories is well organised and technically proficient, due in no small part to his leadership, vision and high scientific standards. His efforts have assisted law enforcement agencies to better understand and target chemicals used in illicit drug manufacture, ultimately improving court outcomes. Of particular note is his research into two previously unknown amphetamine manufacturing methods involving uncontrolled chemicals, which resulted in him providing training at international workshops. His specialised knowledge of explosives has contributed to national counter-terrorism capabilities and he has provided expert scientific evidence integral to investigating and delivering justice in some of the State's most high-profile crimes, such as the 1994 National Crime Authority bombing and the 2006 Gladstone explosion. He is also an exceptional educator, having mentored and trained numerous chemists in South Australia, and taught hundreds of University students. His lectures to the SA Police provide investigators with the ability to safely dismantle clandestine laboratories and, as the State's foremost resource for the analysis and identification of chemical warfare agents, he provides training to emergency services personnel. Dr Pigou's achievements are a result of his commitment and dedication to his profession, and he is an outstanding example of a committed and selfless public servant.

Public Service Medal (PSM) (continued)

South Australia (continued)

Ms Nerida Michelle SAUNDERS, Cumberland Park SA 5041

For outstanding public service in the provision of leadership and advocacy in the area of Aboriginal Affairs and Reconciliation.

Throughout her career Ms Saunders has demonstrated outstanding service in the delivery of strategic advice on a diverse range of Aboriginal Affairs matters. Through her exemplary leadership, the South Australian Government has identified and developed innovative policies and strategies that build on community capacity and have resulted in sustained improvements for Aboriginal South Australians. She led the consultation process, review and implementation of the new *Aboriginal Lands Trust Act 2013*, including overseeing a process to establish a new Aboriginal board focused on economic priorities and management of a land base of 64 titles to properties, comprising well over half a million hectares of land across regional, remote and metropolitan South Australia. She was also instrumental in the completion of the first phase of the review and implementation of the *Anangu Pitjantjatjara Yankunytjatjara Land Rights Act 1981*. This included selection of the review consultation panel and coordination of community consultations in remote areas of the APY Lands. She has also undertaken significant work on the first phase of the *Aboriginal Heritage Act 1988* review and consultation processes involving senior executives, major stakeholders and the Aboriginal community of South Australia. She has also had a pivotal role in shaping agency Reconciliation Action Plans, actively supports constitutional amendment to recognise Aboriginal South Australians within the *Constitution Act 1934*, and led the consultation process to initialise the Aboriginal Regional Authority Policy. This innovative policy supports the development of capable and accountable Aboriginal regional governance across the state that strengthens Aboriginal communities and promotes improved wellbeing for Aboriginal peoples. She has been a strong voice for Aboriginal people, having earned the trust and respect of a broad spectrum of the community. Ms Saunders has been a constant force in Aboriginal Affairs in South Australia for many years and is a proven leader of distinction.

Public Service Medal (PSM) (continued)

South Australia (continued)

Ms Kathryn VAN SCHAIK, Maitland SA 5573

For outstanding public service in the area of early childhood services, with a particular focus on service provision in South Australia.

Ms Van Schaik is a dedicated, passionate professional with over 35 years of experience in public and private sectors of early childhood services. She is an inspiring leader both in her work life and community, able to develop and motivate others to achieve targets, and manage projects from conception to completion. She is responsible for initiating, developing and supporting high quality child care services in South Australia, in particular across country South Australia, and has been instrumental in forging collaboration and respect between Childcare, Pre-school and Early Intervention Services, with children as the central focus. In the 1980s child care was rare and undervalued in regional South Australia. She has championed the importance of child care and cultivated an acceptance for the need for early learning programs. Her passion to see an increase in the number, quality and networking of sustainable services for young children and families has resulted in a range of important initiatives. These include the establishment and expansion of child care services for the Yorke Peninsula area, establishment of new 'in venue care' services in three locations in regional South Australia, and investigation of models of care appropriate to meet the needs of smaller communities. The successful implementation of these, and other, initiatives required significant promotion and effort to engage community support. While it is now expected that childcare services will be available in regional areas, this was not always the case. It is due in large part to her efforts and contributions, and the demand for increased services is testament to the importance of her achievements. Ms Van Schaik's contribution to Early Childhood Services across South Australia is vast, and her passion and dedication to continually seek to provide the highest level of quality child care for all South Australian children and their families is always at the forefront of her thinking and working.

Australian Capital Territory

Mr John Bernard HINCHEY, Canberra ACT 2600

For outstanding public service to the criminal justice system in the Australian Capital Territory.

Mr Hinchey has over 25 years' experience in the ACT criminal justice system. As the ACT's Victim of Crime Commissioner since 2011, he works tirelessly and with integrity for victims of crime, showing great commitment and dedication to promoting the awareness of the needs of victims and advocating for their interests and rights. He has been instrumental in reforms for the government's victims of crimes compensation scheme and developing programs to promote awareness of their interests. As the first manager of the ACT Restorative Justice Unit, he was instrumental in building up restorative justice as one of the ACT's flagship programs. He has a strong commitment to service, pragmatism in advocating the rights of victims of crime, the capacity to provide strong advice to key stakeholders, and the ability to relate to people from all walks of life. Mr Hinchey is an exceptional public servant who has displayed exemplary leadership to improving delivery of services to the ACT community.

Public Service Medal (PSM) (continued)

Australian Capital Territory (continued)

Ms Marion Theresa PEARCE, Duffy ACT 2611

For outstanding public service to the community of the Australian Capital Territory.

Ms Pearce has worked in the ACT Public Service since its inception in the late 1980s, beginning as a Youth Worker. She then spent 12 years working in the youth justice and care and protection area before moving to the Office of the Public Advocate in 1998 where she worked until 2015. She displayed an extraordinary capacity to engage with her clients in a respectful, accepting and level manner and forged successful working relationships with other statutory office holders and professionals in the legal and health disciplines. Her role as guardian of last resort for people with decision making disabilities is one of the most challenging and difficult of any public service role, and she formed genuine and sympathetic relationships with her clients who she treated with respect and dignity. Her conflict resolution skills were a very strong attribute, and she was always motivated by the best interests of her clients. Throughout her public service career she was devoted to her work, always placed clients first, and looked at their needs in a holistic way. Ms Pearce was an inspiring role model to her team of guardians, who developed under her guidance.

Northern Territory

Mr James ROGERS, Nhulunbuy NT 0880

For outstanding public service to the community of the Northern Territory, particularly as the coordinator of the Regional Recovery Response for tropical cyclones Lam and Nathan.

Mr Rogers is responsible for leading the whole of government recovery coordination for two tropical cyclones that hit across the East Arnhem Region of the Northern Territory in February 2015. With over 500 remote community residents affected by the severer tropical cyclone Lam, he instigated the setting up of a Local Recovery Committee in Galiwin'ku, Milingimbi and Ramingining. He worked more than 12 hour days on weekends and during his personal time, whilst having a young family and usual work commitments. During this time he was required to show leadership, patience and exercise decision making at a very high level and under extreme pressure. 300 residents from the community of Galiwin'ku were living in tents, based in a camp on the community oval. He was instrumental in developing and implementing a two stage rebuilding plan for the community. This was to build forty houses in the first year, with the remaining houses being built in the coming years. During this time he was also instrumental in strengthening government ties with Indigenous communities and with local community organisations. Throughout his tireless work, he always had the people of the community's safety, health, wellbeing and cultural needs prioritised and well managed. Mr Rogers' leadership of the recovery process has left a legacy of the responsiveness and ability of the Northern Territory Government to respond at a high level to a severe emergency.

Public Service Medal (PSM) (continued)

Northern Territory (continued)

Ms Anne Su-Phin TAN, Casuarina NT 0810

For outstanding public service to the community of the Northern Territory, particularly in the areas of financial policy development and reform, major infrastructure projects and investment.

Ms Tan has worked in the Northern Territory Government for more than 25 years. She has held a number of executive service roles in Treasury and Finance, the Power Water Corporation, and the Department of the Chief Minister. She has superior knowledge and experience in intergovernmental policy and relations, and in the area of Major Projects, Infrastructure and Investment. Previously she was involved in cross-jurisdictional policy work, major rewrites of the Financial Management Act and the Treasurer's Directions, and was instrumental in the new comprehensive whole-of-government banking contract for all Northern Territory banking services. She made significant contributions to the successful legal challenge with the Commonwealth Government regarding the Fringe Benefit Tax being applied, thereby saving the Northern Territory millions of dollars annually. Some of the major projects she has been involved with include the Alice Springs and Darwin Waterfront Convention Centre proposals, preliminary work on the new Darwin prison, various land release projects, a range of housing related developments, the Gove reform - a proposal for the Northern Territory supply of gas to Gove, and private housing proposals in Gove. Her contribution to securing the Northern Territory Public Service as a service that is contemporary, innovative and containing some of the best minds and leadership qualities is immeasurable. Ms Tan is committed to growing the Northern Territory, and her strong governance and ethical leadership base have been constant hallmarks of her work.

AUSTRALIAN POLICE MEDAL (APM)

For contact information on the recipients please go to the relevant state jurisdiction's media sections.

Federal

Detective Sergeant Yvonne Kim CROZIER

Federal Agent Crozier began her career with the Australian Federal Police (AFP) in 1994. She commenced general policing duties with the Tuggeranong Patrol in Canberra and soon undertook investigative tasks across the wider ACT region. These included Operation Aquatic, the investigation into the death of Ulrike Conway, for which team members received a letter of congratulation from AFP Commissioner Palmer, and the work of the Regional Armed Robbery Assistance Team. In 1999 she was transferred to the Tuggeranong Criminal Investigations Team where she was engaged with complex and protracted investigations. She gained a position later that year with Regional Teams Coordination, Operation Redgum. She achieved the designation of Detective in 2001 working with the North District Crime Team and the following year she was transferred to AFP Professional Standards where she gained experience across a variety of functions. As part of the Family Investigative Liaison Officer Program (FILO), she made a valuable contribution in the aftermath of the 2002 Bali bombings, receiving the Operations Medal for Operation Alliance. She also received an Operations Medal for her work on Operation Cawdor, following the 2004 Tsunami and attained the rank of Sergeant in 2005. In 2011 she commenced with the Operations Monitoring Centre in Sydney and in 2014 took up the role of Team Leader in the AFP Operations Coordination Centre, Client Liaison and Family Investigative Liaison Program. Following the downing of Malaysian Airlines flight MH17, Federal Agent Crozier made a significant contribution to Operation AREW as part of the Family Liaison team working in a difficult and highly sensitive environment.

Superintendent Mark Frederick McINTYRE

Superintendent McIntyre began his policing career as a member of the Northern Territory Police in 1990 and serving until 1999. He commenced serving with the Australian Federal Police (AFP) in 1999, working across a range of schools in the Learning and Development area, including Operational Safety and Police Practice. He spent six months in Timor Leste as part of the 4th Contingent of the United Nations Transitional Administration (UNTAET) in East Timor, before resuming duties in the Learning and Development area in Canberra. This was shortly followed by a move into the Protection area, where he worked in Close Personal Protection, the Prime Minister's team, and the Counter Terrorism Response teams. In 2005 he accepted an executive level position with the Department of Foreign Affairs and Trade as an Overseas Security Advisor, Post Physical Security. He returned to the AFP in 2006 as Coordinator, Operational Safety and Protection, Learning and Development, with several periods undertaking the role of Commander, Learning and Development. In May 2010 he accepted the position of Duty Coordinator for the AFP Operations Coordination Centre, moving to the role of Coordinator, Capacity Development and Planning in 2011. Later that year he took on the role of Coordinator, Counter-Terrorism, Domestic and often acted in the higher role of Commander. In late 2013 he assumed the role of National Coordinator, Special References, Crime Program, a position which involves extensive liaison between the AFP and government, on sensitive criminal referrals. During 2014, Superintendent McIntyre played a significant role in the mission coordination for the AFP's response to the Malaysia Airlines MH 17 disaster.

Australian Police Medal (APM) (continued)

Federal (continued)

Detective Sergeant Gregory Donald McLEOD

Detective Sergeant McLeod's policing career began with the Northern Territory Police in 1976 before moving to the Australian Federal Police (AFP) after almost 10 years of service. His initial AFP roles saw him acting in positions of Director, Operations Support in 1998 and later Coordinator Corporate Support. In the late 1990s, he was stationed at the Melbourne Office, where his main duties alternated between Southern Operations Response Team C and Southern Operations, Operations. He is well versed in the areas of counter terrorism and organised crime, having been involved in Operation Alliance after the October 2002 Bali bombings. He also assisted with Operation Tennessee, which resulted in the break-up of a sexual slavery ring which saw four people arrested and six Thai women freed in July 2003. Returning to Melbourne, his next promotion came as Team Leader Operations, and in 2004 he regularly acted in the positions of Coordinator Operations and Coordinator Economic and Special Other. He also acted in Coordinator, Counter Terrorism and Coordinator Counter Terrorism and Response positions. In 2007 he was Team Leader Economic and Special Operations, before joining as Team Member Transnational Sexual Exploitation and Trafficking Team (Border and International), before re-joining the Crime Operations A - Melbourne team. He was also involved in Operation Inca, which culminated in the world's largest seizure of the drug MDMA with 4.4 tonnes, or almost 15 million pills, retained in June 2007. As of February 2015, Detective Sergeant McLeod is Team Leader Learning and Development - Victoria and Tasmania.

New South Wales

Inspector Rupert Dermot AGNEW

Inspector Agnew joined the New South Wales Police Force as a Trainee in 1985 at the NSW Police Academy, Goulburn. He was attested as a Probationary Constable in 1985, and confirmed as a Constable in 1986 whilst performing General Duties at Penrith. He also performed general duties at St. Marys and in 1987 he entered the Criminal Investigation field serving at Penrith. In 1989, he returned to general duties at Mt. Druitt before returning to the criminal investigation field performing duties at the North West Region Major Crime Squad and later at Mt. Druitt, where in 1994 he was designated as a Detective. He has performed criminal investigation duties at the Drug Enforcement Agency and Special Services Group. In 1998, he successfully completed the selection course for the Tactical Operations Unit where he commenced duties in 1999 and was promoted to the rank of Sergeant in 2005. In 2015, he was promoted to the rank of Inspector (Duty Officer) at the Marrickville Local Area Command, his current position. In the last 15 years his policing service has centred on his expertise in the area of tactical policing. He has held a number of positions with the Australian, New Zealand Counter Terrorism Committee, in roles that he has been responsible for developing the use and implementation of safety standards for explosive breaching by Australian Police Tactical Teams. He is regarded as a subject matter expert in this field. He has also performed Counter Terrorism Security duties at the Sydney Olympics, the Melbourne Commonwealth Games in 2006, APEC 2007 and the G20 in 2014. He has been professional and diligent, always encouraging similar behaviours in his peers and subordinates. Since 1981 he has been an active member of the Australian Army Reserve. He has seen active service in East Timor, Iraq and Afghanistan. He has passed on his experience in these theatres of war to members of the Tactical Operations Unit. On a community level he is actively involved at the Elouera Surf Life Saving Club, where he has volunteered a vast amount of his time in the capacity of Water Safety Officer at weekly Nippers training sessions, Nippers Carnivals and Surf Patrols at Elouera beach. Inspector Agnew also takes part in the 'Relay for Life' as a member of the Tactical Operations Unit team, raising funds for cancer research.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Detective Inspector Barbara Lynette CARROLL

Detective Inspector Carroll joined the New South Wales Police Force in 1990 after being transferred from the State Rail Authority as a Transit Police Officer. In 1999, she was confirmed as a Constable, where she was stationed at the Transit Police, Brisbane Waters Local Area Command. She has performed duties at the North Metropolitan Target Action Group and the Tuggerah Lakes Target Action Group. In 2003, she entered the Criminal Investigation field serving at the Joint Investigation Response Team, Newcastle, and later at the Joint Investigation Response Team, The Entrance, where she was designated as a Detective in 2004. In 2006, she returned to the Joint Investigation Response Team, Newcastle, where she was promoted to the rank of Detective Sergeant and in 2011 she transferred to the Policelink Child Wellbeing Unit. In 2012 she was promoted to the rank of Inspector (Manager), which is her current position. She has developed a strong background in child protection and domestic violence through her criminal investigation duties with the Joint Investigation Response Team. During 2012, she established a performance and quality management framework for all staff within her unit. This saw an immediate improvement in individual performance, and an increase in referrals of child at risk cases to non-government agencies. Her unit is seen as the benchmark for Child Wellbeing Units by the Department of the Premier and Cabinet and the Ombudsman. Her high level of expertise in this field, coupled with her extraordinary dedication, is testament to her professionalism, imparting her knowledge and experience to ensure effective management of the Child Wellbeing Unit. Detective Inspector Carroll has worked tirelessly to promote improved performance within the New South Wales Police Force in dealing with children at risk.

Superintendent Jeffrey Frank CONLY

Superintendent Conly joined the New South Wales Police Force as a Trainee in 1981 at the NSW Police Academy, Redfern. He was attested as a Probationary Constable in 1981, and confirmed as a Constable in 1982 whilst performing General Duties at No.29 Division (Collaroy). He has performed duties at Traffic Branch, Chatswood, Joint NSW Police/National Crime Authority Technical Services Group, State Technical Investigation Branch, Special Services Group, where in 2000, he was promoted to the rank of Inspector (Staff Officer), State Electronic Evidence Branch, where in 2012, he was promoted to the rank of Superintendent (Commander), his current position. He was posted to his current command in 2003. He has dedicated the majority of his career to specialist policing in the field of technical investigation. He is a professional Electrical Engineer and an AGSM graduate with a Masters in Business and Technology from the University of NSW. He is recognised both nationally and internationally for his knowledge, expertise and commitment to technical investigation. He was a member of the corporate review team examining the Water Police in 1995 that resulted in the blueprint for the modern and effective Marine Area Command now in place. He was responsible for the technical security role during the 2000 Sydney Olympic Games. Superintendent Conly designed and established the State Electronic Evidence Branch and has been responsible for a number of developments within the technical investigation field in the gathering of electronic evidence including, the specialist child exploitation 'Discovery' process, which has since been adopted by police agencies nationally and internationally, the Electronic Evidence First Responder Program, which enables the capture of valuable electronic evidence within the volume crime domain, and the Electronic Memory Chip Extraction capability. As a result, the NSW Police Force are the only agency in Australia that are able to forensically remove and read memory chips in mobile devices.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Detective Inspector David John GAWEL

Detective Inspector Gawel joined the New South Wales Police Force as a Trainee in 1987 at the NSW Police Academy, Goulburn. He was attested as a Probationary Constable in 1987, and was confirmed as a Constable in 1988 whilst performing General Duties at Auburn and later at Lidcombe. In 1990, he entered the Criminal Investigation field serving at Flemington and the Fraud Squad, where in 1993 he was designated as a Detective. He has served at the North West Region Crime Squad, the Child Protection Investigative Team, the Joint Asian Crime Group, the State Crime Command Homicide Squad, Counter Terrorism Coordination Command, where in 2003, he was the first New South Wales Police seconded to the Joint Counter Terrorism Team with the Australian Federal Police and ASIO. He has performed duties at the Investigations Unit, Counter Terrorism and Special Tactics Command, and in 2006 was promoted to the rank of Inspector (Coordinator), his current position. He has dedicated the majority of his career to the criminal investigation field and specifically to counter terrorism investigation during the last 12 years. He is considered as one of the most experienced counter terrorism investigators in Australia. He is regularly called upon to provide expert advice on counter terrorism investigations and operations. He is respected by his colleagues both within the NSW Police Force and the many external agencies, including across Australian and New Zealand policing jurisdictions, the Commonwealth Attorney General's Department, the Federal Bureau of Investigation of the United States, and the Israeli National Police. He has been on the frontline of counter terrorism investigations which have directly resulted in the disruption and prevention of terrorist attacks in NSW. On the community front, he joined Rotary in 2006 and has volunteered his time and energy in a range of projects. Detective Inspector Gawel has also provided lectures to Rotary groups on terrorism awareness and investigation, and his family have also hosted Rotary exchange students.

Chief Superintendent Peter Andrew GILLAM

Chief Superintendent Gillam joined the New South Wales Police Force as a Trainee in 1978 at the NSW Police Academy, Redfern. He was attested as a Probationary Constable in 1978 and confirmed as a Constable in 1979, whilst performing General Duties at No. 22 Division (Liverpool). He has performed duties at Green Valley, Tactical Response Group, Special Weapons and Operations Squad, Tamworth Traffic Office, South Region Tactical Response Group, Witness Security Unit, where in 2003, he was promoted to the rank of Inspector, (Commander), and later that same year was promoted to the rank of Chief Superintendent as Commander of the State Protection Group. He has performed duties as Commander at Goulburn Local Area Command, Camden Local Area Command and in 2013, Liverpool Local Area Command, his current position. He was posted to his current command in 2013. He has for a majority of his 37 year policing career undertaken roles in general policing, tactical policing and witness security. He has performed these roles within regional New South Wales and Metropolitan Sydney. He is a trained police negotiator and was responsible for the development of the NSW Police Force Witness Protection Program to an internationally recognised level. He was responsible for the post 911 enhancements to the NSW Police tactical counter terrorism response and was the NSW Police representative on the sub-committee of the Australian and New Zealand Counter Terrorism Committee on operational response. He is a member of the NSW Police Advisory Group on Active Shooter Guidelines. Chief Superintendent Gillam is considered a subject matter expert regarding the management of high risk incidents and is actively involved in review and development of policy in this area.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Detective Senior Sergeant Stephen Raynor HORN

Detective Senior Sergeant Horn joined the New South Wales Police Force as a Trainee in 1968, at the NSW Police Academy, Redfern. He was attested as Probationary Constable in 1968 and confirmed as Constable in 1969 whilst performing general duties at No. 26 Division (Merrylands/Fairfield). In 1973, he entered the Criminal Investigation field serving at No. 21 Division (Special Squad). In 1974, he entered the Scientific Investigation Section, where he was designated as a Detective in 1977. Between 1974 and 2012, he has performed scientific duties at numerous locations, including, Technical Support Branch, Crime Scene Unit, Campsie, Hurstville, Sutherland and Wollongong Crime Scene Sections, Hurstville and Inner-West Physical Evidence Sections, Crime Scene Operations, Westmead Laboratory, the DNA Cold Case Justice Project and Pemulwuy Laboratory. In 2013 he assumed his current position in the Forensic Intelligence and Results Management Unit of the Forensic Services Group. He was promoted to his current rank in 1993 and posted to his current command in 2008. He has dedicated over 40 years of his policing service to the forensic field. He has witnessed the evolution of forensic science and has recently been instrumental in the application of DNA analysis on cold cases. He has performed duties at some of Australia's worst disasters, including the Granville train disaster in 1977. In 1991 he was seconded to the War Crimes Prosecution Support Unit in Ukraine, assisting with the exhumation of human remains buried in two mass graves from WW2, and the preparation of scientific evidence for production at court in South Australia. He was recognised for his efforts by the Director of the War Crimes Prosecution Unit through a letter of commendation. From 2008 to 2012, Detective Senior Sergeant Horn worked on the DNA Cold Case Justice Project which has assisted investigators in identifying 27 individuals who were charged with sexual assaults from the 1980s through the late 1990s, as well as several homicide offenders.

Detective Senior Constable Philip David McCLOSKEY

Detective Senior Constable McCloskey joined the New South Wales Police Force as a Trainee in 1977 at the NSW Police Academy, Redfern. He was attested as a Probationary Constable in 1977 and confirmed as a Constable in 1978 whilst performing General Duties at No. 13 Division (Earlwood). He has performed duties at Barham and Queanbeyan and in 1994 commenced duties in the Stock Squad at Queanbeyan, where he was designated as a Detective in 1996. In 1997, he entered the Criminal Investigation field serving at Queanbeyan and later at the Rural Crime Unit, Monaro Local Area Command, his current position. He was promoted to his current rank in 1986 and posted to his current command in 1990. He has dedicated the majority of his 37 years of policing to the people of regional and rural New South Wales in the field of investigation of rural crime. During this period he has mentored countless subordinates as a training officer, mentor and supervisor. He has strived for the development of the policing profession, particularly in regard to rural crime and criminal investigation, through his participation in committees and working parties focusing on rural crime investigation. He is respected amongst his subordinates and peers as well as in Queensland for his contribution to the Queensland Police rural crime training program. He has instructed on the NSW rural crime awareness course and the Queensland Police rural crime course. Throughout his career he has forged effective professional relationships with numerous government agencies and non-government organisations relating to primary industry. His knowledge of the complex field of primary industry, wool production, agriculture, crops and livestock is second to none and he is regularly used as source of advice to both internal and external bodies.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Detective Chief Inspector Caroline Anne O'HARE

Detective Inspector O'Hare joined the New South Wales Police Force as a Junior Trainee in 1981 at the NSW Police Academy, Redfern. She was attested as a Probationary Constable in 1981, and was confirmed as a Constable in 1982 whilst performing General Duties at No. 6 Division (North Sydney). In 1983, she entered Criminal Investigation and was designated as a Detective in 1986 performing duty at North Sydney, Balmain, and Annandale. She also performed criminal investigation duties at Special Branch, Internal Affairs and the Royal Commission. In 1993, she undertook prosecuting duties at North West Legal Services before returning to the criminal investigation field at the Child Protection Enforcement Agency, and later the Crime Agencies Legal Service, Protective Security Group, where in 2000, she was promoted to the rank of Inspector. She later served at the Counter Terrorist Coordination Agency, Counter Terrorism Special Projects and as Commander of the Strategy Unit, Counter Terrorism and Special Tactics Command. She was promoted to her current rank in 2000 and posted to her current command in 2003. Throughout her 34 year career she has attained a wealth of experience and expertise, including as an accredited intelligence analyst, accredited police prosecutor, accredited police negotiation team leader, a nationally accredited Counter Terrorism Negotiation Team Leader and Counter Terrorism Expert, Researcher and Lecturer. She has Diploma in Law, Bachelor of Policing (Prosecutions), Bachelor in Criminology and is admitted as a Solicitor of the Supreme Court of New South Wales. She has demonstrated a rare combination of leadership and foresight with her involvement and development of the NSW Police counter terrorism response. She has been a spokesperson for the Counter Terrorism Command both in Australia and overseas. She has liaised with academics, researchers and lecturers to establish a network to engage in collaborative research into Counter Terrorism. Detective Inspector O'Hare is also a university lecturer and subject coordinator for 'Counter Terrorism Studies' at the Charles Sturt University.

Detective Inspector Andrew Phillip WATERMAN

Detective Inspector Waterman joined the New South Wales Police Force as a Junior Trainee in 1980 at the NSW Police Academy, Redfern. He was attested as a Probationary Constable in 1980 and confirmed as a Constable in 1981 whilst performing General Duties at No.6 Division (North Sydney). In 1983, he entered the Criminal Investigation field serving at the No. 17 Division (Ryde/Eastwood) and No.1 Division (Central), where he was designated as a Detective in 1986. He later served at North Region Major Crime Squad, the North Region Major Crime Squad - Homicide, Crime Agencies Organised Crime Squad, the Homicide Squad, where in 2000 he was promoted to the rank of Detective Sergeant, and later in 2005 he was promoted to the rank of Detective Inspector (Coordinator) at the Homicide Squad - State Crime Command, he later served the Property Crime Squad - State Crime Command and the Child Abuse Crime Squad - State Crime Command, his current position. He was promoted to his current rank in 2005 and posted to his current command in 2014. He has dedicated the majority of his 35 years of policing to the criminal investigation field where he has a reputation as a professional criminal investigator, having either been part of the investigation team or coordinated many of the high profile investigations undertaken by NSW Police Force. In his current role, as an Investigations Manager with the Child Abuse Squad, he has forged longstanding relationship with many stakeholders to assist in the corrective efforts to investigate and reduce child abuse. His knowledge in the field of criminal investigation is often called upon by others for advice and guidance. As senior member of the NSW Police Force, he has gained the greatest of respect and admiration by his superiors, his peers and those he leads.

Australian Police Medal (APM) (continued)

Victoria

Detective Inspector Kenneth Craig ASHWORTH

Detective Inspector Ashworth is a career policeman with Victoria Police (VICPOL) having served for almost 39 years. He has worked in a range of high profile and demanding work places. His service, by any measurement, is impressive with arrests and successful prosecutions of some of Australia's most notorious criminals. He is well respected for the leadership he displayed following the murder of two police officers. He merged the stations of Prahran and St. Kilda through a challenging change process. His leadership and exceptional management skills were affirmed by his role as the lead investigator into the Gippsland Black Saturday Bushfires that claimed eleven lives. Through his leadership, the person responsible for lighting the fire was identified and subsequently prosecuted. He is a very professional, experienced and competent officer who has developed excellent knowledge and expertise in the investigation of serious and organised crime. He has worked hard to build VICPOL's joint investigative capability and create a difficult environment for organised crime to perpetuate, particularly through his current stewardship of the Trident Taskforce. Detective Inspector Ashworth is highly regarded and respected for his knowledge and he is often sought for advice by VICPOL and partner agencies.

Commander Shane Robert COLE

Commander Cole has been a member of Victoria Police (VICPOL) for 39 years with a career that has covered all aspects of policing. He was one of the primary negotiators that played an integral part in the delivery of the 2011 Police Enterprise Bargaining Agreement and its acceptance by both (VICPOL) and the government of the day. Recently he managed and led the rollout of 1700 police and 940 Protective Services Officers (PSOs). This required improved recruiting systems and processes to manage over 10,000 applications, as well as establishing enhanced and improved screening tools. He also ensured that systems were in place to appropriately deploy newly graduated constables and PSOs across the state. Currently, his role is to strategically plan, develop and implement VICPOL's focus on workplace health and safety. This organisational initiative is named 'Zero Harm', which is about reducing injuries in the workplace by making all members responsible for health and safety. Commander Cole has made a significant contribution to the community and to Victoria Police in the areas of leadership development and capability, organisational policies, and frontline practice reform, which has allowed VICPOL to hold a strong reputation and voice within the community.

Senior Sergeant Glenn PINDER

Senior Sergeant Pinder has served the community as a member of Victoria Police (VICPOL) for over 33 years. Based at the Victoria Police Academy as a Senior Firearms and Tactics Instructor, police recruits have been inspired by his professionalism and commitment to police service, dedication to community development and demonstration of personal resilience. He has been an integral part of the evolution of firearms training in Victoria. As a use of force expert, he has provided guidance to critical incident review panels and assisted with the preparation of complex investigations into police shootings for the Coroner's Court. Over the past two years he has made a significant contribution towards the establishment and management of the Centre for Transit Policing. As the officer in charge of the newly founded Centre, he was instrumental in developing and overseeing the foundation training course for Protective Services Officers. Senior Sergeant Pinder is committed to the development of recruits and has helped develop the organisation to ensure that VICPOL remains a respected and vital part of the Victorian community.

Australian Police Medal (APM) (continued)

Victoria (continued)

Superintendent Debra Lyn ROBERTSON

Superintendent Robertson has been a dedicated member of Victoria Police (VICPOL) for more than 32 years. She is a consistent, successful leader who has achieved significant results for VICPOL and the community. She has successfully achieved improved working conditions for members, particularly working parents, through successfully challenging work practices and achieving flexible part time hours for operational police. Within The Police Association she has forged the way for diverse thinking, greatly improving policing for members. She is a mentor to many, is dedicated to the advocacy of women in policing, and is generous in her engagement. In 2003, she was acknowledged for her contribution to the development and future of VICPOL when she was awarded the 'Excellence in Policing' Bravery Award by the Australasian Council of Women in Policing. She continues to engage with the community above and beyond the requirement of her position through her presidency of the Blue Light Victoria. She is a highly intelligent and educated person who displays great empathy towards her colleagues and the community. Superintendent Robertson's willingness to assist and support others, as well as develop change strategies, has helped create a healthier and productive work environment within VICPOL.

Queensland

Assistant Commissioner Maurice James CARLESS

Assistant Commissioner Carless graduated from the Queensland Police Academy in September 1986 and his first appointment as a police officer was to Townsville Station. He subsequently transferred to plain clothes division and later worked as a Detective at Mareeba, Mossman, Thursday Island and Cairns. While at Cairns, he was promoted to Detective Senior Sergeant and was appointed as Office in Charge of the Juvenile Aid Bureau, Cairns District. In 2003 he was awarded the Courier Mail Police Scholarship and studied in the United States and worked with New Scotland Yard in London. In 2004 he was promoted to the rank of Inspector in charge of a range of portfolios in the Cairns Police District. He completed a Masters Degree in Public Sector Management at the Queensland University of Technology and in 2005 was awarded a Winston Churchill Memorial Fellowship and studied with the New Zealand Police, Federal Bureau of Intelligence (FBI), New Scotland Yard and the Royal Canadian Mounted Police. In 2006 he was awarded the Premiers Award for Excellence in Public Sector management and in 2007 he received a Queensland Parliamentary Award where he was recognised for his *'outstanding contribution in delivering excellence in child protection practices, customer service, creative and innovative approaches and strong and sustained relationships'*. In 2008 he was appointed to the rank of Detective Superintendent, Regional Crime Coordinator, North Coast Region and in 2011 received the Endeavour Executive Award and undertook further study at the Australian Institute of Police Management, before completing a Doctorate of Police Leadership in 2013. In that year he was appointed as District Officer, Sunshine Coast where he was jointly responsible for the Daniel Morcombe investigation. After relieving for a short time as Assistant Commissioner, Central Region, he was promoted to Detective Chief Superintendent in charge of the Police Group as the Crime and Corruption Commission (C&CC), Brisbane. He performed the role of Executive Director, Operations Support Division, and was integral in leading reform within the Commission and assisted with significant workplace modernisation programs. In August 2015 he was promoted to Assistant Commissioner, State Crime Command, and is responsible for a range of Groups within the Queensland Police Service, addressing major and organised crime.

Australian Police Medal (APM) (continued)

Queensland (continued)

Chief Superintendent Shane Leslie CHELEPY

Chief Superintendent Chelepy graduated from the Queensland Police Academy in 1986 and was appointed to Woolloongabba Station after which he performed duty in the Beenleigh and Brisbane City Districts. He then undertook approximately two years within various units of the Criminal Investigation Branch including Brisbane Central, South Brisbane and finally Major Crime within Crime Operations. He transferred to the Wynnum Water Police in 1991 and was promoted to Senior Constable in 1994. A further promotion to Sergeant, Officer in Charge of Wynnum Water Police occurred in 1996 and in 2000 he was promoted to Senior Sergeant, Officer in Charge of Wynnum Station. In 2001 he was commended by the Assistant Commissioner, Metropolitan South Region, for his contribution to the policing response to the Olympic Games. In 2004 he was promoted to Regional Inspector, Metropolitan South Region, where he undertook numerous duties including a period of secondment as the State Water Police Coordinator. Whilst in this position he was instrumental in the formulation of projects including the Vessel Management Plan and Preventive Maintenance Program, and achieved a high level of overall operational efficiency. In 2006 he was transferred to the Specialist Services Branch within Operations Support Command as the State Water Police Coordinator. In this role, his innate ability to effectively communicate with people at any rank or level was again recognised by his superiors. In 2008 he was promoted to his current rank and undertook the role of Manager within the Counter Terrorism Strategic Policy Branch. He was awarded a Commissioner's Certificate Operational (Group Citation) for his involvement with the Mercury 08 Counter-Terrorism exercise in 2009, and was instrumental in the development and training of Active Shooter counter-terrorism exercises. In 2013 he was transferred to the Specialist Service Group as Operations Commander and in this role he made a significant contribution to the success of G20 policing response operations, leading a large management team responsible for delivering a range of specialised police capabilities. In 2014 he was awarded the Excellence in Leadership - Gold Award (Leading Change Workshop). His leadership, strategic vision and high level change management skills in that role resulted in considerable positive changes to the specialist units under his control. Superintendent Chelepy was an integral part of the management team of Operations Support Command and he has remained both approachable by, and supportive of, all members of the Service and is particularly supportive of the efforts of those police officers and staff members who work tirelessly behind the scenes. In 2015 he was promoted to Chief Superintendent, District Officer of the South Brisbane District in the Brisbane Region.

Australian Police Medal (APM) (continued)

Queensland (continued)

Inspector Jo-Anne HENDERSON

Inspector Henderson was sworn in as a member of the Queensland Police Service (QPS) in 1991 and has worked in a variety of operational, training and corporate positions in both non-commissioned and commissioned roles. She has served as a general duties officer, and as a facilitator, with the Police Recruit Operational Vocational Education (PROVE) Training Program and the First Year Constable (FYC) Training Program. In 2003 and 2004 she was a team leader for the Queensland Police Service Handgun Buyback Project. On promotion to Inspector in March 2006, she was responsible for the Child Safety Coordination Unit, State Crime Operations Command for six years. This position involved providing strategic and policy advice on child protection and youth justice issues to the QPS Child Safety Director and Commissioner, and the provision of specialist forensic interviewing of children training state-wide. In 2011 she completed a review of the Australian National Child Offender Register (ANCOR) System for the Australia New Zealand Policing Advisory Agency (ANZPAA) which resulted in recommendations being implemented by the ANZPAA Child Protection Committee. To address a significant increase in service delivery demand from the Queensland mining and gas expansion in 2012, she led the development and implementation of a state-wide on-line training product on Wide Load Escorts, including underpinning policy and training strategy, prior to the introduction of the National Heavy Vehicle Regulator. In 2013 she undertook a secondment to the Commissioner's Office providing executive support to the Commissioner and members of the QPS Senior Executive on operational and strategic policing responses. During 2014-15 she undertook a 14 month secondment, as the Queensland Police Service Police Visiting Fellow, to the Australian Institute of Police Management in New South Wales. She is currently working the Ethical Standards Command as a Command Inspector leading the Internal Witness Support Unit. She holds a Bachelor of Arts, Bachelor of Education, and Masters in Leadership and Management in Policing. She is a role model for members of the Service and possesses leadership abilities and professional qualities that reflect the high standards expected of an officer of the QPS. Inspector Henderson's contribution and commitment to the Queensland Police Service and the community have been outstanding.

Senior Constable Neale William McSHANE

Senior Constable McShane joined the Victorian Police in 1975 and progressed through the ranks to Senior Sergeant. After serving for 19 years he joined the Queensland Police Service and was sworn in as a Constable in June 1995. He subsequently served in Cairns, Charleville, Cunnamulla and Birdsville, performing initially as a general duties officer and later as a police prosecutor. In 2001 he achieved the rank of Sergeant and in 2006 moved back to the rank of Senior Constable in order to take up his position as the officer in Charge of Birdsville station. The Birdsville Division borders South Australia and the Northern Territory and the Station is most often the closest policing asset to any incidents that occur in the remote desert country travelled by tourists and pastoral workers. He is regularly required to travel to those locations in regards to search and rescue operations and calls for service. Senior Constable McShane is seen as a role model for officers within the Service. His leadership abilities and professionalism are qualities that reflect the high standards expected of an officer of the Queensland Police Service.

Australian Police Medal (APM) (continued)

Queensland (continued)

Chief Superintendent Martin Robert MICKELSON

Chief Superintendent Mickelson graduated from the Queensland Police Academy in 1978 and was sworn in on 5 July 1979. His first posting was at Brisbane City Station. He undertook a range of roles in general duties and traffic before commencing his plain clothes career, initially at Brisbane Metropolitan Criminal Investigation Branch (CIB), and later transferring to Kingaroy CIB. He developed an interest in criminal intelligence and obtained a position within the Bureau of Criminal Intelligence Queensland (BCIQ). His commitment to intelligence functions was rewarded with an external posting to the Australian Bureau of Criminal Intelligence in Canberra. He returned to the BCIQ in 1990 and later was instrumental in the development and implementation of the Queensland Police Intelligence Network. He also gained expertise in physical surveillance capabilities, and was later recognised for assistance he provided to New South Wales police in a strategic review of their surveillance capabilities. In 1999 he was promoted to the rank of Inspector at the then Criminal Justice Commission and later transferred back to BCIQ. In 2007 he commenced relieving as Acting Detective Superintendent at State Crime Operations Command where he commenced a major strategic project to develop and implement a telephone interception capability for the Queensland Police Service. Following the successful implementation of this project, he was promoted to the rank of Detective Superintendent as the Manager of the Telephone Interception Group. The Telephone Interception capability has delivered a crucial weapon to Queensland Police Service investigators in their fight against organised crime and Outlaw Motorcycle Gangs. In 2014 he was promoted to his present rank, and took up the position as District Officer, Logan District, where he has demonstrated strong leadership. In 2014 he commenced a six month period of relieving as the Acting Assistant Commissioner, Intelligence, Counter-Terrorism and Major Events Command and played an integral role in the delivery of policing operations for the G20 Meetings in Brisbane and Cairns. Chief Superintendent Mickelson is seen as a role model for officers within the Service, and his leadership abilities and professionalism are qualities that reflect the high standards expected of an officer of the Queensland Police Service.

Sergeant Linda Michelle SMITH

Sergeant Smith graduated from the Queensland Police Academy in 1991 and her first appointment as a police officer was to Slacks Creek Station. She showed an early interest in criminal investigations and was appointed to the Logan District Task Force in 1994, followed by an appointment to the Beenleigh Criminal Investigation Branch in 1995. During this period she received letters of appreciation from senior officers and members of the public with respect to the quality of her work. In 1998 she was promoted to the rank of Senior Constable and transferred to Slacks Creek Station. She remained at that location until December 2000 before accepting a General Duties position at Cloncurry. Whilst stationed at Cloncurry she displayed a high level of diligence in her duties and was promoted to Officer in Charge in 1993. She subsequently returned to Brisbane where she performed duty as a Communications Room supervisor both in the City and at Beenleigh Station. In 2007 she accepted a position as Senior Prosecutor at Beenleigh Prosecutions and in 2009 was transferred to Longreach where she was instrumental in establishing the Longreach Police Prosecution Corps. Despite a heavy workload, she agreed to simultaneously manage policing operations in the Muttaborra Police District. As part of this role she established and managed the Longreach Court Circuit where she regularly liaised with a range of external service providers. In 2012 she received of a Commissioner's Certificate (Operational) for her outstanding efforts in searching for and recovering the body of a driver of a vehicle washed off a flooded bridge north of Aramac in January 2011. She was successful in gaining a transfer to Beenleigh in 2014. Sergeant Smith is seen as a role model for officers within the Service and her leadership abilities and professionalism, particularly in rural and remote areas of the state, are qualities that reflect the high standards expected of an officer of the Queensland Police Service.

Australian Police Medal (APM) (continued)

Western Australia

Commander Charl Jacobus CROUS

Commander Crous commenced his career with the Western Australia Police (WAPOL) in January 2011 as a Commissioned Officer following 25 years policing service within South Africa and New Zealand. His strong background in Intelligence led him to be appointed to Superintendent, State Intelligence, Western Australia Police in 2011. He designed and implemented the Strategic Tasking and Coordination Group for WAPOL with the objective to reduce crime and victimisation in Western Australia. In July 2012 he initiated and delivered a 3 day advanced intelligence management course for intelligence managers and analysts throughout the Agency and initiated and developed a two day senior decision maker forum titled "Future Foundations - Policing Intelligently" that included key speakers from the Australian National University in Canberra. He managed and delivered the Intelligence component of Operation Demille during the Commonwealth of Heads of Government Meeting event held in Perth in October 2011. He was promoted to Commander, State Intelligence in November 2012. He is responsible for the oversight of all intelligence functions which includes Witness Protection program, technical and physical surveillance, human source management, controlled operations, the WAPOL undercover program and the analytical functions of Western Australia Police. In conjunction with other law enforcement agencies, public sector organisations, and private enterprise where necessary, he undertakes intelligence developmental activities that have a whole of government focus and represents Western Australia Police at the Australian Criminal Intelligence Forum, the Joint Agency Management Group and Joint Management Committee. His leadership and project management skills enabled the design and build of the effective and enabling intelligence management framework in Western Australia Police by focussing on the four key pillars, namely governance, ICT, human resources, legislation and research partnerships. He was instrumental in developing advanced HUMINT capabilities for the agency at state and district level, and formed close relations with key strategic partners in this area, most notably with ASIO. He also designed and implemented governance arrangements which focus on ethical decision-making and occupational health and safety in the area of covert policing. Additionally, he promotes and sponsors professional development of police and intelligence students as an academic coach and mentor at the Sellinger Centre for research in law and justice at Edith Cowan University. He has authored a number of refereed Academic Journals, presented a number of conference papers, published a book 'Competing Demands New Public Management and Intelligence Led Policing a New Zealand Case study ' in 2012, and has undertaken a number of research projects with external stakeholders. Commander Crous' exemplary experience and high level management skills in the specialist field of Intelligence, and his ability to deliver focussed intelligence products at tactical, operational and strategic levels to meet WAPOL requirements is most noteworthy.

Australian Police Medal (APM) (continued)

Western Australia (continued)

Commander Lawrence PANAIA

Commander Panaia commenced his career with the Western Australia Police (WAPOL) as a Cadet in August 1984. After graduating from the Police Academy in 1986 he performed in a number of Metropolitan Stations, particularly in various Detective Crime and research roles before being promoted to Senior Sergeant in April 2004. He was then appointed to the Commissioned Officer rank of Inspector in September 2004. He has a Masters in Criminal Justice. In 2004 he was appointed to the Executive Services Branch as Acting Superintendent as a Liaison Officer between the Western Australia Police and Ministers in relation to providing key information on a number of high profile and sensitive matters. He also enabled the establishment and appointment of the Chair of the Security Industry Advisory Council. In September 2006 he was seconded to the Traffic and Operations Support Portfolio where he led and managed the Prosecuting Division, contributed to core policing outcomes by supporting frontline officers, and developing strategic partnerships for the WAPOL. He implemented the Perth Children's Court DPP/Police Project and undertook the staffing restructure of the portfolio to ensure better service delivery. In July 2008 he was promoted to the office of Superintendent and was tasked to lead and manage the restructure and implementation of the new Judicial Services Portfolio. He provided strategic management and leadership to project teams undertaking major, high profile projects to investigate complex whole of Agency issues, and develop and implement significant Agency initiatives such as Project Anticus. He was able to eradicate cultural barriers between the WAPOL and the Department of Public Prosecutions to foster greater cooperation and build community confidence and established the Strategic Criminal Justice Forum. In 2010 he was transferred as District Superintendent to the South West, Western - Australia where he led and managed the police operations in the South West District, maintained working relationships with key stakeholders, chaired a number of committees, and led by example to promote, motivate and inspire all staff to perform at optimum levels. In November 2011 he was appointed to relieve as Commander, Regional Western Australia, responsible for the coordination of 7 regional districts. He represented the Western Australia Police on the Deputy Director General Working Group (DDGWG) for the Department of Indigenous Affairs, and oversaw the Custodial Upgrades Program across Regional Western Australia. He coordinated a district response to the Prevelly/Margaret River fires in 2011, and established a new Heavy Haulage Alliance, and took an active leadership role in the "Leavers" strategy with key working groups. He was promoted to Commander in 2012 and acted as Assistant Commissioner, Judicial Services, where he led and managed several business units including Youth Policing and Community Engagement, responsible for custody and prosecuting issues across the State, managed relationships with external partners, is a member of the Strategic Criminal Justice Forum and created and implemented a new Intensive Family Support Program. In 2014 he was transferred to the Commander role, Metropolitan Region, where he led and managed a number of Police Districts, assisted in implementing the new police operating model, was a member of the Operational Commanders Group and responsible for overseeing a number of new projects. He is also the Chairman on the WAPOL Police Legacy Board, board member for the Police and Community Youth Centres (PCYC), and has represented the Western Australia Police on a number of different advisory groups, committees and working groups over his policing career. Commander Panaia's ability to strategically manage and lead diverse teams to achieve the objectives of WAPOL has been outstanding.

Australian Police Medal (APM) (continued)

Western Australia (continued)

Detective Sergeant Laura Anne-Maree RUSS

Detective Sergeant Russ commenced her career with the Western Australia Police (WAPOL) in June 1991 and worked in a number of metropolitan and country police stations, both in uniformed and Detective roles, particularly within Major Crime and Child Abuse Units. In February 2008 she undertook an opportunity to work as a Detective in Regional Western Australia in the Wheatbelt District and was promoted to the rank of Sergeant as the Wheatbelt Family Protection Coordinator. In April 2012 she worked in the Kimberley District as a uniformed officer before taking up the position as Officer in Charge of the remote Burringurrah Multi-Functional Policing Facility (MFPF) in February in February 2013. She was responsible and accountable for the management of the MFPF and has worked with a number of government agencies to deliver services to this remote community. Her leadership and exemplary interpersonal skills have enabled her to provide a professional policing presence in the community, working towards reducing alcohol and drug harm, mental health and domestic violence. She has also worked hard in addressing issues with a number of families and children at risk. Her personal commitment to the community in Burringurrah has provided both personal and professional challenges, but her commitment to policing, and to the community has successfully seen her contribute to the establishment of successful programs including a “boys and girls” group focused on promoting protective behaviours, and to ensure safety and security of children in the community into the future. Her commitment and respect for Aboriginal culture, and her personal and family commitment to this endeavour, has established her as a well-respected member of the WAPOL and Aboriginal communities. She has also successfully relieved as the Officer in Charge of the Carnarvon and Meekatharra Police Stations where she has used her experience, skills and abilities to deliver policing in those communities, and broken down barriers to contribute to improved community and police relationships. Detective Sergeant Laura Russ's professional conduct and commitment to policing over the past 24 years, specifically her dedication and commitment as the Officer in Charge of the Burringurrah MFPF, has been outstanding.

Australian Police Medal (APM) (continued)

South Australia

Chief Superintendent Douglas David BARR

Chief Superintendent Barr joined South Australia Police (SAPOL) in 1976, serving in general postings before becoming a detective in 2004. Subsequently he was appointed an Officer of Police and, as Inspector, became Officer in Charge of Adelaide Criminal Justice Section. Promoted to the rank of Superintendent in 2008, he was appointed Officer in Charge of State Intelligence Branch before returning to the criminal justice area as Officer in Charge of Prosecution Services Branch (PSB). Throughout his SAPOL career and particularly during his current tenure with PSB he has displayed outstanding commitment, personal drive and leadership. He has overseen a restructure of PSB which involved the creation of the Strategy and Support Section, incorporating various unit name changes to better reflect their role and meet expectations, accountability changes and increased reporting functions. This restructure also saw the establishment of the Special Prosecution Unit which incorporated the prosecuting solicitor pilot to handle complex matters aimed at reducing workload stress on existing police prosecutors. He managed the pilot that introduced unsworn prosecuting solicitors to work alongside sworn police prosecutors, including a recent expansion of the program to engage additional prosecuting solicitors to work in hard to fill prosecution units to maintain an effective prosecution function in these areas. He has actively promoted a greater accountability for all PSB members, in particular instilling a sense of increased responsibility on prosecutors to take greater ownership of matters. This includes the introduction of a new weekly reporting function on costs, aimed at encouraging prosecutors to mount a stronger argument to mitigate costs awarded against SAPOL. To monitor progress in this area he created a new specialist position of prosecution analyst to provide in-depth analysis on cost data and other prosecution measures. He has been a driver for improved service delivery outcomes in SAPOL. A prime example is his establishment of fortnightly liaison meetings between the ODPP and senior PSB management to discuss emerging and current Issues. He has implemented many changes all aimed at improving how SAPOL does business in the criminal justice sector. His drive for increased professionalism and efficiency has seen positive outcomes such as a reduction in costs against SAPOL of more than \$1.9 million over three years and a significant decrease in psychological injuries to members from workloads. Chief Superintendent Barr's commitment to the South Australian community, SAPOL and our people is without question.

Australian Police Medal (APM) (continued)

South Australia (continued)

Constable Sharynne Lee GRANT

Constable Grant joined South Australia Police (SAPOL) in 1975 and worked in a range of operational areas before becoming a Victim Contact Officer (VCO) in 1994. For the past 20 years she has been committed to providing outstanding services to victims of crime and persons affected by trauma. She is well known within the Victim Support arena for her unwavering dedication to providing support and assistance. She brings to the role a passion for service to victims and an empathy for them that goes beyond mere words of comfort. She has created special bonds, particularly with vulnerable victims, and made herself available, at work and in her own time, providing practical and emotional support to families and victims of crime. Much of this support has continued for years after the events. Her knowledge of procedures and processes, and her commitment to assisting victims, has been invaluable to investigators. Testament to her significant contribution has been the unending supply of letters from members of the public whose lives she has touched at times of personal trauma or tragedy. In her current role with Ethical and Professional Standards Branch Constable Grant is pivotal to the successful investigation and prosecution of internal police matters. Her high level of integrity and professionalism has seen her successfully manage not only victims of crime but also many witnesses who have testified against work colleagues. In 2009 she was nominated for the South Australia Police Officer of the Year award, and has also been awarded life membership by Victim Support Services. Recently recognised as SAPOL's longest ever serving female officer, she has been the guiding light for many of her colleagues, having forged a long, successful policing career, including in eras when female officers were in the clear minority. She has been a significant ambassador for women in SAPOL with guest speaking roles at recent events celebrating 100 years of women in policing in South Australia. She has consistently set new standards in providing support to victims of crime, with her efforts resulting in improved outcomes for victims. Her enduring commitment to assisting victims of crime serves as a true inspiration to others and for so many South Australians she has been the face of SAPOL in time of need and despair. Constable Grant's professionalism and dedication in the area of victim support has ensured that South Australia Police is highly regarded for its services to the public and this reflects great credit on her.

Australian Police Medal (APM) (continued)

South Australia (continued)

Detective Inspector Gregory Charles HUTCHINS

Detective Inspector Hutchins joined South Australia Police (SAPOL) in 1978 and after graduating in 1980 he worked in uniform general patrols until 1985 when he joined Adelaide Criminal Investigation Branch. In 1988 he commenced his first secondment to Major Crime Squad and for the next 5 years undertook numerous secondments to Major Crime Investigation Branch (MCIB). He joined MCIB in 1994 and was primary investigator in a number of high profile murder investigations. He joined Major Fraud Investigation Branch in 2001, and in 2003 was promoted to Detective Sergeant at MCIB. In the ensuing years he managed a number of murder, suspicious missing person and product contamination/extortion investigations. Promoted to Inspector in 2009, he initially transferred to the Communications Centre and then to an Operations Coordinator position at Northern Operation Service. In 2010 he was transferred to the Commercial and Electronic Crime Branch (CECB) where he was the inaugural Inspector managing operations under the Serious and Organised Crime, Unexplained Wealth, Forensic and Investigative Accounting Section. In 2013 he transferred back to MCIB where he managed homicide, suspicious missing person, death in custody, coronial and significant incident investigations. His dedication and commitment to high level criminal investigations is exceptional. He has professionally managed investigation and personnel, achieving excellent outcomes for victims of crime. He has fostered outstanding collaborative relationships with victims, and with internal and external agencies, particularly the Crown Solicitors Office and the Office of the Director of Public Prosecutions. He has displayed excellent leadership and service delivery to SAPOL, victims and to the community, as exemplified in numerous murder investigations. He has been involved in the professional development of investigators attached to MCIB and CECB, and the branches themselves. For a period he managed the continued development of the Homicide Course, and compiled the SAPOL investigation guidelines into product contamination and extortion. Working collaboratively he has compiled the SAPOL Major Investigation Emergency Response Plan. Detective Inspectors Hutchins has provided an exceptional level of service to the development and policing of criminal investigations within South Australia and he is highly respected amongst peers, external colleagues, subordinates, victims and members of the community.

Australian Police Medal (APM) (continued)

Tasmania

Commander Bretton James SMITH

Commander Smith was appointed as a cadet with Tasmania Police (TASPOL) in 1982. He has worked in various areas of policing throughout his career including uniform, drug investigation, criminal investigation, communications, human resources, search and rescue, the office of the commissioner and special response and counter terrorism. He has served in a variety of locations and postings throughout Tasmania. He has shown great integrity and leadership throughout his career and has been awarded the Tasmania Police Commissioner's Medal, the National Medal, the National Police Service Medal as well as having received a Commissioner's Commendation for the Port Arthur shootings. A corner stone of his career has been professional development and, as a result, he holds a Graduate Certificate in Police Studies from the University of Tasmania and a Graduate Certificate in Applied Management from Charles Sturt University. He also attended the 82nd Police Management Development Program and the 2014 Graduate Diploma Program at the Australian Institute of Police Management. He has been a long time course director and facilitator, training personnel at all levels in relation to crisis incident management. Additionally he has spent time as the Commander of the Special Operations Group, and been involved in high level strategic and tactical planning relating to this squad, as well as assisting nationally in relation to exercises as both a facilitator and umpire. During a police career spanning 33 years Commander Smith has provided outstanding service to Tasmania Police and to the community through his devotion to duty, diligence and leadership.

Senior Sergeant Kerrie Anne WHITWAM

Senior Sergeant Whitwam was appointed as a Police Constable with Tasmania Police (TASPOL) in 1981 and has worked in various areas of policing throughout her career, including uniform, criminal intelligence, drug investigation, human resources, administration, traffic services and forensic services. She has served at a variety of locations and postings throughout Tasmania and is a highly motivated officer and possesses a very strong work ethic. She has consistently displayed outstanding enthusiasm in the performance of her duties. Professional Development has always been a focus for her and this has resulted in her serving a secondment to the Australian Bureau of Criminal Intelligence in Canberra and the National Academy, FBI, Quantico in Virginia USA. Additionally she has served in international deployment with the Australian Federal Police in the Solomon Islands. Her diligence and integrity has been recognised throughout her career and she has been awarded the Tasmania Police Commissioner's Medal, the National Medal, the National Police Service Medal and an AFP internal medal and certificate recognising her service to the AFP in response to the Honiara Riots on the Solomon Islands. Additionally she has remained committed to tertiary qualifications and holds a Bachelor of Arts with the University of Tasmania as well as an Advanced Diploma of Public Safety (Forensic Investigation). During a career currently spanning almost 35 years Senior Sergeant Whitwam has given outstanding and distinguished service and her devotion to duty, diligence and leadership have been evident throughout her career.

Australian Police Medal (APM) (continued)

Northern Territory

Assistant Commissioner Jamie Andrew CHALKER

Assistant Commissioner Chalker joined the Northern Territory (NT) Police Force (NTPF) in January 1994 and was appointed Assistant Commissioner Regional Operations Service in 2012, and since that time has demonstrated strong adaptive leadership which has delivered significant operational results through innovative strategies focussed on the needs of the local community. He particularly demonstrated this strong leadership throughout 2014 and 2015 during times of uncertainty in the policing structure, demonstrating courage and respect through transition arrangements that included multiple periods of acting Deputy Commissioner. He epitomises the values of the NT Police, Fire and Emergency Services (NTPFES) under Vision 2020, at all times demonstrating honesty and integrity, and has built relationships of trust with the community which has directly contributed to enhancements in the perception of, and satisfaction with, policing. Since 2013, he has led a team that has delivered significant crime reductions in the portfolio of Regional Operations Service. During 2014-15, recorded offences were over 50% lower in Tennant Creek and approximately 30% lower in Alice Springs. This was a direct result of his leadership of the Temporary Beat Locations strategy which delivered significant crime reduction. He has also demonstrated strong leadership and negotiation skills in securing funding under the National Partnership Agreement with the Commonwealth. He is a nationally recognised police leader, particularly in the remote community setting, and actively liaises and influences the national agenda in this area. He developed and led the implementation of Community Safety Committees and Community Safety Action Plans across remote and regional NT. There are now over 60 Community Safety Action Plans in place as a result of his taking responsibility and leadership in this important area. He was also integral to the successful roll-out of the SupportLink Referral Management System in Alice Springs, which has now expanded across the NT. As a senior executive member, he has performed Commander roles in Professional Development, Crime and Specialist Support, Darwin Metropolitan Command. He has also performed Assistant Commissioner duties in Regional Operations Service and Darwin Metropolitan Service, and has acted in both Deputy Commissioner and Commissioner roles. Assistant Commissioner Chalker was also the incident controller for the visit of the President of the United States in 2012 and, as a reflection of the trust, integrity and knowledge that he has, he steered the most recent O'Sullivan Review of Policing Services.

Australian Police Medal (APM) (continued)

Northern Territory (continued)

Commissioner Reece Philip KERSHAW

Commissioner Kershaw joined the Northern Territory (NT) Police Force (NTPF) in February 2011. Prior to being appointed to the NTPF as an Assistant Commissioner in 2011, he commenced his career in 1988 with the Australian Federal Police (AFP). He was promoted to the position of Commissioner on 14 April 2015, where he continues the development and future proofing of the NT Police, Fire and Emergency Services (NTPFES). He has a wide range of experience in law enforcement at a national and international level. Key appointments have included as Commander, Serious and Organised Crime for the Crime Program, Superintendent and Senior Liaison Officer at The Hague, The Netherlands for Australia's International Network, focussing on international narcotics trafficking, counter terrorism and organised crime related investigations and intelligence. He also provided leadership as the Superintendent Child Protection Operations within High Tech Crime Operations. He was seconded on two occasions to the National Crime Authority and the Australian Crime Commission investigating serious and organised crime. He has an extensive knowledge of both the local and international political, social and policing landscapes. He is well versed on a wide range of topics such as the challenges of terrorism, handling of immigration detainees, social media trends, high tech crime and borderless crime. He also has distinguished service with large scale investigations including brokering and leading multiple international and national investigations resulting in some of Australia's largest seizures of narcotics, implementing Project Respect, involving proactive repeat offender management strategies targeting a reduction in domestic violence across the NT, and delivering a new investigation doctrine and establishing and building covert organisational capabilities. He is a Graduate of the Federal Bureau of Investigation Law Enforcement Executive Development Program and a Graduate of the Australian Institute of Company Directors. He also holds a Master of Business Administration, Graduate Certificate in Business (Banking), Certificate in Business (Europe) and has held a Detective designation since 1993. In 2012, he was awarded the NTPF Commissioner's Medal for Outstanding Leadership. His most recent responsibilities have included the role of Assistant Commissioner Crime and Specialist Support and Darwin Metropolitan Service and Acting Deputy Commissioner of Police. Commissioner Kershaw has the ability to shape strategic thinking, achieve results, communicate with influence and he possesses exemplary personal drive and integrity.

For contact information on the recipients please go to the relevant state jurisdiction's media sections.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales

Mr Phillip William BAER APM, 'Thurgau', 310 Ironbark Lane, Frogmore NSW 2586

Mr Baer is Deputy Captain of Frogmore Brigade of the South West Slopes Zone (SWSZ) of the New South Wales Rural Fire Service (NSWRFS). His tireless commitment and leadership qualities in the area of professional development and training have resulted in a significant increase in the competency level of members within the past 10 years. Under his stewardship, brigades in the SWSZ have been more accepting and willing to participate in training. He has held the position of Training Committee Chairman where he has promoted training at all levels across the SWSZ. He regularly coordinates and delivers all levels of formal training in locations which suit the membership. He has achieved significant results in the area of on-line training within the SWSZ and more widely across Region West. He introduced a web based learning program which includes the theory components of numerous NSWRFS courses. A number of districts are currently using his system to allow members to undertake theory components of training at home. He has also coordinated a number of multi-agency incident management exercises at the SWSZ to test the capability of Incident Management Teams including Emergency Operations Centres. Upholding Workplace Health and Safety standards and working with brigades to maintain safe operations has always been at the forefront of his activities. He has actively promoted safety through sound process and the utilisation of standards to increase safety awareness within brigades. His integrity and understanding of policy is highly regarded by his peers. His commitment to sound governance is evident in the numerous local procedures and guidelines that he has developed and had endorsed by the Senior Management Team and Training Committee. He has led sector commanders and crews while working as a Divisional Commander at the Wallendbeen, Geegulalong, Watershed and other Section 44 fires. Additionally Mr Baer's leadership skills have seen him supervise crews in his role as strike team leader to major incidents such as the 2013 Blue Mountains fires, the 2009 Victorian fires and many other out of area S44 deployments.

Mr John Maurice BOURKE, Mount Kembla NSW 2526

Mr Bourke has been a member of the Mount Kembla Brigade in the Illawarra Zone of the New South Wales Rural Fire Service (NSWRFS) since July 1974. He served as a Deputy from 1975, and then became Captain in August 1980, a position he served in for 9 years. During this time the Brigade went through a period of growth due to his hard work, leadership and fund raising. This included moving the station to a new location, extending the new station and building better trucks and equipment. He then stepped back to Senior Deputy Captain in 1989, then to Deputy Captain from 1995. In 2003 after 24 years of being an officer he handed in his commission to better pursue his love of being first and foremost a firefighter. Not only has John been a stalwart of the NSWRFS but he has enlisted his whole family into the service with wife serving as Treasurer and Welfare Officer, five children as firefighters, three as Deputies and two as Secretary. Whether it is motor vehicle fire at 2 in morning, storm damage recovery, searching for lost people, a hazard reduction, or a campaign fire in some far corner of a different state, he is still actively engaged in his firefighting. From Marysville to Canberra, Bathurst to Coonabarabran, the Blue Mountains or in his home territory at the back of Mount Kembla, he has many years of experience. He now is key to maintaining the fleet of Mount Kembla trucks and all manner of light equipment that makes up a brigade. Of recent times he has also been involved in the High School Cadet program, open days, and community education. When not attending incidents, Mr Bourke continues to use his wealth of knowledge and experience to be a key mentor to the brigade, and across the NSW Rural Fire Service.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Darryl Max LANG, Macksville NSW 2447

Mr Lang commenced his service as a volunteer firefighter with the NSW Rural Fire Service (NSWRFS) in January 1957. He has held ranked positions of Brigade Deputy Captain for Gumma Rural Fire Brigade from 2013 to 2015, Lower North Coast Zone Deputy Group Captain from 2009 to 2011, and Group Captain from 2006 to 2009 and 2011 to 2012, and Gumma Brigade Senior Deputy Captain from June 2015 to the present. He has demonstrated leadership to members of the RFS leading a team of 18 firefighters at the 1994 Grafton fires, ensuring members were adequately tasked given their experience. He kept crew members informed of the situation by briefing them while ensuring their safety and welfare were paramount. As Group Officer he has mentored members during Group Officer assessments showing his leadership style and ways to deal with difficult situations and usually under extreme pressures. He has attended many interagency fires where he used his leadership skills to work with National Parks and State Forests to successfully suggest and implement similar fire management strategies to control a wildfire, continually communicating with key stakeholders the benefits and short comings of what was considered to be implemented. All firefighters respect him for his years of leadership, knowledge of NSWRFS culture and his ability to pass on these important leadership skills. His dedication is exemplary. He is always available 24/7. He is regularly seen driving Gumma Support Alpha on his way to either the Gumma Fire Shed or into the Fire Control Centre to assist the local RFS Team for the overall betterment of the NSWRFS. He is dedicated to the Service and as a Group Officer played a vital role in assisting local Nambucca volunteers with the amalgamation of the Nambucca and Kempsey NSWRFS Districts. His commitment to the Service is all encompassing. When he is out and about in his local community he often speaks of the great things the NSWRFS is doing and how the Service can assist members of the public who are in need. Mr Lang has always promoted the organisation in a positive light and has demonstrated a continued commitment to the Service through participation in RFS Open Days, Community Education displays, information nights, instruction and assessment of members and generally ensuring that the NSWRFS is always represented professionally.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Kevin Joseph MARTIN, Hamlyn Terrace NSW 2259

Mr Martin commenced his service as a volunteer firefighter with the NSW Rural Fire Service (NSWRFS) in December 1979, joining the Charmhaven Rural Fire Brigade as a member where he very quickly demonstrated his versatility in taking on various roles within the Brigade. He held ranked positions of Brigade Captain for Charmhaven from 1993 to 2002, Wyong Deputy Group Captain from 1998 to 2002, and he has been Wyong Group Captain since 2002. He saw the Charmhaven Brigade's response requirements begin to expand due to the rapid population increase within the Wyong area. He quickly realised the existing station's limitations in being able to accommodate an increase in volunteer numbers and the larger, modern firefighting appliances. He was subsequently instrumental in the planning and building of a new station which now comfortably meets the needs of members but also easily houses new modern firefighting appliances. In recognition of his tireless efforts over 25 years with the brigade he was awarded life membership in 1998. He has assisted at many incidents both locally, state wide and interstate. He has led volunteers at multi agency responses to the Newcastle Chicken Disease 1999, June 2007 Central Coast Storm Event, and the Black Saturday Fires in Victoria 2007 to name a few. Recently he was instrumental in the firefighting operations at the Ruttleys Road Fire. This fire was the largest and most intense fire within the Wyong local government area for many years. His knowledge, experience and leadership on the fireground were evident. These skills meant that property damage was minimal and firefighters responded to his directions which significantly contributed to zero firefighter injuries in very difficult circumstances. As a senior volunteer he is a member of the local Senior Management Team where he is a passionate advocate for improving the district's capabilities, as well as representing the concerns of volunteers. His leadership is not only reflected daily in his long standing role as a Group Captain but also as a Senior Instructor in Compressed Air Breathing Apparatus and Rural Fire Driving. In addition Mr Martin finds time to undertake the role of an after-hours dispatcher for the provision of service to the "Firecom" function, a role he has assisted with for over ten years.

Mr Mark Norman MORONEY, 10 Riverview Avenue, Wellington NSW 2820

Mr Moroney joined the Wellington Brigade of Fire and Rescue NSW (FRNSW) in February 1986 as a retained or part time firefighter. He was promoted to the rank of Captain in 1997 and has led fire prevention and fire safety within his community whilst providing an essential emergency response to incidents and disasters. His passion for firefighting commenced when as a small boy he lived in the residence above Wellington Fire Station, observing his father on a daily basis conduct business as the Captain of Wellington Fire Brigade. Following his promotion to Captain, a rank he continues to hold to this day, he has provided considerable time and effort to the advancement of the skills and abilities of all retained firefighters in Wellington, and in regional NSW. He was involved in the development and establishment of the FRNSW's Regional Training Centre delivering a wide range of skills to firefighters as well as other emergency service organisations such as the NSW Police and NSW Corrective Services. His outstanding leadership qualities are readily acknowledged in the Wellington community, and the broader FRNSW and Emergency Service community. He is a vital member of the Wellington Local Emergency Management Committee, the Local Rescue Committee, and the Bush Fire Emergency Management Committee. Mr Moroney has delivered quality fire awareness and fire safety programs to the Wellington community over the past two decades and his career within FRNSW is distinguished by his dedication to the community, his professionalism and service.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Leslie Prosper NOWLAND, 45 Carl Street, Muswellbrook NSW 2333

Mr Nowland has dedicated 69 years to the New South Wales Rural Fire Service (NSWRFS), joining the Muswellbrook District Headquarters Bush Fire Brigade in 1946. He was actively involved in firefighting activity and civil defence duties, including involvement in the 1955 major flood emergency in the Upper Hunter Valley. That Brigade was renamed the Muswellbrook Communications/Support Brigade and is the Brigade of which he is still a member. He has held many positions within brigades, including Captain for 8 years, Senior Deputy, Deputy Captain, Brigade President and Secretary. In all aspects of brigade involvement he has shown commitment and loyalty. His thoroughness and expertise, particularly in radio communications, record keeping and attention to detail, are truly remarkable. As a member of the Communications Brigade, he has dedicated many hours of service to the Muswellbrook District conducting weekly test pages and radio checks, as well as providing communication support at the fire control centre. He has been involved in many Section 44's in the Hunter Valley and elsewhere. He obtained the qualification of Crew Leader and has trained numerous persons in the correct procedures for radio communications. For over 30 years he has also volunteered his time as storeman, ensuring that volunteers received correct PPE and ensuring that all PPE and other firefighting equipment and parts were maintained and available when needed. For many years he delivered logistical supplies to many fire grounds around the district. He was instrumental in the organisation of catering for fire fighter and incident management team personnel before the formation of a dedicated Catering Brigade. At the age of 92 he still manages the District's store. He has always been on hand any time of the day or night to assist. His knowledge of the local and surrounding areas and past fire history has been instrumental in assisting incident management personnel in preparing plans and forecasting potential issues when major fires break out. His dedication and commitment to the NSWRFS, along with the admiration and respect of his peers, has meant that he is recognised as one of the Brigade's most valued senior members. Mr Nowland is a very experienced communications operator and offers support to all members when asked, often with little notice.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr William Broderick POWNALL,

'Kulaba', 1565 Maules Creek Road, Narrabri NSW 2390

Mr Pownall joined the Wallah Rural Fire Brigade of the New South Wales Rural Fire Service (NSWRFS) in 1963 and has remained an active member of this brigade since that time. From 1983 until 2005 he was Captain of the Wallah Brigade and is currently the Secretary of the brigade, a position he has held since 1999. Also in that same year he was elected Group Captain, a position which he still holds today. In this role he is active in all aspects of the Service, from attending incidents as Incident Controller and Divisional Commander, to attending Service Level Agreement meetings and Senior Management Team meetings. He also regularly assists with training in the team area, including running the local Chainsaw Operator courses and assisting with the Rural Fire Driver courses. He has chaired the Narrabri/Moree Bush Fire Management Committee for numerous years. From January 1999 to June 2002 he accepted the honorary position of Deputy Fire Control Officer for the Narrabri District, and from February 2006 until December 2006 he was employed as a temporary Operations Support Officer for the Namoi Gwydir Team. During this time he conducted an extensive overhaul of the Narrabri Tanker fleet, a role he still assists with. He is a mentor to members of the NSWRFS throughout the Namoi/Gwydir Team area. Mr Pownall has provided diligent service to the community for 52 years.

Miss Melanie Kerstin REBANE, Dee Why NSW 2099

Miss Rebane was appointed as a permanent firefighter in May 2002 and has since given 13 years of exemplary service to Fire and Rescue NSW (FRNSW) and to the community of NSW. Since 2008 she has been attached to the Community Engagement Unit as the Community Safety Co-ordinator, a position in which she has demonstrated the highest levels of competence, professionalism and service. She has been integral in the delivery of critical fire safety campaigns to some of the most vulnerable communities. She has worked to improve the safety of elderly community members through the Smoke Alarm and Battery Replacement Program. She has developed partnerships with organisations to reach out to 'at risk' groups providing alternative pathways for fire safety information. She has also provided leadership to the NSW Hoarding and Squalor State Task Force and successfully proposed and delivered a scheme which has enhanced the living conditions for the hearing impaired and deaf through the installation of specialised smoke alarms. She has displayed exemplary professionalism, commitment to enhancing community safety, and the highest level of integrity. She consistently performs at a superior level to benefit FRNSW and deliver enhanced safety to the community she serves. Miss Rebane's actions have led to positive outcomes, partnerships and further projects to help protect the people of NSW.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Colin Arthur SMEETH, 7 Restagno Drive, Griffith NSW 2680

Mr Smeeth joined the Wyangan Brigade of the New South Wales Rural Fire Service (NSWRFS) in 1967, and has been Captain and Group Captain since 1996. He demonstrates a positive and practical attitude to all roles he undertakes. Since 1996 he has also served on the Senior Management Team, the Bushfire Management Committee, and the Liaison Committee for the Murrumbidgee Irrigation Area (MIA) District. He has led many taskforces to out of area fires, with the most recent being the January 2015 fires in Victoria. He is very much a lead by example volunteer. He is extremely active on the fire ground, going out to investigate fires at all times of the day or night. He imparts his knowledge and skills by assisting in the MIA District Training Group, particularly with the Crew Leader and Group Leader courses. In 2012 parts of the district were severely flooded, particularly the township of Yenda. He willingly undertook the onerous task of coordinating strike teams that had been sent to Yenda to assist the residents in cleaning up their yards and homes. Along with coordinating the requests for help from residents, he was required to coordinate residents and RFS Volunteers. He also recognised the need for further assistance, so arranged for the District to organise the NSWRFS Chaplains to come to Yenda to talk to residents and volunteers doing the clean-up. During this time he showed exemplary compassion, patience and leadership. Mr Smeeth is a very a supportive mentor to volunteers from all areas and happily imparts his extensive knowledge of firefighting.

Mr Gregory Walter WILD, Connells Point NSW 2221

Mr Wild was appointed to the NSW Fire Brigades on 25 May 1984. He has diligently served the community for over 30 years, providing dedicated service with Fire and Rescue NSW, culminating in his current rank of Chief Superintendent and position as the Assistant Director of Operational Communications. His career with Fire and Rescue NSW has seen him serve in a range of key positions, including having responsibility for community safety and engagement, planning for major events, and the Service's Triple Zero communication centres, which receive emergency calls from the public and dispatch fire crews to incidents. He is also recognised by his peers, as well as leaders in other emergency services organisations, for his professionalism and commitment to improving fire service operations at major and complex incidents. These have included deployment to Christchurch following the devastating earthquake in March 2011, and his leadership of the NSW Task Force that was deployed to Vanuatu immediately following the impact of Cyclone Pam in March 2015. Moreover he has demonstrated exemplary leadership and commitment to the people of NSW. His professional approach has contributed significantly to the development of Fire and Rescue NSW's operational capability and improved emergency services to the community. Mr Wild is widely respected within and outside Fire and Rescue NSW for his distinguished service.

Australian Fire Service Medal (AFSM) (continued)

Victoria

Mr Peter Robin BISHOP, PO Box 2154, Mildura Vic 3502

Mr Bishop has voluntarily served the Mildura Fire Brigade, the Country Fire Authority (CFA) Victoria, and the community, for over 50 years including 38 years as a leading volunteer officer. He joined the CFA in September 1962 and served 10 years on the CFA Board. Additionally he has been an Executive Member of the Victorian Urban Fire Brigades' Association (VUFBA) for over 26 years representing volunteers and working for their betterment. He has also twice served as the President of the Association. Additionally he has been a committee member of the VUFBA welfare fund for 23 years and on the organising committee of the CFA Charity Golf Day for over 35 years. The Golf Day, now in its 48th year, is held in association with Victoria Police in Mildura and raises funds for people with disabilities in the local area. He is currently a Junior Brigade Coordinator, a position he has held for over 10 years, and in that role he works with the community to ensure local youth join the Mildura Brigade and establish themselves as good citizens. Mr Bishop's dedication and contribution saw him receive an Australia Day Award from the Mildura community as their Citizen of the Year in 2011.

Mr Colin Robert BOOTH, 48 Saxonwood Drive, Narre Warren Vic 3805

Mr Booth has provided more than 30 years of diligent, voluntary service to the Country Fire Authority (CFA) Victoria and is a Life Member of the CFA. He has been instrumental in assisting the Narre Warren Brigade to rebuild and recover from the loss of five of their members in the Ash Wednesday fires. He is a strong advocate for succession planning and has introduced new plans to address this at his Brigade. As a Junior Leader he is a strong supporter and mentor of Junior members and has developed a range of training plans. He was also the catalyst in the development of an initiative to fund raise and equip the Brigade with a salvage unit for the area. The catering vehicle and unit that he created is now seen as a bench mark for other brigades in Victoria. Mr Booth's service and commitment to the CFA and to his community has been recognised with the awarding of a Holt Australia Day award in 2014.

Mr Kenneth Leslie BROWN, 8 Angela Court, Rye Vic 3941

Mr Brown has 32 years' experience in the Metropolitan Fire Brigade (MFB). He is known for his strategic operational leadership skills which were vital in the support of the development and implementation of the Fire Service Enhancement Program. As Assistant Chief Fire Officer, he has provided exceptional leadership to the MFB in two key areas, namely marine response and operational emergency incident management. His abilities are highly regarded and resulted in him undertaking an international secondment to the Asian Disaster Preparedness Centre in Bangkok, Thailand to assist Asian colleagues with programs and procedures to effectively deal with disasters in the South-East Asian region. He has also been a champion of the promotion and development framework for the welfare of people within the MFB. Mr Brown has implemented improvements in interoperability with other emergency services, and assisted junior officer with their personal development as incident managers.

Australian Fire Service Medal (AFSM) (continued)

Victoria (continued)

Ms Prudence Jane DALEY, 3 Scherger Crescent, Ararat Vic 3377

Ms Daley has devoted 22 years of service with Parks Victoria, and its former agencies, working as a Park Information Officer, Ranger, Team Leader and Program Coordinator Tourism. She has participated in numerous incident management teams for major bushfires and demonstrated exceptional liaison and communications skills in dealing with the community, both during the bushfire and in the recovery stages. She has demonstrated commitment and dedication with her interaction with tourism operators to create awareness of bushfire preparedness and improve communication. She has also provided training to tourism operators and developed a system of community meetings to inform residents. Her facilitation of these meetings has provided residents with a clear understanding of the fire situation including potential evacuation processes and procedures. She also mentors and develops Public Information Officers and promotes greater understanding of the role that they perform in the community. Additionally she has contributed to training course content and supported delivery of training. She is known for building strong, mutually beneficial relationships with local media organisations which have resulted in more accurate and timely information on incidents being transmitted. Ms Daley has also been involved in the development and delivery of the Halls Gap Community Safety Project which has championed the importance of community preparation and bushfire safety.

Mr John Charles HAYNES, Wantirna South Vic 3152

Mr Haynes has been a volunteer and staff member of the Country Fire Authority (CFA) in Victoria for in excess of 30 years. He has held numerous positions around the State, and is currently the Deputy Chief Officer of the CFA. He has led and managed state-wide projects including the Incident Management Training project, the roll-out of 40 level 3 Incident Control Centres (ICCs) across Victoria, and 155 local command facilities, to improve intelligence gathering and support of information flow between field and state levels. He led the ICC and Divisional Command project following the Black Saturday fires in order to develop minimum standards for ICCs and stronger shared capability for the CFA and the Department of the Environment, Land, Water and Planning. His role with investigation teams into major fires and events, particularly those involving the deaths of members, has contributed to significant changes to procedures and training within the organisation. Additionally he has instigated radical changes and improvements to the design of the CFA's tankers. By leading projects of state significance that enhance the multi-hazard, multi-agency approach to emergency management, and service delivery capabilities, Mr Haynes continues to improve the safety of the people of Victoria.

Australian Fire Service Medal (AFSM) (continued)

Victoria (continued)

Mr Graham John HEALY, PO Box 1396, Wodonga Vic 3689

Mr Healy has had over 40 years service with the Country Fire Authority (CFA) Victoria in both volunteer and career staff member positions. He has served as an Assistant Chief Officer and Acting Deputy Chief Officer. He is an accredited level 3 Incident Controller and has displayed outstanding incident management abilities during several major fire events, including the Ash Wednesday and Black Saturday fires. He also led the development of procedures, standards and protocols for the CFA's involvement in recovery following the Mt Buffalo fire. Mr Healy is a key mentor of emergency management personnel across the state and has been instrumental in rolling out the Australasian Inter-Service Management System (AIIMS) in North Eastern Victoria.

Mr Richard Murray OWEN, Seddon Vic 3011

Mr Owen has been a volunteer and career staff member with the Country Fire Authority (CFA) in Victoria for over 30 years. He has served in numerous stations in the greater Melbourne area. He has been a key contributor to CFA's management of Hazmat detection and has played a key role in the development of specialist HAZMAT vehicles, including developing and writing the training packages for these specialist vehicles. He undertook an Emergency Services Foundation scholarship and study tour to the United States to gain a further understanding of the effects that smoke has on the public and fire fighters. He subsequently organised a Smoke Fire Coalition trip to Melbourne so that he could disseminate information learned on his trip. He has been the primary provider of atmospheric monitoring training at the CFA, including running recruit training and Hazmat2 courses for staff and volunteers. Mr Owen's expertise in the effects of smoke and toxic substances has enhanced the CFA's capacity to manage these events when they arise.

Mr Colin Edgar SQUIRES, 17 Bindowan Drive, Hoppers Crossing Vic 3029

Mr Squires has been a volunteer member of the Country Fire Authority (CFA) Victoria for over 50 years and has worked tirelessly with his community in the area of fire prevention and safety. He has served in numerous leadership positions and was instrumental in the establishment of the Hoppers Crossing Brigade and Junior Brigade. As a member of the Truganina Brigade he assisted in its transition from a rural brigade to an urban structural environment brigade that now services a rapidly developing and growing community. He has also played an important role in establishing links between local brigades and Culturally and Linguistically Diverse sectors of the community. Mr Squires has also been an elected delegate to the Rural Association and the Volunteer Fire Brigades Victoria for over 22 years.

Australian Fire Service Medal (AFSM) (continued)

Victoria (continued)

Mr Darryl John WAGSTAFF, 5 Camille Court, Maryborough Vic 3465

Mr Wagstaff has been a volunteer with the Country Fire Authority (CFA) Victoria for over 41 years and is a life member of the Volunteer Fire Brigades Victoria, and the Maryborough Fire Brigade. He has been a Brigade Captain for 27 years and a Group Secretary for 9 years and has served the Maryborough community for over 35 years, including active involvement in fighting all major fires in the area during this time. He has been an advocate and supporter of cultural change within the CFA and has supported adaptation to new administrative boundaries and deregistration of the Tullaroop Group and subsequent registration of the Goldfields Group. He has played a vital role in mentoring volunteers to ensure the best outcomes for them, the Brigade, and the community. As a result, he is integral to the growth of volunteer support for the CFA and his introduction of minimum skills training, and change in volunteer culture, has resulted in more women volunteering to be part of the firefighting force. Mr Wagstaff's service and dedication was recognised with the award of Citizen of the Year for the Central Goldfields Shire.

Queensland

Mr Fabian STANGHERLIN, Qld

Mr Stangherlin has provided exemplary leadership and distinguished service to Queensland Fire and Emergency Services (QFES) through innovation and the exploration of new opportunities for Rural Fire Service volunteers in Queensland. His work developing the Large Animal Rescue (LAR) capability within the brigade is certainly innovative and is leading the way within Queensland for these types of rescues. The Brigade now responds to LAR incidents across the South East Region, and provides specialised assistance to landowners, vets and the RSPCA. He has also worked closely with Rural Fire Service Queensland (RFSQ) staff to introduce a flexible habitat which is a portable accommodation facility to house emergency workers, including firefighters, on activations. The habitat is not only used during firefighting operations, having recently supported volunteers during flood and cyclone events. His initiatives have benefited volunteers across the State, and also during interstate deployments. Mr Stangherlin has shown dedication above and beyond his role as a volunteer and he leads a Brigade which is innovative and whose members are highly motivated.

Mr Bruce Henry TRICKEY, Gold Coast Qld 4217

Mr Trickey has provided exemplary leadership and distinguished service to Queensland Fire and Emergency Services (QFES) particularly in the development and implementation of training initiatives to support station officers. His achievements have been the result of his willingness to take on new challenges and accept personal responsibility for operational expertise within QFES, beyond what is expected of his role. Through leadership and influence he has achieved improved capability in operations management, and has had a positive impact on frontline officers through the Officer Development Program. Mr Trickey ensures the quality of the program is maintained by mentoring and guiding future coordinators to ensure the success of future leaders.

Australian Fire Service Medal (AFSM) (continued)

Western Australia

Mr Andrew John CLIFT, Armadale WA 6112

Mr Clift joined the Armadale Volunteer Fire and Rescue Service (VFRS) brigade in December 1984. Since joining the brigade he has dedicated himself wholeheartedly not only to the brigade itself, but to the Department of Fire and Emergency Services of Western Australia (DFES). He was elected as Brigade Foreman, now known as Lieutenant, by his peers in 1992, serving until 1995, and was later elected Brigade Foreman in 1997. He was elected as Brigade Captain in 1998, serving until 2009, and re-elected in 2010 to the current date. This length of tenure underlines his passion and commitment to the Brigade, its members and the community. Throughout his service he has attended over 3400 incidents, managed and been involved in some 450 hazard reduction burns to better prepare the community for the bush fire seasons, and been heavily involved in more than 150 community events to help prepare and better educate the community on fire behaviour and the importance of being fire safe. As Captain of a large and very active fringe metropolitan area brigade he has ensured the performance of his members at emergency incidents is of the highest standard. . He has also worked hard to ensure positive working relationships, professional respect, and confidence between volunteer brigades in the area. He ensures that young and new Brigade members exposed to injuries at vehicle accident incidents is minimized and that their welfare is looked after post attendance. He also has a strong passion for community safety and a deep desire to raise awareness within the community of the importance of being fire safe, ensuring people are prepared and better educated in how to respond when confronted with, or involved in, an emergency situation. He was recognised for his dedication to the community receiving the RAC and Rotary Club of Whiffords Award in 2001, and was awarded Life Membership of the Armadale Volunteer Fire and Rescue Service in 2001. His commitment to the organisation and community has also seen him deployed to New South Wales in 1994, and again in 2002, to assist at large scale incidents.. In 2009 he was deployed to fires in Broome and Roebuck. He has also served as Vice President of the Western Australian Volunteer Fire and Rescue Service Association's Metropolitan Zone for two years. Mr Clift is held in great respect by the members of the Brigade and the local community for his efforts.

Australian Fire Service Medal (AFSM) (continued)

Western Australia (continued)

Mr John Gregory TONKIN, Goode Beach WA 6330

Mr Tonkin is an Area Officer with the Department of Fire and Emergency Services (DFES) in the Great Southern Region of Western Australia. He has held this role for the past 15 years and during this time has managed a number of volunteer fire services including Volunteer Fire and Rescue Service Brigades, and has provided invaluable support to volunteer bushfire brigades. He has distinguished himself through the provision of leadership, support and understanding and has worked with brigades and individual members to prepare them for dealing with the personal trauma individuals can be faced with when responding to serious incidents. His commitment to volunteers in this way has been tireless. He is renowned across the region for his dedication to, and enthusiasm for, providing meaningful training in the best context and circumstances for volunteers. There are many occasions where he organises special training activities not planned for, but recognises the specific needs of the volunteers, particularly during seeding and harvesting times. He has the rare ability to deliver technical training in a manner that volunteers understand and he always reinforces the wellbeing of volunteers and their safety. He ensures that brigades are fully equipped with personal protective equipment, that each person is aware of the safety procedures and has access to maintenance materials for equipment. He is a passionate supporter of volunteers and recognises the value they contribute to the community. This passion extends to ensuring that the safety and welfare systems and processes used by the Department across the State are considerate of complexities of having a volunteer workforce and he has championed the need to have systems and processes in place that reflect their needs. He is a highly respected Area Officer with an exceptional reputation. Mr Tonkin also takes the time to personally mentor a number of volunteers as he recognises their importance to both the organisation and to the wider community.

South Australia

Ms Adrienne Jane CLARKE, 2721 Victor Harbor Road, Mount Compass SA 5210

Ms Clarke joined the South Australian Metropolitan Fire Service (MFS) in August 1987, and has the distinction of being the MFS's first female firefighter. She has served in several metropolitan stations, thereby gaining the knowledge, skills and experience needed to progress through the ranks to her current position as Station Officer. She has demonstrated the finest qualities of operational firefighting, coupled with an outstanding dedication to, and active involvement in, various children's charities including the coordination of the MFS Children's Christmas Party for Special Children. Ms Clarke coordinates the attendance of underprivileged children at the Adelaide Fire Station where they spend the day celebrating. She is also involved in the provision of Christmas presents to children admitted to the Bums Unit at the Adelaide Children's Hospital to help ease their pain over the holiday period. Additionally, as a member of the Australian Female Firefighters Network and the MFS Female Firefighters Forum, she is involved in the recruitment of female firefighters and is a role model for prospective female recruits. Ms Clarke is an extremely valuable member of the MFS and the standards that she has set in the carrying out of numerous tasks have always been of the highest level.

Australian Fire Service Medal (AFSM) (continued)

South Australia (continued)

Mr Tracy Grant DEVINE, PO Box 171, Crystal Brook SA 5523

Mr Devine has been a dedicated member of the Country Fire Service (CFS) South Australia, beginning his service in 1989. In his early years with the organisation he focused on the 'coal face' which provided him with the knowledge, skills and experience that would assist in his roles in training and leadership that would be required later on. As time progressed a staff position was sought and achieved in training which found him traversing much of the state as the Regional Training Officer. He held a number of Brigade Lieutenant positions before becoming a member of staff. He has served in a range of roles including as a Regional Operational Planning Officer and currently is a Regional Commander. He has joined and lead deployments interstate on several occasions. He has enormous ability to lead and communicate with large groups and communities that are suffering high emotional and physiological stress from significant incidents. His leadership and skills have allowed him to achieve a significant level of cover for the fire risk of the Indigenous communities in the APY Lands, as well as the remote and isolated communities in the North and North East of South Australia. Mr Devine provides stability with leadership in difficult circumstances, maintains a vision with achievable goals, meanwhile having continual concern for those around him.

Mr Scott ROGERS, Daw Park SA 5041

Mr Rogers joined the Metropolitan Fire Service (MFS) South Australia in September 2003 and has progressed to the rank of Senior Firefighter. He is an exemplary firefighter and his endeavours in aiding colleagues and the public further highlights his dedication to the MFS and the community of South Australia. He has volunteered his time to a variety of committees and specialist groups providing recommendations and improvements in all areas of rescue. He is an instructor in the Urban Search and Rescue task force, specialising in Technical Rescue, and Confined Space and Vertical Rescue, where he has helped raise the bar for many firefighter skill sets in these areas. He has also consistently volunteered his time to help raise awareness and funds for the less fortunate in our community including working with the Australian Professional Firefighters Foundation (APFF) to raise funds for burn victims, and coordinating the MFS involvement in the "Can Do 4 Kids" - "Can Do Caper", which provides therapy and support to children and young people who are blind, vision impaired, deaf or hearing impaired. He has also been involved in raising awareness for Prostate Cancer. Mr Rogers' performance, and outstanding service, demonstrates his selfless devotion to duty and commitment to the Fire Service and the community of South Australia.

Australian Fire Service Medal (AFSM) (continued)

South Australia (continued)

Mr Peter Jeffrey VENNING, Onkaparinga Hills SA 5163

Mr Venning is an exceptional leader and a role model for volunteers within the Country Fire Service (CFS) in South Australia. He has contributed to the modernisation of the Country Fire Service, particularly in the areas of volunteer management, public safety and the financial management of brigades. He joined the CFS in 1973 and in 1982 moved to the Morphett Vale Country Fire Service brigade. His ability to extract the most from firefighters engaged in the heat of battle, whilst maintaining a calm composure, saw many inexperienced fire-fighters quickly feel at ease under his direction. He mentors junior officers and provides guidance and leadership to many people. Undertaking the role of Deputy Officer, and now currently the Group Officer, of the Mawson Country Fire Service Group, one of the busiest CFS groups in the state, since 1998 would normally be enough for one person, as this role alone requires an enormous commitment of time and energy. However he is so passionate about the organisation that he volunteers his time to the CFS Foundation board, and numerous CFS committees, well above and beyond what is expected of CFS volunteers. Mr Venning is compassionate, decisive and highly intelligent. He is a valued life member of the Morphett Vale Country Fire Service, and highly respected by his colleagues across the state.

Tasmania

Mr Colin Victor CUNNINGHAM, 2 Woolpack Road, Gretna Tas 7140

Mr Cunningham joined the Gretna Volunteer Fire Brigade with the Tasmania Fire Service (TFS) in 1987, commencing in the position of volunteer firefighter. In 1988 his fellow members demonstrated their confidence in his leadership by promoting him to Brigade Chief, a position he still holds today. The Brigades of the Upper Derwent Group elected him to the lead area co-coordinator's position of Group Officer, Upper Derwent Group in 2000, a position he also still currently occupies. He is also the area's Fire Permit Officer and was a volunteer representative on the Fire Area Management Committee from 1995 to 2013. He is also the Junior and Cadet Coordinator for his brigade and is enthusiastic about the program. He is a valued member of the Tasmanian Volunteer Fire Brigades Association (TVFBA) and occupies the position of Southern Branch President. He is a member of the State Executive and represents the Association on two major TFS committees, namely the Volunteer State Consultative Committee and the Volunteer Learning and Development Committee. He is an active member, and is committed and dedicated in all areas he represents on the TVFBA. The community of Gretna and the surrounding districts are fortunate to have Mr Cunningham's commitment, knowledge and leadership in this important emergency service.

Australian Fire Service Medal (AFSM) (continued)

Tasmania (continued)

Mr John Philip HAZZLEWOOD, Launceston Tas 7250

Mr Hazzlewood commenced his Tasmanian Fire Service (TFS) career in 1979 when he joined the Launceston Fire Brigade as a recruit firefighter. He qualified by examination and practical assessment as a Station Officer in 1987 and was promoted to officer rank in 1988. In 2000 he was successful in his promotion to District Officer, and has served as District Officer in Launceston Fire Brigade, North East District, Learning and Development and currently oversees Planning and Capability for the North and North West regions. He is an enthusiastic advocate of mentoring and development of his people, and a passionate member of the Museum brigade and its work in preserving our history. Since becoming District Officer he has been a strong advocate for the continued development of consistent procedures across the state and, since being asked to facilitate the Planning and Capability function for the North West region, has provided strong and consistent leadership in shaping change in this area. Mr Hazzlewood has also been the key driver behind TFS participation in Ambulance Tasmania's 'Early Access to Defibrillator Program' ensuring solid participation by brigades in this life saving initiative.

Mrs Fiona Elizabeth TUSTIAN, Natone Tas 7321

Mrs Tustian joined the Tasmania Fire Service (TFS) Stowport/Natone Volunteer Fire Brigade in 1995 and in 1999 was elected to the position of Third Officer. She held that position until 2004 when she was subsequently elected by members of the brigade to the position of Brigade Chief, a leadership position she maintains to this day. She is also the area's Fire Permit Officer as well as being an active member of the Tasmanian Volunteer Fire Brigades Association. She is passionate about the position she also holds within the brigade as the Junior and Cadet Coordinator. Mrs Tustian is an active member with all volunteer activities on the North West Coast and is well respected in all positions she holds. She has also been deployed to both operational incidents and other state level exercises both as a firefighter and logistics assistant on multiple occasions since 2012.

Australian Fire Service Medal (AFSM) (continued)

Australian Capital Territory

Mr Ross Gregory TURTON, Tharwa ACT 2620

Mr Turton joined the ACT Fire Brigade, (now ACT Fire and Rescue ACTF&R), in 1983 and, following graduation from the recruit college, was assigned to B platoon where he served until March 1992. At this time, he was promoted to Station Officer and transferred to the Fire Safety Section where as a fire safety officer he dedicated himself to the improvement of the building environment's fire safety standards before returning to operations. In 1997 he successfully passed the Institution of Fire Engineers Member examinations and was then rostered at Kambah Fire Station for a number of years as a Station Officer (Operations). In this role he devoted himself to specialist rescue capabilities including vertical and remote area rescue disciplines. He also undertook the coordination of the Brigade's planning and resourcing for the Rally of Canberra Motor Sports events. During the Canberra Fire Storm in January 2003 he was in charge of a crew of firefighters positioned in the suburb of Duffy which encountered the full force of the fire front as it impacted the urban interface of the suburb. Through his exceptional leadership his crew members managed to protect themselves and save a number of properties in the vicinity, despite their pumper being disabled by the fire. Since 2012 he has undertaken a review of ACT Fire and Rescue (ACTF&R) Command and Control capabilities and systems, and has been responsible for the introduction of the Blue Card Incident Management principles, co-ordinating and delivering Blue Card training to over 350 firefighters. Mr Turton has also led the process for the design, acquisition and commissioning of the new Command Pod, and is currently undertaking a modernisation of ACTF&R'S procedures and guidelines.

Northern Territory

Mr Ian Ross LOCKLEY, PO Box U204, Charles Darwin University NT 0815

Mr Lockley has been a full-time employee with the Northern Territory Fire and Rescue Service (NTFRS) since 6 March 1978, and currently holds the substantive rank of District Officer and is also currently acting as Deputy Chief Fire Officer. Recently he held the position of Officer in-Charge (OIC) for the Community Fire Safety Command, the Training and Development Command, and has performed the role of Staff Officer to the Chief Fire Officer of the NTFRS. He has led a number of reforms for the NTFRS, and the communities of the NT, through his mentorship and leadership of the Volunteer Community Educator Program, his mentorship and leadership to the Building Inspection Program, through the restructuring of the Community Fire Safety and Training and Development Commands, and through the creation of the Volunteer Training Consultative Committee. At the Volunteer Community Educator Program he led the team that developed and rolled-out the program which sees 'locals educating locals' through a structured program that educates the Volunteer Community Educator and supports them with state of the art training resources. His passion and leadership with the Volunteer Community Educator Program ensured its initial and ongoing success. With the Building Inspection Program (BIP) he created the concept, understood its worth and as the OIC of the Command led its roll-out to the operational crews following a successful trial. Operational crews enjoy undertaking building inspections and the training and support provided by the BIP gave them confidence in fulfilling their duties. The acceptance and a great deal of the BIP's success can be attributed to Mr Lockley's leadership. He has also restructured both the Commands of Community Fire Safety and also Training and Development to better reflect contemporary requirements and to meet the needs of clients and personnel. The restructures he undertook were logical and have produced significant benefits. He consulted widely and led the restructures with no adverse comments or reaction. Mr Lockley is a passionate career fire officer that is not only results driven, but is also a leader who takes an active role in effecting change for the betterment of the organisation, its people and the communities it serves.

AMBULANCE SERVICE MEDAL (ASM)

New South Wales

Ms Darryn BINKS, Valentine NSW 2280

Ms Binks has provided 34 years of dedicated service to NSW Ambulance. She was one of the first female paramedics, and also a specialist paramedic, completing the intensive care paramedic course and helicopter paramedic training, flying many successful primary missions in the Hunter region. Throughout her career she has led teams through a variety of roles. For the past eight years she has managed the development and implementation of evidence based policies to ensure patients receive the best possible care. One of her first projects was the implementation of the Major Trauma Program - a holistic approach to how NSW Ambulance manages major trauma incidents in NSW. During this time she devised the Trauma Triage Tool which is now included in NSW Health policy as part of their model of care. She completely revised and enhanced the way NSW Ambulance deals with trauma that improved the outcomes for seriously injured patients. Highlights of her career include roles as Station Officer at St Ives and Hamilton Stations, Sydney Olympics Site Supervisor and recently as a Clinical Services Director. As an early manager of NSW Ambulance Public Relation, she established a state-wide media unit and introduced the Service's first media policy. She also developed and implemented NSW Ambulance's Protocol Governance System to provide clinical guidance and version control for NSW Ambulance clinical protocols. Ms Binks' dedication and commitment has been recognised through the awarding of the NSW Ambulance's Allan Bailey Award for distinguished service and she is also the recipient of the Meritorious Service Medal.

Mr Paul John TONGE, Heathcote NSW 2233

Mr Tonge has a 31 year distinguished and broad career and he has excelled in many areas of NSW Ambulance operations being an early pioneer of the health relationship manager role. This involved him working closely with other area health districts to streamline transported ambulance patients processing in hospital emergency departments. He developed strategies and action plans providing support and guidance and managers during periods of peak demand. These have assisted NSW Ambulance to proactively manage demand in a coordinated fashion throughout the organisation. Highlights in Mr Tonge's career include the successful completion of clinical specialist courses including intensive care paramedic and special casualty access team; through demonstrated leadership as Zone Manager which included responsibility for 13 ambulance stations; and as the Executive Staff Officer to the General Manager, Operations providing invaluable advice to senior management. Mr Tonge has managed sustainable access and patient flow through the rollout of newly developed and planned integrated care strategies ensuring a standardised approach to their delivery, and he has demonstrated an unwavering commitment to the community of New South Wales.

Ambulance Service Medal (ASM) (continued)

Victoria

Mr Neil Vernon AKERS, PO Box 3414, GMC Morwell Vic 3841

Mr Akers joined the Ambulance Victoria in 1970 and has shown himself to be a valuable asset to the organisation providing exceptional service to the Victorian community particularly in the area of emergency management. An advocate for training and continual improvement, he has become a specialist in multi-agency emergency management planning and response, and in building close ties with communities in distress. He has played an important role in a number of significant organisational developments including the Rural Ambulance Victoria Major Incident Room, Ambulance Victoria's whole of organisation bushfire operational briefing package, and the first whole of agency Emergency Response Plan. He was involved in the statewide coordination for the 2009 bushfires, including Black Saturday. During the Victorian Floods of 2010-2012 he was appointed Incident Health Commander to Charlton and led the Field Primary Care Clinic to re-establish local medical general practice services. He was then deployed to Numurkah in 2012 to oversee the Field Primary Care Clinic and to restore hospital emergency capability. As Regional Health Commander for the 2014 Hazelwood Mine Fire he coordinated multiple agencies and community groups to provide pre-hospital health care, assessments and advice to residents and emergency workers alike. Following this event Mr Akers assisted in the development of a Carbon Monoxide (Co) Protocol for the health management of exposed emergency workers, which was later expanded to apply to all hazards and to include the community at large.

Mr Donald John GILLIES, 335 Outtrim-Moyarra Road, Outtrim Vic 3951

Mr Gillies joined the Metropolitan Ambulance Service (MAS) in 1982 following a five year career with Victoria Police. He worked across various metropolitan locations as a paramedic, Team Manager and Duty Manager before relocating to Gippsland in regional Victoria in 2001. As a regional Team Manager he has worked closely with both the Community Emergency Response Teams and Ambulance Community Officer Teams across the Gippsland region to mentor their development and build clinical skills to provide a combined ambulance service to their communities. His passion for OH&S, training and development has seen him hold Clinical Instructor positions, as a sessional instructor at Monash University, set up the first OH&S department in the MAS, and been part of the initiation and development of the Back2Basics Manual Handling training across Ambulance Victoria. He is also known for his focus on driver training as a Driving Standards Facilitator with Ambulance Victoria, and his willingness to commit personal time to develop this competency. He has consistently demonstrated a selfless attitude and dedication to improving the lives and wellbeing of his colleagues. This was no more evident than when, impacted by the suicide of fellow paramedics, he raised money for, and awareness of, suicide prevention and mental health issues within the paramedic community. The funds raised were donated to Beyond Blue to perform a study into paramedic related suicide. Mr Gillies epitomises the professionalism and dedication of the emergency responders who serve the community of Victoria.

Ambulance Service Medal (ASM) (continued)

Victoria (continued)

Mr Keith John HUMPHREY, 85 Cox Street, Penshurst Vic 3289

Mr Humphrey has tirelessly served the Victorian community for over 41 Years as a paramedic, with the Country Fire Authority, and, until recently, as an Ambulance Community Officer Team Leader. He re-joined Ambulance Victoria as an Ambulance Community Officer (ACO) in Penshurst in 2003 and, for the past 12 years, has dedicated himself to ensuring continuity of the service to the local community. With a proactive approach and unflagging drive he built Penshurst from a single ACO responder, to a team of five serving the community seven days a week, and capable of responding to over 150 callouts a year. As ACO Team Leader for Penshurst, he was always looking to serve the community in whatever way he could. This included approaching a new wind farm in the region to implement first-aid training programs for their employees and attain specialist emergency training for the ACO team on the wind generator towers. He has a true community spirit, always considering the wellbeing of residents and how the ambulance service can be sustained in Penshurst. Mr Humphrey has gone above and beyond expectations during his many years of service and support of the community.

Mr Sandy Willem KAHN, Horsham Vic 3402

Mr Kahn has had a varied and successful career with Ambulance Victoria in both metro and rural regions. A former MICA paramedic, Group Manager and Clinician he has recently taken on an on-call ALS paramedic position at Dimboola where he continues his commitment to improving the health outcomes of people in remote rural areas. He was appointed as the inaugural Group Manager for Wimmera in 2008, and continued to work hands on as a MICA paramedic, demonstrating exemplary clinical leadership to his team. Highly regarded for his dedication towards the advancement of pre-hospital emergency care, he built partnerships and professional relationships with emergency services, the South Australian Ambulance Service, Indigenous communities, local government agencies and healthcare groups, and established effective memoranda of understanding with healthcare providers. He understands the difficulty in ensuring continuity of service to rural areas, and the importance of promoting the Wimmera region in attracting and retaining employees and first responders. He has been an advocate and driver of the Rural Sponsor Degree Program, and is a strong supporter and mentor of students, paramedics and first responders. Mr Kahn also provides coverage at on-call branches that are hard to fill due to remoteness and scarcity of services.

Ms Andrea Lynne WYATT, Kooyong Vic 3144

Ms Wyatt's career with Ambulance Victoria boasts many firsts. She was one of the first of only two female paramedics in Victoria in 1987 and became the first female MICA Paramedic in the state in 1993. She was also the first female appointed to the Clinical Support Officer role in 1996. In 2007, she became one of the first paramedics in Victoria to enrol in post-graduate studies as a PhD, which she dedicated to the education of paramedics in the state. Continuing her commitment to clinical education, she has held the position of Course Coordinator for the Graduate Diploma of Emergency Health (Intensive Care Paramedicine) at Monash University, and was Manager of Education and Training for the Metropolitan Ambulance Service for three years. Ms Wyatt returned to a Senior MICA Paramedic position in 2010 and continues to mentor and drive standards of excellence, taking on Clinical Instructor and Acting Team Manager roles as needed.

Ambulance Service Medal (ASM) (continued)

Victoria (continued)

Mr Salvatore Guido ZUCCALA, Seymour Vic 3660

Mr Zuccala is highly regarded within Ambulance Victoria, the community, and by other health professionals. Initially a paramedic in the metropolitan region, he began his rural career in Seymour, worked with the Alexandra Ambulance Service, and provides the Hume region with the highest level of clinical care and support. His experience as a MICA paramedic, Clinician, Acting Clinical Support Manager, and long-serving Clinical Support Officer ensure he is well equipped for whatever the situation requires. Providing exceptional emergency care is always his focus, along with supporting colleagues and imparting his skills and knowledge. He willingly offers his time and expertise to achieve the best possible outcomes, confidently applying new techniques, and developing training for others. He is an excellent mentor who inspires continuous learning and has been instrumental in mentoring aspiring MICA paramedics. He devotes significant personal time to the advancement of emergency care, including hosting patient outcomes. Also he is involved with the Australian Catholic University's 'Exercise Digger's Trail Wilderness Experience', and delivers guest lectures and practical laboratories. Mr Zuccala's passion and commitment to the job is unquestionable, and he is renowned for never being off-duty.

Queensland

Mr Michael Warren DAY, Manly West Qld 4179

Mr Day commenced his career with the Queensland Ambulance Service (QAS) as an Honorary Officer in September 2000 at the Wynnum Ambulance Station, and has diligently served the community at locations throughout Queensland for more than 15 years. His integrity, honesty and consistent high level of performance have seen him perform a number of key roles within the QAS. He continues to support his staff and QAS management, and has developed an excellent rapport with the community of Wynnum; the Wynnum Local Ambulance Committee; and more recently with the local community of Emerald whilst undertaking the role of Officer-In-Charge (OIC) at Emerald Ambulance Station. He has proven himself as a keen and capable officer; and a competent, supportive and respected OIC. Mr Day epitomises the best qualities and characteristics of what is expected of a professional ambulance paramedic, contributing valuably to the QAS and the Queensland community.

Ambulance Service Medal (ASM) (continued)

Queensland (continued)

Mr Mark Cameron McDONALD, PO Box 733, Stones Corner Qld 4120

Mr McDonald commenced his career with the former Queensland Ambulance Transport Brigade, now the Queensland Ambulance Service (QAS), in Gatton as an Honorary Officer in January 1977 and has diligently served the community at locations throughout Queensland for more than 37 years. His unflinching commitment and dedication to excellence in patient care, education, training and continuous professional development has earned him the respect of the community, and his peers, as a role model in the field of the practise of paramedicine. He has contributed in a distinctive way to the development of the QAS during his career, including high level contribution to the introduction of the original Associate Diploma of Ambulance Studies, service planning, clinical education and student paramedic progression. He has continually demonstrated determination, resourcefulness, consideration and passion in the roles he has undertaken. As a critical care paramedic, registered nurse, educator, mentor and coach, Mr McDonald epitomises the best qualities and characteristics of what is expected of a professional ambulance paramedic, contributing valuably to the QAS, peer development and the Queensland community.

Ms Jan TOOTH, Kalbar Qld 4309

Ms Tooth commenced her career with the Queensland Ambulance Service (QAS) on 13 April 1992 as a student ambulance officer. Throughout her distinguished career with the QAS, she has undertaken a variety of roles progressing to Critical Care Paramedic, the highest clinical ranking within the QAS. In addition to her day-to-day duties as an Officer-in-Charge (OIC), she routinely responds to emergencies in the community, providing high level clinical interventions as well as being a mentor to her staff. She contributed to the development of the QAS's paper Ambulance Report Form, has voluntarily undertaken additional duties to her normal duties as the West Moreton Local Ambulance Service Network Rosters Coordinator, and has worked in the Ipswich area most of her career, earning her a position of admiration and respect in the community. She routinely undertakes her duties above and beyond what is required, participating in special projects and initiatives which contribute to the professionalism of paramedicine generally, and to the overall performance of the QAS. Ms Tooth is the epitome of the professional paramedic and a role model to all QAS staff.

Ambulance Service Medal (ASM) (continued)

Western Australia

Mr Gary John DAVIES, PO Box 378, Broome WA 6725

Mr Davies joined St John Ambulance as a student ambulance officer in January 1995 and qualified as a paramedic in January 1998. He worked as a metropolitan paramedic and on-road tutor through until October 2002 when he was appointed as an Ambulance Paramedic in Broome. This appointment was significant for St John Ambulance in that it introduced career paramedics into what until then was a volunteer-only sub centre. In 2009, he was promoted to the position of Station Manager at Broome. He has been a very successful paramedic and Station Manager throughout his career in the metropolitan area and in the country. Over and above this service he has made an outstanding contribution in the way he has developed and supported the paramedic/volunteer model, and the way in which he has maintained a very significant volunteer contribution to the provision of ambulance services in Broome. Up until 2011 Broome had only the two paramedics with the remaining roster cover being provided entirely by volunteers. He implemented many initiatives aimed at ensuring volunteer numbers were maintained at the appropriate level to ensure roster coverage. His other outstanding achievement was to develop a new building for the Broome Sub Centre, playing a lead role in bringing this project to fruition in ways that went above and beyond what would normally be expected of him as part of his Station Manager duties. The opening of the new facility in December 2013 highlighted his outstanding service in seeing the project through to completion. The new sub centre is a testament to the success of the career paramedic/volunteer blended model for the provision of ambulance services in rural Western Australia. That success was demonstrated in a most tangible way by the attendance in uniform, at the opening, of most of the 84 volunteers currently at the Broome Sub Centre. The impact of his development, encouragement and support of the St John WA paramedic/volunteer model is that Broome has a high quality ambulance service available at all times and the capacity to cover all roster, backup and event requirements. Without Mr Davies' commitment to the St John model there would be fewer St John volunteers in Broome and a significantly reduced ambulance availability.

Ambulance Service Medal (ASM) (continued)

Western Australia (continued)

Mr Simon Warwick HUGHES, Kenwick WA 6107

Mr Hughes had a 20 year career at St John Ambulance in the then Volunteer First Aid Service before commencing a new career as a paid paramedic in 2002. His natural affinity with people and patients, coupled with his considerable pre-existing clinical knowledge, saw him rise quickly through the ranks of the profession to become acting Station Manager for periods throughout 2007 and 2008, and then substantive Manager of Metropolitan Operations in 2010 - a role in which he continues to excel. In his role as Manager of Metropolitan Operations he has been instrumental in implementing a robust accountability structure for Station Managers, as well as for developing the Station Manager role to be the key managerial position within ambulance depots. His engagement with St John's internal Information-Decision-Action (IDA) process has also resulted in the ambulance service maintaining its excellent record of response time performance. His ability to identify, through the IDA process, where performance needs to be improved is matched only by his ability to bring teams together and come up with solutions. His leadership skills enable him to tackle issues in a most determined way, and his excellent rapport with people makes it easy for him to take his colleagues with him to achieve positive change. In 2015 he was given responsibility to lead a St John Ambulance WA delegation to Malaysia, where he was tasked with assisting the St John Ambulance establishment there by examining their processes and procedures and recommending ways they could be streamlined, modernised, and allowed to maximise interoperability with other health care providers. He identified 11 recommendations for improvement which will considerably assist the operations of St John Ambulance in Malaysia. Such was the success of his visit that he has been requested to return in a few months' time to assist to implement and 'bed down' several of those measures. His work in Malaysia has proven both that St John Ambulance staff have considerable expertise to share with ambulance services regionally, and also that providing that expertise helps staff with their professional skills development. Mr Hughes' energy, dependability, passion, professionalism and skills are among the best of his generation of paramedics.

Ambulance Service Medal (ASM) (continued)

Western Australia (continued)

Mr John Charles JONES, 4 Toyer Street, Bridgetown WA 6255

Mr Jones is a volunteer with the St John Ambulance Sub Centre at Bridgetown where he has served for a total of 27 years including 21 years on the sub centre committee with four as Chairman. He commenced his ambulance service with St John in 1961 and subsequently in his more than 50 years of service has undertaken roles in ambulance operations, on the sub centre committee, and as a volunteer ambulance officer trainer and mentor. The impact he has had in ensuring the availability of a high-quality volunteer ambulance service for the Bridgetown community cannot be overstated. His community service has also stretched beyond Bridgetown to Manjimup, where for 14 years he undertook volunteer ambulance duties, combining 13 of these years with service on the sub centre committee, including three as Chairman, and to Northcliffe, where for 13 years he continued his ambulance service, also serving on the sub centre committee for 11 years with three as Chairman. Actively seeking out opportunities to serve local communities, no matter the location, has been a defining characteristic of his time with St John Ambulance. Similarly, his natural ability as a leader has been demonstrated through his keenness to provide valuable advice on volunteer recruitment, retention and training, financial management and capital development, and on increasing collaboration with other emergency services organisations and the local council for the purposes of developing emergency management procedures. His stewardship at Bridgetown has resulted in it winning the award of Sub Centre of the Year in 2007. He also led the sub centre through the complex and difficult task of funding, planning and building a modern 21st century ambulance facility and it was only because of his outstanding leadership, dedication and ability to inspire the local community and political representatives to support the project that it was able to be completed. He also is the Volunteer Development Officer and trains and mentors Bridgetown's volunteers each year and without his involvement those volunteers would not have the skills and knowledge required by current standards. Mr Jones' drive, commitment and enthusiasm are all motivators for other volunteers.

South Australia

Mr Phillip Ronald KNIGHT, Windsor Gardens SA 5087

Mr Knight has been with the South Australian Ambulance Service (SAAS) since 1991, and has provided exceptional service and leadership to the SAAS and to the community of South Australia. He has held various positions and demonstrated his commitment to outstanding service by maintaining the highest level of clinical care as an Extended Care Paramedic. He is a passionate paramedic of the highest integrity who has dedicated a large portion of his career to the clinical development of staff and service delivery. His exceptional leadership, passion, and abilities as an outstanding mentor, have been a significant driver of clinical development in SAAS. Mr Knight has represented the SAAS on many committees and programs throughout his career that have been pivotal to ambulance service development in South Australia.

Ambulance Service Medal (ASM) (continued)

South Australia (continued)

Mr Richard Eric LARSEN, North Haven SA 5018

Mr Larsen has been employed by the South Australian Ambulance Service (SAAS) since 1991, and has worked in various roles including as an on-road Intensive Care Paramedic, Manager of Career Education, Acting General Manager for the Emergency Operations Centre, Acting Operations Manager for Country North Region, Team Leader for Port Adelaide and Whyalla teams, and Paramedic lecturer at Flinders University. More recently he has served as the SAAS Operations Manager, Patient Safety and his current role is as an Extended Care Paramedic. He has been an outstanding advocate and facilitator for bettering clinical education within the SAAS, and for Paramedics generally. Mr Larsen has proactively improved and enhanced educational opportunities through development and implementation of training and professional development programs, delivery of advanced education material, and through provision of support for students during education activities.

Tasmania

Mrs Lesley Pam FANNING, 640 South Road, Nugara, King Island Tas 7256

Mrs Fanning served as a Volunteer Ambulance Officer on King Island commencing in November 2005 and retiring in 2013. She also joined the Board of the Volunteer Ambulance Officers Association (Tasmania) (VAOAT) in 2008 and served in a number of roles, including as President from 2009 until 2014. She brought a very high level of commitment and professionalism to the role and was able to successfully work with Ambulance Tasmania to progress a range of beneficial reforms and improvements. From 2008 until 2010 she represented the King Island Volunteer Ambulance unit on the Board of the VAOAT, working tirelessly to represent this remote community and promoting it to the Board and Ambulance Tasmania. She was single handily responsible for gaining funding from the then Premier of Tasmania to allow the annual VAOAT gathering' to be held on King Island. Once she gained the funding, she played a lead role in meeting the many challenges involved in organising the event. Largely as a result of her efforts 50 Volunteer Ambulance Officers travelled to King island for the 2 day gathering' and not only gained the many professional development opportunities offered by the event, but also experienced firsthand the unique challenges of operating a volunteer ambulance service on a remote island. In her role as the President of the VAOAT she was heavily involved in the creation of the position of Coordinator, Volunteer Strategy, and in the selection of the person to fill this important salaried position, which is aimed at developing strategies to supporting Ambulance Tasmania's Volunteer work force. She also played a leading role in the development and introduction of Ambulance Tasmania's volunteer recruitment vehicle, and in gaining sponsorship to assist in ensuring it was a valuable and effective tool in recruiting ambulance volunteers. Additionally she was instrumental in ensuring that the Tasmanian Legislative Council was aware of the importance of supporting the 2013 amendments to the Ambulance Act. Mrs Fanning's leadership and strategic insight was recognised by many as important in assisting the elected members to see the value and importance of supporting the amendments.

Ambulance Service Medal (ASM) (continued)

Tasmania (continued)

Mr John Clemhill RICHARDSON, 5 Daydawn Court, Ulverstone Tas 7315

Mr Richardson commenced as a Student Ambulance Officer with Ambulance Tasmania in January 1982. Having completed his student training Mr Richardson went on to qualify as an Intensive Care Paramedic in June 1986. He was a key member in the development and delivery of the inaugural 'Winter Mountain Craft' course. This course was highly regarded and was used to train other emergency services, the military and government agencies both from within Tasmania and from the mainland. It is this course that for many years equipped Intensive Care Paramedics and others to operate safely in Tasmania's harsh and dangerous wilderness conditions. In 2003 he wrote the definitive policy that guides wilderness rescue activities within Ambulance Tasmania. He is a nationally accredited instructor in Advanced Paediatric Life Support, and in this capacity teaches he voluntarily delivers courses across Australia to all health professionals including Paramedics, Nurses, Doctors and Specialist Paediatricians. His work in this area has contributed to the recognition of paramedics in the wider health profession. He has been a volunteer member of Tasmania's Critical Incident Stress Management team for over 10 years, providing invaluable support and guidance to emergency services personnel. He served as an active member of Ambulance Tasmania's Protocol Review Committee and was heavily involved in developing a new generation of Clinical Guidelines between 2009 and 2011. His work in this area has made a significant contribution to contemporary paramedic practice within Ambulance Tasmania. He has been a long serving board member for the Tasmanian Chapter of Paramedics Australia, the Paramedics professional association, and served as Treasurer from 2008 until 2013. In 2012 Mr Richardson was elected to the national board of management and was responsible for overseeing matters relation to remote and rural ambulance provision as well as actively working on national paramedic registration.

EMERGENCY SERVICES MEDAL (ESM)

New South Wales

Mr Peter CINQUE OAM, Glenhaven NSW 2156

Mr Cinque has been a long standing member of the NSW State Emergency Service, (NSW SES) having commenced as a cadet at the Blacktown Unit in 1971. As a volunteer member he served in a number of roles in the Blacktown Unit including a period of time as Local Controller in 1991. In 1999 he was appointed as then NSW SES Sydney Western Division (now Sydney Western Region), Division Controller and has been a staff member of the NSW SES since that time. Since 2007 he has been the Chair of the NSW SES Flood Rescue Working Group in addition to his normal duties as the Region Controller, Sydney Western Region. In this role he has not only established the capability basis of Flood Rescue for the NSW SES, but has pursued an agenda of change aimed at improving operational efficiency whilst simultaneously seeking to provide enhanced support to the volunteers of the Service. In this capacity he has played a crucial role in redefining the role of the NSW SES within the NSW emergency management framework. He has also utilised skilled and committed volunteers to further the international research of flood rescue through various scholarship programs. His commitment to exploring and researching international standards realised organisational benefit in the development of complex flood rescue techniques, hydrological effects of various structures in flood prone environments, and in the future development of aerial based flood rescue capability. In 2009 he attended the US Flood Fighters conference and used information from this internationally regarded working group to better inform the development of the NSW SES's flood rescue capability. Mr Cinque has demonstrated his considerable leadership skills in the development of an almost non-existent capability for which the Service has long held a legislative responsibility to provide.

Emergency Services Medal (ESM) (continued)

New South Wales (continued)

Mr Graham Kingston KINDER, Oallen Ford Road, Windellama NSW 2580

Mr Kinder joined the Windellama Community First Response section of the Goulburn Unit of the New South Wales State Emergency Service (NSWSES) in February 2010 and is currently a dual member of the NSWSES serving as Unit Controller at Windellama and as Deputy Local Controller at the Manly Unit. He has undertaken virtually every field of training available in order to serve as effectively and as comprehensively as possible. He is a very active member of both the Southern Highlands Region and Sydney Northern Region Training Support Teams and is constantly visiting other Units to assist with training and assessment support. He was also the only volunteer in NSW to complete both the pilot Level 1 and Level 2 Incident Controller training, Trainer Endorsement Workshops. He is also a member of the NSWSES Aviation Operations Team, and diligently maintains competency and training. As a foundation member of the Tsunami Operations Capability Development Group, he has been a significant contributor, having proposed the development of a Tsunami Awareness Training Module, been elected as the Group liaison with the SES VA, and directly engaged the three Sydney Northern Beach Councils (Manly, Warringah and Pittwater) through his membership of the Northern Beaches Flood and Coastal Storm working group and where practicable, his attendance at LEMC meetings. He has also accepted an invitation as perhaps the only volunteer to work with the NSWSES's Professional Development Training and Education group and SES Chaplain, as a facilitator of the Leading Self - Leading Others program across the state. He has shown demonstrable effort in the design of the community door-knock program in Manly to educate all residents in high risk flood areas about getting ready. This community resilience model is being introduced to other Units. He organises annual Community Engagement displays at the Windellama Small Farm Field Day and Tarago Show, and attends the Goulburn Show with the Goulburn Unit. His service to the community whilst on duty has also been exemplary. Feedback from team members and the public has always been excellent. Moreover, thankful clients of storm jobs or his CFR rescues, periodically acknowledge their thanks with donations to the SES. Whether it is helping to fund and build a Disabled Persons accessible toilet at Windellama, leading teams during the Goulburn Floods, the Blue Mountain Fires or the Sydney Northern April 2015 storms, Mr Kinder can be relied upon to be there and do whatever job is needed to help, and his ethics and professionalism are beyond reproach.

Emergency Services Medal (ESM) (continued)

New South Wales (continued)

Mr Mark Anthony POWDERLY, Dubbo NSW 2830

Mr Powderly joined the New South Wales Police Force in 1967 and retired in January 2008. His career spanned a range of duties and he transferred to the Police Rescue and Bomb Squad in 1980 where he first became involved with the NSW Volunteer Rescue Association (NSWVRA). He has been an active member of NSWVRA and Dubbo VRA for over 35 years. His knowledge, advice and training were highly sought after and most appreciated by members of the NSWVRA. He has prepared and delivered lectures and physical training live scenarios to the NSWVRA on varied subject matters including, Hazard and Risk Analysis, Incident and Workplace Safety programs, Rescue Response and Actions, the Coroners Act, Crime Scene Preservation and OHS Safety Policy and Procedures. He has also prepared training courses and programs and the establishment of emergency response teams and facilitated their delivery. He is currently President and Training Officer at the Dubbo VRA Rescue Squad. Mr Powderly is also a member of the Professional Standards and Ethics Team of NSWVRA and a member of the Audit Team, and an Honorary Life Member.

Victoria

Mr Kevin Charles POILE, 50 Morack Road, Vermont Vic 3133

Mr Poile has been a volunteer member of the Victorian State Emergency Service (VICSES) for 33 years. He has undertaken a number of pilot programs for VICSES including the original StormSmart and FloodSmart programs, and has demonstrated leadership through a number of Culturally and Linguistically Diverse (CALD) initiatives. He has been a Unit Controller for over 5 years and has been a conference presenter at Australasian Fire and Emergency Service Authorities Council gatherings where he spoken on the experience of VICSES with CALD programs. Additionally he has created an Oxfam Trailwalker for VICSES, which enables volunteers throughout the Central Region to update their skills maintenance in numerous fields of VICSES roles, including communications, command, crew leading and first aid, as part of the program. His development of emergency management processes and systems are now utilised at all Australian Oxfam events. Additionally he developed the first local Flood Plan in conjunction with Maroondah Council. He has shown leadership and vision towards developing a more culturally and linguistically diverse and aware community, and has sought better ways to engage with, educate, and support the local community. Mr Poile has provided opportunities for the development and retention of volunteers at the local unit, particularly through mentoring new and existing members to encourage commitment to VICSES.

Emergency Services Medal (ESM) (continued)

Queensland

Mr Andrew Gordon BICKERTON, Fernvale Qld 4306

In his role as Local Controller for the Somerset State Emergency Service (SES) Unit, Mr Bickerton has demonstrated committed and outstanding leadership by encouraging and developing others and implementing innovative changes to make a significant contribution to the Unit's operations in the interest of community safety. He has been successful in developing and increasing the capability of his Unit. His leadership, training commitment, advocacy and determination have enhanced the skills, facilities and the capacity of the Unit to activate. He has led teams in training and preparing for major weather events and also led teams activated for major weather events. Mr Bickerton's leadership skills have been vital in assisting deployments to support other Queensland communities and his professionalism is outstanding.

Mr George Allen HILL, 23 Conley Avenue, Thornlands Qld 4164

Mr Hill commenced as a cadet surf lifesaver in 1979, and is currently a member of the Point Lookout Surf Life Saving Club where he has served two terms as Honorary President, the second term being in 2009. He completed over 1300 beach patrol hours, placing him in the top 10 patrolling members of the Club, and was awarded a National Service Medal for over 15 years as a volunteer patrol member. Additionally he was a crew member of the Coolangatta Club's fixed wing patrol plane, 'Vigilance One', and a volunteer crew member for two seasons with the Westpac Lifesaver Helicopter Rescue Service on the Gold Coast. He has also provided consistent, distinguished, and outstanding service to Surf Life Saving Queensland, and to the broader emergency service environment, particularly in the areas of multi-agency cooperation and innovation. He has been a positive influence in the ongoing development of greater integration of full-time, part-time and volunteer emergency workers, and has been an active participant and contributor to the state level Emergency Volunteer Forum. Additionally, he has been an innovator with respect to improving surf lifesaving techniques and approaches and has also been quick to adopt technology to provide creative solutions to problems. Mr Hill was also instrumental in the implementation of Unmanned Aerial Vehicles (UAVs) for the patrolling of some beaches in Queensland.

Emergency Services Medal (ESM) (continued)

Western Australia

Mr Geoff Bernard BRIERLEY, 11 Boronia Close, Dunsborough WA 6281

Mr Brierley has been a member of the Naturaliste Volunteer Marine Rescue Group for 28 years. During this time he has held the elected position of Commander for 21 years. He remains active as a rescue boat skipper as well as an incident coordinator. In addition to his involvement with his own group, for a number of years up to 2013 he undertook the Volunteer Marine Rescue Western Australia (VMRWA) elected position of Zone Representative (now known as Regional Commander) for the South West Region of the State. He was also a member of the VMRWA Management Committee and the VMRWA Consultative Committee. He actively supports and promotes the development of marine rescue across the State, particularly in respect of operations centre requirements and design. He was instrumental in the design layout and commissioning of the Naturaliste group's new 10.0 metre Air Rider Rescue Vessel and the upgrading of their inshore rescue vessel. He demonstrates strong leadership with a continuing focus on risk assessment to ensure that his group is able to fulfil its obligations to the community. The Naturaliste group is able to boast a fit for purpose operations centre and appropriately fitted out rescue vessels to respond to marine incidents, even during peak tourism periods. He is also a strong advocate of training and has been personally involved in the training of his group, and he often assists other groups in the South West to gain the necessary qualifications to skipper rescue vessels. He maintained his group's confidence in leading them through a period of extensive change when the Fire and Emergency Service Authority (FESA) came into being, and he has been able to continue to embrace changes within the marine rescue industry. He has successfully guided the group through the challenges presented to become a benchmark for the delivery of marine rescue service both locally and State-wide. Throughout his 21 years as Commander he has maintained a close working relationship with the WA Police officers based at the Dunsborough Police Station, which is testament to the strong relationships he developed. Mr Brierley's long and dedicated service to marine rescue has been recognised through the award of Life Membership of the Naturaliste Volunteer Marine Rescue Group.

Emergency Services Medal (ESM) (continued)

Western Australia (continued)

Mr Robert William CRAWFORD, Thornlie WA 6108

Mr Crawford joined the WA State Emergency Service (SES) at the age of 16 and subsequently joined the SES's Communications Support Unit (CSU) where he has occupied all senior positions including as Unit Manager, Unit Training Manager, Unit Operations and Logistics Manager as well as being a team leader for the last 20 years. He has responded to operational call-outs ranging from coordination of volunteers at State Headquarters for cyclone operations, to turning out with a crew of four in 1994 to battle a huge bushfire in the Hyden - Forrestania area of the Eastern Great Southern District of WA. The crew had to install a UHF radio repeater on a hill which was still alight, the flank of the fire veering away from the highest point having burnt that area about half an hour before the installation of the repeater. He has been instrumental in the rollout, training and development of the new Western Australian Emergency Radio Network (WAERN) having sat on the initial management committee for the project. He has also played a major role in the development of the WAERN training program both for career firefighters and the Department of Fire and Emergency Services (DFES) staff, and also for DFES volunteers in the SES, the WA Bushfire Service (BFS), and the Volunteer Marine Rescue Service (VMRS). He has been a key developer of the new WAERN handheld vertex radio used by DFES personnel and volunteers. From very early on in his service with the CSU he has devoted an enormous amount of his own time to develop and manage radio communications training delivered to SES volunteers over the past two decades, often leaving his business for days at a time to conduct either a voice procedures course, or communications field equipment course, in various locations throughout Western Australia. During the early to mid-1990's he travelled the State with a small team to train all SES and BFS staff and volunteers in the use of the new radio equipment with easy to understand learning outcomes. He then developed programs to deliver these training outcomes in a very comprehensive manner, given that a wide cross section of volunteers within DFES had only basic radio knowledge at the time. Mr Crawford was also often called upon to head up an installation team for HF radio equipment during the rollout period under a secondment arrangement with the SES.

Emergency Services Medal (ESM) (continued)

Western Australia (continued)

Mr Kenneth McLEOD, Lot 175 Emanuel Way, Fitzroy Crossing WA 6765

Whilst serving as a WA Police Officer in Eneabba, Mr McLeod joined the local Bushfire Brigade as a volunteer firefighter. To further increase his knowledge and skills base, he also later joined the local Coastal District's State Emergency Service (SES) Unit. During the majority of his 10 years in Eneabba he had dual membership of both the Bush Fire Service (BFS) and SES, attending several training courses and responding to numerous incidents within the district. After transferring to Fitzroy Crossing in 2004 he once again became active as an emergency services volunteer when he joined the Fitzroy Crossing Volunteer Emergency Services (VES) Unit. He continued to participate in various training courses and became part of the leadership team for the Unit. In late 2008 he became the Level 2 Incident Controller, a position he held for three years before he was elected as the Officer in Charge in August 2011. On taking on this role one of his immediate priorities was to begin actively promoting the Unit and the service within Fitzroy Crossing, and working on a recruitment program to encourage new people to join up. He targeted schools within the community and was able to recruit several teachers to the Unit who were quickly impressed with his leadership style and their resultant enthusiasm generated further interest and the Unit's membership increased dramatically to a healthy 25 members. This level of membership enables the Unit to provide an effective response capacity to any incident in Fitzroy Crossing and the surrounding areas. Over the years he has continued to increase his skills and knowledge through the completion of various training courses within the Department of Fire and Emergency Services (DFES). He has a mixture of SES and fire competencies and regularly keeps these skills current by conducting continuation training and refresher courses. Mr McLeod is a qualified Level 1 Incident Manager for both Natural Hazards and Urban Fire and regularly assumes the role of Incident Controller which, due to his local knowledge and skills, benefits the local community as well as assisting the Kimberley Regional Operations Centre in Broome, located 400km away, with the overall management of the incidents.

Emergency Services Medal (ESM) (continued)

South Australia

Mr James Trevlyn SMITH, 12 Montgomerie Terrace, Streaky Bay SA 5680

Mr Smith joined the South Australian State Emergency Service (SASES) in December 1985 as a volunteer with the Streaky Bay Unit. In early 2010, the Unit reached a point where it had been declared 'off-line' through a lack of current accredited skilled member, thereby putting the Unit on the verge of being closed down. After a community meeting to discuss the plight of the Unit, Mr Smith was appointed the Unit's Manager in October 2010, a position he currently holds. With a lot of hard work and community encouragement he established a new management team and, with the aid of the Regional Commander, he has transformed the Unit into a very professional rescue unit. Membership has increased with the members now being qualified in many forms of rescue, including Road Crash Rescue and Flood and Storm and Land Search. He has engaged members of the local boating fraternity to have their private vessels audited by the State Marine Rescue Committee, to provide a first response, marine rescue capability. Under his leadership, the Unit has effectively responded to taskings at Venus Bay that went on for several days. He has quietly, but efficiently, dedicated his volunteer career over 29 years to training other volunteers. He is a volunteer instructor within a number of SES disciplines, both operational and managerial. He has been involved in SES activities over the years including setting up a VHF Marine repeater on St Francis Island and has also helped out the CFS on many occasions with his communication, logistical and technical abilities. It is extremely fortunate for the residents of Streaky Bay and surrounding areas that he has re-established the Unit to enable a response to many emergencies that otherwise would have come to from Ceduna with considerable delay. He has also taken a leadership role within the local community and has helped coordinate multi-agency mock exercises that bring together all local emergency services for a common goal of assisting the community in their time of need. Mr Smith always manages to get the job done, sometimes at great personal sacrifice, but his passion for helping the community shows through.

Emergency Services Medal (ESM) (continued)

Tasmania

Mr John Leonard CAMPBELL, 4 Battery Court, Zeehan Tas 7469

Mr Campbell joined the Tasmania State Emergency Service (SES) on 28 July 1994 as a volunteer member with the Zeehan Unit where he immediately committed himself to the Unit and other Units on Tasmania's West Coast. With his background in the mining industry, occupational health and safety, and first aid, he brought valuable skills to the SES, including supervision and project management which he quickly utilised within the SES and the broader West Coast community. He has held numerous positions within the group and also in two West Coast Units, namely as Zeehan Unit Manager and Deputy Manager, and also West Coast Unit Manager of all three West Coast Units for a two year period. This was a very demanding role as he was required to attend weekly training nights in three different towns on the West Coast. He developed and implemented (in conjunction with Regional Management) weekend coastal patrols that initially were undertaken by the Zeehan Unit and later included all West Coast Units. The patrols involved SES members taking the vehicles and doing sweeps of the coastal areas of the coast to ensure the safety of campers and holiday makers and others visiting these remote and isolated areas. These were implemented in response to an increase in drownings and quad bike incidents in and around these locations. The Coastal patrols ran for around 3 years and he was involved with these most weekends. He has spent the past 21 years diligently and unselfishly dedicated to the SES and helping the community in need on the West Coast. Additionally he has been a major contributor to community safety as a committed St John's Ambulance and Ambulance Tasmania volunteer, and a key organiser of mine rescue resources and capability in the region. His capacity and willingness to share his knowledge and mentor others has been one of his great strengths. His leadership qualities and dedication have resulted in much of his time being devoted to coordinating physical and human resources as a Team Leader and Unit Manager. He has also been involved with the organisation and coordination of the neighbouring West Coast SES Units and encouraged participation in Tasmanian rescue competitions and navigational challenges for many years. He has been a key figure in the development and improvement of the Zeehan SES Unit facility, and a consistent reliable leader during difficult periods, maintaining its viability during a decline in community participation and downgrades of the mining industry. Balancing time between his SES activities, his involvement with Scouts, St Johns Ambulance, Ambulance Tasmania, his work and family, he has continued to make a significant contribution to the SES. Mr Campbell has been recognised for his dedication and commitment to the West Coast when he was awarded the Centenary Medal and also awarded the West Coast Emergency Service Worker of the Year in 2002.

Emergency Services Medal (ESM) (continued)

Tasmania (continued)

Mr Peter John GEARD OAM, Tasmania

Mr Geard has been actively involved in the emergency service arena for many years, commencing on 1 September 1975 joining the Brighton SES Unit. He has been the SES Unit Manager for over 20 years and is a highly experienced member that has obtained considerable skills in the general rescue, storm response, roping and land search areas. He is also an experienced and very effective unit trainer and is also utilised to assist in Regional training activities. Additionally he is an active member of the Tasmanian Fire Service having been based out of the Brighton Station since 1980. He has received the National Medal in recognition of his length of service. In addition to his volunteer roles he is the Municipal Emergency Management Coordinator for the Brighton Council and has held this position for over 20 years. This role involves a substantial amount of additional work that includes emergency planning, participating in emergency risk mitigation projects, educational and awareness activities, and representing Council on several committees. He has been a long serving member of the Regional Emergency Management Committee, he coordinates the Municipal Emergency Management Committee, and has considerable input into Social Recovery issues. He has provided considerable support to SES salaried staff and has trained volunteers in all aspects of SES activities over the years. He is also a volunteer training officer with the Tasmania Fire Service (TFS). In both cases he applies his considerable operational experience to the quality and effectiveness of all training, which reflects well on the abilities of other volunteers. He works very diligently as a Municipal Coordinator and as an active volunteer with the SES and TFS and provides good support to his peers. He is also highly active operationally and is a reliable member for availability and attendance to all SES unit and TFS Brigade operational activities. He has attended many severe weather operations over the years tirelessly working to protect life, property and the community. Mr Geard stands out through his involvement in many large scale emergencies within and outside his municipal area including deployment interstate with SES to assist with large mainland operations.

Emergency Services Medal (ESM) (continued)

Tasmania (continued)

Mr Kelvin Douglas JONES, 18 Shaw Street, Swansea Tas 7190

Mr Jones commenced as a State Emergency Service (SES) Volunteer on 30 April 1998 and in 2008 received the SES long service award for ongoing dedicated service. He works tirelessly within the Glamorgan Spring Bay SES Unit supporting road crash rescue, flood, fire and storm damage and many other SES operational activities. His dedication towards public safety is to be commended. He has a true community spirit and has contributed significantly to the local community continually organising and supporting public events and promoting the SES and SES safety messages to the public. He has also included articles in the local Swansea publication, 'The Great Oyster Bay Community News', outlining helpful public safety information for local residents. He also includes an insight to the past month's SES activities with current staff training details which helps build the SES's profile and supports recruitment of new volunteers. To maintain a good working relationship with Council, he meets with the General Manager on a quarterly basis and also briefs Councillors through the Works Department's monthly report, discussing local issues and any planned activities that are coming up in the near future. He assumed the role of Glamorgan Spring Bay SES Unit Manager several years ago, providing a good leadership role with unit members and his experience and qualifications allow him to organise and conduct effective training sessions. He is also an active member of the Swansea Fire Brigade, has acted in the position of Brigade Chief, and received the Tasmanian Fire Service volunteer 10 year service award in 2006 and the National Medal in 2013. He is thought very highly of within the local community where he unselfishly shares his skills within the local TFS, School Council and Police Youth Club. Mr Jones is constantly updating his own skill levels and passing these skills on to other unit members.

Northern Territory

Ms Sharon Louise KEARNEY, Darwin NT 0800

Ms Kearney joined Northern Territory Emergency Service (NTES) on 26 March 2009 and has held the Unit Officer position at the Darwin Volunteer Unit since January 2013. She has selflessly committed her time to leading and managing the Darwin Volunteer Unit. Her leadership qualities have demonstrated her keen interest in the welfare of volunteers, and recognition of the critical role they perform in the operation of all NTES Units. She is also the Secretary for the Darwin Volunteer Unit Association and in this position plays a critical role in fundraising for the Unit. She has ably demonstrated her critical leadership abilities in recent NT emergency responses including to Cyclones Carlos, Lam and Nathan whereby she ensured that NTES volunteers were well trained and well resourced. She leads by example and makes herself constantly available to the volunteers, all in a voluntary capacity herself. The time and effort continually contributed by Ms Kearney epitomises the contribution NTES personnel make to the community of the Northern Territory.