

PUBLIC SERVICE MEDAL (PSM)

Federal

Mr Scott Ian BRUCKARD, Canterbury Vic 3126

For outstanding public service in the area of counter terrorism.

Mr Bruckard has been the key figure in all aspects of the Commonwealth Director Public Prosecutions (CDPP) counter-terrorism capacity, ranging from performing the role of lead CDPP prosecutor on counter terrorism prosecutions, through to being the primary source of advice to law enforcement agencies on the application of criminal law as it relates to counter terrorism investigations.

His advice, counsel and guidance has enabled law enforcement officers to successfully arrest, charge and prosecute a large number of persons planning to undertake terrorist attacks, or terrorism related activity, in Australia. On a number of occasions, swift action by law enforcement, upon receipt of crucial information from CDPP, has prevented terrorist attacks in Australia.

Mr Bruckard, through his leadership and drive within the CDPP, and across the broader national security framework, has not only contributed significantly to the prosecution of persons alleged to be involved in terrorism related activity, but is a primary source of advice to policy makers and practitioners in the development and application of criminal law.

Ms Jane Florence DICKENSON, Theodore ACT 2905

For outstanding public service leading to enhanced workforce participation of mothers in Australia.

Ms Dickenson has led highly innovative work to develop and enhance Australia's longitudinal data assets to support the evidence base around female workforce participation. During the early stages of policy development of the Paid Parental Leave scheme, she initiated and was instrumental in the development of a data model based on families who had a baby during Wave 7 of the Household Income and Labour Dynamics of Australia survey.

This provided a reliable and influential data source to examine distributional impacts of the Paid Parental Leave scheme on families in different circumstances who would benefit from scheme. As part of the 2009 Productivity Commission Inquiry into Support for Parents with Newborn Children, she was the lynchpin between the Department of Social Services and the Productivity Commission, resulting in her directly influencing the final recommendations around the design of the Paid Parental Leave scheme.

Ms Dickenson is seen as the Departmental expert on the workforce preferences and patterns of Australian families, and her success in building a robust evidence base will inform ongoing policy development in this area for many years to come. Her work will have a lasting impact on policy which affects the lives of millions of Australian families, particularly workforce participation among mothers of young children. She is a highly committed and forward-thinking public servant who finds and develops innovative policy solutions.

Public Service Medal (PSM) (continued)

Federal (continued)

Mr Warwick John FINN, ACT

For outstanding public service in advancing Australia's interests.

Details not available.

Mr Peter William HARPER, Chapman ACT 2611

For outstanding public service through contributions to Australian and international statistics.

Mr Harper's contribution has had profound and enduring impacts upon the Australian Bureau of Statistics (ABS), its clients, its international peers and his colleagues. In the area of international statistical standards, his contribution has improved the international evidence base for policy making in an extensive range of areas, namely economic, social and environmental.

In 2012, a new international statistical standard, the System of Environmental-Economic Accounting, was endorsed by 193 Member States of the United Nations. The adoption by the international community of such a robust, comprehensive approach would not have been possible without his exceptional contributions. The system allows countries to have a better understanding of environmental changes and environmental assets.

The 2011 Census of Population and Housing is another example of his outstanding service. The Census of Population and Housing is the largest statistical collection undertaken by the ABS and is the largest peacetime operation conducted in Australia. Under Mr Harper's leadership, the 2011 Census included a number of innovations and achieved an excellent outcome for governments, the public, Indigenous Australians and researchers. The 2011 Population Census program was awarded the Gold Medal in the 2013 Prime Minister's Award for Excellence in Public Sector Management in recognition of the success of the program in delivering under budget, ahead of schedule and reducing the national population under-count.

Public Service Medal (PSM) (continued)

Federal (continued)

Ms Elizabeth Ann KELLY, ACT

For outstanding public service to Commonwealth administration in leadership roles.

Ms Kelly has been Deputy Secretary, Governance, in the Department of the Prime Minister and Cabinet (PM&C) since 2013. She has supported three Secretaries in their leadership of the Department, providing critical advice and support on machinery of government, public sector governance across the APS, Cabinet support, the Government's legislation program, parliamentary matters, ministerial arrangements and legal and constitutional matters.

She led the integration of Indigenous Affairs into PM&C following machinery of government changes in September 2013. She was formerly Deputy Secretary in the Attorney-General's Department, incorporating the role of Chief Operating Officer, and before that, Deputy Secretary of the ACT Department of Justice, and prior to that was Director of Policy in the Northern Territory's Attorney-General's Department. She has demonstrated outstanding leadership throughout her career in the Northern Territory, Australian Capital Territory and Commonwealth public services. She has a reputation for leading with integrity and professionalism, and inspiring colleagues to work with her to achieve high performance and major reform.

Ms Kelly has also made a substantial contribution as an *ex officio* member of the Council for the Order of Australia and as a director of the National Australia Day Council.

Dr Steven Kevin KENNEDY, Weetangera ACT 2614

For outstanding public service in the area of climate change policy.

Dr Steven Kennedy has, over many years and through work for successive governments, become widely regarded as an intellectual leader in the complex and disputed policy area of climate change. Greenhouse gases have been produced by industries that are at the heart of Australia's traditional economic strengths, such as resources and energy, with the result that it has been hard to strike a sustained balance between the various interests in reducing greenhouse gas emissions at a socially acceptable cost.

He has played an integral role in the design and implementation of the Emissions Reduction Fund. Its innovative reverse auction arrangements and strong governance arrangements enable Australia's efforts to reduce greenhouse gas emissions to be met at a reasonable cost that is acceptable to the community. This has been demonstrated through the successful implementation of the first two Emissions Reduction Fund auctions, where more than 90 million tonnes of abatement was contracted. The safeguards mechanism sets emissions baselines for large facilities in Australia and is essentially a baseline and credit scheme that can be adjusted to deliver further abatement after 2020 to assist Australia in meeting its 2030 emissions target.

Dr Kennedy is highly respected among government and non-government stakeholders and across the political spectrum for his ability to find and broker creative solutions to difficult problems.

Public Service Medal (PSM) (continued)

Federal (continued)

Ms Susan Margaret KRUSE, Kambah ACT 2902

For outstanding public service in the area of access to social, health and other payments and services.

Ms Kruse has demonstrated exceptional innovation, leadership and achievement in project and policy settings as well as ICT development throughout her public service career. The success of her initiatives directly impact upon the ability of the Department of Human Services to simplify and automate customers' interactions with government by developing and delivering effective online service channels.

She has seamlessly combined leading edge technological solutions with business process and policy, resulting in effective and efficient business outcomes to support customers and the Australian community. Her contribution to the development and implementation of the Health Professionals Online Service has seen health professionals provided with new and streamlined online services which significantly improve payment times, reduce cost and red tape through process automation, and positively contribute to the digital transformation agenda.

Ms Kruse's contributions to the development of income support programmes such as Disability Support Pension, Youth Allowance, Newstart Allowance and Parenting Payment have had a significant, long-lasting impact on some of the most vulnerable people within the Australian community.

Mr Michael LAWSON, Deakin ACT 2600

For outstanding public service to industry reform.

Mr Lawson is highly regarded for his instrumental role in the National Innovation and Science Agenda (2015), leading the development of the Government's Industry, Innovation and Competitiveness Agenda (2014) and his sustained excellence in policy advice on the transition of Australian manufacturing and structural adjustment (1989-2015).

In his position with the Department of Industry, Innovation and Science, he has demonstrated sustained excellence through his policy leadership on the Australian innovation ecosystem and the transition of Australian manufacturing and structural adjustment policy. He led the Secretariat for the Industry Innovation and Competitiveness Agenda Taskforce over 2014.

Public Service Medal (PSM) (continued)

Federal (continued)

Ms Philippa Anne LYNCH, ACT

For outstanding public service through the delivery of whole-of-government legal policy and governance advice.

Ms Lynch has provided outstanding service in providing significant advice to successive governments and senior public servants on governance, probity and accountability issues. Her advice is often in areas of little precedence and requires her to undertake a significant level of personal responsibility. She has won a justified reputation for common sense and judgment on difficult issues, often of high political or public sensitivity.

As First Assistant Secretary, Government Division, Ms Lynch has provided significant advice on issues relating to the executive's relationship with parliament, legislation, entitlements of former prime ministers, ministerial entitlements, ministerial interests and conduct, caretaker conventions and machinery of government issues. Throughout her career she has demonstrated the utmost skill and judgement in managing difficult issues, thereby ensuring that the government and public service receive the best possible advice.

Mr Patrick John McINERNEY, Theodore ACT 2905

For outstanding public service in the protection of the ozone layer and the climate system.

Mr McInerney has achieved significant policy changes internationally, and in Australia, to phase out ozone depleting substances and reduce emissions of synthetic greenhouse gases. Key to these achievements is his ability to build strong and trusted relationships with international governments, United Nations organisations, Australian industries and environmental groups.

In his role with the Department of the Environment, his key contributions have been to facilitate agreement with international governments to make significant and lasting changes to the Montreal Protocol on Substances that Deplete the Ozone Layer and to agree to new measures with a range of industries in Australia to reduce emissions. He has been appointed to chair proceedings in the three key Montreal Protocol bodies, and to facilitate negotiations to amend the Montreal Protocol.

The Montreal Protocol is widely regarded as the most successful international environmental treaty. Domestically Australia has met or exceeded all of its obligations and additional measures to reduce emissions have been successful, further contributing to ozone layer recovery and protection of the earth's climate system.

Mr McInerney is highly respected internationally within the Montreal Protocol. His strong reputation as a fair and impartial facilitator who gets results has seen him appointed to steer negotiations on critical issues and to make progress where talks had previously stalled.

Public Service Medal (PSM) (continued)

Federal (continued)

Mr Rohan David McNEIL, ACT

For outstanding public service in the development of intelligence capability.

Mr McNeil has demonstrated leadership, intellectual vision, outstanding innovation and an adept ability to work across organisational and international boundaries with peers and colleagues to propose, develop, deliver and put to work an outstanding analytical tool. This sophisticated new analytical tool saves a considerable amount of analysts' time, and produces new insights into pressing intelligence problems relevant to Australia's national security.

In his role in the Australian Signals Directorate (ASD), he has pioneered and developed some core needs for the future of the ASD in providing intelligence of value to multiple Australian Government customers and decision makers, consistent with the functions of ASD under the *Intelligence Services Act 2001*.

The increased performance for ASD analysts, as a result of his work, is indeed significant. The new tool has also generated new insights that would have been incredibly difficult under previous approaches.

The attributes of Mr McNeil's work align strongly with ASD's strategic approach to future capability. In addition, he has taken a whole of capability approach to his work, and has been as strongly involved in developing, training and mentoring analysts as he has been to the development and utility of the tool.

Public Service Medal (PSM) (continued)

Federal (continued)

Ms Zdenka (Zenka) MATHYS, North Melbourne Vic 3051

For outstanding public service through support for Australian Defence Force platforms and operations.

Ms Mathys leads the Naval Platform Survivability Group in the Department of Defence. This group is responsible for delivery of a strategic capability in vulnerability, damage control and recoverability to support Australian Defence Force (ADF) platforms and operations. Whilst the predominant focus of her research has been in fire science, structural fire protection, and safety/reliability of composite materials for the Royal Australian Navy (RAN), her work program has also significantly contributed to vulnerability, lethality, damage control and recoverability assessments of surface ships, submarines, as well as other defence platforms as required.

The overall impact of her work is substantial, as demonstrated by her international reputation as a scientist in the domain of fire and fire protection systems; her application of scientific knowledge to assess recent fire incidents to ensure further fires do not occur, thereby protecting the lives of servicemen and women; and the delivery of cost saving to the Australian Defence Organisation by providing scientific justification for fire protection systems on Royal Australian Navy ships. She has also excelled in deriving significant leverage for research investment by the Commonwealth by actively participating in international collaborative programs and ensuring the outputs meet Australia's needs.

Ms Mathys has an exemplary scientific record, which is highly-regarded worldwide in both defence research establishments and academia and her commitment and dedication is ensuring that future generations of defence scientists are well regarded and respected.

Public Service Medal (PSM) (continued)

Federal (continued)

Mr Robert Clive PEAKE, Red Hill ACT

For outstanding public service to aviation safety.

Mr Peake's career in air traffic management engineering has spanned over 50 years. He has made exceptional and pioneering contributions to global developments in aviation safety, in particular to Australia's reputation as a world leader in air traffic management and the safe and efficient delivery of air traffic services.

In the 1980s, following a number of mid-air collisions, the International Civil Aviation Organization (ICAO) identified a need for improvements to radar technology and development of an airborne collision avoidance system (ACAS) for use in the cockpit. Mr Peake redrafted significant portions of the ICAO standards for air traffic control radar and it is unlikely that the landmark agreements could have been reached without his personal negotiation and counselling skills. The resulting Secondary Surveillance Radar Mode S system is technology that provides air traffic control with accurate, reliable surveillance of aircraft, transmits aircraft data to support automated air traffic control safety-net functions, and enables automated surveillance in the cockpit to support collision avoidance systems. Automatic Dependent Surveillance Broadcast (ADS-B), an enhancement of the Mode S system, provides air-to-air and air-to-ground automatic position reporting.

In the early 1990s Mr Peake was a founding member of the project team that developed the requirements for TAAATS (The Australian Advanced Air Traffic System), and subsequently was the Project Manager responsible for its implementation. TAAATS was the centrepiece of Airservices Australia's program to modernise and consolidate Australia's civilian air traffic control system with the commissioning of a single, leading edge, air traffic control automation system to replace various legacy systems used across Australia, and continues to be the core of Australia's air traffic control system.

Public Service Medal (PSM) (continued)

Federal (continued)

Mr Wayne Justin SEE KEE, Thursday Island Qld 4875

For outstanding public service as Chief Executive Officer of the Torres Strait Regional Authority.

Mr See Kee is the first Indigenous Chief Executive Officer of the Torres Strait Regional Authority (TSRA). He has transformed the organisation's approach from the outputs focus of the early years to an outcomes focus, which is based on extensive regional consultation and the Torres Strait and Northern Peninsula Regional Plan 2009 - 2029.

He led the restructuring of the TSRA into eight outcomes-based programs and also to the Council of Australian Governments (COAG) building blocks for closing the gap in Indigenous disadvantage. On the introduction of the Indigenous Advancement Strategy, he reviewed the TSRA's program outcomes to ensure continued alignment with the Government's policy and direction. His understanding of the needs of Indigenous people in the region, and his insight into the changing world of Indigenous policy, has enabled him to adopt a proactive approach in adjusting the TSRA programs and outcomes to remain relevant to government and the region.

Mr See Kee's key achievements include securing external funding for the Torres Strait Major Infrastructure Program (MIP) and to establish and operate the Torres Strait Ranger Program. He has also assisted the TSRA to gain recognition as the Community Development and Projects (CDP) / Remote Jobs and Community Development (RJCP) agreement manager, and also the Native Title Representative Body (NTRB) for the Torres Strait Region.

Public Service Medal (PSM) (continued)

New South Wales

Dr Christopher Alan ARMSTRONG, Marrickville NSW 2204

For outstanding public service to science and engineering, particularly to policy review and development, in New South Wales.

As Director, Office of the NSW Chief Scientist and Engineer (OCSE), Dr Armstrong led the technical research and analysis for the Chief Scientist and Engineer's independent review of coal seam gas activities in NSW (the Review). The Review was conducted over 19 months, from February 2013 to September 2014, and faced intense political and media scrutiny.

Dr Armstrong helped define the core technical matters to be examined and recognised very early the issues which would benefit from the diverse contributions of people from different organisations working together. He skilfully expanded and managed his team to look after the many technical aspects of the Review, and the system he created was critical to producing independent, unbiased and usable advice.

He wrote, edited and reviewed a large portion of the Review's technical content which spanned multiple topics and reports. He oversaw all the technical reports and information papers for the Review. He carried out his duties with unwavering commitment and his positive manner and wise counsel on the myriad issues, were invaluable to the project.

The Review findings significantly influenced NSW Government's approach to coal seam gas policy, with all the recommendations of the Review being used as the foundation of the NSW Gas Plan. Dr Armstrong's approach to tackling hard policy problems has become a model for the Office of the Chief Scientist and Engineer.

Mrs Robyn Gloria FOSTER, Beecroft NSW 2119

For outstanding public service to the advancement of workforce planning, industrial relations, organisational design and change management for New South Wales Police.

Mrs Foster's contribution to advancing the delivery of efficient and effective administrative services within the NSW Police Force is outstanding. Starting out as a sworn Police Officer in 1981, she has used her experiences in uniform to achieve positive outcomes in the varied civilian roles she has held over the last 15 years.

Taking up her current position as Director, Shared Services in 2010 she was responsible for establishing centralised Shared Services for the NSW Police Force, as outlined under the NSW Government blueprint for Shared Corporate Services. Under her leadership, the NSW Police Force Global Saving Project transformed a multitude of administrative structures in the Force leading to improved service delivery and achieving the efficiency dividend target of \$20 million.

She is a champion of innovation in the delivery of administrative services to support front line policing. She leads, coaches, and mentors police commanders and managers in all aspects of corporate business and her commitment to the organisational goals of the NSW Police Force and the welfare of its staff is clear to all. Mrs Foster is highly respected by both sworn officers and civilian employees.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Mr Stephen Robert FROST, Mount Riverview NSW 2774

For outstanding public service to emergency management in New South Wales, particularly to community welfare in times of natural disasters.

Mr Frost's contribution to the welfare of persons and families in need of government support during times of crisis, such as bushfires, floods and other natural disasters, is outstanding. Working in a range of emergency management positions over his 43 years of public service, he championed the importance of psychosocial recovery after disasters.

Through engaging community sector agencies and building on the strengths and assets present in any community, he demonstrated genuine community-led recovery practice. His leadership contributed to disaster welfare services gaining respect within the sector and to it becoming a national principle of emergency management. Notable examples of his work within the state recovery system include leading the welfare response to the Christmas 2001 bushfires, the 2005 Bali bombing at the Sydney airport, the October 2013 bushfires and through the provision of welfare services to families of the deceased in the Upper Blue Mountains following the Granville train disaster in January 1977.

He leads a team of retired officers in the Department of Justice as Manager, Disaster Welfare Alumni Team. Mr Frost was, and continues to be, looked to for policy interpretation and advice due to his detailed critical understanding of both Commonwealth and State legislation and policy directions.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Ms Bronwyn JONES, NSW

For outstanding public service to corporate governance processes, organisational reform, and change management initiatives in New South Wales.

Ms Jones has worked across all levels of government, including at the Premier's Department, the Department of Community Services, Wagga Wagga City Council, and the NSW Police Force.

She is currently the Executive Director, Membership and Strategic Services, NSW Rural Fire Services (NSWRFS). Since joining in 2008, she has transformed the Corporate Governance processes, which continue to evolve and refine under her stewardship. She has led large scale organisational and whole of government reforms including cultural and strategic change management programs. One of her many outstanding achievements was the implementation of the 2010-2015 Next Generation Workforce Strategic Plan which set out to satisfy the diverse needs of volunteers across NSW, and ensure that they were appropriately supported.

She implemented the Flexible Membership Model which broadened the definition of membership to include roles such as community engagement, communication and catering, and ensured all roles were regarded equally. Her philosophy of inclusiveness has included the service acknowledging the essential contribution of women to the organisation.

Ms Jones is a person of rare intellect and perception. Her ability to effectively communicate with people at all levels across an organisation has enabled the timely implementation of integrated solutions in a considered and holistic schedule.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Ms Nicole Carly KENNEDY, North Bondi NSW 2026

For outstanding public service through the development and implementation of innovative customer service systems in New South Wales.

Ms Kennedy commenced with the New South Wales Public Service in September 2013 managing Service NSW's busiest CBD site, the Wynyard Service Centre. At the time Service NSW had minimal brand awareness in Sydney and the wider NSW Community.

Bringing her private sector experience to the forefront, she encouraged her team members to truly go the extra mile for customers, implementing ideas previously unheard of within a public sector organisation. She adapted best practice customer service and management techniques from the corporate sector to provide customised solutions for customers.

Under her exceptional leadership, Ms Kennedy's team at Wynyard quickly set the bar for customer service standards and many of her best practice ideas have since been introduced across the service delivery network. In particular she has championed the digital adoption campaign within Service NSW, working to raise awareness about the digital channel and encourage more customers to transact online. She was promoted to the role of Regional Manager, Sydney CBD/South in 2014 and currently manages 371 Service NSW employees across 11 service centres.

Ms Kennedy has made a significant contribution to improving positive customer sentiment and experience and her leadership has contributed to a dramatic shift in the way customers perceive the NSW Government.

Ms Elizabeth Ann KINKADE, Artarmon NSW 2064

For outstanding public service to the delivery of strategic planning policy and effective corporate governance in New South Wales.

As Executive Director, Planning Policy, Ms Kinkade played a critical role in designing and delivering a modern and powerful model for the establishment of the Greater Sydney Commission. The Commission is a first for metropolitan Sydney, and brings together State, Local Government and independent experts to drive and deliver the strategic planning priorities for Greater Sydney.

Using her vast experience in planning, specifically her knowledge of where previous metropolitan governance had not been successful, she was able to devise a proposal which is pragmatic, ambitious and well accepted by all stakeholders. Working tirelessly over 18 months, she led the process for translating the design into effective legislation and negotiations. Under her leadership, the consultation project was inclusive and comprehensive; the model is now nationally recognised - by Government, local government and external stakeholders alike - as best practice city planning.

Ms Kinkade's strategic focus has been paramount to the successful implementation of the Greater Sydney Commission.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Mr Gary Charles LAVELLE, 6 Brampton Street, Temora NSW 2666
For outstanding public service to local government in New South Wales.

Mr Lavelle is an outstanding public servant who has dedicated much of his career to Temora Shire Council. The list of council projects and achievements under his 21 year tenure as General Manager is spectacular. He has been the driving force behind many initiatives which have ensured that visitation to the town of Temora continued during serious drought years.

He was instrumental in the development of the public-private partnership between the Council and the Temora Aviation Museum resulting in the construction of a third runway at the local airport. He led the team that was successful in gaining Federal Government funding to de-silt Lake Centenary, which has insured the future of this recreational facility for the community.

He was also instrumental in transferring the Temora Agricultural station to Temora Shire Council. The transfer ensured that this important piece of infrastructure continued as a resource for local and regional farmers and it now hosts almost 30 commercial companies which are carrying out crop trials to benefit Australian agriculture.

His dedication to improving Council assets and services is reflected in the leading roles he has played as a member of the Riverina Library Service, on the Regional Development Australia Board, and as part of the Executive of the Riverina Regional Organisation of Councils. He has spent countless years involved with a range of community groups.

Mr Lavelle is a diligent and passionate advocate for the people and needs of the Temora Shire.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Mr Paul Richard MILLER, Darlinghurst NSW 2010

For outstanding public service through the provision of legal advice and freedom of information reform in New South Wales.

As General Counsel of the Department of Premier and Cabinet, Mr Miller has served a number of successive governments with distinction. His ability to advise Ministers on sensitive matters has enabled them to consider complex policy issues with full understanding of legal considerations.

His leadership on a diverse range of legal and policy issues, including reforms to campaign finance, electoral and anti-corruption laws, has improved the lives of NSW citizens. He played a central role in designing and implementing the Government Information (Public Access) Act 2009, which vastly improved the transparency of Government and was the biggest freedom of information reform in NSW in 20 Years.

In 2010 he played a leading role in the formation of Property Exchange Australia Limited (PEXA), which has developed world-first infrastructure that allows for the entirely electronic lodgement and settlement (including financial settlement) of real property transactions. Additionally he was the NSW Government's principal legal advisor and a Board Member of the Asbestos Injuries Compensation Fund and was instrumental in securing a scheme for a government loan which avoided any need for victims to be paid in instalments.

He is an effective leader who has directly improved whole of government legal advice. He took the initiative to establish and chair a whole-of-government General Counsels group which has put whole-of-government legal advice at the disposal of the executive level of government for the first time. Under Mr Miller's leadership, the group has instilled a collaborative culture across agencies and allowed for the sharing of best practice.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Mrs Marnie Anne O'BRIEN, Bathurst NSW 2795

For outstanding public service to work health and safety in New South Wales.

Ms O'Brien has made an outstanding contribution to the Department of Education's Work Health and Safety Directorate over the past 11 years. As Group Director she led the delivery of several innovative and highly effective work health and safety programs across the Department.

Under her direction, the Department instituted lasting strategies and systems to effectively manage students and others diagnosed with anaphylaxis. In June 2013, she implemented a behavioural insights program to manage workers compensation claims and injury management practices which has improved the rate of return-to-work by 27%. In 2014, she established an e-Safety system which facilitated the delivery of online learning for all staff across the state and enabled the Department to support leadership capacity in NSW public schools.

Her capacity to work collaboratively with internal and external stakeholders on state wide professional learning ensured school staff were confident to deal with emergency situations. Her ability to manage challenging and complex issues involving school staff calmly and logically is exceptional.

Ms O'Brien's achievements in the area of work health and safety have produced significant benefits for workers and savings for the Department of Education which have enabled funds to be directed to education provision for students,

Mr John Wilfred RAYNER, Cronulla NSW 2230

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

Mr Rayner's contribution to local government over some 50 years is outstanding. Under his leadership as General Manager for 33 years the Sutherland Shire Council has been a financially sound, award-winning organisation with a strong reputation.

During his long tenure he oversaw numerous innovative community projects, including repatriating spaces for innovative community use such as the Greenhills parklands and skate park on Kurnell Peninsula, the Hazlehurst Regional Gallery and Arts Centre at Gynea, the provision of high quality sporting fields and leisure aquatic centres across the Shire, the establishment of an economic development hub, modernising Rural Fire Service operations, and first class libraries. He is a competent, forward-thinking and distinguished administrator who has been willing to work with people from all sides of political life.

Mr Rayner's decisive leadership was integral to Council's timely response to the bushfires of 1983, 1994 and 2002 and to the Cronulla riots and revenge attacks in 2005. He has a great love for the Sutherland Shire and his guiding hand at difficult times has enabled the community to heal and mature together.

Public Service Medal (PSM) (continued)

New South Wales (continued)

Mr Timothy John SPENCER, Pyrmont NSW 2009

For outstanding public service to the commercial management and economic reform of major infrastructure projects in New South Wales.

Mr Spencer has excelled in his role as Deputy Secretary, NSW Treasury since 2012. His leadership of the Electricity Networks project, in particular, was outstanding. As the Executive lead on more than a dozen major government asset disposal programs in NSW and Queensland, he raised close to \$30 billion for Governments and contributed to fundamental economic reforms in the nation's electricity, rail, forestry, ports and gas industries.

He has consistently innovated models of ownership, management, transaction structure and procurement to realise better value for NSW taxpayers and achieve the NSW Government's ambitious goals for updating and expanding public infrastructure. Under his leadership these projects have been delivered on time and achieved proceeds to the State well above expectations.

He has the rare capacity to seamlessly meet the demands of government while maintaining strong commercial disciplines. The innovative solutions he develops stem from his ability to synthesise complex problems to their core issues and apply excellent commercial judgement. His collegiate approach to leading projects has resulted in a smooth and constructive interface between the NSW Government, the project team including advisors to the State, and private investors.

Mr Spencer is an exceptionally capable and fair-minded team leader who is held in high regard in the area of Government privatisation transactions.

Victoria

Mr Martin Langton HALLETT, Vermont Vic 3133

For outstanding public service through contributions to improving the understanding and protection of cultural heritage in Victoria.

Mr Hallett has made a significant contribution to improving the museum-user experience, and to collections for use in public programs, exhibitions, education and research. He initiated the Victorian Cultural Network, an alliance of key collecting agencies, that has connected thousands of Victorians with the rich array of cultural heritage stories from across the state.

Public Service Medal (PSM) (continued)

Victoria (continued)

Mr John INSANA, Pascoe Vale South Vic 3044

For outstanding public service through leadership roles in community correctional service in Victoria, and to the development and delivery of reform initiatives.

Mr Insana has played a vital role in developing and delivering important reforms in the community correctional services sector since 2009. He has a strong commitment to making a difference for all offenders. Mr Insana has been diligent in his efforts to work in partnership with both government and non-government agencies to find acceptable solutions in order to maintain the safety of the wider community in Victoria.

Mr Brendan Francis MONEY, Melbourne Vic 3000

For outstanding public service through overseeing significant changes to correctional practice and leading new approaches to sentence management in Victoria.

Mr Money has successfully overseen significant changes to correctional practice in Victoria. He also led new approaches to the governance of sentence management. Mr Money has a strong ethical base, and is committed to ensuring that the prison system is fair, safe, secure and humane.

Ms Judith Leslie ROSE, 50 Waldara Drive, Waldara Vic 3678

For outstanding public service through the improvement of educational outcomes for students in the North Eastern region of Victoria, particularly to those from disadvantaged backgrounds.

Ms Rose has been recognised for her work in improving classroom practice schools in the North Eastern region of Victoria thereby providing students from disadvantaged backgrounds with access to quality education. She established an infrastructure of flexible learning options, as well as developing collaborative relationships to ensure that disengaged students were not only identified, but also supported in their return to school.

Public Service Medal (PSM) (continued)

Queensland

Mr Paul Raymond GREVELL, Mt Gravatt East Qld 4122

For outstanding public service to the Queensland public disability sector.

Mr Grevell has given 42 years of dedicated service to Queenslanders with a disability. It is his vast experience, combined with his breadth and depth of expertise, which makes him a valued reference point for the disability sector and departments, both centrally and regionally.

He is a rarity in the 21st century, one of a handful of Queensland's elder statesmen in the disability sector. He is a true resource for Queensland, and he is highly valued and regarded across all levels of the disability sector, from people with a disability, their families, their carers, advocates and service providers to departmental staff.

Since 1973 he has overseen major reforms in the disability service system - from deinstitutionalisation to individualisation. He has worked at some of the major institutions and then oversaw much of the reform process, including the program shifts of mental health clients between the disability and health portfolios. He has overseen the reform of Community Care, the separation of State and Federal Government responsibilities, and the delivery of services in the specialist disability and community care areas to more than 45,000 clients. Recent reforms include Your Life Your Choice, taken from the conceptual stage through to the delivery of a high quality product, which has been evaluated by Griffith University as life-changing and transformational for people with a disability.

Mr Grevell will deliver the major components of the NDIS Transition Blueprint, with leadership on over a dozen of the key deliverables for the introduction of the scheme into Queensland from 2016.

Public Service Medal (PSM) (continued)

Queensland (continued)

Ms Lucy Elisabeth KARGER, PO Box 7244, Cairns Qld 4870
For outstanding public service to the environment in Queensland.

Ms Karger has excelled in her role to manage, plan and implement the Yellow Crazy Ant Eradication Program. She sought innovative methods to reduce costs, saving hundreds of thousands of dollars for the program.

She inspires and leads the Wet Tropics Management Authority, and has also generated support for the region to the value of \$3.3 million. None of this would otherwise have happened without her constant quest for improvement. She is highly respected in the sugar cane industry whose members collaborated with environmental groups and landholders to work on achieving the implementation of the Yellow Crazy Ants Program. She has raised awareness of the Yellow Crazy Ants through the media in order to highlight the damaging affects being caused to the environment.

Ms Karger has become the public face and voice of the eradication program due to her tireless efforts, and the program is generating a positive impact on the environment in the region.

Captain Michael Graham LUTZE, 14 Cypress Close, Kin Kora Qld 4680
For outstanding public service to the Queensland maritime sector.

Captain Lutze is a Master Mariner with 50 years' experience in the maritime industry, the last 36 years of which were spent utilising his considerable professional knowledge and expertise within the Queensland Government.

His commitment to furthering the development of the maritime industry in Queensland, particularly in the Central Queensland region, along with his dedication to improving safety for the industry and the general boating community, is of the highest standard. He is acknowledged across all maritime jurisdictions of Australia as being a leading advisor on nautical and maritime matters in Queensland. His experience has helped guide government and industry decision making on strategic and operational issues, and similarly his advice has been highly respected, particularly in relation to complex maritime issues.

The massive development of Gladstone harbour saw vessel movements increase from approximately 400 per month to a peak of over 33,000 per month during the construction phase. His ability to manage this operation challenge was testament to his skill, knowledge and commitment. As a Master Mariner, Marine Pilot and Harbour Master, his expertise was also called upon to conduct shipping simulation exercises as ship simulation centres throughout the world to ensure that proposed major Queensland port development projects were feasible, and constructed to the safest possible maritime parameters. He has made an outstanding contribution to achieving safer and cleaner seas in the waters within his many regional jurisdictions.

Captain Lutze has made a lasting and valued contribution to the maritime industry in Queensland. This is evidenced through his strong leadership and vision in leading reforms for the industry.

Public Service Medal (PSM) (continued)

Queensland (continued)

Ms Patricia Birdie SMITH, South Burnett Qld

For outstanding public service to child protection services in Queensland.

Ms Smith's distinguished career in the delivery of child protection services to children and families has spanned the last 40 years. During this time, many departmental staff and thousands of clients have, without doubt, benefitted from her enduring passion, wisdom and leadership.

Statutory child protection work is complex and complicated in nature, intellectually demanding, and emotionally taxing. To have maintained high levels of enthusiasm, professional integrity and leadership through a long career is a testament of her strength of character, and unwavering commitment to vulnerable children. It is staggering to consider the number of vulnerable children and families that Ms Smith has touched and influenced throughout the last 40 years. Equally so is the number of staff, internal and external to the department, whose working careers she has played a role in shaping. She has always advocated strongly for staff's rights, but has unapologetically challenged her staff and managed for high performance. The benefits from her leadership are enduring.

Ms Smith exemplifies the importance of embracing change, always looking for ways to innovate in delivering better outcomes, and she never hesitates to challenge others. She has always displayed humility and stayed true to her values throughout her distinguished professional career.

Public Service Medal (PSM) (continued)

Queensland (continued)

Mr Philip Charles VENABLES, West End Qld 4101

For outstanding public service to remote Indigenous communities in Queensland.

Mr Venables has been a mediator and project manager in remote Indigenous communities, notably on Mornington Island, Aurukun, since 2008. His outstanding peacemaking service in those communities has been well above and beyond the requirements of his role and of most other public servants.

It is the culmination of a 30 plus year public service career working with vulnerable families and young people in remote far northern Queensland. Mr Venables worked with the elders and families on the Mornington Island Restorative Justice Project (MIRJ) between 2008 and 2012 to create a local peacemaking or mediation service that was inclusive of traditional Indigenous culture whilst conforming to the requirements of the formal justice system. He used a community development approach, counselling all families and assisting elders to develop their own rules and kinship model of mediation.

With community support, he then managed the fledgling mediation service partnership with elders, building local skills and experience until the local community justice group, Junkuri Laka, was able to take over the management themselves. A 2014 independent evaluation commissioned by the Department of the Prime Minister and Cabinet assessed the MIRJ Project's effectiveness from its development and implementation phases from May 2008 to October 2011, and subsequent transition to local management by Junkuri Laka, which was formalised in 2012. The evaluation revealed important findings including that the project was effective in preventing escalating and ongoing family conflict. This finding was supported by 91 per cent of community respondents reporting feeling safer because of the mediation happening on Mornington Island. Based on 457 mediation cases, the successful outcome rate of 84 per cent supported the many comments of community members, and other stakeholders, that mediation is effective.

The significance of Mr Venables' role as the Project Manager is the solid groundwork upon which the Junkuri Laka was able to develop the peacemaking service further, and to achieve their current success that was recognised with a National Crime and Violence Prevention award in 2015.

Public Service Medal (PSM) (continued)

Queensland (continued)

Mr Patrick Joseph VIDGEN, 21 Bentley Court, Mansfield Qld 4122

For outstanding public service to the Queensland Government and to public sector governance.

Mr Vidgen has consistently performed a demanding job to the highest standards while making a significant contribution to Queensland. He is committed to service excellence and has achieved significant accomplishment in his public service roles. He is a highly regarded apolitical advisor to the most senior levels of government, including successive Premiers, Ministers, Governors and Chief Executives.

He has successfully managed projects across a diverse range of areas, including major event facilitation, including CHOGM, APEC and Queensland 150 celebrations and he played a crucial role in major disaster recovery (Cyclone Larry and Queensland Floods), as well as the feasibility processes for the Gold Coast Commonwealth Games. He is admired and respected, and is an inspiring leader. He engenders collaboration and harnesses his staff's potential to deliver excellence in organisational performance. He has played a key role as a mentor for many managers and senior executives with the Department of the Premier and Cabinet, and is generous with both his time and knowledge. His mentoring has directly shaped many future leaders within the organisation.

To impart his public sector knowledge, in 2011 he authored a journal article titled 'Risk Management-Governance Challenges for Public Sector Entities' for the Governance Institute of Australia's Keeping Good Companies. The journal article explores the issues that surround the governance of public sector entities, even despite the myriad of laws, rules, policies and guidelines in place for these complex environments. This journal article is still used today as a resource by the Governance Institute of Australia. His positive influence on the Department of the Premier and Cabinet has made a significant contribution to the organisation's culture. His dedication and commitment is above and beyond, along with his capacity to engage and bring people together for better outcomes, which speaks volumes about his character.

The work Mr Vidgen undertakes ensures key outcomes are negotiated for Queenslanders across all levels of government, along with the non-government and private sectors.

Public Service Medal (PSM) (continued)

Western Australia

Mr John Gilbert LIGHTOWLERS, Mount Lawley WA 6050

For outstanding public service through the provision of high level strategic legal advice in Western Australia.

Mr Lightowlers is a qualified lawyer and accountant who began working for the public service in 1983 following seven years in private legal practice with a major Perth law firm. During that time he has served in both State and Commonwealth government agencies, including as regional general counsel for the Australian Securities Commission, as principal solicitor for the Western Australia Prisons Department, and as Deputy Commissioner for Corporate Affairs at the Corporate Affairs Department.

He occupied the position of General Counsel, Public Sector Management Division in the Western Australian Department of the Premier and Cabinet up until 2007 where he was responsible for providing legal advice and assistance including in relation to administration of the *Public Sector Management Act 1994*, the *Civil Liability Act 2002*, the *Machinery of Government (Miscellaneous Amendments) Act 2006* and the *Daylight Saving Act 2006*, and with respect to issues relating to the management and structure of the state's public sector.

He was appointed Acting Information Commissioner on 1 November 2007 and was responsible for dealing with complaints concerning access to documents under the Freedom of Information Act 1992 (FOI Act) and ensuring that agencies and applicants were aware of their respective rights and responsibilities under the legislation.

In May 2009, he undertook the position of General Counsel at the Public Sector Commission and played a pivotal role in enhancing the efficiency and effectiveness of public administration and management in the WA public sector. He was a key contributor to sweeping reforms in 2010, including the introduction of Commissioner's Instructions as an instrument and changes to recruitment and discipline policies and processes.

Mr Lightowlers has provided legal advice to the Director General, Department of Premier and the Cabinet and currently to the WA Public Sector Commissioner. Over many years his advice has always been impartial and forthright which he has provided in a constructive manner to achieve outcomes in the public interest. He has the highest ethical and professional standards and demonstrates public service professionalism and probity and is held in high esteem by his professional colleagues across the sector.

Public Service Medal (PSM) (continued)

Western Australia (continued)

Dr Diane Patricia MOHEN, Bunbury WA 6230

For outstanding public service through the development and provision of maternity health programs and service delivery in regional Western Australia.

Since qualifying as a specialist obstetrician and gynaecologist in 1996, Dr Mohen has supported the provision of public maternity services across WA in a number of clinical, management and more recently strategic roles. She has a collaborative approach and recognises the importance of all members of the maternity care team including midwives, general practitioners and specialists, and works to develop innovative approaches necessary to address the geographical challenges of Western Australia. She is committed to the importance of rural maternity services and has been based in Bunbury since 1996.

She has worked tirelessly for the past eight years in the role of Rural Medical Director for the State-wide Obstetric Support Unit for WA Health. From 2011 to 2015 she was the Inaugural Head of Department for Obstetrics and Gynaecology at Bunbury Hospital (the largest WA Health regional hospital). In addition to this she has been the inaugural Area Director of Clinical Service Obstetrics and Gynaecology for the WA Country Health Service for the past six years.

She has served as a representative on many professional associations advancing the practice of Obstetrics, and particularly country maternity services, as Chair of the Provincial Fellows Committee, Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG); member then Chair of the RANZCOG Overseas Trained Specialist and Area of Need Assessment Committee; member of the Specialist Obstetrician Locum Scheme (SOLS) Executive Advisory Committee; member of the Rural Specialists Advisory Group of the Rural Doctors Association of Australia, and also as treasurer for the Rural Doctors Association of Australia.

She is a dedicated servant of public maternity and gynaecological service provisions for the women of WA, who regularly works above and beyond the usual expectations of her role. Dr Mohen is an exceptional leader in her field and in her passion to support country health service accessibility for the women of Western Australia.

Public Service Medal (PSM) (continued)

South Australia

Mr Mario BARONE, Hazelwood Park SA 5066

For outstanding public service to local government in South Australia through the provision of leadership and strategic planning.

Mr Barone has given service to the City of Norwood, Payneham and St Peters for over two decades and has, in this time, demonstrated a genuine commitment to create a vibrant, progressive, prosperous and sustainable City which is responsive to citizen's needs.

He is an aspirational and compassionate leader who has empowered his employees to work together to make a difference to the community that they serve. He has highlighted service excellence amongst all his staff, and an holistic approach to solving problems that is multifaceted, making consideration for the many different members of the community.

As the Chief Executive he is committed to going 'above and beyond' which has seen the Council embark on a major journey of revitalising the City to enhance the well-being of the community. The impact of his leadership means that every member of the organisation has the ability to think 'big picture' and is willing to work together to achieve long-term benefits for the community.

Strategically, Mr Barone has led his team to significantly improve council services and facilities. This has included the revitalisation of the St Peters Precinct which has resulted in the development of a new and vibrant community space to improve the social, economic, cultural and environmental vitality of the area.

Public Service Medal (PSM) (continued)

South Australia (continued)

Mr Stuart Grant HOCKING, Glenelg South SA 5045

For outstanding public service to economic, social and environmental policy reform in South Australia.

Mr Hocking has excelled in leading from the centre of government to deliver ambitious reform agendas. This has included contributing to reforms to compulsory insurance for people injured in motor vehicle accidents resulting in reducing premiums paid by motorists, while introducing a lifetime support scheme for those who suffer catastrophic spinal and brain injuries.

He also played a key role in development of the Climate Change strategy that resulted in the announcement in 2015 of South Australia's world-leading ambitions in carbon emission reductions notably for Adelaide to be the world's first Carbon Neutral City and for South Australia to have net zero emissions by 2050. Due to his leadership these ambitious announcements were supported by a rigorous suite of policy initiatives and program activity that are well supported within agencies and outside of government. These initiatives have been recognised globally for their ambition and credibility.

In 2015, South Australia commenced negotiating its first social impact bond following a two year process led by Mr Hocking that methodically overcame the significant scepticism about such financial instruments that initially existed within the public service and among possible investors and partners.

Mr Hocking is an outstanding public servant whose vast intellect and collaborative leadership style are an asset to the public service and have resulted in key reforms in a number of different areas.

Public Service Medal (PSM) (continued)

South Australia (continued)

Dr Anne Helen RATHJEN, Hawthorndene SA 5051

For outstanding public service to South Australia particularly through policy development to minimise the supply and impact of illicit drugs.

Dr Rathjen has achieved service excellence through the leadership and management of her drug portfolio and is recognised nationally as a leader in drug strategy and policy development aimed at supply reduction and harm minimisation relative to illicit drugs.

Through her innovation, expertise and leadership she has set a benchmark standard for inter-agency cooperation and collaboration in support of local and national drug strategies. Her broadly acclaimed service excellence, diligence and innovation demonstrates that she is an exemplary role model and mentor to women in policing, and to the police services generally.

She has contributed greatly to the reduction of harm to the community associated with illicit drugs. Her expertise in drug intelligence has identified new drug manufacturing techniques and significant drug trends, such as high toxicity, which have provided education and early warnings to the community of South Australia through media coverage.

Dr Rathjen recently contributed to the development and implementation of 'Operation Post' an innovative strategy designed to identify the nature and scope of the emerging 'on-line' drug trade and importation of both traditional drugs and emerging psychoactive substances from overseas. This operation has delivered outstanding results and has contributed to national law enforcement policies and strategies in response to cyber drug trafficking.

Australian Capital Territory

Ms Sandra GEORGES, O'Connor ACT 2602

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

Ms Georges has made an outstanding contribution to the law and the community throughout her career in the ACT Parliamentary Counsel's Office within the Justice and Community Safety Directorate. Under her leadership, the Parliamentary Counsel's Office has systematised many of its work practices to achieve a consistently high standard of drafting and publishing.

In addition, Ms Georges actively looks for new ways to innovate and improve work practices, and encourages staff to become involved in projects. The low staff turnover in the ACT Parliamentary Counsel's Office, and continued excellent results from both its client and staff surveys, are testament to the excellence of her leadership.

Ms Georges has also gained wide respect for the active role she has played in the Justice and Community Safety Directorate's Reconciliation Action Plan and for her continued and committed support of Aboriginal and Torres Strait Islander issues.

AUSTRALIAN POLICE MEDAL (APM)

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

Federal

Sergeant Sharan Louise SLATER

Sergeant Slater joined the Australian Federal Police in April 1983. She began duties with the ACT Policing arm of the AFP and worked for 20 years in General Duties, the Sexual Assault Unit, the Criminal Investigation Branch, and the Drug Squad. In 1997 she pioneered family friendly work patterns by commencing part-time service in ACT Policing in the role of Drug and Alcohol Liaison Officer.

In May 2002, she transferred to the Volunteers in Policing Program as Acting Sergeant. The program engages close to 50 selected community volunteers in the ACT who perform a range of support functions, including front office work at police stations, role playing with recruits, finger-printing, and Justice of the Peace duties.

She achieved the rank of Sergeant in 2006 and under her stewardship the Volunteers in Policing Program has developed into one of the most successful and respected police volunteer programs in the country. In 2014 she was awarded the ACT Community Protection Medal by the ACT Government for her outstanding leadership, commitment and personal drive for the program.

Sergeant Slater has been a mentor and coach to many members of ACT Policing during her lengthy service, and has excelled in the implementation of the Volunteers in Policing Program, which continues to add value to the AFP's ability to meet operational outcomes and business needs.

Australian Police Medal (APM) (continued)

Federal (continued)

Detective Sergeant Michael Patrick TURNER

Detective Sergeant Turner began duties with the Australian Federal Police as a Protective Service Officer in 1981 and was quickly drawn to police service, completing the General Policing course in October 1982. He then undertook general policing duties and criminal investigation duties in the Australian Capital Territory.

In 1997 he gained detective status, and in the following years received commendations for several major illicit drug investigations. His interests then turned to internal investigations with the AFP Headquarters Professional Standards Team. This in turn led to a posting to the AFP Brisbane office, followed by a deployment to Papua New Guinea in 2004 with the International Deployment Group.

In 2005 he joined Head Office Investigations (Special References) bringing with him a wealth of operational and administrative experience. Head Office Investigations is responsible for investigating sensitive matters and special referrals from the Australian Government and other agencies. These types of investigations require provision of high level briefings to the AFP Executive, as well as involving external stakeholder engagement and media management. These investigations are normally accompanied with a high degree of political imperative, sensitivity, and senior management oversight.

Detective Sergeant Turner has demonstrated exceptional expertise, diplomacy and insight in his ability to undertake such critical investigations. He has also made a significant contribution to his fellow Head Office Investigations colleagues through his expertise and knowledge sharing.

Australian Police Medal (APM) (continued)

New South Wales

Senior Sergeant Kevin Charles ALLARD

Senior Sergeant Allard joined the New South Wales Police Force as a Trainee in 1984 at the NSW Police Academy, Redfern. He was confirmed as a Constable in 1985 and in 1996 he commenced duties at the State Surveillance Branch, where in 2001 he was promoted to the rank of Senior Sergeant, as Coordinator at the State Surveillance Branch. In 2001 he was promoted to his current rank and in 2008 commenced surveillance duties at the State Crime Command Sex Crimes Squad.

He has dedicated a majority of his policing career to the surveillance field, where he commenced shortly after the Wood Royal Commission. He was tasked with the responsibility of managing the State Surveillance Branch training unit where he developed a training course suitable to the unit.

In 2002 he began researching digital cameras as result of the expense and limitations of wet film technology in capturing the illegal activities of offenders. He reviewed police policy and procedures, digital photography software and the acceptance of these images in Australian Criminal Courts and in overseas jurisdictions and as a result he was able to trial two digital cameras which were embraced by surveillance operatives enabling them to gather crucial photographic evidence to assist investigators.

He has also provided training to other police units of the NSW Police Force and externally to members of the Defence Force and other interstate police jurisdictions. In 2008, he was approached by the Western Australian Police to assist them in matters pertaining to both camera and software acquisition. He provided their software, wrote their training manuals and provided their training, in his own time.

Senior Sergeant Allard's initiative has allowed the NSW Police Force to remain at the forefront of surveillance operations in Australia and he is recognised as a leading expert in the field of digital photography by other law enforcement agencies.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Superintendent David George EARDLEY

Superintendent Eardley joined the New South Wales Police Force as a Junior Trainee in 1981 and confirmed as a Constable in 1982. In 1986 he entered the Criminal Investigation field and was designated as a Detective in 1988. He later served at the Drug Enforcement Agency before returning to general duties at Kogarah in 1998.

In 2000, he was promoted to the rank of Sergeant at the Miranda Local Area Command and later in 2003 was promoted to the rank of Inspector (Duty Officer) at the St George Local Area Command. In 2008 he was promoted to the rank of Superintendent as Commander of the Marrickville Local Area Command and later as Commander, Bankstown Local Area Command.

He has served the community of New South Wales for 35 years and is a highly dedicated and respected officer. He is responsible for one of the largest and most challenging commands in New South Wales. In addition to his responsibilities as the Commander of the Bankstown Local Area Command he is also a member of the steering committee, State Crime Command Robbery Advisory Council, and a member of the Witness Security Assessment Committee.

Superintendent Eardley has extensive experience in Command and Emergency Management, where he was the Police Forward Commander for Operation Contego - APEC 2007 and also served as the Forward Commander for the Lindt Cafe siege in December 2014.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Superintendent Stephen Harry EGGINTON

Superintendent Egginton joined the New South Wales Police Force as a Trainee in 1988 at the NSW Police Academy, Goulburn. He was confirmed as a Constable in 1990 and in 1999 was promoted to the rank of Sergeant at Burwood as the Education Development Officer. In 2000, he was promoted to the rank of Inspector (Duty Officer) at Burwood Local Area Command.

He performed duties planning for the Sydney Olympics and 2007 APEC operations. In 2008, he was promoted to the rank of Superintendent as Commander of Education and Training Operational Skills Units. In 2010, he was appointed Staff Officer to Deputy Commissioner, Corporate Services and in 2013 he was appointed Commander of the Hawkesbury Local Area Command.

He has been a dedicated operational police officer for the majority of his policing career and now leads one of the largest metropolitan Commands in the state of New South Wales. This Command encompasses large areas of National Park (70% of the Command), as well as waterways which attracts a large numbers of tourists and adventure seekers. A Command that is constantly subject to a wide range of policing responses including but not limited to bushfires, floods, overdue bushwalkers, motor vehicle and recreational water craft accidents.

Superintendent Egginton maintains and fosters a strong working relationship with the Royal Australian Air Force as his Command is home to one of the largest air force bases in Australia.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Superintendent Paul Joseph FEHON

Superintendent Fehon joined the New South Wales Police Force as a junior Trainee in 1979 at the NSW Police Academy, Redfern. He was confirmed as a Constable in 1981 and in 1982 he entered the Criminal Investigation field and was designated as a Detective in 1985. In 2003 he was promoted to the rank of Chief Inspector and in 2006 was promoted to the rank of Superintendent. He was appointed Commander of the Mid North Coast Local Area Command in 2012.

He has had a diverse policing career spanning over 36 years which includes an extensive background in the criminal investigation field, along with Senior Management positions in Internal Investigative Units and a six and a half year extended secondment with the National Crime Authority. He has led many successful investigations in relation to drug trafficking and organised crime, including covert undercover operations in various states of Australia and overseas locations.

He led the Forward Command Operations in the successful manhunt for Australia's most wanted fugitive, Malcolm Naden, where his commitment, professionalism, drive and innovations gained the greatest of respect and admiration by his superiors and peers.

Superintendent Fehon has managed many significant emergencies including major flood disasters, the impact of cyclonic weather conditions, serious heavy vehicle collisions, and other rescue operations. He has led Local Area Commands for over 10 years, driving reductions in crime and achieving improvements in community engagement.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Senior Sergeant Donna Maree MURPHY

Senior Sergeant Murphy joined the New South Wales Police Force as a Trainee in 1985 at the NSW Police Academy, Goulburn. She was confirmed as a Constable in 1986 whilst performing General Duties at Waverley. In 2008 she was promoted to the rank of Sergeant as the Crime Coordinator at the Kings Cross Local Area Command, and in 2009 was promoted to the rank of Senior Sergeant as the Licensing Coordinator at the Kings Cross Local Area Command.

She has dedicated 20 years of her 30 years of policing to the licensing field. Since 2009 she has directed licensing investigations into the 276 licensed premises in the two and half kilometre block that makes up the Kings Cross Command. Organised crime figures and outlaw motor cycle gangs had infiltrated the ownership of licensed premises and she was subject to threats and intimidation during her quest to remove these individuals from the industry through a zero tolerance approach to licensing infractions.

Following high profile deaths from one-punch assaults in 2012 and 2013, the NSW Government introduced legislation requiring linked ID Scanners to operate from all high risk licensed premises in the Kings Cross Local Area Command. Senior Sergeant Murphy took ownership of the project to implement the ID scanning devices which was the first Local Area Command in NSW to have to manage this legislative requirement.

Under her leadership the introduction of the ID scanners and the 'Lock Out' Legislation has resulted in a significant decrease in personal theft offences and alcohol related assaults within high risk licensed premises in her Local Area Command. Senior Sergeant Murphy's service has been exemplary and she is an inspiration and role model to all police.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Detective Superintendent Mark Raymond NOAKES

Superintendent Noakes joined the New South Wales Police Force (NSWPF) as a Junior Trainee in 1985 at the NSW Police Academy, Goulburn. He was confirmed as a Constable in 1986 and in 1988 entered the Criminal Investigation field serving at the State Investigative Group and later at the Drug Enforcement Agency, where he was designated as a Detective in 1994.

He was promoted to the rank of Detective Sergeant in 1996 at the State Major Incident Group and later served at the Crime Agencies Joint Asian Organised Crime Squad, National Crime Authority, Drug and Organised Crime Strike Force Program and Crime Agencies, Crime Agencies (East Coast). In 2003 he was promoted to the rank of Chief Inspector (Duty Officer) at the Bankstown Local Area Command and in 2004 was appointed Commander of the Vikings Unit. He was promoted to the rank of Superintendent as Commander of the State Surveillance Branch in 2006 and later appointed as the Commander of the Aviation Support Branch, Special Services Group.

During his tenure as the Commander of the State Surveillance Branch he orchestrated a comprehensive change of management processes where the authorised strength of the command was increased and, more significantly, the structure and focus of the command was reformed. He was instrumental in reforming surveillance training for the NSWPF and, as Head of Profession, oversaw the implementation of the NSWPF Physical Surveillance Training Program.

In 2011 he was seconded to the Aviation Support Branch to address a number of issues. Once again, he instigated a process of change and reform to restructure the command to enhance its standards of compliance with corporate systems and processes. Since that time he has served as the Civil Aviation Safety Authority's nominated Chief Executive Officer for the NSWPF.

As a Program Director he has successfully delivered into operational service two new aircraft, known as PolAir 5 (a Bell helicopter) and PolAir 7 (a Cessna Grand Caravan fixed wing), and in the process has bolstered the search and rescue, and counter-terrorism, capabilities of the NSWPF.

Under Superintendent Noakes' leadership he is endeavouring to reform a Command which is one of extreme risk, highest value and high profile within the NSWPF into one that displays the distinguished standards of professional conduct and expertise.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Detective Inspector Michael Raymond SHEEHY

Detective Inspector Sheehy joined the New South Wales Police Force as a Trainee in 1986 at the NSW Police Academy, Goulburn. He was confirmed as a Constable in 1987 and in 1992 he entered the Criminal Investigation field serving at the Drug Enforcement Agency, where he was designated as a Detective in 1994.

In 2001 he was promoted to the rank of Detective Sergeant and in 2002 was elevated to the rank of Detective Inspector as the Coordinator of the State Crime Command Gangs Squad and State Crime Command Homicide Squad and in 2013 was appointed the Coordinator of the State Crime Command Robbery and Serious Crime Squad. Since 2013, he has been the relieving Commander of the State Crime Command Robbery and Serious Crime Squad.

He has dedicated a majority of his 30 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.

Additionally, Detective Inspector Sheehy was the Principal Tutor of the Homicide Investigators' training course from 2008 to 2013. His knowledge in the field of criminal investigation is often called upon by others for advice and guidance.

Australian Police Medal (APM) (continued)

New South Wales (continued)

Detective Superintendent Michael John WILLING

Detective Superintendent Willing joined the New South Wales Police Force as a Trainee in 1990 at the NSW Police Academy, Goulburn. He was confirmed as a Constable in 1991 and in 1993 entered the Criminal Investigation field. He was designated as a Detective in 1997. Whilst serving at the Western Region Target Action Group, Dubbo he was promoted to the rank of Detective Sergeant as the Investigation Manager in the Orana Local Area Command in 2002, then to the rank of Detective Inspector as the Crime Manager, in the Orana Local Area Command in 2004. In 2007 he was promoted to the rank of Superintendent, as Commander of the Far South Coast Local Area Command. He was posted to his current command at the State Crime Command Homicide Squad in 2011.

Detective Superintendent Willing has dedicated a majority of his policing career to the criminal investigation field where he is the longest serving Homicide Squad Commander in the history of the NSW Police Force. He has been responsible for the oversight of numerous high profile investigations, suspicious deaths and critical incident investigations.

He has conceived, instigated and continues to contribute to the Senior Critical Incident Training Workshop recognising the need to up-skill police in this area. He represents the NSW Police Force on a number of executive level external committees and has formed strong professional relationships with key stake holders including the State Coroner's office, the NSW Health Forensic and Science Services, NSW Crown Solicitors Office, Australian Federal Police, ASIO, the Department of Foreign Affairs and Trade, along with other law enforcement bodies across Australia and internationally.

As a senior member of the NSW Police Force, Detective Superintendent Willing has gained a high level of respect and the admiration of his superiors, peers and those he leads.

Australian Police Medal (APM) (continued)

Victoria

Superintendent Stuart David BATESON

Superintendent Bateson has dedicated himself to Victoria Police for 29 years and has taken extreme pride in tackling complex and high profile investigations with a significant degree of success. His innovation has improved how Victoria Police does its business, and he utilises his leadership and interpersonal skills to drive change and motivate others.

Throughout his career, Superintendent Bateson, has displayed excellence across Victoria Police, where he has gone above and beyond the normal expectations to deliver outstanding service to the community. He played a pivotal role and demonstrated exceptional investigative skills displayed during the Purana Taskforce, which led to numerous high profile murder convictions. Under his direction he developed the Security and Organised Crime Unit into a high functioning and respected intelligence unit.

He has made a significant contribution in the area of family violence risk assessment tools, which has great potential to improve how Victoria Police approach this community issue. He has had a positive influence on the career advancement of others through the development and mentoring of staff under his command.

Superintendent Bateson always displays a high level of integrity and leadership and has devoted himself to substantially improving himself and Victoria Police.

Detective Superintendent Alan John BYRNES

Detective Superintendent Byrnes joined Victoria Police (Vic Pol) in July 1976 and initially worked at various inner city and country police stations. In the following years, he performed duties investigating corruption based crime in Victoria and at a national level with the Fitzgerald Royal Commission in Queensland, and also the OMEGA Taskforce in New South Wales.

He was a valued contributor in the creation of the Victoria Police Counter Terrorism and Emergency Management Department. He was specifically assigned to build Vic Pol's Police's emergency management capability to address issues arising from the 2009 Black Saturday bushfires. His contribution to the development and implementation of Emergency Management has been outstanding and has included project management for the establishment of a new State Policing Operations Centre.

He is a very competent and professional police officer who has developed excellent knowledge and expertise, and he has led and influenced the implementation of strategic change aimed at enhancing Victoria Police's capability.

Detective Superintendent Byrnes is highly regarded and respected from not only within Victoria Police, but also from other emergency management and counter terrorism organisations at the state and national level.

Australian Police Medal (APM) (continued)

Victoria (continued)

Inspector Peter James FERGUSON

Inspector Ferguson has been a member of Victoria Police since 1980 and in that time has served at various police stations in and around the western suburbs of Melbourne. He is best known for his significant contribution to the development and future of Victoria Police's communications network, and is regarded as the subject matter expert on communications for Victoria Police.

He provides service excellence to external clients, has been a leader in innovation and development in operational communications and data networks, and has improved service delivery in the emergency management sector nationally. His leadership, integrity, expertise and contribution to overall public safety communications has been significant.

He is a founding member of the Victorian 'Wall To Wall Ride For Remembrance' Committee, which organises a motorcycle ride from the Victorian Police Memorial to the National Police Memorial in Canberra. The ride remembers police who have been killed on duty and raises funds for Police Legacy while promoting safe motorcycling.

Throughout his career Inspector Ferguson has demonstrated that he is a person of high integrity, who is passionate about policing, ensuring that the safety of the community is paramount in the discussions, development and implementation of initiatives to improve emergency service responses.

Assistant Commissioner Peter Ross GUENTHER

Assistant Commissioner Guenther has been a member of Victoria Police for over 30 years in a career spanning many different areas of policing. He has demonstrated a strong and deep commitment to people and leadership development. He is a team player, professional, reliable and innovative.

The distinguishing features of his career include the development and implementation of significant programs and initiatives that have led to organisational change. His leadership has influenced a generation of investigators as the head of Investigator Training.

During three years in charge of the Special Operations Group, he was responsible for over 300 critical incidents where crucial decisions were made, often that would affect human life. This period alone is very noteworthy within his career, as well as the contribution to the organisation.

As result of high profile family violence cases, he has developed a multi-disciplinary unit that involved embedding an external family violence specialist case worker within the unit to deliver inter-agency case management and improve service delivery and engagement.

In his new role as head of the Counter Terrorism Command, Assistant Commissioner Guenther is focused on inclusivity and engagement.

Australian Police Medal (APM) (continued)

Victoria (continued)

Assistant Commissioner Stephen Frederick LEANE

Assistant Commissioner Leane has had a distinguished career and has made significant contributions at all ranks in both the operational and corporate areas throughout his 36 years with the organisation.

He has demonstrated a level of service above and beyond his required duties, and has displayed the highest levels of integrity. In his capacity as Assistant Commissioner of the Professional Standards Command, he played a pivotal role in providing state-wide leadership in setting Victoria Police's future direction for ethical leadership and practices.

He has also made significant contributions to the development and future of Victoria Police. He has demonstrated his ability as a strategic leader, and plays an important role in the development of Victoria Police's advice to Government on key legal and strategic issues. As a result of his expertise, he coordinated and influenced Victoria Police's position on the major legislative reform of the *Police Regulation Act 1958*.

Assistant Commissioner Leane is a professional, progressive and a well-regarded leader and manager.

Senior Sergeant Michael Scott OLSEN

Senior Sergeant Olsen has been a member of Victoria Police since 1982 and has performed a wide range of duties including, general policing and investigative roles within the Crime Department.

He was instrumental in the Livescan Replacement Project, which saw the state-wide rollout of digital fingerprint capturing technology. Prior to this rollout, the technology was primarily utilised only by Crime Scene Officers as access was limited and the technology required updating. Senior Sergeant Olsen showed true leadership and commitment to this task, working long hours in difficult negotiating environments, and often with competing technical projects.

In his current role as the Victoria Police CrimTrac Coordinator, he has been instrumental in the development and implementation of a number of national police systems and priorities.

He has also led the establishment of the Law Enforcement Torch Run (LETR) within Victoria Police and continues to work tirelessly to promote awareness of positive engagement with people with an intellectual disability. LETR raises funds that directly support Special Olympic athletes to compete at games.

Senior Sergeant Olsen performs his duties with dedication and passion and continues to promote Victoria Police as an organisation with strong community engagement values both at the local and national level.

Australian Police Medal (APM) (continued)

Victoria (continued)

Senior Sergeant Graeme John STANLEY

Senior Sergeant Stanley is well known for his sustained support for people with mental health issues and victims of domestic violence. He is a leader in the field who has achieved significant outcomes for Victoria Police, the community, government and non-government agencies.

He was instrumental in the implementation and management of the Southern Metro Region mental health response, known as PACER (Police, Ambulance and Clinical Early Response). Traditionally, timely and practical external expertise had been difficult to obtain, which led to police being occupied for extended periods. The PACER model addresses these issues by combining a police member and a mental health clinician in a secondary response unit, which frees up operational police. The PACER model has successfully been introduced throughout Victoria and other Australian jurisdictions

Additionally, he is a champion in the prevention of violence against women through his role as a White Ribbon Ambassador and consistently provides a fresh, innovative approach to reduce the incidences of violence against women.

Senior Sergeant Stanley has had a significant impact in the way Victoria Police provides support to people with mental health issues. His innovations have led to decreases in presentations to Emergency Departments and have increased the capabilities of Victoria Police.

Commander Dean Anthony STEVENSON

Commander Stevenson has been a member of Victoria Police since July 1983 and has consistently demonstrated high integrity and a supportive leadership style with a focus on ethical conduct and professional image.

Through clear communication he encourages innovation and challenges individuals to think outside the square. He has undertaken a range of critical and challenging senior leadership, executive management, and change management roles within Victoria Police. In these roles he has led innovation and improvement by developing strategy and implementing strategic change. He has also challenged the status quo and driven cultural change and provided focus and clarity. With those under his direction he has inspired a sense of shared direction and reinforced the strategic context of roles.

As the manager of Project Clarendon, he oversaw the development, trial and implementation of the project that created the establishment of Crime Desks and Crime Scene Officers. This radically changed the way police responded to reports of crime, increased effectiveness and significantly improved outcomes for victims of crime.

Commander Stevenson is known for his commitment and leadership in building the capacity and capability of Victoria Police to ensure the safety of the Victorian community.

Australian Police Medal (APM) (continued)

Victoria (continued)

Assistant Commissioner Thérèse Mary WALSH

Assistant Commissioner Walsh is a committed and confident organisational leader with a broad range of experience across operational and strategic areas of policing. She has led large and diverse teams in both metropolitan and rural settings in response to crimes, accidents, fires, and floods. She has a demonstrated history of identifying organisational risks and designing models of governance to improve results.

Her achievements and attributes demonstrate her dedication to service excellence beyond the normal requirements of the positions she has held within Victoria Police. She has provided strategic direction setting through innovative thinking and planning. She has utilised significant diplomatic acumen in fostering partnership development at all levels of Government, industry and community services sectors. She has demonstrated proven capabilities to lead and influence systemic and cultural change coupled with strong ethics, judgment and decision making in complex and sensitive environments.

Her broad and diverse operational policing experience has been accompanied by a proven record of results and beneficial outcomes, and her philosophical and proactive approach to change management and capability building has been exceptional.

Assistant Commissioner Walsh is a leader that has the utmost support of her colleagues. She embraces challenges and conducts herself with integrity, all while maintaining a dedicated commitment to the community.

Australian Police Medal (APM) (continued)

Queensland

Senior Sergeant Helen Kay BARNETT

Senior Sergeant Barnett commenced as a Cadet at the Queensland Police Academy in January 1974. She was inducted as a member of the Queensland Police Service on 4 February 1977 and her first appointment was to Newmarket Station in Brisbane where she performed general duties before taking up a position within Brisbane Mobile Patrols.

In July 1982 she took up a position as a Breathalyser Operator in the Breath Analysis Section, Traffic Branch. In 1984 she resigned from the Queensland Police Service to start a family and she also worked in the private sector. She re-joined the Queensland Police Service in 1995 and performed general duties at Clayfield and Windsor Police station.

In 1999 she was promoted to the rank of Sergeant and served at the Metropolitan North Region, Education and Training Office. Her primary role was the logistical coordination and delivery of Police Operational Skills and Tactics (POST) training within the Metropolitan region. In 2005 she was promoted to the rank of Senior Sergeant as the Regional Crime Prevention Officer (RCPO), Metropolitan North Region. As RCPO she was instrumental in adopting a strong community engagement and safety framework and developed a number of crime prevention and reduction strategies throughout the region. She displayed outstanding commitment, passion and dedication to improving community safety.

She was transferred in 2009 to the position of Officer-in-Charge of the Sandgate Police Division. In that role Senior Sergeant Barnett has actively supported and guided her officers to professionally develop and achieve their career goals and aspirations. Her abilities as a leader are well recognised and she has earned the respect of her superiors, peers and subordinates in her pursuit of excellence in policing.

Australian Police Medal (APM) (continued)

Queensland (continued)

Senior Sergeant Julie Ann COOLING

Senior Sergeant Cooling was accepted as a Probationary Constable in 1984 and commenced at the Queensland Police Academy. She graduated from the Academy on 1 October 1984 and her first appointment as a police officer was to Brisbane City Station. She undertook a wide range of policing duties including an appointment in the Juvenile Aid Bureau (JAB), where she served for a period of five years. During this period, Senior Sergeant Cooling provided dedicated focus on investigating and preventing of offences committed against and by children. She gained a reputation for her attention to detail, dogged determination and passion in child protection.

Her continued efforts in this field were recognised in June 1995 when she was promoted to the position of Sergeant, Toowoomba District JAB and appointed as Officer in-Charge. In this position she provided leadership to a specialist investigative team, protecting and supporting children. In August 2009, she was appointed to the role of Officer-in-Charge, Toowoomba Police Communications Centre. In this appointment, she assumed an integral role in the planning and command of the implementation of *Vision Computer Aided Dispatch* system in the Toowoomba District, which improved the management of calls for service within the Southern Region, increasing client service standards.

Following the 2010 Queensland Disaster Season, where Toowoomba and the surrounding region suffered significant community and human loss, Senior Sergeant Cooling showed compassion, leadership and empathy in the support of frontline staff under her control who were responsible for receiving distress calls and managing operational responses. Senior Sergeant Cooling is regarded by all as approachable and supportive of members of the Service.

Australian Police Medal (APM) (continued)

Queensland (continued)

Superintendent Peter John FLEMING

Superintendent Fleming commenced with the Queensland Police Service in January 1985 and was sworn-in as a member in July 1986. After an initial uniform placement he joined the Criminal Investigation Branch in 1989, obtained a detective classification, and worked in plain clothes in both regional and metropolitan areas of Queensland.

Between 1994 and 1999 he performed duty as a principal investigator at the Criminal Justice Commission. He was subsequently appointed as an Inspector in 2003, and from then until 2010 performed duty in a range of specialist areas including Police Communications, Regional Duty Officer, District Disaster Coordinator, Operations Coordinator Security Intelligence Branch, State Traffic Support Branch and as Staff Officer to the Deputy Commissioner (Specialist Operations).

He was promoted to the rank of Superintendent in 2010 and appointed as the District Officer Brisbane West District. During the summer of 2010-2011, Queensland suffered an unprecedented series of extreme weather events with a majority of the state being declared a disaster zone, affecting more than 2.5 million people. Superintendent Fleming was seconded to the Queensland Reconstruction Authority to assist with the rebuilding and reconnection of communities across Queensland, working in close partnership with government and community stakeholders to hasten the recovery process.

In 2012 he was appointed to the position of Chief of Staff to the Police Commissioner and in this role provided executive support to the Commissioner and members of the Senior Executive and extensive advice to Government on operational and strategic policing responses. He has recently been appointed as the Operations Commander, Specialist Services Group, responsible for eight specialist areas, as well as Disaster Management coordination and Weapons Licencing. Throughout his career Superintendent Fleming has had a significant record of achievement and has displayed commitment, skill and excellence in developing and maintaining sound relations with government and other agencies.

Australian Police Medal (APM) (continued)

Queensland (continued)

Inspector Allan Richard HALES

Inspector Hales was appointed a probationary in the Queensland Police Force in April 1975 and in November of that year he was appointed a Constable of police. His first appointment was to Newmarket Station (Brisbane District) and in November 1976 was transferred to Brisbane Traffic Branch and in January 1980 he transferred to Brisbane Mobile Patrol. In December 1980 he subsequently transferred back to Brisbane Traffic Branch and in September 1989 he was promoted to Sergeant before transferring to the South Brisbane Traffic Branch in May 1990.

As an operational traffic police officer he performed all aspects of traffic policing including highway patrols, plain clothes duties in an unmarked police vehicle, operating a breath analysing instrument, and using various speed detection and road safety camera devices. In 1986, during the Brisbane Commonwealth Games, he was part of the Close Personal Protection team caring for the Premier of Queensland and his wife. He also qualified as a police motorcyclist and provided assistance to the Driver Training Wing as an instructor. He was one of six motorcyclists that provided the motorcade and close personal protection for Pope John Paul II during the Papal visit to Brisbane in 1986. He became an approved instructor in speed detection devices and delivered training in Hazardous Chemicals.

In October 1997 he was promoted to Senior Sergeant, State Traffic Support Branch Brisbane with his role being State Speed Management Coordinator. In that role he played an active part in the development of the Camera Detected Offence Program and was instrumental in the roll out of new technology. To make the transition to commissioned rank he undertook development and secondments in a range of command, planning, research and public safety roles, including as a planning officer for the World Rugby Cup, held in Brisbane in 2003, and undertook venue assessments for the Australian United States Ministerial Visit. In June 2007 he was promoted to Inspector and assigned as the Senior Project Officer, State Traffic Support Branch, following the Road Safety Summit in 2006 and moved to Officer-in-Charge, Traffic Camera Office in May 2008.

Inspector Hales has represented the Service in numerous state and interstate road safety forums and is recognised by his peers and other stakeholders as a leading authority on speed management and Road Safety Camera technology. He has demonstrated a commitment for over four decades to policing practices focussed on reducing road trauma from enforcement, to working in partnership and collaboration with key road safety practitioners and research bodies.

Australian Police Medal (APM) (continued)

Queensland (continued)

Detective Superintendent Michael Pringle NILAND

Detective Superintendent Niland commenced at the Queensland Police Academy as a Probationary Constable in April 1981 and graduated from the Academy in September 1981 with his first appointment as a police officer at Rockhampton Police Station. He subsequently worked at various police stations throughout the state and in May 1986 he commenced duties in Plain Clothes working at the Metro Criminal Investigation Branch (CIB). In 1987 he transferred to the Gold Coast CIB where he later received his Detective's appointment in 1989.

He performed duties in several plain clothes positions such as the Break and Enter Task Force, Drug Squad and covert duties. He was promoted to Detective Sergeant in February 1993 and worked in the Gold Coast District. In 1997 he was promoted to Detective Senior Sergeant, Officer-in-Charge of Toowoomba CIB and that same year acted as the Detective Inspector Regional Crime Co-ordinator and was further promoted in 2004 to the rank of Detective Inspector and appointed as the Regional Crime Coordinator in the Central Region.

He was transferred as the District Inspector of Ipswich District in 2007 and his continued efforts were recognised with his promotion to the rank of Superintendent in September 2011 and his appointment as the Regional Crime Coordinator (RCC), Metropolitan South Region. In April 2013, in response to the new Service Organisation Structure, he was appointed to the position of RCC Brisbane Region where he led a large management team and clearly demonstrated his abilities and preparedness for such a demanding role.

In October 2013, Taskforce Maxima, Operation Resolute was formed as a result of increased acts of public violence and intimidation throughout Queensland by Outlaw Motorcycle Gangs (OMCG). Detective Superintendent Niland was selected as the Taskforce Commander and he took charge with great dedication in leading the Taskforce with a mission of disrupting, disabling, dismantling and eliminating crime gangs from Queensland. He also provided joint leadership to the National Anti-Gangs Squad which consisted of Queensland Police Service Taskforce officers and the Australian Federal Police, and he was the Queensland Law Enforcement representative for the National OMCG response.

Australian Police Medal (APM) (continued)

Queensland (continued)

Senior Sergeant Sonia Frances SMITH

Senior Sergeant Smith commenced duties with the Queensland Police Service in January 1993 and has served within remote and coastal communities across north Queensland for most of her service. In 2001 she commenced work in the Cairns-based Far North Drug Squad as a plain clothes officer in her first investigations role.

In February 2008 Senior Sergeant Smith was promoted to her initial leadership role as Detective Sergeant in the Mount Isa Criminal Investigation Branch. She has demonstrated her skills as a highly proficient investigator and leader, particularly in the challenging remoteness of the district.

She was promoted to the rank of Senior Sergeant in 2013 taking up a position as the Professional Practice Manager for the Mount Isa Police District. This role has required her to manage significant discipline and complaint matters across not only the Mount Isa Police District but also other districts within the Northern Region. She has assumed additional duties in also managing significant discipline investigations for the Darling Downs District.

She has also undertaken District Disaster management duties in disaster situations and has assumed the role of senior investigator in a number of critical incidents within the district and ensured engagement with specialist agencies and senior management has occurred to ensure a positive outcome. Additionally, she has recently been tasked to implement 'Critical Incident Workshop' training which targets supervisors in the Mount Isa District.

Senior Sergeant Smith has demonstrated professional versatility and dedication to remote communities in North West Queensland. She has performed her duties meritoriously, going beyond what is usually expected of a police officer.

Australian Police Medal (APM) (continued)

Western Australia

Superintendent Peter Ross HALLIDAY

Superintendent Halliday commenced his career with the Western Australia Police (WAPOL) in September 1981. After graduating from the Police Academy he performed in a range of locations including Central Police Station, Fremantle and Cannington. From 1986 Superintendent Halliday commenced as a detective, working in detective branches including Murdoch, Kalgoorlie, Fremantle, Division 79, Cannington, Belmont and Major Crime before being promoted to Detective Senior Sergeant in 2004.

In September 2001 he helped lead the investigation into the murder of a former WAPOL Commander in what was called Operation Zircon. During the investigation he demonstrated exemplary leadership not only by coordinating the complex, sensitive investigation, but resisted internal and external pressures. His management of the operation received nationwide attention and his determination to succeed was highly regarded, resulting in eventually the identification of the perpetrators who were charged with the homicide.

From 2004 he was the Senior Investigator at Armadale detectives where he oversaw complex, cold case matters and serious crime, and promoted the values of integrity, openness, ethical practice and accountability to junior investigators and supervisors. He was promoted to Inspector at Internal Affairs in 2005 and subsequently was transferred to Specialist Crime (ACC) in 2009 where he immediately achieved results by working in tandem with multi-national police agencies, targeting organised crime figures.

In 2011 he moved to Mandurah to take up the role of District Superintendent for the Peel Region. He demonstrated leadership in addressing public concern over anti-social behaviour, and tackled drug issues by engaging the community, addressing perceptions and developed strategies to improve the lives of people within his district..

Superintendent Halliday is currently the District Officer for the Wheatbelt covering over 107,000 square kilometres, managing 23 police stations and over 170 staff. He has developed beneficial strategic partnerships with key stakeholders, chairs numerous committees and inspires his staff to exceed at all levels.

Australian Police Medal (APM) (continued)

Western Australia (continued)

Detective Superintendent Alan James MORTON

Superintendent Morton commenced with the Western Australia Police (WAPOL) in October 1984, graduated through the Academy in June 1986 before taking on a number of investigative roles in crime operational areas. He was promoted through the ranks to Commissioned Officer of Inspector in December 2009 and further to Superintendent in August 2014.

In 2009 he was the Officer in Charge of the State Security Investigation Group, Counter Terrorism and State Protection Portfolio where he lead three multi-disciplined teams responsible for proactive and national security investigations, gathering and disseminating security intelligence within the Australian intelligence community and engaging the culturally and linguistically diverse communities.

From 2009 to 2011 he was the Assistant Divisional Officer (Inspector) of Serious and Organised Crime Division responsible for overseeing investigation, operational and management practices of multi-disciplined teams targeting serious and organised crime with key stakeholders. His nationwide networks within law enforcement further fostered cooperation and collaborations that resulted in numerous successful multi-jurisdictional investigations and disruption to highly organised crime syndicates through the seizure of considerable assets, drugs and the conviction of key organised crime entities.

In 2011 he was transferred to the Head of Faculty, Detective Training and Development, Western Australia Police Academy where he provided strategic leadership by coordinating, monitoring and reviewing the deployment and delivery of all investigative training within Western Australia Police ensuring compliance with legislation, policy and procedures and in 2013 commenced as Principal of the Western Australia Police Academy.

During his time as Principal of Western Australia Police Academy he was an active board member of the Joondalup Learning Precinct (JLP) to ensure the strategic direction complemented Academy priorities and reinvigorated a number of JLP programs to support the Frontline 2020 Reform strategies.

Superintendent Morton's strong leadership skills, tenacious dedication and exemplary professionalism are hallmarks of his service to the Western Australian community.

Australian Police Medal (APM) (continued)

Western Australia (continued)

Sergeant Bernadette Grace PLANE

Sergeant Plane commenced with Western Australia Police (WAPOL) in 1989, graduated from the Police Academy in 1990 and has worked in a number of policing areas within metropolitan and Regional Western Australia before being promoted to Sergeant in December 2010.

She currently holds the position of Specialist Child Interview Training Supervisor at the Child Abuse Squad. The work environment is vastly different to other police areas, in that WAPOL are co-located with the Department for Child Protection and Family Support (DCPFS) to respond jointly to reported child sexual and physical abuse.

In this role she has been central to the development and monitoring of WAPOL's child interview training which recognises the vulnerability of both primary and secondary victims of child sexual and physical abuse and ensures that the welfare of victims is a significant consideration during the lifecycle of an investigation and ensuing judicial process.

Her personal policing experience within Regional Western Australia has given her a deep understanding of the challenges associated with living in a remote community and has provided a strong foundation on which to base the development and delivery of appropriate training programs to all officers both in metropolitan and remote areas throughout the state. She has displayed considerable drive and integrity in this role ensuring that those most vulnerable in our community are treated with compassion, respect, and kindness while guaranteeing the best possible evidence is presented in the judicial process with a focus on victim welfare.

Sergeant Plane's dedication throughout her policing career, and specifically in her current role and responsibilities, are exemplary.

Australian Police Medal (APM) (continued)

South Australia

Senior Sergeant Kelly Su CLARKE

Senior Sergeant Clarke is the Investigations Senior Sergeant in the Major Crash Investigation Section of the South Australian Police (SAPOL). She was appointed to that position in 2012 and previously had extensive service as a criminal investigator.

Major crash investigation has a particularly high profile in the Australian community due to the broad impact of road deaths on the community. The Major Crash Investigation Section has undergone a period of significant change and professionalisation and Senior Sergeant Clarke, first as a Supervisory Sergeant, and then as an Investigations Senior Sergeant, has been fundamental to this transition. The outstanding reputation of the Major Crash Investigation Section is regularly confirmed by the repeated praise from the State Coroner, the Office of the Department of Public Prosecutions and those community members who have been victimised by road deaths.

Senior Sergeant Clarke clearly recognises the impact road deaths have on the families of those who have died and she continually strives to achieve the best outcome that SAPOL can provide. She recognises that the best outcome will be achieved by an empathetic, thorough and timely investigation.

In a consistently complex and traumatic policing environment, Senior Sergeant Clarke leads and mentors her subordinates in an outstanding manner and she has had a considerable positive and direct impact on SAPOL's overall reputation.

Superintendent Mark Francis FAIRNEY

Superintendent Mark Fairney joined South Australia Police (SAPOL) in 1980 and served in a variety of operational policing roles. In 1993 he transferred to Human Resource Management Branch at the rank of Sergeant. In 1999 he was promoted to the rank of Inspector and as an Officer of Police he was appointed the coordinator for State Intelligence Branch.

During a particularly tumultuous time for the State Protective Security Branch, Superintendent Fairney transferred to the Security Intelligence Section in 2003 and worked diligently to help implement Branch policies and practices that ensured SAPOL fully complied with Government Directions, especially in light of emerging global threats at that time. His leadership and management abilities were critical at the time to ensure State Protective Security Branch was able to communicate effectively with its intelligence partners and provide comprehensive briefings to the Senior Executive.

He was subsequently promoted to Chief Inspector and returned to Human Resources Service as the Manager of the Personnel Section. In 2005 he was promoted to Superintendent and as the Officer in Charge, Traffic Support Branch, he was instrumental in introducing a raft of road safety initiatives aimed at reducing the road toll in South Australia.

He moved to the Police Security Services Branch in late 2010 and was responsible for the provision of protective security services on a 24 hour basis to South Australia Government infrastructure and assets. As Officer in Charge, he was faced with a number of challenges at Police Security Services Branch where key corporate priorities required finalisation within a relatively short period of time. His positive approach to those challenges resulted in a number of major components of the new Protective Security Officer model finally being implemented.

Superintendent Fairney is a dynamic and enthusiastic officer and is held in high regard for his integrity, honesty and professional approach to policing.

The Queen's Birthday 2016 Honours List

Australian Police Medal (APM) (continued)

South Australia (continued)

Senior Sergeant Thomas Martin LIDDY

Details not available

Tasmania

Commander Timothy Bruce DOOLEY

Commander Dooley was initially appointed to Tasmania Police as a Trainee on 20 February 1984.

He has worked in a diverse range of roles including recruit training, professional standards, uniform and , immediately prior to his most recent promotion, was the Detective Inspector in Charge of Glenorchy Criminal Investigation Branch where he led, conducted and oversaw the investigation of serious crime.

In 2008 he was awarded a Churchill Fellowship to study interventions for 'at risk' children in Canada and the United States of America. His study has been used to support intervention initiatives by Tasmania Police that are designed to divert young people from the criminal justice system.

He has displayed great integrity and leadership throughout his career, including most recently, in the role of Regional Emergency Management Controller during Tasmania's bushfire emergency in north western Tasmania in January and February 2016.

Commander Dooley was promoted to his current position in December 2015 and throughout his 32 year career has provided outstanding devotion to duty, leadership and diligence to both Tasmania Police and to the community of Tasmania.

Australian Police Medal (APM) (continued)

Northern Territory

Senior Sergeant Siiri-Kai TENNOSAAR

Senior Sergeant Tennosaar joined the Northern Territory Police Force in July 1995 and since then has served in frontline policing roles in Alice Springs and the southern area of the Territory. She was appointed to Senior Sergeant in October 2012, and since that time has demonstrated strong adaptive leadership. Her role has included work as both a Sergeant and as a Watch Commander in charge of Southern Command. She was transferred to Darwin in 2016, to the role of Senior Sergeant of the Internal Investigation Division.

She has received the Northern Territory Police Service Medal for continuous and meritorious service, the National Medal, the National Police Service Medal for ethical and diligent service, and a letter of recognition from the Ombudsman for the Northern Territory commending her work in dealing with a police conciliation.

Senior Sergeant Tennosaar's dedication to policing has been an exemplary and she is a shining role model for women in policing, particularly with her strong focus on general duties policing in the frontline. Her leadership as the Watch Commander has led the way for other female police officers to follow, and her dedication and commitment to duty has been evident in the high esteem in which she is held in Alice Springs.

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 Michael William BRETTSCHEIDER

'Fina-Lea', 9440 Lachlan Valley Way, Hillston NSW 2675

Mr Brettschneider has been a member of Hillston Fire Brigade since September 1979 and has served the community at Hillston during this time. He became Captain in 1996 and has provided continuous leadership to Fire and Rescue NSW (FRNSW) for over 36 years. He leads by example and is an advocate for diversity.

The nature of firefighting and the community that Hillston Fire Stations serves has changed over the years. As Captain for over 20 years he has shown strong leadership to both the firefighters but also to his community.

He has a wide influence through his active participation on the zone Health and Safety Committee. He is proactive with Community Engagement programs, including through Open Day and Pre-school and School Education programs.

Before the FRNSW developed its own smoke alarm program, Mr Brettschneider conceived the idea, and with the help of other firefighters, a fundraising program was undertaken in order to install and maintain over 80 smoke alarms in the house of local elderly residents.

He also presents safety lectures to individuals and groups and ensures a FRNSW presence at most community events. He is also an active member of the Carrathool Local Emergency Management Committee and has been an Honorary Ambulance Officer for 30 years.

Mr Brettschneider is a stalwart of his community.

Mr Joseph Gerrard BROWN, 'Crosshills', Newbridge NSW 2795

Mr Brown has been President of the Barry Hobbys Rural Fire Brigade of the NSW Rural Fire Service for 70 years, commencing in that role in the late 1940s.

He has held several other positions within the Brigade including being voted in as Brigade Captain in 1972, a position which he held for 22 years. He has attended numerous incidents over his 70 years.

Due to his extensive fire related skills and experience, he was appointed as a Deputy Fire Control Officer for the Blayney Shire Council in the late 1980's and remained in that position for over 10 years.

He remained an active fire fighter until reaching 80 years of age in 2010 when he decided it was time to take a step back and found another role within the brigade looking after equipment and also completed the RFS aircraft radio controller course.

As Mr Brown approaches 90 years of age he continues to mentor and be an inspiration for the many members of the Barry Hobbys and neighbouring Rural Fire Brigades. His commitment to the safety of his community has been exceptional.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Alec Ralph BYERS, 29 Moree Street, Ashley NSW 2400

Mr Byers joined the Ashley Rural Fire Brigade in 1997 and has remained an active member of this brigade throughout his service. From 1997 until 2007 he held the position of Captain and was involved in all aspects of the brigade, from attending incidents to issuing permits. He is currently the permit issuing officer for the brigade, a position he has held since 1997.

In 2006 he was elected as a Deputy Group Captain and then subsequently Group Captain in 2007, a position which he still holds today. In this role he is involved 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 regularly assists with training in the team area, including running the local pumping scenarios and assisting with the Rural Fire Driver courses.

He has also contributed to the design of the new Category 6 tankers and assisted with their induction into the local area. Additionally he has conducted an extensive overhaul of the Moree Tanker fleet, a role he still assists with as required.

Mr Byers has attained high level qualifications, including Group Leader, and is a mentor to members of the service throughout the Namoi/ Gwydir Team area.

Mr Barry Joseph CLEARY, 34 Regent Street, New Lambton NSW 2305

Mr Cleary was appointed to Fire and Rescue NSW in November 1987 and has served at a range of stations, notably at Crows Nest, Newcastle and Hamilton stations, and currently holds the rank of Station Officer.

During his service he has attended numerous major incidents, namely the Newcastle earthquake in 1989 and the Brescia furniture factory fire 2005.

Whilst at the Newcastle Station he has been a member of the Newcastle Ball Committee for the past 14 years. He has also spent countless hours working on the introduction videos for the annual Fire Brigades Ball and many hours of his own time selling raffle tickets and organising prizes to raise funds for the John Hunter Hospital Children's Bums Unit.

He has had a great deal of experience in CAD drafting and has used this experience to help design new fire stations in the Newcastle district. He spent many hours working on the internal layout of the Lambton Station, which is currently under construction, and has assisted in the layout of the renovations to the Cardiff station.

Mr Cleary continually works on new ways to improve the function of the brigade within the community. He is widely respected within and outside Fire and Rescue NSW.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Timothy Paul FOX, Sefton NSW 2162

Mr Fox was appointed to the permanent firefighter ranks on 11 January 1985 and has selflessly served the community of New South Wales and Fire and Rescue NSW (FRNSW) for 31 years. As both a firefighter and an officer he has ensured the preservation of life, property and the environment and has always placed the safety of the community as the highest priority.

As both a firefighter and an officer he has seen service in a number of fire Stations across NSW, including service as a Senior Rescuer Instructor in the highly specialised Rescue Unit, which has placed him at numerous major incidents. Early in his career he developed a keen interest in the highly specialised Rescue operations and has served as a rescue operator at busy Sydney fire stations and as a Senior Rescue Instructor at the specialised Rescue Unit as both a Firefighter and as an Officer.

He has specifically pioneered advances in rope rescue at a national level and has been instrumental in the introduction of rope rescue equipment in FRNSW and represents fire services and other end users on the Australian Rope Standards. He has represented FRNSW as one of the first Urban Search And Rescue (USAR) Instructors.

He attended the 1997 Thredbo landslide as part of the emergency response team and played an instrumental role in the rescue of Stuart Diver. He was also one of the first FRNSW officers to deploy internationally and provided logistical support to a small medical team sent to provide assistance to the people of Sri Lanka after the devastating 2004 South East Asian Tsunami.

Mr Fox also served as part of the USAR Team deployments to New Zealand for the Christchurch Earthquake response and to Japan following the tsunami, both of which occurred in 2011. He fulfilled management roles in both deployments with great distinction.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Christopher John KANE, 32 Osborn Avenue, Muswellbrook NSW 2333

Mr Kane has been a member of Muswellbrook Fire Brigade since February 1976. He has been in constant service at the Muswellbrook Station during this time and became Captain in 1993. He has provided continuous service and leadership to Fire and Rescue NSW (FRNSW) for over 40 years.

During his time at Muswellbrook Fire Station, there have been many changes to FRNSW as well as the community he serves. He has been Captain for over 22 years and has provided constant support, encouragement and guidance to all those who have served with him.

This is best demonstrated through his competing in State championships in 1984 and subsequently in every State championships until 2010. Muswellbrook Brigade were the recipients of many medals over the years which reflects on the leadership and mentoring process that he displays. His athletic feats were also ably demonstrated when he competed at the World Firefighter Games in Sydney in 2012 winning gold medals in 400m, 800m and 1500m on the athletics track. He was also named the Muswellbrook Council's Citizen of the Year in 2016.

During his service Mr Kane has always made time to attend schools, pre-schools and other events to promote FRNSW and has been a constant source of support to his small, close knit town, including attending nearly 5000 calls for assistance during his lengthy tenure.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Patrick James LINNANE, 3 Brown Street, Raymond Terrace NSW 2324

Mr Linnane joined the Raglan and Jenolan Caves Brigades of the NSW Rural Fire Service (NSWRS) in 1984. He was the founding member of the Oberon support brigade and held the position of Captain in that brigade for nine years. He held the rank of Deputy Group Captain for four years, Group Captain for six years of the Chifley Zone Group 4 area, and subsequently attained the rank of Group Captain.

He has always been highly active in the NSWRFSS and is a well-respected member of the Chifley Zone and Lithgow District and is held in high regard by both volunteers and staff. The majority of volunteers in the Chifley Zone can credit their training in firefighting to him and can attest to the guidance and support he has given them throughout their RFS careers.

He initially commended his service fighting fires with the Neville Bush Fire Brigade in approximately 1954 and to this day still remains dedicated to the training standards of the RFS members in his area and the district. He is a key member of the training committee and is involved with the organisation of training events for his group area.

At the last count, it is estimated that Mr Linnane has contributed nearly 300 hours a year just to the training of volunteers. In 2006 he established the current Chifley Zone and Lithgow District cadet programs and through his dedication the program has achieved significant success. Since 2013 he has been an active member of the Raymond Terrace Brigade.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Christopher Gilbert NESBITT, 62 Chapel Lane, Baulkham Hills NSW 2153

Mr Nesbitt joined the Baulkham Hills Headquarters Brigade of the NSW Rural Fire Service (NSWRFS) in Castle Hill in 1975. He quickly gained the support and respect of the members of the Baulkham Hills Brigade and was appointed Captain in 1976, holding the position until 1990 and then moving to the position of Deputy Group Captain for the next 10 years.

Under his leadership, the brigade grew into a most effective support arm of the District, with a membership of over 60, which provided crews of well-trained firefighters, bulk water support, the original District Canteen and Communications group, as well as transport and logistics roles. Under his management, the brigade provided a wealth of support, not only within the District, but campaign incidents across the State.

He took on the role as Lead Instructor for the original Basic Training Courses developed by the Service in the early 1980's, developing lesson plans and supporting materials and these were presented across the Shire, to the then 800 plus members. He further developed this into an ongoing program of formal training within the District, which eventually led to him being appointed a full time employee of the Service, specialising in the Learning and Development area. Throughout his time in the Service he has presented many facets of brigade training, both at the regional and state level.

Mr Nesbitt has devoted immeasurable time and energy to the NSWRFS and is held in the highest regard by its members.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Alexander Keith SCOTT, 3 Hugo Place, Quakers Hill NSW 2763

Mr Scott joined Fire and Rescue NSW (FRNSW) in 1980. During his progression through the firefighting ranks he demonstrated passion, enthusiasm and commitment for the work he performed and the community he served. He progressed to the officer ranks in 1996 and now holds the rank of Superintendent and the position of Zone Commander Metropolitan West 1.

Throughout his career he has been involved in a number of initiatives which have had a positive influence on the organisation and the community of NSW. He has always displayed a real desire to ensure that the firefighters within his command realise their full potential. In recent times he has played a significant role in developing and implementing a new incident command model for all officers within Metropolitan West Command, which has greatly benefited the Command's ability to respond to, and manage, emergency incidents whilst ensuring that the highest standards of safety are applied.

He has also been very proactive in the Western Sydney area with the facilitation, development and trial of several new community preparedness and prevention measures designed to improve the safety of people living in western Sydney.

Throughout his career he has been required to respond to, and manage, numerous large scale emergency incidents. He has also been the Deputy Incident Controller at several major bushfires in Western Sydney and the Blue Mountains.

Mr Scott consistently models the values of FRNSW to the highest standard and is recognised as a leader who to this day maintains that same passion, enthusiasm and commitment for his work and the people he serves, that he did when he joined the organisation over 35 years ago.

Australian Fire Service Medal (AFSM) (continued)

New South Wales (continued)

Mr Alfred William SNOWDEN, 51 Beecher Street, Tinonee NSW 2430

Mr Snowden commenced service with the Tinonee Bush Fire Brigade in May 1971 and has been an active fire fighter and field officer. He retired from his position as Group 3 Captain with the rank of Group Captain in May 2015 after a total of 44 years' service, and he is currently a member of the brigade.

He was Group Captain of the Tinonee Brigade in 1986 and held this role until the reorganisation and commencement of the New South Wales Rural Fire Service (NSWRFS) in 1998. He was subsequently re-elected Group Captain and served continuously in that role until 2015.

Throughout his service he has taken a personal interest in all aspects of brigade management and administration. His training interests included rural fire off road driving, fire ground safety, mentoring and the operational firefighting capability of the Manning District brigades he was responsible for. In recent years he was instrumental in the reconstruction of Krumbach Brigade. He was an integral part of a Senior Management Team responsible for the training and deployment of 800 volunteer fire fighters comprising 26 brigades to service 3,753 square kilometres of the Greater Taree District.

In an outstanding career he has made a substantial and sustained contribution to the security of the general public through his operational expertise, and as a member of the local Incident Management Team. He has responded to countless local and interstate fire events and has provided considerable support for community safety. He has also willingly served intra and interstate when required in accordance with the various Disaster Plan activations and in 2009 he attended the Victorian Bushfires.

Mr Snowden has set a leadership example with few precedents and has demonstrated an enduring commitment and dedication to the NSWRFS and to public safety.

Australian Fire Service Medal (AFSM) (continued)

Victoria

Mr Bernard Paul BARBETTI, Burwood East Vic 3151

Mr Barbetti has worked in fire management with the Victoria Department of Environment, Land, Water and Planning (DELWP) and its predecessors for 34 years. During this time he has held a range of positions and performed several operational roles including as firefighter, operations officer, burn officer in charge, planning officer, incident controller and regional controller, particularly in the Far South West and Port Phillip regions of Victoria.

He has trained and mentored staff throughout his career, commencing in the Gippsland region in 1982 as a forester. He has served as an extraordinary role model by providing leadership in public land fuel management programs, particularly in key interface areas such as the Dandenong and Yarra Ranges and Warrandyte. He has introduced initiatives such as Fuel Management programs within the Melbourne water supply catchments, Short Message Service notifications around prescribed burns, and smoke management agreements with local wine growers.

Through his dedication to fire response he performed critical roles in coordinating DELWP's response to the Dandenong Ranges and Arthur Seat fires in 1997 and the Black Saturday bushfires in 2009.

Mr Barbetti has diligently and successfully brought together teams of people from different organisations and disciplines to achieve DELWP's objectives to work towards a "Safer Victoria".

Australian Fire Service Medal (AFSM) (continued)

Victoria (continued)

Mr Maxwell George COX OAM, 97 Gilberts Road, Longwood Vic 3665

Mr Cox has been a member of the Country Fire Authority (CFA) Victoria since 1953. He has occupied positions of leadership throughout almost this entire period, including as Brigade Captain and Euroa Group Officer. Through his leadership and outstanding operational abilities he has earned the respect of his peers. As the long serving President of the Longwood Brigade he continues to provide leadership, to share his wisdom and experience, and mentor new members.

During his service he has been an instigator of many initiatives that are now regarded as standard. He was one of the first in the state to recognise that a vehicle that could both transport members and serve as a communication point during a fire would be a most useful addition to the Brigade's resources. He facilitated the acquisition and fitting out of such a vehicle. Today they are known as Forward Command Vehicles.

More recently he has provided significant input and devoted extensive time and effort to discussions with Vic Roads about the appropriate planning and management of roadside vegetation along the Hume Highway since the installation of the wire crash barrier fences. His interventions contributed to the inclusion of regular breaks in the wire crash barrier cabling to provide access for maintenance vehicles and fire fighting vehicles and for the clearing of vegetation around intersections.

In 2009 he distinguished himself by providing strong leadership and guidance during the post Black Saturday activities associated with the rehabilitation of paddocks, farms, and fences. His contribution was deeply appreciated by members of the communities where he worked. His knowledge of farming, heavy machinery coupled with his exceptional people skills enabled him to lead the ground teams during this difficult time. As always he achieved this quietly and effectively.

Mr Cox has made an exemplary contribution to the CFA and to the safety of the people of Victoria.

Australian Fire Service Medal (AFSM) (continued)

Victoria (continued)

Mr Paul Martin EMSDEN, St Helena Vic 3088

Mr Emsden has clearly demonstrated service beyond the norm through his roles with the Metropolitan Fire and Emergency Services Board (MFESB). He has an excellent record of operational emergency response as a firefighter and Station Officer and in 2003 he transferred to the Training and Education Department of the MFESB where he was assigned to the Recruit Course training team. He was later appointed as Assistant Coordinator of Recruit Training.

As the Assistant Coordinator of Recruit Training he led the group of instructors and encouraged them to adopt continuous improvement strategies and transform the recruit course timetable to a well-balanced learning environment. He later moved on to instruct on specialist Rescue Operator courses for a period before moving into the area of Leading Firefighter promotional training and development.

In 2009 he returned to operational fire fighting duties and quickly identified a gap between the traditional Training College based training delivery model and the lack of a formalised skills maintenance training program for Officers and fire fighters at fire station level. He developed the proposal for the creation, in each Zone (now District), of a position to be known as the Zone/District Training Officer.

Additionally he took on the coordination of the Skills Maintenance Database, a role that would normally be done by an Officer of a higher rank. Mr Emsden commitment to the MFESB has enhanced fire fighter safety and has greatly improved the quality of service delivered to the community.

Australian Fire Service Medal (AFSM) (continued)

Victoria (continued)

Mr Gregory James KENNEDY, 78 Hall Road, Warrandyte South Vic 3134

Mr Kennedy has been a volunteer member of the South Warrandyte Brigade of the Country Fire Authority (CFA) Victoria, providing 32 years service to his local community. He has earned the respect and admiration of fellow members, and of the community, for his dedication, his outstanding leadership, his practical expertise and his focus on the welfare of the greater Warrandyte area.

Throughout his volunteer career he has always maintained a strong focus on achieving and wherever possible exceeding the established service delivery standards. This has largely been a product of programs that he designed for the recruitment, training and development of members.

He has consistently provided opportunities for younger members to get experience under his guidance in incident management thus developing their skills and their ability to manage the operational incidents that occur on a day to day basis.

Additionally, his observations and experiences from the Ash Wednesday (1983) and Black Saturday (2009) bushfires were the driving force behind his leadership role in the 'Be Ready Warrandyte' campaign. It is an innovative campaign that includes educating, engaging and getting commitments from members of the community to accept that they have an important role to play in creating safer and more resilient communities.

Mr Kennedy has distinguished himself through his willingness to search for better and more effective ways to deliver fire safety messages and to develop improved community safety regimes. His innovative approaches to engaging with other agencies and the people in his local area now see the programs he has developed being adapted for use in other regions throughout Victoria.

Mr Gregory Alan PATERSON, Geelong Vic 3220

Mr Paterson has shown prolonged exemplary service to the Country Fire Authority (CFA) in Victoria in the capacity as a volunteer and career staff member for over 38 years. He has served throughout the ranks from volunteer firefighter to Deputy Chief Officer. In his senior operational position he has demonstrated exceptional performance and efficiency in fire service operations, management and administration. He has successfully managed several major fires and incidents along with the major programs and events.

He has developed initiatives in the Bushfires Portfolio Management Office that have directly benefited and created a safer community for all Victorians. He has also been instrumental in the development of fire service policy, procedures, memorandums of understanding and standing orders at both regional and state levels

Mr Paterson has provided exceptional leadership rights across CFA and the Emergency Management sector over many years. He has been instrumental in developing and leading the field of Fire Investigation, Project Management Excellence and fire operations. His knowledge and approach is highly respected by all members of CFA and he has proven himself to be a very valuable member of his community.

The Queen's Birthday 2016 Honours List

Australian Fire Service Medal (AFSM) (continued)

Victoria (continued)

Mr John William PEARCE, PO Box 540, Kyneton Vic 3444

Mr Pearce has provided outstanding service and exemplary leadership to Country Fire Authority (CFA) in Victoria for over 40 years both as a paid employee and volunteer.

He has always been keenly focussed on developing and encouraging the potential leaders of tomorrow through actively involving them in incident management and in the community safety planning and decision making aspects of being a CFA member.

He has particularly distinguished himself through his outstanding management and leadership of the Kyneton Group. He has established a continuous improvement culture within the Group, and its member brigades, that has included an innovative approach to reducing the impact of emergencies on communities by delivering more effective response services. He developed a model that involves multi agency responses across all hazards, underpinned by the creation of sound and mutually beneficial working relationships with other agencies.

In 2011 his strong belief in the multi-agency/multi-hazard approach prompted him to encourage his State Emergency Services counterparts to deal with a major flooding event using a joint agency approach. This resulted in an extremely effective and efficient response to over 250 calls for help from affected locals whose properties had been flooded. An adaptation of this innovative approach is now the used within the emergency service community throughout the state.

Mr Pearce is held in the highest regard by his peers and members of other organisations. He is always willing to be involved in his local community and makes every effort to actively contribute to the safety and security of the people in his area.

Queensland

Mr Stephen Alan De PRADA, PO Box 419, Kuranda Qld 4881

Mr De Prada is recognised for his exceptional dedication and commitment as a volunteer with the Speewah Rural Fire Brigade. His extraordinary devotion to his role is evidenced by his consistent willingness to accept deployment in prolonged and high risk environments, and his outstanding commitment to community safety.

Mr De Prada has accepted significant responsibility, most notably as Training Officer, where he has displayed a high degree of resource and passion, exercising diligence above and beyond expectations. His superior capacity to support and mentor volunteers has been instrumental in enhancing the capacity of the Clohesy Group.

Australian Fire Service Medal (AFSM) (continued)

Queensland (continued)

Mr Geoffrey Gordon HENDERSON, 270 Farrow Road, Kobble Creek Qld 4520

Mr Henderson has provided over 60 years of exceptional and distinguished service, leading with dedication, commitment and skill. He has delivered outstanding success in enhancing the capability and capacity of the Samsonvale Rural Fire Brigade.

Mr Henderson's unchallenged knowledge of local terrain, vegetation and fire history has contributed greatly to incident response over the course of a most distinguished volunteer firefighting career.

Mr Patrick HOLLANDS, 61 Nobbs Street, Moura Qld 4718

Mr Hollands has demonstrated distinguished leadership to his crew, as well as driving motivation for the community risk reduction process, in his role as Captain of the Moura Fire and Rescue Station with Queensland Fire and Emergency Services (QFES).

His innovative approach to fire and rescue activities has proven invaluable at extraordinary operational incidents, and in enhancing the capability and performance of auxiliary firefighters across the Biloela Command.

With exemplary resource and passion, Mr Hollands has been instrumental in building collaborative relationships with major local employers, securing QFES response capacity, and earning the sincere respect, trust and admiration of his peers and community alike.

Mr Jonathan Simon KARAS, Buderim Qld 4556

Mr Karas' professionalism, integrity and enthusiasm as an operational firefighter has been evidenced at local, regional and state level. In his role as Captain of the Buderim Fire and Rescue Station with Queensland Fire and Emergency Services he has consistently applied resource, passion and conspicuous merit to complex projects, delivering outstanding results for business continuity planning, and Incident Management Team operations, across the North Coast Region.

Mr Karas' leadership and commitment to enhance the capability of his crew extends well beyond his responsibilities as Captain, and he continues to successfully mentor people under his command as well as supporting their firefighting career goals.

Australian Fire Service Medal (AFSM) (continued)

Queensland (continued)

Mr Richard Eric LOHSE, 10 Eltham Place, Sandstone Point QLD 4511

Mr Lohse has demonstrated prolonged distinguished service discharging his duties with exceptional ability and merit, particularly as the Area Training and Support Officer in the Caboolture area for the Rural Fire Service Queensland.

His excellence and commitment to the engagement and motivation of rural volunteers, coupled with his extensive knowledge of fire suppression techniques, and impeccable record as an operational fire officer, has significantly enhanced training outcomes. It has also earned Mr Lohse the undeniable respect of volunteer members and staff across the State.

Mr Shane Thomas TINSLEY, Manly West Qld 4179

Mr Tinsley has made a significant and outstanding contribution to the development and implementation of technical rescue policy, training and processes, in his role with the Specialist Response and Planning Unit of Queensland Fire and Emergency Services (QFES).

He has shown professional commitment in coordinating and managing major exercises, the development of logistic systems, deployment processes and equipment testing, selection and acquisition.

Mr Tinsley has demonstrated outstanding dedication to continuous improvement, and has used his knowledge and professional standards during deployments in disasters, and represents QFES with distinction at national and international technical forums.

Mr Leonardo TOSCANO, 9 Crisps Road, Ingham Qld 4850

Mr Toscano has provided distinguished service and leadership to the Toobanna Rural Fire Brigade of the Rural Fire Service Queensland which has been above and beyond expectations. He has made a significant commitment to the resilience of his local community.

His innovative initiatives in relation to equipment and airbase operations have played a pivotal role in response and recovery activities, and driven outstanding success in transforming the all-hazards capacity and capability of volunteer members.

Mr Toscano's dedication and passion for the safety of his community has enhanced networks and interoperability with partner agencies across the Hinchinbrook Shire.

Australian Fire Service Medal (AFSM) (continued)

Western Australia

Mr Adam John BANNISTER, 28 Oxcliffe Road, Doubleview WA 6018

Mr Bannister commenced his service as an Air Attack Supervisor (AAS) in 1998 one of the few Western Australian Fire Brigade (WAFB) firefighters that were endorsed AAS to coordinate fixed wing fire bombers. In 2002 with the introduction of rotary wing fire bomber, known as Helitaks, into the metro area he became one of the original Helitak Supervisors. He continued in this role until his appointment as Air Operations Officer.

His exceptional personal and leadership skills coupled with his outstanding ability to negotiate his way through road blocks and challenges enabled the Department of Fire and Emergency Services (DFES) in Western Australia to have highly trained and professional firefighters working in the aviation environment.

During his time in Air Operations he was integral in providing leadership and guidance to all aircrew. His positive and continued encouragement during training of new Air Attack Supervisors/Air Intelligence Officers has had a direct result on the professionalism and calibre of all members of the unit.

He was also a founding member of the team that developed the model on how to use Aerial Fire Suppression Aircraft in Western Australia, a model that is still in use. His unwavering passion has also enabled him to orchestrate and refine operational procedures and doctrine and training standards.

Mr Bannister has made significant contributions to improving the quality and capability of aerial fire suppression service for the community of Western Australia. His diligent service reflects DFES' vision of a safer community and has led to DFES having one of the country's leading aerial fire suppression models.

Australian Fire Service Medal (AFSM) (continued)

Western Australia (continued)

Mr Robert KINGMA, 113 Ninth Avenue, Maylands WA 6051

Over much of his almost 40 year career Mr Kingma has been the first point of contact and a welcoming face for many new firefighters at Perth Fire station. He was unconditional in his endeavours to help his colleagues and he mentored and led less experienced firefighters, not only in the development of the necessary skills to undertake their job role effectively, but also to help them grow and develop as people.

He has a caring and calming demeanour that gives him an innate ability to build relationships and influence people at any rank to create positive change. He has always been passionate in participating in programs to support the community and colleagues alike.

He is also an accredited Mental Health First Aid Trainer and continues to educate others and build awareness of stress and mental health issues facing firefighters. He has played a pivotal role in introducing and expanding the Mental Health First Aid training throughout the state for Department of Fire and Emergency Services (DFES) staff and volunteers and has been instrumental in building relationships and collaborating with other agencies such as the Western Australia Police, who will often send their own personnel to DFES Mental Health First Aid courses.

It is without question that the Wellness Branch and Wellness programs within DFES would not be where they are today without his passion, commitment, dedication, openness and curiousness about new ideas and ways of doing things. In doing so he has earned the respect of his colleagues and has helped to decrease the stigma surrounding mental health.

Further, he takes the lead in the organisation of the Wellness Branch's response to large scale incidents like the Parkerville and Margaret River bushfires, and the follow up and support for families of personnel on deployments interstate and overseas.

He has also taken the lead in increasing the Wellness Branch's visibility throughout regional WA and has been instrumental in visiting emergency services in country regions, building relationships and providing training in stress management/mental health and making such support services available to all. The impact Mr Kingma has had on the many individuals he has assisted cannot be measured.

Australian Fire Service Medal (AFSM) (continued)

Western Australia (continued)

Mr Trevor David TASKER, Kalgoorlie WA 6430

Mr Tasker the Department of Fire and Emergency Services' (DFES) Fire and Rescue Service in July 1980 and has dedicated his 35 year career to improving operational services in the Goldfields region. He performed commendably as he progressed through the ranks to the position of Superintendent Goldfields/Midlands, the most senior agency position available in the area.

As a District Officer he provided training to volunteer and career firefighters and also managed the Kalgoorlie Career Fire and Rescue Service, acting as a mentor to young firefighters in this region. He has always made himself available, dealing with matters which trouble volunteers and staff alike.

As an accredited Level 3 Incident Controller he has dealt with many emergencies throughout his career, showing exceptional leadership during significant incidents, including the Boorabbin bushfire in 2007 and the Toodyay bushfire in 2009, as well as the Kalgoorlie Boulder Earthquake.

He was the most senior fire officer on scene at the 2010 Kalgoorlie Boulder Earthquake which caused extensive damage to historical buildings in Boulder and considerable business and community disruption. His operational leadership was apparent as he rallied career and volunteer personnel during the response phase of the incident, and initiated recovery actions to get the town back on its feet.

He has also improved service delivery and support to Indigenous communities in the Goldfields region by initiating and nurturing a great working relationship with remote desert communities. He was instrumental in organising training and emergency management advice to these communities which has linked in with bushfire mitigation while being considerate of Indigenous heritage sites.

Mr Tasker has always had the best interests of his staff in mind and has mentored employees and volunteers while encouraging them to strive to new heights.

Australian Fire Service Medal (AFSM) (continued)

South Australia

Mr Richard George MUNN, 54 Maidment Road, Mount Torrens SA 5244

Mr Munn, for many years, has balanced the demands of employed senior leadership roles within the Department of Woods and Forests, ForestrySA and SA Water, with his passion and commitment to volunteering. He has always been prepared to use his skills and abilities to coordinate harmony between all agencies for the betterment of the SA Country Fire Service (SACFS).

During his volunteer career he has organised and mentored Forestry Driver Training, taught chainsaw safety and operation, and introduced SACFS volunteers to specialised forestry firefighting methods. He also committed six years to logistical support of regional field days and lent his carpentry and fundraising skills to oversee the construction and fit out of the Gumeracha Base and Brigade Station. He was also the main coordinator in the development of the airstrip at Mount Crawford.

He is a very competent leader, always considering his crews and their safety and quality of their equipment. He is always prepared to get out and help at any level to achieve a good and safe result and has always been prepared to listen to any ideas and take them on board. He consistently shows his appreciation to anybody who contributes to the cause.

Mr Munn has delivered exemplary and distinguished service throughout his career and membership of the SA Country Fire Service.

Mr Ian Craig TANNER, SA

Mr Tanner joined the SA Country Fire Service (SACFA) in 1990 and has maintained his commitment to the service whilst in his employment with the Department of Woods and Forest, through to his current employment with the Department of Environment, Water and Natural Resources.

He has undertaken senior incident management roles at numerous bushfire incidents including Pinery and Sampson Flat, and has also planned and delivered complex fuel reduction prescribed burns in high risk areas.

As a qualified, competent and proficient Fire Behaviour Analyst, he has contributed significantly to the development of bushfire spread modelling in South Australia. He has been instrumental in developing and delivering prescribed burning training courses and incident management training delivery across government, and has delivered presentations at interstate conferences on his specialist areas.

Mr Tanner is extremely well respected amongst his professional colleagues and peers state-wide and nationally. His expertise continues to enhance and support fire management activities across South Australia.

Australian Fire Service Medal (AFSM) (continued)

Australian Capital Territory

Mr David Trevor INGRAM, 60 Mina Wylie Crescent, Gordon ACT 2906

Mr Trevor Ingrain has been a member of the ACT Rural Fire Service (RFS) and Guises Creek Volunteer Brigade since 1989. In this time he has demonstrated distinguished service and achievement in promotion and continual development of programs in the Rural Fire Service.

In 1995 he was appointed as a staff member to the then Emergency Services Bureau working in the Rural Fire Service, first as a logistics officer, and finally as the Manager of the Aviation Support Operations Centre (ASOC) at Fairbairn. In January 2008 he accepted a position with the Australian Maritime Safety Authority (AMSA), where he provides logistics support to search and rescue operations throughout Australia. He has continued in his volunteer role with the ACT Rural Fire Service during this time, including time spent as a Deputy Captain and Training Officer.

He has been involved with many of the major emergency incidents in the ACT and around the country, including the Thredbo landslide in 1997, the Sydney hailstorm in 2001, the Canberra 2003 fires, the Victorian bushfires in 2009, as well as numerous interstate deployments. In 2006 he also travelled to the United States to assist in and manage the aviation bases during a particularly devastating bushfire season.

His achievements also include taking responsibility for the refurbishment and fit-out of the ACT's ASOC and RFS Headquarters at Fairbairn, culminating in the organisation's move to the new facilities in February 2006.

The RFS was the first ESA agency to relocate to Fairbairn and he had to break new ground in working through the various requirements of the Canberra Airport Group, DUS Maintenance Group and Airservices Australia. To ensure the timely and adequate completion of the project he spent many hours beyond the normal working day building relationships with, and providing physical assistance to, the architect and builders, HeliAust and their pilots, the Air Force and the airport staff.

His work with AMSA has seen him gain expert knowledge in aircraft borne searches and rescues. He has translated this experience into his work with RFS volunteers, continually updating training materials so that they remain contemporaneous. In 2014 he participated in the introduction of the Large Air Tanker (LAT) program in Victoria. The success of the program has led to other states and territories participating in the program which was extended in the 2015/16 Bushfire Season to include the Very Large Air Tanker which proved invaluable in the suppression of many fires throughout NSW and Victoria.

Mr Ingram's dedication and commitment to improving fire services and aviation safety within Australia spans over 30 years.

Australian Fire Service Medal (AFSM) (continued)

Australian Capital Territory (continued)

Mr John STREATFIELD, Gordon ACT 2906

Mr Streatfield joined the ACT Fire Brigade (now ACT Fire and Rescue) in August 1986, following roles with the Aviation Fire and Rescue Service. After recruit training he was assigned to C platoon where he served until his promotion to the rank of Station Officer in 1997. Since this time, he has primarily served in operations on both B and D platoons.

He has a passion for the continual improvement of the fire service and, in particular, many of the technical disciplines undertaken by firefighters. Throughout his career he has undertaken specialist training in a range of areas of the service. As a firefighter, he served in the operational support section of operations where he undertook specialist roles in hazardous materials response, aerial appliance operations and breathing apparatus maintenance and support. He has also added vertical rescue and swift water rescue to his skill set since that time.

He has continually given back to his fellow firefighters and often spends periods in the training role both on and off shift work. During 2004 he was a member of the recruit college instructing staff and has also undertaken Bronto aerial appliance instructor roles after completing specialist training.

He has devoted an immense amount of time in the area of vertical rescue to ensure ACT Fire and Rescue remain at the forefront of techniques and equipment. He has researched and developed induction training for new equipment introduced into service over many years and has been instrumental in ensuring the training program for the specialist vertical rescue operators is maintained to the highest level.

It is through Mr Streatfield's dedication and ongoing commitment that ACT Fire and Rescue maintains the highest standards of safety and continues to deliver professional and dedicated service to the ACT community.

Australian Fire Service Medal (AFSM) (continued)

Northern Territory

Mr Gerald Joseph LAVERTY, 1 Delahunty Court, Alice Springs NT 0870

Mr Laverty's career started in 1979 as an airport firefighter. In 1998 he joined the Northern Territory Fire and Rescue Service (NTFRS) based in Alice Springs.

Throughout his career he has been dedicated to firefighter welfare and to senior firefighter development particularly in the Southern Command Region of the Northern Territory.

He is a great example of what a leader should be and during his many years of service he has earned the respect of both junior and senior firefighters who have witnessed his actions first hand. It is not uncommon for firefighters to seek advice or to confide in him in their times of need. This is especially important due to the nature of the traumatic job firefighters often perform, especially in isolated and remote part of Australia such as Alice Springs.

He has been able to build a strong team environment amongst the volunteers he work with and some of his volunteers have since joined the NTFRS as full time employees due to the impression he has made on them to follow in his footsteps.

Mr Laverty has also helped shape future leaders within the NTFRS, through his senior firefighter assessment and mentoring. His commitment to his fellow firefighters is exemplary as is his contribution to their welfare. He is an inspiration for other volunteers to follow.

AMBULANCE SERVICE MEDAL (ASM)

Queensland

Miss Marcia Dawn LOVE, PO Box 405, Brunswick Heads NSW 2483

Ms Love commenced her career with the former Queensland Ambulance Transport Brigade, now the Queensland Ambulance Service (QAS), as an Honorary Ambulance Officer at the Redland Bay Ambulance Station in February 1985.

She has worked in various roles, including as Regional Training Officer and Officer in-Charge, and has always been recognised as someone who supports her colleagues. This has been demonstrated in her undertaking volunteer roles including as Harassment Referral Officer and most recently, as a Peer Support Officer.

She has also undertaken a liaison role with Queensland Health, and the Queensland Police Service, for mental health patients in and around the Logan area. She also facilitated the low acuity formal pathway project for the Metro South Local Ambulance Service Network and negotiated with over 120 accredited general practitioners to accept patients from the QAS.

Ms Love is a true professional and a pioneer for female paramedics within the QAS. She is a passionate individual, is always advocating for her patients and for staff, and is a valued and respected officer within the QAS.

Mr Todd Andrew WEHR,

Emergency Services Complex, Cnr Kedron Park and Park Roads, Kedron Qld 4031

Mr Wehr commenced his career with the Queensland Ambulance Service in May 1999 as a Patient Transport Officer at the Spring Hill Ambulance Station. In January 2002, he changed his career focus within the Service and became a paramedic at the Deception Bay Ambulance Station.

Since that time he has relieved in a number of positions including as Executive Officer, Officer-in-Charge, Counsellor and Manager Staff Support Services. As a testament to his passion and enthusiasm for the support of his fellow colleagues and their families, he was appointed as the Manager Staff Support Services in January 2013.

Mr Wehr has continuously provided high quality staff support services to promote, enhance and ensure the physical, psychological and emotional well-being of ambulance personnel and their families.

Ambulance Service Medal (ASM) (continued)

Queensland (continued)

Mr Paul Scott YOUNG,

Queensland Ambulance Service, 2 Binstead Drive, Southport Qld 4215

Mr Young commenced his career with the former Queensland Ambulance Transport Brigade, now the Queensland Ambulance Service, as an Honorary Ambulance Officer at the Southport Ambulance Station in August 1979.

He has undertaken numerous roles within the Service including Officer-in-Charge, Area Director, Regional Operations Coordinator, Operations Centre Supervisor, Patient Transport Service Manager, and Executive Manager Operations and more recently in the role of Senior Operations Supervisor.

Mr Young has earned respect from his colleagues, particularly through his ability to adapt to the ever changing emergency operational environment, and is seen as an excellent leader that works well with his staff.

South Australia

Mr Steven John CAMERON, Tranmere SA 5073

Mr Cameron has provided exceptional, innovative service and leadership to South Australia Ambulance Service (SAAS) and to the community of South Australia. He has been a uniformed frontline/operational member since December 1985 and is currently engaged in senior leadership roles, whilst continuing to be available for emergency calls.

His work has led to many successful achievements and projects in the area of communications and technology. He has provided the SAAS with strategic direction and advancements for the Emergency Operations Centre, which contribute to the provision of high quality patient care that starts with a triple zero (000) call.

His leadership sets a very high standard that others aspire to, and his strategic foresight has established a professional base that SAAS can expand and grow to meet the needs of the community.

Mr Cameron has represented SAAS on many committees and built strong stakeholder relationships throughout his career that have been crucial to ambulance service development in South Australia.

Ambulance Service Medal (ASM) (continued)

South Australia (continued)

Mr Leon Keith CUTTING, PO Box 884, Clare SA 5453

Mr Cutting has been involved with St John Ambulance and the South Australia Ambulance Service (SAAS) for over 40 years and has worked in various roles. He began volunteering in 1974 as a cadet with St John Ambulance in South Australia before commencing employment in 1982.

He has shown an outstanding dedication to the ambulance profession throughout his career. He is passionate about the continuing education and retention of volunteer recruits, and works tirelessly to ensure the skills of volunteers remain current and of best practice. In past years he contributed greatly to forging relationships with local elders of Indigenous communities, which led to better service delivery in the far west of the state. His work to improve remote health care and ambulance services continue to be successful to this day and have been expanded to other remote communities.

Mr Cutting's dedication to improve the education and operational service of volunteers across the state sets the benchmark for leadership within the organisation.

EMERGENCY SERVICES MEDAL (ESM)

New South Wales

Mr Dennis Keith BUCK, PO Box 662, Gunnedah NSW 2380

Mr Buck has been a member of the NSW State Emergency Service (NSW SES) for over 18 years. His contribution has been across many areas, particularly in the area of training and leadership. Shortly after joining the NSW SES, he became proficient in a large number of SES related skills and implemented training in these skills for members at the Gunnedah Unit. He has also supported training at other units throughout Namoi Region and was for many years the Training Coordinator at the Gunnedah Unit.

He is an endorsed trainer and assessor in Beacon (the NSW SES Operations Management System), SES Fundamentals, Road Crash Rescue, PIARO (Participate in a Rescue Operation), First Aid and Storm and Water Damage. Up until recently he was also an active Flood Rescue Boat and Chainsaw trainer. From 2002 to 2006 he was the Volunteer Deputy Region Controller for the Namoi Region and also the region's Training Coordinator. The Region Training Coordinator was a demanding and challenging role which he undertook while working full time at TAFE. He continues to be an active member of the region's training support team.

Additionally, from 2004 to 2006 he was the NSW SES Volunteers Association representative for the Namoi Region and in this role he acted as an advocate for volunteers in the region. During 2014 and 2015 he also filled the volunteer position of Namoi Region Communications Officer.

From 2008-2015 he was the Deputy Unit Controller of the Gunnedah Unit and filled this role most admirably, working tirelessly as part of the Gunnedah Unit Management Team to build and maintain capability. Since the introduction of NSW SES cadets he has supported the delivery of several cadet programs at Gunnedah High schools as well as those in nearby towns.

In May 2015 he accepted the role of Unit Controller of the Namoi RHQ Unit with a brief to rebuild this unit all the while maintaining his membership of the Gunnedah Unit and participating in numerous flood and storm responses as well as being a key member of its road crash rescue team. Over the years he has also played a vital role in Out of Area Operations including interstate deployments

Mr Buck has provided exemplary service to the community throughout his long career with the NSW SES.

Emergency Services Medal (ESM) (continued)

New South Wales (continued)

Mr Anthony Charles DROVER, Erowal Bay NSW 2540

Mr Drover has served with distinction as an active and committed member of the volunteer marine rescue sector in two states of Australia for almost 13 years. He has dedicated his extensive operational skills, professional knowledge and commitment to the safety of the boating community and furthering the development of Marine Rescue NSW throughout its formative years.

He joined the Australian Volunteer Coast Guard Association's Port Jackson unit in November 2003. He then moved to Queensland, transferring to the Coast Guard Southport before moving back to NSW and joining the newly formed Marine Rescue New South Wales (MRNSW). He transferred to the Marine Rescue Jervis Bay Unit in 2011.

He was elected to the MRNSW Board of Directors as a General Director in 2010 and again in 2012, stepping down in 2015 after serving his maximum permissible term. As a Board member he played a pivotal role in the organisation's start-up phase, providing strategic leadership and guidance to help foster its early growth and development, including the drafting of the organisation's constitution, rules and standard operating procedures.

His has been pivotal in setting in place the framework for the organisation's intensive professional training curriculum and delivery. He has been a key driver in the reform of MRNSW training resources particularly assisting with the development of new course materials. He currently holds the position of Training Systems Officer at the Jervis Bay unit and over the past two years he has taken a leading role in the training and development of members, leading to the successful qualification of 33 Crew, Leading Crew and Coxswains.

Mr Drover is dedicated to ensuring the safety of the boating community and building the skill, competence and professionalism of the MRNSW volunteer crews who are called on to respond to emergencies on our waterways

Emergency Services Medal (ESM) (continued)

New South Wales (continued)

Mr John David LYNCH, 3/2 Breese Parade, Forster NSW 2428

Mr Lynch joined the Royal Volunteer Coastal Patrol (RVCP) at Forster-Tuncurry in March 1995. He has served in numerous roles, including Radio Operator, Watch Keeper, rescue vessel skipper, Administration Officer, Secretary, Secretary-Treasurer and as Unit Commander for six years and has made an exceptional contribution to Marine Rescue NSW (MRNSW) over the past 21 years.

He has demonstrated his dedication to the safety of the boating community through his lengthy membership of the Forster-Tuncurry Unit. During his six-year tenure as Unit Commander, he led the development of the Forster-Tuncurry Search and Rescue Coordination Centre.

His contribution has extended beyond his own unit through his responsibilities as the RVCP Senior Regional Officer North Coast, State Rescue Board Accreditation Team member, RVCP delegate to the Mid North Coast Marine Advisory Committee and Great Lakes Emergency Management Committee member.

After joining Marine Rescue NSW (*which was formed in 2009, bringing together the RVCP, the Australian Volunteer Coast Guard Association and the NSW Volunteer Rescue Association marine fleet*) he was elected as the Mid North Coast Regional Director on the MRNSW Board in 2011, in 2013, and again in 2015.

Mr Lynch has always been committed to the ideals of volunteerism and service. He is a strong supporter of, and mentor to, other volunteers and his contributions to the development of Marine Rescue NSW and its ongoing operations have been of the highest order.

Emergency Services Medal (ESM) (continued)

New South Wales (continued)

Mr Leslie John THRELFO, 9 Kiparra Drive, Berridale NSW 2628

Mr Threlfo moved to the Snowy River Shire from Terrigal on the Central Coast in early 2001 and quickly realised that the local SES Snowy River Unit was about to close from lack of volunteers. He joined the Unit and became the Local Controller. Over the ensuing 12 years he built it up to a level where it held a current membership of over 60 people.

Also during that time, the Cooma SES Unit was experiencing reduced membership and so he became the Local Controller for Cooma. When he stood down from that position two years later he had ensured that the volunteer base at Cooma was healthy.

Throughout his career he has provided significant and outstanding volunteer contributions in the Emergency Services Sector to the communities of the Snowy region. Under his leadership both Units have become highly trained first response Road Crash Units.

He was approached by both NSW Police and Marine Rescue NSW and asked if he would establish a Marine Rescue Unit for the Alpine Lakes as it was considered that there was a desperate need for specialised marine rescue capability for both Lake Jindabyne and Lake Eucumbene. Mr Threlfo began to build the Alpine Lakes Marine Rescue Unit in 2011. He stepped down in February 2013 from the Snowy River SES Unit and is currently Commander of the Marine Rescue Alpine Lakes Unit, which consists of 52 Members.

Mr Threlfo is widely known throughout the area for his leadership skills and expertise and for his knowledge of emergency operations management and has gained the respect of colleagues and members of the local community.

Emergency Services Medal (ESM) (continued)

Victoria

Mr Mark Raymond SCOTT, PO Box 525, Cranbourne Vic 3977

Mr Scott has been a member of the Wonthaggi Life Saving Club since 1969 and is the current President of the Club. His involvement in the governance of lifesaving began as the Wonthaggi club delegate to the Royal Life Saving Society of Australia, Victoria Branch (RLSSAV) Council of Life Saving Clubs. This Council's role was to provide a safe beach and aquatic environment.

In 1997 as a member of this Council, he stood for, and was elected to, the position of member of the RLSSAV's Board of Directors, a role that he holds today. With the amalgamation of RLSSAV and Surf Life Saving Victoria in 2004 to form Life Saving Victoria (LSV), which is now a full member of Emergency Services, he was also elected to the position of LSV Director Life Saving Operations Council (LSOC). He operated in this role for eight years and was involved in directing the ongoing development and implementation of the LSV mandatory lifesaving policies, procedures and accreditation standards required for the patrolled waters of Port Phillip Bay and the Victorian coast.

In 2012 after his term as LSV Director expired, he continued his volunteer involvement with his election to the LSOC Executive in the role of Emergency Services Officer. In this role he oversees the coordination of emergency management functions, including ensuring that duty officers are rostered for on-call emergency response duty. He also monitors the professional development and training of all Regional Officers and ensures that they are properly equipped and understand basic emergency management processes and procedures.

Additionally, in 1986 he was involved in the introduction of the Inflatable Rescue Craft (IRBs) and the development and production of the inaugural teaching, training and accreditation resources for IRB Drivers and Crew members of the 27 patrolling clubs around Port Phillip Bay.

Mr Scott during his long career has demonstrated a significant commitment to the lives and safety of users of the water environment in Victoria.

Emergency Services Medal (ESM) (continued)

Victoria (continued)

Mr Ross Gordon WILKINSON, PO Box 510, Shepparton Vic 3630

Mr Wilkinson has been an outstanding member of Shepparton Search and Rescue Squad (SS&RS) since 1996. During this time he has taken on leadership roles within the organisation and has been integral to driving change in our community. He has always played an active part in the training of all members, especially for new volunteers who join the SS&RS.

In 2014 he was appointed to the position of Training Coordinator in recognition of the part he plays and the skills he brings to the squad. He provides a structured approach to training and this is a significant factor in the professionalism that SS&RS volunteers bring to incidents they attend.

He has also been solely responsible for the project management of three significant purchase and build rescue and response vehicles for the SS&RS. He compiled a full project plan for each one, outlined fundraising activities, grants processes and other options to fund each project. He then wrote funding applications, designed the build, and oversaw each one to completion.

These projects have enabled SS&RS to completely modernise its fleet of vehicles and upgrade its response equipment to a level that is comparable or greater than all of the Volunteer Emergency Service units that operate within the region.

Mr Wilkinson is a leader who is well respected by his peers and by the community which he serves.

Queensland

Mr Maxwell Robert HUNTER, 5 Pierpoint Street, Stanthorpe Qld 4380

Mr Hunter has demonstrated outstanding commitment to Queensland State Emergency Service (QSES) volunteers in the Southern Downs region ensuring that the community is serviced by well-trained, resourced, operationally prepared and cohesive teams.

He is a dedicated, professional community member who is respected for delivering consistent, quality emergency services to the community of the Southern Downs. His leadership has been demonstrated across many roles and he has represented the QSES with distinction and enhanced the reputation of the QSES across the region and with local governments.

Mr Hunter's knowledge, leadership and composure have guided disaster response with confidence.

Emergency Services Medal (ESM) (continued)

Western Australia

Mr Brian Robert LUCY, 4/19 Southern Drive, Busselton WA 6280

Mr Lucy has been actively with the Busselton Volunteer Marine Rescue Group since 1983 and of which he is a founding member. During the planning and construction phases for the Group's new headquarters he took on the demanding role of building coordinator and contact.

Since 2002, he has held the position as Group Treasurer and has taken an active role in the development of a marine rescue cadet unit at Busselton. This has involved preparing administrative arrangements, acquiring cadet vessels and equipment, and developing training resources. He also trains new members in radio operations and runs the communications facility in a highly efficient manner.

Currently he is the Volunteer Marine Rescue Western Australia Association's South West Regional Commander and has responsibility for not only the five Marine Rescue Groups in his region, but to marine rescue across Western Australia.

Mr Lucy is highly regarded for his diligence and commitment to marine safety and to the broader community.

Emergency Services Medal (ESM) (continued)

Western Australia (continued)

Mr James Gregor MacLEAN, 74 Santiago Parkway, Ocean Reef WA 6027

Mr Maclean joined the Perth Unit of the Western Australia State Emergency Service (WA SES) in January 1982. He initially joined the Communications Section before moving into the Rescue Section. In 1989 he was appointed to the position of Deputy Local Manager and was instrumental in ensuring the smooth relocation of the Unit from Northbridge to Leederville. He held this position until 2007.

In 1994 the City of Perth SES was restructured into 4 municipalities. This coincided with the name change from the Perth SES Unit to the Northshore SES Unit, which now covers 9 local government areas. This was a unique change as Northshore was, and still remains, the only WA SES Unit to operate across so many local government areas.

In his positions at the Northshore Unit, namely as Deputy Local Manager and later as Local Manager, which he took on in 2007, he has been at the forefront in encouraging and maintaining close relationships with the local government areas and with other Government and Non-Government agencies. Additionally his passion and commitment to the SES has seen Unit membership numbers steadily increase and, as Local Manager, he was instrumental in developing an improved and more transparent management structure.

He is a qualified trainer/assessor for a range of SES courses and delivers training to members on almost all scheduled training courses undertaken by the Northshore Unit and often on training courses being conducted by other Units or by the DFES Academy. He also continues to make himself available for call-outs either as a Responder, in a damage mitigation team, or as an Operations Officer. Since 1994 he has been the Northshore SES representative for the Western Central Local Emergency Management Committee and, up until recently, was the representative for the City Of Perth Local Emergency Management Committee.

Mr Maclean has had significant involvement in all aspects of SES requirements over the past 33 years, playing an active role in numerous searches, and he is held in high regard by his colleagues and superiors.

Emergency Services Medal (ESM) (continued)

South Australia

Mr Anthony James SUMNER, Hallett SA 5419

Mr Sumner joined the South Australian State Emergency Service (SASES) in 1983 as a volunteer and founding member of the Hallett Unit. He was appointed as Unit Manager in 1987, and holds that position today. He has been a member of the SASES for 32 years and in that time has dedicated himself to the volunteers of the Unit and to the community of Hallett.

As a result of frequent operational responses, and their strategic location, the Hallett Unit is co-located with the Country Fire Service in a new facility. This move to new premises has given the Unit the opportunity to attract new members and further increase their operational capability. It has also allowed fostering of positive relationships between the SASES and CFS members and enabled both agencies to work together in multi-agency responses.

Mr Sumner's skills as a local trainer have been utilised for many years, but more recently he has mentored another unit member into the training role. His underlying desire is always to further the resilience of the unit by mentoring people into various administrative and leadership roles.

Located on the Barrier Highway, the volunteers of the Hallett Unit are frequently required to respond to significant road crash incidents involving seriously injured casualties or fatalities. Mr Sumner not only demonstrates great leadership skills at these incidents but always looks after his crew and others present making sure their physical and psychological wellbeing are also considered.

During his lengthy service, Mr Sumner has contributed greatly to the resilience and safety of the community, and he is well regarded for his commitment and dedication.

Emergency Services Medal (ESM) (continued)

Australian Capital Territory

Mr Paul Denis CORTESE, Uriarra Village ACT 2611

Mr Cortese has been a volunteer member of the ACT State Emergency Service (ACTSES) since 2001. Since joining the ACTSES he has held a number of volunteer and staff positions including Team Leader, Deputy Commander, Commander, Operations Support Officer and general member.

As Chair of the Principle Advisory Group, he led other volunteer commanders in working with the Chief Officer to undertake strategic decision making on behalf of all volunteers. He was also President of the ACTSES Volunteer Association and while in this role, he was proactive researching alternative funding sources for the volunteers to purchase additional resources for their association and SES Units.

As Operations Support Officer he has been instrumental in working with staff to ensure this new role provides strategic advice to the staff and practical assistance to the volunteer Units. All of these positions come with considerable responsibility and accountability. They all take significant commitment, energy and time.

On numerous occasions he has undertaken incident management roles such as Incident Controller, Division Commander or Operations Officer during a number of large-scale storm and flood operations in the ACT. He has demonstrated sound judgement and leadership skills whilst in these operational positions and because of his experience is often one of the first volunteers tasked with taking on a command role during such emergencies. Paul has also lead ACTSES members in support of local and interstate events and emergencies.

He is very active within the training of ACTSES volunteers and has assisted in developing courses on Operations Centre management, Logistics Officer and Staging Area Management and is currently the ACTSES Flood Boat Coordinator.

His work impacts across the whole Service and his experience is sought after from other volunteers and he is considered a mentor by many. By his demonstrated commitment Mr Cortese has added greatly to the ACTSES's ability to meet its legislative responsibilities in protecting the ACT Community.