

## **PUBLIC SERVICE MEDAL (PSM)**

### ***Federal***

**Dr Roslyn Kay BAXTER, O'Connor ACT 2602**

For outstanding public service through the design and implementation of social policy programs to improve the lives of vulnerable Australians.

Dr Baxter has had a diverse and distinguished career, characterised by a deep commitment to helping vulnerable people and overcoming inequality. She commenced her career as a social worker and has worked in state and federal government agencies. She was also a presiding member of the former Social Security Appeals Tribunal, and has been a consultant on a range of policy, program and regulatory issues.

Building on her passion for writing and empowering young women, she established the 'Tomorrow Girl' short story competition for Aboriginal and Torres Strait Islander high school girls living in remote communities.

As Group Manager of the Families Group at the Department of Social Services, her significant agenda of work has included the development and implementation of Federal violence against women policy and programs and the co-design and implementation of the Cashless Debit Card trials. She has been vital to the redesign of the Financial Wellbeing and Capability activity, and the development of the Third Action Plan of the National Framework for Protecting Australia's Children. The establishment of the National Redress Scheme for people who have experienced institutional child sexual abuse is another of her many achievements.

She has excelled in providing inspiring and stable leadership throughout the Scheme's design and implementation and worked hard to develop positions regarding the Scheme's design that were able to be supported by numerous stakeholder groups, including governments, organisations and survivors. An estimated 60,000 people who were abused as children are now able to access psychological counselling, a direct personal response from the responsible institution, and a monetary payment.

Dr Baxter's determination and leadership to establish the National Redress Scheme is evidence of her dedication to people who have survived abuse, and to the community of Australia.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Robert John BOLLARD**, Hughes ACT 2605

For outstanding public service through the delivery of initiatives to improve IP Australia's customer services and processes.

Mr Bollard has provided outstanding service by delivering initiatives to improve IP Australia's customer services and processes. His efforts have placed IP Australia at the forefront of Intellectual Property (IP) offices worldwide and also Australian government digital service delivery.

He has made IP Australia an exemplary citizen-driven innovator helping Australian businesses better interact with the IP system and maximise the value of their IP. These include: IP Folio, a digital wallet for IP and the first customer-focused app developed by any IP rights agency; Source IP, a digital marketplace facilitating access to public research sector IP; and, the virtual assistant Alex and Trade Mark Assist, an interactive tool to educate and assist SME trademark applicants.

He also manages the Rights in One Program (RIO), the largest business transformation undertaken by IP Australia. RIO is modernising IP Australia's major IP rights into a single system, through automation and artificial intelligence, and consolidating around 30 legacy ICT systems into a single system, including migrating 500 million records from a 20 year old mainframe computer.

He has led IP Australia's strategy to provide customers with efficient modern digital services, resulting in 99.6% of customer transactions now conducted digitally, up from 12% in 2012. He has also led IP Australia's involvement with the World Intellectual Property Organization's Web Application Programming Interfaces working group to create common IP standards for legal status data and the Intellectual Property Offices collaboration user group providing a forum for knowledge sharing on topics including centric data models and patent auto classification tools.

As a result of Mr Bollard's work, IP Australia has positioned itself as a global innovator leading the advancement of IP rights and as a leader in the successful provision of Australian Government digital service delivery focused on the needs of the customer.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Ryan Alexander FERNANDO**, Holder ACT 2611

For outstanding public service through improving the diagnosis and treatment of sleep apnoea.

Mr Fernando is highly regarded as a policy expert in thoracic and sleep medicine. His understanding of the clinical and administrative issues involved, and close collaboration with clinical experts and patient groups, has enabled him to play a critical role in the reform of Medicare funding for this important area of health care.

His work means that hundreds of thousands of Australians each year can now undergo sleep studies for diagnosis of obstructive sleep apnoea. Following a 2015 Medicare Review Taskforce review of the Medicare Benefits Schedule (MBS), he planned and managed the implementation of new MBS items, This included preparing educational materials to communicate MBS changes to the medical profession.

In 2017-18, more than 167,000 patients received a Medicare funded sleep study and more than \$191 million was paid in Medicare rebates for approximately 1.5 million services by sleep and respiratory physicians. He continually collaborates with doctors and other stakeholders to ensure the new items are used in accordance with the Taskforce's evidence based clinical practice recommendations.

Mr Fernando's personal contribution to developing this system has been very considerable and his commitment and ability to build and maintain effective relationships with the medical profession to achieve consensus has helped to improve the lives of many Australians.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Sarah Jane HITCHCOCK**, Gordon ACT 2906

For outstanding public service through the development and delivery of visitor services programs at the Australian War Memorial.

Mrs Hitchcock has demonstrated a commitment to visitor services and program development in support of the Australian War Memorial's program delivered prior to and during the Anzac Centenary 2014-2018 and has been the driving force for many successful programs at the memorial.

In 2013 she developed and delivered the Last Post ceremony program and, since that time, she has overseen its ongoing delivery and has worked with the members of the Australian Defence Force who read the stories and perform ceremonial duties. This can be an emotional journey in memory of family members through conflicts from the Boer War to Afghanistan.

She has also been instrumental in the professional leadership and capable delivery of Anzac Day and Remembrance Day commemorations for the visiting public. In recent years she has been a lead contributor to the development of the Anzac Centenary Planning Forum, the Department of Veterans' Affairs planning group for the 50th anniversary of the Vietnam War commemorative programs, and the Soldiers in Residence program.

Her most influential work has been leadership of the visitor experience to the Memorial during the Centenary of the First World War. During 2014-2018 her management and oversight has serviced almost 3.7 million visitors through the Memorial's front gates, including over 452,000 students participating in school programs. Almost 245,000 visitors have participated in 18,000 guided tours and there have been 516 VIP and head of state visits. Over 1500 Last Post ceremonies have also been delivered.

The success of Mrs Hitchcock's influence was demonstrated when the Australian War Memorial was voted the number one landmark in Australia by travellers in the 2016 Trip Advisor awards.

**Ms Michelle Anne LAUDER**, Hawker ACT 2614

For outstanding public service to natural resource management and forest policy development and implementation.

Ms Lauder is an exceptionally committed public servant who has, over a number of years, developed and delivered practical policies for sustainable use and management of natural resources with enduring benefits for industry, regional communities and the environment. She has worked diligently to build community participation in natural resources management and to develop networks between sectors and interest groups with different objectives.

In 2018 she delivered the Government's National Forests Industry Plan for the future of the forestry industry, 'Growing a Better Australia-A Billion Trees for Jobs and Growth', the first national forest statement since 1992. The Plan is supported by a program fund that promotes research and innovation as the key to productive, profitable and sustainable forest industries.

During 2017 and 2018 she led reviews of Australia's Regional Forestry Agreements and had extensions agreed to Tasmanian and New South Wales Agreements. These Agreements, developed in conjunction with the relevant states and the Department of the Environment and Energy, are plans for the sustainable management and conservation of Australia's native forests.

Ms Lauder's dedication, skill, knowledge and ability to design and deliver practical solutions that work for the community and work for industry make her an outstanding public servant.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Hilary Margaret MANSON**, Red Hill ACT 2603

For outstanding public service to the long term protection of Australia's community interests as General Counsel.

Ms Manson has had a dual role of providing high-level complex advice, and leading the in-house legal team, at the Department of Infrastructure, Regional Development and Cities. The advice that she has provided has been integral to the delivery of major infrastructure projects, including inland rail and the second Sydney airport, as well as programs that provide vital support for regional Australians, including the Building Better Regions Fund and the Regional Jobs and Investments Package.

She pioneered what is, today, a fairly widely used and understood model for the role of General Counsel to a Government department, but at the time of her secondment to the Department of Infrastructure, Regional Development and Cities in 2002, was not in wide-use amongst Commonwealth agencies. The way in which she has performed this role has helped transform the delivery of legal support services across the Australian Public Service.

She provides consistently high-quality strategic advice that is focused on practical solutions and the delivery of the Department's outcomes. Her timely advice, having appropriate regard to proportionate risk management, is provided across the full spectrum of the Department's responsibilities, namely transport policy and regulation, (aviation, maritime, motor vehicles), infrastructure funding and development, external territories, regional development, and local government.

Her involvement in the highest levels of decision-making enables the Department and its Ministers to draw on her vast knowledge and ensure that programs and policy are set on solid legal footing, with a keen eye towards the public interest.

The impact of Ms Manson's work has been significant and her advice and leadership within the Department supports government policy and programs that have a meaningful impact on all Australians.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Nerida O'LOUGHLIN**, Melbourne VIC 8009

For outstanding public service through contributions to a more digital Australia and government.

Ms O'Loughlin has made an outstanding contribution through her work on the Digital Switchover Taskforce, the transition of the Digital Transformation Organisation to the Digital Transformation Agency (DTA), and to reform of the Australian Communications and Media Authority (ACMA).

From 2011 to 2013 she led the Digital Switchover Taskforce, responsible for the policy and program issues underpinning the switchover from analogue to digital television in Australia. The digital dividend yielded approximately \$2 billion of additional revenue and became known as one of the biggest single technology transformation programs of the last decade.

In 2014 she took up the role of Deputy Secretary at the Department of Communications and the Arts leading media policy, online safety activities, and oversight of the national broadcasters and 12 cultural institutions. She led key reviews within the portfolio including an Efficiency Study of national broadcasters resulting in identified back office savings of approximately \$250 million, an ABC Q&A review, and a review of ACMA which made 27 recommendations all supported in principle by the Government.

In 2016 she took on the role of Chief Executive Officer of the DTA on an interim basis and refocused its role towards helping other agencies build capability in ICT project management.

Ms O'Loughlin was appointed Chair and Agency Head of the ACMA in October 2017.

Ms O'Loughlin is known for her capacity to support and deliver meaningful change for industry and the Australian community, with a strong emphasis on better services for vulnerable members of the community.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mrs Mary Beatrice O'REERI**, Broome WA 6725

For outstanding public service through contributions to improved outcomes for the Indigenous community, particularly in the Kimberley.

Mrs O'Reeri plays a significant leadership role in linking community with Government and her professional expertise and lived experience as an Indigenous women means she is able to create culturally safe and inviting spaces which allow the voice of communities to be heard by Government officials.

She is well known to, and respected by, senior government officials, Indigenous leaders, and community members for her tireless commitment and passion for her communities. She works tirelessly to make her community a better place and is dedicated to ensuring the aspirations and visions of communities are at the forefront of Government decision-making.

She has encouraged many other people, both Indigenous and non-Indigenous, to consider complicated and complex issues such as suicide and family violence and has led the way in taking a grass-roots approach to working with communities to tackle these issues.

In her role at the Department of the Prime Minister and Cabinet, she convened the inaugural Blank Page Summit in West Kimberley. People came to the Summit from communities across Australia representing diverse fields such as child protection, land management, mental health, academia, government, politics and a range of community-led initiatives. The results were immediate and tangible as people focused on creating 'suicide proof' communities in the wake of the summit.

Her work demonstrates the profound impact of grass roots initiative and leadership in resolving trauma and preserving life. The Summit was internationally recognised as starting an important conversation on how communities tackle suicide prevention in their own right.

Mrs O'Reeri has provided dedicated public service throughout her career and her efforts and achievements have significantly improved the lives of Indigenous people across Australia.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Matthew RAMAGE**, Wamboin NSW 2620

For outstanding public service through contributions to enhancing Australia's national security and economic prosperity.

Mr Ramage has made an exceptional contribution across policy development, program delivery and stakeholder engagement, which has shaped and driven Australia's national security and economic prosperity.

His recent work has directly supported the Australian Government's defence industry agenda, a major policy priority for the Defence portfolio. He led delivery of the Government's policy agenda to build a sovereign defence industry, with the capability, readiness and resilience to meet Australia's defence needs. He has successfully delivered the first Defence Industrial Capability Plan that provides a 10-year blueprint outlining the industrial base required to deliver the Government's 2016 Integrated Investment Program and the measures Defence will implement to ensure its success.

In early 2018 he was also responsible for delivering the first Defence Export Strategy, a key pillar of the Government's industry policy agenda. He has also been instrumental in resetting the relationship between Defence and industry, and establishing a new paradigm for managing Australian industry as a critical element of Australia's defence capability. Together, these initiatives mark a fundamental shift in Australia's defence industry policy settings.

Mr Ramage has demonstrated an unwavering commitment and outstanding contribution to create a solid foundation to help secure Australia's long-term defence, national security and economic prosperity.



## **PUBLIC SERVICE MEDAL (PSM)**

**Dr Olivia SAMARDZIC**, Kensington Park SA 5068

For outstanding public service in the application of science and technology to provide the Australian Defence Force with superior operational capability

Dr Samardzic led the development of the Eyesafe Attention Gaining Laser Emitter (EAGLE) technology which is used for safe checkpoint defence, saving lives. She has also led science and technology programs in both laser and missile warning. Missile warners detect emissions from rocket engines which enable these threats to be recognised and countermeasures implemented to protect aircraft in combat situations.

She has also led development of the Laser Optical Counter-surveillance System (LOCS), which is a laser-based surveillance countermeasure system for land environments, expected to be a critical system that will enhance the survivability of future land forces.

She recently completed a Defence Science Fellowship in the United Kingdom (UK) working with the UK Ministry of Defence laser scientists. Her work there extended to technology of eye protection for Defence and national security personnel. She and her team are recognised as national experts in this area, and have provided advice and support to police and other agencies in preparing for major events such as the 2014 G20 Summit in Brisbane.

She has had a defining impact on the Science, Technology, Engineering and Mathematics (STEM) community, particularly through activities promoting science to school students. She founded the South Australian Space School and led it for over 20 years. She has also held leadership positions on the Australian Institute of Physics, and helped in the development of the national physics strategy through her contribution to the decadal plans for physics from the Australian Academy of Science. Her leadership of STEM outreach and engagement is unparalleled within the Department of Defence.

Dr Samardzic has also engaged with the scientific community, nationally and internationally, to form relationships of benefit to Defence and to Australia.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Peter John SEARSTON**, Gulliver QLD 4812

For outstanding public service through expanding employment and career opportunities for Aboriginal and Torres Strait Islander people in Northern Queensland.

Mr Searston has taken a strategic approach to improving employment outcomes for Indigenous Australians in the Department of Human Services over the past 12 years. As each employee's capability has grown, he has encouraged them to pursue leadership positions, both within the Department and across the broader Australian Public Service (APS).

He has been a strong supporter of the Department's Indigenous Apprenticeship Programme since it began in 2008 and has effectively used Affirmative Measures and Identified Position strategies to attract Indigenous Australian applicants to roles. Leveraging the Indigenous networks of existing staff, he has ensured local Indigenous people in communities are aware of available opportunities. His innovative approach to staff retention has been highly successful and, as a result, it has been adopted at a national level.

He has also implemented face-to-face cultural awareness training and an Indigenous Leadership Development Pool to upskill and encourage aspiring Indigenous leaders. In 2018 he achieved his long-term goal of 30 per cent of staff in Zone Northern Queensland identifying as either Aboriginal or Torres Strait Islander.

Mr Searston's work has also enriched the lives of many non-Indigenous Australians through increased cultural awareness and competence, and improved the customer experience for Indigenous Australians attending the Department's Service Centres in Northern Queensland.

**Ms Beverley Maree SIMS**, Nicholls ACT 2913

For outstanding public service through the provision of executive support at the highest levels, and to fostering the development of public sector executive assistants.

Ms Sims has always performed above and beyond the normal requirements of any role she has undertaken and had a sustained high level focus on outcomes and recognisable benefits to colleagues, stakeholders and the workplace throughout her career.

In recent years she has been the force behind the professional and efficient operation of the Secretary's Office in different departments, the driver of systemic improvements to various departments, as well as an advocate for Executive Assistant (EA) Networks across the Australian Public Service (APS) and within the Department of the Prime Minister and Cabinet.

She was also integral to the establishment of the Department of Climate Change and Energy Efficiency, and provided exemplary support to the Secretary of the Department and the entire executive team in the challenging circumstances of the establishment of the Department.

Establishing a department requires the building of systems and a culture, elements often taken for granted in established organisations and she played a pivotal role in driving a professional, and also friendly, culture in the Department. Another example of her outstanding contribution, professionalism and dedication to the Australian Public Service is her driving of a central approach to the employment of Executive Assistants and fostering an environment that empowers and develops junior EAs.

Since taking on the role as Executive Assistant to the Secretary of the Department of the Prime Minister and Cabinet in 2017, and in addition to her workload supporting the Secretary, Ms Sims has also been vital to the reinvigoration of the Executive Assistants Network which now ensures regular communication sharing and events across the Australian Public Service.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Jennifer Therese TAYLOR**, Southbank VIC 3006

For outstanding public service through the reform of Comcare and to improving compensation and workplace health and safety outcomes.

Ms Taylor made a particularly significant and tangible contribution to public service in her role as the Chief Executive Officer (CEO) and sole Director of Comcare over a five year period. At the beginning of her tenure as CEO, the Government, its agencies and the public had lost confidence in Comcare's ability to manage a workers' compensation scheme for Commonwealth employees. The funding ratio was at an historic low and premiums for Government agencies in the scheme had increased significantly due to rising costs.

She introduced an open and collaborative change process to the Comcare business, and developed a clear strategic direction and priorities, as well as the ability to measure and be accountable for achievements. Changes were made in all areas of the Comcare business including regulatory operations, scheme management and corporate, and also included a new compliance and enforcement policy.

Under her leadership and guidance, the multi-faceted approach she implemented has delivered outstanding results. As at the end of 2016-17, the insured scheme was fully funded for the first time since 2010 and the cost of premiums for the 2017-18 financial year had seen a 36 percent reduction over the past 3 premium years. Most importantly, these reforms have improved the workplace health and safety outcomes for thousands of employees.

Ms Taylor has led the major turnaround of Comcare's performance, the most significant ever achieved in a workers' compensation scheme in Australia, and this has been achieved without legislative change.

### ***New South Wales***

**Mrs Cathie Therese ANGELKOVIC**, Elmore Vale NSW 2287

For outstanding public service to Revenue New South Wales.

As the Director of the Revenue NSW Collection Centre, Mrs Angelkovic has successfully transformed a service delivery centre that provided very basic information into an award winning collection centre, recognised nationally by both private and government industry groups.

Under her management, the Collection Centre has increased and expanded services to include Land Tax and State Debt enquiries, resulting in a significant increase in responses to enquiries, from just under 1 million enquiries in 2014 to 1.6 million in 2018.

She was also responsible for the implementation of outbound dialling at the Collection Centre and to date the Centre's outbound dialling process has served over 100,000 customers. During the first seven months the process generated over one million dollars in additional revenue, solely through its use on Saturdays. In 2014, the Expenditure Review Committee (ERC) approved the expansion of the Collection Centre to enable an increase in debt recoveries.

Mrs Angelkovic's commitment to outstanding customer service and continual improvement has seen the Collection Centre win industry awards and she has driven innovation and been instrumental in building the skills and capabilities of her staff to ensure they are equipped to deliver high quality customer service.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Robyn Louise AULD**, Wentworth Falls NSW 2782

For outstanding public service to victims of domestic violence, and to the New South Wales Police Force.

Ms Auld has been instrumental in shaping NSW Police Force policy and implementing reforms that have greatly impacted victims of domestic violence. She joined the NSW Police Force in 2006 and up until 2008 was the only dedicated Domestic Violence Policy Officer.

During her time with the NSW Police Force she has driven significant cultural change in relation to how domestic violence is viewed by police officers, and she has worked tirelessly to improve the way police deal with domestic violence. She has driven cross agency reforms in relation to risk identification and management, and worked in partnership with the Sex Crimes Squad to establish the NSW Police Force Child Well Being Unit.

She researched, advocated for, and managed the NSW Police Force implementation of the NSW Government's Safer Pathways - a coordinated service delivery model established to assist victims of domestic violence.

In 2018 she delivered the inaugural Australasian Police Domestic Violence Forum which brought together police from around the world to share learning outcomes related to domestic violence.

Ms Auld is a highly respected public servant who has shown an unwavering dedication to establishing cross agency collaboration, enhancing the support provided to victims of domestic violence, and establishing appropriate perpetrator interventions, all of which have benefitted the community of New South Wales.

**Mrs Lauri Jane FETTELL**, Broken Hill NSW 2880

For outstanding public service in the provision of customer service delivery in New South Wales.

During her career with the New South Wales public service over the past 22 years, Mrs Fettell has displayed dedication and commitment to the provision of exemplary customer service through her roles with Roads and Maritime Services and, more recently as the Centre Manager of Service NSW Service Centres in Goulburn, Queanbeyan, Broken Hill and Wentworth.

She is an exceptional leader and this has been demonstrated through her successful management of various Service NSW Service Centres across the state. She is also passionate about inspiring other leaders to invest in culture and values and this approach has resulted in a significant increase in staff engagement in the Service NSW Service Centres she works with.

In 2018 after just six months working at the Broken Hill Service Centre, Ms Fettell and her team achieved a 33% increase in digital transactions. Committed to providing staff with opportunities for growth and development she created a 10 week leadership course which she delivered to staff across the state.

Mrs Fettell has made a significant contribution to the improvement of staff culture and customer service provided in Service NSW Service Centres.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Glennys Louise JAMES**, Glenhaven NSW 2156

For outstanding public service to local government administration, and to town planning, in New South Wales.

Ms James has demonstrated outstanding public service to both Blacktown City, and to the profession of town planning, over a career spanning four decades.

During this time she has worked for 13 Mayors, was the first female Director appointed to the senior executive of Blacktown Council, and has carefully guided the significant growth and development of the Local Government Area from a population of 180,000 in the 1970s to the present day size of 360,000.

She is highly respected for her strategic foresight in the planning of new residential and employment areas, and in her guidance of the detailed assessment of development applications and new infrastructure which has supported the urban transformation of Blacktown City.

In the early 1980s she developed the first Section 94 Contributions Plan in New South Wales and her innovative approach in this new area of policy saw her win an award for Excellence in a Planning Document from the Royal Australian Planning Institute NSW in 1990.

She has forged strong trust with the development industry and her developer liaison program is highly regarded and has been recognised twice in the Urban Development Institute of Australia NSW Awards. In 2015 she was the major driver behind the City-wide Local Environmental Plan which has provided a new controlled growth strategy with new zoning for Blacktown and a further 20 year blueprint for growth.

Ms James is highly respected amongst colleagues, peers and external stakeholders, has been a role model and mentor to many colleagues over her career, and is a constant example of the highest professional standards.

## **PUBLIC SERVICE MEDAL (PSM)**

**Dr Palitha Ranjith KURUPPUARACHCHI**, Pagewood NSW 2035

For outstanding public service to the New South Wales Police Force, particularly to network communications.

Dr Kuruppuarachchi has made significant contributions to both the NSW Police Force and community of NSW throughout his 27 of service. He provides outstanding engineering leadership in support of a team of more than 100 technicians, tasked with maintaining the largest radio network of its kind in the southern hemisphere, and which is relied on by more than 16,500 front line police.

His career has focused on the development of a mission critical grade secure digital radio network. He is seen as the principal architect of the robust radio network across three major programs. The DIRAD program saw the digitalisation and encryption of radio communications in the Sydney, Newcastle and Wollongong regions and he led the final four years of the Radio Communications Maintenance Program, requiring the navigation of complex challenges.

He has also overseen the Police Communications Assurance Program which saw the replacement of portable and mobile (vehicle) radios across all digital areas. This work has allowed the NSW Police Force to operate across the state with secure and reliable communications. His contributions have been significant to community and officer safety across the state and ensure that the right policing services are delivered to the community as needed. Other areas of government regularly call upon him for considered and reliable advice on the radio communications industry.

Dr Kuruppuarachchi has served the New South Wales Police Force and the community of New South Wales with distinction.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Gail Marie LE BRANSKY**, Northwood NSW 2066

For outstanding public service in the delivery of transport services in New South Wales.

Ms Le Bransky joined Transport for New South Wales in 2013 and since that time she has been a driving force for change and transformation in the provision of transport services for customers across NSW, particularly for customers with a disability.

She developed the 2012-2017 Transport Disability Action Plan which sets Transport for NSW's goals and outcomes in improving the provision of transport services for people with disabilities. Ensuring engagement with key customer stakeholders, her work was widely praised by her colleagues, Transport for NSW executive, and key representatives of groups with disabilities.

Similarly, her involvement in the Opal ticketing system roll-out to the Greater Sydney, Wollongong, Newcastle and Blue Mountains regions allowed Transport for NSW to vastly improve its product and engagement models for its customers with a disability. She was instrumental in revising several schemes designed to alleviate cost of living pressures for people with a disability, such as the Taxi Transport Subsidy Scheme, and the School Student Transport Scheme, and in doing so significantly improved engagement with key customer stakeholders.

A champion of diversity and equity within the Transport cluster, she has shaped cluster-wide policy on disability access to transport, social access and inclusion programs and Indigenous policy and programs.

Ms Le Bransky's dedication has led to the delivery of meaningful and tangible outcomes that have benefitted all customers, particularly customers with a disability, the elderly, youth and people in rural and remote communities across New South Wales.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Donald Cameron McLENNAN**, Bossley Park NSW 2176

For outstanding public service through the delivery of Coronial Services in New South Wales.

Mr McLennan has made an outstanding contribution to the coronial jurisdiction, serving in the role of Manager Coronial Services, NSW Coroner's Court since 2004.

While his experience and knowledge of coronial jurisdiction is unlikely to be matched by anyone else in NSW, it is his personal attributes of professionalism, collaboration, empathy and humility that lie behind his outstanding service. This is most clearly demonstrated by his compassion and support for families who have lost someone in tragic circumstances. Well beyond the remit of his role he makes himself available 24 hours a day, seven days a week to ensure loved ones are returned to their families as soon as practicable.

He consistently exceeds expectations in his role, and ensures the efficient, effective and timely state-wide delivery of a high standard of executive support services to the State Coroner. He is known as the face of the Coroners Court, providing media liaison to increase public and client awareness and understanding of the operations of the Court and its jurisdiction. He is highly regarded by those who work with him, including colleagues from the NSW Department of Justice, NSW Police Force, NSW Department of Health and other stakeholders.

Mr McLennan is willingly shares his extensive knowledge to mentor others, particularly judicial officers and assistant coroners working in regional areas, and his service to the people of New South Wales is exemplary.

**Mr Craig Carlisle MOFFITT**, Jerilderie NSW 2716

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

Mr Moffitt has delivered outstanding public service to local government over a 48 year career, holding the position of General Manager in the three local government areas of Wakool Shire, Jerilderie Shire and the merged Murrumbidgee Council. He is recognised for his innovation, his steady leadership and his intellectual agility, adaptability and flexibility.

Among his many achievements as an administrator of low-resourced councils he has provided steadfast leadership to communities through drought, flood, fire, economic downturn and local government restructure. His achievements are many including innovative responses to local water trading and security; transport and road infrastructure development; and the provision of built community infrastructure.

He has driven environmental and economic outcomes that respond to unique local challenges, sustaining and growing smaller communities. He is an outstanding administrator, ensuring rural communities under his jurisdiction are economically stronger, more self-sufficient and have higher levels of engagement. He was instrumental in establishing a Business Hub in Moulamein, a NSW first-of-kind response. In Jerilderie, he championed a share-service arrangement, integrating a Community bank sub-branch into Council offices. He assisted private, public and community partnerships in aged care facilities.

Mr Moffitt's distinguished career is characterised by professional achievements and personal commitment in ably serving the people of New South Wales.



## **PUBLIC SERVICE MEDAL (PSM)**

### **Ms Janet Kathryn SCHORER, NSW**

For outstanding public service, particularly through the protection of children, in New South Wales.

Ms Schorer took over the leadership of a small but essential agency, the Office of the Children's Guardian (OCG), and within 18 months had transformed it into a thriving and rapidly growing organisation. Under her leadership, the OCG has grown to take on an expanded portfolio supported by an engaged and committed workforce.

She has developed and supported her team while the OCG extends its remit to include services under the National Disability Insurance Scheme (NDIS) screening, and the development of a Mandatory Child Safe Standards Regulatory Regime.

Her success at the OCG builds on her previous public sector achievements, including at Department of Premier and Cabinet where she managed the NSW transition to the NDIS across government, including negotiations with the Commonwealth to design the scheme. Prior to that, she managed Families NSW, led the establishment of integrated child and family centres with nine Indigenous communities, and led the expansion of the Staying Home Leaving Violence program across NSW.

Ms Schorer is the embodiment of a transformational leader, engendering trust and confidence within and external to the organisation, delivering positive outcomes directly benefiting children in New South Wales.

### **Mr Ronald David WRIGHT, Jannali NSW 2226**

For outstanding public service to skills development programs and infrastructure projects in New South Wales.

Mr Wright served the people of New South Wales with distinction throughout a career of almost 50 years. As Project Director Infrastructure at TAFE NSW, he was instrumental in delivering the Barangaroo Skills Exchange (BSX), a partnership between Lendlease and TAFE NSW to deliver on site training and up-skilling for workers involved in the construction of the Barangaroo project.

Under his management the project met or exceeded all its targets, including more than 1,000 apprenticeships provided with five per cent Indigenous participants, 11,000 workers trained, and more than 50,000 training outcomes. BSX was a world-first, global best-in-class government and industry partnership which has provided a significant social and economic return for the state. BSX has won numerous awards including the 2016 Winner of the Best Industry Collaboration Award at the Australian Training Awards, the 2016 Best Industry Collaboration at the NSW Training Awards, the 2016 Innovation Award from Property Council of NSW, and the 2014 NSW Premier's Partnership Award.

Based on the success of BSX he went on to help design and create the highly successful Infrastructure Skills Legacy Program, which has since been adopted as a standard for the NSW Government on all infrastructure projects. The Skills Exchange model he designed has become the standard-bearer for on-site skilling in the construction and infrastructure industries.

Mr Wright has been an exemplary public servant, one who has excelled in serving the people of New South Wales.

## **PUBLIC SERVICE MEDAL (PSM)**

### ***Victoria***

**Mr Ray BAIRD**, Lara VIC 3212

For outstanding public service to technology-enabled policy and service delivery reform in Victoria.

Mr Baird has shown exemplary leadership to transform the Victorian Department of Health and Human Service's approach to system development.

He has achieved this through innovation and commitment to the delivery of effective outcomes for Victorian citizens.

Mr Baird led the successful delivery of over 40 new business systems that have supported priority reforms and enabled significant improvements in front-line service delivery.

**Ms Jacqueline Ann KEARNEY**, VIC

For outstanding public service to innovative policy design and service delivery in Victoria.

Ms Kearney has dedicated her career to the pursuit of excellence in service delivery for older people, especially to those with life threatening conditions and chronic illness.

In her role as Assistant Director of Person Directed Care and Worker Wellbeing in the Victorian Department of Health and Human Services, Ms Kearney's policy vision has led to the development of major policy reforms, including the introduction of the Medical Treatment Planning and Decisions Act 2016, and the Voluntary Assisted Dying Act 2017.

**Dr Rebecca Justine KOGIOS**, Wonga Park VIC 3115

For outstanding public service to forensic science and public administration in support of community safety in Victoria.

Dr Kogios has initiated and led large scale reforms, including cultural and strategic change management programs in the Forensic Services department at Victoria Police.

Dr Kogios' leadership in driving excellence and innovation continues to have a direct and positive impact on frontline policing, as well as contributing, through science, to the reduction in the crime rate across Victoria.

**Dr Lindy LUMSDEN**, North Warrandyte VIC 3113

For outstanding public service to the conservation of native wildlife in Victoria.

As Principal Research Scientist in Wildlife Ecology at the Arthur Rylah Institute of the Department of Environment, Land, Water and Planning in Victoria Dr Lumsden's dedicated and committed service to wildlife conservation has been instrumental in the understanding and preservation of threatened fauna.

Dr Lumsden's research is providing important new insights into how to help these species survive and flourish in native forests in the face of increased bushfire risk and ongoing logging.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Peter Warwick MENKHORST**, Heidelberg Heights VIC 3081

For outstanding public service to science and biodiversity conservation in Victoria.

Mr Menkhorst in his role as Senior Zoologist, Waterbirds and Wetlands at the Arthur Rylah Institute in the Victoria Department of Environment, Land, Water and Planning has made significant and enduring contributions to research, management, policy and public awareness relating to the conservation of biodiversity in Australia, particularly in Victoria.

Mr Menkhorst has been one of the main contributors to many recovery plans for threatened species, and is a widely recognised expert on Australian mammals and birds.

**Ms Alison Patricia O'BRIEN**, Fitzroy VIC 3065

For outstanding public service to the provision of legal services to the Victorian public sector, particularly in the areas of constitutional and public law.

During her 20-year tenure with the Victorian Government Solicitors Office, Ms O'Brien has led significant law reform initiatives that have strengthened the justice system and the rule of law in Victoria.

Ms O'Brien has been involved in advising the highest levels of government on cases which have developed critical areas of Victoria's law.

**Mr Wayne Ronald TUNNECLIFFE**, Greensborough VIC 3088

For outstanding public service to the improvement of the institution of parliamentary democracy, particularly in Victoria.

Mr Tunnecliffe has made a significant contribution, over more than four decades, to parliamentary service in his role as Clerk of the Legislative Council in Victoria.

Latterly, he has continued to provide dedicated service to the Parliament of Fiji on behalf of the Parliament of Victoria.

Mr Tunnecliffe led an outstanding initiative in the creation of the Australian and New Zealand Association of Clerks at the Table and played a pivotal role in shaping the administration and procedures of the Legislative Council.

## **PUBLIC SERVICE MEDAL (PSM)**

### ***Queensland***

**Ms Kirstine Illene HARVIE**, Carindale QLD 4152

For outstanding public service through the provision of human services in Queensland.

Ms Harvie is an experienced and outstanding senior leader in the Queensland Public Service, with a strong record of driving significant reforms to transform human services and achieve better outcomes for the community.

Over the past 18 years she has held leadership positions across the education and training, child safety, communities and housing portfolios in the Queensland public sector. She is known as a strong and inclusive leader that can navigate complex reforms to tackle tough problems, using innovation, policy development, and end-to-end service management strategies to bring them to life.

Her focus on delivering better outcomes for the consumers of human services has underpinned her public sector career. Her dedication to service transformation that emphasises person-centred and place-based solutions has contributed to successful human service delivery across social policy portfolios. While having worked across these diverse, complex and challenging human service portfolios she has maintained a strong focus on, and commitment to, improving the lives of individuals, families and communities.

Ms Harvie holds strong values of a socially just and safe, caring and connected community in Queensland.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Rebecca Jane McGARRITY**, Ashgrove QLD 4060

For outstanding public service to social policy development in Queensland.

Ms McGarrity has more than 17 years' experience in public policy, and more specifically social policy development in Queensland's central policy agency. In her current role in Social Policy with the Department of the Premier and Cabinet (DPC), a position she has held for almost four years, she has a proven track record in delivering significant outcomes in social policy in areas of law and justice policy, including in complex policy project areas such as the Queensland Government's response to the Queensland Greyhound Racing Industry Commission of Inquiry.

She is also responsible for developing specific policy advice on key issues, providing high-level strategic analysis and advice for the Premier and Cabinet, along with the implementation of key government decisions. She leads a team of approximately 50 staff, who work on Cabinet and ministerial briefs, correspondence and other policy development tasks and provide strategic advice and analysis across the social policy portfolios.

She previously held the role of senior legal officer in the Crime and Corruption Commission (CCC) (formerly the CMC). One of her key achievements in this role was as the project manager for a capacity building project which produced resource material and an interactive workshop for Indigenous organisations to develop codes of conduct, a reporting process and disciplinary procedures.

Her expertise in social policy development has led her to act in the role of Deputy Director-General of Policy in DPC on several occasions and she has demonstrated that she is able to adapt her leadership style with a focus on better outcomes for the community.

Ms McGarrity is dedicated to developing well researched social policy and facilitating the delivery of the Government's priorities for the benefit of all Queenslanders.

**Mrs Kerry Louise PETERSEN**, Bardon QLD 4065

For outstanding public service to infrastructure projects and programs in Queensland.

Mrs Petersen has demonstrated inspiring leadership in the Queensland Public Sector over the past 28 years. During this time she has successfully led teams to deliver complex and significant public infrastructure programs and projects, including a six-year journey steering the Queensland Government's role in delivering the Gold Coast 2018 Commonwealth Games (GC2018).

Her experience, determination and collaborative leadership style has not only contributed to many successful outcomes for Queensland, but also inspired and influenced many public servants who have worked with her and benefited from her inclusive leadership style.

She is highly regarded for her ability to transform a bricks and mortar project into an opportunity to build relationships and partnerships to leverage the very best outcome for all, while bringing her team along on the journey and passing onto them her experience and knowledge.

Mrs Petersen's commitment and dedication to public administration and the community of Queensland is of the highest order.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Mark John PITT**, Kingaroy QLD 4610

For outstanding public service to local government in Queensland.

Mr Pitt has been a Local Government employee for approximately 20 years. During this time he has served in McKinlay Shire Council before moving to Bulloo Shire Council as Deputy Chief Executive Officer.

He then went on to serve as the Chief Executive Officer at a range of councils including at the Cook Shire Council, the North Burnett Regional Council, and he currently holds that position at the South Burnett Regional Council.

Commitment to his professional responsibilities as a Chief Executive Officer has seen him involving himself in the wider community in which he is living and working, including serving in roles with Rotary and Lions Service Clubs, Girl Guides, State Emergency Services (SES) and school P&Cs.

Additionally, he has been a board member of the Local Government Managers Australia , both in Queensland and Tasmania, and this involvement demonstrates his commitment to his peers and to networking with the community.

In 2013 he was awarded the prestigious Local Government Manager of the Year Award which is conferred on someone who demonstrates outstanding leadership and management excellence.

Mr Pitt has served the community of Queensland with dedication and distinction during his career.

## **PUBLIC SERVICE MEDAL (PSM)**

### ***Western Australia***

#### **Mrs Angela ELDER, WA**

For outstanding public service to native title policy and collaborative partnerships with the Indigenous community of Western Australia.

Mrs Elder has made an outstanding contribution to the Indigenous affairs portfolio during her 15 year career in native title and Indigenous policy offices in the Western Australian Government.

In her position in Recognition and Partnership Projects at the Department of the Premier and Cabinet, she has played a key role in brokering the Noongar South West Settlement, an historic native title agreement that represents the largest and most financially significant outcome for Indigenous people in the country. She is praised for her authentic and respectful approach to negotiations and ability to unite a range of stakeholders to foster mutually beneficial outcomes.

As part of the South West Settlement she liaised with the Noongar community on the form and content of the Noongar (Koorah, Nitja, Boordahwan) (Past, Present, Future) Recognition Act (WA) 2016. This legislation is the first in Western Australia to incorporate Indigenous language, to recognise the important relationship the Noongar people have with Noongar lands, and also the significant and unique contribution of the Noongar people to the heritage, cultural identity, community and economy of Western Australia.

Her exceptional policy development and practice expertise, and her unwavering commitment to collaborative partnerships with Noongar communities have been key enablers to the finalisation of the settlement.

Mrs Elder has developed a new way of working with Indigenous communities to promote mutually beneficial outcomes that have supported and created opportunities for reconciliation between First Nations people and the broader community of Western Australia.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Gail McGOWAN**, Nedlands WA 6009

For outstanding public service to land use planning and industry development in Western Australia.

Ms McGowan's career in the Western Australian public service has spanned executive roles in the Department of Consumer and Employment Protection, Department of State Development and Department of Planning, Lands and Heritage where she is currently the Director General. Before joining the Western Australian public sector, she held chief of staff roles for the Minister for Environment and Labour relations in Western Australia and for the Federal Minister for the Status of Women.

She has extensive public sector experience in land use planning and industry development having led some of Western Australia's most significant land planning and development projects. This has included providing key leadership, direction and strategic advice on significant industry, resource and energy projects including the Browse LNG project, Oakajee Port and Rail project, and the Ord East Kimberley Expansion.

Additionally, she has played a key role in adapting Western Australia's planning system to significant population and demographic changes, and driving the planning reform agenda.

She is a champion of diversity and gender equity, promoting a public sector culture that embraces diversity of opinion and leadership style. As a founding member of CEOs for Gender Equity and an active member of Chief Executive Women, she is a strong advocate for tackling the issues of gender balance in the workforce.

Ms McGowan's recent initiative of establishing a dedicated and visible senior executive position for an Aboriginal leader in her organisation has provided opportunities for others to adopt this model of executive development.



## **PUBLIC SERVICE MEDAL (PSM)**

**Mr John Kenneth TONDUT**, South Perth WA 6151

For outstanding public service to infrastructure project management, and procurement reform, in Western Australia.

Mr Tondut has made an outstanding contribution to public sector infrastructure and procurement in Western Australia during a career spanning more than 40 years. He commenced at the Metropolitan Water Board as a graduate engineer he held senior positions at the Building Management Authority (BMA), the Department of Treasury and Finance and, most recently, at the Departments of Treasury and Finance. Throughout his career he has led a number of significant projects and reforms that continue to positively impact on the public sector and the community.

As Principal Project Director for the Perth Stadium Project (2011-2018), he undertook a lead role in planning and delivering the Stadium infrastructure. This included managing the contract to design, build, partially finance and maintain the Stadium and surrounding parklands. Due to his expert advice, measured methodology, and dedicated leadership, the Perth Stadium was delivered ahead of schedule and to an overwhelmingly positive reception from the community. This outcome is testament to his ability to bring together a variety of stakeholders to deliver complex, multi-faceted major projects to an exceptional standard.

He also played a major role in improving the way procurement processes are undertaken in the public sector and the way Government building assets are managed in Western Australia. His role in leading Treasury's Procurement Reform Program (2003-2008) delivered significant savings and efficiencies for the State Government. The program's initiatives have been recognised internationally and as a benchmark.

Similarly, as the leader of BMA's strategic outsourcing (1993-1998) and more recently, Treasury's Works Reform Program (2009-2011), Mr Tondut played a major role in changing and improving the way Government building assets are managed in Western Australia.

## **PUBLIC SERVICE MEDAL (PSM)**

### ***South Australia***

**Mr Peter Bruce COPLEY**, Maylands SA 5069

For outstanding public service to conservation and the environment, and to biodiversity research and policy development, in South Australia.

Mr Copley has worked tirelessly for close to 40 years to lead, promote and achieve, the conservation of South Australia's environment and its biodiversity. He has made a remarkable contribution, both locally and nationally, to the conservation of threatened species, ecological communities, wildlife research, landscape threat abatement and biodiversity policy.

His work ethic and commitment is characterised by his collaborative style, particularly with traditional owners and he continues to voluntarily contribute time and knowledge outside of work, being a volunteer to a number of projects such as the restoration and recovery of threatened plants on Kangaroo Island and for the black-footed rock-wally recovery project in the Anangu Pitjantjatjara Yangkuntjatjara (APY) Lands.

He initiated and coordinated the biological survey of the APY Lands between 1989 and 2001 and has served as a member of several park co-management boards including with Mamugnari Conservation Park and the Lake Gairdner and Gawler Ranges National Park. He has conducted extensive remote and isolated field work and has worked and volunteered overseas with government, research institutions, and conservation Non-Government Organisations including in Peru, Scotland, Spain and Guyana.

He has also been a member of an Australian National Antarctic Research Expedition to sub-Antarctic Heard Island and has published of over 20 scientific papers, 50 scientific reports and was voluntary editor of Australian Mammalogy for two years. He is currently a member of 11 national threatened species and ecological community recovery teams.

He was also responsible for the establishment of the most successful threatened species recovery programs in South Australia. The first was Bounceback focused on the recovery of the yellow-footed rock-wallaby in South Australia. He then was co-founder of the Arid Recovery project near Roxby Downs in 1997. Arid Recovery is a partnership between BHP, government, the University of Adelaide, and the community to understand how to restore threatened mammal species that have been decimated by feral animals across the rest of the country. These groundbreaking projects have become a template for others nationally and internationally, applying science and innovation to achieve the recovery of threatened species.

Mr Copley has been a supporter and mentor to many junior scientists and officers, providing them with sage advice, contacts and insights, and his commitment to excellence in public administration, research, conservation and to the community of South Australia is most noteworthy.

## **PUBLIC SERVICE MEDAL (PSM)**

**Ms Alexandra Mary-Ellen REID, Mylor SA 5153**

For outstanding public service to the arts, culture and education, particularly through delivery of significant improvements to TAFE South Australia.

Ms Reid joined Country Arts SA in the early 1990s and worked with communities and artists in regional and remote areas of the state. During this time she brokered the first partnerships with the fledgling art centre movement in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands.

Later as Executive Director of Arts South Australia her leadership saw the development and construction of the Adelaide Film Studios in partnership with industry and the South Australian Film Commission.

Her work expanded to include leadership of the Aboriginal Affairs portfolio and during this time she brought these two sectors together through the early stewardship and creation of Tarnarhi, South Australia's largest Aboriginal arts festival.

In 2015 she took on the role of Deputy Chief Executive at the Department of State Development where she led initiatives including the former Government's response to the Stolen Generations reparations scheme and negotiations on agreement making with Indigenous South Australians. She brought together stakeholders from across government and communities to navigate the path of precedent-setting as the first Australian state to work in this way with first nation peoples.

In 2017, in her role as Interim Chief Executive of TAFE SA, she was faced with responding to difficult findings from the Australian Skills Quality Authority (ASQA). She dedicated herself and led her team with vigour and commitment and in 2018 TAFE SA received a clean bill of health from ASQA. This excellence in leadership led to not only a more productive and positive working culture across TAFE SA, but also improved service delivery for South Australians seeking education at TAFE.

Additionally she oversaw TAFE SA implementing a regime of continuous improvement through creation of a Quality Systems Improvement process. In addition to the positive ASQA findings, her legacy at TAFE SA is the establishment of a directorate for Quality, Teaching and Learning.

Ms Reid's untiring commitment to effective public administration, especially in the areas of the Arts, Aboriginal Affairs and Training and Further Education, has provided significant and ongoing benefits to the community of South Australia.

## **PUBLIC SERVICE MEDAL (PSM)**

**Mr Lachlan John SUTHERLAND**, Eden Hills SA 5050

For outstanding public service to the delivery of water infrastructure projects, and through cooperation with Indigenous communities in South Australia.

Mr Sutherland has been an outstanding public servant throughout his significant career and has consistently delivered outcomes that are beneficial to both the Department for Environment and Water, and to the Ngarrindjeri Nation, in South Australia.

He has been instrumental in developing the Coorong Lower Lakes and Murray Mouth Recovery project in partnership with the Ngarrindjeri Regional Authority (NRA) in a form that has produced positive outcomes for the South Australian Government, the South Australian Murray Darling Basin region, and the Ngarrindjeri nation. He was an integral part of the team that won the Australian River prize for the Ngarrindjeri programs that were put in place to address the millennium drought.

He has been crucial in facilitating and producing the administrative work needed to develop and facilitate joint working parties, statement of commitments, project reporting and education processes within the Department to enable projects and programs with the Ngarrindjeri to work. He has applied these skills in water resource planning across the South Australian Murray Darling Basin region and other parts of the state.

He has a high level understanding of Indigenous history, culture and Indigenous values and is able to expertly align these with Government policy. He's a leader in Indigenous engagement within the State Government with the experience and skills to be able to support a Country based approach which is at the heart of Indigenous identity, health and wellbeing.

He played a leading role in the KNYA taskforce, developing strategies, reports, long term plans and working collaboratively with the Ngarrindjeri leadership and others working in the taskforce space. He has been strategic in his thinking in accessing funding and program opportunities in collaboration with the State Government and Indigenous communities.

Mr Sutherland has worked with great effect with researchers, organisations and universities in South Australia, Australia and internationally in the context of Indigenous engagement in environmental and water management.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***Federal***

#### **Commander Amanda L KATES,**

Commander Kates commenced her career with the Australian Federal Police (AFP) in 1990. On completion of recruit training at the AFP College she graduated as a Constable before commencing in ACT Policing. She was promoted to the rank of Sergeant in 2006, to Superintendent in 2008 and in 2017 to her current rank of Commander.

The majority of her career has been dedicated to roles within the National portfolios and to International operations. These have included with ACT Policing, external territories (Jervis Bay and Christmas Island), Western Operations (Western Australia), Intelligence, Counter Terrorism, Protection including Close Personal Protection, International Operations and the AFP Operations and Coordination Centre (AOCC). She is currently the State Manager for Victoria and Tasmania.

She deployed overseas as a member of the 1st Contingent to Sudan, and also with the 5th Contingent to East Timor. She also deployed to the Northern Territory in 2007 as part of Taskforce Themis, and was a major contributor to the success of Operation FERIA.

Commander Kates has dedicated almost 30 years of service to the Australian Federal Police, and to the community, both nationally and internationally.

#### **Detective Sergeant Ronald Hubert MELIS,**

Detective Sergeant Melis commenced with the Australian Federal Police (AFP) in 1984 and on completion of recruit training at the AFP College, graduated as a Constable and began serving in ACT Policing. He was promoted to First Constable in 1988, attained his Detective designation in 1993, and was promoted to the rank of Sergeant in 2000.

He has dedicated his service to ACT Policing serving in various roles including, General Duties, with Road Safety Operations, Criminal Investigations, the ACT Fraud Branch, Traffic Operations, the Major Crime Branch, Prosecution and Judicial Support, and Learning and Development for both new Police Officer and Lateral Police Officer recruits.

He was instrumental in managing the ACT Mental Health Community Policing Initiative (MHCPI) introduced in 2011. He performed the role of the training manager for the program and was a major contributor in the development of the Roadside Drug Testing pilot program for the ACT.

He is currently undertaking the project officer role for the ACT's 'Policing for Tomorrows' project, as part of the ACT Policing's Futures Program.

Detective Sergeant Melis has served the Australian Federal Police, and the community of the Australian Capital Territory, with distinction for 35 years.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Superintendent Hilda SIREC,**

Detective Superintendent Sirec commenced with the Australian Federal Police (AFP) in 2001. On completion of recruit training at the AFP College she graduated as a Constable before commencing in ACT Policing.

The majority of her career has been dedicated to roles within ACT Policing, International Operations and Counter Terrorism. These roles have included, general duties policing, with both the Adult and the Child Sexual assault teams, in the Office of the Chief Police Officer, on Operation HALITE, City Beats Team, People Smuggling, Counter Terrorism and she held a pivotal role in Operation AREW, the AFP's investigation into the downing of Flight MH17 and the aftermath.

She was recently the Coordinator of the Joint Counter Terrorism Team (JCTT) in the Brisbane Office prior to her taking up the police Senior Liaison Officer position in Islamabad, Pakistan. She deployed to Afghanistan as a member of Operation ILLUMINATE in 2012, and then to the Ukraine as part of Operation AREW in 2014. She obtained her Detective designation in 2008, was promoted to the rank of Sergeant in 2010 and subsequently to Superintendent in 2017.

Detective Superintendent Sirec has served the Australian Federal Police, and the local and national community, with distinction over the past 18 years.

### ***New South Wales***

### **Detective Superintendent Jason William BOX,**

Detective Superintendent Box joined the New South Wales Police Force in 1989 and confirmed as a Constable at the Paddington Patrol. He was subsequently transferred to the Rose Bay Patrol and into his chosen career path of criminal investigation, notably with the Southern Region Special Crime Squad and Homicide Squad, before being promoted to the rank of Detective Sergeant at Sutherland Local Area Command in 2001.

He has, on a number of occasions during his career, been recognised for his dedication to duty and exemplary service. He was the lead investigator in the high profile Black Market Cafe triple murders in 1997 at Haymarket and was recognised with a Commander's Commendation for his commitment to service during the investigation. In 2001 he was a senior investigator into the murder of Senior Constable James Affleck at Campbelltown.

He was promoted to the rank of Inspector in 2004 at Marrickville Local Area Command in the role of Duty Officer. In 2007, he transferred to Newtown Local Area Command into the role of Crime Manager. In 2011, Detective Superintendent Box was promoted to Detective Superintendent, Eastern Suburbs Local Area Commander. Since 2018 he has performed duties in his current role of Commander, Sutherland Police Area Command.

As a Commander he has shown a genuine and passionate commitment towards improving the communities in which he works. Over time he has demonstrated a strong emphasis on establishing and maintaining effective relationships with the community. Additionally, as the Commander, Eastern Suburbs, he was the driving force behind a number of fundraising initiatives including for the Sydney Children's Hospital between 2011 and 2017.

Detective Superintendent Box is an accomplished police commander who has dedicated himself to the NSW Police Force, and to the people of New South Wales, for over 30 years.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Superintendent Scott Anthony COOK,**

Detective Superintendent Cook joined the NSW Police Force in 1988 and confirmed as a Constable at the Cabramatta Police Station. He performed general duties at Cabramatta Police Station until 1992 when he commenced his career in criminal investigation at the same location. He later moved to duty at Task Force Oak, the Homicide Squad and the Organised Crime Branch.

He was promoted to the rank of Detective Sergeant in 2001 at the Crime Agencies, Drug and Organised Crime Strike Force Program and to the rank of Detective Inspector in 2006 at the South East Asian Crime Squad. In 2009 he undertook duty at the Robbery and Serious Crime Squad before being promoted to the rank of Detective Superintendent, Commander Asian Crime Squad in 2010.

In 2015, he was appointed as the Commander, Organised Crime Squad and in 2017 he transferred to his current role as the Commander, Homicide Squad.

As the Commander of the Organised Crime Squad, he was instrumental in the squad's formation and the establishment of the first dedicated money laundering unit designed to work in partnership with domestic and international law enforcement agencies to identify, prosecute and dismantle high level international crime syndicates. The success of the squad's investigations are directly attributed to his leadership.

He was instrumental in the success of numerous large multijurisdictional investigations such as Strike Force FAIRLAWN, a 6 year investigation into high level crime networks operating in the USW, Mexico, Columbia and Canada.

He continues to be involved with Strike Force Millstream, an ongoing 4 year investigation partnering NSW Police Force with the Australian Federal Police, the NSW Crime Commission, the Australian Criminal Intelligence Commission and the US Federal Bureau of Investigation to target a transnational drug trafficking network, impacting NSW. At the Homicide Squad, he has enhanced the NSW Police Force response to unsolved homicides and oversees many highly sensitive and complex murder investigations.

Detective Superintendent Cook is an accomplished police commander who has provided dedicated service to the people of New South Wales for over 31 years.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Superintendent Christopher John CRANER,**

Superintendent Craner joined the New South Wales Police Force in 1990 and was confirmed as a Constable at Waverly Police Station where he performed general duties. In 1994 he transferred to the regional town of Wagga Wagga, continuing in general duties until 1995 when he transferred to the Riverina District Anti-Theft Squad. In 1997 he returned to Sydney at The Rocks Police Station where he commenced criminal investigation duties.

In 2002 he transferred to the Surry Hills Anti-Theft Unit and was subsequently promoted to the rank of Sergeant at City Central Transit Police, transferring to Kings Cross Police Station in 2004. He was promoted to the rank of Inspector as a Duty Officer at Burwood Local Area Command in 2006 and then transferred to City Central as a Duty Officer in 2010.

He was appointed as Staff Officer Southern Region in 2012 and promoted to the rank of Superintendent, Staff Officer Field Operations in June 2015.

In 2016, he was appointed to the position of Commander, Port Stephens Local Area Command and he was instrumental in gathering the community's confidence by arranging community forums, raising awareness of Domestic Violence which included the building of the first Domestic Violence Womens' Accommodation' by local police and the community.

Superintendent Craner has been an advocate for youth diversion through the PCYC, regularly spending quality time with children as part of the Rise Up program.

In mid-2017 he was appointed as the Chief of Staff to the Commissioner of Police where he remained until 2018 when he transferred to his current position as the Commander of the Wollongong Police District where he has again been recognised for his work with the community and youth of the Command.

Superintendent Craner is an accomplished police commander who has provided dedicated service to the people of New South Wales for over 29 years.



## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Chief Inspector Jason Paul DICKINSON,**

Detective Chief Inspector Dickinson joined the New South Wales Police Force in 1993 and was confirmed as a Constable at Fairfield Police Station where he performed general duties. In 1997 he commenced his career in criminal investigation at the same location. He has subsequently performed criminal investigation duties at Penrith, Drugs and Organised Crime Strike Force Program, Child Protection and Sex Crimes Squad, Fraud and Cyber Crime Squad, and the Homicide Squad.

In 2005 he led Strike Force Borang, the investigation into the attempted murder of Lauren Huxley and in 2007 he was instrumental in the investigation into a network of paedophiles. He coordinated the long term covert infiltration of the paedophile network with an undercover operative, being the first time it had been successfully achieved by any Australian jurisdiction. In 2015 he played a leading role in the complex multi-jurisdictional and high profile investigation into the murder of Karlie Jade Pearce-Stevenson in New South Wales and her young daughter Khandalyce Pearce who was found in South Australia.

He was promoted to the rank of Sergeant at the Child Protection and Sex Crimes Squad in 2004 and in 2009 was promoted to the rank of Inspector at the Fraud and Cybercrime Squad before transferring to his current position at the Homicide Squad in 2012. In 2013 he commenced in the role of Director of the Homicide Investigators Course as well as delivering training for experienced investigators on the Senior Detectives Course. He has continually improved the quality of homicide investigations in the state and ensured the highest level of service to victims and their families, as well as to the community.

Detective Chief Inspector Dickinson is an accomplished police officer with dedicated service to the people of New South Wales for over 26 years.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Superintendent Linda Jane HOWLETT,**

Detective Superintendent Howlett joined the New South Wales Police Force in 1981 and since then has performed duties in a number of different roles in her early years including with the Fraud Squad, Personnel Branch, Prosecuting and General Duties. In 1985 she transferred to Special Vice Squad, Gaming Section and commenced her career in criminal investigation.

She has undertaken criminal investigation roles in Drug Enforcement, Organised Crime, Homicide South East Asian Crime, Child Protection, Child Abuse, Sex Crimes and with the Financial Crimes Squad. She also has extensive experience in the investigation of organised and serious crime in local, national and international arenas.

During her career she has been instrumental to the investigation of a large number of shootings, murders and other serious crimes between 1999 and 2001 throughout Cabramatta and surrounding areas. While on secondment to the National Crime Authority she worked with Singapore Police in relation to the escape of Ian Saxon from Long Bay goal. As a result of the investigation, Saxon was ordered to repay the Australian government \$96 million dollars in laundered profits, believed to be the biggest proceeds of crime action in the world.

She was promoted to the rank of Inspector in 1999 at the Drugs and Organised Crime Strike Force and in 2014 she was promoted to the rank of Superintendent at the Sex Crimes Squad, transferring to her current position at Financial Crimes Squad in 2017. She was responsible for the establishment of the JIRT Referral Unit, and as the Commander, Sex Crimes Squad, she was involved in the implementation of changes to the classification system of child abuse material images and videos.

Detective Superintendent Howlett is an accomplished police commander who has provided dedicated service to the people of New South Wales for over 38 years.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Acting Assistant Commissioner Leanne Michelle McCUSKER,**

Acting Assistant Commissioner McCusker joined the New South Wales Police Force in 1988 and was confirmed as a Constable at The Rocks Police Station. She served in general duties at The Rocks and Redfern Police Station until 1994 when she commenced criminal investigation duties at Ultimo Police Station. Between 1996 and 2002 she performed criminal investigation duties at Randwick Police Station, later Eastern Beaches Local Area Command. She was promoted to the rank of Sergeant at Eastern Beaches Local Area Command in 2003 and subsequently she was promoted to the rank of Inspector as the Duty Officer, Botany Bay Local Area Command in 2006.

In 2008 she transferred to Redfern Local Area Command where she performed the role of Duty Officer until 2011 when she was appointed as the Crime Manager at the same location. Subsequently she was appointed to the role of Staff Officer, Professional Standards Command in 2013 and in 2014 she transferred to Central Metropolitan Region as the Staff Officer.

She was promoted to the rank of Superintendent as the Commander, Botany Bay Local Area Command in 2016. In 2018 she was appointed as the Commander, Kings Cross Local Area Command and since May of that year she has been temporarily appointed to the position of Commander, Human Resources Command where she has been instrumental in the restructure of the NSW Police Force.

Acting Assistant Commissioner McCusker is an accomplished police commander who has provided dedicated service to the people of New South Wales for over 31 years.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Superintendent Greg Paul MOORE,**

Detective Superintendent Moore joined the New South Wales Police Force in 1987 and was confirmed as a Constable at Petersham Police Station. He performed general duties at Ashfield and Petersham Police Stations until 1990 when he commenced his career in criminal investigation at Petersham. He undertook criminal investigation duties at Petersham and Hurstville until 1998 when he transferred to the Special Crime Unit.

In 2002 he was promoted to the rank of Detective Sergeant in the role of Senior Investigator, Special Crime Unit and in 2003 he transferred to Bourke Police Station in the role of Detective Sergeant, Criminal Investigation. Subsequently he was promoted to the rank of Inspector in 2004 as a Duty Officer at Darling River Local Area Command. In 2007 he transferred to the Richmond Local Area Command where he served as a Duty Officer until 2009. He was then appointed as the Crime Manager at the same location.

In 2013 he was promoted to the rank of Superintendent as the Commander, Darling River Local Area Command where he remains as the District Commander, Central North Police District.

As the Commander of the Darling River Local Area Command, now Central North Police District, he has implemented pilot programs and development strategies which have resulted in improvements in crime reduction, community engagement and relationships with the Indigenous community. He is the driving force behind the Maragnuka Hub in the town of Bourke. This group brings together government and local non-government agencies to address issues in a strategic multi-organisational approach. He has also been instrumental in the introduction of the Justice Reinvestment Program which has reduced crime and reoffending in the local Indigenous community.

Detective Superintendent Moore is an accomplished police commander who has provided dedicated service to the people of New South Wales for over 32 years.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Chief Superintendent Rodney James SMITH,**

Chief Superintendent Smith joined the New South Wales Police Force in 1989 and was confirmed as a Constable at Randwick Police Station where he served in general duties and the Eastern Suburbs District Special Operations Group until 1994 before transferring to Griffith Police Station. In 1996 he commenced criminal investigation duties at Wagga Wagga Police Station and in 2002 he was promoted to the rank of Sergeant as the Crime Coordinator, Wagga Wagga Local Area Command. In 2006, he returned to criminal investigation duties at the same location as Detective Sergeant.

He was promoted to the rank of Detective Inspector as the Crime Manager, Wagga Wagga Local Area Command in 2007 and subsequently he was promoted to the rank of Superintendent as the Commander, Monaro Local Area Command in 2013. He was appointed to his current role as the Commander, NSW Police Force Academy in 2018.

During his career, he has led major investigations and achieved significant reductions in crime, as well as initiatives relating to domestic violence and youth crime prevention. As the Commander, Monaro Local Area Command, he implemented the Youth Engagement Strategy with a purpose of building trust between police and young people. He also led operations in the NSW alpine region that led to a reduction in crime and enhanced safety.

In his current role as the Commander, NSW Police Academy, he recognises that student police officers are the future leaders of the NSW Police Force. His efforts to ensure that students receive the highest standard of training reflects his commitment to the NSW Police Force and the community it serves.

Chief Superintendent Smith is an accomplished police commander who has provided dedicated service to the people of New South Wales for over 30 years.

### ***Victoria***

### **Commander Lauren Elizabeth CALLAWAY,**

Commander Callaway is an inspirational leader in Victoria Police (VICPOL) who has contributed significantly to advancing women in policing through her own achievements, and through mentoring and coaching others.

She has influenced organisational policy and standards to better support women to achieve their career goals, engaged with the community to enable police responses to be tailored to diverse communities, and driven reform as the first female Chair of Victoria Police Legacy to ensure recognition and support for women and their families.

She actively strives to improve outcomes for women in policing by mentoring, providing advice and building strong supportive networks. She has directly challenged and provided advice that has resulted in changes to VICPOL's people development and diversity strategies. As a result, women in law enforcement are better supported in relation to flexible work arrangements and part-time employment so that future promotion and progression is not impacted.

Commander Callaway has not only improved outcomes for women in law enforcement, she has enhanced outcomes for women in the community, and she has served the community of Victoria and VICPOL with distinction throughout her career.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Superintendent David John CLAYTON,**

Superintendent Clayton has had a successful and diverse career with Victoria Police (VICPOL) and is highly regarded for his operational leadership and for having significantly contributed to enhancing policing practice and community safety in the state.

He has been instrumental in driving change in the manner in which police respond to critical and high risk incidents through the development of a range of training initiatives, including Hydra and Active Armed Offender training. Through these VICPOL is now better positioned to protect the community and meet the challenges of a contemporary policing environment.

Since 2016, he has successfully led the delivery of police service within the City of Melbourne. In this dynamic environment, he has been instrumental in improving community safety, particularly for international students and persons rough sleeping. His leadership as police forward commander in both the 2017 and 2018 critical incidents in Bourke Street Melbourne has been highly regarded. Since responding to these tragic incidents, he has worked tirelessly across government and community to develop a range of measures to better protect pedestrians, from vehicle borne threats in the Melbourne CBD.

Superintendent Clayton's dedication and commitment to VICPOL and to the community of Victoria throughout his policing career is of the highest order.

### **Detective Inspector Andrew Stephen GUSTKE,**

Detective Inspector Gustke is a career police officer who has served Victoria Police (VICPOL) for over 35 years. He has worked in the area of Criminal Investigations for over 27 years, protecting the rights of victims of crime.

His work experience is impressive and details some of the largest criminal investigations in the State of Victoria. This includes service on the Zenith Task Force which related to the abduction and the murder of six year old from Rosebud. He was the first officer to identify the prime suspect who was later charged with murder and sentenced to life imprisonment.

He was also involved in the investigations of a number of high profile and unsolved gangland murders that occurred in Victoria through the 1990 and 2000s. His work in Counter Terrorism investigations, such as the operation that prevented a terrorist attack on the Holsworthy Army base, sees him recognised as a subject matter expert.

He has demonstrated a strong commitment to community safety and has worked diligently to enhance VICPOL's joint relationships and expertise in the investigation of terrorism and serious organised crime.

Detective Inspector Gustke is a highly effective and professional leader who has given many years of dedicated and committed service to the community of Victoria.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Detective Senior Sergeant Craig Robert GYE,**

Detective Senior Sergeant Gye has served Victoria Police (VICPOL) for over 37 years. He has a distinguished career providing outstanding service to the community. He has contributed to the development of VICPOL by working tirelessly to ensure the Force responds professionally and compassionately to victims of sexual assault.

He was instrumental in setting up the Gippsland Multidisciplinary Centre to provide a safe environment for victims of sexual assault. He is passionate about protecting young people and has developed initiatives across VICPOL to protect children at risk from sexual assault.

He has been instrumental in helping to break down barriers and build relationships with migrant communities. This has included empowering South Sudanese women to work in partnership with police to understand cultural differences in respect of sexual assault.

He is highly respected as an expert in the investigation and response of sexual assault and has presented at forums and conferences. Additionally he is regarded as a supportive leader of his staff and has introduced a welfare model to ensure detectives who are exposed to traumatic details of sexual assault incidents are provided with access to mental health support.

Detective Senior Sergeant Gye is highly regarded for his commitment and dedication to the safety and protection of the community of Victoria.

### **Commander Andrea Leigh McALPINE,**

Commander McAlpine has been a member of Victoria Police (VICPOL) for over 23 years. She has had a diverse career which has allowed her to demonstrate her adaptability to situations of various types, including from country policing and training roles to managing critical incidents, and from managing internal and external stakeholders through to the development of high level strategies.

She has been responsible for overseeing specialist units, such as state level emergency management within the Critical Incident Response Team, the Special Operations Group, and the Bomb Response Unit - highly demanding and challenging positions, at the forefront of Victoria's Counter Terrorism response.

She is highly regarded, respected and admired by her peers, her personnel and her managers. In addition, her work in supporting other women for whom she is an outstanding role model.

Commander McAlpine is an exceptional officer and a proud member of VICPOL who is committed to achieving excellence in serving the community of Victoria.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Inspector Kathryn Ann RUDKINS,**

Inspector Rudkins has served in Victoria Police (VICPOL) for 35 years, and has worked in frontline general policing duties and specialist roles mainly within the North West Metropolitan region of Melbourne.

Since 2014 she has been the Local Area Commander in the difficult and highly challenging Melton Police Service Area and Local Government Area. She has provided outstanding service to the community and has successfully engaged in a significant number of committees, working groups and community projects and initiatives.

She makes the difficult task of community engagement appear easy with her relaxed and friendly approach. In contributing to the development and future of VICPOL she has demonstrated an understanding and knowledge of her staff and their issues, and through her support of their careers has enabled them to provide service excellence to the community. Her work will ensure positive and long lasting outcomes for both staff and the community she serves.

Inspector Rudkins has demonstrated strong leadership, is well regarded by the local community as a person of exceptionally high integrity who has exhibited outstanding police service to Victoria.

### ***Queensland***

### **Inspector Anthony David GRAHAM,**

Inspector Graham has demonstrated outstanding dedication, professionalism and integrity during his policing career of more than 36 years with the Queensland Police Service (QPS). He is recognised for his leadership and excellence in organisational improvement, criminal investigations, corporate management and operational planning.

He has been instrumental in developing and fostering innovation in policing practice and has served with distinction in a range of police appointments. He has performed general duties in some of the State's most remote areas, as well as metropolitan and regional centres. As a detective he was involved in complex and protracted investigations, and as an operational manager he was responsible for leading innovation and change in the area of operational support and research.

He has provided outstanding operational leadership and excelled in the area of corporate management and is well regarded for his competence and approach. His professionalism, expertise and leadership have earned him the respect of his peers and the support of his subordinates.

Inspector Graham is recognised for his commitment to continuous improvement in policing practices, his pursuit of excellence in a wide range of policing areas, and he exemplifies QPS's commitment to courage, fairness and pride.



## **AUSTRALIAN POLICE MEDAL (APM)**

### **Sergeant Glen John GUNTHORPE,**

Sergeant Gunthorpe is recognised for his dedication to Queensland Police Service (QPS) and for his success and effectiveness in working in partnership with community groups to achieve positive outcomes. His professionalism, expertise and leadership have earned him the respect of his peers and the support of his community.

During his career he has fostered community relationships with various sporting associations and charity organisations. He has been actively involved with community activities on a voluntary basis, and has positively impacted a number of young people. He receives consistent accolades from community members through letters of support and certificates of appreciation.

He has demonstrated outstanding commitment to duty, particularly to the area of the Water Police and has been instrumental in co-ordinating search and rescue operations, often at great personal risk

Sergeant Gunthorpe's loyalty, integrity, discretion and professionalism are qualities that reflect the high standards expected of a QPS officer and he has given long and valued service to the community of Queensland.

### **Chief Superintendent Benjamin Roland MARCUS,**

Chief Superintendent Marcus has demonstrated outstanding dedication and commitment during his career with the Queensland Police Service (QPS). He has served the community of Queensland with distinction in a range of policing appointments.

His skill and expertise in operational policing practices, and organisational improvement and change management have contributed to his effectiveness in key positions in both operational and corporate sections of the QPS. His approach to his own professional development and the encouragement of police officers to seek out higher education and development opportunities are indicative of his commitment to continuous improvement.

Amongst other achievements he has successfully completed police executive leadership programs at the Australian Institute of Police Management and the University of Cambridge (Institute of Criminology), the latter as part of the Wakefield Scholarship. He has also voluntarily served as an academic supervisor and assessor for policing and defence doctoral candidates since 2007.

Chief Superintendent Marcus is respected by his peers, is seen as a role model for QPS officers, and his leadership abilities and professionalism are qualities that reflect the high standards expected of an officer of the Queensland Police Service.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Sergeant Megan Elizabeth OWENS,**

Sergeant Owens is recognised for her outstanding leadership, professionalism and expertise in investigative practice over her 28 years of service within the Queensland Police Service (QPS).

She has demonstrated commitment, skill and excellence in working to advance the interests of all staff within the QPS. She has served the community of Queensland with distinction in a range of police appointments, including in urban and regional areas, and as a detective in small and large investigative units. She is highly respected amongst her peers and supervisors alike, as well as by the community she serves.

She has received significant recognition throughout her career for crime prevention and detection activities. However, her drive and tenacity has seen her not only achieve many successes in her chosen path as an investigator, but continued successes in traditionally non-operational roles.

Sergeant Owen's leadership abilities and professionalism are qualities that reflect the high standards expected of an investigator and an officer of the Queensland Police Service, and she continues to serve the community of Queensland with distinction.

### **Inspector Stephen James PYNE, QLD**

Inspector Pyne has demonstrated outstanding dedication and personal commitment during his career with the Queensland Police Service (QPS). He is recognised for his leadership and excellence in organisational improvement and operational planning. He has displayed commitment, skill and excellence in developing and fostering innovation in policing practice, particularly with at risk youth.

Project Booyah was created to facilitate improved engagement of at risk young people and divert them from the criminal justice system. He has served with distinction in a range of police appointments during his career. His professionalism, expertise and leadership in operational and corporate roles have earned the respect of his peers and the support of his subordinates.

He is recognised for his innovation and engagement of vulnerable communities and targeted approach to promoting personal development of young people by assisting them to reach their full potential. He is a role model for other officers and he reflects the high standards expected of QPS officers.

Inspector Pyne is acknowledged as a leader who can identify opportunities, develop collaborative partnerships and implement change for the Queensland Police Service and the community.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Senior Sergeant Kate Maree TEASDALE, QLD**

Senior Sergeant Teasdale has been a professional and dedicated police officer during her career with the Queensland Police Service (QPS). Her skill and expertise in operational policing, business improvement practices, and strategic planning have provided a vital contribution to both front line and support locations throughout the State. Senior

She is acknowledged for her service to the rural and remote locations of Queensland. Her service at Charleville and Longreach developed her strong sense of resourcefulness and team work, while continually maintaining her desire to fulfil the values of the QPS. She became a passionate supporter of victims of crime, and her dedication to this task has earned the respect of her peers, and the support of the community.

Her commitment and expertise in operational policing have contributed to her effectiveness in delivering organisational improvement opportunities, which was a reflection of her perseverance, determination and desire to improve the workplace of her fellow officers. She recently led the QPS Housing Policy Project Team to plan, design and implement the State Housing Policy, which required vision and considerable analytical ability to develop a consistent and comprehensive package tailored towards enhancing the standard of police accommodation.

Senior Sergeant Teasdale has shown outstanding dedication to the QPS and her high personal standards demonstrate a commitment to upholding community values and improving policing services.

### **Senior Sergeant Melanie Ann WILKINS,**

Senior Sergeant Wilkins has served the Queensland Police Service (QPS) for over 28 years and she performed in operational areas including General Duties, Criminal Investigation Branch, State Crime Command, Criminal Justice Commission, and the Ethical Standards Command.

She has worked as the Manager, QPS Honours and Awards since 2010, and is recognised for her absolute dedication in this role. She has been an integral driver of significant changes to the QPS Honours and Awards system, in particular the creation of several new awards and following up on the recognition of retired members with service and Bravery Awards.

She has researched several cases of historical fallen police officers resulting in them being successfully included in the QPS Honour Roll and memorials, including the National Police Memorial. She continuously researches Constables who died whilst on active service during WW1 including locating where they are memorialised on local war memorials in Queensland, interstate and overseas, and annually organises for personalised Anzac Day poppy wreaths to be laid at these memorials.

Senior Sergeant Wilkins is a highly respected member of the QPS who has demonstrated outstanding dedication and commitment to members of the Service and to the community.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***Western Australia***

#### **Senior Sergeant Peter John HEALY,**

Senior Sergeant Healy commenced his career with the Western Australia Police Force (WAPOL) in June 1991 serving in metropolitan stations before transferring to Kalgoorlie in 1997 as a General Duties Officer. In 1998 he returned to Perth to pursue a career as a Detective. Since that time he has worked in a number of Detective Offices including Major Fraud Squad, State Intelligence and Organised Crime Squad before being promoted to Senior Sergeant of the Organised Crime Squad in 2015.

As a Senior Constable/Acting Sergeant at the West Metropolitan District in 2006, he was responsible for leading a team to target active offenders in the district who were committing significant burglaries and which ultimately lead to the arrest of serial offenders for numerous burglary, robbery and sex related offences.

Whilst at the Organised Crime Squad from 2012 to 2018, he led a number of major investigations into the importation of methamphetamine into Western Australia, making significant seizures and apprehending members of international organised crime syndicates. In February 2018 he commenced as the Officer in Charge of the Kalgoorlie Police Station. His accumulated wealth of knowledge and skill has been the driving force behind Operation Fortitude, an ongoing operation to reduce crime, disrupt the supply of illicit drugs, and tackle anti-social behaviour in the Kalgoorlie-Boulder community. Under his leadership, Operation Fortitude has seen the seizure of large quantities of methamphetamine and cannabis and the apprehension of 40 people for crime and drug offences.

He has also developed many effective working relationships with key people in the local community and continues to work collaboratively with others to reduce youth offending and build positive relationships with the Indigenous community.

Senior Sergeant Healy has demonstrated dedication and leadership throughout his policing career in both metropolitan and regional Western Australia.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Brevet Sergeant Wendy Constance KELLY,**

Brevet Sergeant Kelly joined the Western Australia Police Force (WAPOL) as an Aboriginal Police Liaison Officer (APLO) in 1999, working with the Aboriginal Affairs Unit and Mirrabooka Police Station before transferring to Wiluna Police Station. In 2006 she transitioned from APLO to Constable, undertaking a variety of Patrol/Inquiry Officer roles in regional and remote areas of Western Australia, including at the Cue and Mount Magnet Police Stations. On a number of occasions between 2007 and 2014 she also acted as the Officer in Charge of these and other local stations. She rapidly built a positive rapport with Indigenous communities and other local communities and businesses, bridging the gap and providing leadership.

In 2015 she transferred to Meekatharra Police Station, and then took up a post as the Youth Crime Intervention Officer with Mid West-Gascoyne Youth Policing in 2016. She then transferred to Warakurna MFPP in 2017, where she currently serves. Warakurna MFPP is policed by two sworn Indigenous officers, who also cover two other nearby communities. Since her arrival at Warakurna the crime rate has dropped as a result of her engagement with the community.

She had also developed a very good working and family relationship with an EX-APLO whilst based at the Wiluna Police Station, who was highly respected in a number of Indigenous communities in and around Wiluna, and an initiated Elder, so far as traditional lore relates. She overcame a number of barriers to become well liked and respected with both the Indigenous and non-Indigenous community.

Brevet Sergeant Kelly's work ethic, leadership, ability to engage the community and be a role model for Indigenous youth in the communities where she has lived and worked is exemplary.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Superintendent Gregory Wallace KNOTT,**

Superintendent Knott joined the Western Australia Police Force (WAPOL) in 1983 and served in regional stations before returning to Perth in 2000. He was promoted to the rank of Senior Sergeant in 2001 at the Southern Regional Office and in 2003 he was appointed as the Officer in Charge Water Police. He was promoted to Inspector in 2004 as the Assistant District Officer East Metropolitan District Office and further promoted to Superintendent in August 2014 to the position of Liaison Officer for Prosecuting Services Divisional Office.

As Assistant Divisional Officer for the Emergency Management and Counter Terrorism Division, he made a significant contribution to the area of Emergency Management. Some of his achievements in this area include the successful development and implementation of ANZCTC National Active Shooter Guidelines for Places of Mass Gathering for all Australian Police jurisdictions; the development, design and implementation of the Exercise Program for Operation Demille CHOGM 2011; and personnel deployment coordination to New Zealand in response to the 2011 Christchurch Earthquake.

In his role as Superintendent of Police Prosecuting Division and Director of Public Prosecutions Liaison Officer, he led and managed the administration of the Prosecuting Services Division and criminal prosecutions as the prosecuting authority for the WAPOL. He maintained an effective liaison between WAPOL and the Office of the Director of Public Prosecutions (OPP) WA. He has been a key driver in strengthening positive relationships within the legal community, inclusive of the judiciary and senior Executive Officers from within key government and non-government legal service providers. Through these enhanced relationships he has promoted the views of WAPOL and directly contributed to reform agendas which promote greater efficiency within judicial processes.

He was also the Project Senior User in the successful development and implementation of the new electronic Prosecution System. In this role his professionalism, persistence and knowledge of frontline operations and agency business requirements ensured the delivery of a sound Prosecutions System and his contribution produced greater efficiency substantially enhancing operations for that area. He also volunteered and represented the Western Australia Police Force as an Honorary Aide-de-Camp to two WA State Governors from 2004-2009.

Superintendent Knott has served WAPOL and the community of Western Australia with distinction and dedication for over 36 years.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Sergeant Ian STEWART,**

Sergeant Stewart commenced his career with the Western Australia Police Force (WAPOL) in 2006 after 5 years' service as a Police Constable with the Strathclyde Police in Scotland. He graduated as a patrol/enquiry officer and worked at South Metropolitan Traffic and Crash Investigations, South Metropolitan Staff Officer and then at Murdoch Police Station before being promoted to the rank of Sergeant in 2013 as the Officer in Charge and Drum Major of WAPOL's Pipe Band.

He plays an integral role in ensuring the band performs at the optimum level, using the power of music and positive interaction to break down the barriers between the community and police. He has helped lead the Band to a number of State and National championships and in 2014 and 2016, under his leadership, WA Police Pipe Band was again awarded the Australian Grade 1 Pipe Band Champion at the National Championships again defending their National Title won back in 2012.

In addition to supporting Frontline Services two days a week, the band performs at approximately 250 policing and community events each year and these events include WA Police Graduations, Police Funerals and ceremonies, schools, youth centres, aged care facilities and other government agencies. Community engagements include leading the band through their 50th anniversary year, International Arts Festivals, Blues Festivals, Perth Royal Show, just to name but a few. He and other band members have performed at the Royal Edinburgh Military Tattoo in Melbourne as well as and on stage with music legends Sir Paul McCartney, Jimmy Barnes and Andre Rieu. He enthusiastically leads the band as Officer in Charge and Drum Major representing WAPOL at many agency and community engagements.

Sergeant Stewart's willingness and strong leadership in positively enhancing the Force's reputation brings great credit to himself and to Western Australia's Police Force.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***South Australia***

#### **Senior Constable First Class Michael Paul KLOSE,**

Senior Constable First Class Klose joined South Australia Police (SAPOL) in 1986 and has served in uniform patrols at the former Eastern and Western Local Service Areas, and with Public Transport Safety Branch.

For the past 19 years, in addition to his operational duties, he has made an outstanding contribution to the development and deployment of police bicycle patrols. His efforts have been integral to enabling SAPOL to respond to a range of policing tasks where the use of bicycle patrols is significantly more advantageous than other forms of policing. He has continually updated his knowledge and skills in this area and has ensured the contemporary integration of bicycle patrols into general policing activities.

His dedicated work and his role as a corporate supervisor for bicycle patrols has ensured that SAPOL provides a highly visible bicycle patrol presence at a range of community events including the Christmas Pageant, the Adelaide 500, and the Royal Adelaide Show. The use of bicycle patrols at events provides a unique level of mobility for officers and a valuable opportunity for positive interaction with the community.

He has also provided a long-term commitment to cycling events within South Australia, in particular the Tour Down Under and SAPOL's Ride Like Crazy charity event. He has played a significant role in providing expert advice to organisers and planners through his local knowledge, excellent understanding of traffic management and logistical aid to deploying bicycle patrols.

It is recognised that SAPOL's successful integration of bicycle patrols into general police activities is largely due to high level of commitment of Senior Constable First Class Klose.



## **AUSTRALIAN POLICE MEDAL (APM)**

### **Senior Sergeant First Class Darren MULDER,**

Senior Sergeant First Class Mulders joined South Australia Police (SAPOL) in 1990 and initially served as a general duties patrol officer in the City Watch House, suburban police stations and Sturt patrols. He was promoted to Sergeant in 2003, working in managerial positions in the Call Centre, before being seconded in 2005 to play a key role in the implementation of the Constable Development Program review recommendations.

Since being promoted to Senior Sergeant in 2006 he has excelled within PSSB as Officer in Charge, Security Control Centre where he oversees an integral component of SAPOL and the State Government's security arrangements for critical infrastructure and high-risk assets. He maintains high staff morale by developing and supporting a diverse and capable workforce that adopts flexible working practices and manages change well.

He has been influential in remodelling the Security Control Centre's physical layout; introducing technology efficiencies with electronic journals and work orders and in managing the successful transition to the Patriot software to further improve police response time to alarm activations. He has provided significant strategic advice to inform the State Government's \$5 million funding for additional positions and CCTV resources.

Highly regarded for his understanding, influence and reputation, he is regularly sought for technical advice within SAPOL and by state and local governments. He is the Chairperson of the CCTV Management Group and a member of industry related committees including the CCTV Strategy Group, SAC Emergency Management Group and SAC Tenancy Group.

Senior Sergeant First Class Mulders has consistently achieved results, proactively managed change and increasing workloads, implemented new technology; and enhanced the capacity and professionalism of staff thereby ensuring the safety of the community of South Australia.

## **AUSTRALIAN POLICE MEDAL (APM)**

### **Assistant Commissioner Philip Lachlan NEWITT,**

Assistant Commissioner Newitt joined South Australia Police (SAPOL) in 1990 and since that time has served with distinction in uniform and specialist areas including patrols and Criminal Investigation Branch. He was promoted to Inspector in 2006 and then to Assistant Commissioner in 2015.

As a senior officer he managed a diverse range of areas and directly influenced and contributed to significant operational and strategic outcomes including positively influencing workplace culture through his role in implementing SAPOL's service excellence framework.

As Officer in Charge, Emergency and Major Events Section, he successfully managed the first Commonwealth Government 'Community Cabinet' and also addressed significant budgetary issues to ensure appropriate spending and maximisation of state's emergency services and critical infrastructure training. At Major Crash Investigation Section he developed and managed Operation Diagonal which disrupted and dismantled organised 'hoon' driving clubs and he also led a comprehensive review and rewrite of the Major Crash Investigator training course to improve serious collision investigation outcomes.

He was vital to the development and implementation of SAPOL's Outlaw Motorcycle Gangs Management Plan and complementary development of unique Joint Agency Agreements with the Australian Tax Office within complex national and international crime groups. This significantly impacted on the business model of organised crime gangs.

He managed and executed development of the new Firearms Act 2015 and Firearms Regulations 2017 and contributed significantly in the role in the Criminal Justice Sector Reform Council environment. In his current role he continues to identify opportunities for improving the criminal justice system.

Assistant Commissioner Newitt is a committed leader and executive with an enviable reputation established within policing, government and the community and his achievements will benefit SAPOL, and the community, well into the future.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***Tasmania***

#### **Assistant Commissioner Jonathan Craig HIGGINS,**

Assistant Commissioner Higgins joined Tasmania Police in 1999 and on graduation served in the Launceston Uniform Division where he was confirmed as a Constable. In 2001 he moved to the George Town Uniform Division with a secondary role with the Northern District Search and Rescue. He then served at the Launceston CIB in 2003 and as Sergeant, Northern Drug Investigation Services in 2006.

He later moved as a Senior Sergeant with the Northern Public Order Response Team in 2009 and in 2010 again served in the Launceston CIB as the Senior Sergeant overseeing Launceston CIB and Northern Drug Investigation Services. He became Inspector at Employee Services in 2015 and Commander of Western District in 2017 and subsequently promoted to Assistant Commissioner responsible for the Specialist Support Portfolio in 2018.

He fosters teamwork, motivates staff to overcome challenges, leads by example and demonstrates high-level initiative. He has also had secondary roles in counter terrorism, in the Australian Police Industrial Relations and Gender Diversity Working Groups, and in the Australian Fire and Emergency Fire Authority Council.

Over the past 20 years he has developed a high-level knowledge and sound understanding of policing. He is an inclusive leader, who develops strong and effective stakeholder relationships to achieve positive organisational outcomes and drive cultural change.

Assistant Commissioner Higgins brings commitment to inclusion, diversity, and workforce engagement to the Tasmania Police to provide the best outcomes for community safety in Tasmania.

## **AUSTRALIAN POLICE MEDAL (APM)**

### ***Northern Territory***

#### **Senior Constable Keith Richards CURRIE,**

Senior Constable Currie joined the Northern Territory (NT) Police Force (NTPF) in 1978 and, following time in Darwin, served in Alice Springs, Avon Downs, Ali Curung and Tennant Creek. His ongoing police career took him to Borroloola from 1993 to 1998, before moving to Katherine Police Station. He also undertook relieving duties at many communities within the southern and central areas of the Northern Territory.

He is a recognised part of the Katherine community and is currently a serving member of the Northern Crime Scene Examination Unit attached to the Katherine Police Station where he was the founding member of the Katherine Crime Scene Unit in 2007.

He is a dedicated police officer and freely offers his time, and extensive knowledge and advice to newly appointed officers. He provides training on scene preservation and evidence collection recording and through workplace and community engagement practical application pertaining to crime prevention.

He also dedicates his free time to supporting the Neighbourhood Watch NT (NHWNT) and Crime Stoppers initiatives. He joined the NHWNT soon after arriving in Katherine in 1999, and has been an influential contributor to implementing the Crime Prevention Through Environmental Design (CPTED) Program. He is an annual volunteer at the Teddy Bears Picnic in Katherine and engages with local community members regarding crime prevention and awareness. He frequently meets with local stakeholders and business groups to try to improve the safety and security of the community, their livelihoods and assist in property crime reduction.

Senior Constable Currie is well respected and held in high regard by all officers and members of the NT Police, by Fire and Emergency Services who know and work with him, and by members of the Katherine community.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### ***New South Wales***

#### **Mr Larry BAGNELL, Castlereagh NSW 2749**

Mr Bagnell joined Castlereagh Bush Fire Brigade in 1975 where he has held the positions of Secretary/Treasurer, Training Officer, Senior Deputy Captain, Deputy Group Captain and Group Captain. He has also been Chairman of the Cumberland Zone Training Committee, and was accredited as a Bushfire Instructor. He was previously Chairman of the Cumberland branch of the Rural Fire Service Association (RFSA) and remains an active member of the association.

He has attended many fires within the Cumberland Zone and has led many strike teams throughout New South Wales as well as South Australia, Victoria, Western Australia and more recently to Queensland. He has also represented the NSW Rural Fire Service (NSWRFS) in the Northern Territory. His assignment in the Northern Territory involved assisting with the cleanup and erection of tents on Elcho Island in 2015 as the result of Cyclone Lam. His second visit was as Work Health and Safety Officer for the citrus canker eradication team.

He also led numerous storm damage strike teams in and around the state while assisting the State Emergency Service (SES). He has voluntarily project managed the construction of the Londonderry Rural Fire Station, the extensions to the Castlereagh, Llandilo, Berkshire Park and Wallacia Rural Fire Stations, alterations to the Cumberland Training Centre.

Mr Bagnell is known to have time for any volunteer who may have a problem, whether it is associated with the NSW RFS or a personal issue, and over his 45 year career with NSWRFS he has provided distinguished service to the people of New South Wales.

#### **Mr Gavin John BRAY, Denman NSW 2328**

Mr Bray was appointed to Fire and Rescue NSW in July 1996 where he served as a retained firefighter for over 19 years before being promoted to the rank of Captain of the Denman Fire Brigade in September 2015.

During his 22 years of service to Fire and Rescue NSW he has demonstrated exceptional commitment and leadership in developing and maintaining the capability of the Denman Fire Brigade to respond to structure fires, bushfires, storm and tempest disasters, hazardous materials incidents, motor vehicle accidents and medical response within the Community First Responder (CFR) program. This program provides lifesaving response in support of NSW Ambulance. As part of this he has been required to organise extensive training as well as managing and providing pastoral care for firefighters dealing with traumatic fires and emergency incidents in the Denman community.

Mr Bray is a dedicated leader who puts his crew and the community first, ensuring capability of the Denman brigade, as well as the delivery of services to the community is provided by a well-trained, passionate and motivated team of firefighters who are trained and prepared for any type of fire or emergency incident.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### **Mr William Richard EADE, NSW**

Mr Eade joined the Stuart Town Brigade in 1960 and has served with distinction over the past 59 years. In 1990 he was appointed Group Captain in the Wellington Council area, a position he still holds today.

He has attended many major fires in the district, and has assisted the NSW Rural Fire Service (NSWRFS) and his community as a Sector and Divisional Commander, Strike Team Leader at many major incidents.

As a young volunteer in December 1965, he attended a major fire which burned over 6,000 acres, destroying stock and much grazing country. In January 1975, he combatted a fire burning 22,000 acres and 11 rural properties including his own in the Stuart Town and Euchareena District. He has also served at major fires across the state including Snowy Mountains Cooma District, at the Blue Mountains Katoomba area in the early 2000's, as Divisional Commander at the Goonoo Fire Dubbo in 2006, which burned 126,000 ha, at Wallaby Rock Mudgee 2007, and at the Wuuluman Wellington District in 2017.

Over the years and the many incidents he has been involved in, he has shown strong leadership, dedication, commitment and support for the training and development of the volunteers producing results well above what is expected on and off the fire ground.

Mr Eade has also served as Chairman of the Orana Senior Management Team and assisted the neighbouring Cabonne Local Government Area in all types of incidents.

### **Mr Peter Geoffrey EVANS, Heathcote NSW 2233**

Mr Evans joined Headquarters Bushfire Brigade in 1980 and within the brigade structure, he has held numerous leadership positions for over 20 years, culminating in the election to the role of Group Captain in 2000, a position he currently holds.

His knowledge, skills and experience has proven invaluable in managing incidents within and outside the Sutherland Shire District. He has performed senior roles including Sector and Divisional Commander, Operation and Liaison Officer roles. As a Strike Team Leader, he has led the Sutherland Shire contingency and NSW Rural Fire Service (NSWRFS) Task Forces to many out of area fires including the Canberra Fires in 2003, to Victoria in 2009, and to South Australia in 2015.

He is also a highly valuable and dedicated member of the NSWRFS Sutherland Shire District Training Committee, and has been instructing and assessing the Bush Fire Fighter and Crew Leader courses for many years. He takes an active leadership role in the fostering and promotion of succession programs within the district, and provides mentorship for both operational and support roles.

He has demonstrated his energy, drive and enthusiasm for the organisation by representing the NSWRFS in many significant activities overseas, including to China, Botswana, Malaysia and Japan. He has also represented the Services' volunteer workforce on many panels and committees including the State Constitution Panel, the NSWRFS Occupational Health and Safety Panel, the NSWRFS Service Level Agreement Committee, and the Sutherland Shire Bush Fire Management Committee.

Mr Evans has demonstrated outstanding dedication, commitment, and leadership to the NSWRFS, its members, and to the community of New South Wales.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Robert John FIELD, NSW**

**Mr Walter Reginald GATELY, Coffs Harbour NSW 2450**

Mr Gately joined the Bruxner Park Brigade in August 1964 and has provided committed service to the NSW Rural Fire Service (NSWRFS) since that time. In 1992 he commenced in a leadership position as a Deputy Captain with the Bruxner Park Brigade before becoming the Brigade Captain in 1996. He has been a Group Captain since 2004 and a reliable leader of out of area strike teams.

He has faced many challenges and has continually shown strong dedication to the NSWRF. He regularly responds to emergencies of all kinds at all times and beyond the Brigade he undertakes numerous functions in the district and is the President of the Rural Fire Service Association (RFSA) Branch.

He is still serving with the Mid North Coast Support Brigade, and is involved with community education, training, fire permits, the BFMC, the Fire Trail Working Group and fundraising.

He has been a driving force in training others and enhancing the chainsaw capability of the brigades and district. In addition, he was recently recognised as RFSA Member of the Year due to his continuous dedication as Chairperson of the Coffs Harbour Branch. Since 2004 he has also been a Permit Officer.

Mr Gately continues to use his skills and experience to promote important fire safety message and his 55 year career with the NSWRF is evidence of his commitment to the safety of the community of NSW.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Philip John LINDSAY**, Casula NSW 2170

Mr Lindsay joined Fire and Rescue NSW in October 1985 and was promoted to Chief Superintendent in 2017. Throughout his career he has served in a wide range of operational and senior management positions and he is recognised as a highly proficient commander and emergency management professional.

His operational experience was largely focussed on the south-western region of Sydney where he served as the Zone Commander of the Metropolitan South 3 Zone for 5 years and he was Duty Commander of the Zone prior to his promotion to Chief Superintendent. In those leadership roles he ensured that the fire stations under his command maintained a high standard of operational readiness and effectiveness.

A major area of focus has been his outstanding commitment to the development of Fire and Rescue NSW's incident management capability and the training and development of Fire and Rescue's senior commanders. His expertise in incident management was further recognised at a sector wide level by becoming one of the first Fire and Rescue NSW officers to achieve the status of Certified Incident Controller through the Australasian Fire and Emergency Services Authorities' Emergency Management Professionalisation Scheme.

He is renowned for his exemplary commitment to the safety and wellbeing of firefighters and, through this, has achieved important cultural improvements. The creation of the Indigenous Fire and Rescue Employment Strategy, which he led, has created employment pathways for Indigenous men and women firefighters and significantly increased the appreciation of Indigenous culture within Fire and Rescue NSW.

Since 2017 he has been responsible for the Fire and Rescue's Operational Communications team and he has overseen significant organisational culture improvements with a greater focus on staff safety and wellbeing.

Mr Lindsay's career with Fire and Rescue NSW spans over 33 years and during this time his dedication to the safety of the community of New South Wales has been exemplary.



## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### **Ms Bronnie MACKINTOSH, Cromer NSW 2099**

Ms Mackintosh was appointed to Fire and Rescue NSW in July 2002 and gained extensive experience in a range of operational roles, including as a firefighter and communications operator. In 2014 she was promoted to the position of Station Officer and is currently the training officer for the Newcastle zone where she is an active mentor and role model to new female firefighters in Fire and Rescue NSW.

During her 16 years of service she has demonstrated exceptional commitment and leadership to increasing diversity within Fire and Rescue NSW as well as across the emergency services sector. This leadership is evidenced by her involvement with Women and Firefighting Australasia, a not-for-profit organisation that promotes equity through the empowerment and support of women to take an active role within the sector.

She was also involved in establishing Girls on Fire, another not-for-profit organisation which focusses on increasing the number of women and ethnic diversity within fire and emergency service organisations. In 2016 she was awarded a Churchill Fellowship and the findings from her research are now being used to inform the diversity and inclusion efforts of fire and emergency services both in New South Wales and across Australia.

Ms Mackintosh's achievements and dedication, firstly as a firefighter, and subsequently through the promotion of equity and diversity, is above and beyond what is normally expected of someone in the role of Station Officer, and her contributions to the community of New South Wales in the fire and rescue area are of the highest order.

### **Mr Geoffrey John SELWOOD, NSW**

Mr Selwood joined the Springside Brigade in 1968 and in 1995 he was voted Group Captain for the Orange District, a role which he still holds today. In early 2000 he became a member of the Clifton Grove-Ophir Brigade and took on the role of Deputy Captain in 2002. In 2003, he joined the NSWRFSS in the role of Fire Mitigation Officer and in 2008, he was elected as President and Treasurer. He was instrumental in the Mount Canoblas fires in 1986 and was vital in efforts to establish containment lines which resulted in the control of the blaze.

He is passionate about community education and has spent many weekends attending local and out of area events, going to the farming community in the Clifton Grove district spreading the message for bushfire survival. He also regularly assists with training and is a great mentor to the Clifton Grove-Ophir Brigade's younger members. He holds an impressive list of fire related qualifications and willingly imparts his extensive knowledge to all members through training and at incidents and is in the process of establishing a Communications Unit for the Canoblas Zone.

He has also been a long time representative member on the local Bushfire Management Committee, Liaison Committee and Senior Management Team. As a keen amateur radio enthusiast, he assists the Canoblas Zone Brigades with maintenance of their paging receivers. He has conducted the First Aid program for several years and has taught First Aid to numerous volunteers.

Mr Selwood has also extended his knowledge of traditional burning, touring the Cape York area with local Indigenous people to learn more about this method of fire suppression and containment, and he has used the knowledge gained to assist local hazard reduction burns organised by the Indigenous community in Orange.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### **Mr Robert Brian THATCHER, Bega NSW 2550**

Mr Thatcher joined the Jellat Rural Fire Brigade in 1958 and over the ensuing 60 years he has been a pivotal member of the Brigade taking on several administrative and operational roles which culminated in his appointment as Captain in 2000.

He has been the backbone of the Jellat brigade for the past 19 years in his roles of either Captain, President or Vice-President. He has led the Brigade through major reform, focusing on developing the Brigade into the modern professional organisation that exists today, while ensuring the values, and lessons of the past are passed down to new members.

He has been instrumental in the mentoring of all members of the Brigade and in times when membership numbers are low, he goes above and beyond to recruit members who have the right skills, the right attitude, and fit in with the values and culture of the NSW Rural Fire Service. He is the public face of the Jellat Brigade, taking all opportunities to be involved in community engagement and awareness activities such as the Get Ready Weekend, Australia Day and ANZAC Day Activities. He is instrumental in all fundraising activities undertaken and his knowledge of the community, and his reputation within it, ensures that the Brigade maintains the ability to purchase new equipment and maintain the facilities.

The achievements of the Jellat Brigade over the past 60 years, particularly during the past 19 years, are in no small way due to Mr Thatcher's leadership and his dedication to the safety of the community of New South Wales.

### **Ms Velma Elaine WALKER, South Nowra NSW 2541**

Ms Walker has been a member of the NSW Rural Fire Service (NSWRFS) for 29 years. She commenced her service with the Huskisson Brigade in 1990 and was made a life member in 2000.

She has volunteered her time, skills and experience to the District Office, assisting staff with various tasks, requests and clerical administrative duties and her dedication and commitment are of the highest calibre.

She has been deployed on numerous major bushfires in the area and other emergency response incidents where she has fulfilled the role of logistical officer in incident management teams. She displays the highest standard of professionalism at all times and her enthusiasm is renowned amongst staff and volunteers alike.

She also works tirelessly promoting the reputation and image of the NSWRFS and is involved in a range of community engagement initiatives through her membership of the Community Engagement and Shoalhaven Catering teams.

Ms Walker's work ethic is an inspiration to all members of the service, she is held in the highest regard by colleagues and members of the community for her efforts, and she continues to provide distinguished service to the community of New South Wales.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Ms Kerri Kathleen WALLACE**, Uralla NSW 2358

Ms Wallace was appointed to Fire and Rescue NSW in October 2008. She served firstly as a retained firefighter for over 9 years before being promoted to Deputy Captain of the Uralla Fire Brigade in October 2018. She continues to provide continuous emergency fire and rescue response to Uralla and the surrounding communities.

During her 10 years of service to Fire and Rescue NSW she has demonstrated exceptional commitment and leadership in developing and maintaining the capability of the Uralla Fire Brigade. She was instrumental in leading the transition of the Uralla Fire Brigade into a modern-day emergency service operation, specifically in the area of medical response in the Community First Responder (CFR) program where she has guided and supported other firefighters in the delivery of CFR to the community.

She is a qualified motor vehicle accident rescue operator and combined with her emergency medical response and fire fighting skills has played a significant role in saving a number of lives.

Further to this she has, over a number of years, been actively involved in the Firefighter Championships and played a significant role in organising the hosting and running of the Firefighting Championships in Uralla during 2016. Her efforts ensured that her local community received not only economic benefit from the event but also delivered improved fire and emergency response safety benefits.

Ms Wallace is dedicated to the safety of her community and continues to serve the people of New South Wales with distinction.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

### *Victoria*

#### **Mr Martin Stewart BRAID**, Thornbury VIC 3071

Mr Braid is currently the Assistant Chief Fire Officer at the Metropolitan Fire Brigade (MFB) and has been a member of the MFB for over 30 years. During this time he has demonstrated prolonged and exceptional service in the Emergency Management sector particularly working in collaboration with MFB's partner agencies, business representatives, government bodies and community stakeholders.

He has been involved in the review, design and implementation of policy and procedures to improve both community and responder safety across a broad spectrum of prevention, preparedness, response, and recovery activities. These have included the multi-agency and state department collaborative information sharing project, the Senate inquiry into the regulation of mobility scooters, the McKillop Foundation Youth Mentor Program, and as a White Ribbon Ambassador.

He has consistently displayed exceptional leadership qualities becoming a driving force and key to a number of initiatives including the Victorian Flood Review 2010/11, improved information sharing regarding the safety for at-risk infants, and the improved fire safety for mobility device users through increased understanding and education.

He continually demonstrates his professionalism, resilience and commitment to the development and growth of other personnel in the sector through mentoring, supportive leadership, strategic thinking and action, and also the welfare of firefighters.

Mr Braid has continually demonstrated a robust appreciation of community expectations of emergency services and displayed a leadership style that is collaborative and understanding of the challenges of fostering trusted relationships to achieve the best outcomes for the community of Victoria.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### **Mr David Allan BRUCE, Northcote VIC 3070**

Mr Bruce's contribution and commitment to the field of urban firefighting, and the welfare and wellbeing of fellow firefighters, has been outstanding throughout a 33-plus year career. He has made, and continues to make, a significant contribution within the Metropolitan Fire Brigade (MFB) and also across the emergency services sector in Victoria and nationally, through engagement with the Australasian Fire and Rescue Authorities Council (AFAC).

He has been an integral part of The Variety Club Victoria Bash Volunteer Officials since 2002 and was the driving force behind the Metropolitan Fire and Emergency Services Board coming on board as a sponsor and long-time supporter since 2002. He has been a passionate contributor, both individually and on behalf of the MFB, and his continued support of Variety, the children's charity, has been greatly appreciated.

He is well known across MFB, for his caring manner and concern for his fellow firefighters. He routinely maintains contact with both current and retired members, particularly those that have suffered an illness or injury. He also gives up much of his own time in undertaking welfare and wellbeing checks of members. He is also a regular attendee of the annual firefighter visit to the Royal Children's Hospital on Christmas Day.

Mr Bruce continues to provide leadership both within the MFB, and across the emergency services sector, both in Victoria and nationally, and in doing so has made a significant contribution to the safety of the community.

### **Mr Patrick John McCARTHY, Heathcote VIC 3523**

Mr McCarthy has served with Forest Fire Management Victoria for over 42 years. He commenced working at Heathcote in 1976 and now holds the position of Forest Fire Management Officer, supervising the Heathcote and Rushworth depots.

A highly experienced fire ground leader with extensive knowledge of fire behavior in all fuel types and terrain, he possesses strong leadership skills which he uses each year as a task force leader, or operations officer. He has filled fire ground and incident management team operations officer roles at multiple events, including numerous deployments in the Victorian 2002/03, 2006/07 and 2009 bush fire seasons. Additionally, his outstanding operational and leadership skills saw him selected as part of the 2017 Australian and New Zealand deployment to the United States.

During his career he has also made a significant contribution to fire training in the operations section as a trainer and assessor in numerous activities including chainsaw and four wheel driver operation as well as general firefighter, crew leader and operations officer level one courses.

Mr McCarthy is held the highest regard by his Forest Fire Management Victoria colleagues and is also a greatly respected member of local Heathcote and Rushworth emergency services agencies and of the wider community, to which he has committed a lifetime of unstinting service.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Phillip James MURDOCH**, Mildura VIC 3501

Mr Murdoch has provided continuous and distinguished service for 40 years since joining the Lands Department at Wycheproof in 1979, before moving to Parks Victoria at Corryong in 1988, and then to the Mallee in 1992, where he has held senior management positions.

He is an exemplary emergency management leader, which has earned him the respect of his peers and the broader emergency management community. He has consistently demonstrated outstanding leadership to the Department of the Environment, Land, Water and Planning (DELWP) through his commitment to fire prevention, coaching and mentoring of colleagues and response to emergencies.

His commitment to leadership is demonstrated by his repeated deployments locally, throughout Victoria, and to the United States. He is an exceptional contributor to the sector, leading and inspiring both Incident Management Teams and fire-fighters through challenging fire-fights, leading by example and putting the safety of his crew and the community front of mind.

He has instilled strong values and culture amongst his peers and has been instrumental in building strong relationships with the local Mallee community. An illustration of this was his leadership in the development of the Mallee Fire Advisory Committee, a committee that supports the broader Mallee fire program and is a technical committee with community leaders.

Mr Murdoch is a high achiever that has devoted much of his life to the emergency management sector and he has a long and proven record of distinguished service to the community of Victoria.

### ***Queensland***

**Mr Darryl Leslie KING**, QLD 4503

Mr King has served the community of Queensland for the past 28 years, showing exemplary leadership, unwavering diligence and striving for continuous improvement whilst championing Queensland Fire and Emergency Services (QFES) values. He is currently Chief Superintendent of a member of the QFES under regional operations which forms part of the Readiness and Response Services Division.

Utilising his critical frontline expertise and strategic outlook, he directed the QFES response to the Gold Coast 2018 Commonwealth Games. He pursued operational excellence, driving innovative solutions that not only served the QFES Gold Coast 2018 Commonwealth Games Office but stand to enhance QFES major event and disaster management capability well in to the future.

Mr King's contribution and influence across QFES functions throughout his career have been instrumental in expanding QFES services both nationally and internationally and throughout his career with QFES he has served the community of Queensland with distinction.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### ***Western Australia***

**Mr Gregory George BROOMHALL, Bibra Lake WA 6163**

Mr Broomhall has had a distinguished career in fire management with the Parks and Wildlife Service of the Department of Biodiversity, Conservation and Attractions (DBCA) and its predecessors for 43 continuous years. Since joining the Western Australian Forest Department in Walpole in 1975 he has worked in a variety of roles. He has developed a sound knowledge of fire management and is one of the most experienced fire management personnel in Western Australia today. Since 2014 he has been the Regional Services Fire Coordinator for Perth metropolitan and Swan areas, South Coast and Midwest regions.

His broad experience has come from living and working in regions across the State which has enabled him to get a clear understanding of prescribed burning and fire behaviour to prevent and suppress bushfire in varying landscapes. He also has extensive experience in complex fire management from attending major bushfire incidents across the State as well as being deployed to incidents interstate.

Early in his career he transferred to Albany during a period of intensely large bushfires and was involved in bringing new scrub-rolling and backburning initiatives to assist during the Fitzgerald River National Park fire in 1989. These new initiatives have helped evolve the way bushfire suppression is now managed.

He also played a critical role in the 2015 O'Sullivan bushfire that threatened the townships of Northcliffe, Windy Harbour and Pemberton. He undertook the role of Operations Officer as the bushfire raged through areas of national park and karri forest. This incident saw the first deployment and use in Western Australia of the Large Aerial Tankers (LATs) from the eastern states and he was pivotal in securing the aircraft. He has regularly demonstrated his proficiency as a Level 3 Incident Controller and Operations Officer and this experience has seen him deployed to major fire incidents across the State.

Mr Broomhall's commitment to all aspects of fire management in Western Australia, and his contribution to developing new techniques and systems to improve response to major incidents is outstanding.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Frank James RANKIN**, Byford WA 6122

Mr Rankin joined Byford Volunteer Bush Fire Brigade (BFB) in 1991 and has dedicated much of his time to the Brigade since. He is a very well respected member of the Byford BFB, and has been a key contributor to making the Brigade a thriving hub for volunteers.

He was instrumental in fundraising to extend the fire station to double its size, and was part of the group that built the extension including a new structure to house a new fire appliance, storage space and bathroom facilities. As well as being an active volunteer, and turning out to almost all call outs every year, he has always volunteered to take on additional roles within the brigade and has served as the Secretary for 27 years and Fire Control Officer (FCO) for 14 years.

As the Brigade secretary developed Byford BFBs Constitution which introduced a high degree of professionalism which has completely changed the way the Brigade conducts its business. The FCO role is particularly time consuming as he takes resident's calls every day of the week for four months of the year, checking sites to be burnt and writing burning permits. He also checks the Fire Danger Rating every morning during the high threat bushfire season and changes the board often several times a week. Another duty he has undertaken for the past 25 years is hydrant maintenance and recording; He takes the Brigade trainee firefighters with him to teach them about hydrant location and maintenance to ensure this important community service remains a priority for the future.

He is also a trainer and assessor, imparting his many years of experience to all in the brigade and encouraging them to expand their skillset at every opportunity to ensure they are always providing the best services possible to the community. Since becoming a trainer 14 years ago he has been instrumental in developing and delivering training programs for local and visiting brigades throughout the year. He also designed and delivered off-road and on-road driver training courses for local and visiting brigades.

Mr Rankin has delivered exceptional and outstanding service to the community across his entire 28 year career as a volunteer firefighter and is held in the highest regard by his volunteer and career firefighting peers.



## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### ***South Australia***

#### **Mr Shane FRANCIS, Naracoorte SA 5271**

Mr Francis joined the Naracoorte Country Fire Service (CFS) Brigade in 1978 where he continues to be an active firefighter. Over his 40 years' service he has dedicated himself to a variety of roles including Firefighter, Brigade Lieutenant, Deputy Group Officer and is the current Group Officer for the Naracoorte CFS Group, the highest volunteer position within the CFS.

He has also held a range of administrative roles including Brigade Equipment Officer, Group Equipment Officer and Bushfire Fire Investigator. His contribution to the CFS, his fellow firefighters and the community has been above and beyond what could be expected of a CFS member.

His focus on firefighter safety and operational leadership has resulted in significant improvements with equipment and how CFS approach emergency events. His support and encouragement for the personnel he is responsible for is first class and has allowed the growth and development of individuals and has built the overall capability locally and more broadly across the CFS.

Mr Francis has worked tirelessly to build and maintain community safety with all aspects of his exceptional service and has made a significant difference to ensuring long lasting continuous improvement for the community of South Australia.

#### **Mr Allan Robert MARSHALL, Naracoorte SA 5271**

Mr Marshall joined the Naracoorte Country Fire Service (CFS) Brigade in 1977 where he continues to be an active firefighter. Over his 42 years of service he has dedicated himself to a variety of roles including Firefighter, Senior Firefighter, Brigade Captain, Deputy Group Officer, Brigade Peer Support (Stress Prevention and Management) and HazMat Training Officer.

He has also held a range of administrative roles including Brigade Training Officer, Brigade Logistics Support Officer, Group Administrative Officer, Brigade Cadet Supervisor and Group OH&S Representative. He has provided outstanding leadership and support throughout all roles he has undertaken within the CFS, his commitment to making a difference and ensuring volunteers are trained, mentally prepared and operationally ready is a testament to making a difference in everything he does.

His commitment to establishing and maintaining key relationships has seen vast improvements with all activities he is involved and his ability to bring out the best in people is a real strength. He has provided peer support all hours of the day or night for those personnel who need this level of assistance following what often can be very trying times or significant traumatic events CFS personnel are involved with.

Mr Marshall's encouragement for others and opportunities to deliver training where he can pass on his own knowledge and skills is appreciated by all participants and he has made a significant contribution to the safety of the community of South Australia.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### ***Australian Capital Territory***

**Mr Stephen David PERRY**, Wamboin NSW 2620

Mr Perry joined the then ACT Fire Brigade in 1997 following a career in the Royal Australian Navy. After graduating as a firefighter, he served at various fire stations in Canberra and attained a number of specialist qualifications, including as a Hazmat Level II technician, and as an operator and an instructor in the newly acquired Compressed Air Foam System (CAFS) appliances, which were introduced following the catastrophic Canberra fires in January 2003. In 2010 he was promoted to the rank of Station Officer.

In addition to delivering CAFS capability for the ACT he also played a leading role in the development and delivery of CAFS training programs for fire services in Tasmania, Queensland, Victoria, New South Wales and South Australia.

In 2006 he was seconded to the ACT Fire Brigade Training Section as a Recruit College Instructor, where he specialised as a pumping and CAFS instructor. During this time, he applied his frontline skills and experience to train and develop junior firefighters. His role as a mentor and a leader was fundamental to the development of the ACT Fire Brigade's capability. In 2009 he became a member of the ACT Fire Brigade's Collective Agreement Training project team, which was tasked with the reform of the staff development, qualification and promotional system for firefighters and officers.

Mr Perry has demonstrated a high level of commitment throughout his career with ACT Fire & Rescue and he has served tirelessly to develop and deliver effective training to ACT firefighters, as well as assisting staff and volunteers from other Australian fire services, and contributing to the safety of the Canberra community.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Rohan Bernard SCOTT, Macgregor ACT 2615**

Mr Scott joined the ACT Rural Fire Service (ACTRFS) in 1997 and has been an active firefighter with the Molonglo Brigade for over 20 years. He has held officer positions within the Molonglo Brigade including as Senior Deputy Captain from 2001 to 2006 and Captain from 2006 to 2016.

As a Senior Deputy Captain and Captain he was responsible for leading and mentoring volunteer members and motivating them to achieve a high level of commitment and outcomes from their service. He also undertook a key role in the management of the Molonglo Brigade's ongoing response to multiple major fires deliberately lit around Canberra on Christmas Eve 2001, and again during the 2003 Canberra Bushfires.

On 18 January 2003, his leadership was instrumental in extinguishing fires threatening several buildings in the Australian Federal Police Complex at Weston and the lifesaving rescue of a brother and his sister from the flames at Stromlo Settlement. As Captain, he undertook a vital role within the Molonglo Brigade by ensuring a sustained response to the 2009 Victorian Fires, and he ensured that both the ACTRFS and Molonglo Brigade could be supported throughout the entire campaign.

He took up a full time role with the ACTRFS in 2016 serving as acting Operations Manager for a significant time where he developed and implemented strategies to deliver capability improvements for ACTRFS. He has developed and maintained a professional relationship with colleagues in NSW Rural Fire Service leading to a more cooperative working and response arrangements as demonstrated by the recent ACT fires at Potters Hill and Pierces Creek.

As a leader within the ACTRFS, he chairs the Senior Operations Group (SOG), which includes all Captains from the ACT Brigades and Parks and Conservation Service. Through his role in the SOG he has been able to effectively manage and communicate change and strengthen the operational capabilities of the service.

He is a qualified Level 3 Incident Controller and recently utilised that skill through his involvement in the ACT's response to the Pierces Creek Fire in November 2018 where he was the appointed Incident Controller for the first three day shifts. He made critical decisions to manage the fire, maintaining the safety of the crews and the community.

Mr Scott has had a long and distinguished career with the ACTRFS and has provided distinguished service to the Canberra community.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

### ***Northern Territory***

**Mr Wayne John STUBBS**, Katherine NT 0850

Mr Stubbs began as a volunteer firefighter with Northern Territory Fire, Rescue and Emergency Services (NTFRS) before becoming an auxiliary firefighter assigned to the Katherine Fire Station, where he has served the community for over 13 years.

He has served as auxiliary fire captain for 12 years and continues to advise and mentor all the new volunteer and auxiliary firefighters that join the NTFRS within the Katherine region. He also assists career officers moving to Katherine to transition into the community and is well respected by his peers, colleagues and the broader Katherine community.

On many occasions as Officer in Charge to incidents, he has managed road crash rescues, structure fires, wildfires and other emergencies both within and out of the Katherine township emergency response areas. He positively contributes at the captain forums conducted in Darwin, with a keen focus on his members' wellbeing and training aspects.

He regularly volunteers throughout the Katherine community as was evident at Christmas time, taking the fire truck to an Aboriginal community, dressed as Santa in 40 plus degree heat, handing out gifts and treats to the young children of that community, this completely embodies the true NT spirit of mateship, family, community and supporting one another.

Mr Stubbs has served the community of Katherine and surrounds with dedication and distinction and he continues to play a significant role in ensuring the safety of the community of the Northern Territory.

## **AUSTRALIAN FIRE SERVICE MEDAL (AFSM)**

**Mr Jeffrey WHITTAKER**, McMinns Lagoon NT 0835

Mr Whittaker joined the Northern Territory Fire and Rescue Service (NTFRS) in 1999 as a recruit firefighter. Since then he has always been committed to his work and demonstrates a genuine passion to the vocation of firefighting. His years at the rank of firefighter, and subsequent promotion to leading firefighter, were served in Darwin Command at all five Darwin stations. He was promoted to the rank of Station Officer in 2006 and as Officer in Charge at Jabiru Fire Station. He moved to the position of Station Officer at Special Operations Command in 2009 before transferring back to Darwin Command in 2010.

In 2006 he led the inaugural NTFRS team in the Australasian Road Rescue Organisation (ARRO) competition in Adelaide. He led the team successfully and professionally resulting in the NTFRS receiving 'Spirit of Competition' an award whereby the recipient is selected by all competing teams at the ARRO competition. Of more significance, attendance at the 2006 ARRO competition and the subsequent briefing he provided led to a full review of the NTFRS techniques and subsequent implementation of new equipment and workplace practices in the area of road crash rescue (RCR).

In 2017 he was Team Manager NTFRS ARRO team held in New Zealand where the team achieved the best results to date at the competition.

He was subsequently involved in developing a new RCR training package which demonstrated his commitment to training current and new fire service members in the use of newly acquired equipment and techniques. As the OIC of Jabiru, he was required to apply his knowledge and skills in all NTFRS operational, administrative and financial areas and was responsible for training auxiliary and volunteer firefighters attached to the station. He also successfully engaged with local community groups, Government departments, local business and industry essential in delivering effective NTFRS service to the community.

More recently he was seconded to the December 2018 Queensland fires contributing to the Incident Management Team while gaining valuable emergency management experience. His current position is Senior Station Officer C Watch Darwin Command overseeing permanently staffed stations in the greater Darwin area.

Mr Whittaker continues to display passion and commitment to the safety of the community of the Northern Territory that he has demonstrated throughout his fire service career.

## **AMBULANCE SERVICE MEDAL (ABSM)**

### ***New South Wales***

**Mr Peter James CROFT**, Kellyville NSW 2155

Mr Croft has has a distinguished career in the field of Special Operations for NSW Ambulance for many years. He most recently served as the Manager of Counter Terrorism, a unit that he developed from initiation through to its current diverse and effective model. He has extensive experience in Special Operations having previously been a helicopter and SCAT paramedic and is still a registered intensive care paramedic

He is an expert in the field of counter terrorism preparedness including the provision of out-of-hospital care during terrorist incidents. He has championed the inclusion of NSW Ambulance in state and region level exercises which has enhanced the capability of the service. His work in this area highlights the regard in which NSW Ambulance is held nationally. He has developed protocols, policies and training material for CRBNE response which are modelled as best practice.

Throughout his career he has developed an international reputation as an expert in Urban Search and Rescue (USAR), and has provided support to the United Nations with mentoring and assessing teams from other nations on their ability to provide medical out-of-hospital care in austere and hostile environments. His expertise has assisted the Special Operations Unit with training and capability enhancement of Special Operations Team members in USAR techniques.

He has also gained extensive experience in critical incidents, and has applied this experience to the development of exercise and training methods utilised in simulation practice. This combined with his excellent networking skills has resulted in a strong working relationship with other emergency services, particularly the NSW Police Force. This working relationship has facilitated the rapid and timely transfer of information during major incidents and provided the senior executive of NSW Ambulance with the ability to make informed decisions.

Mr Croft's exemplary dedication to his career, and to enhancing the Special Operations capability of NSW Ambulance, brings merit to all areas of this vital first responder service in New South Wales.

## **AMBULANCE SERVICE MEDAL (ABSM)**

**Ms Maxine Anne PUUSTINEN**, Frenchs Forest NSW 2086

Ms Puustinen has excelled as a leader, mentor and control centres specialist and advisor during her more than 30 years of service with NSW Ambulance. During this time she has displayed professionalism, commitment and expertise in the deployment of operational ambulance resources and in the provision of staff support. Additionally she is a registered paramedic and able to provide front-line, clinical, out-of-hospital emergency care with NSW Ambulance.

She has made a vital contribution to numerous projects and initiatives including the Control Division Standardisation Project and the development of the former Control Division structure. She has played a key role in various Computer Aided Dispatch (CAD) upgrades and in undertaking a number of executive staff officer positions for senior staff. Most recently she introduced the use of therapy dogs in the support of control centre staff.

Ms Puustinen's dedication to providing excellence in care is commensurate with the vision and core values of NSW Ambulance and goes above and beyond the expectations of the service. Her exemplary dedication to her career has contributed significantly to improvement in the provision of ambulance services in New South Wales.

## **AMBULANCE SERVICE MEDAL (ABSM)**

**Mr Brett James TINKER**, Loftus NSW 2232

Mr Tinker joined NSW Ambulance in 1998 and has been an integral part of the Patient Flow team, (formerly Sustainable Access and Patient Flow), since 2012. He commenced as an Ambulance Liaison Officer in both Metropolitan and Regional areas before being appointed to a Health Relationship Manager position in Sydney South East. He also undertook roles such as the ART Decommissioning Officer, and has been acting as the Manager of the Patient Flow Unit since 2016. He is a registered paramedic, and is available to provide front-line, clinical, out-of-hospital emergency care with NSW Ambulance.

He has played a pivotal role in the integration of the Patient Flow Team into the wider health community, supporting health relationship managers in their daily tasks, as well as the various tasks both directly and indirectly relating to the patient flow portfolio for which he is responsible.

Some of the key areas and projects he has taken lead roles with include improving access to care for patients as an ambulance liaison officer and health relationship manager, as Project-Interim ART decommissioning Officer following the recommendations of the Garling Report, improving communications between NSW Ambulance and the Ministry of Health with key stakeholders leading to significant improvement in Transfer of Care and resource availability across the State; the introduction and support of Protocol 33 to improve patient safety with Medical Booking Triage through Pro QA; and he collaboratively conceptualised and introduced the Patient Safety and Distribution Unit. He also relieved in the position of Manager, Sustainable Access and Patient Flow and Manager, Patient Flow Unit prior to 2016.

He was vital in the abolition of ART and the transition to the Transfer of Care KPI responsibilities shared between NSW Ambulance and Health Facilities. This is one of the most pivotal changes to patient safety and response capacity in NSW Ambulance and has returned countless hours of Emergency Ambulance availability back to the community to respond to Triple Zero (000) calls.

Following the transition of ART decommissioning into business as usual, he maintained valuable networks within the MoH strengthening communication channels and inter organisational relationships which are vital to maintaining unprecedented Transfer of Care performance across the entire State of NSW, maintaining focus on paramedic availability, the next patient and paramedic welfare.

Throughout his career with NSW Ambulance Mr Tinker has demonstrated a strong commitment and dedication to the health and safety of people in New South Wales.



## **AMBULANCE SERVICE MEDAL (ABSM)**

### ***Queensland***

#### **Mrs Teresa Jane POWELL, Scarborough QLD 4020**

Mrs Powell commenced her career with the former Queensland Ambulance Transport Brigade, now Queensland Ambulance Service (QAS) as an Ambulance Officer at the Sandgate Station in 1989. She is an experienced and well-respected Officer-in-Charge with the Metro North Local Ambulance Service Network (LASN) of the QAS with many years of experience providing exceptional care to the community. During her career she has worked in a number of senior roles and has always performed to a high standard

She is an exemplary clinical leader within the area of Brisbane and she has mentored numerous staff over the years assisting them to develop and refine their skills to become confident in their craft.

She is currently the Officer-in-Charge, Redcliffe Ambulance Station working collaboratively with her colleagues in Queensland Health to deliver a high standard of patient care.

Mrs Powell has served the Queensland Ambulance Service and the community of Queensland with distinction for over 30 years.

#### **Mr Brett Lenard ROGERS, Bongaree QLD 4507**

Mr Rogers commenced his career with the Queensland Ambulance Service (QAS) at Bribie Island in 1997. Since that time he has excelled in a variety of senior clinical roles, including as Critical Care Paramedic, as Flight Critical Care Paramedic and, more recently, as the Queensland Ambulance Service (QAS) Statewide Cardiac Reperfusion Coordinator.

He was instrumental in the development and introduction of the QAS Coronary Reperfusion Program in 2008 and this program has provided paramedics with the training and skills to acquire and interpret 12-lead electrocardiographs and, either administer fibrinolytic drugs on-scene, or rapidly transfer patients to an angioplasty laboratory in a major cardiac centre. This was the first integrated statewide approach to treating patients with acute myocardial infarction in Australia.

He is recognised across the industry as a leader in this area and the success of this program has led to a statewide enhancement of paramedic education specific to cardiac care. Due to his dedication to paramedic cardiac education all residents of Queensland, no matter how far they are located from a major centre, now receive world class cardiac care. He continues to develop innovative approaches to the care of patients suffering acute cardiovascular illness, remaining at the forefront of new clinical initiatives.

Mr Rogers has served the Queensland Ambulance Service, and the community of Queensland, with distinction for over 22 years.

## **AMBULANCE SERVICE MEDAL (ABSM)**

### ***South Australia***

**Mr Paul David LEMMER**, Surrey Downs SA 5126

Mr Lemmer has been a member of South Australia Ambulance Service (SAAS) for over 24 years, commencing his career as a Patient Transport Services Officer. Throughout his career, he has improved his clinical skills, advancing through a range of positions including as an Intensive Care Paramedic Team Leader, a Clinical Specialist, and as a Clinical Standards Assessor and continues to serve as a uniformed staff member.

He also undertook and accepted opportunities to relieve in management positions thereby enabling him to enhance his knowledge and capabilities. These positions included as Shift Manager, Area Manager, General Manager, and as Director for Metropolitan Emergency Operations. His commitment and dedication to the service, its staff and patients has been outstanding and he has excelled in leadership throughout his career.

Additionally he has demonstrated a strong commitment to educating the community, workforce planning, complex roster modelling, clinical and operational improvements and recruitment. He has also dedicated much of his time to community engagement and programs, as well as to sporting clubs and the annual RAA Street Smart High Road Safety education event.

Mr Lemmer has demonstrated ongoing commitment to pre-hospital emergency care and paramedic practice, to SAAS, and to the people of South Australia.

### ***Australian Capital Territory***

**Ms Megan Emmeline DAVIS**, Gowrie ACT 2904

Ms Davis commenced her career as an Ambulance Officer with NSW Ambulance Service, prior to joining the ACT Ambulance Service (ACTAS) in 2002. During her time with the ACTAS she has undertaken a number of roles as both a Ambulance Paramedic and an Intensive Care Paramedic.

Due to her broad and extensive experience as a front line clinician she was the first officer to fill the role of Quality and Patient Safety Officer and has brought to the position extensive clinical experience. Her highly developed capacity as an Intensive Care Paramedic allows her to understand the nuanced occupational environment in which the paramedics operate.

Her clinical experience is further enabled by her continued professional development, whereby she regularly participates in rostered emergency operations to maintain her clinical skills and legitimacy. Throughout her career she has built and nurtured relationships, both within and external to the ACTAS. Most recently she has been a co-ordinator of initiatives aimed at improving the care of mental health patients within the ACT community. She has been a driving force in the development and implementation of quality and safety initiatives across a wide range of clinical settings for ACTAS. This has required her to bring service providers such as ACT Policing and ACT Health together to develop operating principles and procedures.

Ms Davis has always conducted herself in a manner reflecting the highest professional standards and she is held in high regard by her colleagues and brings great credit to the ACT Ambulance Service.

## **AMBULANCE SERVICE MEDAL (ABSM)**

## **EMERGENCY SERVICES MEDAL (ESM)**

### ***New South Wales***

#### **Mr Gregory John CORMACK, Holsworthy NSW 2173**

Mr Cormack has been a member of the NSW SES for 27 years, commencing his service with the NSW SES Hurstville Unit in 1991. During this time he has been involved in a range of major operational responses, particularly as an Incident Controller.

He was employed as the Sydney Southern Region Learning and Development Officer in 2005, and was instrumental in developing a range of training programs, including the first eLearning Training Package. He has also provided operational capability support to assist NSW SES volunteers in the development of a flood rescue capability within the Sydney Southern Region.

Working closely with other Region based staff, his responsibilities were significant in terms of the flood rescue risk around the Georges River for a Region with a large number of volunteers. His achievements laid the foundation for further work to ensure the safety of communities in the Georges River and in other flash flood identified areas.

More recently he became a key member of the Incident Management Project, establishing products on which the NSW SES could develop a robust Incident Management Capability at all levels from Level 1 to Level 3 Incident Control and related AIIMS functional area training. He has consistently demonstrated his ability to establish and maintain professional networks across a range of emergency response agencies which have resulted in improved incident management capabilities through cross-organisation training opportunities.

Mr Cormack is highly respected by his peers and is considered a subject matter expert in the fields of training and incident management and he is dedicated to the ongoing safety and preparedness of the community of New South Wales.

## **EMERGENCY SERVICES MEDAL (ESM)**

### **Mr Glenn Norman FELKIN, Batemans Bay NSW 2536**

Mr Felkin has been a member of Marine Rescue New South Wales (MRNSW) Batemans Bay Unit since 2009 and has contributed in a distinguished manner to the safety of the boating community of the New South Wales Far South Coast as a Marine Rescue Volunteer, Trainer, Assessor and Director.

As a skilled and professional Watch Officer and Marine Rescue Master, he placed the highest priority on the safety of his fellow MRNSW volunteers and the boaters they serve. He has responded to numerous emergencies on the Far South Coast, often in extreme conditions, to save lives on the water and has provided steady leadership and assistance in extensive searches in response to fatalities at sea.

Through his commitment to volunteer education in his roles as a Trainer and Assessor, he has made a lasting contribution to the operational capability of MRNSW and to the skills, capacity and safety of its members. As well as his contribution to the management and operations of the Batemans Bay Unit, he has selflessly committed additional time and energy to train and assist other units.

He has been pivotal to the development of Marine Rescue Moama, travelling long distances to train the members of the new inland unit in the skills required to provide a vital emergency service on the high-risk Murray River. In his position as the elected Monaro Regional Director on the MRNSW Board since 2015, he has provided strategic leadership to the organisation and its 3,000-plus volunteer members, promoting strong, transparent and ethical corporate governance.

Mr Felkin epitomises the skill, dedication and altruistic commitment to community service of the Australian emergency services volunteer and he has served MRNSW and the community of NSW with pride and distinction.

### **Mr David Renwick LEIGH, Kiama NSW 2533**

Mr Leigh has been a member of the NSW SES for 25 years. As Local Controller of the NSW SES Kiama Unit, he developed a wide range of highly skilled leaders who have, in turn, mentored new leaders. He currently serves as a volunteer Administration Officer providing support to the Unit Commander and Unit Management Team.

During his appointment as Local Controller he developed an excellent working relationship with Kiama Municipal Council. This relationship resulted in the Council funding and building a state-of-the-art, purpose built SES Unit and Emergency Operations Centre. He also worked with Council to plan a strategic and ongoing upgrade of facilities and equipment, including getting Council to undertake the provision of additional rescue and logistics vehicles as well as the construction of additional garage bays to house vehicles and rescue equipment.

He continues to assist and coordinate NSW SES in community events such as the Kiama ANZAC Parade and associated services, as well as the Gerringong Christmas Street Parade. Prior to moving to Kiama, he made a significant contribution to both the communities of Warren and Lithgow as a rescue volunteer with their respective Volunteer Rescue Association units.

Mr Leigh has made an exemplary commitment to the safety of his local community and to the work of the NSW SES.

## **EMERGENCY SERVICES MEDAL (ESM)**

### ***Victoria***

#### **Mr Michael Patrick D'ELIA, Shepparton VIC 3630**

Mr D'Elia has served the Shepparton Search and Rescue Squad Inc, along with the Victoria State Emergency Service (VicSES), with dedication and distinction since 2003. He is currently the Shepparton Search and Rescue Squad's Senior Officer and President.

During his service, he has been a passionate advocate for continual improvement and his commitment has resulted in changes ranging from the implementation of professional standards, policies and systems, through to the development of a young membership base.

He has utilised his skills and knowledge to enhance and develop the operational management of the Shepparton Search and Rescue Squad providing positive outcomes for all members and his community. Through this, Shepparton Search and Rescue Squad has gained a reputation for delivering a high quality, professionally managed volunteer service to the local community.

Mr D'Elia has demonstrated that leadership is not about being the best, but about encouraging everyone around you to strive to be better.

Mr D'Elia has provided highly commendable service to Shepparton Search & Rescue Squad VicSES, the community of Shepparton and the wider Victorian Community.

#### **Ms Leanne Christine KLAMMER, Kinglake VIC 3763**

Ms Klammer has served the Kinglake Unit of the Victoria State Emergency Service (VICSES) since 1994 and she has undertaken the role of Controller at Kinglake since 2002.

She has been instrumental in rebuilding the Kinglake Unit after the disastrous Black Saturday fires in 2009 that destroyed both the Kinglake Unit as well as her own home. After the bushfires the Unit was left with effectively only four active members.

She has worked passionately and diligently to rebuild the Unit into one that today has a dynamic young membership, and has become a significant asset to the Kinglake ranges community.

During her career she has willingly assisted with emergencies out of area, including searches for missing people or to provide her skills and experience as part of taskforces that have been deployed to help deal with major storm events interstate.

Additionally she has undertaken extensive study to further her knowledge of emergency management and public safety in order to develop her ability to assist others.

Ms Klammer has provided highly commendable service to the VICSES and to the community of Victoria.

## **EMERGENCY SERVICES MEDAL (ESM)**

### ***Queensland***

#### **Mr Louis James SPANN, Beerburrum QLD 4517**

Mr Spann has served Queensland State Emergency Service (QLDSES) and the Glasshouse Mountains Unit since 1990. He has been a stalwart of his local community, both as a school teacher and as an influential member of his local QLDSES Unit and RFSQ Unit.

He continuously goes above and beyond what is expected of a QLDSES volunteer through contributing critical leadership and exceptional local knowledge in times of need.

Recognised for his passion, enthusiasm and experience in extreme and challenging mountain rescues, he is held in high regard as an instructor by his peers.

Mr Spann pursues operational excellence through professional development, and in turn drives enhanced capability and resilience for the community of the Glasshouse Mountains .

#### **Mr Scott Lincoln WALSH, Roma QLD 4455**

Mr Walsh has served the Queensland State Emergency Service (QLDSES) for over 23 years. His willingness to go above and beyond to progress and resolve challenges to enhance the safety of communities, ensuring they are informed and prepared leading into, navigating through, and recovering from disaster events.

He currently undertakes the role of an Emergency Management Coordinator under regional operations, which forms part of the Readiness and Response Services Division of the Qld Fire & Emergency Services (QFES). He is qualified to respond to a range of disaster events in an active, hands-on, capacity.

He willingly shares his knowledge, skills, experience, insight and expertise with the disaster management community, providing training and education to both government and non-government first responder agencies across local, district and state jurisdictions.

He has been deployed extensively to disaster events, and his selfless commitment has significantly enhanced the resilience of Queensland communities.

Mr Walsh personifies the distinguished profession of emergency management and continues to provide distinguished service to the QFES and to the people of Queensland.

## **EMERGENCY SERVICES MEDAL (ESM)**

### ***Western Australia***

#### **Ms Sandra Irene LYMBERY, Coral Bay WA 6701**

Ms Lymbery has been a volunteer with the Coral Bay Volunteer Marine Rescue (VMR) group for 18 years and with the Coral Bay Volunteer Fire and Emergency Service (VFES) for 16 years. She undertakes all of her volunteering duties with enthusiasm and vigour and is a dependable leader and mentor for her peers and community members.

She is dedicated to training, attending meetings, administrative duties, and roles at both the VMR and VFES Units and has attended and coordinated a range of incidents. Additionally she is a driver with the Coral Bay sub unit of St John Ambulance. She has been a mentor to many volunteers and has played a key role in increasing the number of women volunteering in the area.

Often she is the first point of contact for emergencies within the Coral Bay area and surrounding districts and is relied on frequently to coordinate the multiple volunteer emergency services during incidents. When additional emergency service support is required, she is the first to step up to coordinate the influx of people and equipment to Coral Bay working with WA Police and other first responder agencies.

She demonstrated her commitment to her community through her involvement with the establishment of a joint multipurpose facility for all emergency services within Coral Bay. This has meant that all emergency services equipment is not only physically housed together, but that volunteers from both services interact and train frequently with each other. She was also involved in the initiation and fundraising for the provision of portable accommodation sited next to the facility for the use of emergency service volunteers during lengthy emergency operations.

Ms Lymbery is a community and volunteer emergency services leader and volunteer of the highest order and she has provided dedicated service to the community of Western Australia.



## **EMERGENCY SERVICES MEDAL (ESM)**

**Mr Phillip John RANCE**, Meadow Springs WA 6210

Mr Rance has provided over 30 years of front line service with the State Emergency Service (SES) Mandurah Unit. During this time he has held a variety of positions in the Unit including as Section Leader, Training Manager and Deputy Manager, which is his current position.

He has a strong interest in training and development of SES members, having trained more than five hundred volunteers from the Mandurah and Murray SES Units in driving emergency vehicles, off-road and 4x4 driving, and navigation and search. He has also provided strong encouragement for young people to join the volunteering services and has developed a succession plan that enables ongoing training to build the skills of potential future leaders in his Unit. He has developed age specific training programs to teach core SES skills to cadets and younger members, and has extended his knowledge to other cadet programs across Western Australia.

He is an outstanding SES leader who is very skilled in the operational environment and readily mentors his fellow volunteers at incidents. He is an experienced Field Search Controller and search team members benefit greatly from his guidance and encouragement in sometimes difficult incidents. He has readily responded to large-scale bushfire events in Waroona, Lake Clifton and Myalup as an SES liaison officer and during these events he was instrumental in the coordination of resources and implementation of an efficient volunteer roster system.

One of his major contributions to the SES service has been the implementation of projects to streamline Mandurah SES response times, resulting in enhanced efficiency in deployment to incidents. His development of pre-determined zones has shortened the response time and enabled timelier completion of tasked jobs in the City of Mandurah. He is also an active member of the Mandurah Local Emergency Management Committee and Roadwise Committee

Mr Rance embodies the abilities and values of an exemplary SES leader and he has served his community with distinction.

## **EMERGENCY SERVICES MEDAL (ESM)**

### ***South Australia***

**Ms Susan Joyce ROBINSON**, Modbury Heights SA 5092

Ms Robinson joined the South Australian State Emergency Service (SASES) in 2010 as a volunteer with the Enfield Unit. After transferring to Tea Tree Gully Unit, she subsequently transferred back to Enfield where she was appointed Cadet Coordinator in 2014. She served as the Training Coordinator with the Community Education Unit from 2014 to 2018 and is currently the Deputy UM at Northern Adelaide District Cadets.

Over the last 9 years she has dedicated herself to mentoring and training other volunteers. She has sat on several committees over this time as a representative for other volunteers. As a local instructor within a number of SES disciplines she regularly travels the state, both locally and regionally to pass on her skills and knowledge to volunteers. As a member of the CEU she has travelled the state to recruit and support other SES units, and she has deployed to other states working with her co-workers and other team members in Queensland, New South Wales and Victoria.

She continues to be an active member of the operational Salisbury SES Unit. During 2016 she represented the cadets and the cadet program to make a change to how the cadets were trained and therefore also change how they were perceived within the SASES. She worked with members of SHQ to find ways for cadets to maximise their abilities without impacting on Units and in doing so was instrumental in creating a training plan that included the cadets being seen as an entity of their own.

Over the past 4 years she has helped establish training standards across the board within SES so there is more consistency in regards to the training of the cadets and more variety within the program. In the first year alone she was able to expose cadets to the operations of 13 different units including MFS, SES, CFS and SAPOL.

Ms Robinson has been a guiding force in a number of initiatives within the SES Cadets and the Emergency Services sector and her willingness to participate in a wide range of forums beyond that which is expected of a volunteer demonstrates her service to the SES and the community of South Australia.

## **EMERGENCY SERVICES MEDAL (ESM)**

### ***Australian Capital Territory***

**Mr Andrew John GRADIE**, Rivett ACT 2611

Mr Gradie has demonstrated a passion and commitment to serving the Canberra community through the State Emergency Service (SES) in the Australian Capital Territory (ACT) since 2014.

He has successfully held the positions of Team Leader, Deputy Commander and most recently Commander of the Rivers SES Unit. During his tenure with the ACT SES, he has made exceptional contributions to the Service through his outstanding leadership and focus of continuous improvement of response capabilities.

He has also championed innovative recruit programs involving engagements with Scouting ACT. He has lead and facilitated joint unit training and provided support to SES staff and volunteers in the role of Peer Support Officer. Additionally he has enhanced SES capabilities that support the RFS in readiness for fire seasons and has been involved in key Australian Federal Police searches as an operational commander.

He has devoted countless hours to improving the operational capabilities of the Rivers Unit which ensures they are able to provide teams regardless of the need, be it community engagement, storm response, search, and RFS support including interstate deployments. His leadership has resulted in a rise in team morale in the Rivers Unit which has improved recruitment and retention of membership.

Mr Gradie is highly regarded among his peers in the ACT SES and he continues to serve the people of Canberra with distinction.

## **EMERGENCY SERVICES MEDAL (ESM)**

### ***Northern Territory***

#### **Mr Ronald John GREEN BM, Katherine NT 0850**

Mr Green joined the Northern Territory Emergency Services (NTES) Katherine Volunteer Unit as a volunteer in 2005. Since joining the Katherine Volunteer Unit he has been a fully committed member, completing not only the required courses to maintain and improve his knowledge and skill to respond to emergency situations in the area, but also seeking advanced training whenever possible. He makes himself available for all call outs to assist the public, including at land, air or marine search operations, vertical rescue operations, storm and water damage operations or providing assistance to the other organisations enabling them to provide an effective response to the situation.

The Katherine Volunteer Unit's ongoing success is a direct result of his drive to seek new members and improve operational capability through training, exercises and operations. His natural leadership qualities are displayed whether teaching new and existing members essential skills, or as a team leader providing support to the community. His professional approach ensures all members are trained to the highest standard.

His resourcefulness has ensured that the Unit's equipment is fully maintained and ready for use and he has sourced various grants to purchase extra equipment for the volunteer members to use during operations and training activities. He eagerly engages with local residents, providing advice on the local hazards in the community, for example providing advice on a flood action plan, and informing them about what their local NTES Unit is able to do for them in an emergency situation.

In January 2019, he was officially declared the Katherine Unit officer and he continues to improve conditions for volunteers and was one of team behind setting up the Northern Territory SES Volunteers Association (NTSESVA), where he is Vice-President. His efforts continue to raise funds for the ongoing support of all NTES volunteers.

In his 'spare time', he is an auxiliary member of the Northern Territory Fire and Rescue Service, a volunteer member of St John Ambulance, and a member of the Army Military Reserve Unit, NORFORCE. He is often the go between for these various agencies. His networking ability continues to introduce members of the other organisations which ultimately results in better communication and a more professional service to the community.

Mr Green is an outstanding leader who is fully respected by all members of the NTES Katherine Volunteer Unit, and he continues to serve his community with distinction.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### ***New South Wales***

#### **Ms Sheryl Stacey CORDEIRO,**

Ms Cordeiro commenced her service with Corrective Services New South Wales in 1996 and first undertook duties as a Program Facilitator at Liverpool Attendance Centre. In 1997 she successfully attained a Community Corrections Officer position and has continued to work in Community Corrections since that time. She gained promotion as a Unit Leader in 2003 and has served in that role since that time.

As a member of the Community Corrections Office Management Team she is in daily contact with offenders through the conduct of interviews, and she supervises the more complex cases, developing offender case plans to match offender risk and need. She leads a team of Community Corrections Officers and Trainees and provides guidance and direction to meet outcomes and quality control standards in the management of offenders undertaking work in the community.

She is a proactive leader who has developed significant partnerships for Community Corrections to support offender reintegration and community and victim safety, together with training and development of staff under her responsibility.

She also provides support and advice to staff and always makes herself available to staff to support and guide them and she also mentors trainees. Her experience and involvement with offenders of various risk levels is of great benefit to her staff in assisting them to provide effective supervision of offenders whilst they are working in the community.

Ms Cordeiro has provided distinguished service to Corrective Services New South Wales and to the community.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Ms Emma GEESING,**

Ms Geesing commenced her service with Corrective Services New South Wales in 1990. In her current role as a Temporary Appointed Assistant Superintendent, and at her substantive rank of Senior Correctional Officer, she supervises, mentors and leads subordinate custodial staff, inmates and custodial activities within Long Bay Hospital - Correctional Complex.

She ensures that the security of the Complex is maximised and she mentors and develops staff in improving their operational readiness for facing adverse situations. She consistently demonstrates sound supervision and effective management of male and female inmates of all security classifications, including forensic patients, those at risk of self-harm, violent offenders and inmates with intellectual disability or other cognitive impairments. As a front-line correctional officer she has responded to numerous incidents including deaths in custody, inmate assaults on staff and other inmates and serious self-harm by inmates.

She continues to champion the safety of both staff and offenders under her supervision and she drives the Complex's structured day routine to ensure development and rehabilitation of offenders, which improves their chances of successful reintegration into the community upon release. She is also involved in the screening and induction of inmates, and their classification and case management, which ensures compliance with Corrective Services New South Wales' policies and procedures.

Ms Geesing displays integrity in her dealings with inmates and staff alike and her ability to engage others sees her accomplish excellent results in the management of inmates and in mentoring, training and inspiring staff. She has provided distinguished service to Corrective Services New South Wales, and to the community.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Mr Craig Darrell OSLAND,**

Mr Osland commenced service with Corrective Services New South Wales in 1987 and in the intervening years he has worked in various Correctional Centres in various roles including at the Norma Parker and Parramatta Centres, at Parklea, and Long Bay Remand Centre, Silverwater, Kariong and Dillwynia and as Governor of Emu Plains and Berrima Correctional Cluster. He is currently the General Manager of the Court Escort Security Unit.

During his career he has gained significant experience in dealing with male, female and juvenile offenders in minimum, medium and maximum security environments. As a Correctional Officer in various centres, through to duties undertaken working in Pre Release, Work Release and Periodic Detention Units he was in daily contact with offenders. In his current role he is responsible for a diverse range of operations which directly impact on the custody and management of inmates. He facilitates the courts, cells and transport of inmates throughout the state of New South Wales and is also heavily involved with visits to both court and police cells where he continues to interact with offenders on a regular basis.

His service has included being instrumental in the works relating to the Parramatta Catchment Trust and Georges River program and the redevelopment of the Bunya Nursery where detainees propagated plant stocks for bush regeneration programs. He was involved in the commissioning of the Dillwynia and Wellington Correctional Centres and the redevelopment of education programs for juveniles. At the Emu Plains and Berrima Correctional Cluster he and his team achieved key initiatives and sustainability programs including a project dedicated to the support and communication from and to females in custody. In the Security and Intelligence Branch he developed leading edge technology in for the design and construction of Prisoner Escort Vehicles. In his current role he has developed and managed a restructure for all of the Court Escort Security Unit functions.

Mr Osland has provided distinguished service to Corrective Services New South Wales, and to the community.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### ***Victoria***

#### **Mr Shaun Edwin BRAYBROOK,**

Mr Braybrook, is a proud aboriginal man who was born on the land of the Wurundjier people and follows his grandfather's line Kuku Yalanji . He commenced his career with Corrections Victoria in 2001 as an Aboriginal Liaison Officer at Port Phillip Prison before undertaking the role of Assistant Manager, Operational and Program Development Indigenous Policy and Services Unit. He is currently the General Manager of Wulgunggo Ngalu Learning Place with the Department of Justice and Community Safety.

He has devoted his career to improving outcomes for Indigenous people, including impacting the lives of thousands of Indigenous families and community members who have come into contact with the criminal justice system. He has worked for Corrections Victoria for over 18 years and has been in contact with the Victorian justice system for almost 26 years. This experience has included a range of operational roles that require daily interaction with prisoners, offender case management, support and program delivery. During this time he has helped transform the lives of many Indigenous men, supporting them to navigate the current justice system and make positive sustainable change.

Wulgunggo Ngalu is a culturally appropriate residential diversion program for Indigenous men that are subject to Community Corrections Orders. As the inaugural Manager, he has been responsible for the development, implementation and successful operation of this facility since it opened in 2008. It provides offenders with an important opportunity to learn new skills, reconnect with culture and participate in programs and activities that will prevent any further contact with the criminal justice system.

After 10 years of successful operation of the program (which operates 24 hours a day, 7 days a week, 365 days a year), the attitudes to Wulgunggo Ngalu by the wider community are vastly positive. This outcome is testament to his vision, exceptional management and leadership skills. As at December 2018 there have been 519 men participate in the international award-winning diversion program.

While an Assistant Manager in the Indigenous Policy and Services Unit he was able to impact change across the entire Victorian corrections system. He introduced the Aboriginal Cultural Immersion Program, a week-long, Aboriginal-led program that enables Indigenous prisoners to prioritise their cultural journey, co-designing and delivering a cultural awareness training package that has since become mandatory for all new Corrections Officers. He also introduced NAIDOC celebrations across the entire corrections system and advises on a range of culturally inclusive processes and policies for Corrections Victoria.

While an Aboriginal Liaison Officer at Port Phillip Prison he introduced a live radio broadcast from inside a maximum security prison, which allows aboriginal prisoners to go on-air and connect with their loved ones. This is a Victorian, and probably Australian, first and has now become an annual event across Victorian prisons.

Mr Braybrook is highly respected as being a positive Indigenous role model across Corrections Victoria and the Victorian Indigenous community more broadly.



## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Ms Tracy Anne JONES,**

Ms Jones has served Corrections Victoria with distinction for over 30 years. She has worked her way up through every rank in the prison system and has excelled in a broad range of leadership roles across prisons, community corrections, head office and regional services and is currently the General Manager of the Dame Phyllis Frost Centre. Throughout her career she has developed a rare balance of vision, compassion and pragmatism. As a leader she has maintained staff engagement and built resilience through years of managing very challenging offender behaviour, serious incidents, unprecedented growth and relentless change. Her dedication to getting the job done has allowed her to persist through major challenges and tragedy.

She has regular contact with the women in her care, and takes an active role in complex case planning. She chairs meetings with prisoner liaison representatives and makes herself accessible by openly engaging with offenders as she walks through the prison. As an Operations Manager, she Tracy took on a leadership role amongst the Operations Manager Group, driving their professional development and providing mentoring and guidance to many. On her promotion to General Manager she assumed responsibility for the Operations Manager portfolio and continues to provide support, guidance and professional development to this group.

During her time as General Manager at the Dame Phyllis Frost Centre (DPFC) the population of women in prison in Victoria has doubled. Through her vision and drive the DPFC has transformed from a location that had clearly outgrown its operating model into an effective system that places offenders alongside the services, supports and case management approach that best suits their needs. She has ensured that a trauma informed overlay has been applied to procedures, practice and environment making the DPFC a safer and more effective environment for behaviour change.

She has always modelled and promoted an empathic, respectful and genuine approach towards prisoners in her care and, despite the demands of her role, she has been able to maintain positive relationships and a contemporary understanding of the issues facing the women of DPFC. Her focus on working with the women to achieve better outcomes and help them make better choices underpins all of her operational decisions and strategic objectives.

Ms Jones is one of the most highly regarded and respected leaders working in Victoria's correctional system and is committed to providing the best outcomes for offenders in her care.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### ***Queensland***

#### **Mr Peter John HENDERSON,**

As General Manager, Borallon Training and Correctional Centre, Mr Henderson is responsible for the successful operation of Queensland's first co-designed prisoner management model. Borallon aims to give prisoners maximum opportunity for positive change, through a focus on education, training and employment to stop the cycle of crime.

He is in daily contact with prisoners, undertaking primarily operational duties in direct control and management of male prisoners in the high security facility. He oversees a wide range of services including training, programs, employment and other activities to prepare prisoners for their release back into the community. Borallon is the only facility in Queensland with a Technical and Further Education (TAFE) campus, and an operational business on-site, where prisoners are employed to manufacture steel frames, trusses and roofs. He is recognised as instrumental to the success of this unique learning and work environment.

Over half of Borallon's prisoner population is either employed, engaged in TAFE education, or both. In 2017-2018, more than 500 prisoners were enrolled in more than 3800 units of competency in horticulture, rural operations, fitness, engineering, welding, literacy and numeracy, kitchen operations, automotive and construction.

In addition to managing the Borallon Training and Correctional Centre he is responsible for the management of 171 prisoners accommodated at the Palen Creek Correctional Centre, a low security facility. As part of leading Palen Creek Correctional Centre he focuses on maximising opportunities for prisoners to participate in, and benefit from, high quality rehabilitative programs and prison industries, including cattle and farm produce. He is also responsible for the operational readiness of the South East Queensland Work Camps to support Disaster Response Recovery arrangements.

Mr Henderson leads operational responses to critical incidents, undertakes interviews and breach hearings with prisoners, as well as undertaking personal assessments of prisoner welfare as individual circumstances demand. He has provided distinguished service to Queensland Corrective Services and to the people of Queensland.

## **AUSTRALIAN CORRECTIONS MEDAL (ACM)**

### **Mr Daryl Arthur RICHTER,**

Mr Richter, throughout his more than 30 year career with Queensland Corrective Services, has maintained a consistent approach to his engagement with staff and prisoners alike, being open, approachable, fair and moderate in all of his dealings.

His knowledge, expertise and desire to work collaboratively has resulted in him being held in the highest regard amongst staff, prisoners and stakeholders and has assisted him to develop and maintain lasting stakeholder relationships, both internal to Queensland Corrective Services, across other arms of the criminal justice system, and with other Government and non-Government agencies.

During his career he has been instrumental in promoting the operations of the agency within the central region and establishing quality relationships with key stakeholders, through which barriers are overcome and shared outcomes are achieved. In his various managerial and leadership roles within Sentence Management, he has provided exceptional service in a complex and challenging environment and has led, and grown, the Capricornia Correctional Centre Sentence Management Services team into the highest performing team in the State.

He assists prisoners, on a daily basis, in adjusting to the correctional environment and helping them to self-improve. He also assists prisoners to develop attitudes, skills and behaviours that through behavioural change, an offence free life is possible.

Mr Richter has provided distinguished service to Queensland Corrective Services, and to the people of Queensland.

### ***South Australia***

### **Mr Owen Fredrick BRADY,**

Mr Brady has served the South Australian Department for Correctional Services, as an Aboriginal Liaison Officer initially, and more recently for the past six years as a Cultural Development Officer at Post Augusta Prison.

He has excelled in his roles by being a leader in his community for the Department and a passionate advocate for his Indigenous people. He is a role model for both Indigenous and non-Indigenous colleagues and strives to educate his peers on First Nation's culture and the community. This then allows for better practice when working with Indigenous prisoners.

He provides a high level of support to prisoners who have specific cultural needs, offers support with interpreting services, identifies families, and supports within the prison environment for Indigenous prisoners and liaises with external agencies to establish effective working networks.

Mr Brady always performs to a high standard and assists outside his normal hours of duty and he is well respected by his colleagues for his knowledge and commitment to both prisoners and the Department.