

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

### ***Federal***

**Mr Marc Anthony ABLONG**, Gordon ACT 2906

For outstanding public service through the advancement of Australia's defence capability.

Mr Ablong has been central to the development of the Department of Defence's strategic policy since the mid-2000s. From 2009 to 2010 he assisted Associate Professor Rufus Black in the Review of Defence Accountability Framework and this Review was the first comprehensive review to examine personal and institutional accountability in Defence as a whole, and was a solid foundation to the later First Principles Review.

He also developed the Simplified Defence Business Model and the Enterprise Risk Management framework as part of the strategic reform agenda focus on governance arrangements within Defence.

Mr Ablong was subsequently tasked with leading the multidisciplinary team that was charged with the development of the 2016 Defence White Paper. The 2016 Defence White Paper was one of the most comprehensive exercises ever undertaken in Defence planning in Australia. Over a period of more than two years the team led he led produced a new Defence White Paper, an inaugural Defence Integrated Investment Program, and a seminal Defence Industry Policy Statement. In combination these documents provided the building blocks for Defence strategy, force structure development and engagement with industry for the next decade and beyond.

**Mr Geoffrey Ian ATKINSON**, West Hobart Tas 7001

For outstanding public service in the role of State Manager of AusIndustry's Tasmanian Office.

Mr Atkinson has been instrumental in the successful design and delivery of a number of structural adjustment programs in Tasmania. These have included delivering over 1,100 jobs and investment of over \$120 million. These programs have been delivered on time and budget, meeting all key performance indicators with high levels of customer and stakeholder satisfaction.

He has played a key role in the Beaconsfield Community Fund established after the mine rock fall in April 2005. He was also integral to industry support around the transition of the timber industry in Tasmania in the late 2000s, and has supported innovative businesses and start-ups through various programs for over two decades. He has also worked with large businesses across Tasmania to reduce their carbon emissions and improve their energy use. Most recently he took on responsibility for delivering a number of national grant programs for the broader government through the Tasmanian Business Grants Hub.

Mr Atkinson has excelled as the Department's, and Australian Government's, most senior representative on the ground in Tasmania for business and industry development.

## PUBLIC SERVICE MEDAL (PSM)

*Federal (continued)*

**Mr Kevin James BRADLEY**, Ainslie ACT 2602

For outstanding public service through the digital preservation of audio visual heritage material.

Mr Bradley has been the driving force in the development of innovative approaches to preserving, and providing Australians with access to, the National Library of Australia's significant collection of unique oral history and folklore recordings.

He has developed a fifteen-year plan to digitally preserve the National Library's audio collection, recognising that the imminent obsolescence of play back equipment risked the future loss of unique heritage. No other cultural institution is as far advanced in digital preservation of its audio collections, and the National Library's outcomes have been achieved entirely within existing resources.

He is a world expert in the preservation and digitisation of audio visual archival heritage material and was President and Executive member of the International Association of Sound and Audiovisual Archives (IASA) and UNESCO's Memory of the World Subcommittee on Technology and Information for All Programme Technical Committee.

As Vice-Chair of the IASA Technical Committee, and with their input and support, Mr Bradley edited and wrote much of the content of the '*Guidelines for the production and preservation of digital audio objects*' which has become an international standard.

**Mrs Karen Maree GOODEN**, Warranwood Vic 3134

For outstanding public service to the improvement of outcomes for job seekers.

Over a number of years, Ms Gooden has played a pivotal role across government in the area of job seeker compliance with social security legislation. She has a detailed understanding of relevant social security law, its history and application, through service delivery within the Department. She uses this knowledge and experience to effectively influence policy development.

Most recently she was an integral member of an interdepartmental taskforce that supported government to develop new job seeker compliance arrangements. She is recognised by many for her excellence in the field of job seeker compliance. She ensures that accurate and timely advice is given to the Minister, the Department's executive, staff, the Ombudsman, the Australian National Audit Office, policy departments, welfare advocates and other stakeholders.

Ms Gooden identifies unintended consequences of policy and works with policy agencies to suggest refinements or changes to improve the experience of job seekers. This has resulted in the better application of government policy and improved outcomes for job seekers.

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

*Federal (continued)*

**Mr Ian Ross JAMIESON**, Palmerston ACT 2913

For outstanding public service in the policy, program and delivery of Commonwealth aged care.

Mr Jamieson has successfully led and delivered key government reforms. He has worked on the replacement of the home care system, the new My Aged Care policy initiative, and the enhancement of the aged care funding instrument.

Most recently he was the Project Manager for the Department of Human Services' work on the Increasing Choice in Home Care budget measure. He was the Department's subject matter expert who led the changes and worked closely with the Department of Health and the Department of Social Services to deliver a successful project. This measure required exceptional stakeholder management skills as well as an ability to deliver outcomes in a fluid environment. He was able to ensure that complex change was understood by multiple stakeholders, and that large scale data migration happened seamlessly. The project was delivered on time and within budget.

The Home Care measure fundamentally changed the way consumers access care in their own homes and has been the biggest single change for Home Care consumers and providers. Due to the scale of change there were significant change activities and multiple communication streams. He led the Department's change activities which included provider information sessions and one-on-one support.

Mr Jamieson has managed teams required to work to highly compressed timeframes where outcomes had to be delivered to achieve legislative requirements and he always ensured that quality and performance were not compromised.

**Dr David William LLOYD**, Garran ACT 2605

For outstanding public service through professional contributions to the betterment of the Commonwealth's laws, and to the benefit of national security.

Dr Lloyd has made an instrumental contribution to improving the legislative framework that governs aspects of national security. In addition, his work in developing policy and guidelines on the application of these laws has improved the efficacy of, and enhanced cooperation between, relevant stakeholder agencies.

Throughout his career in the Foreign Affairs and Trade portfolio he has displayed the highest levels of integrity, professionalism and dedication to the public interest.

Through his personal excellence and expertise, Dr Lloyd's tireless efforts have resulted in developments that will have long-lasting and tangible results for the people of Australia.

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

*Federal (continued)*

**Mr Robert William McMAHON**, Forrest ACT 2603

For outstanding public service to the improvement of the lives of vulnerable members of the community.

Mr McMahon has demonstrated dedication, leadership and policy expertise at one of the most important times in the establishment of the National Disability Insurance Scheme (NDIS). He undertook often demanding roles with sensitivity, tact and a high-degree of professionalism and was instrumental in developing a range of foundation policies and processes for the NDIS and the Agency.

He led the design and development of the NDIS governance arrangements, including for the Board, advisory council and establishing the Agency. He provided high-quality policy advice in settling the NDIS legislation, the AAT review and appeal mechanism, and the early arrangements for the trial.

Additionally he has also worked with multiple government departments to develop and canvass a range of possible means of providing support to vulnerable people for digital television switchover. The Digital Switchover program, delivered through the Department of Communications and the Arts, was an important national change project that touched the lives of every Australian.

Mr McMahon brought a wealth of experience in working with the Public Service to deliver solutions to complex problems. He was always focused and conscious of the need to deliver efficient and effective service and at the same time showed a real understanding of the needs of those members of the populations the programs sought to support.

**Mr Brendan Ewen McRANDLE**, Kingston ACT 2604

For outstanding public service in the development and delivery of the Western Sydney Airport project to the construction stage.

Mr McRandle has shown exceptional leadership in the planning and delivery of the Western Sydney Airport project. In particular, he has demonstrated outstanding business planning and commercial negotiations skills.

He has driven the project planning, the Government's decision-making across a range of portfolios, as well as engagement with a range of stakeholders including the New South Wales Government, Southern Cross Airports Corporation, industry representatives and a number of local councils.

Mr McRandle's efforts have contributed significantly to the project with the Commonwealth Government now committing to fund the project and establish a new Commonwealth company to build and operate the airport. In addition to providing a critical input to support the growth of Australia's aviation sector, the airport will provide an incomparable economic and fiscal stimulus for western Sydney, both during construction and when operational.

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

*Federal (continued)*

### **Ms Nicole Lisa (Nicki) MIDDLETON, ACT**

For outstanding public service in the areas of project, property and security management.

Ms Middleton's commitment to excellence, probity and outcomes has allowed her to achieve outstanding results in challenging circumstances and her efforts have directly contributed to the achievements and effectiveness of her organisations.

Her expert management of logistics and organisational support for Australia's hosting of the G20 Summit in Brisbane in 2014 directly contributed to the success of the event, which reflected very positively on Australia.

More recently her management of significant repairs to the John Gorton Building and multiple staff relocations for the Department of the Environment and Energy has led to improvements in productivity, security and overall wellbeing for the entire Department. Through this work she has contributed to the restoration and maintenance of a heritage-listed building of significance to the history of the Australian Capital Territory.

The Department has also greatly benefited from Ms Middleton's ability to effectively negotiate complex matters to reach mutually agreeable outcomes.

### **Ms Sandra Denise PARKER, Ainslie ACT 2602**

For outstanding public service in the area of workplace relations.

Over the past four years, Ms Parker has demonstrated outstanding service and leadership in her role as Deputy Secretary, Workplace Relations and Economic Strategy, in the Department of Employment.

She has led the delivery of high quality advice on workplace relations policies that promote fair, productive and safe workplaces. She has supported the Government in the passage of legislative reforms, including the re-establishment of the Australian Building and Construction Commission, and improving accountability and transparency for members of registered organisations such as unions and employer organisations.

She also oversaw the development of legislative reforms to the Road Safety Remuneration System in the first half of 2016 and reforms to safeguard the position of Emergency Services Volunteers in the second half of 2016. She has led significant reforms to the Fair Entitlements Guarantee Scheme delivering efficiencies that have seen vulnerable workers receive their entitlements in a timely manner, while implementing new measures to recover money from companies. She has also been involved with reforms to reduce workers' compensation claims and costs.

Ms Parker has demonstrated outstanding skills in the management and delivery of government policy and programs and her achievements have had a substantial positive impact in the area of workplace relations.

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

*Federal (continued)*

**Mr John Davidson REID**, Chapman ACT 2611

For outstanding public service through the provision of legal advice to the Commonwealth.

Mr Reid has provided outstanding service through the provision of high-level legal advice to senior leadership, Ministers and the Cabinet on a range of matters including public international law and domestic human rights policy, the conduct of international litigation to which Australia is a party including as Australia's Agent in disputes before the International Court of Justice and Permanent Court of Arbitration, and the development of significant domestic human rights policy issues.

He has served the Commonwealth for over a decade working on some of the most complex and contentious international law matters. He is a leading expert in international human rights and refugee law, international security, international humanitarian law, environment law, law of the sea, air law and international trade and investment law.

Mr Reid's work has included informing the legal framework for Operation Sovereign Borders, resolving legal disputes brought by Timor-Leste against Australia, playing an important role in Australia's defence of the tobacco plain packaging arbitration, and as a key member of Australia's support team in the investigation of the downing of Malaysian Airlines flight MH17.

**Mr Trevor John THOMAS**, Deakin ACT 2600

For outstanding public service in the areas of foreign investment and superannuation.

Mr Thomas has played a key role in building superannuation infrastructure in Australia. He was instrumental in establishing the prudential framework for superannuation funds through the Superannuation Industry Supervision (SIS) Act, developing the strategy for dealing with the burgeoning self-managed superannuation fund market, and bringing the 2007 superannuation reforms to fruition.

He has also been a highly influential figure in the development of Australia's retirement incomes policy. He is hugely admired by industry, policy makers and Ministers for his knowledge, insight and professionalism.

He has also led work on the largest and most sensitive foreign investment cases in recent history, including the electricity distributors Transgrid and Ausgrid, Australia's largest private landholding, and the Port of Darwin. These cases are of national significance from economic, national security and broader perspectives.

As one of the architects of the prudential framework for superannuation funds and a lead contributor to the assessment of some of Australia's largest and most contentious foreign investment cases, the impact of Mr Thomas' contributions will be felt for many years to come.

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

*Federal (continued)*

**Ms Susan Margaret WESTON**, Deakin ACT 2600

For outstanding public service in advancing the National Innovation and Science Agenda.

Ms Weston has led the development and delivery of key government policy initiatives across taxation, small business, industry, innovation, science, budgetary and corporate policy.

Some of her significant achievements include the design of the landmark 10 year Strategic Partnership with the European Southern Observatory (ESO), her crafting of the Single Business Service Delivery Agency in 2014, and her leadership of support to Australian businesses to transition through new tax reforms including the Goods and Services Tax (GST) in 2001.

She is held in high regard by stakeholders at all levels of governments across Australia, the private sector and research community.

She has delivered significant outcomes for science and innovation, including key initiatives under the National Innovation and Science Agenda. She played a major role in the 2017 release of the National Science Statement, the first significant science policy paper in almost a decade, which will guide long term government investment and decision making.

Ms Weston has also made many valuable contributions to the Australian innovation system, including positioning the Commonwealth Science Council to facilitate science policy advice to government, ensuring the long term sustainable operation of the Australian Synchrotron, and strengthening Australia's international science and innovation relationships.

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

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

#### **Mr David Archibald COLLINS, Haberfield NSW 2045**

##### **For outstanding public service to vocational education in New South Wales.**

Mr Collins has shaped vocational education and training (VET) in New South Wales, and at a national level, for over 12 years. With his strong leadership, clear communication, negotiation talents and ingenuity he has secured over \$1 billion in funding for New South Wales, and delivered on programs that ensure the state continues to remain at the forefront of VET.

As the Executive Director, Training Services New South Wales he delivered the 'Smart and Skilled' program, a major reform of the government funded New South Wales VET system. Leading this reform involved extensive internal and external consultation, complex modelling and extensive research. The 'Smart and Skilled' program has ensured the delivery of high quality skills training to a level required by industry.

He also delivered the 2016 Infrastructure Skills Legacy Program (ISLP) which exceeded by 250% the target set by the former Premier for 1,000 apprentices to be working on government infrastructure projects. He also places an importance on providing training and employment opportunities for Indigenous people, people with disabilities, and for those that are in remote and regional communities.

Mr Collins's leadership and outstanding contributions see him held in the highest regard and he is respected for his wealth of knowledge, innovation, and leadership. He has worked tirelessly to ensure the people of New South Wales have a first class vocational education and skills training system.

#### **Ms Cathryn Patricia COX, Haberfield NSW 2045**

##### **For outstanding public service to health systems planning in New South Wales.**

Ms Cox has made a positive and significant contribution to the New South Wales community and is seen as a role model and expert for statewide clinical service and capital planning.

As Executive Director, Health System Planning and Investment in the New South Wales Ministry of Health she is responsible for the management of the Capital Investment Plan valued at over \$1.7 billion per annum. She has translated her comprehensive knowledge of the state's health system to deliver major infrastructure improvements in metropolitan and rural areas.

She has overseen the delivery of 17 integrated cancer services across the state and also the planning and execution of the NSW Government's 78 new capital commitments. Of particular note was her implementation of the abolishment of the patient co-payment for chemotherapy and Highly Specialised Drug medicines. Under her leadership an implementation strategy, and comprehensive suite of supporting information, was developed and extensive collaboration with Commonwealth, public, and community stakeholder groups, was undertaken to develop a policy solution to improve outcomes for patients.

Ms Cox has, during a career spanning 25 years, consistently delivered high quality work and she currently goes above and beyond in delivering flagship health facilities, programs and services for the community of New South Wales.

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

*New South Wales (continued)*

**Mrs Leona Carol DEI ROSSI**, Ermington NSW 2115

For outstanding public service through project management roles with the New South Wales Police Force.

Ms Dei-Rossi has excelled in delivering high level service to operational police within the New South Wales Police Force (NSWPF). Her ability to maintain a high standard in project management has ensured ground breaking technologies have been provided to NSWPF to assist in their everyday duties.

She joined NSWPF in 2004 as a Business Technologies Computer System Officer where she was able to coordinate a State-wide assessment and appraisal of various In-Car-Video systems. At the end of the process she managed the acquisition of the In-Car-Video system and also compiled the standard operating procedures and drove development of the 'back end' of the system. Through the dedication and attention to detail NSWPF now has the most comprehensive and functional In-Car-Video system in Australia.

She has also played an influential role in other projects for the NSWPF including the delivery of the Evidential Breath Analysis system that simplified and automated the way police officers process and test drivers affected by alcohol. The Automatic Number Plate Recognition technology was another project she delivered and which has proven to be an invaluable tool for police in road safety policing and criminal investigation.

Ms Dei-Rossi's knowledge, attention to detail and willingness to go above and beyond has meant that she is held in the highest regard by her colleagues in the New South Wales Police Force.

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

*New South Wales (continued)*

**Ms Tracey Marie HALL, NSW**

For outstanding public service to the justice sector in New South Wales.

Ms Hall has had a long and distinguished career serving the Justice Sector and the state of New South Wales for over 36 years. Since her appointment to the role of Sheriff of New South Wales in 2013 she has transformed the Office of the Sheriff into a contemporary law enforcement organisation that is capable of delivering a high level of service to its client groups. Under her leadership and direction the organisation's security and enforcement capabilities have been significantly enhanced.

She led the organisation's contribution to the Lindt Cafe Siege and the subsequent Coronial Inquest. During these times she went to great lengths to ensure the comfort, safety and dignity of the hostages and the families of the two victims. This included allocating a consistent team of Sheriff's Officers throughout the entire process. Such actions supported hostages and victim's families in their recovery, negated additional trauma and also demonstrated an extraordinary level of care and compassion. Her actions enhanced the reputation of the Office of the Sheriff and the Department of Justice

She has demonstrated unwavering commitment, dedication and resolve in her role as Sheriff of New South Wales. Often faced with difficult, stressful and testing circumstances and situations she continues to provide a calculated and correct response.

Ms Hall's dedication, skills and experience have earned her great respect and she continues to exceed expectations through the delivery of high quality work, protection of, and improvements to the justice system in New South Wales.

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

*New South Wales (continued)*

**Mr Robert Murjanto LAGAIDA**, Willoughby NSW 2068

For outstanding public service to financial management in the health care sector in New South Wales.

Mr Lagaida serves in the role of Director of Finance and Business Strategy at HealthShare New South Wales. He has demonstrated outstanding public service through the development and implementation of innovative financial and operations system that reform the provision of support services for the community of New South Wales.

Since 2005 he has been at the forefront of HeathShare New South Wales, establishing a shared services organisation that has consolidated, streamlined and improved existing service to end fragmentation, achieve economies of scale and reduce duplication. His diplomacy, skill, strategic leadership and operational management have ensured the success of the organisation.

His vision of providing core, consistent and reliable levels of service across all of New South Wales Health has been achieved through the reform of the delivery of corporate serves including finance, payroll, HR, asset management, patient support services and the provisions that support people with a disability. He led the replacement of paper based systems with modern IT systems and delivered financial management systems that would allow New South Wales Health to track and compare financial output. .

Mr Lagaida's ability to combine leadership and modern business practices has led to the successful creation of HealthShare New South Wales which has resulted in more efficient and effective processes and systems for health administrators, health workers, and the community.

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

*New South Wales (continued)*

**Dr Karin Anne LINES**, Centennial Park NSW 2021

For outstanding public service to mental health care in New South Wales.

Dr Lines has served the New South Wales Public Service with distinction for more than 50 years. She has driven the development of service improvement in the state's mental health clinical program by leading the design and implementation of clinical policy, strategy and initiatives that are contemporary and evidence based.

During her long career she has held a wide range of clinical roles where she has maintained an unwavering commitment to improving the lives of disadvantaged and vulnerable groups. In her most recent position, as Executive Director, Mental Health at the New South Wales Ministry of Health she has been responsible for the delivery of the Business Case for Mental Health, which encompasses a decade long whole of government approach to mental health care in the state.

She has shown exceptional stewardship of this important mental health reform, juggling the interests of numerous stakeholders, including some of the most vulnerable members of the community. The outcome of her hard work is reflected in a strategic direction for mental health policy development and analysis that ensures the system is focused on strengthening prevention and early intervention.

Dr Lines' professionalism and ability to deal with a broad range of stakeholders, whether that be working with patients or providing strategic advice at the executive level to inform policy decisions, is evidence of her commitment to the betterment of the mental health sector in New South Wales.

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

*New South Wales (continued)*

**Mr Andrew Phillip NICHOLLS**, Frenchs Forest NSW 2086

For outstanding public service to transport and insurance policy development and reform in New South Wales.

Mr Nicholls has had a long and distinguished career in the New South Wales Public Service and throughout this time has displayed drive, dedication, diligence, adaptably and leadership, delivering on a vast array of key policy issues in various public sector agencies.

Leading the NSW Green Slip Scheme since 2010, and more recently as Executive Director, Motor Accidents Insurance Regulation, within the State Insurance Regulatory Authority since 2015, his most notable achievement has been leading the reform of the \$2.5 billion New South Wales Compulsory Third Party (CTP) scheme. Its successful implementation has resulted in over 7,000 injured road users getting access to benefits they were previously excluded from, and also reducing the average cost of Green Slips for the state's motorists by more than an average of \$100. During the roll out of this policy he showed drive, dedication and leadership, providing diligent and thorough advice through his chain-of-command, including to the Minister for Finance Services & Property.

For over 10 years he served Transport New South Wales in a range of policy roles, including the delivery of significant transport fare reforms and landmark taxi reforms. Prior to that Mr Nicholls was instrumental in the development of policies relating to land management and land title, including conveyancing improvements and the nationally acclaimed 'Dial Before You Dig' Service.

Mr Nicholls has served with distinction in all his roles and he has specifically made a significant contribution to the motorists and road users of New South Wales.

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

### *New South Wales (continued)*

**Mr Ashley Peter WIELINGA**, Dubbo NSW 2830

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

Mr Wielinga has worked diligently over the last 32 years to serve his local community, and those of the Orana Region. Commencing his service at Bourke Shire Council in 1984 he developed an understanding and passion for local government, before moving onto the role of Accountant/Treasurer at Warren Shire Council in 1990. His attention to detail and ability to resolve and analyse saw him quickly progress to the position of Deputy Shire Clerk and finally as General Manager of Warren Shire Council in 1998 until 2017.

His personal qualities of integrity, competence, compassion and loyalty, along with his expertise in financial management, problem solving and project delivery, have made him an outstanding General Manager.

Most notably he has led the Warren Shire Council from a difficult financial position into a financially viable and sustainable Council.

In addition to his duties as General Manager he has played an integral role in the success of the Orana Regional Organisation of Councils (OROC). Through the OROC he has gone above and beyond to support and guide other Western Region General Managers through the efficient purchase of electricity supplies and other major infrastructure.

Mr Wielinga is an exceptional General Manager, leader and educator who has made a significant impact to those in the Western Region of New South Wales and, in particular, to the community of the Warren Shire.

### ***Victoria***

**Ms Cheryl Ann BATAGOL**, Richmond Vic 3121

For outstanding public service to environmental protection and sustainability in Victoria.

Ms Batagol has made a positive difference to the lives of thousands of Victorians by driving improvements to the Environment Protection Authority's effectiveness as a regulator.

Ms Batagol has consistently advocated for improved environmental outcomes by seizing opportunities for reform, and working closely with impacted communities and businesses to implement these reforms and improve the environment of Victoria.

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

*Victoria (continued)*

**Mr Anthony John BUGDEN**, Mooroolbark Vic 3138

For outstanding public service to human resource management in the education sector in Victoria.

Mr Bugden has overseen every major human resource policy initiative in Victoria's public education system for the past 20 years.

Mr Bugden has consistently dedicated himself to improving the Department of Education and Training's service delivery to its clients and stakeholders. This was most recently demonstrated by his initiation and management of innovative online human resource system improvements.

**Mr Peter James CORKILL**, Beaumaris Vic 3193

For outstanding public service to science and mathematics education in Victoria.

Mr Corkill's leadership and vision over a 40 year timeframe has supported schools and communities throughout Victoria to excel in the fields of science and mathematics.

His work has developed the leadership and teaching capacity of staff, and enhanced learning outcomes for students and entire communities.

Mr Corkill was instrumental in establishing the John Monash Science School in 2009, which continues to build the capacity of young people in rural Victoria and beyond, to study and excel in the fields of science and mathematics.

**Mr Adam Phillip FENNESSY**, Bendigo VIC 3550

For outstanding public service to a range of government departments in Victoria.

Mr Fennessy's stewardship has made a meaningful difference to the employees of the government departments he has led, and to the communities they serve, throughout his career.

Mr Fennessy's commitment to achieving a gender-balanced workforce and the promotion of flexible working conditions has resulted in many opportunities for individual employees while fostering a flexible, family-friendly workplace culture.

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

*Victoria (continued)*

**Mr Christopher James JOUSTRA**, Mirboo North Vic 3871

For outstanding public service to education in Victoria.

Mr Joustra's leadership and sincere, considered actions have improved community engagement at Morwell Park Primary School, in particular with the local Indigenous communities.

Through Mr Joustra's commitment and dedication he has been able to foster a strong level of support from families, balancing high standards for behaviour and academic achievement with an empathetic leadership style.

**Mr Raymond William PURDEY**, Croydon North Vic 3136

For outstanding public service to parliamentary institutions in Victoria.

Mr Purdey has served a number of Speakers and Members of the Parliament of Victoria all of whom have relied on his remarkable knowledge of parliamentary procedures and practice.

Through his work over many years, he has sought to modernise the Parliament of Victoria to better serve contemporary society.

Mr Purdey's support to the Presiding Officers has led to a successful change initiative to restructure the parliamentary administration resulting in a new Parliamentary Administration Act, which is a model being implemented in other jurisdictions.

**Ms Sandra May STEWART**, Mildura Vic 3500

For outstanding public service to education in the Mallee district of Victoria.

Aunty Sandra is a proud Wemba Wemba woman who provides schools across the Mallee with unique insights into community and country.

She works collaboratively with local Aboriginal Community Organisations to establish alternative educational programs that re-engage young people in education.

Aunty Sandra's achievements and commitment are acknowledged as having a positive, tangible impact on the young people she has worked with, and for, and her dedication to improving their educational outcomes is exceptional.

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

### *Victoria (continued)*

**Mrs Claire Michelle WATERMAN**, Bundoora Vic 3083

For outstanding public service to family violence system reforms in Victoria.

Ms Waterman has contributed significantly to the development and implementation of family violence system reforms. Her work has contributed to improved policy, legislation, training, and advice on a whole-of-government level.

Ms Waterman's efforts have resulted in enhanced safety measures to support survivors accessing protection remedies as Affected Family Members and holding perpetrators of violence to account.

### ***Queensland***

**Ms Jody Lynette BRUMBY**, Logan Central Qld 4114

For outstanding public service to the community of Queensland.

Ms Brumby has spent 17 years working across Queensland delivering dedicated customer service to the public at all levels, including in her role with the Department of Transport and Main Roads.

She is passionate about working on ways to improve the delivery of products and services to customers and has played a key role in the delivery of the Community Learner License Program conducted in the Logan Shire. The program offers an alternative to learner licence testing for people with learning difficulties by providing them with the opportunity to learn the road rules in a community-based workshop environment and she was integral in gathering subject matter experts to deliver the workshops.

Additionally, her commitment to supporting the Aboriginal and Torres Strait Islander community in Queensland has been reflected through her work with Indigenous community elders to develop events to celebrate the anniversary of the 1967 Vote Yes referendum.

Ms Brumby epitomises the ideals of public service. She is passionate about ensuring that she, and any team that she is working with, delivers the best outcome for individual and the wider community, and she performs these roles with a high degree of professionalism which has earned her the respect of colleagues and those she interacts with through the course of her service.

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

### *Queensland (continued)*

#### **Ms Sarah Ann BUCKLER, Qld**

For outstanding public service to investment, regional development and corporate governance in Queensland.

Ms Buckler has consistently operated with proven performance as a senior executive working in the areas of both state and local government in Queensland.

Her outstanding capabilities and strong advocacy for communities across the state have made impacted most positively on the community. She has successfully managed projects across a diverse range of areas such as major event facilitation, including the inaugural Advance Queensland Innovation and Investment Summit held in April 2016.

Ms Buckler has operated in complex environments with a focus on client-led service delivery. Her strategic approach has always been above and beyond core business and her ability to clearly articulate vision and purpose is displayed through her significant experience in managing people, budgets and resources.

#### **Dr Sharon KELLY, Yeronga Qld 4104**

For outstanding public service to the health sector in Queensland.

Dr Kelly is currently the Director of Ear, Nose and Throat at the Royal Brisbane and Women's Hospital and has been instrumental in improving outpatient access to services within the Metro North Hospital and Health Service.

She identified the need to establish an ear, nose and throat service which then led her to facilitate the establishment of a satellite service at Redcliffe Hospital. She was also instrumental in developing and implementing the ear, nose and throat program across the Metro North Hospital and Health Service. The program recognised the necessity to achieve a sustainable service to meeting existing and future demand, as well as the activities required to address the existing backlog on the specialist outpatients waitlist.

Dr Kelly is widely respected amongst her peers, support staff and patients, and through successfully delivering programs within Metro North Hospital and Health Service. She has not only directly improved the quality of life for many Queenslanders, but has also set a standard amongst her health care colleagues which has demonstrated what is achievable through good leadership and collaboration.

## PUBLIC SERVICE MEDAL (PSM)

*Queensland (continued)*

**Ms Colette Cornelia McCOOL**, Burleigh Heads Qld 4220  
For outstanding public service to the City of the Gold Coast in Queensland.

Ms McCool has served as a Senior Executive in the public sector in Queensland and the Northern Territory for the past 27 years. For 17 of those years, she held a Director role at the Council of the City of Gold Coast, leading a large and complex community services portfolio. She is currently a Non-Executive on the Board of the Gold Coast Hospital and Health Service.

During her time working for the Council, the city grew by almost 200,000 residents, placing significant pressure on social planning responses and service delivery. She not only met the challenges within her portfolio through collaboration and decisive leadership, she has left the city with an outstanding legacy. At the heart of her role was protecting and enhancing the liveability of the city, a role that she excelled in with the support of critical partners, and in consultation with a diverse range of stakeholders.

As a leader, her passion, stamina and management style focused on inspiring and supporting her staff to do their very best.

Ms McCool is a highly intelligent executive and with a focus on serving the community. She is held in high regard by her former staff, elected representatives, the City's senior executive management team and the Gold Coast community.

**Ms Filomena MORGAN**, Qld  
For outstanding public service through a range of coordination and governance roles in Queensland.

Ms Morgan is a well-respected public servant and a highly regarded senior executive who has served the Queensland community for more than 30 years. Her roles have included service to two Queensland Governors as a Clerk of the Executive Council. She has consistently performed a demanding job to the highest standards while making a significant contribution to Queensland.

Her positive influence on the Department of the Premier and Cabinet has made a significant contribution to the Department's culture. Her commitment and dedication to bringing people together for better outcomes is testament to her character.

Her exceptional skills in building strong, constructive relationships and leveraging stakeholder relationships saw her chosen to lead the Cyclone Larry Coordination efforts within the Department of the Premier and Cabinet in 2006. She took the lead in all matters relating to Cyclone Larry including preparing proposals in conjunction with relevant agencies to address public issues, communication activities, and responses to public enquiries.

Ms Morgan displays the utmost discretion on many sensitive issues, displaying impeccable professional conduct and upholding the highest level of integrity in her service to Queensland.

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

### *Queensland (continued)*

**Ms Helen Anne MULLINS**, Centenary Heights Qld 4350  
For outstanding public service to arts education in Queensland.

Ms Mullins is currently the Head of Department (the Arts) at Harristown State High School, in Toowoomba. She is highly respected and valued for her leadership and contribution to dance education within her department, in her local region, and across the state.

Her leadership role extends across diverse areas of study, namely dance, drama, music, film, television and new media and the visual arts. The provision of these curriculum subjects sees her leading a professional team of teachers who are each influenced by her passion for the arts, and the establishing and maintenance of standards which enables students to perform and compete.

Ms Mullins goes above and beyond the role of Head of Department at every available opportunity and her passion for arts education in Queensland is exceptional.

**Mr Edward Alphonse NATERA**, Pormpuraaw Qld 4871  
For outstanding public service to local government and Indigenous communities in Queensland.

Mr Natera currently serves as the Chief Executive Officer of Pormpuraaw Aboriginal Shire Council on the west coast of Cape York in Far North Queensland. He is at the forefront of enhancing and promoting economic development and opportunities to engage the Traditional Owners and people of Pormpuraaw.

His prime focus is ensuring that the community has a happy, healthy and safe future and is able to experience their cultural and traditional ways. In negotiations with the community, he has maintained and upheld that cultural and traditional ways are acknowledged and that the environment is protected.

He has consistently displayed his passion for the social and emotional wellbeing of the community and has been a strong advocate in the community to stop domestic violence and elder abuse. He is also committed to promoting the importance of education for young people and has focused efforts on re-engaging students and transitioning students successfully through the school system.

Mr Natera leads by example and his collaborative leadership style engenders his colleagues to strive for excellence. He is committed to service excellence in his pursuit of building stronger Indigenous communities.

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

### *Queensland (continued)*

**Dr James Athol THOMPSON**, Stafford Qld 4053

For outstanding public service in the area of biosecurity in Queensland.

Dr Thompson has served as the Chief Biosecurity Officer at Biosecurity Queensland since 2012, and in this role he has led the state's efforts in the management of animal and plant pests and diseases, invasive species, animal welfare and agricultural chemical use.

Throughout his career he has provided superior leadership in all his roles, and has driven innovative science and policy reform at state and national levels, all of which have contributed to protecting our economy, environment and communities from biosecurity threats.

He has led the biosecurity response to an intensive series of pests and diseases, protecting Queensland industries, business and communities, while working in a science-based collaborative way to also ensure continuing market access for Queensland food and fibre products.

Dr Thompson has played an outstanding leadership role in shifting the policy and legislative framework for biosecurity in Queensland through the passage of the Biosecurity Act 2014 (Qld) and its subsequent implementation. His service to the community of Queensland has been exceptional.

### ***Western Australia***

**Ms Margaret Joan ALLEN**, Churchlands WA 6018

For outstanding public service to the libraries sector in Western Australia.

Ms Allen began her career in a public library where she was involved in developing a library management system. Subsequently she was appointed to the position of Associate Director and then Acting Director at the State Library of South Australia where she transformed the organisation as it transitioned to new accommodation and included the development and implementation of a new service delivery model.

In 2004, she was appointed as Chief Executive Officer of the State Library of Western Australia (SLWA) and State Librarian where she is responsible for the strategic leadership of library services in Western Australia, the operation of the SLWA, and its partnership with local governments for the delivery of public library services.

During her time in the role she has demonstrated a strong commitment to early childhood reading and literacy as illustrated by her leadership of the highly successful 'Better Beginnings' program. The program has been run by the SLWA since 2004 in partnership with the State Government, local governments and industry partners. 'Better Beginnings' now reaches over 60,000 families each year throughout Western Australia.

She has also actively participated in the Australian copyright reform debates and remains committed to the objective of reforms that ensures fair access.

Ms Allen's work in the fields of literacy, Indigenous heritage, copyright, and her support of library and information science education and emerging leaders is well above the norm.

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

### ***South Australia***

**Mr Terry Joseph BUSS**, Prospect SA 5082

For outstanding public service to local government in South Australia.

Mr Buss has been an outstanding public servant having a long and distinguished career in the local government sector. He has provided strong leadership and direction in many executive roles across many local councils in the state.

Since 2008 his work in leading the Project Steering Group (PSG), and the development of a stormwater management plan for the Brown Hill Keswick Creek (BHKC), has been significant. This has involved a collaborative approach working with CEO's from the Adelaide, Burnside, Mitcham, Unley and West Torrens Councils. He led the PSG team to deliver this major project outcome for over 230,000 members of the wider Adelaide community who reside within the BHKC catchment area.

His dedication and hard work, and that of the PSG, came to fruition when the Stormwater Management Plan was officially gazetted on 7 March 2017. This achievement has been sought by state and local governments for over 50 years and it was his leadership and approach that helped the Management Plan eventuate.

As Chief Executive Officer of West Torrens he has been part of projects and programs that have delivered significant results for the council and ratepayers. He has fostered deals that have not only helped the council but also the state of South Australia, including with Adelaide Airport Limited and the sale of the Brickworks Markets.

Mr Buss has been an incredible mentor providing advice for all in council and his leadership has been integral in ensuring success of many projects for the community.

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

*South Australia (continued)*

**Mr Kevin Michael CANTLEY**, Wynn Vale SA 5127

For outstanding public service to financial management and infrastructure development in South Australia.

Mr Cantley has been an outstanding public servant throughout his career and has consistently performed at the highest level. Being involved in and leading key projects to successfully deliver critical ventures that have considerably improved socio-economic outcomes for South Australians.

As a part of the Port Pirie Transformation Task Force he took the lead in negotiations that led to a multi-hundred million dollar investment securing the economic future for an important regional centre in South Australia's Mid North.

His expertise and approach was instrumental in reaching an agreement between the Australian Football League (AFL), the South Australian National Football League (SANFL), the South Australian Cricket Association (SAGA) and other stakeholders for the structuring and implementation of the financial arrangements for the Adelaide Oval Redevelopment project.

In addition to serving with the Department of Treasury and Finance he was also the General Manager of the South Australia Government Financing Authority (SAFA) where he managed complex structured financial arrangements and advised on the management of financial risks.

Mr Cantley's strong work ethic, determination and financial expertise have helped to secure projects with significant and lasting benefits for the community of South Australia.

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

*South Australia (continued)*

**Miss Kristie Ellen COOK**, Henley Beach South SA 5022  
For outstanding public service to the health sector in South Australia.

Ms Cook has provided a dedicated service to the public of South Australia, specifically to those in rural and remote areas. Her involvement with projects with SA Ambulance has directly benefitted people living in the state's south east through to Port Lincoln, and in Ceduna in the state's west.

Working across SA Health directorates, consumers, non-government organisations, general practitioners and the large SA Ambulance volunteer sector, she has used her skills to enable changes and implementation of new initiatives.

Originally joining SA Ambulance as a Regional Office Coordinator, she provided administrative support at a General Manager level, excelling in the role. It was here she provided the South East region and Volunteer Ambulance Officers with administrative support for regional volunteer advisory meetings and the planning and co-ordination of many successful regional conferences.

She helped to develop and implement the SA Ambulance Country Extended Care Paramedic Project across the Limestone Coast and Port Lincoln. Her strong leadership, attention to detail and ability to engage and coordinate individuals, groups and institutions was integral to the program's success. As the Community Paramedicine Project Coordinator she established and implemented new initiatives with the introduction of Community Paramedics to Ceduna and the Limestone Coast.

Ms Cook through her various roles has gone above and beyond to ensure the success of a range of programs which have benefitted the people of the state.

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

### *South Australia (continued)*

**Professor Maria CROTTY**, Kent Town SA 5067

For outstanding public service in the rehabilitation sector in South Australia.

Professor Crotty has made a significant contribution to the rehabilitation sector in South Australia. Whilst being a Professor of Rehabilitation and Aged Care at Flinders University she has also managed the rehabilitation service at the Repatriation General Hospital for 14 years and the opening of the new Rehabilitation Service at Flinders Medical Centre in 2017.

As Chair of the Statewide Rehabilitation Clinical Network for SA Health she was pivotal in the development and establishment of dedicated rehabilitation services in country areas of the state.

Currently in the role as Clinical Lead for the Transforming Health Rehabilitation Services Development project she has led the development and implementation phases of the project, which has culminated in a set of recommendations to improve access to services and meet demand. In particular she has promoted the expansion of telehealth and telerehabilitation.

Her motivation has always been to ensure better outcomes for patients and her achievements have ensured that patients receive their rehabilitation in a timely manner and in the most appropriate setting, enabling them to begin their rehabilitation sooner and return home quicker.

Professor Crotty's efforts have led to significant benefits the population of South Australia both now and into the future.

**Dr Raluca TUDOR**, Kensington Gardens SA 5068

For outstanding public service to the mental health of older persons in South Australia.

Dr Tudor has established a unique model of clinical leadership, in a multi-disciplinary community health team which has resulted in the Older Persons Mental Health Services in South Australia growing and developing into one of the country's leading services.

In 2011 she was key in establishing the Older Persons Rapid Access Service, the first of its kind in South Australia. She was a driving force in identifying the issues and the needs to provide some form of hospital avoidance for older consumers with a mental health condition living in residential care facilities in the southern region of the state.

The Rapid Access Service comprises a multidisciplinary team of nursing and psychiatry medical staff with support from allied health staff. The target patient cohort is people with challenging behaviours due to psychiatric illness and/or behavioural and psychological symptoms of dementia. The service aims to improve the quality of life for residents by providing rapid and response to individual client needs, and to build capacity in the residential care facilities through staff education.

Dr Tudor has consistently worked with a whole system approach to ensure Older Persons Mental Health Services are integrated, understood and valued within the wider health care sector in South Australia.

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

*South Australia (continued)*

**Ms Tina Maria WARD**, Golden Grove SA 5125

For outstanding public service in the area of disability housing and support in South Australia.

Ms Ward has made an extraordinary contribution to the disability sector, especially in the area of accommodating those with intellectual disabilities. She commenced working in Disability Services in South Australia at a time when people with disabilities requiring care were largely institutionalised. The prevailing wisdom at the time was that people with disabilities were better accommodated in a village like setting, with all services on hand which meant that they rarely left the site.

She recognised the need for a change of culture in institutional living and took on the task of selling the vision of a better life for the teenagers living in the Koala Villa within the Strathmont Centre in 1988, which housed 32 teenagers with an intellectual disability. Her contribution helped establish community living as a viable and necessary ingredient in the support and care for people with disabilities.

She and her team now operate at every level in supporting people with significant disabilities to have a better life.

Ms Ward continues to be a consistent advocate for South Australians with intellectual disabilities to have their rights recognised, their lifestyles enhanced and their voices heard.

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

### ***Tasmania***

**Ms Gail Heather WARD, West Moonah Tas 7009**

For outstanding public service to breast cancer screening for women in Tasmania.

Ms Ward has served her community as a health professional specialising primarily in women's health for 42 years. In her current role as State Manager of the Cancer Screening and Control Services for the Department of Health and Human Services in Tasmania for the last 15 years, she has provided leadership, vision and energy to deliver high quality breast screening services for the early detection of breast cancer for women in Tasmania.

BreastScreen in Tasmania provides approximately 33,000 mammograms, and diagnoses approximately 200 early breast cancers, in the state each year.

She has also tirelessly served Tasmania and Australia through her contribution to over 14 national committees and advisory bodies, of which she currently serves on nine and is involved in numerous advisory committees in Tasmania. This is in addition to the day to day requirements of her role in managing the operational, financial and human resourcing requirements in the delivery of Cancer Screening and Control Services across the state.

In a world first, she initiated and introduced a remote area mobile digital mammography service to Tasmania in 2006. This mobile service, which has now grown to two, provides access to cutting edge screening mammography technology for women who would otherwise be disadvantaged by their isolated location. This initiative has provided a model for other screening services across Australia to follow.

Additionally, as a member of the Australian Standing Committee on Screening, she was involved in the development of a robust and evidence-based Australian Population Based Screening Framework which has been applied nationally since 2008 in developing and introducing new screening programs. She was the primary author of the Framework that originated from the Standing Committee on Screening (an Australian Health Ministers' Advisory Council Sub-Committee).

Ms Ward's expertise, drive, passion and dedication to her public administration role has greatly improved the health outcomes for many Tasmanians.

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

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

#### **The late Dr Karl John ALDERSON**

Late of Garran ACT 2605

For outstanding public service to justice policy and reform in the Australian Capital Territory.

Dr Alderson has made an exceptional contribution to both the Australian Capital Territory and Commonwealth public services.

While in the Australian Public Service he was the key architect of Australia's counter-terrorism laws developed in the wake of the 11 September 2001 terrorist attacks. He also led the development of a number of major legislative packages of offences and enforcement powers, and was the driving force in establishing the core principles embodied in the Guide to Framing Commonwealth Offences, Infringement Notices and Enforcement Powers.

In the Australian Capital Territory he has been instrumental in leading and driving policy and legislation reforms including the establishment of an Industrial Court and a judicial complaints regime; the expansion of the restorative justice scheme and the Aboriginal and Torres Strait Islander Justice Partnership Agreement; the provision of legal assistance to ensure vulnerable members of the community have access to legal assistance, and the development of the framework for the legalisation and regulation of ridesharing services, enabling the ACT to be the first jurisdiction to implement these reforms.

Dr Alderson is highly regarded by all those who have worked with him, including Commonwealth, state and territory justice and law enforcement agencies, parliamentary committee members, ministers, and their advisers and staff. He is also known for making a significant investment in junior officers through mentoring and coaching.

#### **Mr Phillip Charles GREEN, Evatt ACT 2617**

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

Mr Green has made an outstanding contribution to the development and delivery of high quality electoral services. He was ACT Electoral Commissioner for 23 years and was responsible for developing the ACT's first comprehensive Electoral Act. He subsequently had responsibility for regularly reviewing the legislation to ensure it continued to meet the needs of the ACT Legislative Assembly and the ACT electorate.

He introduced a range of innovations including the use of information technology, making the ACT the pioneer of electronic voting and counting in Australia. He was also responsible for computerising the key record-keeping operations of all polling places and implementing intelligent character recognition ballot paper counting. All these have improved the voting experience of the electorate, as well as enabling the results of elections to be announced in the fastest possible time under electoral law.

Mr Green built a highly motivated team at the ACT Electoral Commission who now share his dedication to delivering high quality electoral services. His understanding of complex electoral issues and their potential impact on the community, as well as his passion for developing more efficient electoral systems, has seen him make a significant contribution to the development and improvement of the ACT Electoral Act.

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

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

### ***Federal***

#### **Detective Superintendent Damien Luke APPLEBY**

Detective Superintendent Appleby began his policing career in the Australian Federal Police (AFP) in 1991. He was first posted to Melbourne Office and over the next 14 years worked there in a wide range of teams in an investigative capacity, including Drug Operations, Currency, Computer Crime, Fraud, Response, and Family Law and Warrants.

He received his Detective designation in 1996 and was promoted to the rank of Sergeant in 2002. In July 2005, he was promoted to the rank of Superintendent and was assigned to the AFP's Sydney Office as the Coordinator for Border Operations, where he was responsible for investigations into drug importations and transnational sexual exploitation.

In 2007 he assumed the role of Coordinator Counter Terrorism in Sydney Office, subsequently becoming the National Coordinator Counter Terrorism in Canberra.

In early 2009 he returned to the AFP's Melbourne Office as Coordinator Counter Terrorism and then Senior Investigating Officer for AFP Operation Neath. Operation Neath was a complex, protracted, multi-jurisdictional counter terrorism investigation that disrupted a terrorist attack in Australia. Three men were convicted in Victoria for conspiring to commit acts in planning or preparation for a terrorist act. During this time he displayed dedication and tenacity of the highest order in leading this investigation.

From early 2011 he undertook operational roles within the Melbourne Office with a focus on organised crime. He then deployed to the Netherlands in July 2014 with the international humanitarian mission assisting after the downing of Malaysia Airlines Flight MH 17 over Ukraine. In September 2017 he commenced as the AFP Senior Liaison Officer in Hong Kong.

Over the course of his 26 year police career, Detective Superintendent Appleby's commitment to criminal investigations has contributed significantly to the safety and security of the Australian community.

## AUSTRALIAN POLICE MEDAL (APM)

*Federal (continued)*

### **Detective Acting Superintendent Melissa Anne NORTHAM**

Detective Sergeant Northam (now Acting Superintendent) began her policing career in October 1985 with Victoria Police. She left Victoria Police on 22 October 1993 with the rank of Detective Senior Constable to undertake an investigative role with the then National Crime Authority in Brisbane.

She joined the Australian Federal Police (AFP) in 1995 and was designated Detective the same year. Following initial training she commenced in the AFP's Gold Coast Office and worked in both investigative and intelligence areas.

In 2002 she was appointed to the role of AFP Liaison Officer, Bangkok and was stationed there at the time of the Indian Ocean tsunami on Boxing Day, 2004. She played a key role in establishing the AFP Command Post in Phuket, and later led the initial AFP team to sites further north of Phuket. She was instrumental in providing effective liaison between the AFP and the Royal Thai Police, a responsibility which continued until her return to the AFP's Gold Coast Office in August 2005.

From 2006 to 2011 she served in the National Online Child Sexual Exploitation Team and then the Joint Anti-Child Exploitation Team. She was promoted to the rank of Sergeant in August 2007 and in 2011 she was appointed to the role of Senior Police Advisor to the Pacific Islands Chiefs of Police Secretariat, based in Wellington, New Zealand. She established a Cyber Safety program for the Pacific and mentored many Pacific Islander police women, fostering strong relationships throughout the region.

On her return to Australia she held roles as Airport Police Commander, Brisbane with the Queensland Tri Agency Intelligence Group. She is currently Acting Superintendent State Manager Darwin, holding the responsibility of Airport Police Commander, Darwin.

Acting Superintendent Northam has held prominent roles in the AFP Women's Advisory Network, and is acknowledged as a high quality leader and mentor, especially to women within the AFP. In 2013 she was awarded the prestigious Bev Lawson Memorial Award for outstanding leadership and achievements in policing by the Australasian Council of Women in Policing (ACWAP).

## AUSTRALIAN POLICE MEDAL (APM)

*Federal (continued)*

### **Commander Susan Karen THOMAS**

Commander Thomas began her policing career in the Australian Federal Police (AFP) in 1983. She was first posted to Sydney Airport, where she undertook uniform patrol duties and was then attached to the Regional Intelligence Unit. In 1986 she was selected for transfer to the AFP's Sydney Office to the Drug Operations team. Over the next 9 years she worked as an investigator, primarily with drug operations. She received her Detective designation in 1988 and was promoted to the rank of Sergeant in 1991.

From 1995 to 1998 she was seconded to the then National Crime Authority as a Senior Investigator in Sydney. There she received a Commissioner's Certificate for her energy and professional competence in bringing a joint AFP/NCA operation to a successful conclusion. She then returned to the AFP's Sydney Office to positions in the Currency, Operations and Client Liaison teams.

She was promoted to the rank of Superintendent in 2002 and took up the position of Officer in Charge of Intelligence in the AFP's Perth Office. In June 2004 she assumed the role of National Coordinator Intelligence, including a term as National Coordinator Counter Terrorism Intelligence, based in Canberra. A six month posting to Hong Kong followed in 2008 before returning to Canberra as Coordinator Ministerial.

In 2010 she was promoted to the rank of Commander and was posted to Beijing, China, as the AFP's Senior Liaison Officer. She returned to Canberra in 2014 to a senior role within AFP High Tech Crime Operations.

Commander Thomas was appointed as Manager Reform in August 2016. This position is a key leadership role in implementing the recommendations from the AFP's Cultural Change Report and developing strategies to reform the AFP culture.

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

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

#### **Detective Superintendent Wayne BENSON**

Detective Superintendent Benson joined the New South Wales Police Force as a Trainee in 1987 at the NSW Police Academy, Goulburn. He was promoted to his current rank in 2004 and posted to his current command at the Campbelltown Local Area Command in 2013.

He was confirmed as a Constable in 1988 whilst performing General Duties at Newtown and later at Balmain. He entered the Criminal Investigation field serving in the Plantation Unit and Support Unit of the Drug Enforcement Agency where he was designated as a Detective in 1994. In 1999 he was promoted to the rank of Inspector (Duty Officer) in the Monaro Local Area Command. In 2004 he was promoted to the rank of Superintendent as Commander of the Goulburn Local Area Command. He was later appointed the Commander of the State Protection Group prior to being appointed Commander, Campbelltown Local Area Command in 2013, his current position.

He has distinguished himself in the area of covert and high risk operations, emergency management and community policing. He has performed duties targeting middle to upper level drug trafficking in New South Wales and at times international jurisdictions. In 1997 he transferred to general duties at Kempsey later transferring to Cooma on promotion where he assumed responsibility for policing operations for the NSW ski fields.

As an officer of Aboriginal decent, he represented commands at meetings with the Aboriginal and Torres Strait Islander Commission (ATSIC). He is the current Chair of the NSW Police Force AEN (Aboriginal Employees Network) and is the most senior serving Aboriginal police officer in New South Wales.

## AUSTRALIAN POLICE MEDAL (APM)

*New South Wales (continued)*

### **Assistant Commissioner Joseph John CASSAR**

Assistant Commissioner Cassar joined the New South Wales Police Force as a Trainee in 1987 at the NSW Police Academy, Goulburn. He was attested as a Probationary Constable in 1987 where he was stationed at Goulburn. He was promoted to his current rank in 2017 and sees him now serving at the Capability, Performance and Youth Command.

In 1992 he commenced Criminal Investigation duties serving at Port Kembla where in 1994 he was designated as a Detective. In 2000 he was promoted to the rank of Sergeant (Criminal Investigation) at Lake Illawarra, and in 2005 was promoted to the rank of Inspector (Crime Manager) at Eastern Beaches Local Area Command, later serving at Central Metropolitan Region and Homicide. In 2011 he was promoted to the rank of Superintendent (Commander) at Cabramatta Local Area Command, later serving at Shoalhaven and Wollongong Local Area Commands.

He was the inaugural Commander of the Alcohol Licensing and Enforcement Command (ALEC) in 2008. Through his leadership he was able to lay the platform for future licensing strategies, which not only saw a decrease in offences in and around licensed premises but also a more cohesive relationship between the New South Wales Police Force, the Australian Hotels Association and Registered Clubs NSW.

Assistant Commissioner Cassar has performed his duties for 30 years with outstanding dedication to service, diligence and integrity. His outstanding commitment is highlighted by his leadership, service to the community and contribution to the development of work practices, staff development and the enhancement of the reputation of the NSW Police Force. He has oversighted and led high profile homicide investigations in the Illawarra and throughout the State of New South Wales. He has also strengthened community relations in each of his commands.

## AUSTRALIAN POLICE MEDAL (APM)

### *New South Wales (continued)*

#### **Detective Superintendent Gavin Michael DENGATE SC**

Superintendent Dengate joined the New South Wales Police Force as a Trainee in 1987 at the NSW Police Academy Goulburn. He was promoted to his current rank in 2008 and posted to his current command at the State Planning Unit in 2016.

He was confirmed as a Constable in 1988 whilst performing General Duties at Coffs Harbour. He subsequently performed Criminal Investigation duties and was designated as a Detective in 1997 whilst serving at the Major Crime Squad Drug Unit. In 2000 he was promoted to the rank of Detective Sergeant at the Hunter Anti Theft Unit, later serving at Waratah Local Area Command where he was promoted to the rank of Inspector (Duty Officer) in 2003. In 2008 he was promoted to the rank of Superintendent as Commander of the Sutherland Local Area Command. He has also been the Commander of the Eastern Beaches Local Area Command.

He has spent a vast part of his policing career in regional areas of New South Wales as well as the Sydney metropolitan area. During this time he has worked tirelessly to forge strong relationships and effective partnerships with all stakeholders within his Command. His priority has been to ensure that the focus was on crime reduction, ensuring the welfare and safety of the community, strengthening community relationships and confidence in the NSW Police Force.

Superintendent Dengate was responsible for initiating Sydney's White Ribbon Walk which has become a significant iconic event in raising awareness in preventing violence against women. In 2012 he was appointed the corporate spokesperson for the safety and wellbeing of international students and has worked diligently to develop trusting relationships between police and international students. He is a strong advocate of Women in Policing and ensures that all officers are able to develop through mentoring, training, education and development opportunities.

## AUSTRALIAN POLICE MEDAL (APM)

### *New South Wales (continued)*

#### **Superintendent Michael John FITZGERALD**

Superintendent Michael Fitzgerald joined the NSW Police Force in February 1984 as a Trainee at Redfern Police Academy. He was stationed at Maroubra Police Station where he was attested as a Probationary Constable in 1984. He performed General Duties at Maroubra Police Station prior to entering the field of criminal investigation in 1988 at Maroubra and then Malabar Police Stations. In 1991 he achieved his designation as a Detective and transferred to the Drug Unit Major Crime Squad South from 1991 to 1994 prior to commencing duty at the Homicide Squad from 1994 to 2003. Whilst at the Homicide Squad he was promoted to Detective Sergeant.

In 2003 he was promoted to the rank of Inspector and took up the role of Duty Operations Inspector at Sydney VKG. In 2009 he was promoted to the rank of Superintendent at Professional Standards Command where he performed the role of Director of Investigations and Field Services. In 2011 he took up the role as Commander of Rose Bay Local Area Command prior to taking up his current position as Commander at Kings Cross Local Area Command in 2013. Whilst at Kings Cross Local Area Command he was responsible for the implementation of the Lock Out Laws which resulted in significant decreases in alcohol fuelled violence in the Kings Cross Precinct.

He has obtained a Diploma in Law, a Graduate Diploma in Legal Practice, a Bachelor of Policing (Investigations) and a Graduate Diploma in Criminology. He holds a current legal practising certificate and is admitted to the Supreme Court of NSW.

Superintendent Fitzgerald's distinguished service in policing has shown his dedication and commitment to the community of New South Wales.

#### **Detective Chief Superintendent Jenny HAYES**

Chief Superintendent Hayes joined the New South Wales Police Force as a Trainee in 1982 at the NSW Police Academy, Redfern. She attested as a Probationary Constable in 1982 where she was stationed at Campsie. She was promoted to her current rank in 2013 and posted to her current command as Commander, Communications Group in 2013.

She commenced criminal investigation duties in 1984 serving at the then Drug Law Enforcement Bureau. In 1990 she was designated as a Detective. She later served at Burwood, Marrickville and Campsie. In 2003 she was promoted to the rank of Inspector (Crime Manager) at Kings Cross. She later serving at City Central and Redfern and in 2011 she was promoted to the rank of Superintendent as Commander of the Barwon Local Area Command, followed by her promotion the rank of Chief Superintendent.

She led the successful delivery of the Radio Communications and Maintenance Program (RCMP). This seven year \$81 million major project has provided major improvements to the NSW Police radio network and improved Police safety through a larger portion of the State having access to encrypted radio and reduced black spot areas.

Chief Superintendent Hayes' distinguished service ably demonstrates her commitment and dedication to New South Wales Police and to the community she serves.

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

### *New South Wales (continued)*

#### **Senior Sergeant Malcolm David JEFFS**

Senior Sergeant Jeffs joined the New South Wales Police Force as a Trainee in 1979 at the NSW Police Academy, Redfern. He was attested as a Probationary Constable in 1979 where he was stationed at No 6 Division (North Sydney). He posted to his current command in 1985 and was promoted to his current rank as Coordinator of the Police Diving Unit of the Marine Area Command in 2016.

He completed the NSW Police Diving Course in 1982 and performed police diving duties part time before transferring to the Water Police in 1985. Since then he has dedicated a majority of his 38 years of policing to the specialist field of police diving where he has successfully led diving teams since being appointed as Police Dive Supervisor in 1989. He has led and coordinated many high profile events including as Commander of Diving Operations for the Sydney 2000 Olympics and Para Olympics where he developed plans relating to underwater security for the Games and was responsible for the coordination and complex operational tasking of dive teams comprising both Police and Royal Australian Navy divers.

In 2014 he led his team and worked collaboratively with the Water Police and Divers from the Queensland Police Service for the G20 Summit in Brisbane, the largest ever peacetime police operation in Australia. Additionally he has contributed as a subject matter expert on national legislation relating to Work Health and Safety protections for police divers.

Senior Sergeant Jeffs is the longest serving diver in NSW Police Force history. He is an inspirational leader who is admired and respected by his peers, subordinates and superiors. He genuinely demonstrates empathy for his staff that are regularly called upon to undertake one of the most difficult jobs in policing in unusually harsh conditions.

#### **Chief Inspector Stephen James McGRATH**

Chief Inspector McGrath joined the New South Wales Police force as a junior Trainee in 1978 at the NSW Police Academy, Redfern. He was attested as a Probationary Constable in 1978 where he was stationed at No 8 Division (Balmain). He was promoted to the rank of Inspector (Manager) in 2009 and posted to his current command as HR Manager, Police Prosecutions Human Resources Command in 2011.

He was confirmed as a Constable in 1979 whilst performing General Duties at Balmain and he also served at Glebe prior to entering the Prosecuting Branch. He later served at Parramatta, North Western Region Legal Court Unit, Legal Services Court Unit Metropolitan, Legal Services Court Unit Country, Police Prosecutions Operational Legal Advice and Police Prosecutions Southern Courts.

He has been at the forefront of police prosecuting for a majority of his 39 years of policing and has been involved in a myriad of roles including that of prosecutor, legal advisor and writer, supervisor, manager and Senior Prosecutor (Head of Court). He is a role model and mentor to trainee prosecutors ensuring that the professionalism of the Police Prosecutions Command continues today.

Chief Inspector McGrath is highly respected by his commanders and senior managers where he is relied upon to provide expert advice and guidance on legal matters to the Senior Executive of the NSW Police Force. He has directly contributed to helping the Prosecutions Command transition through significant cultural, procedural and legal changes and his input has directly contributed to the formidable reputation of the New South Wales Police Prosecution Command.

## AUSTRALIAN POLICE MEDAL (APM)

### *New South Wales (continued)*

#### **Detective Chief Inspector Angelo MEMMOLO**

Detective Chief Inspector Memmolo joined the New South Wales Police Force as a Trainee in 1986 at the NSW Police Academy, Goulburn. He was attested as a Probationary Constable in 1986. He was promoted to his current rank in 2003 and appointed as Coordinator at the Homicide Squad in 2010, his current position.

From 1987 as a Constable in 1987 he performed General Duties at Redfern and then at Waterloo. In 1988 he commenced Criminal Investigation duties at Waterloo where in 1991 he was designated as a Detective. He later served at South Region Major Crime, Homicide Kogarah, Sutherland and St George Local Area Command. In 2003 he was promoted to the rank of Inspector (Duty Officer) at St George Local Area Command. He later served at the Australian Crime Commission Gangs Squad and the Middle Eastern Organised Crime Squad.

He has dedicated a majority of his 30 years of policing to the criminal investigation field where he has a reputation as a professional criminal investigator, having either been part of an investigation team or coordinating many of the high profile homicides and violent crime investigations undertaken by NSW Police Force.

During his career he has developed a strong professional relationship with key stakeholders, including the State Coroner's Office, the NSW Health Forensic and Science Services, the NSW Crown Solicitors Office, the NSW Crime Commission and other NSW Government agencies. He is often called upon by others for advice and guidance and across his career has gained the greatest respect and admiration of his superiors, peers and those he leads.

Detective Chief Inspector Memmolo is a well known community member in the Cronulla area, and regularly participates in charity events raising money for various causes including NSW Police Legacy.

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

### *New South Wales (continued)*

#### **Detective Superintendent Gary David MERRYWEATHER**

Superintendent Merryweather joined the New South Wales Police Force as a Trainee in 1986 at the NSW Police Academy, Goulburn. He was attested as a Probationary Constable in 1987 where he was stationed at Parramatta. He was promoted to his current rank in 2008 and posted as Commander of the Blacktown Local Area Command, his current position, in 2014.

He has performed General Duties at Granville, Khancoban, Menai, and Randwick. In 1995 he commenced Criminal Investigation duties serving at Malabar and Botany Bay where, in 1988 he was designated as a Detective. In 1999 he was promoted to the rank of Inspector (Duty Officer) at the North Shore Local Area Command and later served at the SCIA Command Centre and Operations Covert Resource Unit. In 2008 he served as Commander of the Monaro Local Area Command and later at Quakers Hill Local Area Command.

He has dedicated a majority of his 30 years in policing to serving communities in metropolitan and regional areas of NSW. On his appointment to his current role he recognised that domestic violence was a significant crime which had a major impact upon community policing resources and support services within the Blacktown Local Government Area.

He developed a plan to increase community awareness of the impacts of Domestic and Family Violence and became a White Ribbon Ambassador. He coordinated and led a local team of police who undertook bike rides between Sydney and Newcastle to raise funds and for, awareness of, domestic violence. He hosts White Ribbon fundraising breakfasts attracting well known key note national speakers and national media coverage.

Superintendent Merryweather's is highly respected by his peers, exemplifies the high standards of New South Wales police officers, and he has contributed much to the community.

#### **Sergeant Bradley John WHITTLE**

Sergeant Whittle joined the New South Wales Police Force as a Cadet in 1976 at the NSW Police Academy, Goulburn. He was attested as a Probationary Constable in 1978 where he was stationed at No 11 Division (Petersham). He was promoted to his current rank in 1990 and posted to his current command at Kings Cross in 1994.

He was confirmed as a Constable in 1979 whilst performing General Duties at No. 12 Division (Rockdale) and in 1981 he commenced Criminal Investigation duties serving at No. 3 Division (Darlinghurst). He was designated as a Detective in 1984 and later served at Cronulla and Hurstville. In 1990 he was promoted to the rank of Sergeant and in 1994 transferred to his current position.

He has served the people of NSW as an operational police officer for all of his 39 years of policing, a rare trait in modern times. The majority of this service has been in criminal investigations where he has acted with professionalism and dedication. For over two decades he has been a role model to junior police officers at the Kings Cross Local Area Command. He has also gained the greatest respect and admiration by his superiors and peers within the NSW Police Force and members of the community in which he serves.

Sergeant Whittle's dedication to service, integrity and work ethic has ensured a culture of hard work and tenacity has developed within the Kings Cross Local Area Command, one of the most challenging commands in New South Wales.

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

### ***Victoria***

#### **Superintendent Timothy John HANSEN**

Superintendent Hansen joined Victoria Police in 1989 and, after graduating in 1990, performed general policing duties in the Prahran area before transferring to Melton Police Station in 1991. From 1992 until 2005 he performed a range of roles including road policing, as part of the Road Safety Task Force, and he then returned to general policing duties.

In 2005 he was promoted to the rank of Sergeant at South Melbourne Police Station, and later to Senior Sergeant. In he was appointed as the Officer in Charge of Prahran Police where he remained until 2010. He then received a promotion to the rank of Inspector at the Southern Metro Regional Planning Office before transferring to the Inspector's role responsible for policing the Kingston Police Service Area (PSA) in 2011 before performing similar role in Hume PSA.

In 2013 he was promoted to Superintendent's role within the Corporate Strategy and Organisation Improvement Department's Community Safety Group. Here he assisted in developing the organisational capability to strategically identify, plan and respond to policing themes of drugs and alcohol, victim centric policing, crime prevention and emerging serious crime threats.

In 2016 he was selected as the Superintendent in charge of North West Metro Division 5 which is responsible for policing approximately 1,500sq kms comprising the Banyule, Darebin, Nillumbik and Whittlesea PSA's. Here he leads a high-performing operational policing division with a workforce of over 700 personnel across 12 sites, providing innovative policing services to a diverse and rapidly changing community with differing expectations and policing needs.

Superintendent Hansen has had a diverse policing career spanning nearly 30 years, during which he has consistently demonstrated his ability to building capacity and capability within Victoria Police to meet the ever changing needs of the community. His dedication to the community of Victoria, especially his commitment to victims of crime, is most noteworthy.

## AUSTRALIAN POLICE MEDAL (APM)

*Victoria (continued)*

### **Superintendent Lisa Joy HARDEMAN**

Superintendent Hardeman joined Victoria Police in 1983 and, after graduating, performed uniform duties in the western suburbs of Melbourne before working at the Criminal Investigation Branch at Sunshine before becoming a prosecutor. She was promoted to the rank of Sergeant at Altona North in 1998 before being seconded to the Regional Response Unit. She was then promoted to Senior Sergeant in 2005 and later promoted to Inspector at Port Phillip. Whilst at Port Phillip she was responsible for managing the second biggest New Year's Eve celebration outside the CBD, St Kilda Festival and the Grand Prix.

In 2011 she had a 12 month secondment to consulting firm KPMG where her development focus was on project and change management. Upon returning to Victoria Police she performed the role of Assistant Director Strategy and Policy, and Officer in Charge of the Community Engagement Support Team and Aboriginal Policy and Research Unit. In 2014 she was selected to fill the notoriously challenging role of Local Area Commander for Hume. Her selection was a milestone in Victorian Policing history as it made her the first and only female to hold this position.

In 2015 her commitment and ability saw her appointment and promotion to Superintendent rank and the position of Divisional Commander in North West Metro Region, Division 3. Once again she was the first female to hold this position in the history of Victoria Police.

Currently in her role as Divisional Commander she has been instrumental in the promotion of talented men and women within her division, resulting in them achieving the highest percentage of women holding positions of leadership within the North West Metro Region. Further to this, the division has seen the most significant reduction in volume crime attributed to newly developed strategies, when compared to any other North West Metro Division.

Superintendent Hardeman's career within Victoria Police is one considered to be that of a trailblazer and she is known and respected as a decorated detective, a supportive and highly respected prosecutor, and a champion for change and women's advancement. Her advocacy for empowering women within the workplace as well as the professional sporting arena, has been unwavering for over four decades.

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

*Victoria (continued)*

### **Superintendent Darren Grant HARRIS**

Superintendent Harris commenced with Victoria Police in 1984 and was posted to the former St. Albans Police Station following his graduation from the Police Academy. He continued operational duties within the inner western suburbs of Melbourne before transferring to the Flemington Police Station in 1986. He was then selected to take up a position at the Carlton Criminal Investigation Branch (CIB) in 1989.

In November 1995 his determination and hard work resulted in him obtaining a position within the Special Operations Group. Whilst at the SOG, his ability to lead was recognised when he was promoted within the group to Sergeant in 1997 and to Senior Sergeant in 2001. He was subsequently promoted as the Officer in Charge (Inspector) in 2007. In 2010 he moved to the Eastern Police Region where he undertook the role of Regional Emergency Management Inspector and in late 2012 transferred to the Banyule Police Service Area where he once again demonstrated his ability to lead and engage with the community as the Banyule Local Area Commander (Inspector).

He was promoted to the rank of Superintendent at the State Emergencies and Security Command (SESC) in 2015 and in this role holds responsibility for engaging external emergency service agencies and Government and non-Government departments at the highest levels as a member of the State Control Team, State Emergency Management Team and a Senior Police Liaison Officer.

Superintendent Harris has demonstrated a consistent and ongoing dedication to the Victorian community for over 33 years and his leadership exemplifies the Victoria Police organisational values, empowering colleagues through shared learnings which extends to police agencies across Australia and internationally.

### **Sergeant Mark Stanley HIGGINBOTHAM**

Sergeant Higginbotham served with the NSW Police Force as a general duties member and as a prosecutor before joining Victoria Police in 1992. He undertook initial training at Coburg Police Station before undertaking and graduating dux of the Prosecutor Training Course (PTC) in 1994. He was expedited as a prosecutor within Victoria Police due to his knowledge and experience as a professional advocate in NSW.

Since that time he worked at the Melbourne Prosecutions Unit before being seconded to the Research and Training Unit (RTU) from 1997 until promotion to Sergeant in 2007. He has a sensible and realistic approach to his prosecutorial role and is well known by both sides of the criminal justice system as being a fair minded and extremely knowledgeable prosecutor.

He is well known for his compassion and the care he shows when dealing with highly vulnerable victims disadvantaged by age, family background or cognitive function. His post-hearing capabilities and his capacity to engage with victims and their families, witnesses and police informants are without comparison.

He has mentored and supported more than 400 students on the Prosecutors Training Course where his knowledge, empathy and advocacy skills found him to be a popular and particularly effective instructor and mentor.

Sergeant Higginbotham is selfless in how much he invests of himself to the community to achieve just and fair outcomes.

## AUSTRALIAN POLICE MEDAL (APM)

*Victoria (continued)*

### **Detective Superintendent Graham John KENT**

Superintendent Kent's policing career has been diverse and varied and includes high level work with two outside organisations. In his 43 years since joining Victoria Police he has made a significant contribution to the safety of Victorians and the safety and wellbeing of Victoria Police employees. He has a unique record of service having worked in a variety of areas, including with the Police Association and as a volunteer Board Member with YMCA Victoria and YMCA Australia.

He was appointed as the youngest member of the Armed Robbery Squad during the early 1980's when the squad dealt with in excess of 100 armed robberies on banks per annum as well as multiple attacks on armoured cash carriers, TAB's, hotels, businesses and building societies.

He was also the lead investigator of the Hoddle Street murders committed on 9 August 1987. He was tasked with the completion of the investigation including a brief of evidence for the Coroner and the Director of Public Prosecutions relating to the murder of 7 people and the attempted murder of 21 others. He was personally commended by the Coroner and Crown Prosecutor on the thorough and professional presentation of the evidence. He has maintained carriage of this matter in the 30 years since and has acted as the Victoria Police spokesperson in a range of forums including public meetings, training scenarios, documentaries and media programs.

The high regard that he is held in has been ably demonstrated when he was chosen to establish and lead Taskforce Salus to investigate allegations of sexual predatory behaviour, sexual harassment and sexual assault in Victoria Police. His leadership has ensured the confidence and integrity of the taskforce and established solid foundations for sustainable change.

Superintendent Kent is a strong example of a contemporary values driven and ethical leader. He consistently models appropriate behaviours to influence and develop people and support them to achieve the objective of a safer Victoria.

## AUSTRALIAN POLICE MEDAL (APM)

*Victoria (continued)*

### **Inspector Margaret Ann LEWIS**

Inspector Lewis joined Victoria Police in 1978 and, after graduating in 1979, she went on to perform general policing duties at Force Reserve, City West, Sandringham, Prahran and St. Kilda Police stations. Since then she has served in a range of roles including appointment as the Staff Officer to the Deputy Commissioner Crime and Operations and as Staff Officer to the Deputy Commissioner Strategy and Deputy Commissioner Regional Operations. In 2015 she was appointed to the Safety and Deployment Division, Human Resource Department before being appointed to her current role at as the Manager Welfare Services.

Her commitment to the wellbeing of her colleagues has been a consistent feature of her career and in her current role she has been an integral part in implementing the recommendations of the Victoria Police Mental Health Review. She has been committed to improving mental health outcomes for all including a strong commitment to ensuring services are immediate and enduring following critical incidents managed by Victoria Police.

Additionally, she has continued to support women throughout her career and has been a very positive role model to many women within, and external to, Victoria Police.

Inspector Lewis has devoted her life to exemplary service to the community through her role with Victoria Police for nearly 40 years. She has worked tirelessly to ensure the Victorian community is safe and has the highest level of service from the police. She has forged a path for women in policing including fighting for the right for women to continue service on the front line and has become a role model to many.

### **Senior Constable Andrew Scott NEIL**

Senior Constable Neil joined Victoria Police in 2006 and upon completion of training at the Police Academy he commenced work at the Swan Hill Police Station performing general policing duties. In 2008 he transferred to Kerang Police Station where he performed general duties for four years, before transferring to Cohuna Police Station in 2012, where he continues to work today. Over this period he has performed the role of Acting Sergeant on a number of occasions.

As a rural police officer he routinely undertakes a wide range of duties including leading criminal investigations, conducting search warrants, attending traffic incidents, responding to livestock and farm machinery theft, responding to incidents involving the misuse of drugs and alcohol, firearms incidents, emergency management situations (including bushfires) and family violence.

The impact of drug misuse, including the increasing use of methamphetamine within the community, promoting the importance of safe driving behaviours particularly in young people, and working with rural farmers to prevent theft of livestock and machinery, are just a few of the areas in which he has demonstrated great leadership.

Senior Constable Andrew Scott Neil has built his Victoria Police career policing rural Victoria. He has established effective partnerships with a range of stakeholders to respond to challenges in an effort to improve the lives of the community in which he resides. In 2015 he was awarded the Citizen of the Year award and is seen as a role model who has gained the trust and respect of those he works with and the local community that he proudly serves.

## AUSTRALIAN POLICE MEDAL (APM)

*Victoria (continued)*

### **Leading Senior Constable Toni Anne REDSHAW**

Leading Senior Constable Redshaw has been a member of Victoria Police since 1984 with her career being primarily focused around general duties, community policing and currently proactive policing. After graduating from the Police Academy in 1985 she spent two years at the Altona North Community Policing Squad (CPS) before moving to the Bairnsdale CPS and then the Bairnsdale Sexual Offence and Child Abuse Unit (SOCAU).

Since 2011, Leading Senior Constable has performed the role of Youth Resource Officer for East Gippsland. Through her involvement with sexual assault and child abuse victims over 20 years she is known for her compassion and ability to build rapport with people who have been victims of serious sexual and abuse cases.

As a Youth Resource Officer she is passionate about her work around local youth and she understands the issues around youth crime and at risk youth. Over the last five years, she initiated and championed the New Directions Program in East Gippsland. The program was designed to reduce the number of young offenders re-appearing before the Courts by diverting and engaging them in activities and with agencies which address the causes of crime. As a result, many young people have successfully completed the program and rates of youth recidivism have lowered. Due to the program's success, it is now being implemented in other Police Service Areas.

For over 32 years Leading Senior Constable Redshaw has dedicated herself to Victoria Police and to the community who regard her highly and she is often the 'go to' person for advice, especially in the field of youth justice.

## AUSTRALIAN POLICE MEDAL (APM)

*Victoria (continued)*

### **Superintendent Stephen Barry WHITE**

Superintendent White joined Victoria Police in 1987 and subsequently worked at St Kilda Uniform City Patrol Group, Fitzroy and Northcote Uniform. In 1992 he transferred to Fitzroy Criminal Investigation Branch (CIB) as a Detective Senior Constable until 1995. He was then successful in attaining a position with the Crime Department at the Rape Squad, remaining there until 1997. He then transferred to the Homicide Squad until 1988 when he was promoted to the rank of Sergeant at Carlton Police Station.

In 2001 he transferred to Northcote Police Station before being promoted to Detective Sergeant at the Tactical Response Squad. Further promotions followed at the Detective Senior Sergeant level and then at the Detective Inspector level, including involvement with Operation Groove, the investigation into the deaths of 38 people at Marysville following the Black Saturday bushfires in 2009. In May 2015 he was promoted to the rank of Superintendent at People Development Command, Foundation Training Division.

He has had a distinguished career with Victoria Police, spanning over 30 years. He has displayed exceptional leadership that exceeds expectations and has done so at every rank. He has led and coordinated change in various aspects and roles within the policing context. He is instrumental in developing relationships with key stakeholders, ensuring collaborative and innovative approaches to the Victoria Police's commitment to the State Government.

He is forthright in his knowledge and insight around gender equality and diversity principles, building staff and recruit awareness and responses to issues identified in the VEOHRC Review and he has a genuine desire to ensure that the workplace is safe, respectful and inclusive for all employees.

Superintendent White is a champion for the personal and professional development of not only his staff, but others across the organisation. He encourages, supports and mentors personnel, often donating large sections of his own time to the career success of others. His commitment ensures capability and high standards for the future leadership of Victoria Police.

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

### ***Queensland***

#### **Superintendent Michael John BRADY**

Superintendent Brady is an experienced investigator with Queensland Police having served a number of years investigating major crime during which he was involved in the national benchmarking of investigative techniques. More recently he has been actively involved in the development of community based programs addressing domestic violence and public disorder.

He has demonstrated his commitment to the community of Queensland through his dedication and contributions to Crime Stoppers and Neighborhood Watch as well as other community based initiatives such as Project Prado, addressing domestic violence, as well as the '*It's your choice*' program which was developed to address youth violence and public disorder.

In 2011 he was also formally recognised for his leadership whilst in the role of District Disaster Coordinator during the 2010-2011 flood cyclone event.

Superintendent Brady has served with distinction in a range of police appointments during his career. His professionalism, expertise and leadership as both an investigator and district officer has earned him the respect of his peers and the support of the community.

#### **Inspector Keiryn Margaret DERMODY**

Inspector Keiryn Dermody has demonstrated outstanding dedication and commitment during her career with the Queensland Police Service (QPS). She is recognised for her leadership, management and organisational improvement skills. She has displayed skill and excellence in developing and fostering innovation in policing practice.

She has served a major part of her career in the prosecutions and legal field for the QPS and her professionalism, expertise and knowledge earned her promotions to prosecution positions early in her career and the respect of her peers and superior.

She is a most capable leader who has displayed high standards of excellence working in a range of roles including prosecutions and legal services, Police-Citizens Youth Clubs and more recently engaging and negotiating with stakeholders at Road Policing Command.

Inspector Dermody has earned the respect of her superiors and peers and has contributed significantly to the community of Queensland during her career.

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

### *Queensland (continued)*

#### **Chief Superintendent Kevin Anthony GUTERIDGE**

Chief Superintendent Guteridge is an exemplary officer who has shown outstanding commitment to policing in his 30 year career with the Queensland Police Service. His commitment to his own development, and the development of his staff, is evidence of his professionalism, leadership abilities and epitomises a pursuit of excellence that has contributed greatly to operational and strategic outcomes.

He has served the community of Queensland in a broad range of operational areas and he is recognised as a leader in diversity, professionalism and staff development. His role as a District Officer has earned him the respect of his peers and the support of his subordinates.

Additionally he excels in disaster management response and recovery, having assisted communities in Bundaberg during flooding events in 2010-2011, tornadoes and extreme floods in 2013, Tropical Cyclone Ita in 2014 and during Tropical Cyclone Marcia in 2015.

Chief Superintendent Guteridge is seen as a leader within the Queensland Police Service and has displayed dedication, professionalism, resilience and a commitment to fairness during his extensive career.

#### **Inspector Samantha SANDERSON**

Inspector Sanderson has demonstrated outstanding dedication and commitment during her career with the Queensland Police Service. She is recognised for her leadership and excellence in organisational improvement, change management, and commitment to ongoing education, training and development of officers. She has also displayed a significant commitment to mentoring fellow officers and continues to take an active interest in their welfare.

She has served with distinction in a range of police appointments during her career. Her professionalism, expertise and leadership in the roles of South Eastern Region Performance Officer and Senior Facilitator of Training and Development at the Academy have earned her the respect of her peers and the support of her subordinates.

She also demonstrated enduring commitment to change management during the implementation of the Taskforce Bletchley and Gold Coast District Cultural Review recommendations, including her contribution to the development of policy and procedures as part of those recommendations.

Inspector Sanderson is acknowledged as a champion for women in policing and is seen as a leader who can implement change and be a role model for many officers within the Service. Her leadership abilities and professionalism are qualities that reflect the high standards which are expected of an officer of the Queensland Police Service, and by the wider community.

## AUSTRALIAN POLICE MEDAL (APM)

*Queensland (continued)*

### **Chief Superintendent Brett Wade SCHAFFERIUS**

Chief Superintendent Schafferius is a highly respected police officer who has worked across the length and breadth of Queensland, serving the community at the highest level during his lengthy career with the Queensland Police Service (QPS). He is acknowledged as a leader and is a role model for many police officers within the QPS.

He commenced operational police work as a constable in Townsville in 1985 and has worked in many challenging areas across the state. He is experienced in general duties, drug squad work, major criminal investigations, and has been a District Officer of two districts, one in an urban area, the other being the Far North District, one of the most diverse in Queensland.

In 2012, he was awarded a Commissioner's Certificate (Operational) for the leadership he showed during the Toowoomba and Lockyer Valley floods disaster.

Chief Superintendent Schafferius is passionate about service to the community and service to others. As a manager and leader, he strives to support Queensland Police Officers and staff members. He has been a champion of equity and diversity in the QPS, ensuring all members have an equal opportunity in the workplace and he has been integral to implementing improved disaster management arrangements in the far north of the state.

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

### ***Western Australia***

#### **Superintendent Ian Alexander CLARKE**

Superintendent Clarke commenced his career as a Police Cadet in 1982, joined a recruit school in 1983, graduated and served in a variety of roles in metropolitan and country stations. He was promoted to the rank of Sergeant in 1997, Senior Sergeant in 2009, Inspector in 2011 and Superintendent in 2016.

In 2011 he served as Assistant District Divisional Officer at the Wheatbelt District Office and provided leadership, management and direction to OIC's and staff of 11 in the eastern and central zone of the Wheatbelt District. In January 2013 as the Duty Patrol Commander at the Communications Division he was responsible for overseeing all operational tasking and incidents. As the Project Manager for the Traffic Centralisation Project within the State Traffic Command in July 2013 he directed operational traffic policing capability in conjunction with the Metropolitan Policing Model for consideration by the Corporate Board.

He was appointed to the role of Assistant Divisional Officer for State Traffic Operations in January 2014, where he provided leadership, operational and policy guidance to four operational units, totalling 204 personnel. He implemented the policy change from the Traffic Centralisation Project and also oversaw the introduction of the unmarked police motorcycle fleet.

In April 2016 he was promoted to the rank of Superintendent in the role of Officer in Charge of Ethical Standards Division responsible for overseeing the investigation of all Police Conduct Reports, from internal and external sources, into the professional conduct of Western Australia Police officers.

In conjunction with his policing duties he has spent many years as a member of the Mundaring Volunteer Fire and Rescue and has undertaken the role of Honorary Aide de Camp to the Governor of Western Australia from 2014 to 2016 and is a Life Member of the Juvenile Diabetes Research Foundation Ride for a Cure.

Superintendent Clarke consistently demonstrates positive leadership and qualities which has enhanced the safety of the community and the professionalism of policing within Western Australia.

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

*Western Australia (continued)*

### **Inspector Donald Merrick EMANUEL-SMITH**

Inspector Emanuel-Smith commenced his career with the Western Australia Police Force in 1982 and spent numerous years serving in various remote indigenous communities within the north of the State. Promoted to Sergeant in 2004, he served as a Police Prosecutor, Brief Handling Manager and Officer in Charge of Joondalup Prosecuting. In 2009 he was transferred to the West Metro Crime Prevention Office, where he was tasked with engaging the diverse residential multicultural population in order to create a greater understanding of police and the law, and foster harmony amongst the various community groups.

He was often called upon by members of the community, and at times a variety of government and non-government agencies, to utilise his cultural understanding and knowledge to facilitate meetings and responses to sensitive policing and community matters. He was a driving force in obtaining grants that directly benefit the community, such as for Aboriginal youth sports programs, developing a DVD for new Australians about driving in WA, and developing youth forums and local youth group programs to engage at-risk children.

He developed a specialised strategic education and awareness plan, established strong working relationships with the numerous leaders of the new and emerging communities, and worked with each to build trust in the Western Australia Police Force. He also worked with Cultural and Linguistic Diverse (CALD) youth in leadership and mentorship programs, to create role models and community champions.

In August 2014 he was promoted to commissioned officer rank of Inspector at the Community Engagement Division, and in continuing his work with the CALD communities, was recognised for his contributions by being awarded the Cultural and Diversity Officer of 2015, by the Organisation of African Communities Western Australia. His service in the multicultural engagement arena has been recognised widely as above and beyond normal duties.

## AUSTRALIAN POLICE MEDAL (APM)

### *Western Australia (continued)*

#### **Inspector Donal James HEISE**

Inspector Donal Heise commenced his career with Western Australia Police as a cadet in 1974 and joined as a recruit in November 1975, graduating and serving in a number of metropolitan and regional locations before embarking on a detective career from 1981. He was an investigator at number of Crime Squads and Detective Offices, including several years at Organised Crime where he led teams responsible for the apprehension and prosecution of significant WA drug targets.

As Sergeant in 1997 he returned to general duties initially at Joondalup Police Station, and then Central Police Station, where he successfully mentored junior officers focussing his efforts on team performance. In 2002 as a Detective Sergeant he returned to the Major Fraud Squad, where in March 2007, he was promoted to the rank of Senior Sergeant at Major Fraud, initially as the Operations Manager and then Officer in Charge. At Major Fraud he coordinated high-value and complex fraud investigations including Operation Mintox, the investigation, apprehension and prosecution of an international crime syndicate for \$5M in card skimming offences at McDonald Restaurants.

In 2010 he transferred to Tactical Response Group (TRG) where he was instrumental in the establishment of a "state of the art" tactical training facility, a \$16M project which required significant stakeholder management to ensure the design and build was fit for purpose. His professional and direct style during project negotiations reflected positively on WA Police and resulted in a training facility that is now a benchmark for Police Tactical Groups Australia-wide. In December 2012, he was promoted to Inspector and is a Police Tactical Group Commander, responsible for planning and leading tactical teams in the resolution of high-risk incidents and operations. In May 2016 he received the Commissioner's Medal For Excellence, resulting from managing the Tactical Response Group, Bomb Response and Negotiator resource for the Bunbury siege in July 2015.

Over his 43 years plus policing career, Inspector Heise has sustained and displayed exemplary commitment and leadership across a wide range of Western Australia Police roles, achieving results by positively influencing those around him.

## AUSTRALIAN POLICE MEDAL (APM)

*Western Australia (continued)*

### **Senior Sergeant Gemma Louise HENNIGAN**

Senior Sergeant Hennigan joined the Western Australia Police Force in 2000, and has served at Central and Hillary's Police Stations before being transferred to SID and Analytical Services where she performed a number of covert roles, including Intelligence Officer and investigator. In August 2008 she was transferred to the State Security Investigation Group as a Field Intelligence Officer. She played an influential role in various SSIG operations and community contact initiatives including multi-agency Operation Scimitar which targeted national extremist/racial extremist persons.

She obtained a Terrorism (Extraordinary Powers) Act 2005 covert search warrant, commemorating the first time this legislation had been applied by a Western Australian law enforcement agency. This pilot case established a framework for future agency policy and procedure regarding best practice guidelines.

Additionally during her career she has been selected by her supervisors and peers to perform higher duties on numerous occasions in which she was responsible for the direct supervision, rostering and day to day management of sworn staff, as well as the agency 'on call' contact for Security Operations Division. She also performed a strategic role in the security of high risk witnesses.

After promotion to Sergeant in 2012 she took up the position of Supervisor at Regional Operations Group - Central (ROG), having stewardship of 22 staff from diverse backgrounds and policing experiences.

Senior Sergeant Hennigan's leadership style, dedication, and hard work has fostered inclusion, collaboration and relationship building within her own team, and importantly with stakeholders and through this she has contributed significantly to the community of Western Australia.

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

### ***South Australia***

#### **Chief Inspector Keryl Louise HOWIE**

Chief Inspector Howie has served South Australia Police (SAPOL) with distinction since joining in 1980. After eight years in Port Augusta and Berri she joined Policy Section as Manuals Editor and then became a Senior Project Officer in Planning and Evaluation Branch, serving a total of 13 years in these roles. Upon becoming an Officer of Police she spent the next nine years as Recruiting Manager and Senior HR Manager.

Since 2014 she has been the Operations Manager for Elizabeth Local Service Area (LSA) where her previous human resources management experience has been extremely valuable. She is genuinely committed to her work and the development of those she is responsible for managing. She has developed an extensive network of internal and external key stakeholders to develop and enhance strategic alliances.

She is committed to the community she serves and has participated in several community groups and activities and as a position holder on many organisation committees and working parties. She is also a keen academic, becoming a Doctor of Philosophy in December 2016. She is a respected leader who has genuine care and concern for those she works with and those she tries to assist through her wider community involvement.

Chief Inspector Howie is highly regarded for the significant contribution she has made to human resource management within SAPOL and for her leadership and management across all areas she has worked.

## AUSTRALIAN POLICE MEDAL (APM)

*South Australia (continued)*

### **Sergeant John Edward LEWIS**

Sergeant Lewis has served with distinction over a 40-year career with South Australia Police (SAPOL). After graduating in 1977 he spent several years working in Port Adelaide patrols before becoming a Crime Scene Investigator in 1983. He later qualified as a Fire Scene Investigator, a specialist role within SAPOL Forensic Services, and in 1993 commenced at the Fingerprint Bureau, qualifying as an Expert in 1997, and he was appointed as Supervising Sergeant in 2015.

Over the last 24 years his commitment to service excellence with forensic fingerprint examinations and expertise has been outstanding. His meticulous and thorough crime scene and fire investigation skills have translated well to fingerprint examinations, displaying a strong ability to interpret fingerprint identifications perpetrated in any crime scene. He is considered an expert in difficult or complex examinations and was deployed overseas as a member of Australia's response to the international incidents in 2002 (Bali) and 2005 (Tsunami) and assisted in the identification of victims.

He is highly regarded by both the prosecutorial and defence senior counsel and represents SAPOL in national fingerprint special advisory and expert forums, which oversee all aspects of fingerprint examinations and training standards, to ensure Australian practices are consistent with international standards and examination methodologies.

He is the principal expert representing SAPOL on the Biometrics Identification Service Project Advisory Group (BISPAC) - a Commonwealth project regarding replacement of the National Automated Fingerprint Identification System (NAFIS). He is the senior and most experienced expert in the SAPOL Fingerprint Bureau and is responsible for all core business and the training regime, which he delivers to a high level.

Sergeant Lewis is highly regarded nationally for his expertise, particularly with the detection and training concerning fingerprint forgeries. He is currently the only sworn police fingerprint expert in SAPOL and has highlighted his commitment to the science by prolonging his career in order to develop other police officers to expert status.

## AUSTRALIAN POLICE MEDAL (APM)

*South Australia (continued)*

### **Sergeant Neil David SANDO**

Sergeant Sando has enjoyed an exemplary career with South Australia Police (SAPOL) since commencing in 1971. He has worked across metropolitan and country areas, including Whyalla and Nuriootpa, and since August 2000 has been a frontline general duties Patrol Sergeant at Salisbury Police Station.

He is recognised as a person of integrity with a strong work ethic and is renowned for his fair, even-tempered approach. He sets high standards, leads by example and displays professionalism at all times. He genuinely enjoys his work and has a natural ability to encourage and motivate others.

He displays exceptional leadership qualities, particularly regarding management of his patrol team and training of subordinates and he has significantly contributed to the development and performance of countless Probationary Constables and other members. He has also received numerous commendations for his diligence and investigational skills throughout his career, which have resulted in the apprehension of significant offenders. His knowledge of law, policy and procedures is outstanding.

Sergeant Sando is a dedicated and committed officer in his role as a front line supervisor and is an outstanding leader, striving to achieve the best at all times and he has served the community of South Australia with diligence and dedication during his 46 year career.

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

### ***Tasmania***

#### **Commander Glenn Andrew KEATING**

Commander Keating was appointed to Tasmania Police as a Cadet in 1982 and gazetted as a Probationary Constable in September 1983. During his career he has worked in diverse areas of policing including uniform, criminal investigation, traffic, human resources and internal investigations. Following promotion to Inspector in 2006, he undertook roles as the Divisional Inspector and Officer-in-Charge at Glenorchy, Employee Services, Employee Relations, Sorell Division and Staffing Services.

He has displayed great integrity and leadership throughout his career; including significant organisational restructures in 2012 and 2014, negotiation of Enterprise Bargaining Agreements, and as Deployment Commander at the Commonwealth Heads of Government Meeting in Perth, Western Australia in 2011. He is currently the Commander, Education and Training at the Tasmania Police Academy complex and is managing the expansion in the number of annual training courses to deliver increased police numbers.

Serving for over 35 years Commander Keating continues to provide outstanding service to Tasmania Police with devotion to duty, diligence and leadership including receiving a Commissioner's Commendation for his role in responding to Port Arthur shootings in 1996. He has made a significant contribution to policing and community safety in Tasmania.

#### **Sergeant Sonja Louise WILSON**

Sergeant Wilson was appointed to Tasmania Police in February 1992. She is a highly respected and capable investigator with many years' experience in the field and during her career, she has been the lead investigator for significant and complex investigations. Her success in solving victim crimes and her compassion and empathy with victims of sexual assault has been particularly commendable.

In 2004, after working as part of the *Safe at Home* project team to develop a whole of government legislative framework as well as operational protocols to respond more effectively to family violence, she transferred to the newly formed Victim Support Response Teams (VSRTs). Her administrative, innovative and proactive investigative leadership skills were instrumental in the success of the VSRTs and helped build a platform for more recent reforms to prevent and respond to family violence.

Detective Sergeant Wilson has served the community as a member of Tasmania Police for 25 years and in that time has been responsible for solving numerous crimes. She was also the first female member, as well as first female sergeant, within the Dignitary Protection Unit. She is a widely admired and respected leader in the organisation and has consistently provided outstanding service to the community of Tasmania.

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

### ***Northern Territory***

#### **Sergeant Renae Moana McGARVIE**

Sergeant McGarvie joined the Northern Territory Police Force (NTPF) in 1998. Her ongoing police career has taken her to many locations throughout the Territory servicing at Alice Springs, Groote Eylandt (Alyangula), Adelaide River, Darwin and Bathurst Island.

In 2016 she was posted to Wurrumiyanga, Bathurst Island, as the Remote Sergeant. This remote Indigenous community on the southern coast of Bathurst Island was staffed with three female police officers up until September 2017, a first for the Northern Territory. The community in which she serves faces challenges in regards to domestic violence, liquor and illicit drugs as well as anti social behaviour, however her commitment to enhancing relationships between police and the community has built solid foundations of trust and respect and has fostered positive communication to resolve issues.

She donates her time by coaching the local Tiwi youth girl's football team thereby enhancing relationships with women in the community. In 2011 and 2013 she competed in the World Police and Fire Games in New York and Belfast, fund-raising for a youth program in the Territory. She participated in the Tour de Cure 1600km bike ride from Sydney to Hobart in 2014 and Adelaide to Melbourne in 2015 fund-raising \$24,000 for game changing cancer research, support and prevention projects.

Sergeant McGarvie has supported the development of women in the force and has led the way for other police officers to follow. Her dedication and commitment was evident when she was awarded the Patricia Anne Brennan Award in 2014, recognising the significant contribution to women in the Police, Fire and Emergency Services. During her career she has served the Northern Territory with distinction.

## AUSTRALIAN POLICE MEDAL (APM)

### *Northern Territory (continued)*

#### **Assistant Commissioner Michael Patrick MURPHY**

Assistant Commissioner Murphy joined the Northern Territory Police Force (NTPF) in 1997 and has served in various roles within general duties and crime in Alice Springs, Hermannsburg, Papunya, Yuendumu, Kintore, Ngukurr, Katherine and Darwin. He was awarded his detective designation in 2004. He was promoted to the position of Assistant Commissioner in 2017 and continues to ensure the effective delivery of operational policing, programs and strategies in accordance with the agency's business plan and strategic vision.

He has a wide range of experience in law enforcement at a local and national level and demonstrates the need to work together in a collaborative approach to enhance the capability to detect, prevent and investigate organised crime. He represents the NTPF in national forums such as the Australia New Zealand Policing Advisory Agency and the Serious and Organised Crime Coordination Committee.

Between 2013-2015 during his term as Chief of Staff he was involved with exploring new technology including information management systems and body worn video and facial recognition capability, which NTPF has since invested in and which are achieving great outcomes. His ability to provide operational support and immediate decisions was highlighted when he assisted in the successful evacuation of the West Atlas oil rig off the North Shelf of Australia after an explosion.

He possesses extensive knowledge of the local political, social and policing landscapes and is well versed on a wide range of topics such as antisocial behaviour, domestic violence and child abuse. After the release of the report from the NT Board of Inquiry into the Protection of Aboriginal Children from Sexual Abuse, the management team within Regional Investigations (in which he was a member), met with Family and Children Services to arrange a joint investigation team to concentrate on these issues.

Assistant Commissioner Murphy has provided distinguished service, the ability to shape strategic thinking, achieve results, and communicate with influence and he demonstrates exemplary personal drive and integrity that have greatly benefitted the community of the Northern Territory.

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

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

#### **Mr Neal COOMBES, Coonamble NSW 2829**

Mr Coombes joined the Coonamble Headquarters Brigade of the New South Wales Rural Fire Service in 1996 and served as the Brigade Deputy Captain from 2003 to 2005. In 2005 he was elected Senior Deputy Captain and also held a number of roles with the Coonamble Headquarters Brigade including the role of Training Officer and President. In 2011 he was made a Life Member due to his tireless dedication to the Brigade.

In 2006 he was elected as Group Captain for the North West Zone, holding this position until 2015. He is also a current member of the North West Zone District Training Team.

He has regularly participated in out of area deployments including to Coonabarabran, flood assistance at Moree, Lithgow, Forbes, Molong and Victoria.

He has assisted with all aspects of the Coonamble Fire Control Centre (FCC) tasks on a regular basis and his contribution includes assisting with the annual Roads and Maritime Service inspections for the entire Coonamble shire appliances, to mowing, spraying and watering of the FCC grounds.

Mr Coombes also assists with FCC staff stock take on an annual basis and participates with any FCC clean and tidy ups that are required. He has helped the FCC staff with the organisation and running of local exercises across the North West Zone and is truly committed to his local community.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

*New South Wales (continued)*

### **Mr David Robert CORDERY, Belrose NSW 2085**

Mr Cordery has been a member of the New South Wales Rural Fire Service for 60 years. His primary Brigade has been Ku-ring-gai where he continues to serve. For 10 years he has also been a dual member of the Belrose Brigade. Upon retirement from Belrose Brigade he recommitted to dual membership and joined the Hornsby/Ku-ring-gai Support Brigade in 2008.

His contribution to the RFS and the Ku-ring-gai Bushfire Brigade is that of a volunteer working at Brigade level. He initially joined to help his community of St Ives and since then has held numerous positions including as Captain, as President for 16 years, as Senior Deputy Captain, as Deputy Captain and as Secretary. He was one of the primary leaders of the Brigade that guided its evolution from its community origin into the professionally trained Brigade of today.

He has attended bushfires locally at Ku-ring-gai and in Warringah, Hornsby, Blue Mountains as well as other areas in NSW. He has served as a member of the Ku-ring-gai Bushfire Advisory Committee, co-ordinated by Ku-ring-gai Council, and has served as a Rural Fire Liaison Officer. He was awarded Life Membership of Ku-ring-gai Brigade in 1989.

In 2005 he was appointed a member of the District Committee formed to evaluate the establishment of a Logistics Brigade for the Hornsby Ku-ring-gai District and was elected as the inaugural Senior Deputy Captain in 2008, retaining that appointment until 2014. He currently holds Rural Fire Driver and Community Safety Assistant qualifications and has regularly presented safety information to area residents.

Mr Cordery's 60 years of service has seen him work to create the Ku-ring-gai Brigade's culture, to increase membership numbers, to improve equipment and to obtain suitable tankers well before the fire-fighting fund was established. He understands the importance of community engagement and always steps up at community functions to keep the public informed about bushfires and how to protect themselves.

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

### *New South Wales (continued)*

#### **Mr Craig Alan EASY, Hornsby NSW 2077**

Mr Easy was appointed to New South Wales Fire Brigades (NSWFB) in 1984 and has diligently served for the community for over 33 years, the last 11 years of which have been at the rank of Inspector.

He has gained wide operational, leadership and managerial experience within Fire and Rescue New South Wales (FRNSW), serving in the Sydney CBD and Eastern Suburbs, Northern Suburbs and Northern Beaches of Sydney and, more recently, at Parramatta and the surrounding suburbs of Western Sydney. In his current role he is responsible for leading and managing 12 fire stations, with a diverse firefighting workforce of approximately 80 permanent and retained firefighters, dispersed over Parramatta and surrounding suburbs.

He is a dedicated officer who is well respected for his distinguished service by his firefighters, peers and other emergency service colleagues. Additionally, in his own time, he has conducted countless hours of research to identify and capture the stories of numerous firefighters who paid the ultimate sacrifice whilst conducting their duties. His selfless action has ensured that this valuable history has not been lost, resulting in FRNSW's Honour Board and the National Firefighters Memorial in Canberra now recognising these courageous firefighters.

Mr Easy continually demonstrates professional and exemplary leadership within FRNSW, with an unparalleled proactive commitment to the safety of firefighters under his command, as well as to the community they serve.

#### **Mr Rodney John HARGRAVE, Uralla NSW 2358**

Mr Hargrave was appointed to Fire and Rescue New South Wales (FRNSW) in 1991 and has diligently served the community for over 26 years. His career has culminated in his current rank of Captain and in the position of Station Commander of the Uralla Fire Brigade.

He has served the community of Uralla as a retained firefighter before attaining the position of Captain in 2009. He is also highly regarded by senior officers and peers within FRNSW, including colleagues in other emergency service organisations, for his professionalism and commitment.

He was instrumental in initiating and leading the FRNSW Community First Responder (CFR) program into the Uralla area. His leadership and professionalism has seen him efficiently and effectively manage the skill levels of his team, providing optimum 24/7 emergency medical care to the local and surrounding communities.

Mr Hargrave has been actively involved with the Firefighter Championships over many years and has enthusiastically provided informal mentoring to many retained firefighters who participate at these events. He willingly invests his time and energy into others and brings out the best in people and provides a vitally necessary service to New South Wales.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

### *New South Wales (continued)*

#### **Mr Mark Charles HOSKINSON, Kikoira NSW 2669**

Mr Hoskinson joined the Kikoira Brigade of the New South Wales Rural Fire Service (NSWRFS) in 1979 and has demonstrated his leadership capabilities on numerous occasions by serving in a range of positions including as Deputy Captain, Captain, Deputy Group Captain and Group Captain.

He has also played a significant role in his capacity of Group Captain in the 1997 Tullibigeal fire, the 2009 Mt Mologone fire, the 2011 Monkey Top fire, the 2015 Yalgogrin fire and the 2007 Paynes Road fire. He has further demonstrated his capabilities in managing local and out of area crews, aircraft, heavy plant and providing timely reliable information to the Incident Management Team.

He has excellent leadership skills and is well respected by the Bland Temora Zone volunteers, his colleagues and peers. He continually demonstrates his professionalism, resilience and commitment to the NSWRFS by representing volunteers on the Senior Management Team and the Bland Temora Zone Bushfire Management Committee.

He is extremely passionate about his areas of responsibility including the isolated remote areas of Naradhan, Gubbatta and Kikoira. These and neighbouring districts have benefited from his positive attitude to change and continuous improvement for the benefit of the wider community.

Mr Hoskinson's commitment in attending Senior Management Team meetings, Group Captain/Captains forums, annual group equipment inspections, brigade annual general meetings, pre and post season Captain's meetings and after action review debriefings has been outstanding.

#### **Mr Peter Joseph LEVETT, Caringbah South NSW 2229**

Mr Levett was appointed to the Fire and Rescue New South Wales (FRNSW) in 1985 and has diligently served the community for over 32 years. His career has culminated in his rank of Superintendent and in the position of Manager, Operational Communications Centres.

Throughout his career with FRNSW he has served in a wide range of operational positions, as well as in specialised roles such as Operational Personnel, Community Engagement, at Communications Centres and at special event planning, including State Emergency Operations in response to Pandemic outbreak. He is also recognised by his peers, as well as leaders in other emergency service organisations, for his professionalism and commitment to firefighter health and wellbeing.

He was instrumental in the delivery of new health monitoring initiatives, and the fostering of career development for firefighters, through the National and International Firefighter Exchange Program.

Mr Levett has demonstrated exemplary leadership and commitment to the people of New South Wales and his professional approach has contributed significantly to the wellbeing and development of firefighters.

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

### *New South Wales (continued)*

#### **Mr Mark Christopher MURPHY, Quirindi NSW 2343**

Mr Murphy officially joined the Gaspard Brigade (now part of Wallabadah District Brigade) of the New South Wales Rural Fire Service (NSWRFS) in 1973 after previously assisting at the Brigade prior to this date. He was appointed Captain of Gaspard in July 1989 and held the position until July 1995.

He then subsequently took on the role of Fire Control Officer with the Quirindi Bush Fire District. He retained the role of Fire Control officer when staff were transferred from the local Council to the NSWRFS in 2001 and today he holds the position of Deputy Fire Control Officer (and 21C) for the Liverpool Range Zone.

He has been involved as a member of the Region North Exercise Committee for 12 years and has attended the State Championships as a Marshall for 13 years and he continues to fulfil both these roles. He has also assisted with the implementation of both the Heavy Plant Coordinator program and is actively involved in Chainsaw and Aviation training for staff and volunteers both within the Zone and the Region. He has been an Air Attack Supervisor since 1995 and was involved in the commencement and mentoring of the first RAFT group in the area.

Mr Murphy continually provides significant time to the training of volunteers in all aspects of firefighting, aviation and other specialised courses. He fosters a close working relationship between NSWRFS staff, volunteers and other agencies through his support of the Liverpool Range Bush Fire Management Committee and other committees.

#### **Mr Paul James REARDON, Boorowa NSW 2586**

Mr Reardon has been an active member of the New South Wales Rural Fire Service (NSWRFS) for 54 years since joining the Bungendore Brigade in 1963. He moved up through the ranks, progressing to the role of Captain at Bungendore in 1975 before joining Rugby Brigade within the South West Slopes Zone in 1978. Here he took on the role of Secretary/Treasurer from 1992 to 2002 before progressing to the role of Deputy Captain with Rugby Brigade from 2002.

He has served as a Group Captain for the past 22 years, within the South West Slopes Zone at Boorowa and has worked in a supervisory capacity at numerous fires within the South West Slopes Zone during that time. He has undertaken leadership roles at out-of-area incidents including fires in the Blue Mountains, Snowy Mountains and fires near Crookwell and Yass.

He is an active and dedicated member of the South West Slopes Zone Senior Management Team and played a leadership role in the development of the South West Slopes Pre-Incident Plan. He has also represented volunteer members with his involvement on the South West Slopes Zone Liaison Committee which focused on building strong relationships between Local Government and the NSWRFS. In 1989 Mr Reardon initiated training in Boorowa Shire and in 1991 became the Shire Training Officer. From 2004 - 2011 he was the RFSA representative to the RFS Communications Committee for Region West.

Mr Reardon's commitment to the development and support of members throughout the Zone and his operational leadership coupled with administrative achievements demonstrate his strong commitment to the NSWRFS and to his community.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

### *New South Wales (continued)*

#### **Mr Ronald James SMITH, Hallidays Point NSW 2430**

Mr Smith joined the Oakville Bushfire Brigade of the New South Wales Rural Fire Service (NSWRFS) in 1956 and was elected Equipment Officer two years later. The fire station was situated on his family property and, at the time, the fire appliances consisted of a farm truck which carried a 1,000-gallon tank and a Model T Ford which was used to transport knapsacks.

He attended many bush and grass fire incident and in 1960 also joined the Windsor Civil Defence (now known as the State Emergency Service) and was heavily involved with major floods around the Windsor area during the 1960s. In 1976 he joined the Kenthurst Brigade where he was a Deputy Captain from 1980 to 1983 and then from 1990 to 1992, then Senior Deputy Captain from 1983 to 1986 and Captain from 1986 to 1990. He was also President from 1997 to 2000.

In 1992 he was elected Deputy Group Captain and shared his vast experience during many incidents and activities and in 1996 was awarded Life Membership of the Kenthurst Brigade. In 2003 he moved to Hallidays Point and joined the Diamond Beach Brigade where he has since responded to many fire calls and also where he has been the Training Officer and is currently a Deputy Captain. He was elected a Deputy Group Captain for the Taree Manning Valley District during 2007 and 2016.

Mr Smith has dedicated over 60 years of service to the NSWRFS and to a number of communities throughout New South Wales. He is extremely knowledgeable in all aspects of firefighting and willingly passes on his skills and wealth of knowledge to all members both old and new.

#### **Mr Peter James WYKES, Euchareena NSW 2866**

Mr Wykes joined the NSW Rural Fire Service (NSWRFS) at Euchareena Brigade in 1976 and has completed just over 41 years of service. He held the position of Senior Deputy until October 2000 when he was elected Deputy Group Captain for the Southern District of Wellington Council area. In 2009, and again in 2014, he was elected as a Group Captain in the Orana Team, a position he still holds today.

He is a strong supporter of the Brigade, the NSWRFS, and the Wellington community in general. He is a diligent volunteer who is also a grazier and he regularly goes out of his way to volunteer for his group area and the wider community of volunteers.

He makes himself available to go out of area to assist other districts, particularly in the Canobolas area. He is constantly seen on the fireground and at other incidents in the role of Divisional Commander or Incident Controller. He has had many appointments as the Divisional Commander on large fires and Section 44 incidents. His reporting of information and gathering of intelligence is very timely and accurate.

Mr Wykes is a most valuable asset to the Orana Team and the wider community of the NSWRFS.

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

### ***Victoria***

#### **Mr John William ATKINS, Drouin Vic 3818**

Mr Atkins has provided continuous distinguished service through his 50 years as an operational firefighter, and particularly through his outstanding leadership and energy as Captain of the Country Fire Authority (CFA) of Victoria's Drouin Fire Brigade for the past 33 Years. He has earned the respect of his peers and established sound and effective working relationships within the emergency services sector and in the community.

He has made an exceptional contribution to the CFA through his commitment to fire prevention, operational training and readiness, and through his excellent record of response and command at emergencies. He is recognised as an excellent role model and mentor.

He has established the Drouin Fire Brigade as a model of community engagement through a range of activities directed at improving the safety of the people of Drouin. His innovative suggestion to recycle a vacant, but valued, historical town building in order to obtain a new fire station, his encouragement and development of young people within the Brigade, and his innovative 'Youth Crew' programs at the Drouin Secondary College are particularly worthy of recognition.

Mr Atkins continues to be an inspiration to others through his dedication, devotion of time, and commitment to the community in order to make it a safer, better place.

#### **Mr Darren Joseph CONLIN, Pascoe Vale Vic 3044**

Mr Conlin joined the Metropolitan Fire Brigade (MFB) in 1985 and currently works in the Emergency Management area as the Commander Counter Terrorism. He has consistently demonstrated outstanding leadership and contribution to the review, expansion, development, delivery and management of Counter Terrorism and Hostile Act protocols and intelligence sharing in both the MFB and the wider emergency service community.

He has provided exceptional intelligence networks and information across the fire and emergency response agencies through secondments and placement into Victoria Police. He has led strategic high level exercises and robust presentations which have assisted in shaping arrangements that improve community and responder safety. Additionally he has been instrumental in continuous advocacy for multi-agency collaboration and the development of strategic partnerships and protocols across agencies that focus on improved capability and capacity for response to hostile events.

He has developed and implemented protocols and doctrine that have informed both the MFB and the wider emergency management sector including supporting many jurisdictions across Australia with the provision of materials and advice.

Mr Conlin's work across the portfolios of Operations, Training, Fire Safety and Emergency Management have demonstrated exceptional collaborative leadership that has resulted in high value and significant achievements for the community and responders.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

*Victoria (continued)*

### **Mr Glenn Raymond JENNINGS, Lara Vic 3212**

Mr Jennings has provided 40 years of distinguished and exceptional service to the Country Fire Authority (CFA) of Victoria. In particular, he has established himself as one of Australia's respected experts in emergency vehicle driver education and also as an accident investigator.

As the State Driving Co-ordinator for CFA he has distinguished himself through the establishment and implementation of CFA's Driver Training Strategy that has created a benchmark for safety focused driver education training in CFA and the wider emergency services sector.

He has also been instrumental in the development of a motor vehicle accident investigation capacity within CFA that is directed towards identifying causal factors and then implementing strategies that will reduce the likelihood of future accidents. His expertise has also influenced the design and operation of CFA vehicles and appliances particularly with respect to aerial appliances.

He is recognised by his peers for the positive and professional example he sets, and for his work in leading, developing, and mentoring others in delivering outcomes in driver education, accident investigation, and vehicle design and operation.

Mr Jennings has made an exceptional contribution to the CFA and the broader emergency services community distinguished by his work in the field of Driver Safety and Education.

### **Mr Russell Keith MANNING, Bendigo Vic 3550**

Mr Manning has been involved in forest fire fighting throughout his over 35 year career with both Parks Victoria and the Victorian Department of Environment, Land, Water and Planning. He has worked his way from the ground up to hold senior management positions in both incident management structures, and within the State Government of Victoria.

His exceptional commitment to leadership and firefighting is demonstrated by his numerous senior roles at major incidents across Victoria, repeated deployments to assist fire response in the United States, and involvement in other emergency events such as floods and the Christchurch earthquake in New Zealand in 2011.

He is especially committed to leading collaboration with other fire and emergency agencies. His leadership in this area has enabled excellent cross agency responses to major fire events with great benefits to the community of Victoria. His role in bringing together agencies during the large Northern Grampians complex fire in 2014 in both response and recovery is an exemplary illustration of this.

Mr Manning has worked untiringly in the fire services with drive, energy and dedication and his contribution to the community of Victoria has been exceptional and will continue to be above the norm.

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

### *Victoria (continued)*

#### **Mr Glenn David MARKS, Darley Vic 3340**

Mr Marks has over 38 years as an operational firefighter with the Metropolitan Fire Brigade (MFB) and during his service has attended some of the state's most significant emergency events including fires at Butlers Transport, United Transport, Coode Island and the Hazelwood Mine. The knowledge gained by attending these significant and highly dangerous events has equipped him with a solid and varied experience base. When required, he willingly accepts the responsibility of performing the role of a Station Officer.

Additionally, he has demonstrated pronounced initiative in the conception, development, and implementation of Firefighter Memorial Honour boards. He has invested a considerable amount of his own time over a five year period to establish recognition for those firefighters who have passed away. His achievement has been beyond the expectation of a Leading Firefighter.

He has demonstrated a strong commitment and dedication to implement an idea that he initially conceived in 2012 following the passing of several colleagues due to terminal illness. Some of these firefighters had not yet reached their prime and were still actively serving their community.

His work has resulted in significant emotional impact with the MFB, its firefighters, families of deceased firefighters, retired firefighters and the community. The Firefighter Memorial Honour Boards have created a lasting sense of firefighter value that resonates with all firefighters, both past and present, while influencing future generations.

Mr Mark's legacy through the Firefighter Memorial Honour Boards will continue on providing comfort and a sense of belonging to firefighters and their families for generations. As a Leading Firefighter he holds himself to the highest standards of professionalism, is a role model for new members, and is a positive influence at his station.

### ***Queensland***

#### **Mr Kevin William ANDERSON, Burketown Qld 4830**

With over 30 years' service Mr Anderson has demonstrated exceptional communication and innovative leadership skills to unite traditional landowners, graziers, miners and volunteer firefighters delivering sustainable fire management strategies across northern Queensland. He plays a vital role as Second Officer with the Crystal Creek Rural Fire Brigade.

He was instrumental in the alignment of 12 brigades to a common operating platform transforming their service delivery capacity for surrounding communities. His passion and drive to improve the safety and resilience of isolated Indigenous communities saw the establishment of a cadet program providing structured, nationally-recognised training for local youth members.

Mr Anderson's passion, dedication and exemplary efforts with the Gulf Fire Management Project, facilitating critical engagement amongst stakeholders, will have a lasting impact.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

*Queensland (continued)*

**Mr Mark Peter CAMPBELL**, Moffat Beach Qld 4551

Mr Campbell has been a dedicated member of the Queensland Fire and Emergency Services (QFES) for over 30 years, driving operational excellence through professional development.

As Station Officer with the North Coast Region he has been instrumental in the development of specialised curriculum, particularly Officer and Auxiliary Firefighter streams. His outstanding devotion to the improvement of the efficacy and efficiency of QFES training capability has far exceeded the expectations of his rank.

His commitment to furthering the knowledge, understanding, skills and abilities of others has been pivotal in the realisation of the career progression goals for many.

With exceptional persistence and creativity to adapt and impart his extensive firefighting knowledge, he is an advocate for improvement in all aspects of QFES business.

Mr Campbell's achievements have been the result of his willingness to take on new challenges and accept personal responsibility to drive change across the QFES.

**Mr Arthur PUCCINI**, Lower Cowley Qld 4871

Mr Puccini is a founding member of Lower Cowley Brigade and has contributed over 50 years of continuous service supporting the evolution of landscape firefighting over time.

Passionate for the safety of his community, he instigated the amalgamation of several smaller brigades to ensure ongoing service capacity. He has actively participated in severe weather response operations, and continues to play a pivotal role in housing and maintaining the brigade appliance.

Devoted to volunteerism he has held executive roles with the Rural Fire Brigades Association of Queensland (RFBAQ) for many years and has advocated for progress. Additionally he has been instrumental in the establishment of the RFBAQ Art Union to assist under-resourced brigades.

Mr Puccini's outstanding commitment to the Cowley Beach community is beyond compare.

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

### *Queensland (continued)*

#### **Mr Alan William WELLS, Samford Valley Qld 4520**

Mr Wells has an impeccable record of fire operations, particularly in his role as First Officer of the Samford Rural Fire Brigade in the Brisbane Region. His unique leadership style, enthusiasm and passion for community risk prevention have served the Samford and surrounding communities for over 20 years.

Applying his professional expertise and innovation he has delivered strategic rural fire management initiatives such as appliance design and construction, community safety, bushfire mitigation and operational response. These have greatly enhanced the capability and capacity of the brigade specific to local topography and risk.

His extensive networks and resourcefulness have been instrumental in delivering essential funds to cover equipment needs and facilitate unique training opportunities.

Mr Wells' extraordinary diligence, energy, and effort supporting fellow volunteers during routine as well as disaster response and recovery operations, stands above and beyond expectations.

### ***Western Australia***

#### **Mr Raymond Alan BONNER, Newman WA 6753**

Mr Bonner has provided outstanding dedication to the Newman Volunteer Fire and Rescue Service (VFRS) where he has devoted 23 years of service and is still currently serving.

He has had an unprecedented effect on the operations and evolution of the Newman VFRS thanks to his exceptional leadership during emergencies in the Newman area, his commitment to cultivating young people in the brigade, and his implementation of innovative changes which have made Newman VFRS a vital asset of the East Pilbara region.

He is a champion of the remote Pilbara region and to the community of Newman and to the Newman region and the people who live there.

He became a member of Newman VFRS in 1993, and was first appointed as Apparatus Officer, a position he held until 1998. He then became Captain and held this mantle for the next 15 years. Today, he serves as Apparatus Officer and was also made a Life Member in 2005.

During Mr Bonner's tenure as Captain his duties included attending road crashes, fires, chemical spills and other emergency situations in the area. As Captain, he was constantly in touch with the Department of Fire and Emergency Services (DFES) and acted as a media liaison contact for the brigade. He has also been a mentor to many young volunteers who have been involved in the Newman VFRS.

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

*Western Australia (continued)*

**Mr Kelly John GILLEN**, Como WA 6152

Mr Gillen has dedicated almost 40 years of his career to protecting the community and the environment from the impact of fire. With more than 30 years of experience in fire suppression, fire management and prescribed burning he has demonstrated strong leadership, coordination and communication skills. During his career he has filled senior roles within various Western Australia government agencies, including the then Department of Conservation and Land Management, the Department of Environment and Conservation, and the Department of Parks and Wildlife. In particular, his service as a senior and respected Incident Controller has been of immense benefit to the fire services, and to the Western Australian community.

From 1985 to 2009 as a Regional and District Manager in the South Coast and Midwest regions he was responsible for ensuring effective operational capability and support based on comprehensive land, risk and emergency management principles. He led the effective delivery and development of land management services and programs within both regions including emergency management arrangements.

He was instrumental in initiating and implementing the Threatened Flora Management Program for the Albany District. This had important ramifications for the development of fire management strategies that were appropriate to fire-responsive South Coast flora species and vegetation. This plan continues to contribute towards protecting threatened rare native plant species.

Mr Gillen displays an admired confidence and clarity in his leadership and decision making during the pressure and high tempo of emergency incident management work. His many years of experience in all aspects of fire management and emergency incident management have enabled him to relate well to the other staff in his team and also to the staff of other hazard management agencies and volunteers. He leads by example and is always willing to go the extra mile.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

*Western Australia (continued)*

### **Mr Darren Terry KLEMM, WA**

During his career Mr Klemm has gained extensive experience in emergency management across a broad range of hazards including fire, hazmat, road crash rescue, storm and cyclone. This experience has resulted in him being an accredited Level 3 Incident Controller within the Western Australian Department of Fire and Emergency Service (DFES) and the first DFES officer to be nationally accredited through the AFAC Emergency Management Professionalisation Scheme.

He has demonstrated an ability to communicate directly and has the ability to develop strong working relationships with all levels of management. He implemented the Pathways Project which required collaboration with external agencies such as the Parks and Wildlife Services and local government bodies, together with various representative volunteer associations and the United Firefighters Union of Australia (WA Branch).

He has also shown significant commitment to professional development, inclusive of career personnel, volunteer members of all services, and DFES corporate staff. His passion saw him involved in the development of the inaugural DFES Aboriginal Cadetship Program. He has supported Indigenous youth through placements at the FES Academy, and provided mentoring to them.

Mr Klemm was appointed as Incident Controller (IC) in 2011 to a Department of Environment and Conservation<sup>1</sup> (DEC) incident in Milyeannup, 300 kilometres south of Perth. He established timely and effective command and control arrangements and his ability to effectively manage the incident resulted in there being no loss of lives, property or injuries to emergency services personnel. He continues to demonstrate his commitment to the DFES personnel and to the broader community of Western Australia.

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

*Western Australia (continued)*

**Mr Rodney Scott WALLINGTON**, Gosnells WA 6110

Mr Wallington has shown himself to be a true leader, from his time as Captain of the Gosnells Bush Fire Brigade (BFB) to his current position as Chief Bushfire Control Officer (CBFCO). He supports the brigade and all its members from recruits through to the Captain. His career has seen him rise through the ranks of both the Western Australia Volunteer Fire and Rescue Service (VFRS) and the Bush Fire Service (BFS), and he has attended a range of incidents including house fires, bushfires, storms and car crashes.

In his role as CBFCO, he was most recently involved in major bushfires including the Waroona Complex, Esperance and Brigadoon fires, as a member of the Incident Management Team (IMT) or as Divisional Commander on the fireground. As CBFCO he has helped the brigade to transition from the Fire and Emergency Services Authority (FESA) through to the Department of Fire and Emergency Services (DFES), and the alignment to current standards. This shows the respect he has from the staff within DFES, BFB, SES and local governments. He is known amongst DFES personnel as someone who is always available to help, no matter where in the State he may be required to go.

He spends many hours of his own time organising training for both new and existing members. He has trained long and hard to get the many competencies in various training resource kits (TRK) for a majority of the Department of Fire and Emergency Services' (DFES) courses for volunteers. This training can now be run in-house, freeing up DFES' training resources for brigades without as many trainers.

He has also trained new recruits for the Gosnells BFB as well as continuing his role as Non Emergency Operations Officer with the City of Gosnells.

Mr Wallington is also heavily involved in the many events run by the City of Gosnells such as the multicultural fair and community education events, and is truly a pillar of the community.

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

### ***South Australia***

#### **Mr John EDGE ESM, Carrickalinga SA 5204**

Mr Edge joined the South Australian Country Fire Service (SACFS) in 2003 and progressed through the ranks to become Captain. He served as Group Communications coordinator for the Southern Fleurieu Group and has a passion for education and training. He is a qualified Trainer/Assessor in various disciplines particularly Road Crash Rescue (RCR). He has served on the TAG for RCR and the committee for the delivery and procurement of the VHF fireground radio project. He was chosen to travel to the Australasian Road Rescue Organisation in New Zealand to study new and improved techniques.

He has volunteered innumerable hours and effort in the RCR field and attended a significant number of RCR training sessions at Brunkunga and rural locations. He has been a constant and reliable mentor to new trainers and trainees entering the road crash rescue field.

He also has been actively involved with presentations to the Yankalilla Area School on both the Basic Firefighter Course and State Emergency Service Basic Rescue Course, which has generated community involvement and promoted the SACFS. This has resulted in the local brigade seeing a steady number of younger members joining as a direct result of these presentations.

Within the Yankalilla brigade he has made a point of encouraging members to undertake additional skills training and he is particularly interested in progressing younger members to leadership roles. He has also taken every opportunity at community events such as the local show, new year pageant, community clubs and fellow emergency service organisations to promote SACFS.

Mr Edge has served the community of South Australia with distinction, dedication and commitment for over 14 years.

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

*South Australia (continued)*

**Mr Paul Michael FLETCHER**, Golden Grove SA 5125

Mr Fletcher commenced service with the South Australian Metropolitan Fire Service (MFS) in 1985 and he was promoted to Senior Fire Fighter in 1996. He was subsequently appointed as Sub Station Officer in 2002, Commander in 2006 and then to his current rank of Assistant Fire Chief Officer in 2010. During his over 32 year career he has contributed to an improved level of service to the community of South Australia, and to an improved work environment for MFS staff.

He has been involved in a number of high risk, change management programs - all of which have been implemented successfully; including the SACAD implementation and improvements in Comcen Operations to include surge capacity for significant events and the introduction of 'Tablets' in metropolitan appliances.

He continues to innovate, providing an improved level of service delivery at reduced costs. Evidence of this would include the implementation of the new fire alarm monitoring arrangements, introduction of a redundant VHF radio network, proposals for innovative staffing models within Comcen, and significant reductions in fixed and mobile phone costs.

He has a proven ability to work across a variety of agencies to provide high level expertise and advice and delivering positive outcomes in a consistent manner. Additionally he has been involved in the SAPES Games, the Fire Service Credit Union Board, and the MFS Superannuation Board.

Mr Fletcher's dedication and professionalism epitomises the virtues and values of the MFS.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

*South Australia (continued)*

### **Mr John Cameron McNAUGHTON, SA**

Mr McNaughton commenced service with the South Australian Fire Brigade in 1990 at Renmark Station. He was promoted to Senior Firefighter in 1996 and then to the rank of Retained Station Officer in 2010.

During his career he has dedicated his skills to ensuring the best possible training of new and serving personnel. He also has become an expert trainer in WHS within his employment at the Metropolitan Fire Service and has been recognised as a mentor of new recruit firefighters, providing encouragement and guidance.

He is highly respected for his firefighting knowledge, management skills and dedication and as well for being a superior trainer who has assisted in over 50 Recruit Breathing Apparatus courses since completing his trainer qualifications. He has also attended more than 50 Recruit Hose and Ladder courses and is an institution in regards to his skill, knowledge and input to this area. His pride in the Renmark Station, and its ability to meet the objectives of the MFS, has been demonstrated by his station always receiving very high achievements in the annual Regional Station Audit and Proficiency Assessments.

As a Retained Officer he has led operations for many significant structure and bush fires around the Riverland area, earning the respect and gratitude from other emergency services in the region.

Mr McNaughton has also involved his station in assisting local charities at fund raising events and has built a strong relationship with the Renmark Paringa District Council, and the community of Renmark, through his support for the local ANZAC Day services and marches, the annual Christmas pageant and other community events and projects.

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

### *South Australia (continued)*

#### **Mr Malcolm Douglas MUNN, Teringie SA 5072**

Mr Munn joined the South Australian Country Fire Service (SACFS) in 1983 and was been very active in the Norton Summit/Ashton brigade. He was elected as a Senior Fire Fighter in 1985 and then Brigade Captain in 1999. He has also served as a member of the Brigade's management committee, commencing as Vice President in 1987. He was heavily involved in the works to fund and build the new Norton Summit/Ashton station, which opened in 1989, and fundraising for the Brigade's new Bulk Water Carrier which was built by brigade members and commissioned in 1991. In 2008 he took on the role of Deputy Group Officer role in the East Torrens Group and he still serves in this role today.

Apart from his brigade and group commitments with the SACFS he has also undertaken various leadership and incident management training and as a result has been very active in Incident Management both within South Australia and also interstate deployments. He has participated on various Bush Fire Prevention Committees and currently serves as a CFS Promotions Officer.

His fire-ground leadership, tireless energy and passion for the SACFS is an excellent example to incoming members.

Mr Munn's passion for all aspects of the SACFS is most noteworthy and he keeps those around him motivated at all times. His service has exceeded the usual expectations of a SACFS volunteer and he continues to provide a high level of commitment to the community of South Australia.

### ***Tasmania***

#### **Mr Ian Stuart BOUNDS, Tas**

Mr Bounds commenced with the Tasmania Fire Service (TFS) in 1989 and he has served in both the northern and northwest regions of the state as an Operational Firefighter attending many incidents in the areas where he has been stationed. He has also been an Officer and Training Officer with the TFS.

He was promoted to District Officer in 2010 and to his current rank of Deputy Regional Chief North in 2013.

He has worked as Regional Chief on multiple occasions and was Acting Regional Chief North West for a period of 2 years.

During his career he has been instrumental in shaping Volunteer and Career training and the operational structures and doctrine that the TFS uses today.

Mr Bounds is active in Regional Emergency Management Structures and established the doctrine for the 'Community Emergency Stabilisation' process used to transition from operations to recovery, and continues to serve the community of Tasmania with commitment and dedication.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

*Tasmania (continued)*

### **Mrs Dennyse May GROVES, Legana Tas 7277**

Ms Groves joined the Tasmania Fire Service (TFS) in 1999 as a member of the Gladstone Volunteer Fire Brigade, and has provided over 18 years of dedicated service and commitment to the Tasmania community as a volunteer fire-fighter.

During this time she was promoted to the 4th Officers position in her brigade, and as such attended many incidents of a varying nature, often as part of an all-female crew. She also became a member of the Tasmanian Volunteer Fire Brigades Association (TVFBA) representing both the association and their members at the group, region, state and national level.

She also joined the Volunteer Association in the early 2000s, one of a few female firefighters who took up the challenge of representing the 5000+ volunteer firefighters in Tasmania. As a TVFBA delegate she participated as Member of Council of the Australian Volunteer Fire Brigades Associations (CAVFA) representing the collective thousands of volunteer firefighters throughout Australia. This group discussed the many issues pertaining to safety, health and welfare within the industry.

Ms Groves, having relocated to a larger metropolitan area, continues to represent her colleagues at both regional and state levels within the Volunteer Association and remains an active member of the TVFBA.

### **Mr Stephen John WEBSTER, Penguin Tas 7316**

Mr Webster joined the Tasmanian Fire Service (TFS) in 1988 and quickly became passionate about firefighting. From 1992 to 2004 he held the position of second officer at the Penguin Brigade and in 2006 was elected as Brigade Chief. In 2007 he also took on the role of Group Officer and has held that position in addition to that of Brigade Chief since that time. Additionally in 2000 he became a volunteer training instructor for the North West region and still serves in that role.

He has participated in a number of forums representing the TFS, chairing the Leven Fire Management Area Council (FMAC) from 2007-2013 and being a member of the Mersey FMAC at the same time.

He has taken a leading and active role in the Tasmania Fire Service junior and cadet programs which has included being involved with running junior exercise weekends and in addition has become a mentor for brigades that have junior and cadet members, or who wish to start a junior and cadet program.

Mr Webster has been a driving force in keeping the Penguin Brigade functional and has also been instrumental in the rebuilding of the Heybridge Brigade in 2017. His service to his TFS colleagues, to the organisation, and to the community, has been exceptional.

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

### ***Northern Territory***

**Mr David Andrew LETHEBY**, Alice Springs NT 0870

Mr Letheby joined the Northern Territory Fire and Rescue Service (NTFRS) in 2000 and was promoted to the position of District Officer in 2012. He has been instrumental in the implementation of the Australian Interservice Incident Management System (AIIMS) in both the South Australia Country Fire Service (SACFS) in the early 1990s as well as during his tenure as an airport firefighter.

During his time with SACFS he was a Regional Officer, as well as Hazardous Material level 2 Instructor and heavy road rescue instructor. He was the contingent commander for SACFS to the New South Wales State of Emergency bushfires in 1994. He was subsequently promoted to Station Officer in the Aviation Rescue Fire Fighting Service (ARFF) and in that role he implemented the Incident Control System (part of AIIMS) into training, and subsequently operations in the NTFRS which saw a dramatic improvement in the way the NTFRS managed incidents.

In 2006 he was the NTFRS contingent No. 1 Commander for the deployment to the Victoria State of Emergency bushfires and in 2015 he was the manager for the Australasian Road Rescue Challenge held in Alice Springs over 4 days. This was a major event attracting national and international teams to compete in road rescue and first aid scenarios.

He is currently the Work Health Safety Chairman for the NTFRS and he has recently been appointed as a Certified Level 3 Incident Controller and is part of the management committee for the Emergency Management Professionalisation Scheme for the certification and registration of the AIIMS roles for agencies responsible for emergency response and recovery.

Mr Letheby's considerable experience and dedication to the promotion of emergency management, not just in the NT but Australia, has showcased the talent available within the Territory.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

*Northern Territory (continued)*

**Mr Ian McKenzie McLEOD**, Wulagi NT 0812

Mr McLeod joined the Northern Territory Fire Brigade (now NTFRS) in 1967 and has provided diligent service to the community for over 50 years. During his long and distinguished career, he has served within a number of divisions and commands including the Training and Development, and the Fire Safety Divisions, in which he was the manager.

While in the Fire Safety Division he demonstrated significant commitment to leading his team and affecting legislative change and communicating these changes across all levels of the NTFRS, the general public, business, industry and public service stakeholders to ensure the fire safety of the Territory community.

He is currently the Territory Operations Support Officer and in this role is responsible for oversight of all conditions and administration requirements of members, juggling the needs of Recruit Firefighters through to middle management. This requires him to have an in-depth knowledge of enterprise and public sector arrangements, historical interpretations and contemporary human resources, organisational and communication skills to effectively manage the complexities of this portfolio.

His professionalism and foresight has seen him remain at the forefront of change within the service and ensures the positioning of the NTFRS to successfully achieve and implement generational changes across the service.

Mr McLeod has demonstrated outstanding commitment to the NTFRS and to the people in his community.

## **AMBULANCE SERVICE MEDAL (ASM)**

### ***Victoria***

#### **Ms Melissa BUCKINGHAM, Buninyong Vic 3357**

Ms Buckingham has, during her 30 year career with Ambulance Victoria, provided outstanding leadership in the encouragement and development of other personnel within the service.

As the first rural-based female paramedic to join Ambulance Victoria in 1987, she has played an instrumental leadership role in driving the formation, development and progress of the Advanced Life Support paramedic and graduate programs in her Ballarat Duty Support Officer role and, more recently, in her Advanced Life Support Single Responder role also in Ballarat. These programs and initiatives have significantly improved staff engagement, safety, productivity, equity and fairness.

Additionally she has sought and initiated greater interface with the region's largest health service, ensuring greater performance and accountability with ambulance transfers, and improvement in paramedic management and end of shift strategies.

She is highly regarded for her collaborative and consultative approach and dependability. She has achieved key operational and cultural improvements and promotes a safe, supportive, productive and engaged team.

Ms Buckingham has also played an active role in coaching and developing her fellow team managers in transitioning to new senior roles, including the provision of medication management, high conflict behaviours, investigations and issues resolution management.

#### **Ms Susanna Mary DEAN, Point Cook Vic 3030**

Ms Dean has demonstrated distinguished service and exceptional ability as a paramedic and team manager at Ambulance Victoria over the past 16 years, supporting the organisation and the Victorian community.

Her highly regarded skill set in emergency management has seen her represent Ambulance Victoria as a subject matter expert in the development of new capabilities and training, particularly in inter-agency exercises.

Her experience and expertise have enabled her to significantly contribute to the management of state disasters such as the Black Saturday bushfires of 2009 and the Hazelwood mine fires of 2014.

She has also played a pivotal role in providing management and leadership support to Ambulance Victoria's first Indigenous paramedic cadet. She was instrumental in supporting the cadet's introduction into the metropolitan Melbourne workforce, including the provision of vehicle, equipment, communications and procedures education, and assisting the cadet to adjust to life in a big city.

Ms Dean as a Senior Team Manager in Footscray has been fundamental in supporting a culturally diverse workplace.

## **AMBULANCE SERVICE MEDAL (ASM)**

*Victoria (continued)*

### **Mr Darren James HICKS, Hamilton Vic 3300**

Mr Hicks has been a paramedic in Victoria for 38 years and throughout his career has been focused on developing paramedics and serving the community of the town of Hamilton in the south-west of the state.

Striving hard to qualify as a Mobile Intensive Care Ambulance Paramedic, he has provided exceptional critical care to patients in the local area, demonstrating a resolute commitment to ensuring patients are not disadvantaged by having access to advanced paramedic skills in their local town.

He has also consistently demonstrated a selfless attitude and dedication to improving the lives and wellbeing of the paramedics under his command. As a Clinical Instructor, he has worked to mentor and instruct graduate paramedics and students to develop and build their clinical skills, and provide a strong ambulance service to the community.

Additionally, Mr Hicks has gone above and beyond in caring for, and supporting, staff that have gone through personal hardship, illness and family issues. His exceptional management capabilities have seen him nurture staff and promote and foster a positive work culture.

### **Mr Paul Russell JAMES, Warragul Vic 3820**

Mr James has provided exceptional service to Ambulance Victoria, and to the Victorian community, particularly in the areas of emergency management and leadership since joining Ambulance Victoria in 1995 as a volunteer and later qualifying as a paramedic in 1999.

Whilst playing a pivotal role in Ambulance Victoria's response to the Black Saturday bushfires of 2009, and the Gippsland floods of 2011, it was his leadership and management during the Hazelwood mine fires of 2014 in Morwell where he demonstrated outstanding dedication and commitment.

He was responsible for the establishment of the Community Health Assessment Centre which he positioned, equipped and staffed in exceptionally difficult circumstances, providing the local community with a central hub to undergo free health assessments for those who had concerns arising from the smoke and ash from the ongoing fires at the open cut mine. Appropriate referral and transfer of patients requiring medical treatment was then coordinated to hospital emergency departments, local doctor clinics and community health centres. This event, and the establishment of the centre, has now provided Ambulance Victoria with a model of a scalable facility that can assist communities who experience emergency events in the future.

He has also been instrumental in the establishment of wilderness response capability training at Ambulance Victoria in the Gippsland region, together with the development of a suitable course to provide appropriate skills and knowledge in water safety for aquatic based emergency responses.

Mr James has lead and mentored many paramedics, as well as personnel from other emergency service and health organisations, and he is highly regarded and respected amongst his peers and across partner organisations and is viewed as being the consummate professional.

## **AMBULANCE SERVICE MEDAL (ASM)**

*Victoria (continued)*

### **Mr Jeff Wayne KENNEALLY, Sunbury Vic 3429**

Mr Kenneally has dedicated 32 years of service to Ambulance Victoria and has demonstrated commitment to clinical excellence and education. He is currently a Mobile Intensive Care Ambulance (MICA) Paramedic and is well recognised for his advance paramedical skills and knowledge.

Additionally he is highly regarded for his dedication towards the advancement of excellent pre-hospital emergency care and has been instrumental in instigating several significant clinical advancements, including the introduction of Rapid Sequence Intubation and Continuous Positive Airway Pressure to MICA paramedics' treatment regimes. He was also a major contributor to Ambulance Victoria's refinement and delivery of improved processes and governance for the development of clinical practice guidelines.

He has written and published two text books, co-authored chapters in other publications and initiated Ambulance Victoria's Clinical Grand Rounds, a series of seminars to provide multi-agency, multi-discipline opportunities for education. Further, he has been writing clinical newsletters and hypothetic cases studies for more than a decade to assist paramedics improve their clinical knowledge and skills and, in turn, better serve the Victorian community.

Mr Kenneally has passionately provided coaching and mentoring to paramedics who have worked at his station, providing a stimulating and encouraging environment, which has allowed his team members to advance their clinical skills and expertise.

### **Mrs Anne Elizabeth McINTYRE, Venus Bay Vic 3956**

Ms McIntyre has provided outstanding service for more than 10 years as a volunteer with Ambulance Victoria and to her community of Venus Bay where she is the Team Leader of the Community Response Team (CRT). CRTs are comprised of first-responder volunteers who are trained, equipped and dispatched by Ambulance Victoria to attend to Triple 0 emergencies in their local communities.

Additionally she has provided awareness training and education of ambulance services to many community groups, both locally and in the surrounding districts. This training builds resilience and capacity within the community to respond to, and manage, medical emergencies.

She has attended local schools, Scouts and Girl Guides groups, and football clubs to educate children on how to call 000 and provide emergency first aid. She is passionately committed to providing children the tools and confidence to call for an ambulance, especially in the stressful situation of being confronted with a medical emergency.

She has also dedicated her time and efforts to assisting and supporting the local ambulance auxiliary, leading and participating in working bees and significant fundraising activities, including raising \$12,000 for an automatic external Defibrillator for the Venus Bay Community Emergency Response Team.

Ms McIntyre epitomises the ideals of Ambulance Victoria through her willingness to serve above and beyond expectations and contributing significantly to the ambulance service and to her community.

## **AMBULANCE SERVICE MEDAL (ASM)**

*Victoria (continued)*

### **Ms Therese Frances TUOHEY, Vic**

Ms Tuohey has been serving the Victorian community as a paramedic with Ambulance Victoria for more than 22 years. An exceptional leader in her position as Group Manager, Metro Group 5, she has an outstanding ability for strategic thinking and has played an instrumental role in a number of innovative initiatives at Ambulance Victoria that have focused on paramedic wellbeing, including the development of a drug and alcohol policy (with a focus on paramedic support), and the development of a critical incident policy (with a focus on paramedic welfare).

Further demonstrating her exceptional leadership and critical focus on paramedic support, she conceived the idea of a community “thank you” video in the immediate aftermath of the Bourke Street car attack in Melbourne's CBD in January 2017.

Ambulance Victoria staff involved in the incident were able to begin processing what they had seen and experienced in a positive way by acknowledging the assistance of the community. Through the video paramedics were able to convey their appreciation for the support they received from a compassionate community, which made a profound difference to the injured and traumatised, and greatly helped paramedics on the day. The video also allowed the community to see that there were true acts of humanity that occurred on that day, amongst all of the tragedy.

Ms Tuohey's support for Ambulance Victoria personnel and to the community of Victoria is above and beyond normal expectations.

### ***Queensland***

### **Mr Neil Kerr HOBBS, Manly West Qld 4179**

Mr Hobbs commenced his operational career as an Ambulance Officer with the former Queensland Ambulance Transport Brigade (now the Queensland Ambulance Service (QAS)) in 1977 at Spring Hill, and following that at Balmoral where he served in that role until his appointment as a Paramedic in 1999. Officer Hobbs went on to serve in rural areas for a number of years and was at Toogoolawah during the 2010-2011 Queensland floods.

He then transferred to Wynnum in 2014, where he is currently still serving as a Paramedic with the QAS.

As a frontline officer with the QAS for over 40 years he has responded to varying requests for pre-hospital emergency medical care, and has been involved in a number of large scale operations.

Mr Hobbs shares his frontline knowledge and experiences with his peers and provides a valuable mentorship role to all new operational staff at his station, including new graduates. He continues to demonstrate a strong commitment and dedication to his local community.

## **AMBULANCE SERVICE MEDAL (ASM)**

### *Queensland (continued)*

#### **Mr Claine Warren UNDERWOOD, Yarrabah Qld 4871**

Officer Underwood commenced his operational career with the Queensland Ambulance Service (QAS) in 1995 as a student Ambulance Officer at Yarrabah until his appointment as the Officer in Charge at Yarrabah on 28 November 2016.

During his career with the QAS he has undertaken a variety of supervisory and managerial positions within operations and education, including Area Manager, Regional Ambulance Educator and Field Officer.

He was a driving force behind the establishment and development of the QAS Indigenous Paramedic Program, and is highly respected among the Indigenous community of Yarrabah and also his peers in the QAS. He is considered a trusted advisor to the QAS senior executive group on matters involving Aboriginal and Torres Strait Islander peoples.

Officer Underwood is seen as an inspirational role model within the QAS. He works closely with schools, sporting clubs and youth groups and speaks regularly to local high school students to discuss and provide a perspective on a career within the QAS as a frontline officer.

### **Western Australia**

#### **Mrs Elisabeth DRAGE, Mount Barker WA 6324**

Ms Drage is a volunteer with the St John Ambulance Sub Centre at Mount Barker, Western Australia. She commenced her ambulance service with St John in 1972 and in the 45 years subsequently has undertaken a wide array of roles. The impact she has had in contributing to the availability of a high-quality volunteer ambulance service for the Mount Barker community has been significant.

Her ability as a leader has been demonstrated through her keenness to serve on sub centre committees where she provides valuable advice on volunteer recruitment, retention and training, financial management, and on increasing collaboration with other emergency service organisations and the local council for the purposes of developing emergency management procedures.

She has a knowledge of finance and business and an ability to think strategically when planning for the sub centre's future. Due in no small part to this planning, Mount Barker is in very good shape administratively and operationally.

In addition to her leadership roles she has provided a significant contribution to her community through the provision of countless hours of clinical service during her tenure. Her dedication to providing a world-class ambulance service to the people of the great southern is evident in her patient-first approach.

Ms Drage is a strong advocate for building resilience within her community and understands that a well-prepared community can respond in times of crisis and support each other, this is an ethos she passes on to the new volunteers she helps mentor and develop.

## **AMBULANCE SERVICE MEDAL (ASM)**

*Western Australia (continued)*

**Mr Andrew Christopher RICHARDSON**, Mahogany Creek WA 6072

Mr Richardson joined St John Ambulance in Western Australia as a student ambulance officer in 1992 and qualified as a paramedic in 1995. He worked as a metropolitan paramedic and on-road tutor through until 2002. While working as a metropolitan paramedic he took up a secondment position to the Ambulance Training Centre, where he trained and mentored new recruits. He excelled in this role as he has a passion for sharing his knowledge and developing new officers, and he continues to do this in his current role as a community paramedic in the Wheatbelt.

In October 2005 he was one of two paramedics who were appointed as the first career officers at Northam sub centre. A significant transition for St John Ambulance in that it introduced career paramedics into what until then was a volunteer-only sub centre. He ably engaged with the existing volunteers and built strong working relationships with this cohort. This resulted in the sub centre growing in size and operational capacity and laid the groundwork for Northam to become the site of the Wheatbelt regional office in 2011.

He has been a very successful paramedic and community paramedic throughout his career in the metropolitan area and in the country. Over and above this service he has made an outstanding contribution in the way he has developed and supported the paramedic/volunteer model and the way in which he has maintained a very significant volunteer contribution to the provision of ambulance services in the Wheatbelt.

Without Mr Richardson's contribution there would be fewer St John volunteers in the Wheatbelt and a significantly reduced ambulance availability.

## **AMBULANCE SERVICE MEDAL (ASM)**

*Western Australia (continued)*

**Mr Terence John WARD**, Kingsley WA 6026

Mr Ward commenced his employment with St John Ambulance, Western Australia as an ambulance officer in 1984, after a career as an intensive care nurse. His natural affinity with people and patients, coupled with his considerable pre-existing clinical knowledge, saw him rise quickly through the ranks of the profession.

In 1990 he was promoted to the position of station manager which was a reflection of the mature and professional way in which he conducted himself as a paramedic and more importantly the positive influence he has on both colleagues and the community.

He also assisted St John Ambulance country ambulance services for many years and his tireless support of the regional ambulance services has seen him serve at sub centres in every region in the State, often assuming the role of acting station manager. His support for the country model has ensured the continuity of leadership at our sub centres and ensured high-quality services remain available for the people living in those communities.

He has a passion for the education and development of new officers, and this is evident through his association with, and support of, the St John Ambulance Training College, where he was a trainer throughout the 1990's. He has been instrumental in the development of countless officers during his tenure at the college and continues to act as a tutor and mentor to recently graduated officers. In 2003 he displayed exceptional leadership during the evacuation and repatriation of 20 victims of the 2002 Bali bombing.

Mr Ward is a credit to the paramedic profession and he has displayed distinguished service to the community for over 33 years with St John Ambulance.

## **AMBULANCE SERVICE MEDAL (ASM)**

### ***South Australia***

#### **Mr Clive Thomas FORDHAM, Gladstone SA 5473**

Mr Fordham joined the South Australian Ambulance Service (SAAS) in 1976, serving at Mallala as Team leader and training officer. He then served from 1998 to 2006 at Warooka before moving to Hamley Bridge and serving there until 2010. He then moved to the Gladstone team where he is still volunteering. He has demonstrated his ability to adapt to the ever evolving emergency environment within SAAS.

Whilst at the Mallala station he built up a flagging volunteer team to 25 members and increased the fleet to 2 vehicles which improved response times. He was then instrumental in securing the first ambulance vehicle in Warooka and then served as a single responder at Hamley Bridge.

In his current position as Volunteer Team Leader at Gladstone he has implemented effective measures to improve response times by managing first responders in local and outlying towns. He has continued to maintain a 24/7 roster coverage in Gladstone including personally committing many hours to the roster himself. He mentors and provides volunteers with much needed time and support and his compassion and sincerity is highly valued and respected by the health fraternity within the entire Upper Mid North.

Mr Fordham's dedication and loyalty to the SAAS for over 41 years is an enviable record for others to emulate and demonstrates his commitment to the community of South Australia.

#### **Dr Cindy Lee HEIN, Adelaide SA 5000**

Dr Hein's career commenced in 1987 assisting the local St John's volunteers with the delivery of local first aid courses in the Riverland region. Shortly thereafter she became an Ambulance Officer and then a volunteer training officer at Swan Reach. She then commenced working as a paid ambulance officer at Waikerie, Berri, Barmera, Renmark, Loxton, Tanunda, Nuriootpa, Woodside and Murray Bridge.

In 1994 she became a full time employee with the South Australian Ambulance Service (SAAS) based in Murray Bridge. Her clinical skills were highly recognised and as such she was one of the first students to graduate in the conversion course from the Diploma to the Bachelor of Health Sciences degree. She then completed the intensive care paramedic course in 2000.

In 2009 Dr Hein was awarded the degree of Doctor of Philosophy, leading to an academic career. In 2013 she commenced training as an Extended Care Paramedic (ECP), presently the highest level of clinical care awarded in SAAS and a role that she continues in today balanced with her continued academic commitments within the paramedic sciences discipline. Presently she manages the SAAS Cardiac Arrest Registry, a state wide record of all out of hospital cardiac arrests in South Australia.

Dr Hein's contribution to pre-hospital and emergency care research is acknowledged both nationally and internationally through her authorship and co-authorship. She is recognised as a respected Extended Care Paramedic and mentor, and her passion and commitment to the ambulance profession, and to the community of South Australia, is exceptional.

## **AMBULANCE SERVICE MEDAL (ASM)**

*South Australia (continued)*

**Mr Christopher Martin HOWIE**, Athelstone SA 5076

Mr Howie has been a paramedic with the South Australian Ambulance Service (SAAS) for 19 years and during this time he has held numerous positions, including as an advocate and supporter of colleagues as the staff elected representation on SAAS Board, and as a Director of the SAAS Development Fund, and most recently as the Manager for all of SAAS' Staff Wellness and Assistance Programs.

He is also the SAAS representative on the Council of Ambulance Authorities (CAA) national wellbeing workgroup. He was the driver of SAAS' award winning 'Keep your hands off our Ambos' anti-violence and aggression campaign which resulted in a significant decrease in the incidence of violence and aggression incidents against SAAS staff.

He has also been instrumental in the development of other SAAS programs including as the initial Clinical Team Leader of both the Single Paramedic Response and Intervention Team (Sprint) and the Motorcycle Response Unit (MRU). He has also been the Project Manager for the introduction of Road Fit, designed at identifying SAAS frontline operational staff who may be at increased risk of injury. Most recently he worked as the implementation manager responsible for successfully achieving White Ribbon Accreditation for SAAS, which is believed to be the first Ambulance Service in Australia to achieve this prestigious accreditation.

Mr Howie is a well-respected member of the SAAS community and is highly regarded amongst the members of the many working groups he participates in.

## **AMBULANCE SERVICE MEDAL (ASM)**

*South Australia (continued)*

**Mr Stephen Paul TASKER**, Flagstaff Hill SA 5159

Mr Tasker's career with the South Australian Ambulance Service (SAAS) started in 1976 when he was a young cadet. During the early stages of his career he attended many incidents including the Ash Wednesday bushfires, Heathfield evacuations and the Salisbury bus/train crash. His fulltime career with SAAS commenced in 1983 and since then he has held positions that include Ambulance Officer, Air Attendant, Station Officer Grade One, ALS Officer, ICP and management roles, currently a State Duty Manager and practising Intensive Care Paramedic.

As the South Australian representative to the National Curriculum Development Committee he has attended many national meetings to help to define and develop the core competencies for the Australian Ambulance Officer/Paramedic profession. This resulted in the first ever agreed set of National Competencies for the industry and led to the development of the Advance Certificate delivered by SA Ambulance from 1992.

He was also a member of the TAFE Board of studies with SA Ambulance responsible for the delivery of the Advance Certificate program and he was an instrumental member of the team taking the Advanced Certificate to Diploma Level (at that time the only Diploma in Australia for the industry) through his TAFE Board activities. This interest in education and training led to him being one of the original five Clinical Support Officers (CSO) to be appointed in SA. While in the role he was a member of the team that developed the first Advanced Life Support program for SA and participated as an instructor/student to achieve the qualification. This program became the precursor to the Paramedic (Intensive Care) program teaching.

Mr Tasker has spent his life and career from the age of 12, when a St John Cadet at Noarlunga Station, to now as a State Duty Manager SA Ambulance Service, all the while providing quality patient care and supportive management to his peers, staff members and to the community of South Australia.

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

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

#### **Ms Susan Gaye BIGGAR, Ocean Shores NSW 2483**

Ms Biggar has been a member of the Brunswick Valley Volunteer Rescue Association (VRA) for 23 years, joining the VRA in July 1994. She has held a range of positions with the Brunswick Valley VRA including as General Land Rescue Operator, the Squad Training Officer for 7 years, as Deputy Road Captain, and she currently holds the position of Road Captain.

Additionally she has held a range of positions with the New South Wales VRA Executive. These roles have included being a trainer and assessor with the VRA Training Advisory Committee, as a member of the Vertical Sub-Committee, as the Deputy Regional Coordinator since 2010, and as the VRA Treasurer since 2013. She currently represents the North Coast on the Local Emergency Management Committee, and at regional and district committee meetings. She is also the Executive's primary contact with the Australian Tax Office, the Department of Gaming and Racing, and the Department of Industrial Relations.

She is a valuable member of the Brunswick VRA Rescue Squad which is the primary response unit for all emergencies within the Byron Shire. She has contributed significantly to the training of many new members and also to fundraising efforts for the Squad.

Ms Biggar is a competent rescuer who is trained and certified to meet the State Rescue board requirements. Her knowledge, skills, experience and dedication to her Unit's members, and to her community, makes her an important member of the New South Wales VRA.

#### **Mr Philip Alan DOWNS, Holbrook NSW 2644**

Mr Downs has been a member of the NSW SES Holbrook Unit for more than 36 years and is currently the last remaining founding member of the Unit. His field of expertise is Road Crash Rescue, and he has been one of the go-to people in that field for many years now.

Holbrook is a small, rural community located on the Hume Highway, north of Albury, and the NSW SES Holbrook Unit is the accredited General Land Rescue Unit for the eastern part of the Greater Hume Shire. Over the years, the Holbrook Unit has been called to many road crash incidents, and has also responded to industrial accidents involving farm vehicles and machinery. As a leading rescue operator, Mr Downs has seen a significant amount of traumatic incidents and his confident leadership of the team has been responsible for saving many lives.

In 2013 he was asked to join the state sponsored Fleet Project team that was tasked with developing the design for the new NSW SES standard rescue trucks. He worked tirelessly alongside a team of similarly experienced experts in the field and the result was a first class design that won wide acclaim across the emergency services sector. Trucks built to this design have now been delivered to many NSW SES Units. His contribution to the design work was evident to all who have worked with him, the new vehicle bearing a close resemblance to Holbrook's own design.

Mr Downs leads by example and is a natural when it comes to leading his team in a time-critical, technical and often dangerous environments, such as at road crash accident scenes. His dedication is exemplary and his contribution to the community cannot be overstated.

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

### *New South Wales (continued)*

#### **Ms Evelyn Wilson LESTER, Glenwood NSW 2768**

Ms Lester joined The Hills State Emergency Service Unit on 27 November 2002. She demonstrated her strong organisational skills as Operations Officer at The Hills SES Unit in the Western Sydney Hailstorm of December 2007. The Unit had over 450 large and complex storm jobs. She was subsequently appointed as the Local Controller for The Hills Local Government Area in 2008 and since then has increased the volunteer membership of the Unit from about 40 members to nearly 150 members today - a testament to her leadership skills.

She also leads the Unit in supporting several community events throughout the year and personally supports many local community causes such as The Hills Winter Sleep Out, raising awareness and funds for the homeless in the local area. Over the past 12 months, she has become a regular on the local community Radio Station 90.SFM where she talks about the NSW SES thereby increasing the community's awareness of the organisation.

Ms Lester is highly respected in the community, and by the local Council which has set aside approx. \$5 million to build a new headquarters complex for the Unit. She is extremely passionate about the safety of all members of the Unit and has worked hard to establish and maintain relationships with other emergency service agencies, her regular attendance at LEMC meetings and other ESO events has gained her a high public and professional profile within the Hills shire and beyond.

### **Victoria**

#### **Mr Michael John HELLWEGE, Mildura Vic 3500**

Mr Hellwege has been a member of the Victoria State Emergency Service (VICSES) since 1984 and has held the position of Unit Controller since May 1996. Throughout his time with VICSES, and particularly as Unit Controller, he has contributed to the significant development of Mildura Unit. Through his leadership the Unit has grown both in volunteer membership and in capability through an increase in operational equipment.

Mr Hellwege has demonstrated great leadership qualities, especially on a number of occasions at small and large scale emergency events. In 1999 he was deployed to Melbourne to assist following a hail storm and in 2009 he was deployed to Alexandra to assist with the Black Saturday bush fires. Two of the most significant of events were the January 2011 storm/flood where the Murray River flooded causing major flooding in Mildura and most recently during the October/November 2016 storm/storm event.

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

### ***Queensland***

#### **Mr Mark CONNORS, Proserpine Qld 4800**

Mr Connors has been an outstanding member of the Queensland State Emergency Service (SES) for 25 years and currently serves as the Local Controller at the Whitsunday SES Unit in the Central Region. His exceptional knowledge and expertise has been at the forefront of many critical incidents and deployments.

His dedication, devotion and unparalleled commitment to prevention, preparedness, response and recovery activities was most notable during Tropical Cyclone Debbie, where he was instrumental in preparing both the community and his crew for the challenge that lay ahead. During this event he was appointed as the Divisional Commander, reflecting his experience and ability.

His innovation, resourcefulness and networks built on professionalism, reliability and integrity, drive constructive collaboration and deliver operational success.

Mr Connors is highly respected by both volunteers and staff at all levels across Queensland Fire and Emergency Services as well as partner emergency services agencies and the Whitsunday Regional Council.

#### **Mr Donald Craig PATTERSON, Twin Waters Qld 4564**

Mr Patterson is a proactive trainer who has devoted countless hours to educating Queensland State Emergency Service (SES) volunteers, Queensland Fire and Emergency Services (QFES) staff, local council staff and other essential stakeholders in all aspects of emergency management. He is currently a Team Leader at the Sunshine Coast SES Unit.

His critical expertise and experience across the emergency management realm recognises him as the principal driver enhancing incident management capability across the North Coast Region. He is an advocate for SES Operations as part of the broader QFES.

As a former executive of Emergency Management Australia he brings a wealth of knowledge to his volunteering career. He demonstrates innovation as a trainer and mentor as well as delivering positive change in the administrative practice and system configuration.

Mr Patterson has demonstrated significant commitment and dedication to his colleagues in the emergency service sector and also to the broader community of Queensland.

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

### *Queensland (continued)*

#### **Mr Andrew Jason WYATT, Caloundra Qld 4551**

Mr Wyatt is an outstanding member of the State Emergency Service (SES), serving the community of Queensland for over 30 years. He has served for 15 years with the Australian Volunteer Coast Guard and for over 20 years with the State Emergency Service. He is currently the Acting Regional Manager for the SES in the Central Region.

He consistently demonstrates strong leadership, powerful influence, and a determined passion for improving disaster resilience. Highly regarded for his professional advice he has displayed exemplary service during times of disaster, working with communities during response and recovery operations.

His commitment to excellence and dedication to the people of Queensland are of the highest order earning him the respect of volunteers, colleagues and disaster management stakeholders.

Mr Wyatt's enthusiasm and innovation have been instrumental in driving a marked improvement in operational, training and administrative performance within SES Units and Groups across the state.

### ***Western Australia***

#### **Mr Gordon Maxwell HALL, Secret Harbour WA 6173**

Mr Hall became a volunteer with the Swan Unit of the Western Australian State Emergency Service (SES) in late 1993. His involvement with Swan SES included being a member of the Incident Management Team for a number of searches and operations.

In 1995 he became involved in the WA Volunteer Emergency Services (WAVES), the predecessor of the SES Volunteers Association (SESVA). He became a key figure in the major changes to WAVES which saw it evolve into the association it is today.

In 1998 he was the first SES volunteer selected to become a member of the Fire and Emergency Services Authority (FESA) Board and subsequently took up an appointment as the FESA Regional Director for the region covering the Midwest, Goldfields, and Midlands areas. As a Regional Director he was involved in a number of State and emergency management committees and played a key role in large scale emergency and recovery operations.

In 2005 he was appointed Director for Corporate Governance and Strategic Projects and, until 2011, was involved in a number of projects including the design and implementation of a database for tracking major reviews, inquiries, and post incident analysis. Other projects included the rollout of identity cards for emergency service volunteers and the establishment and operation of the call centre for the Public Information Line.

Subsequently he was appointed Secretary for the SESVA in 2011, and elected as President in 2013. In 2016 he was elected as the inaugural Vice President of the Board of Directors for the National SES Volunteers Association.

Mr Hall continues to serve the community of Western Australia and is currently a member of the SES Rockingham/Kwinana Unit.

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

### ***Tasmania***

#### **Mr Christopher Carl DRAFFIN, St Helens Tas 7216**

Mr Draffin originally joined the Northern Territory Emergency Service (NTES) as a volunteer in 1994. In his time with the NTES he worked in a variety of roles including general rescue, road accident rescue, marine rescues and coastal patrols. He was also involved in the preparation, response and clean-up operations after Cyclone Thelma in 1998 and Cyclone Monica in 2006. He assisted at the evacuation centre during the Daly River Flood in 1998 and in establishing evacuation arrangements in Darwin for those affected by the civil unrest in East Timor in 1999.

In 2004 he was appointed as a permanent staff member in the position of Senior Strategic Planner for the NTES. In this position he wrote and established the Major Structure Collapse Plan and the Pandemic Influenza Plan for remote centres in the Northern Territory.

In 2008 he moved to Tasmania and became an active member of the Break O'Day SES unit. He was promoted to Unit Manager in 2009 and still holds that position. He is a proactive member of the Break O'Day Municipal Emergency Management Committee and has also led some very complex and challenging operations in his area of response.

Mr Draffin is held in high regard within all emergency services and the local community alike. He has represented the Northern Territory at both the National Disaster Rescue Competitions and in the Australasian Road Crash Rescue Competitions. He has also judged both the Tasmanian and National Disaster Rescue Competitions. The Break O'Day community represents a small part of Tasmania, with volunteer retention remaining a challenge and he has worked strategically to significantly improve volunteer recruitment and retention.

## EMERGENCY SERVICES MEDAL (ESM)

*Tasmania (continued)*

**Mr Nigel Winton KING**, Kingston Beach Tas 7050

Mr King commenced as a volunteer member with the Tasmania State Emergency Service (SES) in 1995, joining the then Regional Headquarters Unit. He continued with the Unit through its change to the Southern Regional Unit where he is currently Manager Operations and Events Manager. He assists with the Unit's training planning and is an excellent incident communications, operation and logistics officer. He is also an experienced and effective operational crew leader and since 2010 has committed over 750 hours to operational activities and 876 hours to training.

He was an inaugural member of the newly formed greater Hobart Unit, the Southern Regional Unit (SRU) that was established in November 2005 supporting 5 greater Hobart Councils. Currently the Unit has approximately 55 General Operation members and approximately 25 Search and Rescue members.

SES Regional Staff and Senior SES volunteers have noted the exceptional amount of work that he contributes to the Unit and to the SES in general. As Events Manager he works behind the scenes coordinating volunteers and resources for community events, including many council activities and the essential Driver Reviver activities.

Mr King is also highly active operationally, and is relied upon by Regional staff as a regular point of contact for operational call-outs and for database management. Additionally he has volunteered for mainland deployments and has attended the Queensland flood support operations in 2011, the Queensland cyclone support operations in 2011 and the New South Wales storm operations in May 2015.

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

### ***Northern Territory***

#### **Mr Gerard William LESSELS, Titjikala NT 0872**

Mr Lessels has been a member of the Northern Territory Emergency Service (NTES) since 2012 and is currently serving as Deputy Unit Officer for the Hermannsburg Volunteer Unit (HVU).

Since joining the service as a volunteer he has been an advocate for Equity and Diversity including the compilation of a tender for the Indigenous Ranger Program at Hermannsburg to include a volunteer service with NTES as one of the requirements of becoming a Ranger. To date approximately 20 Indigenous women have volunteered for NTES as a result and the Tjuwanpa Women's Rangers now form an integral part of the HVU. He is also working with the Tjuwanpa Women's Rangers to develop a cultural awareness program.

He has participated in a number of land search and road crash operations since becoming an NTES volunteer and always displays honesty, integrity and professionalism in his work. His concern for fellow volunteers and their welfare is always in the foremost of his mind and he is focused on getting the job done safely and making sure his team all return home to their families.

Over the past five years he has been the driving force behind a number of projects to improve community resilience such as installing a radio repeater system which increases communications options and provides greater safety to community members and visitors. He has also been involved in several major NTES-supported community events, including the Finke Desert Race, the Harts Range Races and the NT Motorsports Desert Nationals in Alice Springs as part of the HVU road crash response team.

Mr Lessels has served the community of the Northern Territory with distinction and dedication throughout his career with the NTES.

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

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

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

#### **Mr Brendan CASHEN**

Mr Cashen is currently a Senior Correctional Officer at the Outer Metropolitan Multi-Purpose Correction Centre (OMMPCC) in New South Wales. He commenced his service with Corrective Services New South Wales (CSNSW) in 2007 and was posted to Parklea Correctional Centre.

In 2010 he moved to the OMMPCC as a First Class Correctional Officer. Additionally he was seconded to the State Emergency Unit in 2010 before returning to the OMMPCC in 2011. He commenced in his current role in 2017.

Mr Cashen interacts well with inmates on a daily basis and manages to achieve appropriate outcomes when dealing with both inmates and staff. He has a strong security awareness which assists the General Manager of the OMMPCC in maintaining the safety and security of the working environment at the Centre for both staff and inmates.

He has exceptional observational skills which have assisted him in detecting and locating significant items of contraband in the Centre. One such detection had the potential to significantly compromise the security of the Centre. His superior knowledge and experience in this area means that he is often utilised by management to train other officers at the local level.

Mr Cashen is a natural leader who other staff are prepared to take direction from and he is highly supportive of his colleagues and management.

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

### *New South Wales (continued)*

#### **Miss Linda Jane FERRETT**

Ms Ferrett joined Corrective Services New South Wales (CSNSW) as a trainee in 1984. She was attested as a Probationary Correctional Officer in 1984 and was stationed at Mulawa Correctional Centre. In 1984 Mulawa Correctional Centre was a maximum security centre that housed some of the state's most violent and disturbed female offenders, and as an officer she was required to respond to numerous critical incidents including serious self-harm by inmates, and serious assaults by inmates on staff and other inmates. In 1987 she was appointed the first female dog handler in CSNSW.

From 1992 to 1995 she served at the Norma Parker Correctional Centre, a front line role that required the day to day management of high risk female inmates. In 1995 she returned to the Drug Dog Detection Unit whose work is to intercept illicit drugs concealed on staff, inmates, or visitors and this role often results in confrontational situations as officers stop, detain and search unwilling suspects. In 1999 she again served with the Court Escort Security Unit which is responsible for the safety and security of inmates being transported between court locations and correctional centres. The role carries a high degree of risk for officers as they are more vulnerable to assault by inmates, or their associates, as they attempt to escape custody.

In 2006 she was promoted to the rank of Senior Assistant Superintendent at the Metropolitan Reception and Remand Centre (MRRC), the largest remand centre in Australia, housing 1200 maximum security male inmates. She was then promoted to the rank of Manager of Security (MOS) at the Compulsory Drug Treatment Correctional Centre in 2010 where she led a multidisciplinary team to ensure treatment, rehabilitation and reintegration of male participants who have repeatedly offended in order to support severe drug dependence.

In 2011 she was appointed MOS at the Metropolitan Special Program Centre before her return to the MRRC in 2014. In 2017 she was promoted to her current rank and appointed to Dawn De Loas Correctional Centre and then transferred to her present role as Governor, Outer Metropolitan Correctional Centre. The Centre houses over 300 male offenders and she has daily contact with inmates and is responsible for resolving any critical incidents.

Ms Ferret has been a consistently positive, proactive and professional role model for junior female staff in a workplace that is often confrontational and, at times, violent.

## AUSTRALIAN CORRECTIONS MEDAL (ACM)

*New South Wales (continued)*

### **Mrs Naomi Lee PRINCE**

Ms Prince is a Chief Psychologist with Corrective Services New South Wales (CSNSW) and has held that position since 2014. She began her career at CSNSW in 2008 as a Psychologist and her role included working closely with inmates with challenging personality disorders and those that were engaging in dangerous behaviours including self-harm. In 2009-2010 she was a front line Senior Psychologist, and established a unit for female offenders with complex needs, before she returned to the Personality and Behaviour Disorder Services team as the Team Leader (Chief Psychologist).

In 2015 she was involved in compiling a submission to the Australia and New Zealand Counter Terrorism Committee (ANZCTC), which secured funds to establish a specialised team to pilot a disengagement program for offenders of concern to national security. She undertook training, imparted knowledge and undertook direct frontline service delivery with difficult offenders.

On a day to day basis she engages with Governors of largely maximum security centres to ensure the most appropriate management of some of the most dangerous offenders in New South Wales. In particular she works closely with the High Risk Management Correctional Centre, Goulburn Correctional Centre, and Lithgow Correctional Centre in order to enhance the approach of CSNSW in the management of high risk offenders. She plays a significant role in the effective management of inmates and is a member of the Extreme Threat Inmate Management Committee. She continues to undertake assessments of, and provide psychological services to, some of the most challenging inmates within CSNSW.

Ms Prince is a highly skilled clinician who is well respected across operations within CSNSW, including within some of the most challenging correctional centres. Her dedicated service continues to improve the safety of inmates, of CSNSW staff, and the good order of correctional centres across the state.

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

### ***Victoria***

#### **Mr Gregory Charles STILLMAN**

Mr Stillman's career with the Victorian Prison Service (VPS) spans more than 37 years. His early service was as a Prison Officer in the Metropolitan Reception Prison, (part of the Pentridge Prison complex), and he established himself in the 1990s as one of the Prison's Investigation Unit team.

In October 1987 he displayed exceptional dedication under duress through his emergency response actions to the Jika Jika fire at the Metropolitan Reception Prison. He was at the forefront of staff efforts to break through the barricade that had been put in place by prisoners, and to rescue them from the fire that they then set behind the barricade.

After serving at the Dame Phyllis Frost Women's Correctional Centre he moved to the Metropolitan Remand Centre (MRC), where he held an executive management role during the design, construction and commissioning of the MRC, the largest state-operated facility. Upon its commissioning in 2006, he dealt with many prisoners who transferred there and who were aggrieved at not being able to access the same pay and services that they had in the prisons from which they had come. As tensions mounted he met with prisoners, resolving issues, and assuring prisoners that the changes they sought were on the way.

He served as the Field Commander at the MRC during the largest riot in Victorian prison history, providing leadership and direction to general duties personnel at the front line of this incident and standing in the post for 25 hours straight.

Mr Stillman is Operations Manager at the 883 bed maximum-security MRC, having served there since 2006. In that role he is in daily contact with prisoners, including managing a range of prisoner disciplinary matters, prisoner complaints and incidents, and prisoner placements.

## AUSTRALIAN CORRECTIONS MEDAL (ACM)

*Victoria (continued)*

### **Mr Ian Martin WEBB**

Mr Webb's career with Corrections Victoria commenced in 1998 when he joined the Victorian Prison Service as a Prison Officer at the minimum-security Wron Wron Prison and he served there until the prison's closure in 2003. He then transferred to Ararat Prison, (later renamed the Hopkins Correctional Centre), and was promoted to Prison Supervisor in 2006.

Both Ararat and Langi Kal Kal Prisons, where he undertook secondments, contained a predominance of sex offenders, and he was at the forefront of custodial staff seeking to learn more about the best ways of case managing this complex offender group. His leadership in this area was recognised by the Sex Offender Management Branch for which he was liaison point in the prison.

In 2012 he transferred to the Melbourne Assessment Prison (MAP), including working as a Prison Supervisor at the County and Supreme Courts. The MAP is the main entry point for all male prisoners in Victoria, and he was promoted to Operations Manager there in 2014. The MAP's work is very diverse and includes reception and court work with the complexities of a high population turnover, and prisoners with mental health issues and those withdrawing from drug use. He interacted with prisoners on a daily basis, including managing a range of disciplinary matters, prisoner complaints, incidents and placements.

In 2015 he took up the position of Manager, Court Practice at Morwell Community Correctional Services in Gippsland and in this role he is required to have daily contact with offenders, including high-risk offenders released by the court or the Adult Parole Board.

Mr Webb's contribution to the corrections system in Victoria has come about through his dedication to, and experience with, new offender cohorts, including serious sex offenders, and the challenges that arise in managing these offenders whilst ensuring their safety and the safety of the community.

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

### ***Queensland***

#### **Mr Leslie Joseph ELLIOTT**

Mr Elliott commenced employment with Queensland Corrective Services (QCS) as a prison officer at Her Majesty's Prison Rockhampton in 1979. During his career he has served in a range of roles including as Staff Development Officer, Programs Officer, Dog Squad Officer, and as acting Deputy General Manager and General Manager at Lotus Glen Correctional Centre. He was appointed to his current position as Correctional Manager Farm, Lotus Glen Correctional Centre in 1995.

In his role at Lotus Glen Correctional Centre he is, first and foremost a Correctional Manager, and he has direct interaction with 124 prisoners who are housed at the low security facility. The Centre functions as a fully operational farm with beef cattle, orchards, banana plantation, eucalypt plantation and market garden.

In 2006 he was instrumental in the establishment of the permanent low security prisoner Work Camp at Innisfail which now houses 12 prisoners. At its inception, the Camp provided critical recovery assistance to the Innisfail community following the impact of Cyclone Larry and since that time it has provided essential community support recovery activities in the wake of Cyclones Yasi and Ida.

On a daily basis, prisoners from Lotus Glen provide community services to the Mareeba, Tablelands and Cassowary Coast Council areas, and to a number of local not-for-profit organisations. He and his team support prisoners to access a variety of vocational courses, aimed at improving employment opportunities and skills post release.

In addition to maintaining the operations of both facilities, Mr Elliott actively engages with community stakeholders to ensure allocated projects are completed to the highest standards and that community safety is maintained.

## AUSTRALIAN CORRECTIONS MEDAL (ACM)

*Queensland (continued)*

### **Ms Ursula Kylea ROEDER**

Ms Roeder commenced employment with Queensland Corrective Services in 1994 as a Custodial Correctional Officer at the former Sir David Langland Correctional Centre. She has provided over 23 years of distinguished service in a variety of positions including as a Custodial Psychologist, Project Manager and Director. First appointed as a Regional Manager in 2006, her current position is as Regional Manager, North Coast Region, Probation and Parole Service.

She brings a unique skill set to corrections, working across custodial, probation and parole and strategic settings, and has contributed to significant organisational change and strategic projects, including her role leading the successful implementation of GPS tracking for dangerous sexual offenders. She has led and managed the delivery of psychological and correctional services in custody and for many years has led the delivery of Probation and Parole Services in the North Coast region of Queensland.

She has made outstanding contributions to the area of corrections and throughout her career has been called upon repeatedly to lead and manage significant projects, or contribute her invaluable operational expertise and strategic knowledge in furtherance of the business. She has improved the wellbeing of those in custody through the management and delivery of psychological and correctional services in custody and for many years has led the delivery of Probation and Parole Services in the North Coast region of Queensland.

Ms Roeder is recognised for her dedication to promoting the role of corrections within the justice system and for her exemplary integrity, principled and focused leadership, management, mentoring of staff and her commitment to improving outcomes for inmates.

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

### ***Western Australia***

#### **Ms Janette Margaret ALLEN**

Ms Allen joined the Western Australian Department of Corrective Services (DCS) in 1988 as one of the first female Prison Officers to work in a male maximum security prison. Since 2002 she has been working with minimum security women prisoners and their children and is currently the Superintendent of Boronia Pre-Release Centre for Women.

Boronia holds about 90 female prisoners, and is a minimum security prison with a strong emphasis on rehabilitation and reintegration into the community. Ms Allen is responsible for developing strong working relationships with stakeholders, including with Indigenous communities and representatives to reduce over-representation in the corrective services system.

She has displayed professional excellence in a challenging and demanding role and has contributed to a greater understanding within the Department of Justice of the specific needs of female offenders. She has been instrumental in the development of programs to help prisoners, including a smoking reduction strategy, the Boronia Community Engagement and Advisory Group, and the first Child Aware Prison Program which provides training to Boronia prisoners and staff to increase their understanding of child development and the management of traumatised children and young people.

Ms Allen also introduced the first structured prisoner volunteer program in Western Australia which gives Boronia residents the opportunity to help other prisoners develop knowledge and skills to benefit the community, both inside and outside the prison. Additionally she established the Boronia Women's Choir, the only prison choir in the state that regularly performs at community events. Involvement in the choir has built self-confidence in the prisoners and provides an opportunity for the women to engage in restorative justice.

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

### *Western Australia (continued)*

#### **Mr Kymberley Alexander McKAY**

Mr McKay joined the former Western Australian Department of Corrective Services (now Department of Justice) as a Prison Officer working in regional prisons in 2012. In 2015 he was appointed Acting Assistant Superintendent, Offender Services at Bandyup Women's Prison (Bandyup).

Over the past two years, he has acted as Superintendent at Broome Regional Prison and Superintendent at Boronia Pre Release Centre for Women (Boronia). He is currently Assistant Superintendent Corrective Services.

He has demonstrated a dynamic and innovative commitment to the introduction of new training and employment opportunities for women offenders. At Bandyup Prison he organised the 2016 International Women's Day event including sourcing motivational speakers and guests from both corporate and government agencies to address the women.

Whilst at Bandyup he was instrumental in getting the Perth Lynx Womens Basketball Team to regularly visit the prison and play basketball and interact with the prisoners. He also initiated contact with the Chamber of Commerce to develop opportunities to assist in securing employment for released women.

At Boronia, Mr McKay also coordinated the donation of unsold books from the annual Boronia Gala Day to the Broome Regional Prison. This opportunity has assisted the prisoners to support those less fortunate than themselves as part of their learning experience and preparation for reintegration into the community.

### ***South Australia***

#### **Mr Christopher COOMBE**

Mr Coombe is a dedicated member of the Cadell Training Centre in the South Australian Department of Corrective Services (DCS). In addition to his regular role as a Correctional Officer at Cadell he also undertakes the voluntary role as Captain of the Cadell Training Centre Country Fire Service.

The Cadell Training Centre Country Fire Service (CFS) is the Department for Correctional Services' longest running prisoner program and he has been involved with the Cadell CFS since 1995, performing various officer roles until taking over the role of Captain in 2007 in which he continues to serve.

In his capacity as CFS Captain, he demonstrates the highest levels of professionalism and a positive attitude, becoming a mentor and role model to many of the prisoners and staff who are part of the Cadell CFS.

It is due in no small part to Mr Coombe's dedication and commitment to the DCS, and the prisoners at the Cadell Training Centre, that the Cadell CFS is highly regarded by other CFS Brigades, the South Australia Police, and by the Riverland community.

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

### *South Australia (continued)*

#### **Mr David Paul FRANKLIN**

Mr Franklin commenced his career in the South Australian Department for Correctional Services (DCS) in 1993 as a supervisor with Community Corrections in Port Lincoln SA. In 1999 he commenced as a Trainee Correctional Officer at the Port Augusta Prison.

He served as a Correctional Officer until 2004 when he joined the Northern Country Region as a Community Service Work Camp Supervisor. His role was originally as part of a two man team supervising Indigenous offenders performing community service work on the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands in the State's remote far north.

He undertook the role for approximately five years initially, then returned to his position at Port Lincoln Prison. After a brief period at Port Lincoln he again returned to the Camp Supervisor role in 2013 when it became his sole responsibility rather than as part of a team.

He continues to operate solo, and resides for extended periods of time working on the APY Lands supervising a work team of Indigenous offenders in various communities. His work roster sees him stationed in Port Augusta, with his home base in Port Lincoln, meaning he is required to travel more than 3,500km for each trip and over 42,000kms a year in total.

His supervisory style, initiative and rapport with offenders, and with the Indigenous communities and elders in the APY Lands, has been remarkable. He is able to positively motivate and encourage the offenders he is responsible for to undertake important work in the communities in an environment that is often harsh, unique and remote.

Mr Franklin is highly regarded for the significant contribution he has made within the South Australian Department for Correctional Services and for his work with Indigenous offenders in the APY Lands.

#### **Mrs Sandra Mary RUSSELL**

Ms Russell commenced in the South Australian Department for Correctional Services (DCS) in 1994 as a Correctional Officer at Mobilong Prison. From 1998 to 2001 she progressed through various roles at Mobilong, including as Recreation Supervisor, Case Management Coordinator and Accommodation Coordinator. In 2001 she moved to the Prisoner Assessment Unit where she served as Executive Officer and Manager, Assessment.

She returned to Mobilong as the Operations Unit Manager in 2003 before becoming the General Manager at Cadell Training Centre from 2006 to 2009. She then became the General Manager, Adelaide Women's Prison/Adelaide Pre- Release Centre for five years until moving back to Mobilong in 2014 and to her current role as General Manager.

Throughout her career with DCS she has been a frontline, prisoner-facing officer and she continues to deal with the hazards and challenges that arise with inmates in the prison environment on a day-to-day basis.

She has demonstrated an outstanding commitment and dedication to her work and to staff and prisoners under her responsibility across various prison sites. Her leadership has delivered major upgrades and reform across the system in both male and female custodial environments.

Ms Russell has achieved significant outcomes through periods of high capacity demands and constantly changing industrial environments and is a role model to others, particularly to female officers who are progressing through the ranks.

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

### ***Tasmania***

#### **Mr John Frederick HAY**

Mr Hay has served as a Community Service Order (CSO) Field Officer for more than 44 years and within the current structure of the Tasmanian Department of Justice for 25 years. Throughout his tenure he has performed an outstanding role in supervising offenders participating in the CSO Scheme, significantly exceeding the expectations of the position.

He has established an effective working relationship with the offenders subject to the CSO Scheme by role modelling pro-social behaviours and by motivating offenders to conduct and enjoy their reparative tasks whilst maintaining professional judgement and observing appropriate boundaries. The role he undertakes has required him to positively influence involuntary offenders within an autonomous working environment. He actively contributes to the development of the Scheme by identifying, researching and liaising with potential project sites.

He has demonstrated a willingness to surpass the stated requirements of his role. By way of example, he assisted a young offender with significant and debilitating anxiety issues by identifying the most suitable sites for the offender to execute their duties. Recidivist offenders frequently request to work with him given their positive experiences on previous orders and this recognition signifies his positive influence on offenders and the rehabilitative function he performs.

Additionally he has played an integral role in re-establishing the CSO Scheme at the Risdon Prison Complex and has developed and maintained productive working relationships with key personnel to ensure a successful transition.

Mr Hay has consistently exceeded the core functions of his role to deliver a professional, reliable and beneficial service to the community as well as providing a supportive environment for offenders to successfully reintegrate and engage in reparation.