

PUBLIC SERVICE MEDAL (PSM)

Federal

Dr Richard Symons BLEWETT, Royalla NSW 2620

For outstanding public service through advancing the use of geophysical data to attract investment in Australia's minerals industry

Dr Richard Blewett, throughout his more than 30 year public service career, has demonstrated scientific leadership, supporting the development and growth of exploration investment in the minerals sector.

He has spearheaded the unification of State, Territory and Commonwealth government geoscience agencies under the single banner of 'Australian Minerals', ensuring that Australia is a pre-eminent country in attracting mineral exploration investment from the private sector.

He has been integral to the provision of high quality geoscience data, and facilitating genuine targeted exploration, which in turn has reduced the technical risk for private sector exploration.

His expertise, combined with his ability to manage complex projects, has been key to gaining industry support for major mineral exploration initiatives. He has enhanced Australia's international influence by initiating strategic scientific partnerships for minerals prospectivity mapping.

Dr Blewett has fundamentally changed Australia's approach to mineral exploration, and through his superior dedication and commitment to the Australian Public Service, and to the wider community, he has contributed to the nation's long term economic prosperity.

PUBLIC SERVICE MEDAL (PSM)

Ms Caroline Ann EDWARDS, O'Connor ACT 2602

For outstanding public service to the development and implementation of health and social policy, and leading the Government's health response to COVID-19.

Ms Caroline Edwards has provided outstanding service to the Australian Government, and has been particularly focused on innovative social policy development to enable program reforms which support the health outcomes and wellbeing of Australians, especially Indigenous Australians.

Recently her superior leadership skills have contributed significantly to the Government's response to protecting Australians from the COVID-19 pandemic, quickly adapting to changes in the Corona virus landscape. She demonstrated a culture of collaboration, leveraging her strong relationships with her State and Territory counterparts to successfully navigate regulatory challenges and competing health system priorities.

She was integral to enacting changes to legislation, secured funding support for the development and implementation of COVID-19 related programs and policies, and she facilitated research opportunities for potential treatments and vaccines both domestically and internationally. Her ability to mobilise, motivate and lead a team in the delivery of new technology and initiatives, working with range of Commonwealth agencies to fast-track reforms, has been exemplary. She was instrumental in the purchase and deployment of personal protective equipment and the availability of COVID-19 testing. She also led expansion of telehealth services allowing vulnerable Australians continuing access to GP services during the pandemic.

Undertaking leadership responsibilities in strategic policy, health economics, medical research and corporate operations, and in addition to her strong leadership throughout the COVID-19 pandemic, she has played a key role in delivering a five year \$131 billion National Health Reform Agreement and a \$1.2 billion Seventh Community Pharmacy Agreement. This has ensured the national health system remains stable and Australians have access to services in public hospitals, subsidised medicines and medication management services.

Ms Edwards has provided superior dedication and commitment to the national health sector, to the Australian Public Service, and to the wider community.

PUBLIC SERVICE MEDAL (PSM)

Dr Marion Joy HEALY, Theodore ACT 2905

For outstanding public service to policy and regulatory practice including in the areas of food, chemicals and plant biosecurity.

Dr Marion Healy has been at the forefront of decision making and implementation of the Government's policy on plant biosecurity, protecting Australia from pests and diseases that might arrive on imports.

She has set the Department of Agriculture, Water and the Environment's strategic policy direction that requires a delicate balance between the competing drivers of imports and exports, while maintaining and improving market access for Australian commodities.

With a unique combination of science and regulatory experience she has transformed the Biosecurity Plant Division of the Department into a modern regulator. She has played an instrumental role in bringing together State and Territory governments, plant industries and the broader community to develop creative solutions to potential biosecurity threats and to implement prevention, preparedness and response programs.

She has been key to revolutionising the processes which assess the pest and disease risk of prospective imports, dramatically reducing the time required to make these assessments and balancing this with the scientific validity. Their implementation has led to a considerable increase in Australia's plant based export market.

Dr Healy has provided superior dedication and commitment to national plant biosecurity, to the Australian Public Service, and to the wider community.

PUBLIC SERVICE MEDAL (PSM)

Ms Rachel Joy HENRY, Chapman ACT 2611

For outstanding public service to the development and implementation of the National Consumer Protection Framework for Online Wagering.

Ms Rachel Henry has been instrumental in the delivery of one of the critical components of the Government's national online wagering reforms - the National Consumer Protection Framework for Online Wagering (the Framework).

In response to community concerns, and the increased risk of problem gambling for online gamblers, the Framework delivers ten consumer protection measures to support and improve the lives of vulnerable Australians.

Her customer-centric focus, along with her ability to balance the priorities of the Government, the community sector, and the wagering industry, ensured the Framework provides strong, nationally consistent consumer protections that support those experiencing harm from online gambling.

She forged strong relationships with high-level stakeholders, which were key to her effectively managing challenging negotiations over tough policy issues. The flow on effects of the implementation of the Framework include a reduction of the number of people who experience harm through online gambling, leading to improvements for their financial wellbeing, stronger mental health and family relationships.

Ms Henry has demonstrated superior dedication and commitment to the Australian Public Service, and to mental and financial wellbeing of the community.

PUBLIC SERVICE MEDAL (PSM)

Dr Doug MARMION, Giralang ACT 2617

For outstanding public service through the strengthening of Indigenous language infrastructure.

Dr Douglas Marmion has been instrumental in strengthening Australian language infrastructure to support the maintenance and revival of Aboriginal and Torres Strait Islander languages.

His commitment has been key to the reawakening of the Ngunnawal language, through close collaboration with the local community to explore and invigorate this endangered language.

Additionally, his work in establishing AUSTLANG (the online database for Aboriginal and Torres Strait Islander languages) has been integral to capturing a multitude of information and has led to AUSTLANG becoming the world authoritative standard to identify Indigenous languages.

He has worked closely with Australian Government Ministers, senior APS executives, and the Governor-General, coaching them to embed Ngunnawal acknowledgements into APS protocols.

He has also been key to instigating opportunities for community grounded collaboration between elders and linguistics specialists to capture Indigenous languages which may have been thought lost, or have very few speakers remaining. He was actively involved in supporting the UNESCO International Year of Indigenous Languages, partnering with international counterparts in sharing best practice for the research and capture of Indigenous languages.

Dr Marmion has demonstrated superior dedication and commitment to the preservation of Indigenous languages, to the Australian Public Service, and to the community.

PUBLIC SERVICE MEDAL (PSM)

Ms Lisa SCHOFIELD, Chifley ACT 2606

For outstanding public service in the delivery of the treaty establishing maritime boundaries between Australia and Timor-Leste.

Ms Lisa Schofield has been integral to the delivery of the treaty between Australia and the Democratic Republic of Timor-Leste relating to the establishment of maritime boundaries in the Timor Sea.

Her considerable negotiating skills were critical to the resolution of key issues pertaining to national boundary changes for Australia, as well as for the significant oil and gas investments in the region. She brokered sensible compromise based on good public policy outcomes.

Navigating a complex political environment, she was deeply involved in steering amendments to over 30 pieces of legislation, spanning eight government portfolios. Her drive and determination saw the ratification of the treaty and implementation arrangements complete in time to coincide with the 20 year anniversary of the referendum which led to Timor-Leste's independence.

Her strong leadership of the whole-of-government negotiations and implementation of the treaty has led to enhanced economic and social outcomes for Timor-Leste, and has provided legal certainty to the maritime boundary between Australia and Timor-Leste.

Ms Schofield has been key to the consolidation of the bilateral relationship between Australia and Timor-Leste and through her efforts has demonstrated superior dedication and commitment to the Australian Public Service, and to the wider community.

PUBLIC SERVICE MEDAL (PSM)

Mr Andrew Shaw TODD, Isaacs ACT 2607

For outstanding public service through the development and implementation of Australian Government policy on consular matters, and the response to offshore crises.

Mr Andrew Todd has had an extensive career in public service, effectively leading the development and implementation of Australian government policy on consular matters and the response to offshore crises. His professionalism and ability to lead teams during adversity throughout a number of high profile activities has been key to achieving quality outcomes for Australians abroad.

He has created extensive networks within government, and the private sector, both nationally and internationally. This has enabled him to navigate complex multi-border and jurisdictional crises response and he has been vital to overseeing the safe repatriation of Australians from overseas. He has managed these complexities with compassion and humanity, while working tirelessly to keep families informed of circumstances, and to the care of those who have died or been critically injured.

His ability to work decisively under extreme pressure has been integral during the COVID-19 pandemic, and essential to the repatriation of Australians from overseas. His role in facilitating the integration of AUSMAT health teams, DFAT crisis staff, and QANTAS has resulted in the urgent evacuation of Australians from across the world.

Additionally, his management of international offers of assistance during the Black Summer bushfire crisis resulted in the timely delivery of highly valued bushfire assets for frontline firefighting agencies, and linked Emergency Management Australia with foreign government support at a time of national need.

Mr Todd has demonstrated superior commitment and dedication to the Australian Public Service, particularly to the safe repatriation of Australians overseas.

PUBLIC SERVICE MEDAL (PSM)

Mr Paul David WAY, Farrer ACT 2607

For outstanding public service through the development of programs which support current, and transitioning, Australian Defence Force members and their families.

Mr Paul Way has an extensive background in the military, and public administration, he currently leads the Defence Community Organisation within the Defence People Group and has been instrumental in changing the way that Defence supports current serving members of the Australian Defence Force (ADF) and their families, including during their transition from military service to civilian life.

He co-chaired the ADF Transition Taskforce and worked closely on the Prime Minister's Veterans' Employment Program initiative, leading to an increasing cohort of personnel successfully transitioning to appropriate employment following their separation from the ADF.

He consistently demonstrates a keen willingness to review and scrutinise accepted processes, and considers issues raised by ADF members and their families whilst developing practical solutions to create a better needs-based transition experience. He has strategically developed productive relationships and navigated complex issues with other agencies, supporting a whole of government approach to the management of ADF member, family and veteran welfare.

He has played a substantial role in improving the flow of information between the ADF and the Department of Veterans' Affairs, overseeing the implementation of reforms to the Transition process. He is highly respected for his policy development and well considered advice, and he spearheaded the ADF Transition for Employment (T4E) initiative, reforming the way medically transitioning ADF personnel with complex cases are assisted during their move into civilian life.

Mr Way has provided superior dedication and commitment to current serving members and their families, to veterans, to the Australian Public Service, and to the wider community.

PUBLIC SERVICE MEDAL (PSM)

Ms Jennifer Elizabeth WILKINSON, Barton ACT 2600

For outstanding public service in the development of fiscal policy, particularly in the formulation of the Australian Government's economic response to COVID-19.

Ms Jenny Wilkinson's expertise as an economist and public policy thinker enabled the Government to deliver one of the country's largest economic stimulus measures, the Job-Keeper program.

As principle architect of Job-Keeper, she led highly innovative work, collaborating with the best of the Australian Public Service and the private sector to deliver a program designed to provide crucial financial support to over 3.5 million Australians to maintain their employment during the COVID-19 pandemic.

She provided outstanding leadership during a period of unparalleled difficulty, drawing on existing payment delivery infrastructure to expedite the rollout of the scheme, and provide timely support for businesses and jobs.

As Head of the Parliamentary Budget Office she provided high quality costing advice and fiscal analysis to Parliamentarians, setting benchmarks in terms of integrity, accountability and transparency.

She also consistently delivers high-level, complex advice on a wide range of matters, including fiscal and budget policy. She is a trusted adviser and has been essential in assisting the Government with the implementation of its fiscal strategy through her contribution to key economic policy decisions.

Ms Wilkinson's expert contribution has been critical to the Government's economic response during the COVID-19 pandemic.

PUBLIC SERVICE MEDAL (PSM)

New South Wales

Mr Lewis BEZZINA, Lithgow NSW 2790

For outstanding public service to the Lithgow City Council, particularly during the 2019-2020 bushfires.

Mr Lewis Bezzina has excelled in delivering high level service to Lithgow City Council in the role as Transport Manager.

Most recently, in the wake of the devastating December 2019 Gospers Mountain bushfire, he has been vital to the coordination of Lithgow City Council's recovery program. Managing a \$1.3 million budget he oversaw major remediation works, including slope stability, bridge repairs, road pavement reconstruction and stormwater drainage reestablishment.

He corroborated with Commonwealth Government allocated Australian and Indonesian Defence Force Personnel, assigning resources to directly assist the Lithgow community. He liaised with impacted and traumatised residents, managing to satisfy their immediate needs with compassion and empathy.

He also successfully coordinated arborists and Australian Defence Force personnel to quickly remove over 2,000 dangerous trees within the Lithgow local government area.

Mr Bezzina's dedicated and committed service to the Lithgow City Council, and to the community, has been exemplary.

PUBLIC SERVICE MEDAL (PSM)

Ms Sally Anne BRYANT, Coffs Harbour NSW 2450

For outstanding public service to Legal Aid New South Wales, particularly during the 2019-2020 bushfires.

Ms Sally Bryant joined the New South Wales public service in 1996. Since that time she has served in the Civil Law Division of Legal Aid NSW where she is a Senior Solicitor, managing five civil law teams along the NSW East Coast. As part of her role she has overseen new initiatives such as the Legal Aid Elder Abuse Service, and has implemented innovative outreach and community legal education programs.

During the 2019-2020 bushfires, she mobilised the Disaster Response Legal Service in record time at an unprecedented scale, coordinating 68 civil lawyers over several months to provide holistic, trauma-informed legal services. Under her leadership, the Disaster Response Legal Service delivered over 1000 legal assistance services, attended 68 community recovery meetings, and reached over 2,500 residents across NSW.

She also worked tirelessly with the team to roster volunteers from across Legal Aid NSW during the bushfires. She strengthened partnerships with services such as Justice Connect, community legal centres, and the Red Cross to guarantee the delivery of urgent legal services, initially operating seven days a week. She also provided a critical link between Legal Aid NSW, the Office of Emergency Management, and local councils during this period.

Ms Bryant throughout her more than 24 year career has demonstrated outstanding leadership and commitment to Legal Aid NSW, bringing frontline legal services to people, particularly to those in regional and remote New South Wales.

PUBLIC SERVICE MEDAL (PSM)

Dr Armand CASOLIN, Burwood NSW 2134

For outstanding public service to rail transport in New South Wales, particularly to the development of safe working protocols during COVID-19.

Dr Armand Casolin has been the Chief Health Officer for Sydney Trains and NSW TrainLink since 2005.

During this time he has made a significant contribution to rail safety in NSW and in the field of Occupational Medicine. His primary role involves providing advice on the development, implementation and evaluation of medical and health systems in Sydney Trains and NSW TrainLink, ensuring they meet legislative requirements, the National Standard for Health Assessment of Rail Safety Workers, and best practice standards.

His contribution to Sydney Trains and NSW TrainLink includes the tireless work undertaken after the Waterfall train crash in January 2003, which led to the publication of the National Standard for Health Assessment of Rail Safety Workers, and a nation-wide shift in the approach to the medical assessment and certification of rail workers.

Currently during the challenging times of the COVID-19 pandemic, he has responded to time critical and complex enquiries, and has established protocols to support at risk employees through special leave policies and provided consultation on complex cases.

He has also contributed to the cleaning and hygiene policies now in place across the network, established protocols for frontline employees dealing with COVID-19 anti-social behaviour, and led the implementation of temperature screenings at high risk locations.

Dr Casolin's advice has helped ensure all 30,000 transport employees remain healthy and safe.

PUBLIC SERVICE MEDAL (PSM)

Mr Stephen Bruce CATHCART, NSW

For outstanding public service to the National Parks and Wildlife Service, particularly to the protection of the Wollemi Pines during the 2019-2020 bushfires.

Mr Stephen Cathcart has dedicated his career to the conservation of New South Wales' natural and cultural heritage. Commencing at the National Parks and Wildlife Service as a Ranger in 1991, he has worked across various landscapes including as the patch ranger for the Wollemi National Park, home to the critically endangered Wollemi Pine.

Now managing the northern part of the Kosciuszko National Park he returned to the Wollemi National Park during the summer of 2019-2020 to assist as bushfires threatened the Wollemi Pines. In response to the bushfire threat, the National Parks and Wildlife Service, in conjunction with the Rural Fire Service, implemented the 'Wollemi Pine Operation' assembling a group of highly experienced firefighters and ecologists to work together to minimise the impacts of fire on the trees.

Mr Cathcart was an integral member of this specialist team, using his extensive knowledge, skills and experience to assist in developing and implementing an operations plan that reduced the intensity of the fire as it travelled towards the Pines. As Air Attack Supervisor he also coordinated the aerial components of the fire response, including integrating air attack and on-ground activities, and coordinating aircraft requirements and operations.

As the fire reached the canyon where the Wollemi Pines were located he was winched into the site and found that fire had damaged the irrigation system and that some of the pines had been affected by fire. He quickly repaired the damaged irrigation section and extinguished most of the active fire at the site thereby saving these important trees.

Mr Cathcart's service to the National Parks and Wildlife service during his almost 30 year career has been exemplary.

PUBLIC SERVICE MEDAL (PSM)

Mr Terrance James CLOUT, Figtree NSW 2525
For outstanding public service to New South Wales Health.

Mr Terrance Clout commenced his career with NSW Health in 1984 and during over 30 years of service he was committed to delivering high quality public health care services to the community.

He was at the forefront of change and innovation in clinical care and health governance and has been vital to the development of improved services in mental health, oral health, child protection, domestic violence, Aboriginal health and HIV/Hepatitis C, whilst also working tirelessly to improve organ and tissue donation rates in NSW up until retirement in 2014.

At the request of the Secretary of NSW Health, he returned to the role of Acting Chief Executive Officer, Southern Local Health District, in early January 2020. With extreme bushfires ravaging Southern NSW, he drew upon his strong leadership and expertise in disaster management and recovery to guide the Local Health District through extraordinary times. His expertise, previously developed in the management of devastating floods in northern NSW and the Swine flu pandemic, was crucial in bringing stability to the Local Health District and engaging with multiple agencies and partners involved in the bushfire response and subsequent recovery.

Again at the request of the Secretary, he extended his area of responsibility to coordinate NSW Health's recovery effort in the three Local Health Districts most significantly impacted by the bushfires. In doing so, he assisted in coordinating the health response with agencies across the Local Health Districts, and developed productive relationships with the communities, councils and government agencies working on the recovery effort.

Mr Clout's dedication and commitment to NSW Health, and to the community, has been exemplary.

PUBLIC SERVICE MEDAL (PSM)

Mr Stephen Michael DURNFORD, NSW

For outstanding public service to building regulation in New South Wales.

Mr Stephen Durnford has driven positive change and enduring outcomes for the people of New South Wales during his over 45 year career in the State Public Service.

His advice, ideas and expertise have been instrumental in many major building reforms in New South Wales, and nationally, since the 1980s. His in-depth knowledge of building regulation, standards and codes and the ability to translate such technical jargon into a language that is easy and understandable for Executives, Government Ministers and the Australian Building Code Board has been of the highest order

Following the tragic Grenfell Tower fire in London in 2017, he was intrinsically involved in the development of the NSW Government's response to the disaster, including leading the development of the associated building fire safety reforms in the State. He was also instrumental to the Coronial Inquiry into a fatal fire at Bankstown, and the subsequent changes to the National Construction Code and the building regulatory system following the Lambert Review.

His leadership was particularly evident when he steered the NSW Government's response to the 2011 Quakers Hill nursing home fire, which included the delivery of a program to retrofit sprinklers in every nursing home facility across the state.

Mr Durnford is a highly regarded and valued public servant who exemplifies the very best of service to the community.

PUBLIC SERVICE MEDAL (PSM)

Ms Susan Denise FRENCH, Glebe NSW 2037

For outstanding public service to education in New South Wales.

Ms Susan French joined the New South Wales public service in 1979 as a teacher at Dover Heights Girls High School.

As a High School teacher and Principal, NSW Coordinator of the Australian National Schools Network, member of the Secondary Principal's Council and Strategic Projects Officer, she has significantly improved the performance of students, teachers, school leaders and schools, as well as leading system-wide reform at the state and national level.

Throughout her career she has been an advocate of equal educational opportunities for all students and has been active in seeking additional support and resources for students from lower socio-economic, Indigenous, and multicultural backgrounds. She also played a significant role in the development of policies on how gender is constructed and the impact of class, race, cultural background and sexuality on the lives of students. The policy focussed on ensuring both boys and girls had equal opportunities in schools and in society.

During her service as Principal at St Johns Park High School, she was instrumental in leading the transformation of the disadvantaged and diverse school community. In 2015, with 61% of her students in the lowest socio-economic quartile, with more than 90% from a non-English speaking background, and with more than 100 refugees, five of her students achieved ATARs over 99, and 146 out of 170 students received a university offer.

She also led the review of the NSW Department of Education Gifted and Talented policy. The High Potential and Gifted Education policy, scheduled for implementation in 2021, will impact on every school setting, curriculum and program framework, school and system professional learning and potentially each student.

Ms French's commitment to the education and development of students in New South Wales has been of the highest order.

PUBLIC SERVICE MEDAL (PSM)

Mrs Lisa Patricia GARDNER, Goulburn NSW 2580
For outstanding public service to the New South Wales Police Force.

Mrs Lisa Gardner has been integral to the complex operation of police recruit training since commencing work with the New South Wales Police Academy in 1997.

She has been vital part of the management and training of over 21,000 police recruits during her time at the Academy, including overseeing more than 60 Attestation Parades.

Her knowledge of the local Goulburn area, and her nurtured relationships with community and business leaders make her an invaluable conduit between the Academy and the community.

During a major restructure of the Associate Degree in Policing Practice in 2018 she provided essential support to the Executive to ensure this major work was completed in a timely and seamless manner. She also initiated an overhaul of the Academy's correspondence system in 2019, moving to a paperless process. Her strengths in customer service and organisation are highly valued, and her tireless work on the day-to-day operations have been integral to the Academy's success.

Mrs Gardner has contributed significantly to the reputation of the New South Wales Police Academy, and to police education.

PUBLIC SERVICE MEDAL (PSM)

Ms Jody Marie GRIMA, Wallacia NSW 2745

For outstanding public service to the community through Service New South Wales.

Ms Jody Grima has been instrumental in establishing an organisation which fosters strong employee engagement, resulting in world class customer service since being appointed as Executive Director, Service Delivery at Service NSW.

She has been instrumental in creating a diverse and inclusive workforce reflecting the community her teams serve. She has been a strong advocate for the development of her 3,000 frontline team members who, every week, process transactions relating to more than 800 services through more than 300,000 interactions at over 100 service outlets across NSW.

She has held several roles throughout her 20 year career in the NSW public service, all of which have led to significant reform in service provision and the running of large multidisciplinary teams in complex environments. In 2012, she was involved in creating the vision for what is now Service NSW. In 2018, she embedded Cost of Living services into Service NSW Business, changing the organisation to a navigational and relationship-based service which subsequently returned an estimated \$1.6 billion to NSW citizens.

With the launch of Service NSW Mobile Service Centres in 2019, her team provided access to government services to every town in the state. There are currently four Mobile Service Centres operating in New South Wales which have processed over 8,500 transactions across 137 locations. Over the last 12 months she has led the Customer Care function which has supported citizens directly impacted by the 2019/20 Bushfires and COVID-19.

Ms Grima's success in her role has been built on transparent, respectful and trusting relationships, and an ability to mobilise teams to respond to the needs of the community of New South Wales.

PUBLIC SERVICE MEDAL (PSM)

Ms Kate Gwendolyne HACKETT, Ryde NSW 2112

For outstanding public service to health care delivery in Western Sydney.

Ms Kate Hackett has worked in health services in New South Wales since 2001, when she commenced her nursing career at Royal North Shore Hospital in Sydney.

In 2006 she relocated to Westmead Hospital where she has been a vital contributor to professional, highly skilled, motivated and adaptable nursing and midwifery standards at the hospital for the past 14 years. As the Director, Nursing and Midwifery she advocates for her patients and a high quality of care, while leading her team in a collaborative manner.

In 2015 she was part of the team that initiated the State of Bio-preparedness and High Consequence Infectious Diseases projects to support succession planning in the event of new and emerging infectious diseases. She then adapted these plans in January 2020 to prepare the hospital to respond to COVID-19. During the pandemic she has been exceptional in developing and rapidly implementing strategies for her nursing staff to ensure a well-managed response to COVID-19, while maintaining a high level of care and compassion for hospital patients.

In addition to developing the Westmead COVID Hospital Strategy, she has also been a valued member of the Western Sydney Local Health District COVID-19 Clinical Expert Advisory Group. She has also played a vital role in the redevelopment of the Westmead Hospital Precinct, advocating for nursing and the development of the precinct.

Ms Hackett is highly respected by her peers and patients for her exemplary standard of professionalism and health care delivery to the community of New South Wales.

PUBLIC SERVICE MEDAL (PSM)

Ms Anita Carol HAWTIN, Coogee NSW 2034

For outstanding public service to the New South Wales Public Service Commission.

Ms Anita Hawtin commenced her career in the New South Wales public sector over 35 years ago. Among her many achievements is her work on the redesign and expansion of the New South Wales Government's Graduate Program and the New South Wales Public Service Talent Pools.

In 2016 she consolidated the separate graduate programs from across the public sector to create the sector-wide New South Wales Government Graduate Program. This unique and innovative graduate program is now ranked number four in the Australian Financial Review's annual list of Top 100 Graduate Programs, and has been recognised with Australia's Most Popular Government and Defence Employer Award for the past three years.

The annual Graduate Program has placed 671 graduates in the five years since its inception.

Concurrently, she played an integral role in designing the structure and processes for the New South Wales Public Service Talent Pools. She consulted with agencies to ensure the talent pool program benefited and met the varied needs of individual agencies, whilst providing diverse opportunities for candidates. This well-established sector-wide workforce management program now achieves over 70 hires per year, producing significant savings in recruitment costs. These whole-of-government initiatives have played a key role in the NSW Government becoming an employer of choice.

She is also compassionate in her support for candidates progressing through these programs, ensuring they are provided the opportunity to demonstrate their capabilities in a supportive and inclusive environment.

Ms Hawtin's commitment and dedication to the New South Wales Public Service, and to the community, have been exemplary.

PUBLIC SERVICE MEDAL (PSM)

Ms Natasha Rosemary LUSCHWITZ, NSW

For outstanding public service to emergency crisis management in New South Wales.

Ms Natasha Luschwitz in her role as Executive Director, Strategic Coordination in the Department of Premier and Cabinet in New South Wales has shown incredible expertise and commitment in her leadership of two successive and unprecedented complex emergency crises - namely the 2019-2020 bushfires and the current COVID-19 pandemic.

During the 2019-2020 bushfire crisis she was instrumental in bringing together senior leaders from across government agencies to prioritise early strategic action to support the Government's response through the establishment of the Disaster Recovery Office in January 2020.

Her leadership and management in this critical time allowed the NSW Government to focus on supporting communities through the recovery phase, while the bushfire response was still underway. She provided support to senior operational response leaders, ensuring cross government collaboration and effective communication, while also managing the intergovernment coordination with the Commonwealth.

In the State Emergency Operations Centre she provided support for emergency response coordination including in the immediate relief and early recovery stages where she assisted in establishing relationships between state agencies and the new National Bushfire Recovery Agency.

In response to the COVID-19 pandemic, she led the establishment of the NSW Government COVID-19 Taskforce, ensuring an integrated implementation unit drove the policy changes that underpinned the Government's response. The Taskforce provided expert advice on non-Health matters to the Premier.

Ms Luschwitz fosters a culture of high-performance and empowers staff to produce high calibre policy advice in complex and high-pressure situations, while prioritising the delivery of tangible positive impacts for the community of New South Wales.

PUBLIC SERVICE MEDAL (PSM)

Mr Charles Cameron MacLACHLAN, Glen Innes NSW 2370

For outstanding public service to local government in New South Wales, particularly during the emergency response to the 2019 bush fires.

Mr MacLachlan has displayed outstanding service to the Glenn Innes Severn Council, particularly as the Technical Services Coordinator for the Council. As part of this role he supports Local Emergency Management as the Local Emergency Management Officer.

During the Section 44 Bush Fire Emergency of 2019 he coordinated Emergency Services support for Glenn Innes and the surrounding New England region. Through continual analysis of his surroundings, challenging decisions and providing considered and effective solutions, he improved the efficiency of the firefighting effort. His ability to provide leadership, integration and support across multiple agencies during this time was invaluable.

He developed and implemented effective systems within the Emergency Operations Centre to integrate communication between multiple agencies operating on different platforms. This enabled the dissemination of up-to-date information to all the stakeholders involved in supporting and resourcing the bush fire emergency efforts.

He facilitated the installation of a 200-person Rural Fire Services basecamp in Glen Innes and, despite level five water restrictions, he developed an alternate water supply (effluent reuse) and coordinated its transport for firefighting activities. When VIPs and dignitaries visited the local area, he coordinated staff and resources for VIP transport at short notice and he also led the Glen Innes airport team supporting water-bomber operations, ensuring the airport was able to operate well beyond capacity.

Mr MacLachlan had a profound impact on colleagues and stakeholders alike as a source of encouragement and support during a time of unprecedented crisis.

PUBLIC SERVICE MEDAL (PSM)

Dr Paul Brian WOOD, Lilyfield NSW 2040

For outstanding public service to education in New South Wales.

Dr Paul Wood has demonstrated dedication and commitment to improving student outcomes across a diverse range of leadership roles for the New South Wales Department of Education.

As a Teacher, Principal and Director, he has led the Department's delivery of the Literacy and Numeracy Strategy; the curriculum initiatives for Early Learning and Primary Education; and curriculum and learning resources.

In March 2020, and the COVID-19 pandemic resulting in the Government's request for parents to keep their children at home, he was instrumental in leading the drive for remote learning in New South Wales Public Schools.

As a member of the Department of Education's Continuity of Learning Taskforce he was instrumental in leading the development of curriculum units of work designed to be adaptable by teachers and applied in all learning environments whether students were school-based or learning from home. This included the design of single units of work, learning sequences for Kindergarten to Year 10 teachers, five week learning packs for Kindergarten to Year 6 students, as well as the provision of over 120 on-demand curriculum courses and webinars to support continuity of learning.

One of the key initiatives he oversaw during this time was the creation of curriculum based virtual state-wide staffrooms which provided an environment to facilitate discussions between teachers, as well as sharing of their own resources and insights. These staffrooms were attended by more than 30,000 teachers seeking support in delivering remote learning. He also established a partnership with ABC TV to nationally broadcast additional teaching resources to complement existing learning tools.

Dr Wood's knowledge, commitment and ability to adapt and overcome the most difficult of circumstances have been of incredible benefit to the New South Wales Department of Education, and to students, parents and teachers across the community.

PUBLIC SERVICE MEDAL (PSM)

Ms Sarah Anne WYLIE, Calala NSW 2340

For outstanding public service to regional New South Wales, particularly to community recovery programs following the 2019-2020 bushfires.

Ms Sarah Wylie has been a senior leader at the Department of Regional New South Wales' Public Works Advisory for over 12 years.

Most recently in her role as the Director of the Bushfire Clean-Up Program, she made a positive impact on traumatised and fragile communities, delivering meaningful outcomes for those affected by the unprecedented 2019-2020 bushfires.

Tasked with undertaking the biggest bush fire clean-up in Australian history, she and her team prioritised the removal of destroyed and damaged structures to allow people to rebuild their homes and lives. As at 31 July 2020, the team had cleaned up nearly 3,500 properties, managing the process with empathy for their clients.

For over six months she travelled across the State meeting with property owners and local contractors, and working with local councils and other state government agencies, to ensure the Clean-up Program was delivered in the most efficient and effective way possible. Due to the scale of the devastation the program is still in operation as a result of continued community engagement and submission of registrations for clean-up assistance.

Through the Bushfire Clean-Up Program, she has undertaken project delivery in a complex, high profile and publicly sensitive landscape. She has led a remotely based team of 30 people, while managing critical time constraints and challenging deadlines.

Ms Wylie's dedicated service and commitment to New South Wales Public Works, and to the community, has been of the highest order.

Victoria

Ms Wilma Veronica CULTON, Croydon North VIC 3136

For outstanding public service to education in Victoria.

Ms Culton has shown outstanding commitment to improving student outcomes at Serpell Primary School in her role as Principal, as well as across the Victorian school system.

The high regard she is held in as an educator saw her selected for the state-wide advisory group of principals, responsible for a system-wide strategy for school improvement.

Ms Culton, throughout her career, has devoted herself to mentoring staff and colleagues locally and internationally, and has been prolific in elevating others into leadership positions across the Victorian Department of Education and Training.

PUBLIC SERVICE MEDAL (PSM)

Ms Lynn GLOVER, Balwyn VIC 3103

For outstanding public service to education and training in Victoria.

Ms Glover, in her role as the inaugural Chief Executive Officer of the Victorian Registration and Qualifications Authority (VRQA), was instrumental in the establishment and development of the regulatory authority's form and functions.

Under her leadership, the VRQA is recognised as an effective and trusted regulatory authority, ensuring quality education and training in Victoria and safe educational experiences for students across the state.

Ms Glover has provided dedicated and exemplary service to the Department of Education and Training in Victoria, and to the wider community.

Ms Fern Michele HAMES, Alexandra VIC 3714

For outstanding public service to nature conservation in Victoria.

Ms Hames is an exceptional science communicator with an international reputation in the application and interpretation of conservation research to the wider community.

She has developed and implemented innovative new programs in environmental education and citizen science, and has helped craft policy and decision making at the highest levels in Victoria.

Following the 2009 bushfires, Ms Hames supported the recovery of the community of Marysville and the conservation of the threatened fish species.

Ms Hames has provided dedicated and exemplary service to the Victorian Department of Environment, Land, Water and Planning, and to the community, throughout her career.

Dr David Colin HOWES, Brunswick VIC 3056

For outstanding public service to education in Victoria.

Dr Howes has had an outstanding career in the education sector for over 33 years. He has undertaken a range of positions including as a teacher, researcher, administrator and system leader.

With a strong commitment to education reform, he has led key change strategies in curriculum, assessment and student learning.

Dr Howes' ability to lead during a time of crisis, including during the 2019-2020 Victorian Bushfires, has enabled the Victorian Department of Education and Training to effectively continue to deliver educational equity and excellence for Victoria's school students.

PUBLIC SERVICE MEDAL (PSM)

Mr Ian John IRESON, Bentleigh VIC 3204

For outstanding public service to land titles process and product innovation in Victoria.

Mr Ireson's vision and exceptional leadership has delivered the most significant reform of Victoria's Torrens land titles system since its establishment in 1862.

The transition to electronic processing of conveyancing transactions took place while maintaining the integrity and efficacy of the land titles system crucial to Victoria's economy and has helped place the state's land titles system as one of the most advanced in the world. His expertise is highly recognised and regarded, and his advice is often sought when implementing similar transformations to land titles systems.

Mr Ireson has provided dedicated and exemplary service to the public sector in Victoria which has greatly benefitted the wider community.

Mr Anthony Philip MURPHY, Yarraville VIC 3013

For outstanding public service to vocational education and training in Victoria.

Mr Murphy has made a lasting contribution to the vocational education and training sector in Victoria, particularly in his role as Executive Director, Automotive Centre of Excellence and later as Executive Director, Student Journey Transformation at Bendigo Kangan Institute.

Amongst his many achievements, he is most recognised for leading the creation and operation of the Automotive Centre of Excellence (ACE). He was instrumental in garnering support from industry and government to develop the state of the art automotive facility. Under his leadership, ACE has transformed the automotive training industry and is a model for other similar centres around the world.

Mr Murphy has provided dedicated and exemplary service to the Victorian public service, and to community education.

Ms Karyn Lee MYERS, St Kilda East VIC 3183

For outstanding public service to youth justice custodial services in Victoria.

Ms Myers has made an outstanding contribution to improving services and care to vulnerable children and young people in custody.

In extremely challenging and complex circumstances she has led key initiatives to improve the lives of young offenders, including expanding education opportunities, and strengthening mental health and rehabilitation treatment programs.

Ms Myers' dedication and commitment to Victorian Department of Justice and Community Safety, and to young Victorians at-risk, has been exemplary.

PUBLIC SERVICE MEDAL (PSM)

Ms An Luu NGUYEN, Hawthorn VIC 3122

For outstanding public service to major infrastructure delivery in Victoria.

Ms Nguyen has successfully kept Victoria at the forefront of major infrastructure procurement and financing, ensuring that the state is a preferred destination for Australian and international capital to invest.

Her leadership helped Victoria navigate the Global Financial Crisis and enabled projects to be successfully delivered, despite the challenges in financial markets at the time.

Ms Nguyen has had an influential role in a broad range of major infrastructure projects that will serve Victorians for many decades, and her dedication and commitment to the Victorian Department of Treasury and Finance has also been exemplary.

Queensland

Mr Gordon James BUCHANAN, Clayfield QLD 4011

For outstanding public service to the transport sector in Queensland.

Mr Gordon Buchanan's career with the Queensland Public Service spans two decades and he has always had public transport customers at the forefront when leading projects.

In 2017, with less than one year to go until the 2018 Commonwealth Games, he assumed the lead role of coordinating and operationalising Transport and Main Road's Commonwealth Games transport plan for spectators and workforce. He took on this role aware that there were a number of critical activities which were behind schedule, or yet to be agreed on and implemented. He led by example and helped deliver an outstanding result.

In 2020, as the COVID-19 pandemic began to impact the transport network and its customers, he volunteered his expertise to lead TransLink Division's coordinated public transport response. He again demonstrated his commitment to the Queensland community through leading this complex project in a never before experienced crisis.

Mr Buchanan's dedication to the Queensland Public Service, and to the wider community, throughout his long career has been exemplary.

PUBLIC SERVICE MEDAL (PSM)

Ms Suzanne COXON, West End QLD 4101

For outstanding public service to child protection and family violence policy development in Queensland.

Ms Suzanne Coxon joined the predecessor of the Department of Child Safety, Youth and Women in 1987. Since that time she has provided dedicated service in the areas of child protection and domestic and family violence policy and program development, as well as frontline child protection work.

Her efforts in developing Queensland's responses to domestic and family violence are worthy of particular attention. She has worked tirelessly to reduce the impacts of violence on women and children and to hold accountable those who have perpetrated the violence.

She has acted as a steward for the development of the domestic and family violence service sector, and since 2009 in her current role she has managed the design and implementation of violence prevention responses.

She has sustained a high level of performance over the course of her service, and particularly since 2015 she has led the commissioning of an additional \$100 million in new domestic and family violence services, including innovative program design to trial and evaluate a number of new approaches to improving service responses.

Ms Coxon has provided exemplary dedication and commitment to the Queensland Public Service, and to the vulnerable in the community, for over 33 years.

PUBLIC SERVICE MEDAL (PSM)

Ms Shannon Lee GIBBS, Brinsmead QLD 4870

For outstanding public service to local government in Queensland through financial management roles.

Ms Shannon Gibbs began her service to the Hope Vale Aboriginal Shire Council as Finance Manager in 2008 and in 2011 she assumed the position of Director of Finance for the Council.

As a result of her determination and strategic thinking she has been instrumental in transforming the Council from an organisation with difficulties in operating sustainably and meeting its statutory reporting obligations into one which is now a prime example of sound financial management and is held up as an example to other councils in the state.

Her efforts have enabled the Hope Vale Aboriginal Council to significantly reduce its reliance on grants and increase employment and training opportunities in the Hope Vale Shire. Additionally, through her innovative approach to resource management, Council is now able to pursue numerous important priorities including the provision of housing and other services.

She has shared her skills and experience with Hope Vale locals and, at the request of the Department of Local Government, Racing and Multicultural Affairs, also with a number of councils around the Cape York Peninsula.

For the past eight years she and the team of Indigenous only employed finance staff, have achieved considerable distinction by having the Queensland Audit Office signing off on the financial statements she has compiled. She has achieved this distinction ahead of other Indigenous councils, and mainstream councils, who are better resourced both technologically and in terms of personnel numbers than Hope Vale.

Ms Gibbs has demonstrated exemplary dedication and commitment to local government financial management, and to the community of Hope Vale, during her Queensland Public Service career.

PUBLIC SERVICE MEDAL (PSM)

Mr Anthony Martin O'DEA, Toowong QLD 4066

For outstanding public service to rural and industry financial assistance in Queensland.

Mr Anthony O'Dea has more than 35 years of experience in rural lending and the administration of government financial assistance schemes and, in particular, he has served the now Queensland Rural and Industry Development Authority since 1995.

During that time he has held several senior management roles and has led the successful delivery of a wide range of State and Federal Government grant and loan schemes including for drought, natural disasters and industry adjustment measures. He currently serves as the General Manager of Program Strategy and Delivery for the Authority.

Most recently he oversaw the design and delivery of the Government's \$1 billion COVID-19 Jobs Support Loan Scheme for small businesses and non-profit organisations financially impacted by the pandemic. The Scheme has seen almost 7,000 Queensland businesses receive much needed financial assistance within a matter of a few months, supporting some 85,000 local jobs.

His extensive knowledge and experience of administering financial assistance schemes for rural and regional Queensland is highly regarded, not only within Government circles, but also among fellow banking and finance professionals and primary industry groups.

Mr O'Dea has demonstrated exemplary commitment and dedication to the Queensland Public Service, and to the rural community, throughout his career.

PUBLIC SERVICE MEDAL (PSM)

Mr Peter Anthony SHADDOCK, Qld

For outstanding public service to Corrective Services in Queensland.

Mr Peter Shaddock commenced his career with Queensland Corrective Services (QCS) in 1984 as a Custodial Officer at the Rockhampton Correctional Centre. He is currently Assistant Commissioner for the Central and Northern Region Command.

He has served in a number of roles within the Custodial Operations Directorate, including the management of low and high security correctional centres with male and female prisoners, as well as in leadership roles in the QCS Headquarters.

His notable achievements include improving the management of female and transgender prisoners, providing spiritual support to prisoners of the Islamic faith, and the management of the closure of the Darling Downs Correctional Centre. Additionally he was instrumental in coordinating QCS' involvement in the 2014 G20 Leaders Summit in Brisbane, as well as QCS security assistance for the 2018 Gold Coast Commonwealth Games.

He has remained at the core of Custodial Operations through numerous machinery-of-government changes, and under the leadership of different Commissioners and Directors-General due to his ability to embrace change and continue to lead Custodial Operations with passion and resilience.

Mr Shaddock has demonstrated exemplary commitment and dedication to Queensland Corrective Services, and to the wider community, throughout his more than 36 years of service.

Miss Josephine Louise WHITEHEAD, Qld

For outstanding public service to health care in northern Queensland.

Miss Josephine Whitehead is a passionate healthcare leader, who effectively advocates for the residents of the Mackay Hospital and Health Service area, as well as residents of northern Queensland.

She has been a driving force in the establishment of the 'Northern Collaborative' (the Collaborative), which comprises the Hospital and Health Services in northern Queensland. The Collaborative aims to better understand, prioritise and improve the health and well being of rural and regional Queenslanders, delivering equitable access to safe and reliable care as close to home as possible.

As a state-wide service, Children's Health Queensland Hospital and Health Service (CHQ HHS) is a participant in the Collaborative, and she has skilfully worked to improve communications, and establish meaningful partnerships and networks of rural and regional health providers.

Her leadership and contribution has also been demonstrated in her role as the Co-Chair of the Queensland Hospital and Health Services' Chief Executive Forum, a peak leadership group in the Queensland public health system. As the Co-Chair, she has worked tirelessly to advocate for system improvement through partnership and collaboration. This work has been key in ensuring Queensland's readiness and response to the COVID-19 pandemic.

Miss Whitehead has provided exemplary commitment and dedication to the health sector in northern Queensland throughout her public service career.

PUBLIC SERVICE MEDAL (PSM)

Western Australia

Police Chaplain Keith John CARMODY, Secret Harbour WA 6173

For outstanding public service to the Western Australia Police Forces through chaplaincy roles.

Mr Keith Carmody has been a member of the Western Australia Police Force since August 1997 and has been a Police Chaplain since 2007.

During this time the need for chaplaincy services has increased significantly as officers who have experienced traumatic events see the benefits of speaking with chaplains.

Mr Carmody works tirelessly to look after the mental and spiritual health of all police and public servants and is widely respected and admired by those in his care.

He undertakes baptisms, marriages, funerals, visits unwell officers and provides pastoral care for families in need. He is also a Pastor at his local church in Secret Harbour and Chaplain for the Fremantle Dockers Football Club.

Mr Nicholas Anthony EGAN, WA

For outstanding public service as State Solicitor of Western Australia.

Mr Nicholas Egan joined the Western Australian State Solicitor's Office in 2005 and was appointed State Solicitor for the Western Australian Government in 2017.

He has developed, throughout his career, significant experience in providing advice on complex legal matters and is currently playing a lead role in advising on, negotiating, and resolving those brought about by the COVID-19 pandemic.

His critical advice in all stages of the pandemic has ensured a robust statutory framework in Western Australia for the effective operation of emergency management and public health responsibilities. These arrangements have enabled executive government, statutory officers, health and emergency management professionals, industry and the community to operate with certainty during these challenging times.

Mr Egan has worked tirelessly and with exceptional professionalism to support all aspects of the response, including providing legal advice, drafting legal directions and developing legislative amendments.

PUBLIC SERVICE MEDAL (PSM)

Ms Vicki Joy McKEOWN, WA

For outstanding public service to education in Western Australia.

Ms Vicki McKeown serves as Principal of Coodanup College in the Western Australian Department of Education.

She is an inspiring leader and encourages her staff to always put the interests of students at the centre of everything they do. Her strong leadership has shifted the culture and reputation of Coodanup College, winning the respect and confidence of the young people attending the school, the staff working there, and the community.

Ms McKeown's steadfast belief that all children deserve equal access to education and the opportunities that come from that has seen her take Coodanup College from a school in crisis to an inclusive community where young people know they will be supported to follow their passions and achieve.

South Australia

Ms Sarah MOORE, College Park SA 5069

For outstanding public service to cancer pathology science in South Australia.

Ms Sarah Moore serves as the Head of the Cancer Cytogenetics laboratory at SA Pathology and has provided outstanding service to South Australian and interstate patients with cancer and blood cancers.

She has demonstrated leadership at a state, national and international level over a career spanning 40 years, and is internationally recognised in the field of Cancer Cytogenetics, evidenced by her appointment to the International Cytogenomics Nomenclature System Standing Committee. She is also a member of the Board of Censors of the Australian Society of Diagnostic Genomics, and an examiner for the Australasian Society of Human Genetics.

She has established in-house triage and testing protocols for malignant bone marrow and blood samples. She has ensured innovative cytogenetic tests to predict the prognosis for patients with solid tumors are available to South Australians. She has mentored young scientists, technical staff and trainee pathologists. Her skills as a Clinical Scientist are valued by South Australian and interstate trainee medical officers, particularly those in the disciplines of clinical and laboratory haematology and oncology.

Ms Moore epitomises the finest qualities of a public pathology scientist. She implements the highest standard of diagnostics, teaching, training and research, and has delivered positive health outcomes for the community of South Australia throughout her career.

PUBLIC SERVICE MEDAL (PSM)

Mrs Ermioni (Erma) RANIERI, Woodville SA 5011

For outstanding public service to people management, and to public sector reform, in South Australia.

Ms Erma Ranieri has consistently demonstrated an unwavering commitment to shaping the future of South Australia's public sector by driving sector-wide reform. She is a strong advocate for diversity and gender equality in leadership in the public sector, and she challenges barriers to drive innovative, collaborative and connected services for the South Australian community.

A highlight of her long career includes recognition for placing the highest number of people with a disability in ongoing employment in the South Australian public sector. She has had extensive advocacy for domestic violence awareness in South Australia including introduction of paid domestic violence leave for public sector employees

She has been involved in the development of female leadership programs through the Gender Equality in Leadership Strategy. She has championed Aboriginal Employment Programs, Disability Employment Programs, the Jobs4Youth program, and others through establishment of the South Australian Public Sector Diversity and Inclusion Strategy 2019-21.

She has recently begun development of a government Reconciliation Action Plan that in addition to creating more opportunities for Indigenous jobs and businesses, has further objectives of improving the quality and delivery of services and the building of strong and capable Aboriginal communities.

Ms Ranieri's commitment to a high performing South Australian public sector, and to the wider community, has been exemplary.

PUBLIC SERVICE MEDAL (PSM)

Dr Duncan Alexander TAYLOR, McLaren Vale SA 5171

For outstanding public service to forensic DNA statistics in South Australia.

Dr Taylor commenced with Forensic Science SA in 2005 and is currently the Principal Forensic Scientist for Forensic Statistics and considered as one of the foremost international experts in forensic DNA statistics. He is an associate Professor in Biology at Flinders University and supervises honours, masters and PhD students.

Notably, he has been vital to achieving appropriate justice outcomes through expert DNA evidence in some of South Australia's most compelling criminal cases in recent times.

In conjunction with co-developers Drs Buckleton and Bright from the Institute of Environmental Science and Research (ESR), New Zealand, he has developed software, named STRmix, to probabilistically interpret DNA profiles. The development of the software requires deep knowledge of molecular biology, population genetics and mathematics. STRmix has significantly reduced costs by decreasing the number of samples needed to obtain useful information and through better allocation of resources that were previously assigned to the laborious manual interpretation step. He has also significantly improved the level of information that is provided to criminal investigations from DNA evidence.

In the past five years STRmix has been taken up by all 10 Australian and NZ government forensic laboratories and is the Australasian standard for DNA interpretation. The software is in regular use in 37 laboratories in USA, Canada, England, Scotland and Ireland. There are currently 51 other laboratories in various stages of implementation, validation and training.

Since the introduction of STRmix in 2012 he has testified in numerous court challenges locally and interstate, spending considerable time to explain the complex concepts in lay terms for the courts. He has written or co-authored more than 90 papers in refereed professional journals and two books and presented his research in many national and international conferences. The immense impact of Dr Taylor's expertise is evidenced by how it has shaped forensic DNA interpretation internationally.

PUBLIC SERVICE MEDAL (PSM)

Australian Capital Territory

Mr Mark HUXLEY, Latham ACT 2615

For outstanding public service to education in the Australian Capital Territory.

Mr Mark Huxley has provided exceptional service and leadership to the Australian Capital Territory's education system for over 20 years. He has demonstrated a passion for education, and the teaching profession, and a commitment to school improvement throughout all aspects of his work.

As he has progressed his career from the classroom to the Education Support Office in the ACT Education Directorate in significant leadership roles, he has always maintained a focus on delivery of benefits to students and schools.

The most significant and recent example of his leadership has been evidenced during the past twelve months. The extraordinary impacts of bushfires, smoke pollution, and the national COVID-19 pandemic have disrupted education communities like never before. In his role as Executive Group Manager, School Improvement he has been integral to the coordination and ongoing success of the ACT education system's continuity of education programs for all students. In particular, he has provided superior management of the Territory's COVID response, and the transition to student online learning.

Mr Huxley has served the ACT Education Directorate, and the community of the Australian Capital Territory, with distinction throughout his career.

PUBLIC SERVICE MEDAL (PSM)

Ms Anita PERKINS, Campbell ACT 2612

For outstanding public service to strategic communications and community engagement in the Australian Capital Territory.

Ms Anita Perkins was appointed to the challenging role of then Director Communication in the Chief Minister, Treasury and Economic Development Directorate in early 2014. Since that time she has been committed to revolutionising ACT Government communications to ensure the Canberra community is kept informed and engaged on the issues that most matter to them.

Since March 2020 she has been the Public Information Coordinator for the ACT Government's COVID-19 pandemic response and, under her leadership, the Canberra community has been kept abreast of the Government's actions to this public health emergency, and the actions the community needs to take to stop the spread of the Corona virus.

She has used her extensive experience to drive further innovation and reform to government communications including a more whole of government approach to advertising campaigns. The success of communications in this time of emergency response has come on top of several years of transformation of the communications and engagement profession across the ACT Government.

This has resulted in the community being better informed about the Government's services, programs and policies as well as the financial savings achieved through more efficient, streamlined, and better targeted messaging.

Ms Perkins has carried out a clear agenda of modernising the ACT Government's approach to traditional and digital communications which reflects ACT Public Service values and commitment to the community.

Ms Narelle Joy RIVERS, Gungahlin ACT 2912

For outstanding public service through improved outcomes for Aboriginal and Torres Strait Islander people in the Australian Capital Territory.

Ms Narelle Rivers is a proud Darug woman who has a long and outstanding service record in both the ACT Government and the Australian Government, across a suite of roles delivering front line services.

Since joining the ACT Public Service in 2004, she has achieved significant outcomes in influencing and reforming systems and services for Aboriginal and Torres Strait Islander families in the ACT. In 2017 she was appointed to lead the Our Booris, Our Way Review. This Review was a wholly Aboriginal-led, independent review into the circumstances of Aboriginal and Torres Strait Islander children in contact with the ACT child protection system.

Throughout this complex, dynamic and sensitive review she demonstrated incredible, authentic and genuine leadership, often under pressure from competing groups and priorities. She supervised and led a team of highly experienced reviewers to remain focused on their often traumatic and challenging task. She excelled in this role as a leader and mentor, and navigated competing priorities with skill and expertise. She maintained positive working relationships with all stakeholders which assisted her to deliver a significant and timely report in December 2019.

Ms Rivers has provided committed and exemplary service to the ACT Government, and to the wider community of the Australian Capital Territory, during her more than 16 year career.

PUBLIC SERVICE MEDAL (PSM)

Northern Territory

Dr Hugh Crosbie HEGGIE, Darwin NT 0800

For outstanding public service to community health in the Northern Territory.

Dr Heggie is the Northern Territory (NT) Chief Health Officer (CHO) and Executive Director Public Health and Clinical Excellence for the NT Department of Health (DoH) and an executive member of the NT Health Leadership Committee. He provides strategic advice and leadership to NT Health in the speciality of public health, disease protection and clinical excellence.

He has been a research pharmacologist and a rural generalist practitioner for 40 years, with additional skills in obstetrics, emergency medicine and indigenous health has worked in remote settings across the NT since 2002. He has held a number of leadership positions over the last 10 years, participates in a wide variety of local forums, including the NT Clinical Senate and has led public health reforms across the NT. He is passionate about the health and wellbeing of all Territorians, but particularly our Indigenous population.

He also represents the Territory at a number of national committees and advisory groups, as well as the Council of the Australian Radiation Protection and Nuclear Safety Agency and Digital Health Agency.

He is an early adopter of technology and is passionate about the environment and the impact of humans on the environment and is an influencer in terms of innovations for environmental protection and sustainability.

He instigated the Public Health Transition which was informed by recommendations from the independent review of the DoH Public Health System conducted in May 2018. A Public Health Directorate was created in DoH to perform the policy, strategy, program development, national representations and grants management functions of public health.

2020 has been a defining year for him in leading the NT's COVID-19 response. He has made in excess of 45 Directions that he considered to be necessary, appropriate or desirable to prevent the spread of COVID-19 in the NT. He has successfully lead the NT's response to the COVID-19 pandemic and his strategic clinical advice has been critical to the NT Government's decisions relating to border control, quarantine, testing, tracing, hygiene principles and management plans for any outbreaks across the NT. His leadership and superior advice have been major contributors to the successful result that the NT has had with no community transmission of COVID-19 to date and thankfully no deaths due to the pandemic.

He continues to be the major source of strategic clinical advice to Government relating to the pandemic and public health issues.

Dr Heggie, throughout his career in the Northern Territory, has demonstrated outstanding service from a clinical, leadership, management and administrative perspective, and his contribution to the health and wellbeing of the people of the Territory, particularly to the Indigenous community, has been exemplary.

PUBLIC SERVICE MEDAL (PSM)

Ms Jodie Elizabeth RYAN, Darwin NT 0800

For outstanding public service to the community of the Northern Territory through a range of roles.

Ms Jodie Ryan commencing her career with the Northern Territory Public Service as a graduate in 1992 with the Northern Territory Treasury. She progressed through the ranks and by 2006, she was Assistant Under Treasurer. In 2013 she was appointed Under Treasurer, where she was responsible for the \$6 billion Northern Territory budget. In 2016, she became the first female to be appointed as Chief Executive Officer of the Department of the Chief Minister, a role she still holds.

During her career she has negotiated significant outcomes on behalf of the Northern Territory Government including the Port of Darwin Lease; Remote Housing Funding and the Darwin City Deal.

Most recently, she has steered the Northern Territory government and public service through the COVID-19 pandemic, working extremely long hours to support the Chief Minister, Treasurer and Health Minister, Chief Executives, frontline staff and back office support staff to ensure the Territory was kept safe. During the crisis she took on a range of new roles including National Cabinet meetings (which were sometimes 3 times a week), Senior Officials' meetings, daily Security and Emergency Cabinet Sub-Committee and Territory Emergency Management Committee meetings, as well providing responsive support to the Chief Minister, Cabinet and Caucus through a hectic regime of regular briefings. In addition to her own workload, she took the time to check in on people from across the public service who were working very long hours to keep up with the momentum of the pandemic response.

She fosters a collaborative working relationship across all NT government agencies, and enjoys a strong working relationship with senior executives in the Australian Government and other jurisdictions, as well as the private sector and academia. She has a strong commitment to developing graduates and future public sector leaders, and ensures young people have a pathway they can traverse to achieve their career goals. Importantly, she has also been a champion for women in public sector leadership and 'walks the walk' with respect to family-friendly, flexible work practices and encouraging women in the workplace to develop their careers across all professions.

Her style of leadership is inclusive and this means that her staff and colleagues have a great deal of loyalty and respect which leads to a high level of achievement on the goals of government, and better outcomes for Territorians.

Ms Ryan has demonstrated an unwavering commitment to making a difference in the lives of Territorians throughout her 29 year career, and is a strong advocate for the public service and its role in supporting the community of the Northern Territory.

AUSTRALIAN POLICE MEDAL (APM)

Federal

Assistant Commissioner Fiona Caroline DRENNAN

Assistant Commissioner Fiona Drennan joined the Australian Federal Police (AFP) in 1984 and, after completion of recruit training, she was initially posted to ACT Policing in Canberra until 1995 when she transferred to Eastern Region - Sydney.

She received her Detective Designation in 1990 and was promoted to Superintendent in 2006 whilst working within the Transnational Crime Coordination Team.

In 2009, she attained the rank of Commander and was then promoted to the rank of Assistant Commissioner in 2020. During her dedicated policing career she has worked within the portfolios of Intelligence, Serious and Organised Crime, Learning and Development, International Operations and Specialist Operations.

Her service in establishing the AFP Operations Coordination Centre has evolved and developed and it is now the AFP National Operations State Service Centre, which is the central operations coordination and communication portfolio for all AFP Operations. She is currently responsible for Specialist Protective Command.

Assistant Commissioner Drennan has served the Australian Federal Police, and the wider community, with distinction for over 36 years.

Detective Sergeant Bernard Joseph GEASON

Detective Sergeant Bernard Geason joined the Australian Federal Police (AFP) in 1999 and initially deployed to the Sydney Office where he served in the response and operations teams, contributing significantly to operations SARAWAK, ALLIANCE and the Avian Drug Strike Teams.

In 2005, he transferred to Melbourne, working in a diverse range of teams, including Counter Terrorism and Serious and Organised Crime. It was during this period that he received his Detective Designation and deployed for a short period to Islamabad in Pakistan as part of the AFP's International Network team.

In 2011, he deployed to London where he worked with Australia's International Law Enforcement partners to ensure a collaborative and coordinated approach to combatting transnational crime and online child abuse.

Returning to Melbourne in 2016, he subsequently served as a Senior Team Leader within the Counter Terrorism portfolio, contributing to major operations. He also developed the Southern Command's High Risk Terrorism Offender Team where his leadership and engagement with external partners was instrumental in protecting the community during a prolonged period of operational activity.

Currently in Melbourne he has established the Counter Foreign Interference and Special Investigations Team, within the Southern Command.

Detective Sergeant Geason has served the Australian Federal Police, and the wider community, with distinction for over 21 years.

AUSTRALIAN POLICE MEDAL (APM)

Sergeant Craig Cameron McPHERSON

Sergeant Craig McPherson joined the Australian Federal Police (AFP) in 1988, initially serving within ACT Policing at Woden Station, City Station and the Traffic Branch.

In 2001, he deployed to the Solomon Islands as part of the International Peace Monitoring Team. He returned to the Solomons in 2004 as part of the Regional Assistance Mission to the Solomon Islands (RAMSI), and again in 2006 in response to civil unrest. In 2005 he also deployed to Cypress as part of the United Nations Peacekeeping Force before returning to ACT Policing to continue his service with ACT Policing Traffic Operations.

In 2009 he was seconded to AFP Learning and Development as a Recruit Training Program Manager, where he restructured the syllabus after identifying deficiencies in the job-readiness of graduates of the Federal Police Development Program. He also pioneered a program that acknowledged the unique challenges faced by the AFP's female cohort to address systemic issues.

He became the Team Leader of ACT Policing Ministerial, Policy and Performance in 2015 where he undertook a major review into the conduct of police pursuits in the ACT, before reforming the related policy to enhance public safety.

In 2017 he was tasked with leading the ACT Mental Health Community Policing Initiative where he conceived, developed and delivered PACER (Police, Ambulance and Clinician Early Response), an innovative, tri-service first-responder mental health intervention capability that provides a patient-centred model of response to members of the community experiencing acute crisis.

Sergeant McPherson has demonstrated committed service to the Australian Federal Police, and to the community of the Australian Capital Territory, during his more than 32 year career.

AUSTRALIAN POLICE MEDAL (APM)

New South Wales

Detective Superintendent Jonathan Andrew BEARD

Detective Superintendent Jonathan Beard joined the NSW Police Force in 1988 beginning his early policing career at the Waterloo Patrol in general duties. He then served with criminal investigations at Sydney District Anti-Theft, at the Sydney Special Operations Group, and at Kings Cross Detective Office. In 1994 he was awarded the NSW Police Force Valour Award for bravery.

In 1996 he transferred to the Child Protection Investigation Team, and later to the Organised Crime Branch and Crime Agencies. Between 1999 and 2002 he was an instrumental member of the establishment team for the Firearms Trafficking Command, and the Casino Investigation Squad.

He was promoted to Sergeant in 2002 and served in a range of State Crime Squads before being promoted to the rank of Inspector in 2004 where he continued criminal investigation duties. In 2008 he was instrumental in the establishment of the NSW Police Force Organised Crime Targeting Squad.

In 2013 he was promoted to the rank of Superintendent in the role of Staff Officer to the Office of the Deputy Commissioner, Corporate Services. He has since commanded the Coordinated Response Unit, Counter Terrorism and Special Tactics Command, and the Capability and Protective Security Group, also within the Counter Terrorism Command. In 2018, he transferred to his current role in the Professional Standards Command.

Detective Superintendent Beard is an accomplished Police Commander with dedicated and exemplary police service to the people of New South Wales for over 30 years.

AUSTRALIAN POLICE MEDAL (APM)

Inspector Gary John COFFEY

Inspector Gary Coffey joined the NSW Police Force in 1996 and was initially posted to the Parramatta Local Area Command before transferring to Castle Hill as a general duties officer. He transferred to Leichhardt in 1998, and has worked at Flemington and Botany Bay.

The entirety of his career has been in field operations, and he is recognised by his peers for his outstanding commitment to the policing profession and the passion he instils with all who work alongside him. Throughout numerous operational deployments he has tirelessly worked to support disadvantaged members of the community, and has ensured community safety and crime prevention are key elements in police interactions and engagement.

He is recognised as a role model for the new and emerging generation of police officers, and strives for the greater vision of the organisation. He is a skilled practitioner within the emergency management and public order space with his reputation in this respect well known and recognised. In 2017 he was awarded a commendation from the Commissioner of Fire & Rescue NSW for displaying outstanding post-incident cooperation after a serious convenience store fire in Rozelle.

He is also a qualified solicitor; and he shares his experience to develop the professionalism and ability of those in his charge in investigating crimes and prosecuting offences within the judicial system. In recent times his work in the management of protest activity within the City of Sydney has received recognition from government, from police at executive levels, and from the community.

Inspector Coffey is an accomplished Police Commander, with dedicated and exemplary police service to the people of New South Wales, for over 24 years.

Sergeant Lisa Maree GREEN

Sergeant Lisa Green joined the NSW Police Force as a Probationary Constable in 1985 at Central Police Station, later performing general policing duties at Randwick and Engadine, before joining Police Prosecutions in 1997.

Having commenced her career as a Police Prosecutor and qualified Legal Practitioner she has devoted the majority of her service prosecuting in the courts, and in the difficult area of legal advice for Covert Applications. She has specialised in drafting Controlled Operations and, more recently, Surveillance Device Warrant applications in support of covert policing operations.

Her expertise in controlled operation is sought by police commands across the state, as has the training she provides to hundreds of operational police, including Region Enforcement Squads, Detectives and Undercover Operatives.

She was vital to the development of the Principal Law Enforcement Officers Course, and has contributed to the Drug Crime, Human Source and Detective Training Courses. She is also the NSW Police Force's subject matter expert in Controlled Operation Authorities and Surveillance Device Applications.

Sergeant Green is an accomplished police officer with dedicated and exemplary police service to the people of New South Wales for over 35 years.

AUSTRALIAN POLICE MEDAL (APM)

Chief Inspector Joseph Anthony McNULTY

Chief Inspector Joseph McNulty joined the NSW Police Force in 1988 and was initially posted to Pennant Hills Police Station performing general duties. In 1991 he transferred to the Sydney Water Police and has been attached to the Marine Area Command since that time.

He is regarded as a highly qualified and experienced officer at the Marine Area Command, and is considered a subject matter expert in maritime law enforcement. He has participated in many dangerous offshore rescue operations, and is the NSW Police Force's point of contact for all maritime and drug interdiction operations by water.

He is highly skilled in drug smuggling interceptions, and his knowledge of drug trafficking in the marine environment is unparalleled. His ability to accurately evaluate intelligence and provide guidance and tactical advice has led to many successful operations. Most recently he played a major role in the evacuation of all cruise ships from New South Wales waters as a result of the risk they proposed due to the COVID 19 pandemic.

He has continually demonstrated his dedication to the Marine Area Command and policing in the marine environment.

Chief Inspector McNulty is an accomplished police officer who has demonstrated dedicated and exemplary service to the NSW Police Force, and to the people of New South Wales, for over 32 years.

Sergeant Brett Raymond SAMUEL

Sergeant Brett Samuel joined the NSW Police Force as a trainee in 1982, commencing general duties at the No 12 Division (Kogarah), later working at the Rockdale Police Station and in 1991 undertaking duties in the South Region as a Traffic Coordinator and then in Accident Investigation.

He has continued these duties at the South Region, the Georges River Region, at Kingsgrove, and since 2000 with the Metropolitan Crash Investigation Unit. During his career he has gained significant experience, having attended in excess of 280 fatal motor vehicle collisions. He has completed numerous external and internationally recognised courses in Road Safety Investigation, Vehicle Collision Dynamics, At Scene Traffic Crash/Traffic Homicide Investigations, Crash Data Retrieval and Road Safety Auditing.

His qualifications and years of experience have enhanced the NSW Police Force's investigative functions, evidence gathering techniques, and evidence production in courts. He is widely acknowledged for his exceptional expertise and leadership in the field of crash investigation, and as a highly experienced and effective subject matter expert.

Sergeant Samuel is an accomplished police officer who has demonstrated dedicated and exemplary police service to the NSW Police Force, and to the community, for over 38 years.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Paul Andrew SMITH

Detective Superintendent Paul Smith joined the NSW Police Force in 1987 and was initially posted to the Albury Police Station.

He has performed general duties and criminal investigation at Albury, Mulwala, Dareton, Hay, Deniliquin, Barham, Broken Hill and Griffith. He is recognised for his leadership, strategic vision, and commitment to community and policing programs. He has also demonstrated decisive leadership and personal initiative in developing solid professional relations with Indigenous leaders, parliamentary representatives and communities.

He has successfully implemented the structural development of the Barrier Police District. He has worked diligently with other police and the community to establish the successful, Inspector led, officer-in-charge of Police Station model across the District, with exceptional success in Wilcannia. He has also developed stronger engagement with the Tri-State jurisdictional police organisations.

In early 2020 he transferred to the Murray River Police District (Albury), where he has been instrumental as the Forward Commander in establishing the New South Wales/Victoria border closures in response to the COVID-19 pandemic Health Orders.

Detective Superintendent Smith is an accomplished Police Commander who has demonstrated dedicated and exemplary police service to the NSW Police Force, and to the community, particularly in rural and regional areas of the state, for over 33 years.

Chief Inspector Peter Francis VOLF

Chief Inspector Peter Volf joined the NSW Police Force in 1984 and was first posted to the Redfern Police Station before transferring to Eden in 1985 as a general duties officer and part-time officer with the Water Police.

In 1992, he transferred to Bega, and then in 1996 to Condobolin, where he performed supervisory duties prior to his promotion to the rank of Sergeant in 1997 and return to the South Coast of NSW at the Moruya Police Station.

In August 2000 he was promoted to the rank of Inspector as a Duty Officer attached to the Far South Coast, and continues his duties as the OIC Bega Police Station. He is the recipient of significant praise for his leadership, mentoring and encouragement of his staff and Command, and is widely acknowledged as a role model in professional policing practice.

He is especially acknowledged for his performance and leadership during the devastating Tathra bushfire disaster in 2018 and in the 2019-2020 bushfires on the Far South Coast, where his work as a LEOCON assisting the Eurobodalla and Bega Valley Emergency Operation Centres, and subsequent involvement with government and community representatives in the recovery period, exemplifies his skill and community relationship building.

Chief Inspector Volf is an accomplished Police Commander who has provided dedicated and exemplary service to the New South Wales Police Force, and to the community, for over 36 years.

AUSTRALIAN POLICE MEDAL (APM)

Sergeant Scott David WEBER

Sergeant Scott Weber joined the NSW Police Force in 1994, beginning his policing career at the Ashfield Police Station, and was active in regional, state and national operations as a member of the Operational Support Group. In 2006 he was promoted to the rank of Sergeant as general duties team leader at Marrickville.

In 2000 he was elected as an Executive Member of the Police Association of NSW, and as Vice President in 2004, a position he held until 2010. He was elected as the President of the Association in 2010 and served in that role for eight years. In 2018 he was appointed CEO of the Police Federation of Australia, representing in excess of 64,000 police officers nationally.

His advocacy for the policing profession has been demonstrated in many important and successful industrial, social and health/wellbeing campaigns, including the Last Drinks Campaign; the review of police oversight in NSW; Women in Policing; and Women's Activism, Workplace Safety, Award Negotiations and police physical and mental health wellbeing.

As CEO of the Police Federation of Australia, he is responsible for coordinating the national activities of all the policing jurisdictions, unions and associations. He has taken responsibility for the current \$1 million Federally funded Proceeds of Crime Account Campaign for police mental health and wellbeing.

Sergeant Weber has brought great credit to the profession of policing through his dedicated and exemplary service to the New South Wales Police Force, and to the community, for over 26 years.

AUSTRALIAN POLICE MEDAL (APM)

Victoria

Superintendent Joy Elizabeth ARBUTHNOT

Superintendent Joy Arbuthnot joined Victoria Police in 1987 and, after graduation from the police academy, served in a number of general duties positions before specialising in Prosecution and Crime Investigation. She then attended the Detective Training School before focussing on the management area.

She has served in a range of roles including people management, emergency management and stakeholder engagement. She has a demonstrated strong community focus delivering service excellence, resulting in enhanced community safety. She is a forward thinker with a solid track record of delivering high quality business results. She has also demonstrated leadership acumen in commanding large, complex teams in high-risk environments with significant responsibilities.

She has championed the cause for women and social inclusiveness within Victoria Police, and has implemented successful leadership programs and provided individual mentoring to subordinates, peers and higher levels. She is also acknowledged as being focussed on supporting staff who have been vilified or excluded.

Despite the workloads that she has carried over an extended period of time, in addition to performing her duties to an exceptionally high level, she has always had a willingness to pick up and own discretionary initiatives outside of her core role. Her pinnacle, which encompasses all her capabilities and competences, is the influence she has had relating to '*Closing the Gap*' for Aboriginal and Torres Strait Islander Peoples. This commitment has been extraordinary and inspirational.

Superintendent Arbuthnot has provided dedicated service to Victoria Police, and to the community, for over 33 years.

AUSTRALIAN POLICE MEDAL (APM)

Sergeant Trevor John BLAKE

Sergeant Trevor Blake joined Victoria Police in 1978 and performed general duties at Force Reserve, Northcote and Heidelberg Police Stations. In 1984 he transferred to the Forensic Services Department where he has served for the last 36 years.

In 2004, Victoria Police recognised the need to develop its capability in the area of Chemical, Biological and Radiological (CBR) Crime Scene response and Disaster Victim Identification (DVI) at mass fatality incidents. As a result, he has worked tirelessly towards the establishment and enhancement of Victoria's DVI Capability.

He has also represented Victoria at National DVI conferences and performed duties as a DVI practitioner at a number of multi fatality disasters, both nationally and internationally. These have included the 2004 Thailand Tsunami, the 2007 Kerang Rail Collision, and the 2009 Victorian Black Saturday Bush Fires, as well as several light plane crashes in Victoria and Papua New Guinea.

He has demonstrated an unwavering commitment to the highly demanding and challenging work performed through the DVI process, and also for ensuring that all victims are treated with respect and dignity. His continuing work has enhanced the professionalism of the specialised discipline within Victoria Police, and he has driven a positive culture around the DVI process. He has also placed a strong emphasis on ensuring the ongoing welfare and wellbeing of DVI team members.

Sergeant Blake has provided dedicated service to Victoria Police for over 42 years, and his contribution to DVI has ensured that victims, families and the community of Victoria receive the best outcomes possible in times of disaster.

Detective Sergeant Kevin Francis CARSON

Detective Sergeant Kevin Carson joined Victoria Police as a Cadet in 1974, graduating from the police academy in 1976. He was initially stationed at Russell Street Police Station before performing general duties at Brunswick Police Station.

In 1981 he was appointed to the Criminal Investigation Branch (CIB), and in 1985 he was appointed to the CIB Racing Squad before commencing temporary duties at the Homicide Squad in 1987.

He was promoted to Sergeant in 1988, serving at Moonee Ponds Police Station. In 1989 he was promoted to Detective Sergeant at St Albans CIB and then transferred in 1991 to Ballarat CIB. He then moved to the Ballarat Sexual Offences and Child Abuse Investigations Teams in 2014. He is currently manager of the Registered Sex Offenders Team.

For nearly 29 years he has investigated sexual offences committed against children that included a number of high-profile cases in the Ballarat area. He has worked tirelessly with victims and their families to provide on-going support and assistance. Year after year in the Ballarat area he continues to engage with the community, and has subsequently earned the total confidence of abuse victims and associated agencies.

He has made detailed submissions to, and appeared before, the Victorian State Government Parliamentary Inquiry and the Australian Government Royal Commission into institutional sexual abuse of children.

Detective Sergeant Carson is an exceptional police officer who has provided dedicated service to Victoria Police, and to the community, for over 46 years.

AUSTRALIAN POLICE MEDAL (APM)

Inspector Stephen Kenneth FROST

Inspector Stephen Frost joined Victoria Police in 1978, graduating from the police academy in 1979. After leaving Force Reserve he served at Coburg Police Station from 1980 to 1986 where he was promoted to Senior Constable in 1984.

He then commenced duties at the then Bureau of Criminal Intelligence (BCI) in the Drug Squad Surveillance Unit before returning to uniform duties as a Senior Constable at Preston Police Station in 1989. He took promotion to Sergeant at Greensborough Uniform in late 1989, and then served at the Divisional Response Unit at Mill Park. In 1997 he was seconded to the National Crime Authority as Detective Sergeant surveillance operative.

He was promoted to the rank of Senior Sergeant at Region 4 Division 1 Rosanna in 2001, and then served from 2004 in numerous roles at the rank of Inspector at Banyule and Manningham Police Service Areas, and at Corporate Management Review, before confirmation of appointment to Inspector in the role of Ministerial Liaison Officer for the Chief Commissioner of Police. He also served at times as Acting Superintendent to the Chief Commissioner and Acting Superintendent at the Traffic Camera Office. He returned to Banyule as the District Inspector.

In 2011 he undertook a 12 month secondment to the Linfox Group working with their Health and Safety Team. He then returned to the Boroondara Police Service Area as Inspector, serving there until 2016. That same year he took up the position as Inspector for Health Safety and Wellbeing at Eastern Region Headquarters where he has actively promoted safety leadership and championed a supportive culture within the workforce. He has also been instrumental in supporting injured officers to return to meaningful work. In 2020 he led the repatriation of the community and surrounding areas of Gippsland following the devastating bushfires.

Inspector Frost has provided dedicated service to Victoria Police, and to the community, for over 42 years.

AUSTRALIAN POLICE MEDAL (APM)

Detective Leading Senior Constable Darren GLEESON

Detective Leading Senior Constable Darren Gleeson joined Victoria Police in 1980 and, after graduating, performed duties at Malvern and Russell Street Police Stations before transferring to Victoria Dock Police Station in 1981, and then to Northcote Police Station in 1982.

In 1986 he was promoted to Detective Senior Constable at Preston Criminal Investigations Branch (CIB), and later moved to Seymour CIB in 1989, and then in 2000 to Alexandra CIB. On Black Saturday in 2009 he was the responding investigator at the fire scene at Marysville where he undertook search duties, DVI processing and death notifications. His experience saw him seconded to Crime Command's Phoenix Task Force where he was instrumental in all facets of the investigation into the cause of the fire.

He then returned to the Alexandra CIB and in 2010 took up a permanent position at the newly formed Sexual Offences and Child Abuse Investigations Team at Seymour.

He has performed 40 years continued frontline policing service, 34 years of those as a Detective, and 31 of those years serving the expanding communities of the Mitchell, Mansfield, Strathbogie and Murrindindi police service areas in the eastern part of Victoria. He has maintained a sustained focus on serious criminal investigations where he continues to set standards amongst his peers. He continues to raise the bar for specialist investigations themed around sexual assaults of adults and children, with a strong focus on victim management and commitment. To that end, he has undertaken lectures to students, child protection workers, teachers and after-hours to parent's groups.

Detective Leading Senior Constable Gleeson has provided dedicated service to Victoria Police, and to the community, throughout his long career.

AUSTRALIAN POLICE MEDAL (APM)

Commander Paul Michael MILLETT

Commander Paul Millett joined Victoria Police in 1985 and on graduation was appointed to the Heidelberg Police Station, and later to the Coburg Police Station. He then undertook two years of General Duties at Russell Street and then from 1988 to 1990 he returned to Coburg Police Station. Subsequently he was appointed as a Detective Senior Constable to the Criminal Investigations Unit (CIU) at Broadmeadows serving there for four years.

He then progressed to the Crime Department as an Arson Squad Investigator before serving at the Greensborough CIU. He was then promoted to Uniform Sergeant at Coburg Police Station in 1997 and was seconded from this role to the District Support Group. Commander Millett then transferred to the Arson Squad as a Detective Sergeant in 2000 where he investigated major arson offences including those involving suspicious deaths. He then returned to Broadmeadows CIU as a supervising Detective Sergeant, and was promoted to Officer In Charge at Keilor Downs Police Station at the rank of Senior Sergeant.

In 2008 he was promoted to the rank of Inspector as the Staff Officer to the Assistant Commissioner at Intelligence and Covert Support Department. During this period he was seconded to the Regional Boundaries Project and worked with a team responsible for the current Victoria Police regional structure. In 2010 he was appointed as the Officer in Charge of the State Surveillance Unit, responsible for managing covert surveillance operations across the state, holding that position until 2016. He was then appointed to the rank of Superintendent at the Licencing and Regulation Division where he was responsible for a range of regulatory functions and played a significant role in the 2017 National Firearms Amnesty where he represented Victoria Police at the national level.

In 2018 he was appointed to lead 'Taskforce Landow' which was created to support the requirements of the Royal Commission into the Management of Police Informants. His commitment, professionalism and expertise were vital to the Taskforce's ability to meet its obligations to the Royal Commission.

In 2020 he was promoted to the rank of Commander and appointed to lead the Victoria Police implementation of recommendations resulting from the Royal Commission into the Management of Police Informants.

Commander Paul Millett is a highly regarded police officer who, throughout his more than 35 year career, has demonstrated a deep commitment to the safety of the community of Victoria.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Rebecca Jane OLSEN

Superintendent Rebecca Olsen joined Victoria Police in 1988, graduating from the police academy in 1989. Between 1989 and 1993 she served at St Kilda, Russell Street, and Heidelberg Police Stations, including a period on secondment to the National Crime Authority Surveillance Unit.

In 1993 she transferred to Mildura Police Station, later moving to the Mildura Community Policing Squad, the forerunner of the Sexual Offences and Child Abuse Unit (SOCAU). In 1996 she secured a position as a Detective at the Major Fraud Group as a specialist investigator and in 1999 moved to Prahran Crime Investigation Unit. She returned to General Duties at Hamilton Police Station in 1999 and was promoted to the rank of Sergeant in 2001. In 2011 she transferred to Horsham as Office in Charge of SOCAU before being promoted to Senior Sergeant as the Western Region Division 6 (Mildura) Training Officer. She was further promoted to Inspector as the Local Area Commander for the Horsham Police Service Area in 2015.

In 2017 she was promoted to the rank of Superintendent at the Western Region Division 6 (Mildura), her current role in which she has responsibility for the policing of Mildura and Swan Hill Police Service Areas.

After the release of the Victorian Equal Opportunity and Human Rights Commission's report into Victoria Police in 2015, she undertook a key leadership role for the implementation of the Report's recommendation including significant contributions to a women's symposium in the Western Region Divisions 4 and 6 which was seen as a benchmark across Victoria Police. The advancement of women in policing is one of her passions and as a mentor she has actively assisted a number of female police officers in gaining promotion and furthering their careers in specialist areas.

Superintendent Olsen has provided dedicated service to Victoria Police, and to the community, particularly in regional areas of the state, for over 32 years.

AUSTRALIAN POLICE MEDAL (APM)

Sergeant Jonathan Patrick PAYNE

Sergeant Jonathan Payne joined Victoria Police in 1977 and, after graduation, performed duties at Force Reserve before transferring to Nunawading Police Station in 1979.

He later moved to the Computer Systems Division as an Information Technologist in 1983 before transferring to Glen Waverley Police Station in 1984. He then served as an instructor in the Training District before being promoted to Sergeant and moving to the Records Section in 1988.

In 1989 he commenced at the People Development Command as a Senior Instructor, his current role. During his over 30 years as an instructor at the Victoria Police Academy he has taught over 20,000 recruits in operation safety and drill. As a Senior Instructor he has consistently demonstrated exemplary levels of professionalism, integrity and expertise.

He continues to undertake all the relevant training required to remain qualified as an operational officer enabling him to be called on to attend emergency situations should the need arise.

He is also considered the foremost authority in ceremony and has consistently delivered numerous marquee ceremonial events for Victoria Police over three decades. He personally initiated the creation and design of Victoria Police's 4th Ensign which provides an enduring legacy for Victoria Police and serves to promote cultural change, inclusivity and pride within the Service. He has also been instrumental in instigating significant benefits for the Blue Ribbon Foundation and Victoria Police Legacy.

Sergeant Payne has provided dedicated service to Victoria Police, and to the community, for over 43 years.

Superintendent Adrian Joseph WHITE

Superintendent Adrian White joined Victoria Police in 1979 and, performed General Duties at Sunshine, Coburg and Broadmeadows. He transferred to a Detective position at City West Criminal Investigation Branch (CIB) in 1985 and in 1987 undertook investigations on organised crime with the State/Commonwealth Joint Task Force.

In 1990 he transferred to the Homicide Squad. He was promoted to Sergeant at Fitzroy Police in 1992, undertaking General Duties until 1995, when he transferred as a Detective Sergeant to the Organised Crime Squad. In 1997 he was promoted to the rank of Detective Senior Sergeant at the Ethical Standards Department, Corruption Investigation Division where he was responsible for the effective investigation of corrupt behaviour and serious misconduct.

He was seconded to the National Crime Authority in 1997 to investigate transnational organised crime. In 2001 he returned to Victoria Police as a Detective Senior Sergeant at the Tactical Response Squad where he led investigations into extortion and kidnapping offences. In 2003 he was promoted to Detective Inspector at the Major Drug Investigation Division and in 2006 took up a National Operations Manager position with the Australian Crimes Commission, once more undertaking investigations into transnational criminal activity. In 2009 he returned to Victoria Police where he served as the Local Area Commander for the Stonnington Police Service Area.

In 2013 he was further promoted to the rank of Detective Superintendent at Professional Standards Command before taking on his current position in 2017 as Superintendent of the Southern Metro Division 4.

Superintendent White has provided dedicated service to Victoria Police, and to the community, for over 41 years

AUSTRALIAN POLICE MEDAL (APM)

Queensland

Superintendent Melissa Lesly ADAMS

Superintendent Melissa Adams has been a member of the Queensland Police Service (QPS) for over 29 years, and is currently serving as Superintendent in the Logan District of the South Eastern Region.

During her career she has served in a general duties roles in a variety of police stations throughout Queensland, including at multiple stations in the Gold Coast area, Proserpine in central Queensland, and as Officer in Charge (OIC) of the Rockhampton Police Station.

She has been an outstanding leader for QPS in the response to multiple major disaster events within the areas she has worked. Whilst the OIC of the Rockhampton Police Station she was involved in coordinating the Local Disaster Management Group (LDMG) response to bushfires, multiple flood events and cyclones.

She is highly regarded for her knowledge, advice and outstanding support of operational policing, and is well respected within her community through effective management of disaster events and nurturing productive relationships with community groups, government agencies and local councils.

She has subsequently supported the State Disaster Coordination Centre during disaster events, and in recent years has been involved in both Ipswich Local Disaster Management Group and, more recently, the Logan District Disaster Management Group in response to COVID-19.

Superintendent Adams has provided dedicated and exemplary service to the Queensland Police Service, and to the community, throughout her career.

Inspector Paul Lindsay BAKER

Inspector Paul Baker has been a member of the Queensland Police Service (QPS) for over 40 years, and is currently serving as Inspector and Forensic Manager in the Metropolitan South District of Brisbane Region, where he has been for seven years.

During his career, he has spent a significant period as a Scenes of Crime Officer, and has been instrumental in developing the strategic direction of Forensics within Queensland. In his role as State Scenes of Crime Coordinator he was instrumental in improving the Scenes of Crime training course for new officers.

His other service has included serving in the role of Deputy Commander of the Disaster Victim Identification Squad, introducing Counter Terrorism training to forensics, researching and introducing Forensic Searching Teams to the QPS, and co-ordination of Hazardous Environment Examination Teams (HEET) services to the state.

He has been instrumental in raising the standards of forensic services delivery within Queensland and Australia, and was influential in successful Disaster Victim Identification deployments to disasters including the Victorian Bush Fires, the Christchurch Earthquake and the Grantham floods.

Inspector Baker has provided dedicated and exemplary service to the Queensland Police Service, and to the community, throughout his career.

AUSTRALIAN POLICE MEDAL (APM)

Sergeant Cary Ellen COOLICAN

Sergeant Cary Coolican has been a member of the Queensland Police Service (QPS) for over 32 years, and is currently the Officer in Charge of the Cairns District Crime Prevention Unit (CPU). Whilst she heads the CPU she maintains her operational readiness which enables her to be deployed to frontline duties.

Her drive and commitment, coupled with her strong desire to make a difference, has seen her develop into a leader in the area of community policing and especially in the crucial role of crime prevention.

A highlight of her contribution to the community policing and crime prevention platforms has been her progression of the highly successful MyPoliceBlog in Far North District, which is premised on enabling the community to be highly active and engaged in identifying and solving crime, further enhancing the crime prevention message, and providing the community with information on crime and crime prevention. The blog also promotes a strong engagement between the QPS and the community.

She is an influential figure in both the QPS and the community and is viewed as a leader and driver of change and service delivery innovations. Her commitment to revolutionising systems and processes is a credit to her as she continues to inspire and empower a generation of officers and community members.

Sergeant Coolican has provided dedicated and exemplary service to the Queensland Police Service, and to the community, throughout her career.

Detective Inspector David Charles HICKEY

Detective Inspector David Hickey has been a member of the Queensland Police Service (QPS) for over 37 years, and is currently serving as a Detective Inspector at the Internal Investigation Group (IIG), Ethical Standards Command.

Whilst he has spent the vast majority of his career as an investigator, he maintains his operational readiness in case he is required to be deployed to front line duties.

As a senior investigator in the State Crime Command, he led investigations into a wide variety of cold case homicide investigations and complex investigations into major and organised crime. During his time at IIG he has led multiple complex investigations into deaths during policing operations on behalf of the State Coroner, and has been vital to organisational improvement to the policing response to potentially violent confrontations.

He has developed Critical Incident training packages to build the capacity of regional officers involved in critical incidents. He regularly delivers this training to Regional Officers-in-Charge and District Duty Officers empowering them to undertake initial inquiries at critical incidents to assist IIG investigations.

Detective Inspector Hickey has provided dedicated and exemplary service to the Queensland Police Service, and to the community, throughout his career.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Mark Alan KELLY

Superintendent Mark Kelly has been a member of the Queensland Police Service (QPS) for over 31 years, and is currently serving as Superintendent, District Officer of the Darling Downs District, in the Southern Region.

He has demonstrated exceptional leadership and management across operational and corporate environments and continually displays successful policing practices in his role as District Officer which has earned the respect of his peers and support of his colleagues.

He is recognised for his integrity and resourcefulness in operational planning, change management and organisational improvement. He has an adaptive leadership style that is well received by his peers and the community. This is supported by numerous community members and Local Government Authorities who have been highly appreciative of his commitment to restoring communities during and after disaster events.

Additionally he was appointed as a G20 Venue Commander in 2014 and was responsible for the safety and security of dignitaries, and he also served as Deputy Commander of the Joint Emergency Services Command Centre for the 2018 Commonwealth Games on the Gold Coast.

Superintendent Kelly has provided dedicated and exemplary service to the Queensland Police Service, and to the community, throughout his career.

Sergeant Nadine WEBSTER

Sergeant Nadine Webster has been a member of the Queensland Police Service (QPS) for over 29 years, and is currently serving as the Officer in Charge (OIC) of the Ipswich District Crime Prevention Unit.

As OIC, she possesses strong leadership and communication skills and is able to rise to any challenge to improve the safety of her community.

She coordinates and provides valuable support to multiple Ipswich District Neighbourhood Watch committees and has developed valuable connections within the QPS, across the Ipswich Police District, and within the community. She also maintains her operational readiness in case she is required to be deployed to frontline duties.

She is motivated to find solutions, applying evidence-based interventions, for those in need who are affected by trauma, victims of crime and subjects of repeat calls of service across the Ipswich community, reinforcing the QPS's ongoing commitment to working in partnerships to prevent crime and improve community safety.

Sergeant Nadine Webster has provided dedicated and exemplary service to the Queensland Police Service, and to the community, throughout her career.

AUSTRALIAN POLICE MEDAL (APM)

Western Australia

Superintendent Roger David BEER

Superintendent Roger Beer began his policing career with the Western Australia Police Force in 1985 at City Police Station. After three years of general duties policing he became a Detective Investigator, serving at Cannington Detectives, Fraud Squad, Armadale Detectives and Stock Squad. He was promoted to Detective Sergeant and continued his investigative career at Organised Crime Operations and Investigations.

In 2003 he was promoted to the rank of Detective Senior Sergeant and remained in the Organised Crime Squad. In 2006 he was promoted to Inspector and transferred to Central Metropolitan District Office where he served in a range of positions including as Officer in Charge of Perth Police Station, at the South East Metropolitan District Office, at the State Intelligence Division, and at the Office of the Regional Coordinator and Executive Support.

In 2011 he played a pivotal role during the Commonwealth Heads of Government Meeting as the Intelligence Commander. In 2014 he was promoted to the rank of Superintendent and was instrumental in the development and establishment of the State Control Centre. He led and managed the Ethical Standards Division from 2015 to 2016, implementing changes to the police disciplinary processes and introduced an electronic case management system for police complaints.

In 2016, he was appointed to lead the Tactical Response Group where he established strong relationships with the Australia Defence Force, Australia-New Zealand Counter Terrorism Committee, and jurisdictional partners, to ensure the agency was well situated to prevent, prepare and respond to counter terrorism threats.

On appointment to the position of the Mid-West Gascoyne District Superintendent in 2018 he responded to a number of significant challenges, demonstrating outstanding internal and community leadership.

Superintendent Beer has demonstrated exemplary service to Western Australia Police, and to the community, for over 35 years.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Glenn Desmond FEENEY

Detective Superintendent Glenn Feeney commenced his career with the Western Australia Police Force in 1975, serving the early part of his career in Regional Western Australia at Bunbury and Carnarvon Police Stations. He was appointed as a Detective in 1980 and worked in metropolitan, regional and specialist crime areas as both an Investigator and Officer in Charge (OIC).

In 1998 he transferred to the Police Academy, initially as a supervisor at the Detective Training School before becoming OIC of the Crime Management Training Unit and then Head of Faculty of Skills Training. He was promoted to Inspector in 2001, serving as Staff Officer to the Deputy Commissioner, and in 2002 was selected to perform duties with the United Nations Mission of Support in East Timor (UNMISSET) Peace Keeping Mission where he was appointed to the position of Chief of the National Investigations Department.

On his return to Australia he was appointed as Assistant District Officer in the South and Central Metropolitan Districts, and on promotion to Superintendent in 2005, he was appointed as the District Officer at the Mid-West-Gascoyne District. In 2006 he was appointed as the Manager to a specialist monitoring team where he acted in a liaison role to external agencies, representing the WA Police Force. He subsequently transferred to become OIC of the Ethical Standards Division, and in 2012, he was appointed as a State Security Commander during the Commonwealth Heads of Government Meeting.

Also in 2012 he was appointed as the Sex Crime Divisional Superintendent where he was vital to the direction and oversight of the WA Police Force management of the ongoing Royal Commission into Institutional Responses to Child Sexual Abuse and the Defence Abuse Response Taskforce. From 2016 to 2018, as the Superintendent of the State Control Centre, he represented the Deputy Commissioner in the implementation and transitioning of Command and Control across state wide operations when responding to serious crime, critical incidents and/or emergencies.

In 2018, he was the Director of Public Prosecutions Liaison Officer responsible for the management of all resources and provision of legal advice and guidance to the Executive and Senior Management. In late 2018 he transferred as the Divisional Superintendent of the Health Welfare and Safety Division.

Detective Superintendent Feeney has demonstrated the highest professional standards, and his service to the community of Western Australia over the last 45 years has been exemplary.

AUSTRALIAN POLICE MEDAL (APM)

Brevet Senior Sergeant Sheryl Roberta JACKAMARRA

Brevet Senior Sergeant Sheryl Jackamarra commenced her career with the Western Australia Police Force in 2002 as an Aboriginal Police Liaison Officer. She then completed the transitional program to Constable in 2006, was promoted to Senior Constable in 2013, and subsequently to Brevet Senior Sergeant in 2017.

She has served in local and country police stations, including acting in the role of Officer in Charge (OIC) of Kalbarri Police Station on a number of occasions in 2015 and 2016 before her appointment to OIC Brevet Senior Sergeant of Burringurrah Multi-Function Police Facility (MFPF) in 2017. In addition to her policing duties in this isolated Aboriginal community she is also involved in the local school, coordinates community events, and takes the lead role when emergencies occur.

As a proud Aboriginal woman, she is a role model for members of her community, and is a positive influence with Aboriginal women within her community, providing them with advice and support. She leads events and builds the capabilities and confidence of others, and is held in high regard by her community. She has inspired other Aboriginal women to consider policing as a career option.

Brevet Senior Sergeant Jackamarra's leadership, her commitment to working in a remote multi-functional police facility in regional Western Australia, and her service as a positive role model for Aboriginal members of her community, especially women, has been exemplary.

Acting Commander Bradley William SORRELL

Superintendent Sorrell commenced his career with the Western Australia Police Force in 1987. He has served in a range of regional and metropolitan stations state-wide.

In 2012, he was promoted to the rank of Superintendent in charge of Community Engagement Division, and between 2013 and 2018 he served as the District Superintendent of South and South East Metropolitan Districts. Also in 2018 he was selected as the 2019 Visiting Fellow at the Australian Institute of Police Management.

In late 2019 he returned to the WA Police Force as the inaugural Divisional Superintendent of Recruiting, Deployment and Promotions Division. Following the State Government's announcement of increased police numbers due to the demands of the COVID-19 pandemic on police resources, he was responsible for redesigning and streamlining the recruiting process.

In March 2020 he was seconded to Operation Tide, the WA Police Force operational name for the management under the Emergency Management Act 2005 of COVID-19 movement restrictions throughout the state. In this role he has negotiated with other agencies and dealt with community concerns while ensuring the policing approach has focused on the welfare of the community.

Superintendent Sorrell has, throughout his more than 33 year career, demonstrated leadership and commitment to progressing the WA Police Force as a community minded, frontline focused and professional organisation.

AUSTRALIAN POLICE MEDAL (APM)

South Australia

Chief Inspector Colin James CUNNINGHAM

Chief Inspector Colin Cunningham commenced his career with South Australia Police (SAPOL) in 1977, and his service has included operational and specialist positions including uniform patrols, investigations, intelligence, crime training, legislation and policy, security, and media and corporate communications.

He has served as a designated detective attached to specialist and suburban CIB postings, as a founding investigator in SAPOL's Anti-Corruption Branch, and then on secondment to the National Crime Authority. His dedication is well demonstrated by his management of a complex, major multi-jurisdictional, cross border investigation involving the apprehension and prosecution of 18 offenders across two states.

He also coordinated the intelligence function of the 2004 World Information Technology Conference, multiple Adelaide based rallies and protests, major joint counter terrorism exercises, the APEC conference and high profile dignitary visits. From 2005 he performed intelligence based roles during natural disasters including multiple instances of bushfires across the Adelaide Hills and Kangaroo Island.

He has represented South Australia on the Australia and New Zealand Counter Terrorism Committee capability sub committees in relation to public information, intelligence and investigation. Serving in media and marketing roles he is relied upon to provide well considered media advice, particularly during crisis situations. His dedication to the development of digital platforms, fostering effective relationships with mainstream media, and his leadership during emergencies and crises, has been instrumental in effectively informing and educating the South Australian community.

Chief Inspector Cunningham has provided dedicated and committed service to South Australia Police, and to the community, throughout his more than 43 year career.

AUSTRALIAN POLICE MEDAL (APM)

Detective Superintendent Kym David HAND

Detective Superintendent Kym Hand has served South Australia Police (SAPOL) since 1977, with a career predominately focusing on criminal investigation and leadership roles shaping a number of major firearms and corporate reform projects.

He has led diverse SAPOL projects including the Mobile Automated Number Plate Recognition (MANPR) implementation, portable finger print scanners, and the deployment of mobile computing for operational members.

As the Officer in Charge of Firearms Branch he was responsible for the conception, development and introduction of the Firearms Regulations 2017; regulations to operationalise the Firearms Act, 2015. Accompanying this was a comprehensive change management process for SAPOL and the firearms community. This scope of work included all legal, regulatory, government and judicial engagement given the new legislative requirements, and significant engagement with influential lobby groups advocating to broaden access to high powered firearms.

As this was occurring, he also managed the Firearm Prohibition Order project, including production of a new governance protocol to assist SAPOL best manage this serious organised crime prevention tool. In 2018 he was selected to lead SAPOL's team during the independent review of frontline policing and court processes.

Additionally, as a sworn police officer he is able to be called upon to perform an operational policing role, particularly in hazardous and armed response situations.

Detective Superintendent Hand has managed a diverse range of areas during his more than 43 year career, and has consistently demonstrated leadership, professionalism and a dedication to achieving outcomes for South Australia Police, and for the benefit of the wider community.

AUSTRALIAN POLICE MEDAL (APM)

Chief Superintendent Paul Matthew RALPHS

Chief Superintendent Paul Ralphs joined South Australia Police (SAPOL) in 1982 and since that time has served in a diverse range of postings including Police Communications Group, Firearms Branch, Expiation Notice Branch, and Human Resource Service.

In all of his postings he has aimed to identify and address inefficient practices and processes in SAPOL's operating model. He has been a leader of change and continuous improvement, encouraging others to look for service delivery improvements which benefit the organisation and the public. At the Firearms Branch, he was instrumental in leading the development of lawful and transparent processes for the application and approving of Firearms Prohibition Orders, dedicated serious firearm investigations and legislative changes in preventing criminal activity involving firearms. This has contributed to increasing the safety of the South Australian community.

At the Police Communications Group he served SAPOL on national committees and was instrumental in leading implementation of enhancements at Police Communications, including to the SA Communications Aided Despatch system and the Government Radio Network. He has also served as a Police Commander in the Police Operations Centre and the State Emergency Centre across a range of public emergencies and responses. He is currently attached at Human Resource Service executive and assists in providing strategic HR leadership across the organisation.

As a senior officer, he is highly regarded in SAPOL. Additionally, as a sworn police officer he is able to be called upon to perform an operational policing role, particularly in hazardous and armed response situations.

Chief Superintendent Ralph's organisational knowledge and experience across the broad spectrum of policing, accumulated over his 38 year career, and his commitment to SAPOL, and to the safety of the community of South Australia, has been exemplary.

AUSTRALIAN POLICE MEDAL (APM)

Tasmania

Senior Sergeant Sally Elizabeth COTTRELL

Senior Sergeant Sally Cottrell commenced her career with Tasmania Police (TASPOL) in 1981 and has remained an operational police officer since that time, serving in a wide range of uniform, specialist and investigative roles.

On joining TASPOL she undertook general duties at New Norfolk before transferring to the Traffic Control Branch at Hobart, where she was attached to the Breath Analysis Section. She subsequently undertook a range of roles within Prosecutions, Intelligence, Radio Dispatch and Bellerive before qualifying for the rank of Sergeant and transferring to Launceston Uniform Division.

In 2010 she moved to Northern CIB as a Detective Sergeant before returning to southern Tasmania and duties within South-East Division as a Sergeant. Her abilities were recognised by a secondment to the Integrity Commission as an Investigator, and in 2015 she qualified for promotion to Inspector. Since that time she has undertaken extensive periods of relief as Inspector. In 2019 she transferred to Professional Standards as a Senior Investigator.

She is highly regarded by senior officers, peers and other members, who describe her as a confident and articulate officer with a strong command presence and a very high work ethic.

Senior Sergeant Cottrell has demonstrated exemplary service for over 39 years to Tasmania Police, and to the safety of the broader community.

Commander Joanne Louise STOLP

Commander Joanne Stolp was appointed to Tasmania Police (TASPOL) in 1996 as a Special Constable whilst undertaking recruit training. Since that time she has worked in a diverse range of roles, at different ranks, and in all districts across Tasmania. These roles have included uniform, drug and criminal investigation, Victim Safety Response Teams, Operations Support, People and Culture, and as Coordinator of the Tasmania Police Negotiation Unit, which she joined in 1999.

She was promoted to the rank of Sergeant in 2004 and qualified for promotion to Inspector in 2009. Following promotion to Inspector in 2015, she was responsible for People Support and was subsequently appointed to the role of Officer-in-Charge at Hobart Division. She was promoted to her current rank in 2018 and serves as the Commander of Special Response and Counter-Terrorism Command.

She is a highly motivated and professional officer who has displayed integrity and leadership throughout her career. She is an inclusive leader who is able to build effective relationships with internal and external stakeholders, and initiate and sustain business improvement within the organisation. Additionally, she is committed to the professional development of more junior officers.

Commander Stolp has provided exemplary and dedicated service to Tasmania Police, and to the community, for over 24 years.

AUSTRALIAN POLICE MEDAL (APM)

Northern Territory

Senior Constable First Class Bindi-Jane BURNELL

Senior Constable First Class Bindi-Jane Burnell commenced her career with the Northern Territory Police Force (NTPF) in 1995 and, following graduation, was deployed to Alice Springs where she served in general duties. She then progressed to the school-based policing program in 1998, where she served in Alice Springs and Darwin. She worked across a number of schools in her portfolio where she taught the pioneering Drug and Alcohol Resistance Education (DARE) Program.

She returned to Alice Springs in 2003, again serving in the general duties area. In 2005 she secured a position in crime scene examination and worked in Alice Springs for several years before transferring to the Crime Scene Unit at the Forensic Science Branch in Darwin, her current position as a crime scene examiner. She is the Disaster Victim Identification (DVI) coordinator for the NTPF where she trains, mentors and works alongside the members of the NTPF DVI Team.

She has become a leading expert in the area of crocodile attacks given her experiences within crime scene and the incidences of crocodile attacks in the Northern Territory.

She has also been an active leader in the Northern Territory Police Association (NTPA) in a regional capacity as a Chairperson and Secretary of the Alice Springs Region. She has focused on officer welfare and has also been involved with the Alice Springs Work Health and Safety Committee. She was elected as an executive member of the NTPA in 2008, a position she held for two terms. Additionally she is an advocate and supporter of women in policing and is an effective mentor of both women and men within the NTPF.

Senior Constable First Class Burnell has provided exemplary service to the Northern Territory Police Force, and to the community, during her over 25 year career.

AUSTRALIAN POLICE MEDAL (APM)

Detective Senior Constable Christopher Dean KILIAN

Senior Constable Christopher Kilian commenced with the Northern Territory Police Force (NTPF) in 1981 and is one of the longest serving police officers in the Territory. He has served in a range of roles including in the Tiwi Islands, the Drug Squad, Territory Response Group (TRG), Warruwi and the Water Police.

He has held qualifications as Search and Rescue Mission Coordinator, Coxswains, Commercial Diving, Dive Medical Technician and Project Management which he now uses to mentor junior members in the Water Police Section. He has been responsible for the saving many lives and for successful recoveries in Search and Rescue and Dive Operations.

He is a highly regarded Detective responsible for significant Drug Squad results. His service at the TRG included dignitary protection, surveillance operations and high risk operations including the 'Palmerston Shootings' for which he received a commendation for bravery. He has also deployed internationally to Timor Leste and New Zealand on policing missions, most notably developing a community centre in the township of Ainaro, Timor Leste.

He devotes a significant amount of his time supporting and mentoring junior members of the NTPF and their resultant personal and professional development has a flow on benefits to both the NTPF and the wider community.

He is committed to improving marine safety in remote Aboriginal communities, and is attempting to jointly develop an Indigenous Marine Safety Initiative, with the goal of influencing a safety culture change through engagement, education, embracing technology and delivering practical marine safety sessions in remote communities.

Senior Constable Kilian embodies the concept of distinguished service which he has diligently delivered to the Northern Territory Police Force, and to the community, for over 40 years.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales

Mr Darren George BREUST, Ariah Park NSW 2665

Mr Darren Breust joined the New South Wales Rural Fire Service (RFS) at the Tara-Bectric Brigade in 1987. Since that time he has held the positions of Deputy Captain, Senior Deputy Captain and Captain with the Brigade.

He was actively involved with building the Tara-Bectric Brigade's former fire tanker until it was replaced with a new Category 3 tanker. Additionally, the Brigade's fire tankers, together with the NSW RFS PMR Radio/Paging tower, were located on his family property until a new double bay brigade station was constructed and the communication equipment relocated.

In 2007 he was nominated for, and then elected as, the Group Captain for the Bland-Temora Zone and since being elected he has represented volunteers on the Zone's Bush Fire Management Committee, on the Liaison Committee, and on the Senior Management team.

During operations on the fire ground he is well respected and leads by example. He has an excellent work ethic and appreciation of the volunteer culture. When he responds to local incidents, or out of area Section 44 deployments as a Strike team leader, he takes on roles and responsibilities over and above those expected of him.

His attendance at after-action reviews, pre and post season captain's meetings, or brigade AGMs is greatly appreciated by the Bland-Temora members. He represents the RFS in a respectful and inclusive manner and constantly works towards continual improvement and the best outcomes for RFS volunteers.

Mr Breust has provided dedicated and committed service to the New South Wales Rural Fire Service, and to the community, for over 33 years.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Norman John BUCKLEY, Darlinghurst NSW 2010

Mr Norman Buckley was appointed as a permanent firefighter with Fire and Rescue New South Wales (FRNSW) (formerly New South Wales Fire Brigades) in 1976. Since that time he has undertaken service in a number of fire stations and operational command portfolios, including as Station Commander of City of Sydney Station, as Duty Commander in both Metropolitan and Regional Operational Commands, and as FRNSW's on-call Media Officer.

He has also carried out relieving duties in several positions, particularly as Officer-in-Charge of Recruit Training and as a Professional Standards and Conduct Officer.

His service in both operations and complex administrative portfolios has provided him with exceptional practical and management experience and enabled him to introduce several initiatives that have enhanced the safety of both firefighters and the community.

He has been an advocate for the increased representation of female firefighters in the organisation, and has continued to be a campaigner for diversity. He has a genuine interest in fitness and encourages firefighters to maintain their fitness levels, particularly whilst attending major incidents to help ensure their safety. Additionally he was instrumental in the early development of the FRNSW Sports Association.

In 2010 he was appointed as Duty Commander Regional South 1 where he developed enhanced local training initiatives for Retained Firefighters. On appointment as On-Call Media Officer in 2017, he established close relationships with all media outlets, and actively promoted the work of firefighters, agency capabilities and community safety initiatives.

He is currently a Zone Commander and is responsible for FRNSW's operations in an inner Sydney city area which includes performing in a frontline operational role as required.

Mr Buckley has displayed professionalism and commitment to duty with Fire and Rescue New South Wales, and to community safety, during his more than 44 year career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Guy Roland DUCKWORTH, Port Macquarie NSW 2444

Mr Guy Duckworth joined the New South Wales Rural Fire Service (RFS) in 1984, commencing at the Davidson Bush Fire Brigade in the then Warringah/Pittwater District. He transferred to the Belrose Brigade in 1987 holding the positions of Deputy Captain from 1992-1996, Senior Deputy Captain from 1995-1995, and Captain from 1996-1998. He was then elected as a Deputy Group Captain in 1997, a position he held until moving to a salaried position with the New South Wales RFS.

In 1998 he was appointed to the rank of Inspector and Deputy Fire Control Officer for the Byron Shire Council, and in 2000 he transferred to the position of Deputy Fire Control Officer for the Port Macquarie Hastings Rural Fire District. This has now evolved through zoning changes to be the Mid Coast District where he holds the position of 2IC, and is also District Coordinator for Response Coordination and Infrastructure.

He has been an inspirational leader and mentor to Brigade members in the District. His guidance and input to the Senior Management Team has been invaluable, consistently contributing to the strategic management plans that have formed and equipped the Brigades

His operational experience is extensive, and he has been an Incident Controller and undertaken incident management positions across Australia during fire emergencies. He is regarded as a very experienced operator leading Strike Teams into Canberra during the 2003 fires which ravaged the nation's capital.

He is totally dedicated to the goals of the New South Wales RFS and has been an advocate for volunteer firefighters under his command.

Mr Duckworth has provided dedicated and committed service to the New South Wales Rural Fire Service, and to the community of New South Wales, during his career of over 36 years.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr John Gregory DUN, West Nowra NSW 2541

Mr John Dun joined Fire and Rescue New South Wales at the Nowra Fire Brigade on the south coast in 1997, after serving for 15 years with the Illaroo Road Bush Fire Brigade.

As Brigade Captain, he has tirelessly led his crew of firefighters in the areas of prevention, preparedness, response and recovery to emergencies. He consistently provides high-level professionalism, mentoring and operational leadership to his brigade, ensuring a rapid response to the community of Nowra and surrounding districts.

He has been instrumental in helping and working with the local Indigenous Elders and their communities, particularly in the Wreck Bay township, on fire safety including the installation of smoke alarms in every home.

He has also led fire crews from Nowra to numerous major bushfire emergencies, including the unprecedented bushfires of 2019-2020, which devastated areas along the south coast.

Furthermore, he has ensured his firefighters are well prepared to protect the community through involvement with the Firefighter Championships, which are competition-based firefighting events that enhance camaraderie, team work and the skills of firefighters. He is also highly regarded by members of FRNSW.

Mr Dun has provided dedicated and committed service to Fire and Rescue New South Wales, and to the safety of the community, throughout his more than 38 year career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Jeremy Marcus FEWTRELL, Kurrajong Heights NSW 2758

Deputy Commissioner Jeremy Fewtrell joined Fire and Rescue New South Wales (FRNSW) in 1997. Since that time he has become highly experienced in the complex and demanding areas of Operations, Fire Investigation and Capability Management, serving initially in Balmain, Burwood, City of Sydney and Dubbo Stations, in the Western Plains Zone Office, and subsequently as Superintendent, Fire Investigation and Research, Community Safety and Research, Operational Capability Directorate, Strategic Capability and now in Field Operations.

On promotion to Superintendent in Fire Investigation and Research, he led a high performing team investigating the cause and origin of fires in collaboration with New South Wales Police. Using evidence and research he recommended numerous public safety improvements, including development of a world class fire research capability and strategy for response to high rise and complex buildings.

He was also responsible for significant projects into smoke alarms and sprinklers which involved the CSIRO and multiple stakeholders in research which resulted in key changes to the Building Code of Australia.

As Capability Manager for Firefighting he was instrumental in developing an Aerial Appliance Strategy for equipment used at major fire incidents that will underpin FRNSW's capability for many years.

He has built strong links with Indigenous communities in regional New South Wales, has initiated student programs that provide a pathway to regional firefighter recruitment, and works collaboratively with other emergency and government agencies to improve service delivery.

He continues to maintain his operational readiness and he attends major fire incidents as required.

Deputy Commissioner Fewtrell has provided distinguished and exemplary service to Fire and Rescue New South Wales, and to public safety, throughout his more than 23 year career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Glen Vincent HOWE, Kariong NSW 2250

Mr Glen Howe joined the New South Wales Rural Fire Service at the Kariong Brigade in 1978. He held the position of Deputy Captain from 1983 to 1987, Senior Deputy Captain from 1987 to 1991, and Captain from 1991 to 1993. He was also elected to the position of Group Captain in 1993, a position he still holds today.

Throughout his service he has shown exceptional leadership skill in operations, brigade management, training and mentoring. He has assisted with numerous local significant incidents, mostly in an operational command role, including major bushfires in 1979, 1983, 1988, 1991, 1994, 2001, 2002 and 2019, the 2007 and 2015 East Coast lows, and the 1998 Newcastle Disease outbreak.

During the unprecedented events of the 2019-2020 bushfire season, he was an integral part of the effort to protect the Central Coast community. He led the forward operational response for the Three Mile fire to protect the communities of Kulnura, Mangrove and Spencer. During this response he commanded the field operations for 11 of the first 14 days, that were the most critical in this response.

In addition to his service for the Central Coast community he has also taken a number of strike teams on out-of-area deployments for fires, floods and storms supporting many communities across NSW in their time of need.

He has been a member of the District Senior Management Team for 27 years and has provided significant contribution to the strategic direction of the District. He has assisted with the leadership and direction during the local government amalgamations which is now known as the Central Coast District. He also actively assists with the annual district program of training and Hazard Reduction Burns, as well as supporting numerous brigades in all areas of operational and administrative management.

Mr Howe has demonstrated committed and dedicated service to the New South Wales Rural Fire Service, and to the safety of the community, throughout his 42 year career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Thomas John MARSHALL, NSW

Mr Thomas Marshall began his emergency services career in 1965 when he joined the New South Wales Fire Brigades. He remained with the organisation for 39 years, holding the position of Station Officer before retiring. In 1990 he also joined the New South Wales Rural Fire Service (NSW RFS) at the Kurrajong Brigade, where he has held the positions of Captain, Treasurer and President.

He assisted in training the NSW State Emergency Service and NSW RFS in rope, caving and confined space rescue, and was part of the fire protection team at the 2000 Sydney Olympics. During his time with the NSW Fire Brigades he helped to develop a water recycling valve for pumps which became known as the 'Marshall Valve'. He was also a founding member of the NSW Fire Brigades General Land Rescue Primary Rescue units, the Vertical Rope Rescue Unit, and the Urban Search and Rescue Task Force One.

In 2008 he joined the Boguee brigade where he currently holds the position of Captain where he gives of his time to attend incidents and carry out maintenance. He has attended a number of notable emergency incidents including the Thredbo Disaster, the Black Saturday and the Canberra Fires in 2003. Most recently he played a significant role in the Gospers Mountain and Kerry Ridge Fires.

During the 2019-2020 season he led crews as Divisional Commander every day for a number of weeks, withstanding the extreme weather and the unprecedented fire conditions. He successfully organised and implemented strategies that led to saving the lives, properties and livelihoods of the members of his local community. Despite the limited resources available to him, he continued to work tirelessly and was able to execute crucial firefighting strategies with minimal time and resources.

Mr Marshall has shown exemplary dedication and commitment to the New South Wales Fire Brigades, to the New South Wales Rural Fire Service, and to the safety of the wider community, throughout his more than 55 year career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Kenneth Arthur PULLEN, Kurmond NSW 2757

Mr Kenneth Pullen commenced with the New South Wales Rural Fire Service (RFS) at the Yarramundi Brigade in 1984. Since that time he has served in a range of positions including as President, Secretary, Deputy Captain, and Senior Deputy Captain and rising to the rank of Captain in 1990, a position he held for 12 years. He was made a Life Member of the Yarramundi Brigade in 2002.

In 2006 he joined the Kurrajong Brigade and has been actively involved in various roles, including as Treasurer, President and Permit Officer, and he was also a member of the Brigade Management Team. He was appointed to the position of Deputy Group Captain in 2008, and in 2015 he was appointed to the rank of Group Captain, a position he holds to the present day.

He has attended numerous fires within the District over his years of service and numerous out of area commitments. He is an integral part of the District Incident Management Team and the District's Training Team. He has fulfilled the planning role sharing his extensive knowledge of the Hawkesbury area. He is well-respected in the community and also by the NSW RFS community.

Mr Pullen has provided dedicated and committed service to the New South Wales Rural Fire Service, and to the community, throughout his more than 36 year career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Dennis Andrew STANNARD, Sussex Inlet NSW 2540

Mr Dennis Stannard has been an active member of the New South Wales Rural Fire Service (RFS) since joining the Sanctuary Point Brigade in 1978. Through his time as a staff member he played an integral role in the successful pilot program of Mitigation Support Services within the Shoalhaven District, and was instrumental in the expansion of the State Mitigation Support Services (SMSS) model across the state.

Commencing in 2008 he provided considerable leadership and mentorship during his 10 years with SMSS, including the induction and training of new crew members and heavy plant operators. He has also been an advocate of bushfire hazard reduction in the Shoalhaven District, and has been instrumental in hazard reductions through his roles as Group Captain, Deputy Group Captain, Captain and as a Prescribed Burn Supervisor.

Since joining the Wandandian Brigade in 1984, he has served in a range of roles including as Deputy Captain and Captain for a combined period of 17 years. His was also Deputy Group Officer from 2002 to 2004 and from 2006 to 2009, and Group Officer from 2004 to 2006.

Operationally he has been deployed as Strike Team Leader and Response Team Coordinator on numerous out of area fires including the 2001 Goobang Fire, the 2003 Canberra Fires, the 2007 East Gippsland Fires, and the 2009 Black Saturday Fires. He has also attended many incidents in the Shoalhaven District.

Most recently he played a key role in the 2019-2020 Currowan Fire as a Heavy Plant Supervisor, Sector Commander and Divisional Commander. During this fire he was instrumental in the protection of the Sussex Inlet, Cudmirrah, Jerrawangala and Wandandian areas. He also demonstrated exemplary leadership on 31 December 2019, when he played a key field role prioritising and deploying firefighting resources from all agencies into and within the Conjola area.

Mr Stannard throughout his more than 42 year period of service as both a volunteer and staff member with the New South Wales Rural Fire Service has demonstrated exceptional commitment to the community of New South Wales.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Ms Alice Joyce STRUTT, NSW 2440

Ms Alice Strutt joined the New South Wales Rural Fire Service (RFS) at the Temagog Brigade in 1981. Since that time she has served in a range of roles including as Deputy Captain in 1994, and Senior Deputy Captain in 1997.

When she arrived in Temagog in 1981 it was not usual for women to fight fires. Not satisfied with just providing a support role to the local brigades, she undertook to show her ability as a frontline firefighter. In 1990 she was one of the first women on the coast to complete the basic firefighter (BF) training, later becoming a BF trainer.

Since that time she has attended numerous bush and house fires, along with motor vehicle accidents on the challenging Kempsey-Armidale Road. In 2008 she joined the Lower North Coast Communications Brigade, and was Brigade Captain up until 2020. She is also the founding member of the Lower North Coast Aviation Brigade.

It was her role in communications that saw her deployed to many major fire events across the state. She has also assisted the SES with communications during times of flood. Additionally she has contributed to community engagement, assisting many of the smaller communities and schools in the upper Macleay region.

During the recent 2019 fires, she stayed on shift all night with the Communications Brigade, as the Carrai East fire was impacting the nearby Willawarrin community. The following week the same fire impacted the Temagog area.

Ms Strutt has provided exceptional dedication to the local community over 39 years of service to the New South Wales Rural Fire Service, and she has proven to be an effective ambassador for all female firefighters.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Victoria

Mr Brendan John ANGWIN, Caulfield VIC 3161

Mr Brendan Angwin commenced his career as a firefighter with Fire Rescue Victoria (previously the Metropolitan Fire Brigade MFB) in 1981. Since that time he has led major incidents, interstate deployments, and functional roles in Victoria.

His interstate deployments have included the Tasmanian fires in 2013 and the Blue Mountains fires in New South Wales in 2014. He also served as Incident Controller for the Cheltenham Park fire, and was one of the Divisional Commanders for the Tottenham warehouse fire in 2018. He was also a Divisional Commander for the 2017 Coolaroo recycling facility fire, and continues to be called upon in times of a fire emergency.

He has fostered relationships at a national level, which have delivered the fire sector with a contemporary qualifications framework that has established pathways for the development of fire-fighters from Certificate II through to Advanced Diploma. He has also provided leadership in the areas of operational training, leadership development and technical specialist skills.

He has played a leadership role in facilitating collaboration to deliver the first joint Country Fire Authority/MFB recruit course. His work in this area has paved the way for the delivery of harmonised and contemporary promotional courses for Fire Rescue Victoria that are based on nationally accredited training.

Mr Angwin has provided dedicated commitment to Fire Rescue Victoria, and to the safety of the community, during his 40 year career.

Mr Craig BROWNLIE, Rowville VIC 3178

Mr Craig Brownlie joined the Country Fire Authority (CFA) in Victoria as a volunteer firefighter at Bayswater in 1991 before being appointed as a career firefighter in 1995.

He has distinguished himself through his focus on reform and standardisation of doctrine and strategy and his exceptional contribution to improving planning and interoperability at state, national, and in the case of technical rescue, international levels. The direct benefit to the fire service is that there is now a standard planning, training, equipment and operating protocols across CFA, State Emergency Service and Fire Rescue Victoria (previously Metropolitan Fire Brigade).

His positive influence in leading change has generated significant improvements to relationships with industrial bodies and partner agencies. In addition, he has led the design, development and delivery of new appliances for CFA that embrace the best available technology.

He served as the Deputy Incident Controller at the Hazelwood mine fire in 2014, and in 2015 deployed for more than 45 days to the United States as a Safety Officer to assist with fires impacting Oregon and Washington State. He continues to be available to be called on for service with fire emergencies if required.

Mr Brownlie has made a distinguished and significant contribution to the fire services in Victoria, and to the safety of the community, throughout his almost 30 year career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Ross COYLE, Wodonga VIC 3690

Mr Ross Coyle has served the Country Fire Authority (CFA) of Victoria with distinction for over 35 years. He is recognised for being a highly competent and capable fireground leader.

His presence on the fireground during emergencies inspired confidence in other command personnel and he is held in the high regard by leaders from other emergency service agencies.

During his service he has provided leadership and enthusiasm including leading his brigade through a period of significant growth to become a pivotal force in protection of townships in North East Victoria.

He strongly advocated for rural and regional communities during his time as a CFA board member where he chaired the Service Delivery Committee and oversaw changes to organisational directions and policies.

Mr Coyle has provided dedicated commitment to the Country Fire Authority, and to the safety of the community of Victoria, throughout his long career.

Mr Jonathan Mark GWILT, Warburton VIC 3799

Mr Jonathan Gwilt has provided continuous and distinguished service to the Victorian community, and to Forest Fire Management Victoria, for over 38 years. He commenced working at the Forest Commission at Powelltown in 1981 and recently served as a Fire Operations Team Leader with Parks Victoria.

He has performed a variety of roles throughout his career including Fire Tower Operator, Strategic Fuelbreak Operations Manager, Forest Officer and Ranger in Charge. He is highly regarded by his colleagues as an exemplary fire ground leader and mentor and demonstrated these skills whilst attending numerous major bushfire events including Ash Wednesday in 1983, the Dandenongs in 1997, the Great Alpine in 2002-2003, the Great Divide in 2006-2007 and the Black Saturday fires in 2009.

During the Black Saturday fires in 2009 his knowledge and experience was critical to the development of strategies and tactics which ultimately lead to the successful containment of the bushfires north of Warburton and within the Upper Yarra Catchment.

He has spent approximately 20 years recruiting, training and mentoring seasonal firefighters, burn officers-in-charge and operations officers. His calculated approach to problem solving during adversity is a legacy which will be carried on by current and future leaders in forest management who have benefited from his guidance.

Mr Gwilt's commitment to the safety of the Victorian community, and to the organisations he has served, has been exemplary.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Ian Maxwell HAY, Bullengarook VIC 3437

Mr Ian Hay commenced his volunteer firefighting career with the Country Fire Authority (CFA) in Victoria in 1975 serving firstly at Bullengarook and later in Gisborne.

In his time at Gisborne, he has been involved in the everyday activities of a busy urban brigade. He served as Brigade Secretary before being elected to represent the Brigade at the Mount Macedon Group where he became Group Communications Officer, followed in quick succession by 3rd DGO then 2nd DGO and finally Group Officer.

He continues to serve as a senior firefighter and regularly attends emergency incidents. He also maintains his operational qualifications and experience as a Level 2 Incident Controller, a Level 3 Operations Officer, and as a Divisional Commander and Sector Commander.

He is highly respected by all levels of the CFA, by other emergency services personnel, and by key partners in local community.

Mr Hay has provided dedicated commitment to the Country Fire Authority, and to the safety of the community of Victoria, for over 43 years.

Mr Gregory Douglas LEECE, Ocean Grove VIC 3226

Mr Gregory Leece has had a distinguished career both as an employee with the Department of Environment, Land, Water and Planning with more than 30 years as a prescribed firefighter, and also more than 40 years' service as a volunteer firefighter with the Country Fire Authority (CFA) across a number of brigades. He currently serves as the Community Safety Coordinator for the Ocean Grove Brigade.

During that time he has been deployed across Victoria has part of incident management teams and has served at all major campaign fires since 2000 including the Great Alpine Fires 2002-2003, the Great Divide Fires 2006-2007, the Black Saturday fires in 2009 and at the Gippsland fires in 2019-2020. He has also deployed to fires interstate.

He has lead fire planning from readiness and initial attack to numerous community impact fires of potential high consequence, particularly from the Ballarat and Horsham Incident Control Centres including major fires in the Grampians in 2006, 2013 and 2014. The operating environment of readiness and first attack response in high consequence locations such as Ballarat and Geelong has seen him perfect and adapt the pre-planning of Incident Shift Plan templates. He has been actively involved in refining and improving Incident Shift Plans to make them more usable and fit for purpose to support operations.

He is recognised as a leader in fire planning across Victoria and also for his valuable mentorship of other firefighters and those in the Planning Section.

Mr Leece has provided dedicated commitment to the Department of Environment, Land, Water and Planning, to the Country Fire Authority, and to the safety of the community of Victoria, throughout his long career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Kevin David LEGGE, Orbost VIC 3888

Mr Kevin Legge has served the Department of Environment, Land, Water and Planning in Victoria for over 30 years. He has provided exceptional service to forest road construction and maintenance.

He has contributed significantly to bushfire control, particularly in developing contemporary techniques for dry fire trail construction by both hand tools and machines.

He is a highly respected leader and mentor of other fire control staff with a particular emphasis on safe working practices, while still achieving the dangerous task of constructing fire control lines in remote and difficult locations.

He is very effective in transferring skills and providing information to members of his firefighting crew and also road construction crew.

Mr Legge has provided dedicated commitment to the Department of Environment, Land, Water and Planning, and to the safety of the community of Victoria, throughout his long career.

Mr Mark Lindsay ROBERTS, Cobden VIC 3266

Mr Mark Roberts has provided outstanding service to the Country Fire Authority (CFA) in the Cobden district of Victoria for many years.

He is a highly respected Strike Team Leader and Level 2 Incident Controller who has demonstrated these skills at a range of emergency incidents, notably during the St Patrick's Day fires near Terang and Cobden in 2017. His contributions over an extended period went beyond expectations. The successful outcome and management of this fire, including some difficult issues during the Recovery Phase, were largely due to his efforts.

He also willingly engages with young brigade members, assisting in their development as confident, team oriented, members of the CFA who add value to their community.

Mr Roberts had provided dedicated commitment to the Country Fire Authority, and to the safety of the community of Victoria, throughout his long career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Leighton WRAITH, Hamilton VIC 3300

Mr Leighton Wraith has provided significant and outstanding service to the communities of South West Victoria over a period of 40 years as a member of the Country Fire Authority (CFA).

He has distinguished himself through his exceptional persistence and leadership during the last five years to achieve the establishment of the Hamilton CFA-EMV Air Base and its facilities. Hamilton is the only CFA operated airbase in Victoria and currently has over 40 volunteers. It is recognised as the primary aerial fire support facility across western Victoria.

He has been vital to the recruitment, training and management of the large team of volunteers and staff that operate the airbase and his efforts and initiatives have contributed greatly to the sustainability and effectiveness of aerial firefighting operations.

Additionally, as a highly experienced wildfire firefighter and a wildfire low structure firefighter, he continues to attend frontline fire operations when and as required.

Mr Wraith has provided dedicated commitment to the Country Fire Authority, and to the safety of the community of Victoria, throughout his long career.

Queensland

Mr Corey Michael BOCK, Kalbar QLD 4309

Mr Corey Bock joined Queensland Fire and Emergency Services (QFES) in 1992 and since that time has served in a range of roles, from frontline operations to strategic governance. He is a permanent QFES employee within the Rural Fire Service; a Rural Fire volunteer; and was an Auxiliary Officer for 18 years.

His career includes being appointed the first Ministerial Liaison Officer from the Rural Fire Service representing QFES with across all facets of government strategy and relations. He has provided leadership in fire management, fire investigations, community engagement and knowledge management.

As an Incident Controller he has led QFES through many significant fire and emergency disaster events. As the Executive Manager for QFES Knowledge Hub, he led the direction of knowledge management within the Service. He has also built collaborative teams, capacity, and capability amongst fire and emergency service volunteers and staff. He has also been a role model and mentor of youth.

Mr Bock is a dedicated Fire Officer who has provided distinguished service to Queensland Fire and Emergency Services, and to the community, for over 28 years.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Western Australia

Mr Robert Leonard LITTMANN, Roleystone WA 6111

Mr Robert Littmann joined the Western Australia Volunteer Fire and Rescue Service (VFRS) at the Roleystone Brigade in 1989. In 1997 the Roleystone Brigade became a combined Bush Fire Brigade and VFRS Brigade. Since then he has attended 284 VFRS incidents, including some of the largest bushfires in Western Australia.

He has been involved in the new unit of the Department of Fire and Emergency Services (DFES) Community Liaison Unit (CLU) for over 5 years. In January 2020 he was part of an on-the-ground community liaison team in the Norseman Fire complex. This fire was so severe that it forced the closure of road connections between Western and South Australia. He also attended the 2011 Roleystone/Kelmscott fire as a frontline firefighter, one of the most devastating to hit the state.

He currently is involved in the coordination of the Bushfire Ready Program in Roleystone, and has worked to build the community's capacity to prepare for, and respond to, bushfires. His role as Bushfire Ready Facilitator involves conducting countless community engagement activities and currently oversees 40 Bushfire Ready Street coordinators. His ongoing leadership and guidance has led to a significant change in people's attitudes and behaviours.

For the past 17 years, he has focused his efforts on the Roleystone Brigade's cadet program, helping with the training and administration of Cadets.

Since 2005 he has also been an active Support Officer within the Department's Juvenile and Family Fire Awareness (JAFFA) program and provides input into the structure, scope and future of the JAFFA Support Officer role. In 2010 he assisted in the program's evaluation and remains active in the design and delivery of training. He also mentors new JAFFA Support Officers.

Mr Littmann has provided dedicated and committed service to the Western Australia Volunteer Fire and Rescue Service, and to the community of Roleystone, throughout his more than 30 year volunteer career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Dr William Lachlan McCaw, Manjimup WA 6258

Dr Lachlan McCaw began his career at the Western Australian Department of Biodiversity, Conservation and Attractions (DBCA) in 1981 and is today recognised as one of the country's leading fire scientists.

In addition to his involvement in planning and managing prescribed burns and bushfires for research purposes, he is highly regarded as a Regional Duty Officer and Level 3 Planning Officer, effectively bringing people, strategy, fire science, operations and incident management together.

As Duty Officer in the Warren Region in southern Western Australia, he provides leadership, oversight and technical expertise to complex prescribed burn programs in tall karri, jarrah forests and various mixed fuels, as well as contributing to bushfire preparedness and response.

As Level 3 Planning Officer, and operational firefighter, he has been deployed to some of the most complex bushfires in the state's history. As part of this role, he has identified actual and potential risks on the fire-ground, including public safety or environmental risks, and managed these by determining an appropriate course of action alongside the Incident Controller.

His extensive operational experience also saw him selected as part of the inaugural Australia/New Zealand deployment to the USA in August 2000 to assist with the control of wildfires in the northern Rocky Mountains. He was one of only six Departmental staff considered operationally experienced enough to be deployed to these fires.

He has developed standard operating procedures for fire practitioners and program managers and provided technical advice for managing specific sites, burns and bushfires. He has also been a leader in the development of the Commonwealth Scientific and Industrial Research Organisation's (CSIRO) fire behaviour knowledge base for application in Western Australia. In 2009 he was part of a team of fire scientists assembled by the Bushfire Cooperative Research Centre to investigate the behaviour of the Black Saturday Victorian bushfires.

Dr McCaw's academic and operational experience, his commitment to the Department of Biodiversity, Conservation and Attractions, and to the fire safety of the wider community, is most noteworthy.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr John Constantine VARNAVIDES, Pemberton WA 6260

Mr John Varnavides joined the Western Australia Volunteer Fire and Rescue Service (VFRS) at the Pemberton Volunteer Fire Brigade in 1971. Since that time he has attended over 900 incidents including bushfires, dangerous structure fires, storms and road crash rescues. He has held most of the leadership positions within the Brigade and is one of the longest serving operational firefighters in the region.

In addition to frontline volunteering duties, he has mentored and trained volunteers. Whilst attending and actively participating in all training sessions, he has promoted fitness and discipline among volunteers, as well as the enhancement of firefighting skills through training and competitions. He is consistently called upon to assist with training, station inspections, and a myriad of other tasks. He is best known as the Brigade's Apparatus Officer, a role he held for more than 15 years.

His passion for improving Brigade services and facilities has, over the years, resulted in the establishment of the new brigade building, along with securing equipment, and subsequent extensions and interior renovations. The vastly improved facility is a testament to his commitment to the Brigade, and to the local community.

He is a dedicated volunteer firefighter who displays a high degree of personal drive and adaptability. He develops strong working relationships with community members, volunteers and across all levels of management.

Mr Varnavides has provided distinguished service to the Western Australian Volunteer Fire and Rescue Service, and to the Pemberton and wider community, throughout his 50 year volunteer career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Craig Kenneth WATERS, Darlington WA 6070

Mr Waters first joined the Western Australian Fire Brigades Board in 1993 as a trainee. He went on to serve in the metropolitan region as a senior firefighter before rising through the ranks of the Western Australia Department of Fire and Emergency Services (DFES).

Mr Waters was the first fire officer seconded to the WA Police Force (WAPOL) as a Capability Preparedness Officer in the Counter Terrorism Coordination Unit. This was a significant contribution to interagency collaboration, involving the development of the 2006 National Counter Terrorism Coordination Centre: Investigation and Consequence Major Exercise (ICMEX) 'Western Explorer'. Additionally, through his roles with the Fire Investigation and Analysis Unit (FIAU), he developed a new program that linked WAPOL's Arson Squad and the Western Australian Department of Biodiversity, Conservation and Attractions (DBCA) under the banner of the Arson Information Network.

After promotion to Superintendent Metropolitan Operations, he led the operational response to numerous major incidents and natural disasters, most notably the Parkerville Bushfire (2014), Tropical Cyclone Olwyn (2015), Bullsbrook Bushfire (2015), Lower Hotham Bushfire (2015), Myalup Bushfire (2016) and the Esperance Complex Bushfires (2016). His role as Incident Controller at these fires saw him assume responsibility for the management of all activities and personnel deployed to control the incident.

On promotion to Chief Superintendent in 2016 he was responsible for the DFES Learning and Development directorate. He successfully incorporated the needs of volunteer emergency responders into the Department's education and training pathways program. In 2018 he was promoted to Assistant Commissioner and his values-driven approach in the role was evident when he developed a new framework for District Officer rotations.

In 2019 he was promoted to Deputy Commissioner Operations and he continues to maintain his L3 Incident Controller operational endorsement enabling him to attend emergency fire incidents if needed.

Mr Waters continues to help lead the Western Australia Department of Fire and Emergency Services in an exemplary manner, and his commitment to the safety of the community over his more than 27 years of service is most noteworthy.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

South Australia

Mr Brian MOON, Highbury SA 5089

Mr Brian Moon joined the South Australian Metropolitan Fire Service (MFS) in 2007, and since that time has served at the Adelaide, Largs North, Salisbury and Elizabeth stations. In 2008 he became a practitioner of the MFS's Juvenile Fire Lighters Intervention Program (JFLIP) and is a current member of this team. He also became a Peer Support Member within the MFS in 2008 and then joined the Senior Peer Team, assisting with the Employee Support Role, in 2010.

His primary role is as a qualified Senior Firefighter, and he continues to undertake operational firefighter duties on a regular basis. Within the MFS there are a number of day-working and specialist roles which operational personnel fill, on a rotating basis. At a maximum of every six months, these personnel are transferred back to operational shift work at a fire station to ensure retention of skills and to maintain operational expertise.

In 2014, he became an Employee Support Coordinator (ESC), and in 2015 he put forward a business case to MFS management to develop and deliver a mental health first aid course that would raise awareness of mental health across the MFS. This was a new initiative in the emergency services sector. Another of his initiatives was the development of an educational short film documenting mental health awareness. This film continues to be used by SA Police, the South Australian Country Fire Service (CFS), the South Australian State Emergency Service (SES), and other First Responder agencies across Australia in presentations when delivering mental health training to personnel.

In 2017 the first course in Mental Health First Aid training was delivered to MFS personnel. Subsequently the Australasian Fire Authorities Council (AFAC) requested he and another colleague present the course to AFAC. The course has now been delivered to over 900 personnel, and is part of the MFS Wellness and Safety Department delivery of mental health training to personnel.

Mr Moon has served the South Australian and Metropolitan Fire Service, its personnel, and the wider community, with distinction throughout his career of over 13 years.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Kevin William STEWART, Hallet Cove SA 5158

Mr Kevin Stewart joined the South Australian Metropolitan Fire Service (MFS) in 2001, and since that time has worked mostly in Urban Search and Rescue (USAR) and also Regional Operations. He has been actively involved in the development and training of USAR Technicians.

He has served in a range of roles including on the ground firefighting, Incident Management Team (IMT) work, and more recently in a Peer Support role. He has also been actively involved with many deployments, including assisting in bushfires both in New South Wales and Victoria, and also the floods in Brisbane.

More recently, he made himself available to Regional Operations to upskill regional firefighters in Road Crash Rescue. He had spent many months in Regional Operations as a Regional Operations Coordinator (AOC) in the Riverland area. He trained and assessed Operations Peer.

In 2020 he was approached by the MFS COVID Taskforce to assist Regional Operations and he agreed to become a Support Officer during the pandemic. As a Support Officer he has taken a significant number of calls from regional firefighters and their families seeking emotional and practical support.

Additionally he was approached by the Acting Assistant Chief Fire Officer for Regional Operations to assist with the delivery of training to the Port Augusta staff, and is currently undertaking training for those members until a fulltime trainer can be sourced.

Mr Stewart has served the South Australian Metropolitan Fire Service, and to the community, with distinction for over 20 years.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Lee Douglas WATSON, Happy Valley SA 5159

Mr Lee Watson has served the South Australian Country Fire Service (CFS) for over 39 years. Since 1981 he has attended over 1000 operational responses to various fires and road accident rescues, whilst serving in a range of roles at the Basket Range and Norton Summit-Ashton CFS Brigades and at the East Torrens CFS Group, including at the rank of Commander. He has also undertaken over 200 training courses to equip him with, and maintain his, fireground skills. He has also mentored and trained other volunteers, contributing to their safety and welfare.

In addition to his many years of volunteer operational service, he has also completed over 20 years' service as a SACFS staff member where he was instrumental in establishing and maintaining ongoing compliance of the SACFS as a Registered Training Organisation for more than 15 years, enabling thousands of SACFS volunteers and staff to be awarded nationally accredited competency and qualifications.

In 2007, in his role as the East Torrens Group Logistics Support Officer, he developed the East Torrens CFS Group Operation and Information Manual, and his work on the Group Operational Management Plan saw it being used in a range of Incident Management Training.

As Director, Operational Infrastructure and Logistics he has developed improved procurement strategies, introducing longer term supply contacts that have provided significant improved products/supplies to personnel, along with significant cost savings to the CFS. Additionally, with the support of the Chief Officer, he established a review of Operational Uniforms which had not significantly changed in over 30 years.

Mr Watson's dedicated and committed service to the South Australian Country Fire Service, to its personnel, and to the wider community, during his long career has been exemplary.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Andrew WOOD, SA

Mr Andrew Wood joined the South Australian Country Fire Service (CFS) at Kingscote in 2006 as a brigade firefighter. In 2009 he transferred to the Wisanger CFS Brigade, and in 2010 was elected to the position of Brigade Lieutenant. In 2012 he took on the role as Brigade Captain until 2015 and in 2016 he transferred to American River Brigade where he was elected as Captain, a role he continues in today. He is an operational firefighter and recently served with fighting the devastating fires in his community of Kangaroo Island.

He has provided outstanding leadership in the encouragement and development of all CFS brigade members he has led, including fostering youth involved with the CFS. He undertook Training and Assessment qualifications so that he was best placed to deliver training to his peers and youth.

Furthermore he became involved with the CFS Volunteers Association (CFSVA) and was elected President of the Association in 2016. As President he has demonstrated exceptional performance and leadership, specifically when it was proposed to amalgamate the CFS with other emergency service organisations into a single organisation. He led the CFSVA with exceptional dignity and courage through this period providing significant support to volunteers.

In 2018 he was elected to the position of President of the Council of Australia Volunteer Fire Associations (CAVFA), which is the peak representative body of all volunteer fire associations, representing approximately 250,000 volunteer firefighters. In this role he has again shown leadership representing and advocating at a national level with Governments and other key stakeholders for volunteer rights and support. He also provided direct support to many volunteers who suffered personal losses during the recent serious fire season.

Mr Wood's dedication and commitment to the South Australian Country Fire Service, to volunteer personnel locally and nationally, and to the safety of the wider community, is to be commended.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Tasmania

Mr Shane Ian BATT, Shearwater TAS 7307

Mr Shane Batt joined the Tasmanian Fire Service (TFS) at the Burnie Fire Brigade in 1992 as a retained volunteer. In 1995 he commenced with the Hobart Fire Brigade as a recruit firefighter. In 2001 he obtained the rank of Leading Firefighter and was promoted to the rank of Station Officer.

Between 2002 and 2011 he broadened his operational and leadership skills by performing different roles throughout the TFS including Operations, Training, Fire Investigation, Building Fire Safety, and Field Officer. In 2011 he obtained the rank of Senior Station Officer and relocated from Hobart to the North West Coast where he was promoted to District Officer Operational Training.

In 2012 he was appointed as the state-wide chair of the Uniform and Personal Protective Clothing Committee where he worked with dedicated members from both career and volunteer levels to achieve significant improvements in firefighter safety and uniform appearance.

He transferred to District Officer, Arthur District North West in 2014 and in 2015 he was appointed Acting Regional Chief North West Region until January 2017 at which point he was appointed as the Regional Chief of the North West Region.

Since that appointment he managed two extensive Level 3 Multi Agency bushfire seasons in 2016 and 2019, and he also acted in the position of Deputy Chief Officer on two occasions within the Office of the Chief Officer.

He is currently competent to perform firefighting roles and in 2015-2016 he was the Regional Fire Controller and Incident Controller for the major bushfires that impacted the communities of the West Coast of Tasmania. He was responsible for coordinating the multi-agency firefighting effort and engaging with interstate fire agencies.

During the 2017-2018 fire season he performed the roles of Level 3 Incident Controller, Regional Fire Controller, State Fire Controller and interstate resourcing. He was responsible for coordinating emergency alerts to warn the communities of Zeehan and Rosebery of the potential impact of fire. In the recent 2019 fire season he served as the National Resource Sharing Unit Leader.

Mr Batt has provided dedicated and committed service to the Tasmanian Fire Service, and to the community, for almost 30 years.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Robert Bruce DAWES, Somerset TAS 7322

Mr Robert Dawes joined the Tasmania Fire Service (TFS) at the Somerset Fire Brigade in 1997 as a volunteer firefighter. Throughout his many years of volunteer service he has progressed through the ranks and is now the current Brigade Chief at Somerset. Additionally, he is a long-standing member of the Cape Country and West Coast Fire Management Area Committees.

He also took on the role as the Cape Country Group Officer in 2012, in addition to his already expanding role as Brigade Chief. In 2013 he introduced a junior development program within the Somerset Brigade to enhance the future development and succession plan for the Brigade.

In both the 2016 and 2019 extended fire seasons he actively participated as a Crew Leader, or Strike Team Leader, and undertook deployments across the state to assist in firefighting efforts.

He is also the TFS North West Region Retained Volunteer representative for the association and sits on the Regional Work Health and Safety committee and has been a Fire Permit Officer in the local area since 2006.

He has most recently assisted with the daily COVID-19 compliance checks including resourcing volunteers to undertake these checks for the North West region. He is highly respected by TFS members and his local community.

As well as all of this, he is Chairperson for the local Rotary-Somerset Christmas Parade Committee, a member of the TFS Museum and a founding member of the local Somerset Neighbourhood Watch which celebrated its 25th year in 2019.

Mr Dawes has provided dedicated and committed service to the Tasmania Fire Service, and to the community, for over 23 years.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr David Thomas OAKLEY ESM, Campbell Town TAS 7210

Mr David Oakley joined the Tasmania Fire Service (TFS) as a Volunteer Firefighter in 1963. In 1973 he became Second Officer of the Campbell Town Brigade and was elected as Chief Officer in 1977, holding that position until 1985 when he returned to the Second Officer role. Since 2007 he has held the position of Group Officer for the Elizabeth Group of Brigades, as well as being a Permit Officer and representative on the Tamar F Mac since 1998.

In his role as Group Officer for the Elizabeth Group of Brigades he coordinates the response to incidents for the brigades in his area. As an operational firefighter with the Campbell Town Brigade, he is often required to attend incidents and, as necessary, perform the role of Group Officer coordinating linkages between District management and fireground operations. His knowledge of the area, and connection to stakeholders, has proved invaluable at many of the larger incidents he has attended.

Over his years of service he has initiated training programs to ensure his brigade's readiness to respond and control the many potential types of incidents. As a part of this preparation he has also worked to develop future officers enabling the Brigade to transition members through the leadership group.

He is held in high regard across the TFS and works tirelessly in his role as Group Officer to improve volunteer services. Additionally, he has worked on the Fire Management Area Committee, which identifies fire issues in the community and develops strategies to manage them. He has also served on the Northern Midlands Municipal Emergency Management Committee.

Mr Oakley has provided dedicated and committed service to the Tasmania Fire Service, and to the community, for over 57 years.

Australian Capital Territory

Mr Gary Robert HOOKER, Gilmore ACT 2905

Mr Gary Hooker commenced with the ACT Rural Fire Service (ACTRFS) in 2002, working through the ranks from a recruit to a crew leader with the Guises Creek Brigade. His leadership has made him a trusted role model within the service, and he is highly respected by his peers.

Over the 2019-2020 fire season he performed active firefighting duties for 41 days. During this time he served on major fire grounds located in Northern NSW, Braidwood, Nerriga, Adaminaby and the Orroral Valley area. In addition to his time spent firefighting, he also engaged with the community in fire safety education.

Additionally his passion for photography has provided the ACTRFS with a pictorial history of fire in the ACT and region. He has captured almost every major fire in the ACT since joining the service. Not only does he photograph fire in the landscape, he also offers his services as a volunteer to photograph important events in the ACTRFS and ACT Emergency Services Agency calendar.

Mr Hooker has provided dedicated and committed service to the Australian Capital Territory Rural Fire Service, and to the wider community, throughout his more than 18 year volunteer career.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Noel Walter McLAREN, Theodore ACT 2905

Mr Noel McLaren commenced his career with the then Australian Capital Territory Fire Brigade in 1990 as a recruit. During his many years of service he has worked across a range of operational and portfolio areas and has consistently displayed diligence and dedication in the education, mentoring and training of fire fighters.

He progressed through the ranks, achieving the rank of Senior Fire Fighter, and then appointment to Station Officer in 2011, and in 2014 he transferred to ACT Fire and Rescue Training.

As an operational fire fighter, he has participated in several major incidents including the 2003 Canberra fires. These fires were a defining moment in the ACT Emergency Services' history. He was one of the many ACTFR firefighters tasked with protecting life and property during this time.

As a trainer, he uses his skills, knowledge and experience as a fire fighter to develop and mentor new recruits and established fire fighters, encouraging them to progress through the ranks. More recently he was instrumental in the development and delivery of the Fire Fighter Development Program, Senior Fire Fighter Development Program, and career pathway, that led to the attainment of nationally recognised qualifications for ACTFR fire fighters.

Mr McLaren has constantly displayed diligence and dedication in the Fire Fighter Training and Development portfolio, and his commitment to the safety of the ACT community throughout his more than 30 year career has been exemplary.

AMBULANCE SERVICE MEDAL (ASM)

New South Wales

Mr Peter John ROWLANDS, Gooloogong NSW 2805

Mr Peter Rowlands has worked in a number of leadership roles since joining New South Wales Ambulance in 1973, including spending many years supervising a large number of staff. In his current position as a Duty Operations Manager he continues, as a single responder, to attend significant emergency incidents where a need for staff support is identified.

Throughout his career he has delivered clinical services, leadership, innovation and staff support. He played a key role in the original roll out of defibrillators to every ambulance in the state, an Australian first at the time. He regularly undertakes the role of Protocol Officer for formal ceremonial and memorial events, and provides dignity and respect to the most solemn occasions such as staff funerals. In 2006 he became a Peer Support Officer for New South Wales Ambulance within the greater Sydney area.

Following his transfer to regional New South Wales, his peer support work has seen him complete many additional hours and travel great distances to provide direct support to his colleagues and their families. He has tirelessly assisted colleagues with complex work and personal issues to ensure they are given the best possible care and assistance.

He is a well-respected mentor and leader, and is often the person staff will go to for advice and guidance. He also established New South Wales Ambulance's first ever equestrian team in the early 1990s, which competed throughout the state. The equestrian team was a source of immense pride for many paramedics over the years.

Mr Rowlands has provided dedicated and committed service to New South Wales Ambulance, and to the community, throughout his more than 47 year career.

AMBULANCE SERVICE MEDAL (ASM)

Ms Paula Louise SINCLAIR, Caringbah South NSW 2229

Ms Paula Sinclair commenced her career with New South Wales Ambulance in 1994 and since that time has served across a range of roles including station management, special operations teams, as a leader of wellbeing programs and sector management.

She was appointed Deputy Director Clinical Operations Sydney and South Eastern Sector in 2018, and in July 2020, was appointed Acting Director, Fixed Wing Aeromedical Operations, before being appointed permanently to that position in November 2020. *She also continues to serve as an operational frontline staff member, responding to serious incidents as a senior supervisor.*

She is a skilled clinician who has dedicated her career to ensuring her patients receive the highest standard of care and is widely respected for her clinical capabilities and her leadership.

She has been instrumental in the development of processes and procedures for safety systems, and assisted in the integration of a new service provider for NSW Ambulance helicopters. On being appointed Acting Director, she immediately commenced negotiating contracts for new aircraft and design fitout.

Her concern for staff welfare is paramount and she has been a driving force for the wellbeing program which has been rolled out to the NSW Ambulance workforce, to educate and assist paramedics in investing in their own health and wellbeing.

While in the role of Deputy Director Clinical Operations for Sydney and South Eastern, she also introduced a successful 'Coffee & Cases' initiative, a safe platform for paramedics to discuss cases and the challenges they face while delivering patient care.

Ms Sinclair has provided dedicated and committed service to New South Wales Ambulance, and to the care of the community, throughout her over 26 year career.

AMBULANCE SERVICE MEDAL (ASM)

Victoria

Mrs Joanne Rae ALGIE, Koo Wee Rup VIC 3981

Ms Joanne Algie has been a frontline paramedic with Ambulance Victoria since 2009, and currently holds the position of Team Manager at the Drouin Ambulance Station, where she is well respected for the high level of patient care she provides.

She has demonstrated outstanding leadership through the integral role she has played in Ambulance Victoria's Peer Support Program. She has worked tirelessly to support paramedics through difficult events and experiences, particularly in the aftermath of the Gippsland bushfires, where she and her peer support dog, Lexi, played a pivotal role in assisting and comforting those devastated by tragedy.

She has been instrumental in leading the Ambulance Victoria uniform recycling program, which has repurposed thousands of uniforms to those in need in Australia and around the world. These efforts have significantly decreased Ambulance Victoria's environmental footprint.

She has further demonstrated her commitment to community care through her leadership of the AMBOS 4 Farmers Campaign, a proactive initiative that facilitated paramedics donating money and groceries for distribution to farmers in Gippsland, struggling with the ongoing drought.

Mrs Algie is a vital member of Ambulance Victoria, and her service to the care and wellbeing of the community throughout her career is most noteworthy.

Mr Gregory Lewis FITHALL, VIC

Mr Gregory Fithall has served Ambulance Victoria as a volunteer for over 20 years at the community of St Arnaud in the Wimmera region.

During this time he has demonstrated diligence and commitment, and has provided outstanding emergency care to his community. For 13 years he has operated as one of only two volunteers in St Arnaud.

In providing safe, high quality and expert patient care, he has been able to engender a sense of trust within this small rural community, and by setting an example with his consistent leadership and quality care, the community know they have an ambulance service they can count on.

Mr Fithall is a passionate volunteer who willingly serves above and beyond expectations, and his dedication to Ambulance Victoria, and to the community, is most noteworthy.

AMBULANCE SERVICE MEDAL (ASM)

Mr Graham MUMMERY, Cockatoo VIC 3781

Mr Graham Mummery has provided 37 years of dedicated service to Ambulance Victoria as an Advanced Life Support Paramedic.

During his service with Ambulance Victoria he not only has provided consistent high quality clinical care at a range of emergency events and incidents, he has also been a mentor of graduate paramedics, generously sharing his skills, knowledge and experience with them to assist in their development.

Additionally he has been vital to the development of Ambulance Victoria's Pipes and Drums Band. As an accomplished musician, his leadership to work in a voluntary capacity to implement this initiative has been exemplary.

The Ambulance Victoria Pipes and Drums Band enhances many events, services and functions, and there is always full and enthusiastic engagement with the community. The Pipes and Drums Band is a distinctive, proud and innovative adjunct to Ambulance Victoria's state-wide service, and represents the organisation with pride, honour and respect.

Mr Mummery has displayed dedication and commitment to Ambulance Victoria, and to the health and wellbeing of the community, throughout his long career.

Mrs Kathleen POULTON, Ballarat VIC 3350

Mrs Kathleen Poulton provided outstanding service to Ambulance Victoria, and to the community of Hopetoun, in her capacity as a volunteer for more than 22 years.

As a Team Leader from 2017 to 2020, she mentored and encouraged many other volunteers in their roles, and her focus on wellbeing support is considered most noteworthy.

Not only did she provide high quality patient care, she was also instrumental in the recruitment of Ambulance Community Officers. Additionally she made a significant contribution to community engagement and education, particularly with regards to first aid, CPR, and the use of Automated External Defibrillators.

Attending many community events, she was pivotal in showcasing the work undertaken by Ambulance Victoria and helping residents to understand the skills each and every individual could acquire to help save a life.

Mrs Poulton's dedication and commitment to Ambulance Victoria, and to the community, has been exemplary.

AMBULANCE SERVICE MEDAL (ASM)

Mr Michael Colin RAY, Wheelers Hill VIC 3150

Mr Michael Ray has served Ambulance Victoria for the past 11 years, and is currently Manager of the First Responder and Community Programs.

As an Advanced Life Support paramedic he has demonstrated an outstanding commitment to patient care, particularly to out-of-hospital cardiac arrest survival.

He has been instrumental in the development of Ambulance Victoria's Automated External Defibrillator (AED) register which allows businesses, sporting clubs and other organisations to register their AED location and accessibility on a web-based platform. This database is used by Team Managers, Community Support Coordinators, and community groups, to identify AED blackspots, enabling them to target fundraising to further enhance community resilience. AED location information is shared with Triple Zero (000) callers and first responders, enabling them to quickly provide lifesaving defibrillation to patients in cardiac arrest.

He has also been the driving force behind the GoodSAM project, a lifesaving smartphone app that has created a cohort of first responders in the community who can assist cardiac arrest patients while an ambulance is on the way.

Additionally he has been involved in managing the Emergency Medical Response program since 2015. This program sees fire services respond to cardiac arrests and provide essential lifesaving early CPR and defibrillation prior to ambulance arrival.

Mr Ray's dedication and commitment to Ambulance Victoria, and to the community of rural Victoria, has been exemplary.

Mrs Jemima TAWSE, VIC

Mrs Jemima Tawse has served Ambulance Victoria for the past 16 years, and currently holds the position of Advanced Life Support Paramedic. She is particularly skilled in the treatment and care of terminally ill children.

She has been instrumental in the development of new systems and procedures that have represented innovative change. She initiated and developed 'TLC Ambulance', a program that transports terminally ill children by ambulance on special outings.

Her advocacy for this initiative assisted in not only raising the initial \$100,000 required to fit out the ambulance vehicle to meet specific requirements, but also further funds to meet ongoing costs.

She was also vital in securing 82 paramedics to provide their professional service by crewing the ambulance on a pro bono basis.

Mrs Tawse's dedication and commitment to Ambulance Victoria, and to the community, particularly to terminally ill children, has been of the highest order.

AMBULANCE SERVICE MEDAL (ASM)

Mr Shaun WHITMORE, Chirnside Park VIC 3116

Mr Shaun Whitmore is a dedicated MICA flight paramedic who has provided exceptional leadership, clinical care, and service over the past 29 years.

As a member of the Victorian and Australian Medical Assistance Teams (VicMAT and AusMAT), he is a leader in the field of paramedicine, particularly in wilderness and austere environments.

Coupled with his advanced urban search and rescue skills, he has served at national and international major disasters including the Black Saturday Fires in 2009, the Samoan Earthquake and Tsunami in 2009, and the Tropical Cyclone Winston in Fiji in 2016.

He has developed outstanding capabilities in education and training, and is highly sought after for his comprehensive and expert presentations. He is considered a subject matter expert in wilderness medicine, chest injury, complex paramedic decision making and paediatric prehospital care.

Additionally his contribution to the Service's Peer Support Program has been considerable.

Mr Whitmore has provided dedicated and committed service to Ambulance Victoria, and to the community, throughout his long career.

Queensland

Ms Julie Maree CALVERT, Manly QLD 4179

Ms Julie Calvert commenced with Queensland Ambulance Service in 1989 as an Ambulance Officer stationed in Brisbane. Since that time she has served in a range of roles with QAS. She is currently serving as a Paramedic at the Cleveland station.

She has a well deserved reputation for exemplary service delivery and is highly regarded by her peers throughout the QAS.

Ms Calvert has provided dedicated and committed service to the Queensland Ambulance Service, and to the community, throughout her long and distinguished career of more than 31 years.

AMBULANCE SERVICE MEDAL (ASM)

Mr Gary William COTTERILL, Childers QLD 4660

Mr Gary Cotterill commenced with the Queensland Ambulance Service (QAS) in 1979 as an ambulance officer in Brisbane. Since that time he has served in a range of roles and is currently a Paramedic at Childers in regional Queensland.

He has a well deserved reputation for exemplary service delivery and is highly regarded by his peers throughout the QAS.

Mr Cotterill has provided dedicated and committed service to the Queensland Ambulance Service, and to the community, throughout his long and distinguished career of more than 41 years.

Mr Gene Morgan CURTIS, Bowen QLD 4805

Mr Gene Curtis commenced with Queensland Ambulance Service (QAS) in 1979 as an Honorary Ambulance Officer in Cloncurry and was subsequently appointed as an Ambulance Officer in Collinsville also in 1979. He is currently a Paramedic at Bowen in regional Queensland.

He has a well deserved reputation for exemplary service delivery and is highly regarded by his peers throughout the QAS.

Mr Curtis has provided dedicated and committed service to the Queensland Ambulance Service, and to the regional community of Queensland, throughout his long and distinguished career of more than 41 years.

AMBULANCE SERVICE MEDAL (ASM)

Western Australia

Ms Stacey Maree ABBOTT, Albany WA 6330

Ms Stacey Abbott joined St John Ambulance Services Western Australia (St John WA) as a Volunteer Ambulance Officer before pursuing a career as a paramedic. In 2009, she assumed the role of Station Manager at Albany, a position she has held since that time.

She is a highly regarded member of St John and is well respected by her peers. She works closely with her crews, and is committed to her role, to the organisation, and to the Albany community. She runs a productive and effective depot, and is always willing to look for new solutions to issues that arise. She has a strong connection to volunteers at the station, and ensures that they are provided with the training they require, and are well supported and recognised for their efforts.

She has well developed mentoring skills and uses these to support volunteers at the sub centre. She also has a strong community commitment and works a great deal outside of her regular shift hours to contribute to building a resilient community both in Albany and the region. She participates in the PARTY program, (Prevention of Alcohol Related Trauma in Youth), represents the Albany Depot on the Local Emergency Management Committee, and ensures that first aid is provided to a range of events each year.

She plays a leadership role in the preparation and delivery of the annual Volunteer Development Officer Weekend, and has a strong relationship with many of the region's volunteers. Her paramedic skills, empathy, humour and understanding are all highly regarded.

In her years as a paramedic, she has attended several major incidents and is highly regarded for her knowledge and experience in emergency response. She is the go-to person for the Great Southern region in regard to broad scale emergencies, and is invaluable in her support of her peers, volunteers and regional team.

Ms Abbott has provided dedicated and committed service to St John WA, and to the community of Albany and the Great Southern region of the state, throughout her career.

AMBULANCE SERVICE MEDAL (ASM)

Mr Stephen Rodney BEATON, Glen Forrest WA 6071

Mr Stephen Beaton has served St John Ambulance Service Western Australia (St John WA) for over 22 years, particularly as an on-road paramedic, as well as in the Special Operations Branch. As a founding member of the Branch, he demonstrates a positive and enthusiastic attitude at training and when on deployment.

During his service as an on-road metropolitan paramedic, he was promoted on several occasions to take on the Station Manager's role, and he has always provided strong leadership and unwavering support of his colleagues while fulfilling these duties.

In 2020, at the height of the COVID-19 pandemic, he was twice deployed to assist the Western Australian State Government in the quarantine of returning Australian nationals on Rottneest Island. These deployments were a multi-agency effort, all under the command of the WA Department of Health - Disaster Planning and Management Unit. The deployment was led by the WA Medical Assistance Team (WAMAT) and he was required to undertake a variety of duties and roles outside the normal sphere of an ambulance paramedic.

His professionalism, leadership and positive attitude to the team's goals, and other members of the WAMAT team, were recognised by all, especially by the team leaders of each deployment. He was nominated by the Team Leader of the second deployment as the Safety Officer, requiring him to utilise his leadership skills, initiative and positive influence to ensure the safety of everyone in the WAMAT team.

Mr Beaton has provided dedicated and committed service to St John WA, and to the community of Western Australia, throughout his long and distinguished paramedic career.

Mrs Anne Louise PARSONS, Tenterden WA 6322

Ms Anne Parsons commenced volunteering with St John Ambulance Western Australia (St John WA) in 1992 at the Cranbrook Sub Centre. Since that time she has responded to over 300 emergency calls not just in Cranbrook, but across the broader Great Southern region.

She was elected to the Cranbrook Sub Centre Committee in 2012 and was appointed to the position of Chairperson in 2013. In this role she implemented a robust record keeping system for the sub centre, which extended to the Frankland Sub Branch. This record keeping has allowed information to be gathered to build a history of the sub centre since its official opening in 1976.

Since 2014, she has held the position of Volunteer Development Officer, where she has enthusiastically continued to ensure volunteers are trained and upskilled. She provides superior mentoring and one-on-one support for new volunteers, and is highly respected by her colleagues, and is an inspirational role model for other volunteers.

Her superior perseverance saw the official opening of a new \$600,000 state-of-the-art Cranbrook Sub Centre in 2020. As a result of her skill, experience and leadership the former Sub Centre continued to provide seamless service to the residents from a community hall during the construction of the new Sub Centre.

Ms Parsons' contribution to St John WA has been unwavering, and her dedication to the safety of the Western Australian community, throughout her 28 years of service, has been exceptional.

AMBULANCE SERVICE MEDAL (ASM)

South Australia

Mrs Jennifer Annette (Annie) CLEMENTS, Kimba SA 5641

Mrs Jennifer Clements has been a volunteer with the South Australian Ambulance Service (SAAS) at Kimba in the Far North and West Coast region since 1990.

During past 18 years she has been the Volunteer Team Leader (VTL) at Kimba, as well as a Peer Support Officer, providing leadership and support to team members and throughout the West Coast. As the VTL she has actively recruited available and appropriate members of the small local community of Kimba, and surrounds, to be SAAS volunteers.

She has been both a Team Leader and Ambulance Officer within the Kimba team, and is always available to help with any issues that they have. She also ensures that training is provided to each team member. As Kimba is located on the Eyre Highway, there is a high volume of tourist and road train traffic which consequently results in serious vehicle accidents. She is almost always on-call and is often the sole responder to accidents, and other emergency call-outs.

She has provided highly regarded professional service in an important regional location, and she is considered as the 'go-to' person for SAAS in Kimba. She negotiates, collaborates and instigates partnerships with other service providers to get the best outcome for people in the region. Her volunteering efforts have been exceptional, and up until recently, she was often contributing more than 100 hours per week, sometimes on an almost 24/7 basis, covering team short falls when they arose. Additionally, for many years she has contributed to the Far West Zone as a committee member and representative on CASAC before the establishment of SAAS Volunteer Health Advisory Council (SAASVHAC).

Mrs Clements' dedication and commitment to the South Australian Ambulance Service, and to her community, has been exceptional throughout her more than 30 year volunteer service.

AMBULANCE SERVICE MEDAL (ASM)

Mr David William PLACE, Happy Valley SA 5159

Mr David Place commenced his career with the South Australian Ambulance Service (SAAS) as an operational paramedic in 1984 in Adelaide. He subsequently was appointed as a Station Officer Grade 1 (Training Officer) in 1990 at Fulham Station, and as a Station Officer Grade 2, at Torrens Station in 1991. In 1993 he was appointed to the newly established role of District Officer, and established the elective Patient Transfer Service in 1994. In 1997 he was appointed as the Manager State Communications.

He was the second operational staff member to be appointed to the SAAS executive team in 2000, taking on the role of Director of Support Services. On appointment to the role of Director of Country Operations in 2003, he recognised the need for a sustainable volunteer model and led the reform of volunteer education and training. In 2004 he was appointed as Chief Officer of the State Emergency Service, and then further appointed to the position of Chief Executive of SA Fire and Emergency Services Commission. He returned to the SAAS in 2014 in the role of Director Country Operations.

Since 2018 he has been the Chief Executive Officer and the first operational staff member to hold this role. He has continued to exemplify the SAAS values and promote a culture of respect, inclusiveness, patient safety and development of staff within SAAS for the future. He is a strong supporter of innovation that improves patient safety and experience.

In the context of the 2019-2020 fire season and the COVID 19 emergency his leadership of the SAAS organisation has been exemplary. He showed strong support for the residents of Kangaroo Island through his presence and support of the local SAAS managers and volunteers in their time of crisis and distress.

He maintains his operational first response capacity as the most senior uniformed officer in the SAAS, and regularly works with ambulance crews to remain current with operational issues. He is also the Commander of the Ambulance and First Aid Functional Support Group which incorporates SAAS, the Royal Flying Doctor Service (SA), private ambulance and other agencies, as part of the State Emergency Management Plan. He is also an Authorised Officer under the Emergency Management Act 2004.

Mr Place has had an exemplary ambulance career, been a role model for many staff now seeking leadership roles, and in recent events has shown the value of strategic thinking with an engaging, staff focussed leadership approach, and his commitment to the South Australian Ambulance Service, and to the community of South Australia, is of the highest order.

AMBULANCE SERVICE MEDAL (ASM)

Tasmania

Mr Matthew James EASTHAM, Hobart TAS 7000

Mr Matthew Eastham commenced his career with Ambulance Tasmania in 2003 after serving as a Paramedic in the Northern Territory from 1999. Prior to this he was a Volunteer Ambulance Officer in Western Australia. He has served in a range of roles within ambulance services, including as a Paramedic, an Intensive Care Paramedic (ICP), as a Flight Paramedic, wilderness rescue, clinical support officer and various leadership and management roles. As a proficient clinical practitioner he continues to undertake clinical shifts as required.

In April 2006, he was part of Ambulance Tasmania's response following the collapse of the Beaconsfield Mine. He was an ICP at the time and worked with a multidisciplinary team of professionals including psychologists and dieticians to provide support for the clinical, psychological wellbeing, health and safety of the trapped miners. He was also responsible for the care and transport of one of the rescued miners.

After returning from the Northern Territory in 2009 he took up a Duty Manager position and worked within the position of Operations Manager and Regional Manager. In 2013 he was permanently appointed to the position of Regional Manager, North. During this period he led an organisational and public awareness strategy about the exposure of paramedics to occupational violence, including leading Ambulance Tasmania's efforts to introduce legislative changes to increase penalties for persons charged with assaulting a paramedic.

In 2015, he returned to the Northern Territory on secondment from Ambulance Tasmania to assist St John Ambulance NT with management and reform plans. After a short time in Alice Springs, he took on the role of Manager, Service Improvement and Reform. He was subsequently promoted to the position of Director, Ambulance Services in 2017. In this position, he was responsible for the management of all ambulance services being delivered in the Northern Territory. He was instrumental in the management of reviews into ambulance service and introduced significant reforms and improvements. He also served as the Ambulance Commander at major incidents and undertook ICP duties, often in remote locations at major community and cultural events.

He took part in the 2019 Turning Point research project which produced 'Beyond the Emergency' a national study of ambulance responses to men's mental health, which provided considerable insight into paramedics' treatment of mental health patients and their own levels of mental health literacy.

In 2019 he returned to Tasmania to take up position as Director, Operations with Ambulance Tasmania, and in early 2020 commenced acting as the Chief Executive. The timing of his acting appointment has seen him lead the uplift of Ambulance Tasmania to provide a comprehensive response to the COVID-19 pandemic, as well as working within the Health Executive of Tasmania as part of the state wide health response. He continues to make significant strategic and operational improvements for Ambulance Tasmania.

Mr Eastham has provided significant clinical and business leadership to Ambulance Tasmania, and exemplary clinical care to the community, and his service is to be commended.

AMBULANCE SERVICE MEDAL (ASM)

Ms Pamela Anne HEIERMANN, Claremont TAS 7011

Ms Pamela Heiermann commenced her service with Ambulance Tasmania in 2010 as a volunteer ambulance officer at Sorrell Ambulance Station. During this time she was also serving in the role of Divisional Superintendent - Hobart for St John Ambulance Tasmania where she was also a volunteer from 2009-2018. She also regularly volunteers at New Norfolk.

During her time with St John, she coordinated attendance at a range of events including establishing the medical response model for the Falls Music Festival in 2013, and commanding this event from 2013-2017.. At that time she worked closely with Ambulance Tasmania in establishing the medical response model, which provides festival patrons with access to first aid on site and assists with pre-hospital care prior to the attendance of Ambulance Tasmania.

At Ambulance Tasmania she worked as the Coordinator, Volunteer Strategy for 12 months prior to the revamp of the volunteer support structure in 2020. During this time she targeted recognition of volunteers through formal awards and external awards and she continues to assist volunteers with these processes as well as regularly nominating other volunteers for external awards. Over many years she has also been an active board member of the Volunteer Ambulance Officers Association of Tasmania, representing and advocating for volunteers.

Since 2010 she has devoted an extraordinary number of hours as a volunteer with Ambulance Tasmania as an ambulance officer and first responder, attending call outs for a range of medical emergencies including vehicle accidents. She continues to average an incredible 1200 hours each year of volunteer service in addition to her regular fulltime employment.

Ms Heiermann has demonstrated a highly dedicated commitment to Ambulance Tasmania, and to the wider community, throughout her many years of volunteer service.

AMBULANCE SERVICE MEDAL (ASM)

Northern Territory

Mr Rhys Lachlan DOWELL, Katherine NT 0851

Mr Rhys Dowell commenced his service with St John Ambulance Northern Territory (SJANT) as a cadet at Katherine in 2001. He was one of the first cadets to be enrolled at the new Katherine Cadet Division. He rose through the ranks and was promoted to Corporal in 2003, to Sergeant in 2004, to Cadet Divisional Officer in 2010 and ultimately to Katherine Volunteer Regional Superintendent in 2011.

Additionally, he joined St John Ambulance as a fulltime frontline operational paramedic in 2010. In 2015 he was appointed Officer-in-Charge Katherine, providing operational oversight for all ambulance resources and paramedics within the township of Katherine and the greater Katherine region. He also played an integral role in the lobbying for, and planning and design of, the new Katherine Ambulance Station. During his tenure as OIC Katherine, he has provided many hours either as a paramedic attending callouts, in addition to continuing as a SJANT volunteer, including provision of medical coverage at duties and public events.

He has been proactive in connecting paramedics and volunteers and has been successful in arranging for appropriately trained Katherine St John Ambulance volunteers to assist on ambulance shifts when needed, ensuring that the Katherine region is covered by trained first responder personnel at all times.

In 2015 he succeeded in establishing a Junior Cadet Division in Katherine which educates and trains local youth in valuable first aid skills, further adding to community health and safety. He is highly respected by his colleagues for his support and mentoring skills.

He also actively participates in community events ensuring provision of first aid facilities and also actively promotes SJANT as an employer of choice for aspiring paramedics. He is a member of the Katherine Counter Disaster Committee, and has contributed to ensuring the town's readiness capability should a disaster eventuate. Additionally he has been an integral part of the Katherine Individual Support Program which partners with a number of health services and NGOs in Katherine, supporting clients and their families to achieve their goals and improve their quality of life.

Mr Dowell has demonstrated superior dedication and commitment to St John Ambulance Northern Territory, and to the community of Katherine, throughout his more than 20 year career.

EMERGENCY SERVICES MEDAL (ESM)

New South Wales

Mr Matthew John CHIFLEY, Karabar NSW 2620

Mr Matthew Chifley joined the New South Wales SES (NSWSES) Queanbeyan Unit in 1988. He has also served at the NSW SES Ryde Unit, (whilst undertaking nursing training and later whilst posted with the RAAF at Richmond).

After 18 years of dedicated volunteer service, he was part of the first group of Region Learning and Development Officers (RLDO) appointed in 2006. Whilst a staff member, he was the inaugural NSW SES Alpine Coordinator and a member of the alpine capability development project team. Following the organisational restructure he was appointed as a Zone Training Advisor. Throughout his time as a staff member, he maintained his active involvement as a volunteer in the NSW SES Queanbeyan Unit routinely attending training and operations in addition to his staff duties.

In the field he has been a part of the response to every significant emergency event involving the NSW SES in the past 30 years. This includes being part of the first responding teams to the 1989 Newcastle Earthquake and 1997 Thredbo Landslide. At Thredbo his team arrived on site as dawn broke on the first morning and remained there over the bulk of the next two weeks.

He has responded as a team member and team leader to the 1991 Turrumurra Windstorm, multiple deployments over 14 weeks following the 1999 Sydney Hailstorm, 2003 Canberra Bushfires, 2007 Hunter 'Pasha Bulka' Storm as a Task Force Commander, 2011- 2012 NSW and Queensland Flooding, including the response to Tropical Cyclone Yasi.

He has responded to countless flood and storm events across NSW and the ACT, multiple rescue call outs for both Road Crash Rescue and Vertical Rescue, and support to other agencies such as the NSW Rural Fire Service, most recently as the State battled an unprecedented bush fire season. In incident management he has filled a range of roles in Incident Management Teams (IMTs) across the State, including the State Operations Centre. This has included Liaison Officer, Operations Officer, Air Base Manager, Flood Rescue Coordinator and Incident Controller. Following his period as the inaugural Alpine Coordinator, he continued to participate in the Alpine Capability as a volunteer, participating in a number of searches. He continues to be an active member of the Alpine Search & Rescue (ASAR) Unit having taken on the role of Deputy mentoring the Team Commander ASAR Team North.

Mr Chifley has provided distinguished service to the NSWSES, and to the community, for over 32 years.

EMERGENCY SERVICES MEDAL (ESM)

Mr Glenn Charles HINTON, Rylstone NSW 2849

Mr Glenn Hinton joined the Rylstone-Kandos Volunteer Rescue Association (VRA) in 1994. Since completing his General Land Rescue Training, he has held many positions with the Rylstone-Kandos VRA Unit, and also with the NSW VRA State Association. His current roles include as President of the Rylstone-Kandos Unit, and as the Deputy Region Coordinator NSW VRA Region 3.

In addition to his roles with the VRA, he is a member of the Rylstone Bushfire Brigade of the New South Wales Rural Fire Service, and has been the Deputy Captain and Training Officer since 2009. He also joined the Rylstone State Emergency Services (SES) Unit in 2003, and served as Deputy Unit Commander from 2000-2003, and subsequently as Unit Commander since 2003.

His dedication to the Rylstone-Kandos community through his roles with the VRA, RFS and the SES has been outstanding, and his commitment to emergency management in the township, and surrounding region, is of the highest order. Additionally as NSW VRA Region Coordinator he has attended all the Local (LEMO) and District (DEMO) Emergency Management Meetings for the region, where he has been an active participant.

Mr Hinton has provided exemplary service to the community through his service across a range of emergency service organisations for over 26 years.

Victoria

Mr Gary John DOORBAR, Mernda VIC 3754

Mr Gary Doorbar has supported and contributed to the Victoria State Emergency Service (VICSES), and the wider community for over 10 years, not only as a dedicated volunteer, but also as a leader within SES for the Whittlesea Unit and surrounding Units. He has always placed VICSES as a high priority ensuring that his Unit is ready to respond to emergencies 24 hours a day 7 days a week.

He has been involved in numerous emergency events and always display superior leadership, direction, emotional guidance and support to others and provides exceptional operational support to the Broadmeadows and Whittlesea communities.

His dedication and commitment to his chosen field of assisting the community shows the passion that is well respected amongst his peers and regional staff. His sacrifice of personal time, over an extended period, is over and above what is expected of a volunteer.

He has been a key driver in moving his Unit from a small membership of 10 to number now over 90 volunteers, increasing the Unit's operational vehicle fleet, and ensuring his team is a robust emergency service able to provide emergency response at any time.

Mr Doorbar's persistence and dedication to the VICSES, and to the community of Victoria, is most noteworthy.

EMERGENCY SERVICES MEDAL (ESM)

Mrs Lisa Nicole WISE, Wodonga VIC 3690

Ms Lisa Wise has served Victoria State Emergency Service (VICSES) as a volunteer for over 30 years in which time she has undertaken a number of leadership roles in both the Wangaratta and Wodonga Units.

She has been outstanding in her commitment to not only providing the core role of VICSES to the community of Victoria, but also as a Unit and Regional Trainer, as a Deputy Controller for over 10 years, as a member of the VICSES Peer Support Program, and as the Regional Peer Support Team Leader in the North East region. She has mentored other volunteers and has been involved in state-wide training. She has been committed to improving mental health support for all volunteers and staff in VICSES.

During her 14 years with the Peer Support Program she has contributed significant time over an extremely wide geographical area, travelling to provide peer support services to members before, during and after critical incidents. As recently as the 2020 fires she gave up her holidays to travel to Gippsland to provide Peer Support during the fire deployments in that area. After her return home she deployed again to provide support to the Upper Murray Fires.

Additionally, she continues to be a vital first responder for Road Crash Rescue, and is called upon to assist during emergency events at a local and regional level.

Ms Wise is highly respected by all who have worked with her and she is an outstanding volunteer whose commitment to VICSES, and the community of Victoria, is of the highest order.

Queensland

Ms Cheryl-Lee FITZGERALD, Bayview Heights QLD 4868

Ms Cheryl-Lee Fitzgerald has, during her career with Queensland Fire and Emergency Services (QFES), worked across 21 Local Government Areas and 14 remote Indigenous communities, where she has assisted with response and recovery activities during floods, fires and cyclonic events. She continues to provide frontline operational support during major disaster events.

As the Far Northern Region Executive Manager of Emergency Management, she has been vital to the emergency management capabilities of QFES, and she has also provided professional advice to the QFES Board of Management, to the Far Northern Region Senior Leadership Team, and to external partner agencies.

She leads a multi-disciplinary team in the planning, delivery and review of emergency management initiatives, and she has been instrumental in the design and implementation of the emergency management framework and strategy across Queensland.

Recently she has worked with a number of remote Indigenous communities to finalise sub-plans in response to the COVID-19 pandemic which has ensured the safety of these communities.

Ms Fitzgerald's leadership and dedication to Queensland Fire and Emergency Services, and to the wider community, has been exemplary.

EMERGENCY SERVICES MEDAL (ESM)

Western Australia

Mr Michael James ELLIS, Exmouth WA 6707

Mr Michael Ellis has served Volunteer Marine Rescue Western Australia (VMRWA), and the Exmouth community, as a volunteer for over 10 years. He has been involved in several critical search and rescue missions at sea, and has attended numerous incidents that involved spending 15 hours or more on the water in extreme conditions and has led large-scale searches conducted over multiple days.

His determination for Exmouth to have a well-resourced marine rescue service prompted him to conduct extensive research into the advantages of an additional rescue vessel. He reviewed response times and statistics and gathered support from WA Police, Department of Transport and Department of Primary Industries and Regional Development. His efforts resulted in the purchase in 2020 of a 7.5 metre Rigid Hull Inflatable (RHIB) Rescue Boat - the RV Cape Endeavour.

During his time with VMRWA as a member of Marine Rescue Exmouth, he has initiated and supported a raft of changes that have proved to be of significant benefit to the local community. The quality of his service is aptly reflected by the fact that he took leadership as Commander after just four years with the Marine Rescue service. His proactive stance on recruitment has seen membership grow from less than 30 members to 55, with the average age diversifying and female representation increasing.

Mr Ellis' dedication and commitment to Volunteer Marine Rescue Western Australia, to Marine Rescue Exmouth, and to the on-water safety of the wider community, has been exceptional.

EMERGENCY SERVICES MEDAL (ESM)

Mr Allen John GALE, Swan View WA 6056

Mr Allen Gale joined the Northam District State Emergency Service (SES) Unit in Western Australia as an operational volunteer in 1970. As a volunteer, he played a vital role responding to natural disasters and emergencies on behalf of the community for 19 years.

In 1989, he began his career in emergency services during which time he has been involved in a large number of operational incident responses. He has provided training and mentorship to SES volunteers and has been instrumental in educating the community, media and stakeholders about hazard preparedness and the role of the SES and Fire Services in Western Australia.

He has also represented the Department of Fire and Emergency Services (DFES) at numerous Federal and State-level strategic meetings and, aided by his background in both volunteer and career emergency services, served as an advisor to Chief Superintendents and other senior Department of Fire and Emergency Services staff.

As an operational District Officer, he has been part of numerous operations that involved dangerous vertical rescues. He has also taken a lead role in many emergency incident operations including land-search incidents; hazardous search and rescue operations in dangerous flood and cyclonic conditions; and evacuations.

He has been part of numerous DFES teams and has helped establish a middle ground with volunteers ensuring the best level of support is provided to the community. He held a position on the Department's Bushfire Preformed Team, a frontline operational response team sent to severe bushfire incidents across the state.

He also has developed an administration guide for SES volunteers around the State which is now a well-utilised reference document within the SES.

Mr Gale has provided dedicated and committed service to the Western Australia Emergency Services, and to the community, throughout his 50 year career.

EMERGENCY SERVICES MEDAL (ESM)

South Australia

Mr Richard Gordon DAVISON, Port Lincoln SA 5606

Mr Richard Davison joined the South Australian State Emergency Service (SASES) in 2008 as a volunteer with the Port Lincoln Unit. He later was appointed Training Coordinator at the Unit in 2009, and is currently the Senior Marine Skipper.

He is committed to supporting other volunteers, and since 2013 has been elected as the Eyre District Work Health and Safety representative and also elected as a North representative for the SASES Volunteers' Association.

In 2016 when a tragic incident occurred resulting in a person driving off Port Lincoln wharf, he was immediately on the phone seeking support for his Unit as some volunteers had seen the tragedy, and he knew others would be supporting police in the recovery. He has also supported volunteers with a range of other issues.

He is an active member of Marine Rescue at Port Lincoln, and has recently provided support to the Tumbay Bay Unit.

At Port Lincoln his roles have included: Local Instructor; SESIIMS Creator and Approver; Communications Operator; Chainsaw Operator; Land Search Team Leader and Member; Traffic Control and Public Safety Crew; Assistant Trainer; Truck Driver; Road Crash Rescue Operator; CFS Operational Support; Base Camp and Staging Operator, Incident Control Manager; Urban Search and Rescue Member; Navigator, Storm Crew, Storm Crew Heights, Crew Member and Storm Operator.

Statewide within the SASES he has held the positions of SESIIMS Reporter and Reconnaissance Crew and he also deployed to the Coomunga Fire in 2012.

Mr Davison's commitment to the South Australian SES, and to the community, for over 12 years has been exemplary.

EMERGENCY SERVICES MEDAL (ESM)

Mr Antonie (Tom) POEL, SA

Mr Antoine (Tom) Poel joined the South Australian SES (SASES) in 1984 as a general crew member. He trained and gained qualifications in all aspects of search and rescue.

Since that time he has held a range of positions with the Mount Gambier and District Unit. He was appointed Unit Controller/Manager in 1995, serving in that position until 2000.

Whilst serving as the Unit Controller/Manager he petitioned local councils for funding and equipment purchases for the growing member base.

He managed the changeover between Council funding to State Government funding in 2000.

Whilst serving as Unit Manager the national road crash rescue competition was held in South Australia at Mount Gambier in 2000 and he was heavily involved with the managing and staging of the successful event.

In 2000 he was appointed to the Unit Treasurer/Business Coordinator position, serving in that role until 2020.

Mr Poel has provided dedicated and committed service to the South Australian SES, and to the community, for over 36 years.

EMERGENCY SERVICES MEDAL (ESM)

Tasmania

Ms Cheryl Louise AMES, Carlton River TAS 7173

Ms Cheryl Ames has been a valued member of the Department of Police, Fire and Emergency Management since 2008, and has been with the Tasmanian State Emergency Service (SES) since 2014. During this time she has held a number of roles and regularly volunteers to undertake additional operational responsibilities.

She held the pivotal role of acting Regional Manager South during the 2018-19 statewide bushfires in Tasmania. At the peak of fire activity approximately 70 fires were burning across Tasmania. During this time, while also undertaking on-call SES Regional Duty Officer responsibilities with emergency call-outs in support of fire, local government and police authorities, she established a Southern Regional Emergency Coordination Centre (RECC) on behalf of the Regional Emergency Management Controller. As RECC Manager she oversaw RECC activities, including the coordination of consequence management planning and reporting to Executive Government, and relief and short term recovery arrangements for those impacted by the incident.

As the acting Regional Manager South, she was on call 24/7 to undertake emergency response duties near bushfire fronts and remote staging areas to manage regional SES responders and support personnel. She was also responsible for the command and control of SES resources at forward command posts for search and rescue operations or other emergency events in the Southern region.

She was the driving force in the development of the new Tasmanian Emergency Management Arrangements (TEMA) initially through her role on the Emergency Management Reforms Project, and later as a SES Senior Planning and Education Officer.

During 2017, whilst acting Manager Learning and Development, she planned and coordinated the SES National Disaster Rescue Challenge (NDRC).

More recently, she deployed to the State Control Centre as the Planning Team Leader for Tasmania's emergency response to the COVID-19 outbreak. In this role she has led the development and review of the State's Consequence Management Plan the COVID-Safe Evacuation Guidelines and coordinated preparedness activities for the emergency management response to a future COVID outbreak and concurrent emergencies.

She established the State Planning Network to enable knowledge and learnings sharing across the Tasmanian emergency management and health response to the COVID pandemic. She also joined with SES volunteers to complete COVID-19 home quarantine compliance checks.

Ms Ames is a leading practitioner of emergency management in Tasmania, and has provided dedicated and committed service to the safety of the community throughout her career.

EMERGENCY SERVICES MEDAL (ESM)

Mr Jason Alec LAWRENCE, New Norfolk TAS 7140

Mr Jason Lawrence commenced as a volunteer member with the Tasmania State Emergency Service in 1991, joining the Derwent Valley SES Unit in New Norfolk. He previously also served as a member of the Bushy Park Fire Brigade.

He was appointed as the Derwent Valley SES Unit Manager in 2005 and has effectively managed the Unit until the present day. He is a highly experienced SES member that has obtained considerable skills in the road crash rescue, general rescue, and storm and flood response areas.

He is also an experienced unit trainer and has coordinated many local community events including assisting SES Regional Staff for road crash rescue and storm operations and training. He is also highly qualified as an SES operative having completed considerable competency-based courses and having been accredited in a range of disciplines in nationally recognised qualifications.

He serves diligently as an active volunteer with the SES and provides excellent support to his peers and regional staff and trained volunteers in all aspects of SES activities.

He is also highly active operationally and is a reliable member for availability and attendance to all SES unit training and operational activities.

Mr Lawrence has demonstrated superior dedication and commitment to the Tasmanian SES, and to the community, throughout his 30 years of service.

EMERGENCY SERVICES MEDAL (ESM)

Mr Jason Kenneth ROBINS, Oatlands TAS 7120

Mr Jason Robins commenced as a volunteer member with the Tasmania State Emergency Service in 1994, joining the Southern Midlands SES Unit. He has also served the Oatlands Fire Brigade since 2014.

He was appointed as the Southern Midlands SES Unit Manager in 2008, and has presided over a Unit that is based in two separate geographical locations, namely at Oatlands and Kempton townships.

He is a highly experienced SES member that has obtained considerable skills in the road crash rescue, general rescue, storm response, and roping and land search areas. He is also an experienced unit trainer and assists in regional training activities. He has volunteered his time to assist SES Regional Staff train other units in road crash rescue and chainsaw operations, and is an active member of the Tasmanian Fire Service at Oatlands.

In addition to his volunteer roles he regularly meets with the Southern Midlands Municipal Emergency Management Coordinator for the Southern Midlands Council to negotiate support for the Unit, and he participates in Municipal Emergency Management Committees.

He has trained volunteers in all aspects of SES activities over the years, and has represented the Tasmanian SES in National ARRO Rescue Challenges in 2015 and 2019. He is highly active operationally, and is a reliable member for availability and attendance to all SES Unit and TFS Brigade operational activities.

Mr Robins has demonstrated superior dedication and community to the Tasmanian State Emergency Service, and to the community, during his career of over 25 years.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

New South Wales

Mr Shaun Harry DANBY

Mr Shaun Danby commenced his career with the Department of Juvenile Justice in New South Wales in 1996 as a Vocational Instructor. In 2007 he undertook the role of Overseer with the Corrective Services Industries (CSI) section of Corrective Services New South Wales (CSNSW) and served in a range of Correctional Services Centres.

From 2010 to 2012 he was the Senior Project Officer at the Francis Greenway Correctional Complex and from 2012 to 2017 he was the Business Unit Manager for Statewide Infrastructure and acted as Director of Statewide Infrastructure Supply in 2014. Since 2017 he has been the CSI Operations Manager where he leads a team of CSI trades qualified employees working on construction, emergency and urgent building and maintenance works throughout CSNSW.

He maximises inmate participation on all projects, providing training, programs and real life work to inmates which ultimately leads to the reduction in recidivism within the prison population. He develops inmates through managing, coaching, instructing and encouraging them, as members of a team, in order that they improve their work skills, enhance their post-release employment prospects, and contribute productively to the community.

The program he delivers provides significant savings to the taxpayer and his hands on approach whilst mentoring and training inmates has been highly successful in achieving positive outcomes for CSNSW and inmates.

Mr Danby is a selfless and committed leader whose service to CSNSW, and dedication to help inmates become valuable members of society, has been exemplary.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Mr David John HARROWER

Mr David Harrower has served Corrective Services New South Wales (CSNSW) for over 30 years and currently holds the rank of Senior Correctional Officer at the Cessnock Correctional Centre.

During his career he has initiated and introduced a range of programs to assist inmates with their education and rehabilitation and provide a service to the community. These programs included the Indigenous Weather Knowledge Program with the Bureau of Meteorology to conduct a detailed record from the Ngemba People, the original owners of the land around Brewarrina. The Indigenous Weather Knowledge Program involves Indigenous communities throughout Australia, and is a valuable research tool and educational program for the Brewarrina Yetta Dhinnakkal Centre.

Whilst as a Senior Prison Officer (Activities) at the Reception and Induction Centre at Long Bay, he was instrumental in having inmates from the Centre participate in the South Sydney Touch Football Competition. He also planned regular touch football matches with members of the Defence Force.

Also at Long Bay he introduced and facilitated the Young Offenders Program, which saw inmates mentoring young offenders in their transition to the main prisoner population.

In 1997, as Second in Charge at Tomago Periodic Detention Centre, he conceived and introduced a range of programs to assist with inmate rehabilitation including as the carers of the Old St Peters Burial Ground at East Maitland. He also organised for inmates with appropriate building qualifications to construct a storage facility for the Caves Beach Surf Club.

He is recognised for his motivation of inmates into employment roles within the Cessnock Centre and actively promotes Indigenous culture, sport and education programs.

Mr Harrower is a highly respected correctional officer with Corrective Services New South Wales, and he has made a significant difference to inmate welfare and rehabilitation throughout his long career.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Ms Vesna MIJATOVIC

Ms Vesna Mijatovic, commenced her service with Corrective Services New South Wales (CSNSW) in 1997 at the Longbay Complex. She served there until being transferred to the Metropolitan Remand and Reception Centre (MRRC) where she gained promotion to Senior Correctional Officer. She subsequently was a T/E Assistant Superintendent at the MRRC for a period three years before returning to the duties of a Senior Correctional Officer.

She has served diligently in a number of roles at the MRRC where she has direct contact with offenders. As Movement Coordinator, she is involved with the management of new arrivals at the Centre from court cells. She identifies their immediate needs and assesses any risk that may be present for them. She ensures that offenders have been through the entire assessment process prior to their being placed in the Centre. Her role requires dedication and attention to detail to ensure that not only are the offenders managed safely and effectively, but also that the Centre continues to operate in an effective manner.

Additionally, she performs the role of a supervisor in the accommodation units, where she manages the day to day needs of offenders and the continuing security of the units. She is also a trained case manager and conducts classification and case management interviews and assessments where she identifies the requirements for inmates to progress through the system, and allocates them to the various centres that will provide the programs and work opportunities to assist them with their reintegration to the community on release.

Ms Mijatovic's commitment and dedication to Corrective Services New South Wales, and to the offenders she assists, throughout her more than 23 year career, is most noteworthy.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Mr Kieren Anthony SHEA

Mr Kieren Shea commenced his service with Corrective Services New South Wales (CSNSW) in 1985. He served in the Correctional Officer role in various centres, and in 2001 he was appointed Manager of Offender Services, Programs and Employment at St Heliers Correctional Centre.

At St Heliers Correctional Centre as Manager Offender Services and Programs he initiated work release opportunities for minimum security inmates including in the areas of local council, mining, building and abattoirs. His actions led to skills acquisition and future employment opportunities for many inmates.

In 2014, he was promoted to Regional Support Manager for the North Region where he is responsible for program and service delivery to inmates across 9 Correctional Centres, and program delivery to offenders in 21 Community Corrections Offices. He is also responsible for 111 staff across the North Region.

As Regional Support Manager he supports the direct implementation and review of services and programs, and is in direct contact with inmates and offenders.

He manages the provision of a range of interventions for inmates and, despite the cessation of Community Programs due to COVID-19 constraints, he has ensured the continuation of reintegration services and programs for Indigenous residential offenders at Balund-a and women offenders at Miruma. He was also influential in introducing the trial 'Peer Support Program' at St Heliers with CSNSW partner Red Cross.

His assistance to a diverse population of offenders with complex needs has contributed significantly to their rehabilitation and the reduction of reoffending.

He has been called upon to provide expert advice and contribution in assessing tenders for the management of the Parklea Correctional Centre on two occasions, he also contributed to the successful 'in-house' bid for the John Moroney Correctional Centre.

Mr Shea has demonstrated a clear commitment to Corrective Services New South Wales, and to inmates and staff, throughout his more than 35 year career.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Victoria

Mr Robert Thomas McADIE

Mr Robert McAdie has served Corrections Victoria for over 28 years, commencing as an Industry Officer in 1992, before assuming the role of Industry Supervisor in 2013. He acted as Industry Manager in 2015, and was promoted to that position at Hopkins Correctional Centre (HCC) in 2018.

He has made notable leadership contributions within his managerial role at HCC, across the Grampians Region Prisons, and as part of the state-wide Industry Managers group. At Hopkins Prison he interacts daily with offenders as they undertake their work, and this interaction allows him to continuously improve the Industries Program.

He runs a large and complex operation, which consistently delivers some of the highest service levels across the state. As part of the Senior Management Team he is also involved in a wider piece of work to further improve the culture of the prison for both Corrections Officers and offenders.

Since 2014 he has seen a large expansion of the Industry Department at Hopkins. This has resulted in improved outcomes for prisoners, stronger community engagement, and increased revenue for the state.

Most recently he demonstrated his leadership capacity and support to both prisoners and staff during the difficult and challenging COVID-19 period of 2020. In particular, he has led responses by his team to unexpected production demands that have arisen due to the pandemic.

Mr McAdie is highly respected by offenders, by his colleagues, and for the dedicated service he provides to Corrections Victoria, and the wider community.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Ms Suzanne Maree SKRABL

Ms Suzanne Skrabl has served Corrections Victoria for 17 years and, in that time, has been vital to developments in caring for ageing prisoners, prisoners with disability, and also for transgender prisoners. She is currently a Specialist Case Supervisor at Hopkins Correctional Centre (HCC) where she provides case management support to a range of prisoners with challenging requirements.

In addition to the care of prisoners, she is also a key staff member when it comes to the care and support offered to staff. She is highly respected and has been involved in the mental health agenda at HCC as part of the Mental Health team.

She has been instrumental in improving the facilities at HCC for ageing prisoners, including completion of NDIS paperwork and networking; aids to support independent living; the funding for high-low beds, and being involved in gaining funding for Personal Care Assistance. Her consistent face to face engagement with prisoners and staff has meant she understands their issues.

Her knowledge of the NDIS has seen her obtain support for prisoners in custody and on their eventual release. She has become known as one of the state's resources for all things NDIS, and has supported a number of prison staff in different locations to develop their skills in this area. This in turn has meant more prisoners around the state have had positive outcomes through NDIS.

She has been instrumental in improving information sharing networks across Corrections Victoria, therefore assisting to reduce prisoner recidivism. In addition to her work for the care and wellbeing of prisoners, she has also been influential in improving the care and support offered to staff, including in relation to mental health.

Ms Skrabl has demonstrated superior commitment and dedication to Corrections Victoria, to the prisoners in her care, particularly to those with additional needs, and to the wider community, throughout her career.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Melissa Sueanne WESTIN

Ms Melissa Westin has served Corrections Victoria for almost 20 years, including as Assistant Commissioner of Security and Intelligence for three years and, more recently, as Deputy Commissioner Custodial Operations. In this role she is regularly required to attend prisons to manage complex operational issues, and she also interacts with offenders face-to-face.

During her career she has worked in a range of roles within operational correctional environments, managing multi-disciplinary teams of people responsible for a broad range of operational tasks. She has been the General Manager at a number of the state's prison locations, including at Marnong Correctional Centre, and the Metropolitan Remand Centre (MRC).

She has been influential in a number of areas including the expansion of the Security and Intelligence Division to accommodate system growth, leading the strategic and operational recovery post the most significant riot in Victoria's prison history, and introducing a vocational services model across Victoria's women's prison system. Whilst managing the women's system, she understood the complex nature of working with this cohort of prisoners and their unique needs. In 2015, following the riot at the MRC, she was instrumental in managing the recovery efforts at the Centre.

Most recently, she has worked diligently in response to the COVID-19 pandemic and the safety and wellbeing of offenders and staff. This has included implementing significant changes in policies and procedures across the system, ensuring best practice and preservation of prisoner's human rights.

She empowers staff and encourages innovative thinking whilst also being a dedicated mentor and role model.

Ms Westin has, throughout her long career with Corrections Victoria, maintained the highest level of professionalism and commitment to the organisation, the offenders in her care, and to the wider community.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Queensland

Ms Roberta Leigh EMBREY

Ms Roberta Embrey commenced her service with Queensland Corrective Services (QCS) in 1996. Since that time she has made significant contributions to QCS in various roles.

Since 2015 as the Acting General Manager, Sentence Management Services (SMS) she has been responsible for a range of specialist services including the QCS Victims Register and Specialised Clinical Services. She is highly regarded across QCS by her peers and colleagues.

In her capacity as the Acting General Manager SMS, she visits Correctional Centres across the state, engaging with prisoners on specific issues and concerns. She also undertakes prisoner panels to determine security classification and placement of long serving and high-risk prisoners. She is well respected for her skills in risk assessment, prisoner behaviour management and her approach to prisoners to encourage behavioural change.

Her clinical and operational expertise has been invaluable to QCS, and is highlighted through her contribution to sentence management and psychological service delivery and the risk assessment and case management of high-risk sex offenders.

She has made significant contributions to complex projects including the conversion of the Southern Queensland Correctional Centre to a women's prison, and the transition of the Arthur Gorrie Correctional Centre to public operation.

Her leadership has been particularly evident during the COVID-19 pandemic where she has led her teams with unwavering commitment to maintaining business critical functions that help ensure community safety and the safety of prisoners and QCS officers.

Ms Embrey is recognised for her commitment to improving outcomes for prisoners and offenders within Queensland Corrective Services, and her significant contribution to community safety.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Mr Steven MITCHELL

Mr Steven Mitchell commenced his service with Queensland Corrective Services (QCS) in 1996 as a Correctional Counsellor at Lotus Glen Correctional Centre. Since that time he has worked in various roles including Psychologist, Correctional Manager Offender Development, and from 2008 has served as a Senior Psychologist at the Maryborough Correctional Centre (MCC).

The Maryborough Correctional Centre is a high security men's facility located within the Wide Bay region. In his position he engages with numerous prisoners each day for a range of reasons, including rehabilitation, and in response to increased levels of risk of self-harm or suicidal tendencies by prisoners. He is required to frequently conduct intensive interviews and assessments with prisoners who, for a variety of reasons, are presenting with at-risk behaviours. His assessments are then considered by other stakeholders within the MCC and a collective determination is made regarding how the prisoner in question is managed and accommodated, in order to keep them as safe as possible.

In addition to responding to acute episodes of at-risk presentation by prisoners, he also engages with other prisoners with a focus on the prisoner's mental health and wellbeing.

He also interacts with other stakeholders, such as Queensland Health's Prison Mental Health Service, by making recommendations and providing comment on prisoners who are under consideration for transfer to a mental health facility for in-custody treatment. This is achieved through his knowledge and understanding of the MCC prisoner cohort, developed over many years of practice as a Senior Psychologist.

He consistently enhances outcomes for prisoners through the development and introduction of innovative ways to ensure the humane containment of prisoners. He also supports a culture of excellence through ensuring professional practice, staff development and the performance of the psychologists, Program Delivery Officers and Counsellors. His guidance and support is also routinely extended to the network of psychologists working in other locations and he was vital to the implementation of the National Disability Insurance Scheme (NDIS) at the MCC.

Mr Mitchell is recognised for his distinguished service to Queensland Corrective Services, to the rehabilitation of prisoners in custody, and to community safety, throughout his more than 24 year career.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Ms Chel Shossana SEALEY

Ms Chel Sealey commenced service with Queensland Corrective Services (QCS) in 2005. Since that time she has served in a range of Community Corrections roles including as Assessment Officer, Reporting Officer, Case Manager, Supervisor, District Manager, Project Officer, Director Operations and Regional Manager.

In her current capacity as the Acting Regional Manager of South Coast Region Community Corrections (SCRCC) she oversees four community corrections offices and is responsible for the operational duties in the direct control and management of more than 3,400 offenders.

Her experience and stewardship has been invaluable to the community supervision of one of the largest and varied offender populations in Queensland. She has been instrumental in implementing a number of initiatives within her region including the QCS Local Assurance Framework, the Electronic Monitoring Parolee Program, the Re-entry Framework, and also enhancing the relationship and engagement with the Queensland Police Service in the South Coast Region.

She successfully prepared and managed the Southport Community Corrections Office through the 2018 Commonwealth Games, maintaining business continuity and appropriate service delivery to the Southport community. She has also played a key role in overseeing the service delivery to one of the largest court precincts in South East Queensland, which includes the Specialised Domestic and Family Violence Court.

Ms Sealey is recognised for her distinguished service to Queensland Corrective Services, particularly in the Community Corrections field, throughout her more than 15 year career.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Western Australia

Ms Susan Marie ANDREWS

Ms Susan Andrews commenced with the Western Australia Department of Justice in 1988, initially in the State Solicitors Office. She has served across various positions in Western Australia Corrective Services including as Senior Project Officer - Adult Justice Services, as Manager Women's Services, and as Project Manager, Adult Custodial Services.

In 2017 she assumed her current role as Manager, Family and Community Services at Boronia Pre-release Centre for Women where she has been instrumental in the development and establishment of initiatives for female residents, their children and the local community.

She was involved in the project to establish 'Reintegration Through Volunteering', a program that provides reintegration opportunities for women through engagement with volunteering organisations. She also coordinates annual Gala Days which provide opportunities for residents to volunteer and take on wider responsibilities. This has played an important role in their rehabilitation and preparation for reintegration into the community.

She is committed to ensuring that the needs of mothers with residential children are addressed. In her current role, she invigorated the 'Child Care Management Committee' to assess the placement of residential children in a prison environment, established a structured plan for birthing strategies for expectant mothers, and created the 'Mums and Bubs Music Program'.

She undertook a key role in the establishment of the 'Good Neighbours Program' which involved partnering with neighbouring aged care facilities and chaplaincy services. During the COVID-19 pandemic, she has ensured that programs continued to run through alternative methods, such as Skype.

Ms Andrews' dedication to improving outcomes for female offenders, her commitment to Western Australia Corrective Services, and to the wider community, has been exemplary.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Ms Andrea Jane BOWEN

Ms Andrea Bowen first served as a Prison Officer with Corrective Services New South Wales for 18 years where she progressed through the ranks before becoming Manager, Offender Services, Programs and Employment. In that role she managed programs, welfare services, alcohol-and-other drugs workers, psychologists, education and prison industries.

She relocated to Western Australia in 2017 and was appointed as Deputy Superintendent at Casuarina Prison where she oversaw the provision of culturally appropriate rehabilitation activities to reduce the likelihood of reoffending. She championed Indigenous engagement, supported and promoted access to Prison Support Services and Indigenous Visitors Scheme and also was involved in the introduction of an Elders Program.

Since joining Bandyup Women's Prison as Superintendent, she has initiated developments for the benefit of prisoners and staff. She has encouraged prisoners to set goals and find out about post-release options at events such as Bandyup's careers expo, which provide opportunities for prisoners to make links with organisations who are willing to help them get re-established post-release. She has also encouraged prisoners to give back to the wider community through contributing to charity and special events such as ANZAC Day.

She recently established a COVID-19 champions group among the prisoners to educate their peers, an International Women's Day Dress for Success prisoners' fashion parade to increase the self-confidence of prisoners and inspire them to make changes happen, a recipe book written by self-care prisoners through the prison's education centre, the inclusion of Bandyup banners created by prisoners in annual Silent Domestic Violence Memorial Marches, and the establishment of a beauty salon where prisoners learn job-ready skills, gain qualifications and improve their chances at employment.

Ms Bowen is well respected by both staff and prisoners and has made a significant contribution to Corrective Services in both New South Wales and Western Australia throughout her 30 years of service.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Ms Maria McGINTY-DUGGAN

Ms Maria McGinty-Duggan commenced with the Western Australia Department of Justice in 2004 as a Trainee Prison Officer. She then served at Eastern Goldfields Regional Prison for 13 years before transferring to Pardelup Prison Farm for two years. She subsequently located to the Academy in Bentley where she trained new Corrective Services recruits. In 2019 she became a Custodial Training Officer at Eastern Goldfields Regional Prison in Kalgoorlie. She was also involved with the local school at the West Kimberley Regional Prison in Derby, where she is currently a Senior Officer.

Throughout her career she has been dedicated to assisting prisoners from diverse backgrounds, particularly Indigenous prisoners, to make positive changes to their lives. She encourages positive decision making post-release and meets with prisoners to listen, hear and understand their individual concerns and she responds appropriately when providing guidance and assistance in reaching solutions.

She is an acknowledged subject matter expert on engaging with Indigenous offenders, and their families, and her use of culturally appropriate methods is significant. She utilises her ability to speak the regional Wongi language in order to successfully communicate to prisoners from regional and remote communities within and around the Goldfields regions.

As a Pitjantjatjara woman, she is proud to see more Indigenous people step into the role of become Prison Officers. She draws upon her experience in navigating through various challenges associated with being a member of the Indigenous community serving in a custodial environment, and imparts her knowledge to up and coming Prison Officers.

In her role as Custodial Training Officer in Derby, she has delivered training to Prison Officers including Indigenous trainees, providing them with an understanding of the challenges faced by prisoners. She promotes the importance of having Indigenous officers as an integral part of the Corrective Services environment, as well as providing prisoners with an identifiable role model.

Ms McGinty-Duggan has provided dedicated and committed service to the Western Australian Department of Justice, and to prisoners in her care, particularly Indigenous offenders, throughout her career of more than 16 years.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Ms Andrea Jayne REES-CARTER

Ms Andrea Rees-Carter joined the Western Australia Department of Justice in 2003 as a Trainee Prison Officer with Western Australia Corrective Services. Since that time she has served at various prisons including Bandyup Women's Prison, at Pardelup Prison Farm, and at Hakea Prison where she is currently the Deputy Superintendent Specialist Services.

She has led a number of initiatives at Hakea which have made a positive difference to the lives of prisoners. These initiatives include the introduction of the Read Along Dads' Program which supports and nurtures the importance of bonds between fathers/grandfathers and their children. She was also vital to the delivery of 'Gatekeeper Training' for 34 peer support prisoners at Hakea who now assist the facility with early identification and response to prisoners coping with multiple stressors associated with being in custody.

She led the creation of a second gymnasium, and was instrumental in driving the manufacture and installation of recreational equipment into new recreation yards.

She has worked with Indigenous prisoners to promote culture, community and spirituality, and she facilitated several art installations across Hakea which provided opportunities for prisoners, particularly Indigenous prisoners, to paint and display their creativity.

She is also committed to supporting the ongoing training and development of officers. A prime example of this was her development of a training program for Reception staff to improve engagement with prisoners and better identify and manage prisoners at risk upon reception. She was also instrumental in the development of training for the Trauma Informed Prisoner Care Model. During the COVID-19 pandemic, she has led the development of a Pandemic Containment Plan for Hakea which has subsequently been utilised by the WA Department of Justice as a blueprint for all prisons.

Ms Rees-Carter has demonstrated significant dedication to Western Australia Corrective Services, to the offenders in her care, and to the wider community throughout her more than 17 year career.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

South Australia

Ms Alicia MURPHY

Ms Alicia Murphy commenced her service with the South Australian Department for Correctional Services (SADCS) as a Community Corrections Officer in 2001 at the Berr Community Corrections Centre. Since that time she has undertaken a range of roles, including as an Intervention Worker, Policy Officer, a Case Management Consultant, Community Corrections Training Coordinator, and as Manager Offender Development at Mobilong Prison.

In 2013 she became Area Manager of Elizabeth Community Corrections and, in this role, she has daily front line involvement with, and management of, offenders in her area, as well as direct oversight of the highest risk offenders across the Elizabeth case load.

Her responsibilities include undertaking supervision, training and management of staff, coordinating drug search operations, diffusing of high risk situations/altercations, managing incident responses, coordinating with SA Police to effect high risk arrests of offenders in breach of their supervision conditions, and working closely with stakeholders including the Parole Board.

She is highly regarded in the Corrections field and has developed a number of interagency relationships that ensure high risk offenders in the community are supervised collaboratively. These relationships also ensure that local services are oriented towards the needs of offender cohorts to ensure they receive the psycho-social supports they require to turn their lives around.

She has also participated in a number of strategic groups and forums over the years to ensure the SADCS delivers best practice services, as well as effectively implementing legislative changes. She is also the South Australia Delegate for the Probation and Community Corrections Officers' Association

Ms Murphy has provided exceptional service to the South Australian Department for Correctional Services, to the offenders she is responsible for, and to the wider community, throughout her almost 20 year career.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Mr Kevin WHENAN

Mr Kevin Whenan commenced service with the South Australian Department for Correctional Services in 1977 and has worked at Port Augusta Prison since that time.

He is highly regarded and respected by all of his peers, supervisors, professional and administrative staff, and senior management within the prison and the Department.

During his long career, he has mentored numerous custodial staff, providing guidance, knowledge and the wisdom of his experience on the role of being an effective correctional officer and working in a diverse and demanding correctional environment.

His positive influence within his staff group has proven invaluable, notably his leadership through his contributions to daily prison operations, and to a culture of continuous improvement and peer training and development. He is also an active member of the Port Augusta Prison - Emergency Response Group.

He has developed, and continues to maintain, a high professional standard of interactions with prisoners, and is well regarded by the prisoner population. He is empathetic to prisoner needs and circumstances, and maintains awareness of the dynamics that a high security environment presents.

Mr Whenan has provided exceptional service to the South Australian Department for Correctional Services, to the prisoners in his custody, and to the wider community, throughout his more than 43 year career.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Tasmania

Mr John Ross PICKERING

Mr John Pickering joined the Tasmanian Prison Service (TPS) in 2002 as a trainee, and since that time has served in a range of TPS roles and facilities which have included positions primarily in the Medium and Maximum areas of the main prison at Risdon. He has also managed the accommodation and transition units, and been responsible for managing hearings and strategic projects, sentence administration and drug strategy. He was promoted to Correctional Supervisor in 2008, and to Correctional Superintendent in December 2014.

He has recently taken on the role of Acting Chief Superintendent of the Risdon Prison Complex and is focussed on supporting the drive to continually improve activity, engagement and interventions for all prisoners to increase rehabilitative outcomes, safety and comfort for all.

Prior to his current placement he acted in the role of Chief Superintendent, Reception Prisons, and managed the two Reception Prisons in Tasmania. The nature of his role required him to engage on a daily basis with offenders who have high levels of emotional stress, who may be under the influence of drugs and/or alcohol, and those that are confused and concerned about their situation. Through his leadership, his team ensured that the appropriate care and interventions were provided to each offender as they entered the custody of the Tasmanian prison system.

The role of the Reception Prisons is to work with each prisoner during their induction period to identify their initial and longer-term needs and goals with a particular focus on reducing their risk of reoffending. Ensuring that work to address offending behaviour and rehabilitation starts as soon as possible after entry into the prison system maximises the opportunities available to assist with reintegration into the community.

He leads collaboratively and ensures that offenders and staff understand the levels of behaviour and respect required. He works with offenders and staff individually, or in a group situation, to ensure the best possible outcomes and opportunities are available to them. This has included the development of a new service delivery model that will allow the TPS to safely manage complex, violent and non-compliant prisoners in an environment that is safe, secure, decent and allows effective engagement with the prisoner to best support long term behavioural improvement.

Mr Pickering is well respected amongst his peers, and his dedication and commitment to the Tasmanian Prison Service, to the prisoners in his care, and to the safety of the wider Tasmanian community, throughout his more than 18 years of service, is to be commended.

AUSTRALIAN INTELLIGENCE MEDAL (AIM)

For distinguished service to the National Intelligence Community.

Federal

Mr Andrew C

Mr C is a highly professional, committed and effective officer, having delivered over 20 years of distinguished service to the National Intelligence Community, the national law enforcement community and the Australian Government.

Throughout his career, Mr C has provided exceptional leadership, innovative problem-solving and deep subject matter expertise to defend our national interest and save Australian lives.

Mr Ian C

Details Not available

Ms Clare D

Details Not available

Mr Harry GENN

As one of the foremost experts in his field, Mr Genn has made a unique contribution to the Government's understanding of complex intelligence problems throughout his years of service to the National Intelligence Community.

Mr Genn's deep knowledge and exceptional analytical work have been influential in shaping the way senior policy officials have responded to significant national security challenges. His efforts have been felt within the Australian intelligence community, Australian policy community and among foreign counterparts.

Mr Warren Dominic GRAY

For more than 30 years, Mr Gray has consistently gone beyond the requirements of his role in support of the National Intelligence Community. He has proven to be an exceptionally experienced operational manager in dynamic intelligence and law enforcement environments.

Mr Gray has demonstrated a commitment to developing innovative new strategies and tradecraft, whilst supporting others to do the same. He has been an outstanding leader over a long period and has been dedicated to delivering the best outcomes for Australia's intelligence community.

AUSTRALIAN INTELLIGENCE MEDAL (AIM)

Mr William LEE

Throughout the course of his extensive and varied career, Mr Lee has distinguished himself as high achiever in the law enforcement and intelligence fields. Mr Lee has demonstrated a consistently high work standard, the ability to innovate to achieve Government outcomes, and great personal integrity. This has established his reputation as an officer of esteem that demonstrates initiative and goes above and beyond the requirements of his role to benefit broader national intelligence priorities.

Mr Robert S

Details Not available

Mr Anthony W

Details Not available