

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

### ***Federal***

#### **Mr James Victor BAXTER, ACT**

For outstanding public service as Australia's chief negotiator for the Regional Comprehensive Economic Partnership Free Trade Agreement.

Mr James Baxter currently serves as the First Assistant Secretary, Office of Trade Negotiations at the Department of Foreign Affairs and Trade.

Mr Baxter is widely recognised over the last three years as a key player in bringing Australia together with nine of its top 15 trading partners under a single trading framework. As the leader of the whole of government team negotiating the Regional Comprehensive Economic Partnership Free Trade Agreement, the new framework embeds improved trade rules and creates new opportunities for exporters and investors across the fastest growing region in the world.

As a tireless advocate of the benefits of trade integration and liberalisation, Mr Baxter demonstrated high level negotiating skills and outstanding leadership in an intense and highly demanding role with extended pressure. Mr Baxter led negotiations on critical issues which required complex and time constrained coordination, using evidence based solutions to navigate competing priorities towards innovative solutions. He played a critical role at crucial times during the negotiations, finding innovative ways to break through deadlocks and resolve problems.

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

**Ms Michelle Frances BAXTER**, Narrabundah ACT 2604

For outstanding public service to the health and safety of Australian workplaces and the community, particularly during the COVID-19 pandemic.

Ms Michelle Baxter is currently serving as the Chief Executive Officer of Safe Work Australia.

Ms Baxter has made a sustained contribution to Australian workplace health and safety through her leadership of Safe Work Australia, in particular during the COVID-19 pandemic. Her contribution was essential to the Government's efforts to promote the COVID-safe workplace message through the Australian community.

Ms Baxter led a coordinated national effort to rapidly develop comprehensive work health and safety guidance materials for employers, small businesses and workers, driving collaboration with jurisdictional representatives, representatives of peak business organisations, the Australian Council of Trade Unions (ACTU), the Department of Health, the Australian Health Protection Principal Committee and the National COVID-19 Commission. This ensured that, as much as possible, there was a common policy framework and communication platform for business and the community, enabling businesses and workers to continue to operate in a safe and healthy manner.

She was instrumental in mobilising existing networks and outreach to provide niche and tailored advice to the myriad of workforce types and industries across the country. She led the focus on engaging with both existing and newly established bodies to find best-practice ways to deliver timely and accurate advice to Australian workplaces. More recently, she also led the coordination of work health and safety guidance in relation to the vaccines rollout plan.

Through her leadership of the organisation, Ms Baxter has elevated the profile of Safe Work Australia internationally, positioning it on the world stage as a trusted and respected leader in the field of workplace health and safety and workers' compensation, including through the G20 Occupational Health and Safety Network of Experts and the World Congress on Health and Safety.

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

**Ms Shona Jane BLEWETT**, Royalla NSW 2620

For outstanding public service to education and teacher training in Earth Sciences, and for leadership in education innovations.

Ms Blewett has made a sustained contribution to education at Geoscience Australia over almost 16 years, developing educational materials and coordinating visits for thousands of students each year. She is currently serving as the Education Team Manager.

Ms Blewett has been the driving force in significantly growing the scope and capability of the Education Centre, and under her leadership visitor numbers to the Geoscience Australia Education Centre have doubled. Ms Blewett is an educator who has led the development of a suite of education materials for students on minerals and resource management, driven professional content for teachers in Earth Science and fostered science communication skills for government scientists.

During the COVID-19 pandemic, Ms Blewett further demonstrated her initiative by leading her team from a focus on school visits to implementing virtual engagement, developing 10 new educational videos and numerous virtual classroom experiences, all of which are now freely available to all Australians.

Ms Blewett has shown a deep commitment to fostering the next generation of Earth scientists and ensuring the Australian Government is very strongly represented in STEM education. She has been integral in promoting Geoscience Australia's research and capabilities and is a role model in teaching and science communication for government scientists. She has been instrumental in the set up of a community of practice of Earth and Environmental Science teachers of the ACT region.

Ms Blewett is an ambassador for STEM, promoting geoscience as a rewarding career path for young people and as a great value to Australia.

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

**Ms Caragh Maria CASSONI**, Gordon ACT 2906

For outstanding public service through leadership in the Australian Government's response to COVID-19, particularly in residential aged care.

Ms Caragh Cassoni served as the Director of the Aged Care COVID-19 Liaison Section from March 2020 to December 2020.

Ms Cassoni played a crucial role protecting older Australians during the COVID-19 pandemic, particularly in relation to the Department of Health's response to the pandemic outbreaks in residential aged care. She demonstrated remarkable integrity, resilience and leadership to ensure regular, consistent and compassionate communication was provided in regards to designing and coordinating the huge range of measures to both prepare the sector and directly respond to outbreaks as required.

Ms Cassoni dealt professionally, tirelessly and with immense patience to support the response to the pandemic. Ms Cassoni not only worked incredibly long hours herself, she demonstrated excellent leadership skills in enabling her small, dynamic and highly responsive team to deliver critical materials to effectively keep the nation informed on what was occurring during the most serious outbreaks of COVID-19 in aged care.

**Ms Kylie Maree CRANE**, ACT

For outstanding public service through contributions to the Disability Taskforce, and to the Early Childhood Education and Care Relief Package, during the COVID-19 pandemic.

Ms Kylie Crane made a strong contribution to the Government's support to early childhood education and care services during the COVID-19 pandemic.

In 2020, Ms Crane designed and led innovative consultation and engagement methods to deliver a comprehensive national review of the 2005 Disability Standards for Education. The review ensured inclusivity and participation of interested individuals, groups and sectoral representatives during the imposed physical and travel restrictions during the COVID-19 pandemic.

Ms Crane guided the implementation of the Early Childhood Education and Care Relief Package, an initiative that kept child care services open during the pandemic by supporting frontline health and other essential service workers. The package also ensured financial viability during lockdown periods when attendance was extremely low, supporting more than 90 per cent of centres to stay open during the unprecedented times. She led the development of an alternate payment system to provide business continuity payments directly to services, as well as foster a system to assess the special needs of some services for extra support.

Ms Crane's calm, determined, practical efficiency and innovative approaches to delivery, leadership and problem solving showed a strong dedication to serving the public.

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

**Mr Paul Jason CREECH**, Wanniasa ACT 2903

For outstanding public service to community health, particularly through ensuring access to telehealth services during the COVID-19 pandemic.

Mr Paul Creech is currently serving as General Manager, Health Programmes Division at Services Australia.

Mr Creech was central to Services Australia's health response to the COVID-19 pandemic. He led the implementation of over 700 new Medicare items and thousands of amendments to support the community through the pandemic, fundamentally changing how doctors consult and enabling patients to be serviced via telephone and videoconference.

Mr Creech worked closely with policy agencies to make changes to the services offered for health professionals, reducing their administrative burden, supporting their mobility during the pandemic and enhancing their ability to service the community while retaining appropriate checks and balances to safeguard quality. Mr Creech was instrumental in coordinating Services Australia's role in the national COVID-19 vaccine rollout, bringing together stakeholders from service delivery to ICT to others across Government, and working closely with states and territories, to enable the reporting of crucial vaccine administration information to the Australian Immunisation Register.

Mr Creech's leadership, partnership approach and commitment to on ground delivery has seen him play a pivotal role in linking policy design and reform with service delivery implementation, to ensure the best outcomes for Australians.

**Ms Tracy CREECH**, Wanniasa ACT 2903

For outstanding public service in establishing survivor-focussed support services for the National Redress Scheme and for guiding instrumental improvements.

As Branch Manager of the National Redress Scheme at the Department of Social Services (DSS), Ms Tracy Creech led cross-agency work with DSS and the then Department of Human Services, to establish survivor-focussed support services, as well as the implementation of a highly complex legislative framework and operational model for the National Redress Scheme (the Scheme).

When implementation challenges presented in the early days of the Scheme, Ms Creech used drive and ingenuity in finding ways to improve processes, systems and methods. The organisational redesign influenced by her consolidation work removed duplication, realised efficiency gains and increased quality. Improvements were made to training, guidance material, communication products, complaints handling, information management and reporting. The Scheme is an historic achievement for the Australian Government and community.

Ms Creech's leadership and integrity has always been driven by the fundamentals recommended by the Royal Commission into Institutional Child Sexual Abuse - those of survivors' needs, recognising the harm done and forging a path to truth, justice and survivor support and healing. Ms Creech developed an acute awareness of survivors' needs and optimal ways of engaging with survivors and advocacy groups, and she worked to drive cultural change to bridge the gap between survivor needs, government policy and processes.

Ms Creech provided significant and sustained service to survivors of institutional child sexual abuse.

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

**Mrs Kim Ann CRIMMINS**, Isaacs ACT 2607

For outstanding public service through support for victims of crime and Australians impacted by disaster.

Ms Kim Crimmins is currently serving as Team Member - Family Investigative Liaison Officer, Coordination Counter Terrorism and Special Investigations in the Australian Federal Police (AFP).

Ms Crimmins' sustained dedication, empathy and holistic care has guided hundreds of victims and their families through exceptional and deeply traumatic circumstances. In particular, the strong impact of Ms Crimmins' work has contributed to the trust and goodwill between families and the Australian Government in efforts to secure justice for MH17. Her judgement and considered advice enabled excellent inter-agency cooperation and further informed policy development of the family support package.

Ms Crimmins' extraordinary skills in family liaison and victim identification were critical to the success of operations for the Christchurch Mosque attacks and the White Island eruptions in New Zealand, with her contribution being integral to maintaining inter-country working relationships. Ms Crimmins was fundamental in the development of the ACT Victim Liaison Officer program, ensuring support and relevant information was available to victims of crime to support them during the complex criminal justice and coronial process.

Ms Crimmins' tireless work in refining, developing and mentoring the Family Investigative Liaison Officer Program has enabled the AFP to meet the increasing need to respond to kidnappings offshore, terrorist attacks and critical incidents where Australians are injured or killed offshore. In addition, Ms Crimmins volunteers with support groups AFP Legacy and the Confidant Network, who provide information and support to appointees when dealing with inappropriate or unethical behaviour in their work environment.

Ms Crimmins' consistently demonstrates professionalism, insight and exceptional ability to build goodwill and rapport. She has made a significant impact and outstanding contribution to informing policy development and in support roles.

**Ms Justine Nicole CURNOW**, Downer ACT 2602

For outstanding public service in leading the assistance packages to sustain and revive the arts and entertainment sectors through the COVID-19 pandemic.

Ms Justine Curnow is the former Assistant Secretary of the Arts COVID Response Taskforce at the Office for the Arts.

Her work contribution, work ethic and character led to her appointment as leader of the Arts COVID Response Taskforce. In that role she led a team that was able to secure additional funding for the arts and entertainment sectors. The initiatives she developed were all the first of their kind in the arts portfolio and have been crucial in sustaining and reviving the arts and entertainment sector during 2020 and 2021. Ms Curnow demonstrated strong and effective leadership and collaboration to bring this package to fruition through the Budget process, gaining strong support from central agencies and under extreme time and external pressures.

Ms Curnow also worked closely with the Minister's Office to establish the Creative Economy Taskforce, comprising senior figures from the arts and entertainments sectors, including CEOs from major arts companies across the country, to provide strategic advice to the Minister on the government's role in supporting the creative economy.

Ms Curnow has made a sustained contribution to policy development in a range of social policy roles.

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

**Ms Bronwyn Louise FIELD**, Gordon ACT 2906

For outstanding public service managing national collaboration to ensure hospital capacity and industry viability, and a leading role in the return of Australians from overseas.

Ms Bronwyn Field is currently serving as First Assistant Secretary at the Department of Health.

Ms Field established effective and collaborative working arrangements with state and territory colleagues to design and negotiate the National Partnership on COVID-19 Response. Her flexible and open approach supported the Partnership to be negotiated and agreed in one week. The robust design of the Partnership has since been used to facilitate other assistance as the COVID-19 response evolved.

Ms Field established the COVID-19 private hospital viability guarantee between the Commonwealth, states and private hospitals. This agreement was the first of its kind and ensured the resources of the private hospital sector were available to respond to the pandemic alongside the public hospital sector. Ms Field led negotiations and developed a bilateral agreement to support the return of vulnerable Australians from overseas to undertake quarantine, resulting in the establishment of the Howard Springs facility in Darwin over a two week period.

Ms Field has made a critical contribution to Australia's COVID-19 pandemic response, demonstrating her outstanding skills as an innovative and solutions focussed leader. Demonstrating her significant and strategic policy development skills, Ms Field drove the development, negotiation and delivery of a number of innovative and landmark packages to ensure the health system's endurance through the pandemic.

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

**Mr Travis William HASLAM**, Aranda ACT 2614

For outstanding public service managing the National Medical Stockpile particularly in ensuring sufficient PPE for Australian health care workers.

Mr Travis Haslam is currently serving in the Medical Benefits Division (MBS) Policy and Specialist Services Branch at the Department of Health.

Mr Haslam demonstrated exceptional leadership, tireless work and dedication in overseeing the deployment of the National Medical Stockpile (NMS). His leadership was instrumental in the Taskforce securing essential stocks of Personal Protective Equipment (PPE) and other medical equipment and supplies, including antibiotics and antivirals to help prevent the transmission of COVID-19.

Mr Haslam worked to overcome challenges presented by the unprecedented global demand for PPE and interruptions to commercial supply chains. As a result of his efforts, at no stage was there a national shortage of PPE for healthcare workers - a significant achievement compared to the global situation. His work to ensure the security of Australia's supply of PPE was conducted quietly and with little fanfare, drawing on the expertise of his team and his effective management.

The ability of Australian healthcare workers, hospitals and residential aged care workers to obtain the medical resources needed, was a crucial factor in constraining the impact of the virus within Australia, saving many Australians from illness and death. Mr Haslam provided timely and strategic advice to the Executive and the Chief Medical Officer on the NMS and deployment of resources. He embedded processes and upskilled staff, with long lasting impacts.

These outcomes were achieved as a result of Mr Haslam's dedication, responsiveness, resilience and collaboration in leading the Taskforce, and securing and despatching supply in very challenging circumstances.



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

**Dr Stephanie Elizabeth HODSON CSC**, Nicholls ACT 2913

For outstanding public service through the provision of mental health counselling services to the veteran community.

Since 2016, Dr Hodson has successfully expanded Open Arms - Veteran & Families Counselling to a service providing comprehensive high quality mental health support to all veterans, Australian Defence Force members and their families.

Dr Hodson championed changes to increase the accessibility of counselling services available to veterans across the whole of Australia.

After leading the planning and delivery of mental health support for athletes and participants at the Invictus Games in Sydney in 2018, Dr Hodson established a peer support network of lived experience workers to complement existing counselling and group programs, leading to a comprehensive support service.

Dr Hodson has a transformative approach to mental health from strategic, research and implementation perspectives. She has also worked collaboratively with other community organisations, such as Headspace and Relationships Australia, to leverage the benefits of expertise and access from these services.

Under Dr Hodson's effective leadership during the COVID-19 pandemic, and the increased pressure of the doubling of clientele, the organisation was able to quickly adapt to deliver online options for individual counselling, online group sessions and additional well-being tools to support veterans.

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

**Ms Vanessa Jane HOLBEN, ACT 2607**

For outstanding public service through leadership of the National Coordination Mechanism as part of the Australian Government's response to the COVID-19 pandemic.

Ms Vanessa Holben is currently serving as First Assistant Secretary, Emergency Management and Coordination, National Coordination Mechanism (NCM) Division at the Department of Home Affairs.

Ms Holben rapidly established NCM work processes and deliverables, including governance structures and procedures. She simultaneously coordinated engagements across a range of sectors by quickly creating networks and relationships between the Commonwealth and states and territories, to identify issues across jurisdictions and multiple sectors. She cultivated a high performing team from diverse backgrounds and ensured the provision of essential goods and services for all Australians, particularly for vulnerable cohorts and remote communities, ensuring critical services and supply chains were not interrupted in the responses to the non-health impacts of COVID-19.

Ms Holben's work broke down barriers with and between industry and government, resulting in continued engagement from stakeholders to seek the expertise of the NCM based on its success in supporting and resolving issues during the height of the COVID-19 pandemic. The lessons learnt and experience gained from the NCM work has now been adapted to bolster and establish frameworks for issues in Emergency Management Australia.

Ms Holben demonstrated strategic leadership, significant networking capability and extraordinary personal resilience in establishing and leading the National Coordination Mechanism (NCM). Her outstanding leadership provided considered support for the Prime Minister and National Cabinet, and enhanced collaboration and information flow between levels of government for decision making to support a consistent, collaborative and cohesive national approach.

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

**Ms Nicole JARVIS, QLD**

For outstanding public service through contributions to the successful establishment and operation of the Victorian Aged Care Response Centre.

Ms Nicole Jarvis is currently serving as Queensland/Northern Territory State Manager within the Department of Health.

Ms Jarvis worked as Case Manager Lead within the Victorian Aged Care Response Centre (VACRC). She demonstrated strong and effective leadership and communication skills in all work undertaken, providing input and feedback to case managers, Residential Aged Care Facilities (RACF) providers, Infectious Disease Specialists and core Health Aged Care divisions in Canberra.

Ms Jarvis worked closely with the Commonwealth Department of Health on issues such as the National Medical Stockpile and grants to RACF that have experienced Covid-19 outbreaks, as well as up to 200 case managers who were predominantly remotely based and allocated to specific RACF.

Ms Jarvis consistently displayed strong leadership during a critical and unprecedented time when residents' lives were dependent on the efficient and effective use of the VACRC. Once the case management role and service had been developed to run more smoothly, Ms Jarvis led the repatriation of over 445 residents back to their residences. Ms Jarvis also developed a formal repatriation program for the 10 most affected RACFs and their 223 residents, establishing a steering committee to ensure repatriation was fully supported by all services, the acute Victorian health sector and Infection Prevention Control specialists.

Ms Jarvis showed dedication, responsiveness, resilience and collaboration in rapidly changing and dire circumstances and she made a material difference to saving lives in residential aged care in Victoria.

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

**Ms Megan LEES**, Murrumbateman NSW 2582

For outstanding public service leading Defence's national response to COVID-19 and the provision of policy and communications advice to the Australian Defence Force community.

Ms Megan Lees served as the Deputy Commander, COVID-19 Taskforce at the Department of Defence.

Ms Lees has been instrumental in the pandemic response across Defence and other Federal, state and territory agencies and authorities, drawing on her established relationships across government and with industry.

As well as her exceptional judgement, Ms Lees delivered comprehensive policy solutions that preserved essential Defence capability and critical business functions during the COVID-19 pandemic. Her comprehensive policy solutions preserved Defence capabilities and minimised disruption to Defence's workforce while ensuring the Australian community was well supported by the Defence Force. Her appointment as a civilian to a command role was a first, and reflected her diverse and unique skills and perspective.

As Deputy Chair of the Australian Government Overseas Network Vaccine Rollout Steering Committee Group, Ms Lees also has been instrumental in developing the plan to vaccinate all Australian Government staff and Defence personnel and their dependents, in high risk locations across the world. She demonstrated outstanding and invaluable policy development and communication skills. She showed resilience, ongoing personal dedication and exceptional skill in managing complex policy advice.

Ms Lees consistently performed with the highest levels of distinction in this role, and in previous roles with Defence and as Chief of Staff to the Minister for Human Services, and with the Minister for Defence.

**Ms Alice Ruth LINACRE**, Kambah ACT 2902

For outstanding public service in the provision and management of legal services and resources to support the Government's response to critical events, including the COVID-19 pandemic.

Ms Alice Linacre is currently serving as Chief Counsel and First Assistant Secretary, Legal Division at the Department of Agriculture, Water and the Environment.

Ms Linacre's leadership across her many roles, in particular with the Department of Agriculture, Water and the Environment, has been crucial to assisting the Commonwealth to navigate complexity that cuts across whole of government legal and policy matters.

In 2018, she was named the Association of Corporate Counsel Australian Government Lawyer of the Year. Ms Linacre's extensive technical legal expertise has been instrumental in determining Commonwealth guidance and policy on issues including Live Animal Export, various inquiries, litigation, waste and environmental protection, biosecurity issues and reform, and the Bushfire Royal Commission. She has also been essential to rapidly stewarding legislative changes through the parliamentary process during recent challenges such as bushfires, floods and the COVID-19 pandemic.

Ms Linacre has consistently demonstrated excellence in the provision of legal services and the management of legal resources through her outstanding leadership and direction.

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

**Mr David Anthony LUCHETTI**, Nicholls ACT 2913

For outstanding public service to science and industry policy in Australia, particularly in the Square Kilometre Array project.

Mr David Luchetti currently serves as General Manager, Vaccine Manufacturing Taskforce at the Department of Industry, Science, Energy and Resources.

Mr Luchetti's outstanding achievement has been in establishing Australia's leadership role in the Square Kilometre Array (SKA) project and the hosting of thousands of the telescope's antennas, creating jobs in data processing, manufacturing, data transfer, alternative energy production and many other fields. Mr Luchetti led and drove the SKA project, navigating a complex and often challenging international environment.

Mr Luchetti consistently demonstrated strong policy development and negotiating skills by developing and presenting the successful bid, leading the negotiation of the Indigenous Land Use Agreement with the Wajarri Yamaji people in Western Australia, driving Australia's ratification of the SKA Observatory Convention in September 2020 and working with international partners to support the creation of the new SKA Observatory in February 2021.

Throughout his career, Mr Luchetti has maintained a commitment to long term, meaningful and positive impact, exemplifying outstanding public service.

**Ms Sonja MARSIC**, Glebe NSW 2037

For outstanding public service to the Commonwealth through the provision of legal services, particularly in relation to anti-money laundering and counter-terrorism financing legislation.

Ms Sonja Marsic is currently serving as Senior Executive Lawyer at the Australian Government Solicitor.

Ms Marsic has made an outstanding contribution to the Commonwealth through the provision of legal services to Australian Transaction Reports and Analysis Centre (AUSTRAC), particularly in relation to anti-money laundering and counter-terrorism financing legislation.

Ms Marsic has led legal teams representing AUSTRAC in landmark civil penalty cases, reshaping the regulatory environment and enhancing compliance with anti-money laundering and counter terrorism financing (AML/CTF) legislation.

Her expertise and professionalism has resulted in AUSTRAC's increased standing as a regulator and built strong awareness in the corporate sector of the need to comply with AML/CTF requirements.

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

**Mr Ivan Roger NEVILLE**, Canberra ACT 2600

For outstanding public service in improving labour market policies and responsiveness to labour market developments, particularly to address unemployment during the COVID-19 pandemic recovery.

Mr Ivan Neville has made sustained significant contributions to labour market and economic policies throughout his 40 year career.

For 15 years, Mr Neville led the Labour Market Research and Analysis Branch and played a key role in supporting the establishment of the National Skills Commission. He has been the Commonwealth's foremost authority on labour market trends. His key work has provided strategic context, ensuring evidence-based development and delivery of employment policies and programs across all levels of government.

During the COVID-19 pandemic, Mr Neville provided the government with regular national and regional information on critical labour market shortages and areas of labour market weakness. His major contribution of improving employment policies and making reliable labour market research easily available, increased the effectiveness of government programs to address unemployment and enhance the ability of Australians to find employment.

These improvements by Mr Neville further enabled assessment and tracking of the labour market and informed short-term responses and longer term planning.

**Ms Kathryn Louise PATON**, Holder ACT 2611

For outstanding public service through developing the policy and processes that enabled critical income support payments to Australians impacted by COVID-19 restrictions.

Ms Kath Paton served as the Branch Manager of the Department of Social Services COVID-19 Taskforce.

In that role, Ms Paton was responsible for developing policy payment options to support the Australian Government's response to COVID-19, including Economic Support Payments and the Coronavirus Supplement.

Ms Paton diligently went above and beyond expectations to ensure that complex legislation was developed with consideration of service delivery arrangements under great time pressures. With a key focus of streamlining the application process, Ms Paton implemented policy settings to support Services Australia with the simplification of the claims process and the development of a straightforward online digital tool. This generated simplified processing and reduced the time it took for claims to be approved. Additionally, the online process reduced the need for face to face contact and mitigated COVID-19 risks for staff and customers.

Ms Paton's contribution was instrumental in processing a substantial increase of new Australians seeking income support, including more than 1.2 million JobSeeker applications in a nine week period from late March. The two part Economic Support Payment benefited around 7 million people in the first round, 4.8 million in the second round and distributed around \$9 billion of support to the Australians impacted by the introduction of COVID-19 restrictions.

Ms Paton's work during the pandemic has highlighted her ability to develop complex policy and delivery strategies within extremely short timeframes, delivering significant outcomes for Australians in need.

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

**Mr John William SHEPHERD**, Campbell ACT 2612

For outstanding public service through the development, design and implementation of the Single Touch Payroll program.

Mr John Shepherd is currently serving as General Manager, Industry Statistics Division at the Australian Bureau of Statistics.

At the Australian Taxation Office (ATO), Mr Shepherd led the development of the Single Touch Payroll (STP) program from design through to implementation. In developing the program, Mr Shepherd built relationships across a large and diverse number of stakeholders including the community, the broader public service and the private sector to resolve complex issues, co-designing solutions with stakeholders using unique and innovative ways to enhance engagement.

The STP program positioned the Australian Public Service to deliver excellent service and innovation through the COVID-19 pandemic. The STP was the biggest change to payroll reporting for employers in recent history and one of the most transformational projects at the ATO. With the onset of the pandemic, Mr Shepherd took the lead in establishing a multidisciplinary team from the ATO and the ABS to quickly repurpose collected data and convert it into a statistical series (Weekly Payroll Jobs and Wages) which provided a source of near real-time information on more than 10 million jobs. This information supported Treasury and the Commonwealth to fine-tune programs including JobSeeker and JobKeeper, Tourism and Regional Support packages.

**Mr Andrew Edward SNASHALL**, NSW

For outstanding public service to the Defence Community, particularly in delivering improvements of military justice processes for Australian Defence Force Members.

Mr Andrew Snashall currently serves as Director, Military Redress and Review at the Department of Defence.

Mr Snashall has demonstrated outstanding service through his inspirational leadership during a challenging transition program within the Office of the Inspector-General of the Australian Defence Force (IGADF). He has achieved a more efficient process, improved productivity and delivered a better service in relation to the processing of Redress of Grievances for Australian Defence Force (ADF) members.

Mr Snashall's implementation of Defence Regulation 2016 (the Regulation) is a major achievement in the improvement of military justice for the ADF over the past decade. His comprehensive understanding of the benefits and limitations of the previous regulations provided input to the development and implementation of the Regulation and prevented systemic issues under the previous regulations being carried over to the Regulation.

Mr Snashall has delivered respectful, fair, articulate and timely outcomes for ADF members. As a result of Mr Snashall's work, the timeliness with which the IGADF is able to resolve grievances has improved substantially (up to an 80 per cent reduction in the time to resolve complaints). As a direct result, the number of complaints to the Commonwealth Ombudsman has significantly reduced.

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

### **Mr Christopher Hayden TEAL, ACT**

For outstanding public service in developing and establishing globally recognised best practice guidelines to counter foreign interference in the Australian university sector.

Mr Chris Teal is a long serving public servant, highly regarded for shaping and delivering outstanding, nuanced policy on sensitive, complex and urgent challenges.

He previously played a key role in the establishment of the Foreign Interference Threat Assessment Centre and the Counter Foreign Interference Taskforce which discovers, tracks and disrupts foreign interference in Australia.

Mr Teal's identification of a critical gap in countering foreign interference in universities and his subsequent development, establishment and leadership of the University Foreign Interference Taskforce (UFIT), led to the creation of the Guidelines to counter foreign interference in the university sector. These guidelines ensure decision making is based on potential risks and support an environment of trust, helping Australian universities to continue to produce world-class research with academic freedom.

Mr Teal was instrumental in proactively bringing together university peak bodies, Vice-Chancellors and Australian Government agencies to consider active measures to counter foreign interference and provide the catalyst for the establishment of the UFIT.

### **Dr Stephanie Alice WILLIAMS, Ainslie ACT 2602**

For outstanding public service in planning and implementing the Australian Government's vaccine response in the Indo-Pacific region.

Dr Stephanie Williams is currently serving as Ambassador for Regional Health Security at the Department of Foreign Affairs and Trade.

Dr Williams is credited with fundamentally shaping the Australian Government's response to the impacts of the pandemic in the Indo-Pacific region both in the initial emergency response phase from January to June 2020, and in the process of planning for the supply of vaccines and related delivery support to partner countries.

Dr Williams worked intensively to reorient existing programs of technical assistance to support partner governments' public health responses and develop a range of new emergency health measures funded by the Department of Foreign Affairs and Trade, including the \$500 million Vaccine Access Initiative for the Pacific and South-East Asia. She personally drove all of DFAT's work to supply partner governments with appropriate personal protective equipment and medical supplies and led the preparation of comprehensive situation reporting.

Dr Williams worked tirelessly with leaders, ministers and senior health officials in the Pacific and South-East Asia. Her efforts directly supported Australia's own health security during COVID-19.



## PUBLIC SERVICE MEDAL (PSM)

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

**Ms Stephanie BARKER**, Allambie Heights NSW 2100

For outstanding public service to urban planning in New South Wales.

Ms Stephanie Barker is currently serving as Chief City Planner at Western Parkland City Authority. Considered one of New South Wales leading strategic planners and an influential urban planner, Ms Barker has made significant contributions to the urban planning landscape of Greater Sydney.

Throughout her career, Ms Barker has been instrumental in the establishment and delivery of a number of large-scale planning projects. At the Greater Sydney Commission (GSC) she developed the Greater Sydney Region Plan A *Metropolis of Three Cities* and coordinated teams to develop strategic planning policy to ensure a genuine alignment of strategic land use and infrastructure planning. She established an approach to partnering with agencies which set a new benchmark for strategic planning in New South Wales. She pioneered a strategic planning 'Community of Practice' between the New South Wales Government and local councils, building capacity in local councils to embrace strategic planning and incorporate it into their own local plans. Ms Barker also led the development of the innovative report *The Pulse of Greater Sydney* a dashboard that brings together data from across government to track Greater Sydney's evolution towards a Metropolis of Three Cities.

Ms Barker's recent contributions to the Western Parkland City Authority, and specifically to the Western City District Plan, are helping to shape Western Sydney's future with housing, infrastructure and public land use befitting a global city. She is coordinating engagement with over 250 representatives from 40 organisations, encouraging open discussions about complex problems to ensure the most effective solutions are identified.

Ms Barker has made outstanding contributions to the New South Wales community through transformational urban planning, supported by her use of innovative methodologies, strong leadership and commitment to collaboration and excellence. She is dedicated to the pursuit of better outcomes for community and was recognised as 2019 New South Wales Planner of the Year. In addition to her technical knowledge, she has a deep commitment to professional development and knowledge sharing.

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

**Ms Kathryn Teresa BOYD, NSW 2087**

For outstanding public service in the provision of legal advice as General Counsel in New South Wales, particularly during the 2019-2020 bushfire season and COVID-19 pandemic.

Ms Kathryn Boyd currently serves as Deputy Secretary, General Counsel at New South Wales Department of Premier and Cabinet.

Ms Boyd's work as General Counsel has been critical to New South Wales's world-leading response to the COVID-19 pandemic. In 2020-2021 Ms Boyd led a team of skilled professionals who worked across government to support the drafting of an unprecedented 121 public health orders to help prevent the spread of COVID-19. She also contributed to the preparation of over 50 acts, regulations, exemptions and planning instruments directly related to COVID-19. She worked collaboratively with key stakeholders to ensure the health orders were comprehensive and clear for members of the public to follow. Ms Boyd delivered clear, factual, measured and lawful advice, assisting the New South Wales Government to manage the ongoing COVID-19 pandemic, maintain public safety and best support the economy.

In 2019-2020, Ms Boyd provided support to the Premier for the delivery of the Government's response to the devastating bushfire season in New South Wales. She was responsible for developing three State of Emergency declarations which enabled emergency services to act rapidly and efficiently to protect people and property.

Ms Boyd undertakes complex, high-risk and fast-paced work with excellence, applying her signature analytical skills to deliver high quality results in a collaborative style. She leads her work with expertise and care, playing a critical role in the New South Wales Government's response to ensure public safety.

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

**Ms Gemma Anne BRODERICK**, St Leonards NSW 2065

For outstanding public service to legal and regulatory services in public health in New South Wales.

Ms Gemma Broderick is currently serving as Special Counsel, Legislation and Policy in the Legal and Regulatory Services at the New South Wales Ministry of Health. Throughout her career, Ms Broderick has made significant contributions to improving legal and regulatory services in the New South Wales Health service.

Ms Broderick is a highly capable legal professional with extensive knowledge and understanding of health-related legislation and policy. Her ability to provide frank and considered expert advice has been critical during the COVID-19 pandemic. Ms Broderick has driven the development of numerous and often complex public health orders designed to limit the transmission of COVID-19. Her knowledge of the law, public health and operational health issues has been paramount in the development of these rapidly changing and multifaceted orders. Her sharp intellect, strong analytical skills, eye for detail and deep understanding of existing legislation has allowed for the time sensitive development of legislative instruments to support the NSW Health response.

Ms Broderick has demonstrated a high degree of skill in undertaking socio-economic appraisals for legislative and regulatory projects. She has been a trusted NSW Health representative at national and state level committees and working groups. She has been influential in the development of important legislation including managing the statutory reviews of the Poisons and Therapeutic Goods legislation; the Public Health Act and the Public Health Amendment (Review) Act; and the Human Tissue Act. These significant pieces of work required close collaboration with policy owners and extensive stakeholder engagement. Ms Broderick was able to negotiate compromises to address stakeholder concerns while achieving policy objectives.

Ms Broderick applies her prodigious legal and policy mind to deliver highly practical and innovative solutions to difficult problems in a very complex sector. She does so with sound judgement and an ethical and professional approach to work, while fostering a supportive environment for staff and stakeholders.

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

**Ms Carmel Mary DONNELLY**, Lake Conjola NSW 2539

For outstanding public service to regulatory reforms in New South Wales.

Ms Carmel Donnelly's public service career is extensive, most recently serving as the first dedicated Chief Executive Officer at the State Insurance Regulatory Authority (SIRA). Throughout her career, Ms Donnelly made significant contributions to improve financial, economic, health and social outcomes for people in New South Wales.

Ms Donnelly built SIRA into a trusted, effective and independent regulator of statutory insurance schemes that prioritised the interests of injured people and policy holders, and held insurers accountable for their performance and public outcomes. Following the Hayne Royal Commission, Ms Donnelly established ten Regulatory Approach Principles to guide SIRA's regulatory approach and inform stakeholders of its focus, how decisions were made, and how it would engage on matters of scheme design and compliance. She also introduced Customer Service Conduct Principles to ensure that insurers delivered customer service to meet community expectations. Her focus was on achieving the best possible outcomes for injured people and compliance with the law.

Ms Donnelly led the delivery of the 2017 CTP Green Slip reform package, returning \$300 million to New South Wales vehicle owners through reduced premiums and extended benefits for people injured in a motor vehicle accident. She worked to consistently improve public trust and transparency in the New South Wales personal injury schemes, and in 2019 she commenced publishing information about SIRA's compliance and enforcement action.

Ms Donnelly was an early advocate for mentally healthy workplaces, employees with a disability, and Indigenous people in the public service. She is renowned as a leader with unrivalled integrity and a passion for improving outcomes. Her courage, resilience and collaborative approach, combined with a steadfast commitment to public service have underpinned her impact as a public sector leader.

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

**Professor Dominic Edmund DWYER**, Epping NSW 2121

For outstanding public service as an infectious disease expert and public health advisor in New South Wales.

Professor Dominic Dwyer is currently serving as the Medical Virologist and Director of Public Health Pathology at New South Wales Health Pathology. As a medical virologist and infectious diseases physician, Professor Dwyer has made significant contributions to public health research.

One focus area of his work is viral diseases of public health importance, which has seen him make invaluable contributions throughout the COVID-19 pandemic. Professor Dwyer led an expert team at the Institute of Clinical Pathology and Medical Research (ICPMR) at Westmead Hospital, developing scientific breakthroughs in the health response to the COVID-19 pandemic. In February 2020, his team grew the live coronavirus from samples from infected New South Wales patients, and sequenced the virus genome confirming linkages with Wuhan, China. Performing virus genomic surveillance at this scale and in real time had never been attempted in Australia, and as local transmission began to spread, virus genomics was crucial to identifying links between cases. Collaborating with experts in viral evolution ensured the robustness of the results generated, which have helped inform the public health response to the pandemic.

Professor Dwyer has participated in public health activities in Australia and overseas, and was one of only ten elite international researchers appointed to the World Health Organisation's team to investigate the origins of SARS-CoV-2, the cause of COVID-19. His research in viral diseases includes human immunodeficiency virus (HIV), influenza and other respiratory viruses and arboviruses. He leads an antiviral trials unit that has participated in over 80 studies of antiviral drugs and vaccines. Professor Dwyer's influenza research includes assessing interventions to prevent influenza transmission in closed environments and developing assays for seasonal and pandemic influenza. His research and work at the Centre for Infectious Diseases and Microbiology has enhanced the laboratory investigative capacity in New South Wales for infectious disease outbreaks, with a focus on rapid detection and molecular epidemiology of outbreak and emerging viruses.

Professor Dwyer is an exemplary public servant who is a role model for collaborative leadership and innovative contributions. He is a trusted voice within the public health community and shows unwavering commitment and resilience to deliver results.

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

**Mr Mark Patrick GREENTREE**, Bonnet Bay NSW 2226

For outstanding public service to improved digital learning and innovation to support education in New South Wales.

Mr Mark Greentree commenced service in the New South Wales education sector in 1994 and is currently serving as the Director - Technology 4 Learning at New South Wales Department of Education. His commitment to high quality digital learning and Science, Technology, Engineering, and Mathematics (STEM) education in NSW public schools has delivered significant outcomes for students and families.

In his current role, Mr Greentree is responsible for the annual rollout of computer devices into New South Wales schools for educational use. Since 2017, he has overseen the delivery of over 170,000 individual devices into schools which has been critical for student learning during the COVID-19 response. Mr Greentree has shown exceptional state-wide leadership and has implemented initiatives and reforms to prepare all students in New South Wales Public Schools to meet the challenges of a dynamic regional and global future.

In 2018, he spearheaded the STEM.T4L project in response to the Chief Scientist's report *Science, Technology, Engineering and Mathematics: Australia's Future*. This project provides New South Wales schools direct access to high quality expert staff, teaching and learning challenges via a purpose built STEM.T4L eLearning library and online teaching community. In 2019, with a focus on improving the outcomes of Aboriginal students, Mr Greentree implemented the *Technology for Connected Communities initiative*. This initiative provided 16 schools across 11 communities with essential, expert face-to-face support in the area of technology and ongoing mentorship to staff, with the aim to strengthen the educational outcomes for Aboriginal students.

Mr Greentree is dedicated to delivering improved student outcomes through his visionary use of digital resources. He is a supportive leader with an unflappable commitment to navigating challenging circumstances and identifying innovative solutions for the advancement of public education.

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

### **Ms Noelene Fay HYDE, NSW 2372**

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

Ms Noelene Hyde commenced her public service career in 2006, serving as Executive Assistant and Media at the Tenterfield Shire Council. Ms Hyde has provided outstanding executive support to three Mayors, and countless Councillors and Chief Executives.

Ms Hyde has shown excellence in public service throughout her years at Council and has been a shining light in Local Government administration and to the community more broadly. Ms Hyde has diligently performed her duties to a high standard, displaying wonderful characteristics of integrity and loyalty and always going above and beyond the call of duty to ensure Council's civic and executive functions operated smoothly.

Working in a smaller rural council, Ms Hyde demonstrated an unrivalled understanding and dedication to public service values. Over many years, Ms Hyde managed citizenship and civic events, as well as Council participation in numerous community engagements. She used her diplomacy and emotional intelligence to defuse heated debates at Council Meetings and navigated difficult situations to produce positive outcomes. She was a stabilising influence in a sometimes volatile environment, ensuring the smooth transition of Mayors, Councillors, Chief Executives and General Managers into their roles.

Without her dedicated efforts, the contribution of the Tenterfield Shire Council area, both locally elected and the wider community, would be diminished. While Ms Hyde has been a quiet achiever of Council, she is held in high regard throughout all levels of the organisation and the broader community.

### **Mr Matthew John McFARLANE, Wollongong NSW 2500**

For outstanding public service to emergency management in New South Wales, particularly in response to the 2019-2020 bushfires.

In 2019 and 2020 Mr McFarlane led the Disaster Welfare Services Branch and the Welfare Services Functional Area to support local communities and individuals impacted by bushfires, flooding, and the COVID-19 pandemic. He provided outstanding leadership and high-level assistance while under pressure, ensuring essential services and appropriate support for staff and volunteers were consistently provided, often working seven days a week during this period.

Mr McFarlane's service at Resilience New South Wales saw him support the establishment of over 90 evacuation centres for bushfire affected communities across a four-month period, with 22 operating concurrently. He also established assistance through Service New South Wales for the inundated Disaster Welfare Assistance line, resulting in enquiries being triaged to ensure more effective outcomes for callers, and allowing agencies to prioritise their response to those most in need. Mr McFarlane led the Disaster Welfare team to administer the Disaster Relief Grant, implementing new processes to produce significant efficiencies in the administration and provision of key essential contents, repair and replacement of damaged structures. His team administered and managed the project of 90 full structural rebuilds of primary places of residence, vastly out-numbering previous disaster events of 5-6 structural rebuilds.

His work ethic, resilience and unwavering support of staff has been nothing short of outstanding. He has gone above and beyond normal requirements, providing bespoke project delivery in a high profile and publicly sensitive landscape. His efforts have directly resulted in efficiencies and successful delivery of services in incredibly trying times, with positive outcomes and benefits to impacted communities across the state.

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

**Dr Judith PERL**, Drummoyne NSW 2047

For outstanding public service to drink and drug driving research and road safety in New South Wales.

Dr Judith Perl has over 34 years of service with the New South Wales Police Force, working in the Police Medical Branch, the Clinical Forensic Medicine Unit and the Traffic and Highway Patrol Command. Dr Perl is currently serving as Clinical Pharmacologist, in the Impaired Driving Research Unit.

Dr Perl has made significant contributions to drink and drug driving research since 1982 and assisted in innumerable New South Wales Police investigations. Her work has led to crucial changes in legislation and has directly contributed to taking impaired drivers off roads, making roads safer and lowering the road death toll across New South Wales. Dr Perl has worked on countless criminal, coronial and traffic matters over the years, notably the 1989 collision of a tourist bus and truck near Grafton, involving the deaths of 21 people, and the 2011 Quakers Hill nursing home fire in which 11 residents lost their lives.

Dr Perl is the primary New South Wales Police and prosecution expert for drink and drug driving, and criminal drug matters and has been cross-examined more than any other expert witness. She is highly regarded among Local, District, Supreme and Coroners Courts, with committees and organisations often delaying their decision on an issue until Dr Perl has provided her perspective.

Dr Perl has been part of numerous reviews, research, working groups and committees, including the New South Wales Parliamentary Staysafe Committee and the National Drug Driving Working Group. She was a key stakeholder in a review on prescription medicines and driving, which had the crucial outcome of amending the definition of 'drug' in the Road Transport Act, and also completed a report on the accuracy and reliability of nine breath-analysing instruments for alcohol.

Dr Perl's commitment to the New South Wales Police Force, the community, and victims and families of road trauma is admirable, and her advocacy for greater road safety has undoubtedly saved lives.



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

**Mrs Sandra Lee ROTHWELL**, Greystanes NSW 2145

For outstanding public service to Revenue New South Wales, particularly through the COVID-19 pandemic.

Mrs Sandra Rothwell commenced service with the former Department of Finance in 1988, and is currently serving as Director, Business Tax, at Revenue New South Wales. Throughout her career Mrs Rothwell has consistently delivered significant reforms benefiting both customers directly and the overall economic health of New South Wales.

Mrs Rothwell's career has spanned all facets of tax administration, including Land Tax and Technical Advisory Services, with a focus on Business Taxes. She has contributed to numerous projects and initiatives resulting in improvements to customer experience, customer satisfaction and upfront tax compliance.

In the shift to digitise the administration of business taxes, Mrs Rothwell led many initiatives including the innovative move from paper to digital for payroll tax customers nearly 20 years ago. She also led payroll tax harmonisation between states and continues to represent NSW at interjurisdictional forums while leading Revenue New South Wales's strategic partnership with the Australian Taxation Office (ATO).

Her ability to be agile and respond to changing customer needs resulted in the seamless and rapid delivery of essential COVID-19 stimulus. Mrs Rothwell implemented stimulus measures across her revenue streams, whilst supporting JobSaver and Service New South Wales. She worked collaboratively with New South Wales Treasury to ensure the Government's stimulus packages were delivered for the benefit of New South Wales. She demonstrated practical agility and technical ability in designing solutions to incredibly complex problems, such as the change in date for the Payroll Tax Annual Return which had never been done before.

Mrs Rothwell always ensures the customer is at the centre of design thinking and change management which is evidenced by increasing customer satisfaction. A national leader on many tax matters with the ATO and highly influential in inter-governmental settings, and a strong ambassador for the New South Wales Government and its customers, Mrs Rothwell has had a significant impact across state revenue organisations and the industry at large.

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

**Ms Margaret Ann (Anne) SKEWES**, Annangrove NSW 2156

For outstanding public service to the New South Wales Government and people of New South Wales.

Ms Anne Skewes has made significant contributions to the New South Wales Government and communities through a number of public service roles and currently serves as Head of Aerotropolis Development at the Western Parkland City Authority.

As Deputy Director General of the New South Wales Department of Finance and Services, Ms Skewes delivered a program generating \$1 billion in savings. She led the New South Wales Land and Housing Corporation (LAHC) from 2013-2019 which resulted in \$58 million of efficiencies in outsourcing and service reform. Outsourced contracts supported local and Aboriginal employment, disability providers, training and apprenticeships, and achieved over 90 per cent tenant satisfaction levels.

Ms Skewes work has had substantial impacts on New South Wales communities through the delivery of new, fit for purpose social housing, including the Millers Point investment program which generated \$500 million in sale proceeds to fund over 1,500 new social housing dwellings across New South Wales. Additionally, she led the design and delivery of the \$22 billion Communities Plus program, the largest social housing infrastructure program in Australia, leveraging private capital to deliver 23,500 new and replacement social and affordable housing dwellings.

As Deputy Secretary, Crown Lands, Ms Skewes exceeded expectations through leading the prompt resolution of a record number of Aboriginal Land Claims. From 2019-2020 1,505 claims were processed and over 4,700 hectares of land was granted to over 50 different Local Aboriginal Land Councils delivering cultural, social, and economic benefits for Aboriginal communities.

In her current role, Ms Skewes leads the implementation of the vision for the Western Sydney Aerotropolis through supporting the delivery of business cases to secure over \$1 billion in funding for the delivery of the new Bradfield City Centre, assisting in the growth of new jobs and industries in Western Sydney.

Over her career, Ms Skewes has consistently improved the delivery and efficiency of public services. She is a dedicated leader who is committed to ongoing improvement and innovation.

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

**Mr John James TANSEY**, Camperdown NSW 2050

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

Mr John Tansey is currently serving as the Executive Director of Policy and Strategy within the New South Wales Department of Customer Service. Mr Tansey has proven himself to be an integral staff member, making significant contributions to the New South Wales Government's regulatory policy and practices, particularly within building regulation.

In applying his policy expertise, Mr Tansey has demonstrated an ability to balance competing political and stakeholder interests, ensuring the latest developments in modern regulatory theory and practice are applied with the interests of the people of New South Wales in mind. Mr Tansey has implemented many building reforms including in plumbing regulation; gas and electrical consumer safety; building certification; fire and product safety; and as the New South Wales representative on the Australian Building Codes Board.

As Chair of the New South Wales Cladding Taskforce, Mr Tansey led agencies across the New South Wales Government to develop a practical response to the Greenfell Tower cladding fire. This issue together with other significant building incidents culminated in the introduction of the *Design and Building Practitioners Act 2020* and the *Residential Apartment Buildings (Compliance and Enforcement Powers) Act 2020*. Both were landmark reforms to the New South Wales Construction Industry and have delivered transformative results.

Over the last four years, Mr Tansey has also taken stewardship of over 80 pieces of legislation. This includes working on real estate licensing reform, liquor licensing reform, music festivals, the response to the Bergin Inquiry into Crown Casino, and the wide-ranging regulatory improvements that became the Better Business Reform package.

Mr Tansey has consistently performed at the highest standard and his dedication to the cause has cemented his reputation as a leader in policy and strategy execution. His collaborative and considered approach has earned him respect and acknowledgement from the building industry, his peers and colleagues alike.

### ***Victoria***

**Ms Margaret Joan ALLAN**, Flora Hill VIC 3550

For outstanding public service to policy and program delivery in regional Victoria.

Ms Margaret Allan has demonstrated an exemplary commitment to advocacy and relationship building during her more than 30-year career at both local and state government levels in the Loddon Mallee region. She currently serves as Regional Director, Loddon Mallee at the Department of Environment, Land, Water and Planning.

Ms Allan actively aligns community with government objectives and has delivered enduring outcomes focused on reconciliation and regional development. Her ability to translate policy into effective on-ground deliverables across one of the largest and most diverse regions of Victoria has been exceptional. This includes supporting urban growth and renewable energy, protecting native vegetation and wildlife, and managing water solutions and Crown land.

Ms Allan has made a lasting impact on the Victorian public sector through her tireless commitment to supporting emerging leaders, particularly women, by providing advice, guidance and coaching to ensure they are provided with every opportunity to succeed.

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

**Mr Terence George BENNETT**, Warranwood VIC 3134

For outstanding public service to education in Victoria.

Mr Terence Bennett has during a career of more than 50 years shown outstanding leadership and excellence in the Victorian education system as a secondary teacher, assistant principal, executive principal and regional director. He currently serves as Regional Director, North Eastern Victoria Region at the Department of Education and Training.

Mr Bennett has championed the role of education as a means to improve outcomes to the lives of children and young people regardless of background. Throughout his exemplary career, he has made an indelible impact on the lives of countless students, their families and their communities.

With a strong commitment to making a difference, and with the knowledge that a high-quality education can only be achieved through the teaching staff, he has worked tirelessly to mentor and develop educators for leadership positions in schools.

Mr Bennett has created a positive and lasting legacy in the Victorian education system.

**Ms Rosa BILLI**, VIC

For outstanding public service to community health in Victoria, particularly in the area of gambling harm.

Ms Rosa Billi has had a long and distinguished public service career and currently serves as Branch Head, Research and Evaluation at the Victorian Responsible Gambling Foundation.

Ms Billi is a passionate advocate for the understanding of gambling harm as a public health issue and she has developed and led internationally recognised, innovative research programs. These include designing Australia's first longitudinal study of gambling and health. Ms Billi was the motivating force behind research to define, measure and quantify harm, which included a world first study examining the burden of gambling harm using the World Health Organization's Burden of Disease methodology.

Ms Billi's leadership in the field has positioned Victoria as an international leader in gambling harm research and has led to significant opportunities for the state. This includes hosting three International Think Tanks on Gambling Research Policy and Practice in Melbourne and working with international colleagues on the world's first set of Lower Risk Gambling Guidelines.

Ms Billi's innovative work has been replicated nationally and internationally, providing the blueprint for others to develop their own public health approach to reduce the impact of gambling harm to the community.

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

**Mr Colin James DOBSON**, McKinnon VIC 3204  
For outstanding public service to education in Victoria.

Mr Colin Dobson has demonstrated exemplary leadership as an educator, director and principal in Victoria for over 32 years.

Mr Dobson has been at the forefront of ground-breaking initiatives in education and was instrumental in introducing the International Baccalaureate Primary Years Programme to schools within Victoria and Australia.

His belief that all students have the right to an outstanding education has been apparent in every setting he has led, including in his current role as the inaugural Principal of the innovative Monash Children's Hospital School.

Mr Dobson personally took responsibility for recruiting teaching staff, developing policies and curriculum, initiating infrastructure, establishing relationships with local schools and hospital schools internationally, and innovating on a global scale in this important field of education.

The growth and effective operation of the school under Mr Dobson's stewardship has ensured positive outcomes for some of Victoria's most vulnerable students and their families.

**Dr John Desmond KOEHN**, Ivanhoe VIC 3079  
For outstanding public service to conservation and freshwater management in Victoria.

Dr John Koehn has dedicated over 40 years to the research and management of Australian freshwater fish. He is currently serving as Principal Research Scientist, Arthur Rylah Institute for Environmental Research, Biodiversity at the Department of Environment, Land, Water and Planning.

Dr Koehn's innovation in developing robust and sustainable conservation and restoration policy and research programs has been recognised around the world. He has shifted public and governmental perceptions on the importance of protecting freshwater environments. His work has made a significant and lasting contribution at a local, state, national and international level, to ensure populations of important fish species are sustained for future generations to enjoy.

Dr Koehn is renowned for his exceptional leadership and willingness to engage and share knowledge with community groups, the general public, researchers, managers, industry and other government agencies.

Dr Koehn is highly collaborative and has been a mentor to a generation of fish ecologists that will benefit communities for decades to come.

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

**Mr Lee Alexander MIEZIS**, Ballarat VIC 3350

For outstanding public service to policy, regulation and service delivery in Victoria, particularly in the area of environmental sustainability.

Mr Lee Miezis has demonstrated outstanding leadership and a strong commitment to the community throughout his extensive public service career. He is currently serving as Chief Executive Officer of the Environment Protection Authority Victoria.

Mr Miezis has delivered many significant and innovative reforms and programs in areas including risk-based bushfire management, sustainable public land management, environmental protection, regulation and forestry policy.

He is recognised as an exceptional leader who has forged strong and productive partnerships, and is highly valued for his extensive experience, deep knowledge, honest and pragmatic advice and ability to innovate and deliver creative solutions to complex issues.

Mr Miezis has made significant and lasting contributions to Victorian communities by improving operational, social and environmental outcomes, supporting recovery from the devastating 2019-20 bushfires, and empowering actions to create thriving and sustainable regions.

**Ms Sarah Jane STEPHEN**, St Kilda VIC 3182

For outstanding public service to strategic policy reform and delivery in Victoria, particularly in the areas of climate change and energy.

Ms Sarah Stephen has, for over 38 years, dedicated her career to improving environmental and social outcomes for the community. She recently retired from serving as Executive Director, Energy Demand, Programs and Safety at the Department of Environment, Land, Water and Planning (DELWP).

Ms Stephen has shown service excellence through her innovative and engaging approach to developing climate change policies and programs. She has been instrumental in leading a number of complex and politically sensitive projects and taskforces on behalf of DELWP. This includes the Gas Heater Safety Taskforce, the in-depth review of the Environment Protection Authority, and the *Environment Protection Act 1974*.

Through her work Ms Stephen has significantly advanced climate change action in Victoria, putting the state on a path to be able to achieve its emissions reduction targets.

Ms Stephen's policy interventions will have an enduring impact at a state and national level.

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

**Ms Elizabeth Anne WILLIAMS**, Moonee Ponds VIC 3039  
For outstanding public service to electoral management in Victoria.

Ms Elizabeth Williams served as Deputy Electoral Commissioner for the Victorian Electoral Commission (VEC).

Ms Williams has provided outstanding public service to ensuring Victoria's electoral processes are robust and resilient in the face of change and challenge. In a public service career spanning more than three decades, she has been pivotal to the successful execution of eight state elections and over 400 local government and community elections.

Ms Williams' focus on continuous improvement of election services and her commitment to innovation has seen every aspect of election operations scrutinised and enhanced. This includes the VEC modernising its approach to the recruitment, training and ongoing development of the tens of thousands of essential election staff.

Ms Williams is highly regarded within the Australian and international electoral industry and represented Australia at the Indian general election in 2019.

### ***Queensland***

**Dr Gordon Paul GUYMER**, QLD  
For outstanding public service in the areas of scientific investigations, botanical research, policy reform relating to biodiversity conservation and natural resource management.

Dr Gordon Guymer has provided outstanding leadership for the Queensland Herbarium over the past 26 years and is currently serving as Director, Queensland Herbarium.

Dr Guymer has achieved national recognition in scientific investigations, botanical research, policy reform relating to biodiversity conservation and natural resource management.

Dr Guymer is the Chief Botanist for the Queensland Government and as Director of the Queensland Herbarium, is responsible for managing scientific teams in discovering; describing; monitoring; surveying; naming, and classifying plants and plant communities. Dr Guymer provides the scientific leadership for research on the state's unique plant biodiversity, plant communities and regional ecosystems, including assessment and monitoring of vertebrate fauna.

His expertise and depth of knowledge is central to the management and mapping of regional ecosystems, vegetation, threatened species, including koala habitat in Queensland, and the provision of public services including support to Queensland Health (poisons information) and the Queensland Police Service (forensic botany).

Dr Guymer has published over 80 peer-reviewed scientific papers and reports, described three new plant genera and over 100 plant species new to science. He has overseen making the Queensland Herbarium's extensive biodiversity data publicly available and this has enabled better environmental decision making.

Dr Guymer is regarded as the intellectual leader in Queensland's plant biodiversity, environmental values and ecosystems by government and non-government stakeholders. His dedication and commitment to biodiversity and its conservation is enduring.

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

**Ms Jasmina JOLDIC**, Rochedale South QLD 4123

For outstanding public service through delivery of critical functions and health policies that have contributed to the successful COVID-19 response in Queensland.

Ms Jasmina Joldic is currently serving as the Assistant Director-General, Policy, Portfolio and Government Services in Queensland Government.

Ms Joldic has had an extensive career in the public service, predominately in Queensland but also in the Commonwealth Government and Victoria.

For the past five years she has been dedicated to improving the health of Queenslanders via her role as the Head of the Office of the Director-General and System Strategy Division. This role was critical to the Queensland Health COVID response and Ms Joldic worked closely with the Director-General, Chief Health Officer and 16 Health and Hospital Services to deliver an integrated pandemic response across Queensland Health, Queensland Police Service and the State Emergency Centre with community safety and public health at the centre.

Under Ms Joldic's leadership, critical enabling functions and infrastructure were rapidly established to support the Government's pandemic response. Ms Joldic was pivotal in connecting and coordinating the decision making and the flow of information across government. The work that Ms Joldic led throughout the COVID-19 response has had a significant impact across the Queensland public service and has also impacted the lives of all Queenslanders.

The functions that Ms Joldic established meant that Queensland stayed at the forefront of COVID-19 policy development, both across the state and nationally.

**Mr Paul Thomas MARTYN**, Tarragindi QLD 4121

For outstanding public service in the areas of Queensland export, global investment opportunities and leading the Queensland Government COVID-19 Response and Recovery Taskforce.

Mr Paul Martyn is currently serving as the Director-General of the Department of Energy and Public Works and has been an exemplar senior executive within the Queensland Public Service for 15 years.

For the last three years, Mr Martyn has been the Chief Executive Officer (CEO) of Trade and Investment Queensland, a global business agency for the Queensland Government. Through this role, he has taken a thoughtful and considered approach to every facet of his work in assisting Queensland businesses to export their products and encouraging global investment.

In 2020, Mr Martyn undertook a leadership role as CEO of the Queensland Government COVID-19 Response and Recovery Taskforce to spearhead the Queensland Government's COVID response and economic recovery. Mr Martyn led a multi-disciplinary team of over 60 staff representing 17 agencies from across the Queensland Government. In addition to the health response, the Taskforce supported the development of Queensland's Economic Recovery Plan: *Unite and Recover*, economic recovery strategies, and developed the COVID Safe Business Framework.



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

**Mrs Lyndell SELLARS**, Cairns QLD 4870

For outstanding public service to education in Queensland, particularly in response to COVID-19.

Mrs Lyndell Sellars is an outstanding educator with 32 years' experience, including 27 years as a Teacher-Librarian. She is currently serving as the Head of Learning Resources at Cairns State High School.

Mrs Sellars is responsible for a number of areas including the management of the Library - physical, digital and online resources. She also manages the ICT Support Team and Library Teacher Aides, providing staff and students efficient access to the school network and resources. Furthermore, Mrs Sellars also manages the Resource Centre and Information and Communication Technology budgets.

For the past 15 years Mrs Sellars has been the Regional Coordinator for the Children's Book Council of Australia Readers Cup competition. Students from across Far North Queensland have been provided with an opportunity to extend their reading experiences through engagement in this competition.

During the 2020 COVID-19 lockdown in Queensland, Mrs Sellars was instrumental in supporting all staff and students with the shift to online learning. In a very short time, she was pivotal in ensuring that over 150 staff had the skills and capacity to provide online learning. She ran countless professional development sessions for staff so that they could teach their students confidently from home. She supported families and students by offering phone support for technology issues both during and after school hours. She also organised laptops and internet access for students that did not have devices at home so that they could continue learning while in lockdown.

Mrs Sellars lobbied for the increase of internet bandwidth for Cairns State High School to ensure that teachers could continue to utilise the technology in their classrooms, once the school returned to face-to-face learning.

Mrs Sellars has consistently gone 'above and beyond' for her students, and in doing so has achieved excellent student outcomes over an extensive period of time.

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

**Ms Julie STEEL**, Springfield QLD 4300

For outstanding public service through court innovations for Queensland.

Ms Julie Steel is currently serving as Executive Director of the Supreme, District and Land Courts Service.

Ms Steel has excelled in this role over the last decade and has been at the forefront of court innovations. Her leadership and talent for organisation and innovation have supported the courts to manage their workloads efficiently, while greatly improving accessibility to the public. Her talent lies in system organisation and staff leadership, resulting in vastly improved registry services over the last decade to the benefit of the judiciary, the legal profession and the public.

Her ingenuity has enabled the higher courts, with very limited means, to advance some way into the digital age. Importantly her efforts have ensured the courts have been able to cope with existing conditions, while anticipating and evolving forward.

Ms Steel has formed a highly skilled team who is strategically focused and delivers widely acclaimed outcomes for court users. These skills were particularly evident during the COVID period of 2020 and 2021 when, in collaboration with the heads of jurisdiction, she put extensive strategies in place to ensure the continued operation of the courts.

Ms Steel is innovative, resilient and flexible and she works tirelessly to adjust to changing circumstances. During the entire COVID period she has ensured the courts have been open for users in a suitably adjusted environment.

**Mr Jeffrey Donald STEWART-HARRIS**, Mackay QLD 4740

For outstanding public service to local and state government in Queensland.

Mr Jeffrey Stewart-Harris has served in local and state government continuously for 38 years. Since 1994 he has performed senior leadership roles as Director, Chief Operating Officer, Deputy Chief Executive Officer and Chief Executive Officer. Mr Stewart-Harris is currently serving as the Chief Executive Officer at the Isaac Regional Council in Queensland.

Since 2001, Mr Stewart-Harris has held numerous board roles, providing economic development, leadership and service under local, state and commonwealth governments. Mr Stewart-Harris has strategically and tactically impacted the organisations and the communities he has served in many ways with care, wisdom, inclusion and extraordinary skill.

While serving at Isaac Regional Council, Mr Stewart-Harris redeveloped the culture and function of his directorate, had genuine and thoughtful engagement with stakeholders from Clermont Saleyards and Showgrounds and has been creative, empathetic and inclusive with small coastal communities in the development of a new coastal hazard provisions planning scheme.

Mr Stewart-Harris has contributed reliably and skilfully in board roles at local, regional, state and national levels over and above his remunerated jobs. His leadership and development of some of Queensland's most critical Port assets and his successful management of complex and challenging local governments over many years have yielded many lasting legacies for those he has served.

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

### ***Western Australia***

**Mr Anthony Michael KANNIS**, Inglewood WA 6052

For outstanding public service to transport and infrastructure reform, particularly through METRONET.

Mr Anthony Kannis has worked in the public sector for over four decades in a range of roles including Deputy Chairperson of the Western Australian Treasury Corporation, the Western Australian Planning Commission's Infrastructure Coordinating Committee, and as the Western Australian Government nominee on the Infrastructure Australia Board. Mr Kannis is currently serving as the Managing Director of METRONET.

During his time as Western Australia Police Executive Director Mr Kannis contributed significantly to the Frontline 2020 reform program. He also championed gender and equity reform in his portfolio, greatly increasing the number of women in senior positions.

As the Managing Director of METRONET, Perth's largest investment in public transport, Mr Kannis has driven and implemented the agency's robust governance framework, critical to the State Government's economic response to COVID-19. Leading the project's optimisation, he released projects to market 12 months ahead of schedule, creating a strong pipeline of work and jobs for Western Australia.

Mr Kannis has been a champion for accessible, universally designed transport and infrastructure through METRONET, promoting the benefits for the whole community, particularly people with disability, seniors and parents.

Mr Kannis is dedicated to building the future of Western Australia through his commitment to a strengthened economy and the development of well connected, diverse and affordable places that enable individuals and families to participate fully in their community.

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

**Dr Mark William SWEETINGHAM, WA**

For outstanding public service to scientific research and development of the grains industry in Western Australia.

Dr Mark Sweetingham commenced in 1983 with the Department of Agriculture and Food in Western Australia and until recently served as the Deputy Director General at the Western Australia Department of Primary Industries and Regional Development.

Dr Sweetingham has demonstrated outstanding public service to scientific research and development of the grains industry in Western Australia. He has played a vital role in influencing the grains industry in the state by combining his groundbreaking research and leadership at state and federal levels. He has held key managerial positions, been appointed to significant policy and advisory committees, and maintained an active contribution to grains research.

His continued success across a public service career of almost 40 years is attributable, in part, to his ability to work collaboratively and maintain effective relationships with diverse stakeholders from industry, government, tertiary and research institutions. He drove the establishment of the Australian Centre for Necrotrophic Fungal Pathogens and the Western Barley Genetics Research Alliance with Murdoch University; Centre for Grains Food Innovation with Commonwealth Scientific and Industrial Research Organisation (CSIRO) and Curtin University; SoilsWest Research Alliance with The University of Western Australia; and Australia Export Grains Innovation Centre, of which he was the inaugural CEO.

Dr Sweetingham is steadfast in his dedication to being ethical and solutions-focused, and has garnered substantial respect from within and far beyond the public service.

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

**Ms Anna Maria WYATT**, Kalamunda WA 6075

For outstanding public service to improving education and health outcomes for Aboriginal people and the state of Western Australia.

Ms Anna Maria Wyatt has had over 45 years of service across the health, education and Aboriginal history sectors commencing as a primary school teacher in Kalgoorlie in 1977. She is currently serving as the Director, Aboriginal History at the Department of Local Government, Sport and Cultural Industries.

Ms Wyatt has consistently demonstrated her passion, diligence and commitment to advancing the outcomes of Aboriginal and Torres Strait Islander people in Western Australia. She has been acknowledged by the World Health Organisation for her unrelenting work in the development of teaching resources heightening the awareness of the impact of Otitis Media on the educational and life outcomes of Aboriginal children.

In her current position, she leads a service that provides Aboriginal families with access to their ancestral history to enable reconnection with country, family and community in a culturally sensitive and supportive environment.

Other achievements have included securing a healing space for Aboriginal people to access when reviewing confronting and traumatic historical material in the State Library; managing the research and publication of significant national and Western Australian truth-telling publications including Gnarla Boodja Mili Mili (My Country on Paper) the first map of its kind identifying traditional Aboriginal place names in an Australian capital city; reviewed and reformed a number of Aboriginal programs including the state-wide Aboriginal Patrols program as well as leading the team developing the business case for the Connecting to Country state-wide strategy.

In her work across the education sector, Ms Wyatt developed the Regional Education, Skills and Jobs Plan for the Kimberley region as part of the Building Australia's Future Workforce package. She also facilitated the development of employment projects to assist Aboriginal people who had experienced long-term unemployment. This work directly resulted in 1an increase in the number of apprentices and trainees gaining opportunities leading to long-term employment. Likewise, in the health sector she worked to secure stronger outcomes for Aboriginal people by assisting to secure \$2.4 million Commonwealth funding to upskill Western Australian Aboriginal health workers across the state.

Ms Wyatt has served on a number of state and national taskforces and committees in the areas of Aboriginal education and health and should be commended for her outstanding public service career, dedicated to improving education and health outcomes for Aboriginal people and the state of Western Australia.

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

### ***South Australia***

**Mr Mark Joseph CONNELLY**, Marrabel SA 5431

For outstanding public service to achieving outcomes for the Anangu communities.

Mr Mark Connelly is the inaugural Principal Manager who single-handedly established the Anangu Pitjantjatjara Yankunytjatjara (APY) Trade Training Centre in 2012.

Through his personal commitment and energy, Mr Connelly established the site to provide significant VET for secondary students and community members, and a highly valued conference facility for the Department for Education. His work has resulted in 1,385 of the 2,500 people on the APY Lands participating in and attending programs since its inception.

Mr Connelly's connection and engagement has been broader than his role with the Department for Education. The Department of Families, Housing, Community Services and Indigenous Affairs (FAHCSIA) engaged him to restructure community councils and develop a more representative model of community governance based on family groupings across the communities of Yalata, Indulkana, Mimili and Ernabella.

Mr Connelly has worked in the APY Lands TAFE program for TAFE SA and secured funding for Pipalyatjara/Kalka Community's first ever Learning Centre. He looked after the construction of Community Learning Centres at Indulkana and Fregon. He was fortunate to coordinate the training of the first group of Anangu, to deliver Cultural Awareness workshops to non-Indigenous people.

Mr Connelly has established and worked with up to five generations of families, as well as the APY Executive, the Pitjantjatjara Yankunytjatjara Education Committee (PYEC), local community and school councils.

The Trade Training Centre now has connections with agencies and organisations including Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) Women's Council, Empowered Communities, JAWUN, Aboriginal Mental Health First Aid, and Regional Anangu Services Aboriginal Corporation (RASAC).

Mark has worked hard to achieve outstanding outcomes for students, families and the broader community through 30 years of dedicated service to the Anangu.

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

**Mrs Sara Elizabeth FLEMING**, Daw Park SA 5041

For outstanding public service to the development and provision of Paediatric Palliative Care Services.

Mrs Sara Fleming has been the Clinical Service Director of the Paediatric Palliative Care Service (PPCS) at the Women's & Children's Hospital in South Australia for over 20 years.

The PPCS provides care to approximately 30 children per year, ranging from antenatal (during pregnancy) to 18 years of age who are living with a life-limiting or life-threatening condition, their families and the wider community.

Mrs Fleming identified the need for a specialised paediatric palliative care service and pioneered the PPCS in South Australia. She has led and contributed to initiatives to improve the care of children with palliative care needs and secured funding to support expansion of services including holistic interdisciplinary roles such as doctors, nurses, an educator, a social worker, art therapist, grief and loss support, and administrative and business support.

Mrs Fleming has been a support for local and national clinicians and she has been instrumental in developing state-wide and hospital specific policies and procedures to guide best practice and to ensure that children and families receive the highest level of evidence-based care.

Mrs Fleming regularly presents as an expert at national and international conferences and is a clinical tutor at Flinders University writing and developing the paediatric palliative care course topic. Recently she initiated and developed the Paediatric Palliative Care Australia and New Zealand (PAPCANZ) Association.

She was integral in securing a \$3m grant and is overseeing a project focused on raising awareness about paediatric palliative care in Australia and improving family-centred care.

Mrs Fleming worked in partnership with a planning team to build and open Laklinyeri Beach House. Opened in 2017, the house is specifically designed, constructed and medically equipped to meet the needs of children with complex health care needs, supporting families to take a holiday and build the memories required to last a lifetime.

Mrs Fleming builds relationships with many families with a child in palliative care, making plans with them and empowering them with support to care for their child and give them the best quality of life possible.

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

**Mr Kirk RICHARDSON**, Ashbourne SA 5157

For outstanding public service in developing and implementing key projects for the City of Onkaparinga.

Mr Kirk Richardson has worked for the City of Onkaparinga for 32 years in a range of operational and leadership roles. He is currently serving as the Director of City Operations.

Mr Richardson's outstanding contributions are demonstrated through his ability to create solutions to long term community issues, many of which impact residents beyond the borders of the city.

Notably Mr Richardson has been responsible for leading the planning and delivery of numerous important Infrastructure, social and environmental projects and programs from Library and Community buildings, redevelopment of public spaces and the foreshore, road management, Coastal management solutions, stormwater management and harvesting through the Water Proofing the South project and Landfill site closure and post closure management in a cost effective, efficient manner for the benefit of the community.

Development of contemporary strategic plans and management processes has been at the forefront throughout in the development of Councils Strategic Asset management plans and supporting management plans ensuring that they link to Councils financial sustainability for the current and future residents of the city.

Mr Richardson is a key member of the Board of Southern Region Waste Resource Authority (SRWRA). Council waste is routed to the local resource recovery centre and either processed as landfill or recycled. Up until 2019, most of the recycling was sent overseas, and through the disruption to the recycling industry.

Mr Richardson recognised the increasing difficulties associated with offshore processing recyclables and in conjunction with SRWRA developed a strategic plan to build a state-of-the-art recycling plant within the council's existing waste landfill site, planning and developing a thriving carbon neutral waste management precinct.

The delivery of these projects has been instrumental in meeting the current and future needs of communities, with significant positive environmental impacts.

Mr Richardson is highly valued for his commitment to community, camaraderie, selfless service, hands on approach, and perseverance to achieve the best practical outcomes. Many projects would not have been achieved without Mr Richardson's long-term perspective and valuable contributions.



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

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

**Ms Sara White BURNS**, Curtin ACT 2605

For outstanding public service, in particular to improving cross border governance and the modernisation of cabinet processes.

Ms Burns is recognised for her outstanding service to the Australian Capital Territory Public Service, in particular her commitment to improving cross border governance between the Australian Capital Territory and New South Wales, and the modernisation of cabinet processes.

Ms Burns led the Intergovernmental Relations Team and was instrumental in establishing a regional approach to local government policy issues. She provided a significant contribution through her drive for the Australian Capital Territory and New South Wales governments to commit at a policy level to a 'seamless border'. This policy commitment set the foundation for improvements in integrated service planning and delivery, infrastructure coordination and economic development.

Ms Burns has always maintained a focus on building trusted relationships with stakeholders to achieve change. She worked tirelessly to build strong relationships with representatives from surrounding jurisdictions and their Councils. Through her facilitation, leaders have been able to pursue a regional approach to the policy and service delivery challenges facing the area. More recently, Ms Burns has led the Australian Capital Territory Cabinet Office where her innovation and improvement of cabinet processes ensured better decision making and outcomes for the Australian Capital Territory Government and the Australian Capital Territory community. Under her leadership the cabinet process became fully electronic, ensuring security of documents and timely delivery of materials to Ministers. This process improvement became critical during COVID-19 when online cabinet meetings were held throughout lockdown.

A passionate and dedicated public servant with a calm and positive leadership style, Ms Burns reflects the Australian Capital Territory Public Service values of integrity, innovation, respect and collaboration.

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

**Ms Mary Louise TOOHEY**, Hackett ACT 2602

For outstanding public service to law reform in the Australian Capital Territory and supporting the response to the COVID-19 pandemic.

Ms Mary Toohey joined the Parliamentary Counsel's Office (PCO) in August 2001 and served as Parliamentary Counsel for the Australian Capital Territory Government for 5 years until her retirement in August 2021.

Ms Toohey is recognised for her outstanding leadership and service to the Australian Capital Territory Public Service, in particular her contribution to legislative drafting, improving the accessibility of laws in the Australian Capital Territory, and in supporting the Australian Capital Territory Government's response to the COVID-19 public health emergency.

Ms Toohey has consistently provided outstanding service through her leadership, professionalism and commitment to delivering outcomes that has fostered a culture of high performance, while maintaining a positive working environment that achieves results. When critically important legislation was required to respond to the COVID-19 pandemic, she led her team to work closely and effectively with multiple policy areas, supporting the development, introduction, passing and publication of the urgent statutes needed.

More broadly, Ms Toohey's work in the PCO has significantly improved the community's access to laws, including the redevelopment of the Australian Capital Territory Legislation register, promoting the use of plain English drafting and the modernisation of legislative drafting styles.

Ms Toohey has also driven the modernisation of processes in the PCO. She led the redevelopment of the PCO's Job Management System to facilitate easy access and management of work records for staff, regardless of their location. She also initiated the review of approved forms in Australian Capital Territory legislation, saving the Government significant resources.

Throughout her service at the PCO, Ms Toohey has excelled in all aspects of her role. She is worthy of recognition for her significant service to the Australian Capital Territory community.

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

### ***Northern Territory***

**Ms Kathleen ROBINSON**, Humpty Doo NT 0836

For outstanding public service to the Northern Territory Public Sector.

Ms Kathleen Robinson has a long and distinguished career spanning over four decades, with 25 years in executive level positions within the Northern Territory Public Sector and the last 9 years as Chief Executive Officer of the Department of Corporate and Digital Development.

Ms Robinson has earned a reputation as a person of integrity, intelligence, determination and imagination. Her roles have encompassed financial policy development and implementation, the instigation and implementation of financial reporting reforms and delivering corporate and shared service functions including significant digital reforms.

Fulfilling the function of the Chief Executive Officer is a difficult balancing act of delivering effective and efficient corporate and shared services to the Northern Territory Public Sector. Ms Robinson has established internal controls and performance management systems so that her colleague CEOs can be confident that services are being delivered to their agencies effectively and efficiently. Ms Robinson manages this role with aplomb and has built a strong rapport, acknowledging their respective roles and responsibilities.

Ms Robinson has made a significant contribution to the effective management of the Northern Territory Public Sector by putting in place rigorous governance of crucial systems and processes through scrutiny of the performance of government administration. Other contributions include her unending drive to make time, no matter how trivial the matter, to provide support, wisdom and innovative ideas to others.

Born and bred in the Northern Territory, Ms Robinson's stewardship of the corporate, digital and shared services that are critical to the successful running of the Northern Territory Public Sector is without equal.

Ms Robinson is highly valued by her colleagues and one of her great traits is bringing pragmatic solutions to vexing and challenging scenarios. Her leadership has led to much improved outcomes for all Territorians for years to come.

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

**Dr Ian Richard SCRIMGEOUR**, Larrakeyah NT 0820

For outstanding public service to geoscience in the Northern Territory.

Dr Ian Scrimgeour has worked in the Northern Territory Government for over 24 years, commencing with the Geological Survey as field mapping geologist, rapidly progressing to become the youngest head of a Geological Survey in any Australian jurisdiction in 2006.

Dr Scrimgeour is currently serving as the Chief Government Geologist, a position he has held for over 15 years. He also leads the Northern Territory Geological Survey as Senior Executive Director.

Over his tenure at the helm of the Northern Territory Geological Survey, Dr Scrimgeour has overseen the transformation of the provision of open and accessible geoscience data and information, expanding opportunities for private investment through a strong and robust evidence base to support resource investment decisions and de-risk project propositions.

As a direct result of Dr Scrimgeour's strong and technically superior leadership and innovative program design, the Northern Territory has frequently ranked ahead of other jurisdictions in the development and delivery of geoscience programs which have been acknowledged as world's best practice.

Through leading or supporting many ministerial and industry delegations to East Asia and North America, Dr Scrimgeour has played a vital and integral role in transforming the Northern Territory from an emerging area of mineral and energy resources potential, to an internationally recognised jurisdiction of globally significant resource endowment, and as a trusted location for resource exploration and recovery investment.

Dr Scrimgeour demonstrates strong integrity and unwavering dedication to ensuring strategic and superior geoscientific analysis and assessment, enabling the Northern Territory Geological Survey to excel in the delivery of its brief. His commitment to the job and pursuit of excellence has enhanced the reputation of the Northern Territory as a resource investment destination, building long term prosperity for Territorians.

## AUSTRALIAN POLICE MEDAL (APM)

### ***Federal***

#### **Detective Sergeant Louise Margaret DENLEY**

Detective Sergeant Louise Denley joined the Australian Federal Police (AFP) in September 1985 and, after recruit training, was posted to ACT Policing (ACTP) as a general duties officer. In ACTP, Detective Sergeant Denley became their first female police motorcyclist, pursuit driver, full-time rescue squad member, and was later promoted to Sergeant in 1991 and later became their first female Traffic Sergeant.

In February 2002, Detective Sergeant Denley deployed as part of the 70th contingent for the United Nations peacekeeping mission to Cyprus. On her return to Australia, she transferred to the AFP College recruit training team before moving to the investigation of outlaw motorcycle gangs from mid-2003, and then the Transnational Crime Coordination Centre.

From early 2005, Detective Sergeant Denley joined the Professional Standards investigations teams before transferring to People Smuggling in 2007, later Transnational Sex Offenders, Child Protection teams, and Serious and Organised Crime in 2010. Detective Sergeant Denley returned to ACTP in 2012, working at Woden Station, and she resumed this role after deploying to Papua New Guinea from May 2017 to January 2019.

From September 2020, Detective Sergeant Denley has been in her current role as the Officer in Charge, Community Policing in Jervis Bay Territory. She continues to develop her knowledge and skills, and demonstrates commitment to Policing through her conduct and pride in wearing the uniform. Her embodiment of the Policing ethos makes her the standard to which career Police Officers should aspire.

Detective Sergeant Denley's service history and commitment toward Community Policing is testament to her dedication to protecting the Australian people and their interests, demonstrated by her outstanding efforts.

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

### **Detective Superintendent David Roland NELSON**

Superintendent David Nelson joined the Australian Federal Police (AFP) in October 1990 and after completing recruit training, was initially posted to Eastern (Sydney) region. In the following years, he worked in Operations teams and Avian Strike teams as well as two deployments to East Timor as part of the United Nations Transitional Administration in East Timor. From July 2004 to June 2007, SUPT Nelson was deployed to Thailand as the Bangkok liaison officer.

Upon his return to Australia, Superintendent Nelson commenced as the Coordinator for the Identity Security Strike Teams and continued in this role until his posting to Bogota, Colombia from 2009 to 2013. Since November 2016, he has led the AFP contribution (Operation AREW) to the joint team investigating the downing of Malaysia Airlines MH17 over Ukraine on 17 July 2014. In June 2019, after five years of intensive and diligent investigative effort, the four pro-Russian separatists operating in eastern Ukraine were indicted for their alleged involvement.

Superintendent Nelson has selflessly served the community and represented the AFP with distinction over an extended period of time. He is a resilient leader who seizes responsibility and sets his team on a positive trajectory. Superintendent Nelson is a driven, motivated and values based person who is committed to undertaking a strong leadership and management role in the AFP.

Superintendent Nelson has demonstrated distinguished service, in over 30 years of service to the community, particularly in the area of combatting transnational and serious organised crime.

### **Detective Superintendent Anita Maree VAN HILST**

Detective Superintendent Anita Van Hilst joined the Australian Federal Police (AFP) in September 1998, commencing in ACT Policing (ACTP), City Station. In 2000, Detective Superintendent Van Hilst moved to Criminal Investigations and then ACTP's legal team. In 2002 she transferred to National Investigations at AFP Headquarters, served in Economic and Special Investigations and deployed to New Zealand in 2006. On returning to Australia, she undertook the role of Coordinator Asia in International Command before posting to Thailand in 2011.

In 2014, Detective Superintendent Van Hilst joined Counter Terrorism (CT) and deployed to Jordan in 2017 where she oversaw an increase in operational tempo, due to the Syrian Civil War. In a challenging operational environment, she forged strong partnerships with international agencies and increased multi-agency cooperation in the pursuit of terrorism offenders, and was instrumental in establishing AFP engagement at Operation Gallant Phoenix in Jordan. Detective Superintendent Van Hilst demonstrated excellence in her contribution to creating global capability in the management of Foreign Terrorist Fighters.

Detective Superintendent Van Hilst has worked in Counter Terrorism and Special Investigations Command in Canberra since February 2020, where her outstanding service continues to improve the capability of the Command. Throughout her career, Detective Superintendent Van Hilst has shown tenacity, drive and innovation in her investigations and enhanced the Australian Federal Police's reputation overseas.

Her achievements reflect the Australian Federal Police's core values and continue to benefit the force in its fight against crime around the world. Detective Superintendent has served the Australian Federal Police and the wider community with distinction for over 23 years, particularly in the areas of International Policing and Counter Terrorism.

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

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

#### **Detective Inspector Patrick Joseph CRASS**

Detective Inspector Patrick Crass joined the New South Wales Police Force in 1988 and was posted to City Central, performing general duties before commencing a distinguished criminal Investigation career in 1991 with the Major Crime Squad South and Drug Squad, undertaking both investigative and undercover duties across the state.

In 1998 he transferred to the Tuggerah Lakes Local Area Command, where he led a number of Strike forces and was later promoted to the rank of Sergeant at Brisbane Water in 2004. In 2007 he was promoted to the rank of Detective Senior Sergeant with the Lake Macquarie Special Operations Group where he drove proactive policing strategies into drug and property theft. In 2010 he returned to Tuggerah Lakes where he led the local police in proactive criminal investigations until 2020. In 2021 he was promoted to Detective Inspector as the Operations Tactician for Northern Region, taking command of three Region Enforcement Squads and the Coffs Harbour Domestic Violence High Risk Offenders Team.

Detective Inspector Crass has spent the entirety of his career in field operations. He is recognised by his peers and superiors for his outstanding commitment to the policing profession and the ongoing mentoring of junior police, particularly in the field of drug investigations. Recognised as a New South Wales Police Force Drug Expert for the past 20 years, he continues to provide expert evidence to assist both Local and District Courts pertaining to drug matters.

Detective Inspector Crass has received multiple acknowledgements; including a Commissioners Commendation for Service in 1993 for his pivotal role as an undercover operative in Strike Force 'Honey Pot', gaining evidence on large-scale property crime offences across south western Sydney. In 2016 he was formally acknowledged by the New South Wales Crime Commission in relation to Strike Force Salamande, a complex drug investigation which resulted in the seizure of significant amounts drugs and cash.

Detective Inspector Crass is an accomplished Police Officer who has demonstrated dedicated and exemplary police service to the people of New South Wales for over 33 years.

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

### **Detective Superintendent Robert Anthony CRITCHLOW**

Detective Superintendent Robert Critchlow joined the New South Wales Police Force in 1990 and was first posted to the Waverley Police Station, performing General Duties and later Highway Patrol duties in the Eastern Suburbs and Beaches areas of Sydney. In 1994 he moved into investigative roles in and about Maroubra, Mascot and Botany Bay Police Stations and was designated as a Detective in 1998.

In 1999, Detective Superintendent Critchlow moved into criminal investigative roles with the National Crime Authority and later to South East Asian Crime within the State Crime Command and was promoted to the rank of Detective Sergeant in 2003 and to Detective Inspector in 2006.

He then worked in the State Plan Coordination Unit before returning to the State Crime Command and was promoted to the rank of Superintendent in 2012, taking Command of the North Shore Local Area Command and later The Hills Police Area Command 2013- 2019. During 2019, Superintendent Critchlow was seconded to the Australian Institute of Police Management as a Visiting Fellow and in December of that year he returned to the State Crime Command as the Commander, Criminal Groups Squad.

Throughout his career, Detective Superintendent Critchlow has performed his duties with integrity, diligence and a strong sense of respect for the victims of crime and their families. He has forged a reputation as a professional criminal investigator and has worked to engage and build community relationships in achieving common goals of community protection and safety. In 2016 he was recognised with a Rotary Award for Leadership for his initiatives with The Sanctuary Women's Refuge and awarded the Rotary Paul Harris Fellowship for his commitment in opposing Domestic Violence.

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

### **Inspector Tina Frances DAVIES**

Inspector Tina Davies joined the New South Wales Police Force in 1995 performing general duties at the Miranda Police Station until 2002, when she undertook the role of Crime Prevention Officer, working with police and key external agencies to develop evidence based crime prevention strategies to reduce crime and increase community safety and confidence in local police.

In 2011 Inspector Davies was promoted to the rank of Sergeant and transferred to the Sutherland Local Area Command as a general duties supervisor. In 2012, she was promoted to the rank of Senior Sergeant as a coordinator with the Transport Command and in 2019 she was promoted to the rank of Inspector as a Duty Officer with the Leichhardt Police Area Command. In 2021 she transferred to the Traffic and Highway Patrol Command where she is the Manager, Georges River Sector.

Inspector Davies is a respected role model and dynamic and impactful leader who has worked to provide a supportive and positive influence on workplace culture. She is also acknowledged for her many years of committed charity work and participation in the Law Enforcement Torch Run in support of the Special Olympics; bringing the policing community together to provide sports training and competition for people with intellectual disability.

Inspector Davies is recognised as an exemplary police officer, having served the community of NSW with professionalism and dedication for over 25 years.



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

### **Detective Senior Sergeant Stephen John DAY**

Detective Senior Sergeant Stephen Day joined the New South Wales Police Force in 1987 and was first posted to the Mudgee Police Station, performing general duties until 1993 when he transferred to the Nepean/Blue Mountains Special Operations Group and later to the Penrith and Mt Druitt Patrols as a criminal investigator, where he was designated as a Detective in 1998.

In 1999 he undertook a wide range of criminal investigation roles with the then Crime Agencies (State Crime Command) and Counter Terrorism, prior to his promotion to the rank of Senior Sergeant in 2006 as the Investigations Manager at the Sydney City Police Area Command.

Detective Senior Sergeant Day directs criminal investigations within Sydney City with determination and courage, managing a team of 60 detectives and one of the busiest workloads across the investigative commands. He managed the initial criminal investigation to the Lindt Cafe siege and stood up and managed the triage centre for evacuated people.

He has managed many significant, complex and high profile investigations within the City of Sydney and is recognised for his professionalism, leadership and mentoring of many junior officers. Detective Senior Sergeant Day is acknowledged as an outstanding criminal investigator, driven with a passion and commitment to the policing profession for over 34 years.

### **Detective Superintendent Jayne DOHERTY**

Detective Superintendent Jayne Doherty joined the New South Wales Police Force in 1992 and was first posted to the Campbelltown Police Station and later to Bankstown and Flemington, where in 1995 she began a long and distinguished career in criminal investigation, and was designated as a Detective in 1998.

In 2004 Detective Superintendent Doherty was promoted to the rank of Detective Sergeant at the Liverpool Local Area Command and in 2008 she moved to the State Crime Command. In 2011 she was promoted to the rank of Detective Inspector as Investigations Manager, Covert Investigations, Professional Standards Command, followed by postings to the Camden Local Area Command as Crime Manager, and later as Coordinator of the State Crime Command Drug and Firearms Squad.

In 2021 Detective Superintendent Doherty was promoted to the rank of Detective Superintendent taking command of the Child Abuse & Sex Crimes Squad. Detective Superintendent Doherty directs serious and complex criminal investigations involving child abuse, adult sexual assault, abductions with the intent of sexual assault, and on-line child exploitation with determination and courage. She is also the Head of Discipline for sexual violence, child protection offender registration and modern slavery.

In 2020 she was acknowledged for Excellence in Criminal Investigation by the New South Wales Police Force Detectives Board, having led Strike Force Myosoti in relation to the illegal sale of firearms on the black market, with her investigation resulting in organisational change in how firearms are tracked nationally.

Detective Superintendent Doherty is a committee member of the Australasian Council of Women and Policing and is acknowledged as an outstanding police officer and criminal investigator, driven with a passion and commitment to the policing profession for over 29 years.

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

### **Detective Superintendent Paul Jonathon GLINN**

Detective Superintendent Paul Glinn joined the New South Wales Police Force in 1986 and was first stationed at Flemington performing general duties. Later in 1991 he commenced criminal investigation duties at Bass Hill and was designated as a Detective in 1994. In 1995 he transferred to the Katoomba and Lawson Police Stations performing general duties, criminal investigation and duties as a Police Rescue Operator.

In 2002 he was promoted to the rank of Sergeant and in 2003 promoted to the rank of Inspector, transferring to the Holroyd Local Area Command in the role of Duty Officer. In the following years he continued as a Duty Officer at Blacktown and Blue Mountains, prior to his promotion in 2014 to the rank of Superintendent at the Forensic Evidence and Technical Services Command where he led the Identification Services Branch. During this time he provided leadership in the delivery of forensic services in respect of Fingerprint, DNA, and other scientific areas to educate police and increase collection of biometric evidence whilst supporting a focus on solving serious crime and reducing the impact on the community.

In 2019 he transferred to the Traffic & Highway Patrol Command, where he delivers Highway Patrol services across the three regional policing areas of New South Wales. Detective Superintendent Glinn's exemplary service and leadership has been formally recognised on several occasions including for his contributions to World Youth Day and the papal visit in 2008, his welfare management of police officers and his high standards and the quality of his investigations for the New South Wales Ombudsman.

During November 2019 Detective Superintendent Glinn was in command of the Regional Highway Patrol during the state's worst bushfires and he played a crucial role in leading Highway Patrol officers in front line operations to ensure the protection and safety of those devastated communities across vast sections of New South Wales.

Detective Superintendent Glinn is recognised for his selfless dedication to duty for over 35 years. His policing career and professional reputation is one of commitment to operational policing to deliver better outcomes for the community and policing.

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

### **Superintendent Andrew James HOLLAND**

Superintendent Andrew Holland joined the New South Wales Police Force (NSWPF) in 1986 and was first stationed at the Kogarah Police Station undertaking general duties there and at Rockdale before transferring to Blayney in 1989. He continued a country/rural policing focus at Carcoar, Bathurst and Lithgow for several years and was promoted to the rank of Sergeant in 2003 before returning to Sydney in 2010 when he was promoted to the rank of Inspector at Eastern Suburbs. In 2018 he was promoted to the rank of Superintendent as Commander, Redfern (South Sydney) Police Area Command.

Superintendent Holland has led an outstanding policing career having served in both metropolitan and regional commands where he has developed lasting relationships with local communities and been an advocate for strong community engagement. His support of numerous police charity functions and fundraising has achieved over \$450,000 for special needs children; the McGrath Foundation and regional Blue Light Discos.

Through exemplary leadership, Superintendent Holland has developed foundational relationships with local aboriginal communities where he is recognised as calming and stable influencer within the South Sydney Police Area Command and has built relationships with community leaders, elders and aboriginal youth. His leadership of the joint NSWPF and community Tribal Warrior boxing program continues to draw local youths and divert them from anti-social activities. Superintendent Holland was instrumental to the success of New South Wales Quarantine operations by establishing robust and effective airport arrival and transportation systems for incoming international travellers. In more recent times, acting in the role of Assistant Commissioner, Andrew has commanded the Police Operations Centre, responsible for all statewide COVID-19 operations.

Superintendent Holland is recognised for his outstanding leadership in the implementation of policing strategies in gaining community compliance of Health Orders in a dynamic and politically challenging environment. Superintendent Holland is highly commended for his exceptional devotion to his community and exemplary policing service for over 35 years.

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

### **Inspector Terry John HOLT**

Inspector Terry Holt joined the New South Wales Police Force in 1981 and was initially stationed at Gosford Police Station, No 30 Division. He later performed a range of operational duties at Eastwood, Ryde, Woy Woy, Terrigal, Wilsons Valley, Thredbo and Jindabyne.

In 1993, as a General Duties Constable, he was awarded a Commissioner's Commendation for commitment and devotion to duty when commanding a search and rescue operation near Guthega, and was formally recognised for his duties in relation to Operation Newquay, a drug supply investigation in regional New South Wales.

In 1994, Inspector Holt joined the Joint Technical Services Group, now the Technical Evidence and Science Branch, and has since remained in the field of technical surveillance. He has been involved in countless covert electronic surveillance operations in support of serious indictable offences in New South Wales in addition to providing support to the security efforts of the Sydney 2000 Olympic Games, the 2007 APEC Meeting, World Youth Day 2008 and is formally recognised for his contribution to Strike Forces Eastbourne, Poyner, Sibret, Barkala, and Durkin.

Promoted to the rank of Inspector in 2018, Inspector Holt is currently the Operations Controller of the State Technical Investigation Unit and is a New South Wales Police representative on the Australia and New Zealand Counter Terrorism Committee in relation to Police Technical Units

Inspector Holt has diligently served the community of New South Wales for over 40 years and is recognised as one of the most experienced police operatives in technical surveillance within the Australian law enforcement community.

### **Sergeant Lawrence George LUCAS**

Sergeant Lawrence Lucas joined the New South Wales Police Force in 1986 and was posted to the Wollongong Police Station, where he has built a long and distinguished operational policing career. In 2002 he was promoted to the rank of Sergeant.

Sergeant Lucas is recognised as an exemplary police officer within the Wollongong / Illawarra community and is highly regarded as a skilled practitioner who excels in a wide range of policing roles and responsibilities. In 2019 Sergeant Lucas was appointed and still serves as a Deputy Local Emergency Operations Controller for the Illawarra District.

In more recent times his leadership and expertise in responding to fires, flood and the pandemic at Command, Region and State Level has ensured the safety of many communities. During 2001 he was seconded to the 6th Rotation of the Australian Federal Police as a Civilian Police officer with the United Nations Transitional Administration East Timor (UNTAET). He was deployed to East Timor's South-Western border where he performed duty as Sub-District Commander of two Districts during that country's first National Election. He was commended for his dedication to educating Timorese police officers, his investigative tenacity and leadership resulting in the issuing of arrest warrants for several politically motivated assaults during the lead-up to the election and the application of detailed planning to support the conduct of election day security operations at several voting venues.

Sergeant Lucas has championed policing professionalism across the Illawarra region and other state-wide deployments, workplace health and safety, incident and emergency management, the return to work of injured and ill workers and Police Protocol duties, while providing devoted and loyal service to each of his Commanders.

Sergeant Lucas is an accomplished senior non-commissioned officer who has provided dedicated and exemplary police service to the people of New South Wales for over 35 years.

## AUSTRALIAN POLICE MEDAL (APM)

### ***Victoria***

#### **Detective Inspector Anthony Carluke CECCHIN**

Detective Inspector Anthony Cecchin is an exceptional Police Officer who has provided distinguished service to Victoria Police and the community for over 45 years. He has had a predominately operational career, having managed and provided exceptional leadership in the response to major, critical and emergency events, including the management of a range of taskforces into serious criminal matters.

Whilst in charge of the Victoria Police Sexual Crimes Squad, he was responsible for the initiation and management of taskforces into sustained and serious sexually motivated criminality. He was the Victoria Police Senior Investigation Officer for Operation Falcon, an international child pornography investigation, which ultimately lead to hundreds of arrests throughout Australia and overseas.

Detective Inspector Cecchin is a former ministerial appointment to the Therapeutic Treatment Order Board, providing advice in relation to when a child needs therapeutic treatment. He has also represented Victoria Police as a subject matter expert at National and State levels at various forums, conferences and seminars relating to sex crimes and has been requested on occasions as a key-note speaker.

Detective Inspector Cecchin travelled to the Solomon Islands as part of an Australian multijurisdictional policing team, where he mentored and presented to senior members of the Solomon Islands Constabulary regarding integrity, ethics, leadership, culture and governance.

In 2009, Detective Inspector Cecchin was responsible for the coordination and deployment of substantial resources and the regional investigative response to the Black Saturday Bushfire disaster. He has also been commended several times for his bravery when confronting and arresting armed offenders and for the investigation and arrest of other offenders for serious crimes.

Detective Inspector Cecchin is a highly regarded and well-respected member of Victoria Police and the community, and his enthusiasm for his work continues to this day.

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

### **Commander Michael Joseph FREWEN**

Commander Michael Joseph Frewen joined Victoria Police in 1988, performing duties across general policing, investigative and management positions. He is a highly regarded people focused leader, dedicated to upskilling staff through building developmental pathways, and supporting the organisation more broadly through the delivery of various strategic initiatives. He exhibits impeccable standards and values, often speaking out and taking a stand against inequality and toxic behaviour.

Commander Frewen led the Driver Taskforce, the complex and protracted investigation into the murder of Carl Williams and associated systematic inadequacies, subsequently implementing significant change across various government agencies. He went on to lead the Santiago Taskforce, which was established to investigate Middle Eastern Crime and associated violent offending (shootings) causing fear in the Community. Under his leadership, the Taskforce targeted a number of criminal syndicates, disrupting their activities and reducing significant harm, subsequently improving perceptions of safety. As the Superintendent at Professional Standards Command (PSC), he led the organisation's response to complaint and corruption investigations.

Commander Frewen continues to advocate for gender equality, diversity, inclusion and flexibility. In February 2017, he was the police commander in response to a light aircraft crash at Essendon Fields where four American tourists and the pilot lost their lives when the aircraft crashed into a large shopping complex. Since 2018 he has been committed to ensuring that Crime Command provides service excellence to everyone, with a focus on minimising harm to the community caused by serious and organised crime and the creation of a hostile environment for crime, and thereby increasing community confidence in the ability of police to prevent and reduce crime, developing and building investigative standards, capability and response.

Commander Frewen consistently demonstrates high integrity through prevention, response and building partnerships to strengthen trust and confidence in Victoria Police. He is an exceptional police officer who has provided dedicated service to Victoria Police for over 33 years.

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

### **Superintendent Simon David HUMPHREY**

Superintendent Simon David Humphrey has almost 35 years of exceptional, exemplary, and unblemished police service across frontline, investigative, specialist and corporate roles since he joined Victoria Police in June 1986.

Superintendent Humphrey has been a member of a taskforce that targeted serious and organised criminal gangs and in 2013 he was a member of Road Policing Command, which contributed to delivering the lowest road toll on record in Victoria - 242 deaths in total and 39 fewer deaths than the previous recorded loss of life.

One of the biggest challenges he faced was as the Superintendent in charge of the East Gippsland and Wellington Police Service Area. As the primary Police Commander for bushfires in East Gippsland, he led the police response to this unprecedented event. He was involved in the emergency from its inception on 21 November 2019 until the response finally transitioned to recovery, some 132 days later. He worked extraordinarily long hours managing police response and provided leadership to his staff and members of the East Gippsland community. Over 1100 Victoria Police members were deployed in response to the East Gippsland fires and at times 200 members per day were deployed across various roles. The number of remote communities within the East Gippsland response zone created additional challenges.

Superintendent Humphrey is an excellent role model, providing visible leadership and actively encouraging professional and ethical standards across the organisation. He applies his impressive interpersonal skills of self-awareness and emotional intelligence to motivate and inspire others, driving a whole-of-organisation commitment to enhance the reputation and public value of Victoria Police across government and the community.

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

### **Inspector Mark Anthony KEEN**

Inspector Mark Keen has demonstrated and applied a broad range of leadership, operational policing, and technical skills since joining Victoria Police in August 1986. As a Constable he worked diligently and gained broad operational policing skills while at the Box Hill, Russell Street and Hawthorn police stations, before transferring to the Traffic Alcohol Section and later, Prosecutions Division.

From 1994 to 1996, Inspector Keen was seconded to the Blackburn Community Policing Squad, where he demonstrated his extraordinary compassion and victim support during investigations into sexual abuse involving the Catholic Church. On promotion to Sergeant in 1998 at Melbourne West Police Station, he provided supervision and support to a significant number of police members who performed duties at the largest police station in Victoria.

After four years at Melbourne West, Inspector Keen was seconded to the Equity and Diversity Unit before being promoted to a Senior Sergeant role at the Unit. Through his courage, integrity and commitment, he was instrumental in building staff networks and advocating to Victoria Police Command to attain a safer and more inclusive workplace for LGBTIQ employees and enhancing police response to the LGBTIQ community.

Throughout his career, Inspector Keen has contributed towards the continual development of an inclusive and values driven Victoria Police. He has worked tirelessly with key stakeholders within Victoria Police, along with Victorian Government departments, to improve the relationship between Victoria Police and the LGBTIQ community. He played a key role supporting the Victorian Equal Opportunity and Human Rights Commission (VEOHRC), which examined the experiences and impact of workplace harm on LGBTIQ employees. His contribution was acknowledged by VEOHRC.

Inspector Keen has provided outstanding service to the Victorian community and has demonstrated leadership, vision, commitment and willingness to not only embrace change, but to drive change for the benefit of all employees and the Victorian community.



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

### **Superintendent Kelly Anne LAWSON**

In a policing career spanning more than 32 years, Superintendent Kelly Anne Lawson has worked across several general and specialist policing fields, including general policing duties at Brunswick and Greensborough Police Stations, and as a prosecutor specialising in family violence advocacy and Coronial Services.

Superintendent Lawson recognises the importance of community policing and has improved partnerships and justice processes through collaboration and building effective relationships. In 2004 she was a member of the multidisciplinary project which delivered the Family Violence Court Division (FVCD) of the Magistrates Court. The FVCD remains a foundational construct to the improved family violence model now operating throughout Victoria.

In 2009, Superintendent Lawson joined an Australasian police leadership team in responding to the Black Saturday bushfire disaster. For over three months, she led a Disaster Victim Identification (DVI) team to manage the response to 173 people who lost their lives. She developed effective family and community liaison in support of the Victorian Coronial Services response.

In January 2019, Superintendent Lawson led the Victoria Police response to the murder of a young student in Melbourne's northern suburbs. As Local Area Commander she managed the initial response and remained as the approved Victoria Police liaison officer. She recognised the importance of police and community engagement and liaised with police and community groups.

Superintendent Lawson has developed a number of initiatives to encourage increased female engagement in promotional pathways and is a selfless and effective advocate for improved gender equality. She has delivered on several high-value initiatives, resulting in outstanding police service to the Victorian community and is a mentor to a new generation of police officers.

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

### **Superintendent Sharon Aileen McKINNON**

Superintendent Sharon Aileen McKinnon joined Victoria Police in April 1990 and upon graduation from the Victoria Police Academy, performed general duties at Russell Street and Fitzroy Police Stations, prior to taking on her first specialist role at the Newport Sexual Offences and Child Abuse Unit (SOCAU) in 1997. After two years at SOCAU she transferred to the dynamic and diverse Melbourne Criminal Investigation Unit (CIU). While her passion for the nature of investigative policing was strong, in 2001 Sharon returned to general duties policing when she transferred to regional Victoria, Warrnambool, with her young family.

Superintendent McKinnon's commitment to specialist policing saw her take on a position at the Warrnambool CIU before attaining the rank of Sergeant at Warrnambool Police Station in 2006. Superintendent McKinnon then took on the position of Officer in Charge of the Warrnambool SOCAU in 2008, and was at the forefront of the transition of SOCAU's to the Sexual Offences and Child Abuse Investigation Team (SOCIT) model in 2011.

Superintendent McKinnon returned to Melbourne and took on roles at the SOCIT Coordination Unit and Family Violence Coordination Unit, influencing the way in which Victoria Police responds to this complex and evolving area of policing. Promoted to the rank of Inspector in 2014, she managed Witness Protection and the Organised Crime Intelligence Unit. Then in 2016 she was promoted to the rank of Superintendent where she led the Risk and Assurance Division. In 2018 she moved to Southern Metro Region where she took responsibility for managing the provision of policing services to the Kingston, Glen Eira and Bayside local government areas.

Superintendent McKinnon is widely regarded amongst her peers and is known for her passion in delivering positive outcomes for the community. Her commitment and ability to progress cooperative solutions is a testament to her respected skills as a leader, as is her capability to influence a significant workforce throughout Victoria Police.

Superintendent McKinnon has provided dedicated and exemplary service to Victoria Police and the Victorian community for over 31 years.

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

### **Senior Sergeant Bradley John MASON**

Senior Sergeant Bradley John Mason has been a member of Victoria Police for 33 years, 28 of those in the Forensic field. Over that time, he has made significant contributions to the forensic community at a State and National level. He is an experienced Crime Scene Examiner with expertise across a number of forensic disciplines such as Major Crime Scene Examination, Forensic Coordination, Mass Casualty Disaster Victim Identification, Bloodstain Pattern Analysis, Shoe and Tyre Mark comparisons.

Senior Sergeant Mason has led significant national and state-wide capability development and training programs to enhance the quality and service delivery of forensic sciences. In this capacity he has represented Victoria Police on peak national bodies, including as Chair of the Crime Scene Specialist Advisory Group.

Senior Sergeant Mason has championed and supported major strategic initiatives in Victoria Police to improve forensic service delivery. In particular, the modernisation program for the Forensic Services Department from 2012 to 2020, including the design and delivery of two state-of-the-art Forensic Hubs that bridged a gap between forensic operations at Macleod and across regional Crime Scene Services.

Over the last five years Senior Sergeant Mason has played a key role in the implementation of LEAN Business Improvement (BI) methodology at Victoria Police Forensic Service Department (VPFSD). Chosen as VPFSD's inaugural BI Lead due to his clear aptitude for BI, extensive working knowledge of the VPFSD and strong emotional intelligence, he has since solved countless problems associated with workflows and backlogs, right across the forensic operations portfolio, always with an unwavering focus on driving value for the frontline in support of tangible community safety outcomes. Senior Sergeant Bradley Mason is respected by his national and international peers.

Senior Sergeant Mason is a police officer of exceptional integrity who has demonstrated sustained dedication to his profession, always exceeding what his role requires.

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

### **Leading Senior Constable David Anthony ROOK**

Leading Senior Constable David Anthony Rook joined Victoria Police as a Cadet in 1979 and graduated in June 1980. He was initially stationed at Williamstown Police Station followed by Russell Street Police Station, Police Communications (D24), South Melbourne, Avondale Heights and St Albans Police Stations.

Leading Senior Constable Rook worked at the Broadmeadows District Support Group performing investigative and general policing duties, before transferring to Hamilton Police Station. In 1993, he transferred to the Macarthur Police Station where he has worked as the single police member for the last 28 years. Leading Senior Constable Rook does not just police the town, he provides a community policing and reassurance presence whereby he and his family are an integral part of the community, adding to its vitality and sustainability. For nearly three decades he has, without fear or favour, immersed himself in the community, embedding himself as an exemplar of integrity and professional behaviour. Leading Senior Constable Rook has demonstrated time and again his commitment not only to his community, but to keeping them safe and upholding the law in his role as their local police member. He always makes himself available and responsive to his community as well as proactively policing his community to uphold the law, ensuring appropriate standards of behaviour and community safety.

Leading Senior Constable Rook is always ready to help his colleagues without reward or acknowledgement. He has served his community with distinction and provided them with his time, expertise, commitment and selfless application to his duty, all for the benefit of his community and the surrounding district. Leading Senior Constable Rook has provided a sustained quality commitment to his community for over 28 years and is authentic, compassionate and committed. He is a role model who epitomises the responsibilities of a single station member.

Leading Senior Constable Rook is an accomplished and dedicated police officer who has served the Victoria Police and the community for over 42 years.

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

### **Inspector Caroline Peta WEST**

Inspector Caroline Peta West joined Victoria Police on 30th August 1982, finishing 7th out of 49 recruits in her squad. After graduating, she undertook general duties at Force Reserve (Mornington Training Station), Melbourne District Traffic and Patrol Division and Brighton Police Station, before her deployment to Frankston in January 1987. Within her first two years at Frankston, Inspector West was confirmed to the rank of Senior Constable, before her hard work and dedication saw her promoted to Sergeant in November 1992.

Over the next 11 years Inspector West went on to work at the Nepean Sexual Crime and Child Abuse Unit (SOCAU) and Mordialloc Police Station, before again returning to Frankston as a Senior Sergeant in May 2003.

In April 2009, she was promoted to Inspector and began duties as the Operations Support Inspector and later as the Local Area Commander for Greater Dandenong, one of the most culturally diverse municipalities in Victoria.

After an extensive career in providing policing services to the communities within Southern Metro Region, Inspector West transferred to the Health, Safety and Deployment Division, and then in 2015 to the Recruiting Services Branch. In this role she has been responsible for driving and leading a number of high-profile recruitment campaigns, most recently the 2017 Community Safety Statement Campaign, with a target to attract an additional 2729 members. To achieve this and meet attrition challenges, Inspector West successfully recruited over 4,000 people.

Over the last year Inspector West had to significantly pivot the practices of the team in order to meet targets due to COVID-19 challenges. She did this demonstrating resilience and humour, while working with key stakeholders and a junior team.

After 39 years of exemplary service to Victoria Police, Inspector West still genuinely cares about doing a good job and supporting the community, while ensuring we are recruiting people who will provide public value.

## AUSTRALIAN POLICE MEDAL (APM)

### *Queensland*

#### **Assistant Commissioner Brian Desmond CONNORS**

Assistant Commissioner Brian Connors commenced with the Queensland Police Service (QPS) in 1986 and was sworn in as a Constable in 1987. He has over 35 years of service and is currently the Assistant Commissioner of the North Coast Region. He commenced working as a General Duties Officer where he served in Mackay and Cairns.

In 1990, Assistant Commissioner Connors commenced as a Plain Clothes Constable in the Cairns Criminal Investigation Branch and Drug Squad, and he achieved his Detective Appointment in 1992. On promotion to Detective Sergeant in 1996, he worked for an extended period in the Bureau of Criminal Intelligence in addition to the Organised Crime Squad, State Crime Command. In 2010 he was promoted to the position of Superintendent, District Officer, Cairns District, leading approximately 600 members across Cairns and the Cape York areas.

During the summer of 2010-11, he built community resilience and directly supported the people of Far North Queensland to prevent, respond to and recover from significant, community wide disaster disruption due to tropical cyclones Oswald and Yasi. In 2017 as the Superintendent, Service Improvement, Organisational Capability Command, he undertook planning and procurement activities to provide direct support, efficiencies, and benefits to the Queensland Police Service frontline.

In 2019, Assistant Commissioner Connors was appointed as the Commander of the Specialist Response Group, Operations Support Command, assisting operational service delivery and supporting the community through managing and delivering Specialist Policing Services in response to high-risk policing situations, operations and events. With the onset of the COVID-19 pandemic he enhanced business continuity planning for Specialist Response Group units and implemented a contingency model to manage resource availability risks. Throughout 2020, he performed the role of Acting Assistant Commissioner, Operations Support Command.

Assistant Commissioner Connors has provided dedicated and exemplary service to the Queensland Police Service and to the community, throughout his career.

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

### **Inspector Michael William DOWIE**

Inspector Michael Dowie commenced employment at the Queensland Police Service (QPS) in 1981 in administration. In 1985 he commenced at QPS Academy and was sworn in as a Constable in 1986. He has over 40 years of service and is currently serving as a Patrol Inspector in the Capricornia District, based in Rockhampton.

During his career he has undertaken a range of frontline policing duties including appointments to Cairns, Thursday Island, Tully, Mareeba, Gold Coast Crime Investigation Branch (CIB), Burleigh Heads, State Crime Command, Homicide Group and Drug and Serious Crime Group, State Coordinator Major and Organised Crime Squad - Regional (Brisbane), and District Officer, Charleville, and at Rockhampton.

Inspector Dowie has been pivotal in a number of high profile investigations into serious and organised crime. He has gained a well-earned reputation as a tenacious investigator who is mindful of the needs of victims and the need to maintain a safe and harmonious community.

In 2012, he led the response to catastrophic flooding event in Charleville and the surrounding district. When flood waters threatened to breach the levy bank and engulf the town, through close cooperation with the Local Disaster Management Group, he enacted measures to evacuate over 500 residents. His strong and influential leadership during this crisis resulted in a safe and favourable outcome for the local community.

Inspector Dowie led the investigation into an unsolved 1974 triple murder, resulting in the 2017 conviction of two offenders on charges of murder. His exemplary efforts in this regard provided closure to the family of the victims and contributed significantly to community safety through the apprehension of two highly dangerous offenders.

Inspector Dowie has demonstrated superior dedication and commitment to QPS throughout his extensive policing career, and his achievements in establishing mutually productive working relationships with leaders of Aboriginal and Torres Strait Islander communities, has been outstanding.

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

### **Assistant Commissioner Katherine Louise INNES**

Assistant Commissioner Katherine Innes commenced with the Queensland Police Service (QPS) in 1992 and was sworn in as a Constable in 1993. She has over 29 years of service and is currently the Assistant Commissioner of the Crime and Intelligence Command (CIC), based in QPS Headquarters in Brisbane.

Assistant Commissioner Innes has worked through a vast range of policing areas including operational and corporate roles during her career. She obtained her Detective Appointment in 1997 and performed investigative duties in a Juvenile Aid Bureau, a Criminal Investigation Branch and at State Crime Operations Command. Some of her roles include: Detective Inspector at State Crime Operations Command (2011), Joint Senior Investigating Officer for the largest Counter-Terrorism event in Queensland (2014), together with her Australian Federal Police counterpart (Operation BOLTON), and District Disaster Coordinator for the 2019 Bushfires Event (2015).

Assistant Commissioner Innes was promoted to the rank of Chief Superintendent in 2019 and began duty as the State's most senior Detective in the role of Operations Commander, Detective Chief Superintendent, of State Crime Command (SCC).

As the Assistant Commissioner, she has shaped the form of the Command, which is an essential capability, implementing command objectives to prevent, disrupt, respond and investigate crime utilising high level intelligence products. She has forged strong internal relationships with regions and districts and has raised the profile of the Command through the provision of specialist support and services to frontline policing. This increased provision of support equates to the building of operational capability, not only within the Command but more holistically to frontline policing and the Police Service. This ultimately positively impacts on community confidence and trust and contributes to the strategic objective of making the Queensland community safer.

Assistant Commissioner Innes' personal drive and wealth of experience in both the crime and intelligence sectors has led to a number of broad, strategic outcomes, including service delivery enhancements with assistance to frontline police.

Assistant Commissioner Innes has provided dedicated service to the Queensland Police Service and the community for over 29 years.



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

### **Senior Sergeant Peter Calvin McFARLANE**

Senior Sergeant Peter McFarlane commenced with the Queensland Police Service (QPS) in 1991 and was sworn in as a Constable in 1992. He has over 30 years of service and is currently serving as the Officer in Charge of the Emerald Police Station.

Senior Sergeant McFarlane has served as a General Duties Officer in a variety of police stations throughout Queensland including various stations in the Cairns District, Cooktown, Tannum Sands, and as Watchhouse Officer in Gladstone and Toowoomba.

Senior Sergeant McFarlane has dedicated his career to frontline policing in regional and rural areas across the state. He greatly assists the Country Patrol Group Inspector and in turn, the District Officer by performing a cluster management role over his and neighbouring police Divisions to ensure service delivery.

Senior Sergeant McFarlane is a very active member of the Central Highlands Disaster Management Group where he represents the Service and more directly the District Disaster Coordinator, during times of emergencies such as floods, cyclones, the COVID-19 pandemic and bushfires.

In recognition of his professionalism and enthusiasm, his peers recently elected him to the chair of the 'Senior Officers Network' for the Central Highlands area. During the COVID-19 pandemic response Senior Sergeant McFarlane, due to his excellent working relationship with large-scale company managers and owners, seamlessly managed the local arrival of offshore fruit pickers into Emerald and ensured all conditions and restrictions were adhered to and complied with. His working relationship with the community and business leaders ensured the economic wellbeing of the region, whilst protecting the health and safety of the community.

Senior Sergeant McFarlane has demonstrated throughout his career that he is an exemplary leader of not only frontline police, but of whole of government agencies to produce outstanding service delivery to the community.

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

### **Senior Sergeant Craig James SHEPHERD**

Senior Sergeant Craig Shepherd commenced with the Queensland Police Service (QPS) in 1990 and was sworn in as a Constable later that same year. He has over 31 years of service and is currently the Officer in Charge of the Bowen Police Station in Central Region.

Senior Sergeant Shepherd has served in a variety of stations as a General Duties Officer and has also served in the Public Safety Response Team (PSRT) and the Railway Squad. He has served in some remote areas of Queensland including Cooyar (Senior Constable, Officer in Charge), Mount Isa (Sergeant) and Mitchell (Sergeant, Officer in Charge). In 2011 he was promoted to the Disaster Management Support Officer/Tactician in Mount Isa.

In 2015 Senior Sergeant Shepherd was appointed as the Operations Coordinator for a double murder/suicide, whereby the offender detonated an Improvised Explosive Device killing himself and two children. The matter impacted approximately 160 residents in Mount Isa, requiring the coordination of a multi-agency response including Local Disaster Management Group activation, a Human Social Recovery Plan, planning, logistics, welfare and media management under difficult conditions.

In 2016 he was transferred to the position of Officer in Charge of Bowen Police Station. In this role he has demonstrated excellent leadership during disaster events, operational challenges and critical incidents.

Senior Sergeant Shepherd's leadership has been exemplary in the preparation and response to severe Tropical Cyclone Debbie in 2017. He led a joint emergency services team in effecting the mandatory evacuation of 7000 residents from storm surge zones. Further, he harmonised a large and varied group of people together, to coordinate evacuation measures with critical time pressures, under the disaster declaration.

The professionalism, dedication, motivation and direction by Senior Sergeant Shepherd has provided stability, for not only the members of the Queensland Police Service during some trying times but for the communities in which he has served.

In over 31 years of service, Senior Sergeant Shepherd has demonstrated a deep commitment to the Queensland Police Service and the community of Queensland.

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

### **Senior Sergeant Heather Anne WALLACE**

Senior Sergeant Heather Wallace commenced with the Queensland Police Service in 1997 and was sworn in as a Constable later that same year. She has over 24 years of service and was recently appointed to the role of Senior Sergeant, Officer in Charge of the Caboolture Watchhouse. Senior Sergeant Wallace initially served as a general duties police officer.

Senior Sergeant Wallace commenced her investigative career as a plain clothes officer in 2002, at the Petrie Juvenile Aid Bureau. She achieved her Detective Appointment in 2007 and went on to serve for 15 years as an investigator in the field of child protection. During this time, she also worked in the Child Protection Offender Registry (CPOR) and the Suspected Child Abuse and Neglect, Youth Justice and Child Abuse (SCAN) Team.

In 2016, she was appointed as Sergeant CPOR Manager on the Sunshine Coast District at Maroochydore. In 2017, she commenced service at Normanton as a Sergeant, General Duties Shift Supervisor. Upon her arrival in Normanton she made significant contribution to the Gulf community. She has been instrumental and influential in creating and fostering a range of programs to enhance law enforcement, community engagement, acceptance of diversity and inclusiveness of all members of the Gulf community. As the Union Sub-Branch President, she has led the collaboration and collation of rural and remote strategies, to attract and retain officers to the Gulf communities and to gain a Queensland Police Service commitment for re-location once officers have completed their tenures in these remote and rural areas.

Senior Sergeant Wallace has made a significant contribution to the Gulf community bringing positive police and community engagement where there was once significant unrest.

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

### **Senior Sergeant James Charles WHITEHEAD**

Senior Sergeant James Whitehead commenced with the Queensland Police Service (QPS) in 1982 and was sworn in as a Constable in 1983. He has over 39 years of service and is currently serving as the State Search and Rescue Coordinator and Training Officer (SSARCTO) at the Water Police Group in Brisbane.

Senior Sergeant Whitehead has served as a General Duties Officer in Southport, Inala and Rathdowney and in remote areas of Queensland including in Longreach and Julia Creek. Throughout his service, working in Search and Rescue (SAR) positions, Senior Sergeant Whitehead has personally coordinated and/or provided advice in over 15,000 SAR incidents, resulting in the recovery of over 22,000 people reported as lost or missing. In addition, he developed the Queensland SAR System, created national training packages for SAR Diploma and Advanced Diploma courses and facilitated training for numerous SAR courses within Australia and Internationally.

Senior Sergeant Whitehead developed, wrote and implemented the OPS Advance SAR Advanced Diploma Course, which now stands as the only available Police SAR Advanced Diploma course in Australia. He researched and wrote the National Land Search Operations Manual which was implemented by all Australian Jurisdictions in 2010. In 2019 he combined this document with the existing National Search and Rescue Manual (Marine & Aviation), and it was later released nationally and published by AMSA on behalf of the Australian National Search and Rescue Council.

He created the Australian Lost Person Behaviour Database (online) which captures the statistical data from all Australian jurisdictions. The data provides real world information to the Australian Search Coordinators and in turn provides better success rates for search and rescue incidents.

His involvement in major SAR incidents include providing advice for the MH370 plane crash, the Daniel Morcombe search, and the 2010/11 Queensland flood events. He is continually contributing to the SAR system by completing peer reviews for incidents on a national level and his insight and opinion is held in high regard by these authorities and their respective Coroners.

Senior Sergeant Whitehead has made a significant contribution to the Queensland Police Service in his over 39 years of service, particularly in the field of search and rescue.

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

### ***Western Australia***

#### **Inspector Jeffrey Victor ANDRIJASEVICH**

Inspector Jeffrey Andrijasevich joined the Western Australia Police Force in 1988, commencing general duties in the metropolitan area before transferring to Regional Western Australia for the following eight years, serving at Kalgoorlie, Laverton and Roebourne Police Stations.

Upon his return to the metropolitan area, Inspector Andrijasevich taught at the Western Australia Police Academy and in 2000 he was chosen in the first group of officers to represent the Western Australia Police for three months with the United Nations in East Timor.

Inspector Andrijasevich was promoted to Sergeant in 2003 and Senior Sergeant in 2006. During this time, he worked within the promotions and recruitment teams and became heavily involved in the international recruitment of police officers. He later became the Officer in Charge of Joondalup Police Station.

In 2009 Inspector Andrijasevich was promoted to Inspector, undertaking the role of Duty Patrol Commander. He later managed security at the Police Command Centre during CHOGM, before becoming the Officer in Charge of the Regional Operations Group.

From 2017 Inspector Andrijasevich began his tenure at the Licensing Enforcement Division. He was instrumental in facilitating monumental changes to the methodology and procedures utilised by the Western Australia Police with respect to firearms licensing, registration and auditing. His efforts in this field directly led to a reduction of the proliferation of firearms in the community, as well as improving compliance and enforcement efforts. In mid 2019 he commenced with the Emergency Management and Specialist Support Division.

Inspector Andrijasevich has served the Western Australia Police Force and the community of Western Australia diligently for 33 years. His specialised knowledge and vigour in matters of operational policing have seen reform and improvements made, and far reaching effects achieved. For these reasons, he is considered a worthy recipient for the Australian Police Medal.

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

### **Sergeant Rulan Kate CARR**

Sergeant Rulan Carr commenced with the Western Australia Police Force in 2003. Upon graduating she began her career at the Perth Police Station before completing rotations through several metropolitan stations. In 2012 she took up a posting with the Perth City Detectives as a detective investigator. In 2014 she began working with the Sex Assault Squad also as detective investigator.

In 2016 Sergeant Carr became involved in an investigation into a historic sexual abuse case. She was assigned the investigation and worked closely with the victim to obtain a detailed statement. The final version totalled more than 80 pages and took two and a half years to finalise.

Sergeant Carr managed the investigative process with an overwhelming sense of professionalism. She maintained constant contact with the victim during the four year investigation, often changing shifts to accommodate the availability of the victim and making herself contactable off duty and whilst on leave. She also remained in constant communication with the victim during the ensuing court proceedings. Ultimately the offender was charged with numerous historical sex offences and sentenced to 12 and a half years of imprisonment.

In 2018, Sergeant Carr was promoted to the rank of Sergeant and has served in supervisory positions at Fremantle and Wembley Police Stations.

During her career Sergeant Carr has displayed a dedication to duty and a genuine empathy and care that goes above and beyond what is expected. It is for these reasons that she is considered a worthy recipient of the Australian Police Medal.

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

### **Commander Darren Francis SEIVWRIGHT**

Commander Darren Seivwright commenced his career with the Western Australia Police Force in 1986. Commander Seivwright served in the metropolitan area until his appointment as a Detective in 1991, where he worked in the metropolitan area and at Albany Detectives Branch. In 2003 Commander Seivwright was promoted to the rank of Senior Sergeant and in 2005 he took up the position as Officer in Charge of Broome Police Station.

In 2007 Commander Seivwright was promoted to Inspector and in 2012 to Superintendent, working at Goldfields-Esperance District Office, State Control Centre, Security Operations and the State Communications Division. The position he held as the Detective Superintendent at Security Operations was during a time of unprecedented fear regarding security and the threat of domestic terrorism. He embraced the challenge this environment posed and enhanced collaboration between the Western Australia Police and other state and national based intelligence and law enforcement agencies.

Furthermore, Commander Seivwright oversaw the collaborative partnership between the Western Australia Police Force and the State Forensic Mental Health Service, which created a threat matrix to identify individuals who presented a threat to state security or public office holders due to mental health.

As the Superintendent of the State Communications Division he accepted a much broader leadership role across the Command to effect business improvements and long term strategic planning initiatives. In June 2021, he was promoted to Commander and transferred to his current position as the State Commander, State Intelligence and Command Portfolio.

Commander Seivwright has made significant contributions to the Western Australia Police Force across his 36-year career and is widely recognised for his knowledge, expertise and his ongoing dedication to improving the delivery of services to support frontline policing objectives. It is for these reasons and more that Commander Seivwright is a worthy recipient of the Australian Police Medal.

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

### **Inspector Dean TROVARELLO**

Inspector Dean Trovarello commenced his career with the WA Police Force in 1995 and upon graduation worked at police stations in the metropolitan area. In 2001 Inspector Trovarello started in his role as a detective investigator and worked in metropolitan detective offices and squads.

In 2017 he was promoted to Detective Senior Sergeant and became the Officer in Charge of Major Fraud Squad. In 2019 Inspector Trovarello transferred to the Regional Investigations Unit (RIU) and demonstrated his abilities as an excellent leader and decision maker with high level corporate knowledge and experience. He further developed the capability of RIU to respond and investigate established criminal networks involved in large volume offending.

Inspector Trovarello coordinated several prominent operations and led RIU to embrace the use of new investigative methodologies and technology. This allowed the unit to progress previously unsolved commercial armed robbery offences between 2010 and 2020 (Operation Steel Boxer). RIU also targeted recidivist high harm offenders who were avoiding apprehension while continuing to commit a large number of offences across the metropolitan area. This operation (Operation Chrome) resulted in the arrest of more than 150 offenders who were charged with almost 900 offences. RIU's reputational standing has been enhanced during Inspector Trovarello's tenure due to his outstanding efforts to network effectively and build trust with external agencies which has in turn contributed to several excellent operational outcomes.

Inspector Trovarello's ability to effectively develop his staff's capability and capacity is well documented with several being successful in recent promotional processes. He was promoted to the rank of Inspector in 2021 and continues to excel as a leader and manager.

Inspector Trovarello exemplary achievements and personal drive make him a worthy recipient of the Australian Police Medal.



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

### **Detective Superintendent Rodney James WILDE**

Detective Superintendent Rodney Wilde graduated from the Academy in 1984, serving in the metropolitan area in general duties and as a detective. He was promoted to the rank of Senior Sergeant in 2007 and then to Inspector in 2012, completing his service in Regional WA.

In 2015 Detective Superintendent Wilde was promoted to Superintendent and he began his tenure at the Evidence Based Policing Division. He set the strategic directions and objectives for the Division, as well as overseeing the development and implementation of an agency wide training and learning capability framework, designed to integrate evidence based policing into all facets of policing practice.

The Macro Taskforce was Australia's largest and longest running murder investigation. In the end, Cold Case Homicide, led by Detective Superintendent Wilde charged the offender with eight offences. The 95-day trial commenced in November 2019, resulting in a murder conviction. More recently he provided direction and purpose to the Operation Ravello Taskforce, established to investigate the murder of an Outlaw Motorcycle Gang (OMCG) member and to suppress any subsequent OMCG activity. The investigation was time sensitive and as the Operation reached its conclusion, Superintendent Wilde engaged in detailed planning to build contingencies for various issues that could arise.

Over his 38 year career, Detective Superintendent Wilde has displayed a tenacity and a dedication to justice that is not easily forgotten. His leadership and expertise have led to much transformative change throughout the Police Force and it is for these reasons that he is a worthy recipient of the Australian Police Medal.

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

### ***South Australia***

#### **Chief Superintendent John DE CANDIA**

Chief Superintendent John De Candia joined South Australia Police (SAPOL) in 1989. He initially worked within General Duties before joining Criminal Investigations as a Detective. In 2005 he was appointed as an Officer of Police, progressing to the rank of Chief Superintendent in 2020.

From 2014 to 2017 he was Officer in Charge of Eastern Adelaide Local Service Area before becoming Program Manager for the implementation of the District Policing Model (DPM), during SAPOL's most significant organisational restructure in almost 20 years. Acknowledging staff uncertainty and concern about the DPM, Chief Superintendent De Candia played an integral role in a comprehensive change management and communication plan, personally communicating face-to-face with around 3,000 employees at information sessions held throughout Metropolitan Operations Service (MOS). This demonstrated his commitment to, and belief in, the DPM and greatly increased staff understanding of the model and its benefits.

Since the DPM Stage 1 implementation in July 2018, he has continued to demonstrate his dedication to the DPM, playing an integral hands-on role in every aspect of the project and the associated implementation processes. In March 2020, as well as overseeing the implementation of the DPM Stage 2, he was promoted to Chief Superintendent and appointed Service Coordinator for MOS. His outstanding work ethic, dedication and knowledge have continued to drive the DPM forward. His eagerness to personally encourage all employees to be open to the change process has generated an increased understanding of the DPM and earned the respect of his managers, peers, project team and the wider SAPOL community.

As a Senior Officer of Police, he regularly participates in preparedness training relative to emergency response coordination and management. He is readily deployable to an operational command role in response to serious emergency incidents.

Chief Superintendent John De Candia has provided dedicated service to South Australia Police during his 33 year career.

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

### **Detective Chief Inspector Denise Kaye GRAY**

Detective Chief Inspector Denise Gray joined South Australia Police in 1987. She has held leadership positions across a range of areas including Licensing Enforcement Branch, Major Crime, and currently Serious and Organised Crime Branch, where her positive influence and drive consistently delivers enhanced morale, direction and productivity. As a Senior Officer of Police, she regularly participates in preparedness training relative to emergency response coordination and management. She is readily deployable to an operational command role in response to serious emergency incidents.

Detective Chief Inspector Gray constantly models ethical behaviour to others, in particular to junior members. She regularly performs a mentoring role to others and is conscious of creating a positive learning environment for all staff. Her significant contribution to teaching others has created a lasting legacy which immensely benefits South Australia Police. She is an outstanding role model to other staff with her ability to seamlessly oversee complex criminal investigations and intricate staffing issues.

Detective Chief Inspector Gray truly leads by example and continually strives to positively impact on all those around her. Her enduring personal and professional commitment as an experienced manager within Crime Service and South Australia Police more broadly has made a substantial contribution to community safety. She consistently displays a high degree of professionalism and motivation as a manager who has an outstanding and empathetic manner with her staff. She knows what is required to achieve the very best from people and is an excellent support to everyone she engages with, both within and external to South Australia Police.

Detective Chief Inspector Gray has provided over 34 years of distinguished service and has made an invaluable contribution to the culture and effectiveness of South Australia Police. Her leadership, professionalism and exemplary attention to duty reflect great credit on her and on the South Australia Police Force.

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

### **Senior Sergeant First Class Craig Gregory WOLFE**

Senior Sergeant Craig Wolfe joined South Australia Police (SAPOL) in 1986 and has served Prosecution Services Branch for 33 years. He continually displays initiative, leadership and dedication to the prosecutorial discipline. His sustained and selfless service has seen him work in all six metropolitan prosecutorial offices and several country locations. As a Senior Police Officer, he participates in preparedness relative to emergency response management. He is readily deployable to coordination and logistical roles during serious emergencies. He also provides regular training to front line staff equipping them with contemporary knowledge and skills to ensure public safety.

Respected by his peers and the judiciary, he has become a role model to many within the profession, including solicitors within private practice. Senior Sergeant Wolfe advocates for positive change, inspires others and significantly contributes to improving the work environment. Showing leadership and providing barrier-free working conditions for all, he is dedicated to advancing the careers of police solicitors. He has supported unsworn employees to undertake prosecution management roles and functions and he promotes inclusive pathways for development. He is focused on creating opportunities and breaking down barriers for employees, which has seen some staff elevated to section managers and supervisors.

Tenacious in his beliefs, Senior Sergeant Wolfe has taken on challenges at the highest levels, convincing managers to back his conviction and appeal matters to the High Court of Australia, where he has been successful on appeals which have changed the course of law in South Australia.

His abilities as a prosecutor are steadfast; despite challenges he remains faithful, trustworthy and dependable. He adopts an altruistic approach in promoting the prosecutorial function at a broader level. His initiative to engage university social work students in the prosecutorial workplace by using their abilities to foster relationships with victims of crime has created a promising future framework and forum for students.

He has also been integral to developing a new structure for Adelaide Prosecution and driving cultural change. Senior Sergeant Wolfe has provided exceptional and dedicated service to South Australia Police, particularly in the Prosecution Services Branch.

## AUSTRALIAN POLICE MEDAL (APM)

### *Tasmania*

#### **Detective Sergeant Shane Anthony SINNITT**

Detective Sergeant Shane Sinnitt commenced with Tasmania Police in 1995. He worked as a Constable in Glenorchy for four years as a frontline responder at a 24 hour response station, followed by a posting in Southern District CIB, Hobart.

In 2009, he qualified as a Senior Constable and was posted in various locations in Southern District, including Bellerive, Kingston and Hobart in CIB positions undertaking an investigative role as a highly experienced detective. He was promoted to Sergeant in 2015, working out of Hobart Uniform and Bridgewater, providing strong leadership and guidance to junior members in a first response capacity.

Detective Sergeant Sinnitt was part of an investigative team which undertook a lengthy and complex investigation into one of the most high profile murder cases in the state. He played an integral role in the investigation of this murder, and managed the subsequent appeals through the court process. His ability to remain committed and professional was a credit to himself and to Tasmania Police.

Detective Sergeant Sinnitt has consistently demonstrated tenacity, commitment and resilience in regards to this investigation over a protracted period of time and often under very difficult circumstances.

Detective Sergeant Sinnitt is a highly regarded investigator with over 25 years of service with Tasmania Police, predominantly in the field of Criminal Investigation. He has served Tasmania Police Force and the community of Tasmania with distinction throughout his career.

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

### **Commander Debbie Jane WILLIAMS**

Commander Debbie Williams joined Tasmania Police on 26 February 1990. She has served in all three geographical districts, performing operational duties at a variety of uniform stations including Hobart, Glenorchy, St Helens, Devonport and Ulverstone. She has also served in specialist areas including, Forensic Services in both Southern and Western, Prosecution and Executive Support; and undertaken significant strategic projects.

In 2016 she was promoted to the rank of Inspector at Burnie Division; and, in 2018 she became the first female Tasmanian Police Officer appointed to the rank of Commander in charge of an operational district. As Western District Commander, she is responsible for policing and emergency management activities in an area which encompasses approximately one third of the State.

Commander Williams has been a Critical Incident Stress Management Peer, Equity and Diversity Contact Officer and jurisdictional representative for the Journal for Women and Policing. She is the Commissioner's Delegate on the Board of Police Legacy Tasmania.

She is an advocate to all and a mentor for many women, supporting those of all ranks within Tasmania Police, State Service members across the Department of Police, Fire and Emergency Management (DPFEM), other government agencies, and other policing jurisdictions. Currently, she is one of two female Commanders within Tasmania Police and recognises the impact her experience and journey can have upon others. She has been a pioneer and trailblazer during many facets of her diverse career, seeking opportunities and actively encouraging and assisting other women to do the same.

On 19 March 2020, a State of Emergency was declared in Tasmania in response to the COVID19 pandemic. Commander Williams played a strategic role in coordinating the emergency management response in the North West of the State, which was the site of a significant outbreak. Commander Williams activated the North West Regional Emergency Coordination Centre (NWRECC) and assumed the role of Regional Controller. The outbreak resulted in additional directions limiting the movement and activities of staff and the community, and the impacts included closure of critical medical facilities and the quarantining or isolation of thousands of people.

As Regional Controller, Commander Williams provided high-level advice to the State Emergency Management Controller to ensure effective command, control, and coordination arrangements. She guided the activities of the NWRECC and the Regional Emergency Management Committee during the response to the pandemic, ensuring strong leadership, clear and consistent communication to key leaders and reassurance to the community.

Commander Williams has made substantial contributions to the safety and wellbeing of members of Tasmania Police and the Tasmanian community throughout her more than thirty-year career and in particular, during the 2020 challenges of the COVID19 pandemic.

## AUSTRALIAN POLICE MEDAL (APM)

### *Northern Territory*

#### **Sergeant Ian DAVIE**

Sergeant Ian Davie has served the community of the Northern Territory for over 40 years and much of his distinguished career has been on the frontline. Having first joined the Northern Territory policing family in 1981 through the Police Cadet Scheme, in 1983 Sergeant Davie was officially sworn in as a Constable with the Northern Territory Police Force (NTPF).

After completing recruit training Sergeant Davie was transferred to work in Alice Springs General Duties and has since served in a variety of locations across the Northern Territory including Darwin, Nhulunbuy, Kalkarindji, Katherine, Daly River, Ngukurr, Adelaide River and Yuendumu.

Sergeant Davie has displayed unwavering dedication to duty and continued commitment to the community. He has encountered distressing, stressful and dangerous situations during his career, yet acts bravely and above and beyond what is expected of members of the Northern Territory Police Force.

During his lengthy career, Sergeant Davie has received many well deserved accolades including a Commissioner's Group Commendation for his role in the Katherine floods and two separate letters of recognition for outstanding police work in 2015 and 2016.

As a highly regarded member of the Casuarina Police Station, Sergeant Davie devotes a significant amount of his time to supporting and mentoring junior members. Their resultant personal and professional development has flow on benefits to both the Northern Territory Police Force and the wider community. He is also an advocate and supporter of diversity and inclusion in the workplace, and is a highly regarded mentor of both men and women within the Northern Territory Police Force.

Sergeant Davie is an exemplary police officer who has provided dedicated service to the people of the Northern Territory for over 40 years.

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

### **Commander Matthew Wayne HOLLAMBY**

Commander Matthew Hollamby joined the Northern Territory Police Force (NTPF) in 1985 and has had an extensive and diverse career serving in a vast range of locations and positions throughout the Territory.

After performing general duty policing in Darwin, Groote Eylandt and Tennant Creek, Commander Hollamby transitioned to investigations and was a qualified Detective by 1988. He then went on to investigate a multitude of serious crimes and was well regarded within the investigative cohort. In 1999 he was promoted to Senior Sergeant where he conducted duties as a Darwin Watch Commander. The next year, he relocated his family to Groote Eylandt to take up the position of Officer in Charge. He formed strong ties with Aboriginal leaders and community members, and remained there until he was promoted to Superintendent in 2002.

Some of the key highlights during his career include: being appointed to be the Deputy Controller of the Refugee Reception Centre during the East Timor Crisis; planning and leading Operation Zeal, a six-month multi-agency operation to ensure the integrity of the facility during a major demonstration at Joint Defence Facility Pine Gap; and commanding the incident response element of Operation Savannah, during the visit to Darwin by the President of the United States.

Commander Hollamby was promoted to the rank of Commander in 2016, when he relocated to Katherine to be Commander Northern. He has since moved into the Darwin and Road Policing Command where he is leading frontline policing resources through a challenging time, which includes navigating through the uncharted territory of policing through a global pandemic.

Commander Hollamby is the epitome of a career policeman and his accumulated achievements highlight his commitment to serving the community of the Northern Territory and making a real difference to the policing landscape.



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

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

#### **Mr David Ian BOSWORTH, Dubbo NSW 2830**

Mr David Bosworth has been a member of the New South Wales Rural Fire Service for over 55 years. He was one of the first members of the Cobar Central Bushfire Brigade, spending most of his Saturdays at the council depot checking over the bushfire truck and cleaning the equipment.

Mr Bosworth was instrumental in the establishment of the high frequency two-way communication system for the Cobar Shire. He spent countless hours setting up a radio equipment and base stations in vehicles, brigade stations, private properties and the council office, as well as erecting radio towers.

Mr Bosworth was appointed the communications officer for the Cobar Shire bushfire area in 1966. He was Captain of the Cobar Brigade from 1983 to 1986, and appointed as the Brigade training officer and Deputy Fire Control Officer (Honorary) for the Cobar Shire. He has assisted at many large scale fires including the Roto fires (1969, 1970) and the massive fires in 1974/75 which burnt out 1,500,000 hectares of the Cobar Shire. During these fires and the large-scale 1984/85 bushfires, he was involved in both field operations and the operational management of the Cobar emergency control centre.

Mr Bosworth has also been involved with other brigades including Glenhaven and Winmalee, and is a current member of the Minore brigade, voted life member of the Megalong Valley Brigade in 2015. During his time at the Megalong Valley Brigade and as part of strike teams, he has attended every major fire in the Blue Mountains. He has held multiple positions in these brigades including Captain, Senior Deputy Captain and Deputy Captain, Equipment Officer and President.

Mr Bosworth continues to support the New South Wales Rural Fire Service and provides invaluable assistance to the Orana Team. Mr Bosworth's lifelong service to the NSW Rural Fire Service and his commitment to ensuring the safety of the community is most noteworthy.

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

### **Mr Donald Stuart FARLEIGH, Morisset NSW 2264**

Mr Donald (Stuart) Farleigh joined the Bonnells Bay Brigade in 1966 at the age of 15, becoming Deputy Captain in 1972. He has served as Captain of Morisset Park Brigade and Morisset Bushfire Brigade before being appointed as Captain of the newly established New South Wales Fire Brigade Station (STN 383) at Morisset in 1985. He re-joined the New South Wales Rural Fire Service (RFS) in 2003 and was immediately appointed Captain of Mandalong Brigade. Whilst still a member of Mandalong, he was elected to the position Group Captain within the Central Coast District in 2012, a position he still holds today.

Mr Farleigh has a passion for training, having been the Central Coast course coordinator for the village firefighter program for six years and he educates external agencies on bushfire awareness. He has attended many major incidents during his career, including the 1989 Newcastle earthquake, the Western Sydney hail storm, the 1994 and 2003 bushfires and the 2015 East Coast Low. He played a significant role in the 2019 - 2020 fire season with both local and out of area deployments. In 2018, he was first on the scene and was incident controller for the triple semi-truck disaster on the M1 motorway in Cooranbong.

Mr Farleigh is a certified wildfire and structural investigator, whose expertise has been crucial in bringing many alleged arsonists to justice. He is an after-hours operator for the Central Coast district and is responsible for the receipt of triple zero calls and dispatch of trucks to incidents.

Mr Farleigh is a dedicated member of the RFS, recognised for his service to community safety, for educating his peers and for his extensive operational experience.

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

### **Ms Jane Louise HOLLIER, Oakville NSW 2765**

Ms Jane Hollier has provided exemplary service to the New South Wales Rural Fire Service (NSW RFS) for 32 years, as an officer and volunteer. She has held various salaried roles in the service, responsible for service membership, risk management coordination, business management, operational coordination, and her current position as Field Operations Executive Advisor.

Ms Hollier has a strong understanding of emergency management and has provided support to many operations including the recent 2019/2020 Black Summer bushfires. She is well known for her professionalism and knowledge of the service, organising visits for various Senior State and Federal Officials to fire affected communities and was heavily involved in arranging the State Service Funerals for three firefighters who were tragically killed in the line of duty.

She has built strong partnerships with key stakeholders and has represented the NSW RFS, and at times other land management agencies, at state and federal working groups and inquiries. This includes her appointment as a member of the secretariat for the Council of Australian Governments National Inquiry on Bushfire Mitigation and Management, following the devastating 2002-2003 fire season.

For over 20 years, Ms Hollier has been an active volunteer member and is currently a Deputy Captain and the President of the Oakville Rural Fire Brigade. Ms Hollier has demonstrated her commitment to advancing firefighter's interests, filling the role of Director with the Rural Fire Service Association from 2011 to 2015. She is a strong advocate for women in operational roles.

Ms Hollier has made a significant and commendable contribution to the NSW Rural Fire Service and the community, over her 32 years of service.

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

### **Mr Peter Craig JACOBS**, Berrilee NSW 2159

Mr Peter Jacobs has given 36 years of exemplary service to Fire and Rescue New South Wales (FRNSW) and to the community. In addition, he was an active member of Rural Fire Service (RFS) Arcadia Brigade for 17 years, holding training, community engagement and leadership positions.

Mr Jacobs has undertaken many key projects and roles for FRNSW and RFS, and his contributions have focussed on the safety and wellbeing of the community and firefighters. He has been involved in the development of key IT programs and reform projects, to strengthen information sharing and increase the safety of firefighters. In his current role as Superintendent Prevention and Support, Professional Standards, he has been instrumental in leading prevention programs across FRNSW to remove unwanted behaviours, particularly bullying, from the organisation,.

Mr Jacobs has been a FRNSW volunteer Peer Support officer since 2007. As a peer, he provides support to employees following exposure to potentially traumatic events during the course of their work, as well as in personal crises. He has supported hundreds of colleagues in this demanding role for FRNSW, undertaken on a voluntary basis on top of his substantive roles.

He undertakes a Bushfire Liaison role during bushfire seasons, providing an essential link between RFS and FRNSW operations. He was recently deployed as part of the FRNSW response to major flooding events on the mid North Coast of NSW, demonstrating high level operational leadership.

Mr Jacobs is recognised across FRNSW and the RFS as a respectful, caring person of integrity. Committed to the development, wellbeing and safety of his community and colleagues, he provides sustained and distinguished service and operational expertise. He is a well deserving recipient of the Australian Fire Service Medal.

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

### **Ms Tara Jane LAL, Bronte NSW 2024**

Ms Tara Lal has been an operational member of Fire and Rescue New South Wales (FRNSW) since 2005, commencing with the City of Sydney Fire Station. She has been an active firefighter in various fire stations across the Sydney Metropolitan area.

Ms Lal has made a significant and distinguished contribution to the improvement and innovation of mental health, suicide prevention and wellbeing services for FRNSW staff. Providing enhanced mental health services, education and processes, her input directly impacts and influences the strategic priority, as outlined in FRNSW's Corporate Plan. In 2017, she was a finalist for the Rotary Inspirational Woman of the Year Award. She presents regularly at the annual FRNSW peer support conferences, using her post graduate research to provide valuable information to further support this team.

Ms Lal has undertaken an enormous amount of pro bono work representing FRNSW. She is an ambassador for Fortem Australia - an organisation that supports the mental health and fitness of first responders. Her ongoing voluntary leadership role as a peer support officer combined with her research, is imperative to the continuing capability of this team. In addition from 2014 to 2019, she fulfilled the role of Duty Officer, offering on call, critical incident support on weekends.

Ms Lal has made a consistent, dedicated and selfless contribution to Fire and Rescue New South Wales. She is recognised for her vital and invaluable contribution to building and maintaining the mental health and resilience of firefighters and is, indeed, inspirational.

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

**Mrs Jennifer Joy LAWThER**, Callala Beach NSW 2540

Mrs Jennifer Lawther joined the Callala Beach Brigade in May 1989, where she undertook the roles of Deputy Captain and Senior Deputy Captain, culminating in her appointment of Captain from 1996 to 2013.

Throughout her captaincy, her energy and leadership especially around her recruitment drives have ensured the survival of the brigade. Mrs Lawther was awarded life membership in 2001.

In 2013 Mrs Lawther was elected as a Deputy Group Captain and in 2016 Group Captain, a role which she continues to hold. Mrs Lawther contributed to a number of emergencies throughout New South Wales and interstate including the Sydney hailstorm (1999), Canberra Bushfires (2003), Victoria Black Saturday (2009), Tumut Bushfires (2014), Tathra Bushfires (2018), and the devastating 2019/20 Black Summer Bushfires, undertaking the roles of Strike Team Leader, Divisional Commander and Incident Management Team (IMT) Resourcing.

Since 1991, Mrs Lawther has been a vital member of the district training/assessing team mentoring New South Wales Rural Fire Service (RFS) members through brigade, group, and district training. She has held the position of job subject expert, training coordinator and positions on the district training committee.

In 2001 Mrs Lawther was one of the inaugural members of the district logistics team and of the Shoalhaven Community Education group, which morphed into the Shoalhaven Community Engagement Brigade in 2011, and she is still an active member.

In 2005 Mrs Lawther became a qualified member of the New South Wales Rural Fire Service Aviation Team actively participating in many state wide deployments.

Mrs Lawther is an active member of the Rural Fire Service Association and a champion for gender equality. She has participated in working groups mentoring female leadership and examining ways in which women can undertake a range of roles within the service.

Mrs Lawther's exemplary service to both the New South Wales Rural Fire Service and the community is of the highest order.

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

**Mr Brian Edwin McKENZIE**, Spring Ridge NSW 2343

Mr Brian McKenzie commenced with the NSW Rural Fire Service at Gosford in 1977. Since that time he has undertaken service in a number of roles including Group Captain, Group Officer at the Kempsey Fire Control Centre (FCC), and Deputy Captain at both Frederickton and Aldavilla Brigades.

Mr McKenzie is currently Captain of the recently formed lower North Coast Support Brigade. The Support Brigade includes the Remote Area Firefighting Team, Catering and Incident Management Team support, and undertakes a range of associated functions essential to the efficient running of the District, particularly during major bushfire events.

Along with his extensive involvement at the local level, Mr McKenzie has participated in many out of area deployments to NSW, South Australia, Victoria and Canberra. As well as participating in numerous strike teams, he has undertaken a range of highly demanding aviation roles during several major fire events. During the 2019/20 fires, he worked with the Aviation Brigade as an Air Base Operator (ABO) and provided logistical support to the incident management team.

His easy going nature has greatly assisted his capacity to mentor and train others. His role as an accredited trainer has seen him specialise in the area of pumps and pumping. His skill in this regard has seen him help design and develop some of the earlier RFS appliances, including catering units at the Gosford fire control centre.

Mr McKenzie's leadership, operational experience and commitment to his community is second to none. He has made an outstanding contribution to the New South Wales Rural Fire Service and is a most deserving recipient of the Australian Fire Service Medal.

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

### **Mr Jonathon Stuart McKENZIE, NSW**

Mr Jonathon McKenzie joined Weethalle Brigade in 1999 and held the position of Brigade secretary and Treasurer. In 2003, he transferred to Bland Headquarters and was an active volunteer with the Brigade attending complex incidents in Nowra, the Blue Mountains, Oberon, Khancoban, Canberra and the Sydney hailstorm.

In 2004 Bland Headquarters amalgamated with West Wyalong Brigade where he was elected Captain of the Brigade, holding the position for two years and being re-elected Captain in 2014. He has been a dedicated and active volunteer with every Brigade he has served. He has actively participated in aviation roles and fire investigation. In 2018 he was elected by his peers to take on the role of Group Captain for the Bland Temora Zone, alongside seven other colleagues.

Mr McKenzie is very well respected by his colleagues as a firefighter and mentor who leads by example, taking on additional roles and responsibilities over and above those expected of him. During the 2019-20 Black Summer bushfires, he aptly led his crews out of area as a Strike Team Leader, to the Dunns Road fire near Tumbarumba.

His commitment in representing volunteers is second to none. His advice and guidance is regularly sought by the zone liaison committee, senior management team and pre-and post-season captain's meetings. He is well regarded for his representation of the NSW RFS with key stakeholders and land managers, particularly during difficult times.

Mr McKenzie is a strong advocate for NSW RFS volunteers and his community. He has provided over 22 years of exceptional service to the New South Wales Rural Fire Service and has made a major contribution to the safety of the communities where he has served.



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

### **Mr Christopher Ronald NOLAN, Oak Flats NSW 2529**

Mr Christopher Nolan joined the New South Wales Rural Fire Service (NSWRFS) Oak Flats Rural Fire Brigade in 1986, in the same year taking on the role of Equipment Officer, which he held until 2003. He continued to take an active role in the Brigade, fulfilling the roles of Deputy Captain, Senior Deputy Captain, Captain, Brigade Health and Safety Officer, Permit Officer.

Mr Nolan is committed to the development of younger members, culminating in the cadet program which he instigated in 2009. The program continues to run, two Sundays a month, taking in cadets as young as 14 years of age. Whilst the cadet program focuses on training to create better and more skilful firefighters, he ensures the program also embraces cultural and social aspects to help shape younger members into contributing members of society. At the end of the program he facilitates the transition of the cadets back into the local Brigades as well-trained firefighters. To ensure the ongoing success of the cadet program, he has taken on the roles of Brigade Management Member, Brigade President, Cadet Coordinator and Brigade Training Officer. The results achieved through the program are inspiring and their results in both State and National competitions are ever improving. In 2017 he was elected by his peers to the Rank of Group Captain, and in 2018 he was awarded life membership to the Oak Flats Brigade.

In addition to managing the cadet program, Mr Nolan continues to carry out operational frontline activities. This includes being Strike Team Leader across NSW for various emergencies, including assisting the Incident Management Team (IMT) and organising Strike Teams during the 2019-20 Black Summer bushfires.

Mr Nolan's 34 years of exemplary service has contributed to the safety of the Illawarra community and his commitment to the development of cadets will provide an enduring benefit to the New South Wales Fire Service.

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

### **Mr David James O'DONNELL, Wingham NSW 2429**

Mr David O'Donnell joined Fire and Rescue New South Wales (FRNSW) in 1988 as a firefighter and has dedicated over 33 years serving the community of Wingham. As the Station Commander of 502 Station Wingham, he adeptly leads a team of 16 dedicated firefighters, who provide fire and emergency management services across the breadth of prevention, preparedness, response and recovery activities.

Mr O'Donnell has displayed outstanding leadership through the preparation for, prevention of, response to and recovery from emergencies. His dedication to the community is evident by his leading efforts in forming a partnership with New South Wales Ambulance (ASNSW) under the Community First Responder (CFR) program, which sees Wingham Fire and Rescue assist the ambulance by responding to medical emergencies in remote and isolated communities. The CFR program has been operating out of Wingham Station since November 2019.

The CFR program runs in regional, rural or remote communities that have no access to immediate ambulance assistance. This means that the specially trained crew on a FRNSW truck/appliance can respond to medical emergencies, managing hazardous situations often seen only by frontline Ambulance paramedics. The CFR program provides timely advanced first aid to patients in remote and rural communities, by training members of the community and emergency services operating under the clinical and operational control of the ASNSW. The program has undoubtedly improved and saved countless lives in the area.

Mr O'Donnell provided dedicated and committed service to the Wingham community during the 2019 Bushfires and the 2021 Floods. He displays the highest level of commitment to the core values of the organisation, none more so than as a Peer Support Officer, volunteering his own time in addition to his service, to care for his fellow firefighters as they face the stressors and impacts of emergency service response.

Mr O'Donnell has made an immense contribution to the safety of the Wingham community and has given outstanding service to Fire and Rescue New South Wales.

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

### **Mr Christopher Helmut PETRIKAS, NSW**

Mr Christopher Petrikas joined the New South Wales Rural Fire Service (NSWRFS) Tennyson Brigade in 1976. He was first seen assisting in firefighting operations alongside his father, when he was just 14 years of age. For the following 43 years he served his Brigade and district in many roles, including as Senior Deputy Captain, Captain, Deputy Group Captain, Brigade Training Officer, and he currently holds the rank of Group Captain.

Mr Petrikas has provided outstanding leadership and encouragement to his brigade members and throughout the district. Over his many years of service, he has attended numerous fires within district and on various deployments. He is an integral member of the Hawkesbury district Incident Management Team and has assisted in controlling some of the most challenging campaign fires, including the more recent Gaspers Mountain Fire where he undertook the roles of Operations Officer and Divisional Commander.

Mr Petrikas is a dedicated trainer and assessor, renowned for his chainsaw training in the NSW RFS and in other agencies, as well as for mentoring frontline firefighters, crew and group leaders. He is a well-respected volunteer firefighter who has developed strong working relationships throughout the Hawkesbury community, with other emergency services organisations and across all levels of management.

Mr Petrikas should be commended on his dedicated and committed service to the New South Wales Rural Fire Service and to the Hawkesbury community, throughout his 43 years of volunteer service.

### ***Victoria***

### **Mr Ernest John CLARKE, Hilldene VIC 3661**

Mr John Clarke has made an exceptional and distinguished contribution to the Country Fire Authority (CFA) and to the communities within Mitchell Shire and District 12, for whom he has worked tirelessly and proudly as a volunteer, since becoming a member in October 1965.

Mr Clarke's outstanding leadership qualities and management abilities, and his commitment to the organisation's mission and values have been most evident during times of greatest need. His outstanding leadership during the Black Saturday 2009 fire campaign, particularly his compassionate approach to providing support to the forensic search of Marysville, was of a significance and standard that few could match.

As the recovery process began in earnest, Mr Clarke was seconded by District 12 to organise and implement fire operations plans in Marysville, where extensive loss of lives and serious injuries had occurred. He was responsible for deploying CFA personnel in support of the Victoria Police. He handpicked resilient brigade crews that he was confident could endure the adverse conditions of their indescribable and confronting roles with police. He demonstrated his concern for the welfare of brigade members by encouraging the use of District 12 Peers and arranging personal psychologist appointments for Marysville crews, a duty he undertook with dignity and respect. His attention to detail, his mental stamina, and his steadfast calm and compassionate leadership through these tumultuous events was exceptional.

Mr Clarke has gone out of his way to share his knowledge and experience with others through training and exercises. The quality and ability of today's CFA leaders are testimony to this training and mentoring. He enjoys the esteem and admiration of his peers and the respect of the communities that he serves.

Mr Clarke can be justly proud of his 56 years of selfless dedication to the CFA and to improving the safety of the community from fires and other emergencies.

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

### **Mr Graeme William HIGGS, Drouin VIC 3818**

Mr Graeme Higgs joined the Drouin West Brigade as a teenager in 1973. He has distinguished himself throughout his service to the Country Fire Authority (CFA), particularly in senior volunteer leadership roles, including becoming a Lieutenant in 1988, a Deputy Group Officer in 2002 and continuing, and Captain in 1992 until 2012. He was awarded a National Medal in 2001, as well as clasps in years following. He was awarded Brigade Life Membership in 2004, and CFA Life Membership in 2005.

Mr Higgs is a respected and outstanding operational leader who has served with distinction when deployed to fires within Victoria and interstate. During the Black Saturday Bushfires of 2009, he was deployed to the eastern side of the Bunyip Forest fire as Strike Team Leader of Strike Team 9581. His Strike Team had been given the toughest of assignments, due to the impending South Westerly wind change.

During this horrific day, he led his Strike Team with distinction, particularly after it was isolated from additional support because of the rapid southern run of the fire, to the west of the Strike Team's location. He applied his extensive local knowledge to help decide which properties could be safely defended in the presence of such extreme fire conditions and deployed his crews accordingly. It was through his leadership that Strike Team 9581 was able to achieve so much against the odds during their extended 18 hour period of duty until they were able to be relieved. It was also the reason that he and his crews were all able to return home safe and well.

During his time as Captain, Mr Higgs identified the need for change, and led the transition of the Drouin West Brigade from a traditional rural fire brigade, to one capable of responding to the mix of fires and incidents typical of an active urban/rural interface Brigade. The culture of professionalism that he established remains evident today.

Mr Higgs' management of the Drouin West Fire Brigade has made the communities of Jindivick and Drouin West, and Victoria a safer place. Mr Higgs has distinguished himself as one of Country Fire Authority's exceptional operational leaders and he is to be commended for over 48 years of exceptional service.

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

### **Ms Gillian Teresa METZ, Riddells Creek VIC 3431**

Ms Gillian Metz has provided 21 years of exemplary service to the Country Fire Authority (CFA) of Victoria, since joining as a volunteer in February 2000. She has responded to 1,255 incidents to date. She has held the elected roles of 3rd and 4th Lieutenant and Training Coordinator within the brigade and is currently the brigade Secretary and Group delegate.

Operationally, Ms Metz has led Strike Teams, and has actively participated in deployments to the Sydney Christmas Day fires in 2001, the Northeast campaign fires in 2003, the Black Saturday fires in 2009 and the 2019 / 2020 Black Summer fires. Her commitment to ensuring that volunteer response capabilities are holistically recognised, measured and integrated into future planning and her meaningful advocacy, mentoring and leadership of staff and volunteers across the sector has resulted in her occupying a variety of roles as diverse as the communities she has served.

Strategically weaving her experiences as a volunteer firefighter into many other positions across the fire services sector, Ms Metz has questioned the validity of traditional practices and influenced change, challenged bias, and called out inappropriate behaviour. She was the first woman to hold the senior position of Regional Manager in the Country Fire Authority (CFA) and she was a trailblazer, promoted to the positions of Assistant Chief Officer and Deputy Chief Fire Officer (Acting) for the Department of Environment, Land, Water, and Planning (DELWP).

Ms Metz has championed increased diversity in CFA and the fire services, contributing to stronger brigades that better represent the communities they serve. She has forged partnerships, inspired organisations to think differently, implemented innovative diversity projects and mentored young men and women to fulfil their potential within the fire services. These skills and attributes have been most obvious in the support and development of members of Riddells Creek Fire Brigade and the Mt Macedon Group of Brigades.

Ms Metz has made an outstanding contribution to CFA, to the fire services sector and to the community.

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

**Mr Brad QUINN**, Somerville VIC 3912

Mr Brad Quinn has dedicated his 32 year career in the fire service to the development of firefighters and the health, safety and wellbeing of others.

Mr Quinn previously spent 17 years volunteering as a critical incident support trained peer. He was an Operations Commander in Central District, has managed South East Metro Training and Development, the Emergency Medical Services Department and the Operational Communications Department. In his current role of Assistant Chief Fire Officer (ACFO) Health, Safety & Wellbeing, he leads the development and implementation of new programs and initiatives which directly contribute to a safer workplace for all firefighters.

Mr Quinn is passionate about driving change through creative and innovative approaches to implementing new technology, equipment and systems, to ensure a safer workplace and improve firefighter health, safety and wellbeing. During his time as a Commander, he led the conceptualisation, development and implementation of a state of the art recall system to maintain minimum crewing. This enabled the implementation of a safe system of work, supporting the fatigue management policies and the maintenance of a world class fire service delivery.

Since March 2020, he has led Fire Rescue Victoria's (FRV) response to the current COVID-19 pandemic. He continues to provide leadership in this dynamic environment, ensuring all FRV employees are provided appropriate equipment, doctrine, safe systems of work and appropriate controls. His leadership, advocacy and commitment to remain agile under the Chief Health Officer directions, has ensured FRV meets its obligations and standards are maintained.

Mr Quinn is recognised for his sustained commitment to the development of firefighters and for improving the health, safety and wellbeing of emergency responders.

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

### **Mr Wayne Andrew RIGG, Sulky VIC 3352**

Mr Wayne Rigg has been a fire-fighter for 26 years, having started as a volunteer and then a career fire-fighter with the Country Fire Authority (CFA). He rose through the ranks from recruit to his current role of Commander Fire Rescue Victoria (FRV) - Aviation Coordinator.

Mr Rigg's exceptional performance goes far above and beyond his regular role. He has been instrumental in establishing an Australian first; the Night Fire Suppression Operations Program and the Pre-determined dispatch (PDD) program, along with a range of other aviation initiatives. Ensuring aircraft are dispatched quickly to keep small fires small and to fight fire at night, has changed the way in which aircraft respond to fires and firefighters attack fires.

Mr Rigg's influence and leadership in gender diversity has been integral to the development of women in the aviation sector. His support and effort to mentor women has seen an increased number of women in the sector and greater gender representation across a range of roles. His passion, drive and dedication to improve aviation programs and capability within Victoria has resulted in some of the most significant and fundamental changes over the last decade; significantly, the way aircraft are dispatched and used operationally, to protect fire fighters and communities.

Mr Rigg has significantly contributed to the fire and emergency aviation sector to improve operational support to firefighters and to improve safety and protection to Victorian and national communities.

### ***Queensland***

### **Mr William Robert BRAND, Brooweena QLD 4620**

For over 43 years, Mr William Brand has selflessly served the Brooweena and surrounding communities in Queensland in a wide range of volunteer roles, most notably in his current role as First Officer of the Brooweena District Rural Fire Brigade.

Mr Brand is an inspirational leader and mentor who has consistently directed his brigade and fellow volunteers in continuous improvement and community engagement. He has contributed to improving the frontline response, capability and standing of the Brigade in his community. He is a valued community-based leader who is trusted, respected and acknowledged for his ethos and commitment. He has advocated for volunteering and for increased training to better protect his community against ever-changing risk. He has a passion for youth involvement with the Rural Fire Brigade, actively encouraging young people to take part in activities that enhance their life skills and impart respect for, and knowledge of, their environment.

Mr Brand has selflessly volunteered his time undertaking mentoring roles, with the goal of educating youth at the forefront. He is a tireless advocate for the smaller communities of the Maryborough/Biggenden areas in Queensland, focusing on providing outstanding support to the local Rural Fire Brigades across funding, recruitment and bushfire risk mitigation. His dedication and service go well beyond what is expected of a volunteer, and he is held in the highest regard amongst the community and his fellow volunteers for his unwavering commitment to service delivery.

Mr Brand's sustained contribution to the Rural Fire Brigade is commendable and his dedication to his community has been inspirational.

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

### **Assistant Commissioner David Vincent HERMANN, Toowoomba City QLD 4350**

Assistant Commissioner David Hermann is a dedicated fire officer with over 30 years of distinguished service to the Queensland community and to Queensland Fire and Emergency Services. His exemplary leadership, operational excellence and contribution to operational capability and community resilience is highly commendable in the field of fire and emergency services.

Utilising his diverse skills in special operations and disaster management response and recovery, Assistant Commissioner Hermann has demonstrated experience in leading, managing and coordinating whole of department responses to a range of significant multi-agency incidents and disasters at local, state, national and international levels. This has included specialised Urban Search and Rescue (USAR) operations, a whole of government response to natural disasters and specialised response to community threats.

Assistant Commissioner Hermann demonstrated operational excellence during the 2019/2020 Australian Bushfires, the North Queensland Floods in 2019 and during the Central Queensland fires in 2018. His highly skilled service to the community is held in the highest regard.

Assistant Commissioner Hermann's enthusiasm for excellence in frontline service delivery exemplifies the standards and values of the Queensland Fire and Emergency Services, and he is to be commended on 30 years of distinguished service.

### ***South Australia***

#### **Mr Malcolm Alan AMOS, Blackwood SA 5051**

Mr Malcolm Amos joined the South Australia Country Fire Service (CFS) in 1976. Comprising a span of 45 years of unbroken community service, he held the position of Captain of the Eden Hills Brigade for eight years before moving to key roles in the State Incident Management Team.

Mr Amos has a broad range of abilities, which combined with his wisdom and interpersonal skills have made him an outstanding mentor to members of the Brigade. Young CFS volunteers, both men and women, have greatly benefitted from his mentoring and support skills.

With his thoughtfulness and care for others, he has the ability to lead a team successfully in dynamic situations. He has strong links with the farming community and has offered moral support and practical assistance to those who have suffered loss as a result of bush fires. In the formative early years of post-traumatic event debriefs, he recognised the effects that attending traumatic events had on his team and began a system of professional debriefing, counselling and ongoing support.

He is a vital member of the State Incident Management Team, serving primarily as an Operations or Situation Officer. These positions have seen him undertake interstate deployments to many of Australia's major bushfire incidents. His leadership during these events was critical to the safety, direction and wellbeing of the on ground firefighters and pivotal to the eventual conclusion of the large scale incidents.

Mr Amos's service to not only his local community, but to South Australia and many communities across Australia has been exceptional. There are few who have had such a long history of dedicated and selfless service and he is a very worthy recipient of the Australian Fire Service Medal.



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

### **Mr Timothy COOPER, Jamestown SA 5491**

Mr Timothy Cooper has been a member of the South Australian Country Fire Service (CFS) for over 41 years and has been delivering and coordinating training over this time. In the initial stages of his career, he assisted and delivered Basic Level 1, 2 and 3 courses, along with Breathing Apparatus Training at both regional and state level. He gained his Cert IV in training and assessment and continued delivering training until 2009. He regularly attends courses run at Jamestown as a facilities assistant.

In the past 10 years, he has been heavily involved in assisting with the delivery of training and appliances in the outback areas across the Northern part of the state, which includes five communities in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands. As a volunteer trainer, he would average up to eight weekends a year delivering training to the outback areas and providing other assistance as needed.

Most recently Mr Cooper and a small group of other trainers reviewed the latest version of Basic Firefighting 1 training package and provided valuable feedback prior to its release. He has held the position of Group Training Coordinator with the Bundaleer group since he first joined CFS. He has been part of the regional and state volunteer training committees since their inception in 1997.

Mr Cooper still regularly rides the Jamestown appliance to incidents, and attends many deployments across the state and interstate. While doing this he maintains the skills and knowledge that he passes on to countless members that he has worked alongside of and trained over the years. He has been an active member of the Country Fire Services Volunteer Association for all of his time in the Country Fire Service and has been president of the Northern branch for the last 20 years.

Mr Cooper has been an exceptional Fire Services Leader, has always demonstrated the highest level of professionalism and is role model for others to emulate. He is a worthy recipient of the Australian Fire Service Medal through his tireless and outstanding service to the South Australian Country Fire Service.

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

### **Ms Fiona Le Nore DUNSTAN, SA**

Ms Fiona Dunstan has demonstrated an exemplary commitment and leadership to the South Australian Country Fire Service's Public Information service, over her 18 years, leading the South Australian State Public Information function and deploying to numerous local and interstate fires including the New South Wales fires in 2019.

Ms Dunstan is a champion in community safety and a leader in the AFAC (The National Council for Fire and Emergency Services), Community Engagement Technical Group and National Warnings Group, driving establishment and implementation of the new Australian Warning System, leading to a new era of clear, consistent and effective public information and warnings across a range of hazards throughout Australia. She has led the community safety messaging for the new Australian Fire Danger Ratings System project, creating a nationally consistent, evidence-based, and modern Fire Danger Ratings system across the country.

Ms Dunstan led South Australia Health's Emergency Management Team's Public Information cell, during the state's initial response to COVID-19 and continues to support them with her subject matter expertise. Mrs Dunstan's commitment to improving Public Information has seen her elevated to Chair of multiple nationally significant boards and committees, establishing South Australia as a national leader in Public Information.

With a friendly and warm disposition, Ms Dunstan is constantly focused on how the emergency services can best keep the public safe and informed, during trying and complex events. Her enduring commitment and passion for improving public information during fires and emergency incidents has seen her go above and beyond a normal CFS staff workload. She has taken on additional roles on a state and national level, contributing above and beyond what is expected, to the CFS, the community and the nation.

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

### **Mr Andrew James HIGGINS, Whyalla SA 5600**

Mr Andrew Higgins commenced with the South Australian Metropolitan Fire Service (MFS) in September 1998 and has been an exemplary employee throughout his 23 year career. He was born and bred in the regional town of Whyalla and comes from family with a firefighting background.

Mr Higgins' leadership of the firefighters in Whyalla and the day to day management of the Whyalla Station contributes to a highly professional environment. He has been a mentor to many MFS firefighters, who all have high regard and the upmost respect for his knowledge and experience.

Mr Higgins has been the Incident Controller on many significant emergency incidents. In 2012 his command and control leadership of a significant fire at the One Steel facility was exceptional. His leadership, decision making and professionalism during this complex and arduous emergency incident, prevented significant damage to critical infrastructure and was widely praised by SA Police fire investigators, MFS management and One Steel management.

MFS retained personnel respond to multiple incidents on a daily basis, directly from their place of work or residence upon notification of an emergency. Mr Higgins' manages family life and maintains a full time career with SA Water, while continuing his long and distinguished career dedicating countless hours to serving the community of Whyalla.

Mr Higgins has demonstrated immense dedication and professionalism to the MFS and to the broader community throughout his career. His commitment has been to ensure an effective and efficient emergency service is delivered to the community of Whyalla and surrounds; and to provide highly skilled and trained personnel who are able to safely face any challenge.

Mr Higgins exemplifies the values of the MFS and is a worthy recipient of the Australian Fire Service Medal.

### **Mr Guy Stephen UREN, Moana SA 5169**

Mr Guy Uren commenced with the South Australian Metropolitan Fire Service (MFS) in July 1988. Since this time, he has progressed through the ranks from Sub Officer, Station Officer and in 2004 to the rank of Commander. He is still in active frontline service.

During this time, Mr Uren has undertaken several key roles within the organisation, some involving critical project management functions. He has repeatedly demonstrated his willingness to perform his duties in an exemplary manner, and also volunteers for responsibilities above and beyond that which is required. He has assisted MFS senior management to effectively coordinate MFS deployments to several intrastate and interstate emergencies, such as the New South Wales bushfires and the Kangaroo Island bushfires which occurred in 2019. He willingly undertook these responsibilities in his own personal time.

In addition, Mr Uren has successfully spearheaded the development and implementation of GARTAN and SAPPHIRE rostering systems; working to streamline and enable live reporting of all MFS operational staffing requirements. This is an extremely complex undertaking and has required in depth working knowledge, significant consultation, forward thinking and service excellence.

He has always put the wellbeing of others and the success of the MFS before himself, dedicating his career to helping others and improving the fire service. His actions and commitment exemplify loyalty, respect, integrity and selflessness. This has been demonstrated at many levels, well beyond the normal call of duty. Mr Uren would be a very worthy recipient of the Australian Fire Service Medal.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

### *Tasmania*

#### **Mr Matthew James BUCK**, Launceston TAS 7250

Mr Matthew Buck joined the Tasmania Fire Service on the 1st of August 1995. He was instrumental in coordinating interagency exercises within the Dalrymple Group. These exercises included simulated fuel truck motor vehicle accidents and mass casualty incidents on the East Tamar Highway, counter terrorism and vital asset protection including Comalco and Temco industrial complexes as well as clandestine drug lab fire scenarios within the Dalrymple Group.

Mr Buck is a highly capable volunteer fire fighter, committed to his local community and fellow fire fighters. Following his transfer to Prospect Brigade in 2000, he commenced developing newer members which was instrumental in increasing the amount of training activities attended by the Prospect Brigade members. He has been dedicated to training and supporting volunteers over his distinguished fire service career.

Mr Buck's tireless service goes above and beyond the normal expectation of a volunteer firefighter. His meritorious commitment to the many charities affiliated with the Tasmania Fire Service and his mentoring of volunteers are commendable aspects of his distinguished volunteer fire service career.

#### **Mr Graeme Cedric JONES**, Burnie TAS 7321

Mr Graeme Cedric Jones was one of the founding members of the Ridgley Fire Brigade, commencing in February 1978. In 1991 he was appointed to the 2nd Officer position at the Ridgley Fire Brigade which he held for six years. Since 2001, he has also held the position of Permit Officer. He is still an active member of the Brigade and regularly responds to incidents.

From 2003 till 2016 Mr Jones was a member of the Tasmanian Volunteer Association, which included a period as a member of the State Council. In 2012 he became a representative from the North West in the development of the State wide Junior and Cadet Program and he was instrumental in the program's establishment. He is passionate about developing fire fighters and has been a part of the organising committees for the annual regional and state competitions. He has been a long serving committee member of the North West Family Fun Day, which is now entering its 50th year of operation and was recently awarded Life membership.

Mr Jones has demonstrated a long term dedication to the Tasmania Fire Service (TFS) and is a well-respected stalwart. His commitment to the broader community and engagement of local clubs is demonstrated and recognised at a national level, by his long-term service to the local football and cricket clubs.

During the past year he has taken on an additional role within the TFS, becoming a member of the newly formed NW Regional Logistics Support Brigade and he has been instrumental in helping this Brigade become operational.

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

### **Mr Ian Charles SAUER OAM, Pipers Brook TAS 7254**

Mr Ian Sauer has been a long-serving and dedicated volunteer firefighter with Tasmania Fire Service. He was the Brigade Chief of Pipers Brook Brigade from June 1983 until December 1998. Since stepping down he has held the position of Firefighter and 4th Officer and he is still an active member today. Mr Sauer commenced as Fire Permit Officer in 1997, and still holds this position.

Since 2014, Mr Sauer has been the Chair of the State Fire Management Council. He has demonstrated exceptional commitment and dedication to the Tasmanian community and many whole of government initiatives. He is a member of the Fuel Reduction Program Steering Committee, overseeing a strategic risk based program, aimed at reducing bushfire risk across public and private land in Tasmania.

Mr Sauer provides independent advice to the Minister for Police, Fire and Emergency Management and the State Fire Commission on vegetation fire management in Tasmania and he has successfully implemented the Red Hot Tips program, aimed at helping farmers and rural landholders actively manage their bushfire risk and build capacity in planned burning.

He is actively involved in the industry led project and working group to develop the Machinery Operations Guidelines , a resource used in Tasmania to provide safety measures for machinery operations in or near dry vegetation. Mr Sauer is a member of the Steering Committee reviewing the Fire Permit System in Tasmania and he facilitates input of State Fire Management Council member organisation and agencies into the Fire Service Act Review, the Fire Permit Review, Operational Reviews, The Royal Commission into National Natural Disaster Arrangements, and the proposed Bushfire Mitigation Measures Bill.

Mr Sauer has provided exceptional dedication to the Tasmania Fire Service and to the Tasmanian community.

## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

### *Australian Capital Territory*

#### **Mr Brendan Lyal CROSS**, Mossy Point NSW 2537

Mr Brendan Cross joined Australian Capital Territory Fire & Rescue (ACTF&R) (formerly ACT Fire Brigade) in 1992 as a member of Recruit College 22. Over the past 29 years with ACTF&R, he has served the ACT community with distinction and worked tirelessly to ensure the safety of all firefighters.

In 2008, Mr Cross attained the rank of Station Officer and is an invaluable member of both ACTF&R and the Australian Capital Territory Emergency Services Agency (ACTESA). Whilst a firefighter, he began studies in engineering, with a focus on fire engineering. In his role as a Fire Engineer, as part of the Fire Safety Section, he provides advice to developers and local government on the fire safety designs on buildings to guarantee compliance with national standards. This ensures buildings are safe environments for residents, public gatherings and in the worst-case scenario, for firefighters, should they have to attend a building fire or other emergency.

Mr Cross has long been considered an expert in the field of fire safety, due to his experience and knowledge of fire behaviour and its impact on buildings and structures. Through his expertise on building safety he has demonstrated an unwavering commitment to the safety of the public and of his fellow firefighters. The safety of building design is particularly vital for firefighters whose duties are often undertaken while the buildings are in a state of compromise.

As a current operational member of ACTF&R and a vital member of the Fire Safety Section, Mr Cross positively represents ACTF&R and ESA and engages with local government and private sector entities, offering expert advice and opinion at a national level.

Mr Cross has provided committed service to ACT Fire and Rescue and he is recognised for his immense contribution to the safety of firefighters and the community through his expertise in fire safety.

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

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

#### **Mr Gary William HENDRY, Wilberforce NSW 2756**

Mr Gary Hendry commenced with New South Wales Ambulance in April 1978 as an on-road paramedic. He successfully completed further clinical training and became an Intensive Care Paramedic in 1994.

Mr Hendry acted in the position of Station Manager for Castle Hill Ambulance Station, before commencing Rapid Response Training in 2003. He completed Peer Support training so he could take up duties supporting his colleagues. He maintained a dedicated, self-motivated and focused attitude to his duties, his peers and the community throughout this time.

Mr Hendry was most recently positioned in the Sydney Control Centre, after completing Call Taker Training and Dispatch Training in 2004. For over six years he held a substantive position of Duty Control Centre Officer, before being appointed to the position of Senior Control Centre Officer. He also acted in the position of Senior Control Centre Officer in Western Control, and as Assistant Control Centre Manager, Sydney Control.

Over the past 42 years with New South Wales Ambulance Mr Hendry tirelessly strengthened his capabilities and skills through exposure to clinical, operational and strategic experiences, which has allowed him to continually build his knowledge base to better serve the community of New South Wales.

Whilst working with his fellow paramedics on road and the Control Centre, Mr Hendry had the ability to support his colleagues across clinical and personal issues, as well as crossing the many generations of staff working within the New South Wales Ambulance. He remained a registered paramedic and continued to assist with large scale emergencies including the 2019-20 bushfires, until his recent retirement in January 2021.

Mr Hendry's innate ability to support and lead his team is a true testament to a very impressive career in New South Wales Ambulance. He has served New South Wales Ambulance and the people of New South Wales with outstanding commitment and dedication.

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

### **Ms Kirsten Michelle LINKLATER, Baulkham Hills NSW 2153**

Ms Kirsten Linklater commenced with New South Wales Ambulance in 1996, working in operational positions across Western and Northern Metropolitan areas before transitioning to managerial roles, including in a position with the Operational Commissioning of Paramedic Response Network (PRN). Working in this role, Ms Linklater was responsible for service delivery aspects of the PRN program, requiring the interpretation of ambulance industrial awards and human resource policies to other business units.

As the eRostering Project Manager and the Manager People Hub, Ms Linklater led the deployment and rostering functions across New South Wales Ambulance. She was responsible for the initiation, design and management of the Paramedic Rostering Protocols and Procedures and the implementation of the Paramedic Crewing Line. This initiative enabled all unplanned leave phone calls from Paramedics to be answered, recorded and acted upon by People Hub Officers, thereby reducing administrative burden on the Metropolitan Duty Operations Managers.

In the role of Manager Executive Strategy and Priorities, she managed projects to redesign business and clinical processes, and was responsible for the implementation of the Performance and Monitoring Framework, improving efficiency and reporting.

As Director Corporate Governance & Executive Services, she was responsible for managing high level strategic activities including implementing recommendations from major reviews and audits as well as chairing the Senior Leadership Team. She has facilitated new business processes, ensuring ministerial correspondence was provided in an effective and accurate manner and she coordinated the pilot of Ambulance Managers through the Plain English Foundation writing course.

Ms Linklater maintains her registration as a qualified paramedic and continues to be integral in the New South Wales Ambulance response to emergencies, including responding to the 2019-20 bushfires and co-ordinating the Vaccination Program for New South Wales Ambulance during the COVID-19 pandemic.



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

### **Mr Wayne John McKENNA, NSW**

Mr McKenna commenced with NSW Ambulance in September 1988 and as an Intensive Care Paramedic in February 1995, has since dedicated over thirty-three years of service to the community.

Mr McKenna has proven to be a skilled clinician, adaptable manager, valuable mentor and an inspiring leader. He has worked in a range of clinical and rescue roles including aeromedical operations, operational management and change leadership roles.

Mr McKenna is recognised as a skilled and authentic industrial negotiator. These skills were key as he took the operational industrial lead for the introduction of a new rostering system in northern New South Wales. This system retired outdated on-call practices and markedly improved work life balance for paramedics.

Mr McKenna has displayed exceptional leadership during some of the state's most challenging and extended emergencies including the North Coast floods in 2017 and the North Coast wildfires in 2019. He performed the key role of COVID-19 Controller in April 2020 in response to the pandemic, and was the Metropolitan Commander during the Richmond floods in March 2020.

During these times he provided distinguished service through his strong technical skills, a reassuring and calm approach and his care for staff. He was able to leverage strong relationships with other health and emergency service colleagues, guide less experienced managers and maintain effective patient services.

Mr McKenna is a role model and is congratulated for his innovative approach to operational challenges and unwavering commitment to his colleagues, staff and managers in the pursuit of improvements to patient services.

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

**Mr Brett Kristian STANDALOFT**, Oyster Bay NSW 2225

Mr Brett Standaloft has provided distinguished service to New South Wales Ambulance for over 25 years. He has excelled as a clinician, control centre officer, operational manager, project manager, mentor, and role model. He was appointed to his current position of Superintendent - Assistant Control Centre Manager in 2013.

Mr Standaloft has project managed two large scale system developments, the Inter CAD Electronic Messaging System (ICEMS) and the Control Resourcing Electronic Worksheet (CREWS).

ICEMS is a peer-to-peer electronic communications system between emergency services and public safety organisations, allowing passing of incident requests and messages between different Computer Aided Dispatch (CAD) systems, reducing the requirement for telephone communications. CREWS is an electronic application to replace the paper area staff sheets within Control Centres, enabling greater visibility of the workforce when on duty. The CREWS project advanced New South Wales Ambulance and increased access to information, reporting and planning capabilities, while increasing visibility of paramedic welfare and fatigue.

Mr Standaloft was instrumental in the design and implementation of ICEMS with New South Wales Ambulance, working with numerous internal and interagency stakeholders. Both during and post implementation, he maintained representation on joint agency technical groups to support the continued operation, and future enhancement of the ICEMS application.

Mr Standaloft continues to provide strong leadership skills. He is a respected mentor and leader and is often the one staff will go to for advice and guidance.

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

### ***Victoria***

#### **Ms Josephine Mary BROOKES, VIC**

Ms Josephine Brookes has demonstrated exceptional service in the provision of health care, training, public education and community participation, as the Paramedic Community Support Coordinator for Ambulance Victoria in the Mitta Valley, and Towong communities, in rural North East Victoria.

Ms Brookes has proven that Ambulance Victoria and its paramedics can impact health outcomes over and above the traditional mandate of ambulance attendance and transport, by enhancing the ability of regional communities to take charge of their own health needs, through strong community engagement and patient follow-up. By developing and implementing a considered, planned and service-focused approach, she has positively impacted local communities and improved patient outcomes, whilst reaffirming the concept of resilient communities.

Ms Brookes has also driven outstanding engagement with first responders and stakeholders on both sides of the Victoria and New South Wales border, ensuring a working environment that promotes collaboration, respect, and support for patients and health and response agencies in the district.

Further, during the 2020 Corryong Fires, she played a pivotal role by developing a roadmap that strengthens community engagement during a significant event. This assisted Ambulance Victoria in reaching isolated communities early, whilst she coordinated a resourcing and response model to successfully transition back to business-as-usual in a quick timeframe.

Ms Brookes is an outstanding member of Ambulance Victoria, and her commitment to the care and well-being of communities in the Mitta Valley and throughout Towong Shire has been exceptional

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

**Mr Ian James DUNELL**, Pheasant Creek VIC 3757

Mr Ian Dunell has dedicated the last 16 years of his life to volunteering with Ambulance Victoria as a Community Emergency Response Team (CERT) member and he has served as Team Leader for the past 10 years.

Mr Dunell has demonstrated an exceptional level of passion, support and care for his team and the Kinglake community. While his substantial participation in community events is commendable, it is his outstanding efforts during and following the 2009 Black Saturday Fires that are particularly distinguished.

Mr Dunell was instrumental in rebuilding Kinglake's CERT post-bushfires when the team was left decimated. Further, he developed a response criterion for Kinglake CERT, to ensure the community had the necessary coverage with experienced personnel and tailored support for less experienced team members, who were able to develop and gain experience before responding as independent clinicians.

The coronavirus (COVID-19) pandemic has again highlighted Mr Dunell's strength and dedication to his volunteer role, leading the Kinglake CERT through this period, whilst maintaining a high level of engagement and comradery. As a direct result of his exceptional leadership, the volunteers have remained a cohesive and strong team, providing continued best care to the Kinglake community.

Mr Dunell has provided dedicated and committed service to Ambulance Victoria and the Kinglake community.

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

**Mr Bernard Dominic GOSS**, Briagolong VIC 3860

A dedicated frontline paramedic with Ambulance Victoria for 41 years, Mr Bernard Goss has demonstrated distinguished service in the provision of mental health support for current and retired paramedics.

Mr Goss brought the How Are You Travelling (HAYT) Program to Gippsland in May 2016, and since its introduction has volunteered his time to coordinate the program in his local community. HAYT supports and provides a safe place for current and retired paramedics to discuss challenges and stressors of the job and share their mental health experiences by meeting monthly in a safe and neutral space. The program supports paramedics who may be experiencing mental health issues or are away from the job due to injury, sick leave, or retirement, allowing them to remain connected and feel valued.

Mr Goss has made a significant contribution to the development and mentoring of student and graduate paramedics alike during his career and he has provided an outstanding support role in assisting paramedics in returning to work from illness, injury and maternity leave. Further, following the 1998 Longford Incident (one of the largest structure fires/explosions in Victoria's history), he was instrumental in providing post-event support to attending paramedics who suffered the effects of Post-Traumatic Stress Disorder, well before Ambulance Victoria introduced any formal psychological support service into the organisation.

Mr Goss has made a significant impact on Ambulance Victoria over his long career, especially in the promotion of mental health support for paramedics.

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

### **Mr Gavan John KEANE, Lang Lang VIC 3984**

A career paramedic with more than 47 years of service with Ambulance Victoria, Mr Gavan Keane epitomises meritorious and distinguished service. In addition to his employment as a paramedic, Mr Keane has volunteered with the Lang Lang Community Emergency Response Team since its inception 17 years ago, playing a critical role in the team's ongoing development and expansion.

Through outstanding leadership, Mr Keane, in his own time and unpaid, has assisted in thousands of hours of training for new and existing recruits, while ensuring all team members have the necessary skills and knowledge to assist the community in providing first responder medical assistance in emergencies. He has coordinated and volunteered in the training of CPR and Automated External Defibrillator use for numerous community groups within the Lang Lang community and its surrounds. In conjunction with Our Community Bank, he has also been instrumental in securing over 50 Public Access Defibrillation sites around Lang Lang and surrounding communities such as Koo Wee Rup and Tooradin.

A dedicated, professional and hardworking paramedic, Mr Keane has demonstrated exceptional service to Ambulance Victoria, its workforce and the community.

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

### **Dr Ziad NEHME, Rosanna VIC 3084**

Dr Ziad Nehme is an Advanced Life Support paramedic with Ambulance Victoria, who has worked tirelessly to improve the scientific evidence base for paramedic care and to improve patient outcomes.

In conjunction with his frontline work, Dr Nehme has made a significant contribution to pre-hospital emergency care and resuscitation research and he is considered an emerging leader in the resuscitation field, with over 110 publications in leading international journals. Further, he has attracted over \$6 million in competitive research funding, including a National Health and Medical Research Council partnership grant.

Amongst other notable examples, Dr Nehme co-authored and managed Ambulance Victoria's Air Versus Oxygen In myocarDial (AVOID) infarction study, and undertook an evaluation of the Heart Foundation's public awareness campaigns, demonstrating mass media intervention was linked with a significant reduction in fatal out-of-hospital cardiac arrests, that could translate into 3,000 fewer deaths every year in Australia.

Dr Nehme's research and findings have influenced local and international resuscitation guidelines and he has been instrumental in supporting other paramedics to further their training and better understand how to conduct research, driving better patient care and outcomes for the community.

Dr Nehme's contribution to Ambulance Victoria, as an outstanding paramedic and through his research, has been outstanding.

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

### **Ms Frances Lorraine SCOTT, Woods Point VIC 3723**

Ms Frances Scott has been an integral part of the Woods Point Ambulance Community Officer Team for 31 years. Woods Point is approximately 92km south-east of Mansfield and its remoteness and lack of infrastructure combine to make it a challenging place to provide health care. Woods Point has difficult terrain that is often subject to heavy rain, snow and bushfires. It is accessible only by dirt roads and mobile phone coverage can be difficult.

As Team Leader, Ms Scott responds to exceptionally remote jobs, often treating patients and transferring them to Air Ambulance Victoria and flight paramedics, before any Advanced Life Support or Mobile Intensive Care Ambulance (MICA) road crews have arrived. Over the years, she has dedicated herself to training and expanding her capabilities to ensure the local community and 'out-of-towners' can receive exceptional health care, despite their remote location.

Further, Ms Scott was instrumental in converting an old hospital into a functioning Ambulance Community Officer station, encouraging others to join in such a remote area, and she worked tirelessly towards the fit out of a troop carrier, to drive into remote areas to access patients.

Ms Scott has demonstrated outstanding service and dedication to helping the community, both permanent residents and transient travellers. She has provided medical assistance that would otherwise be delayed and, potentially lives lost, if not for her tireless efforts.

Ms Scott's commitment to Ambulance Victoria and her delivery of clinical care to the community for over 31 years has been exceptional.

### **Ms Glenice Ann WINTER, Murrumbena VIC 3163**

During her 28 years of dedicated service, Ms Glenice Winter has demonstrated outstanding clinical leadership in the provision of education and mentoring of Advanced Life Support and Mobile Intensive Care Ambulance (MICA) paramedics.

Ms Winter's exceptional ability to teach and educate her peers was identified early in her career and she has played an integral part in Ambulance Victoria training and education programs. Her dedication to Ambulance Victoria's best care principles has not only identified her as a clinical expert within her field, but has allowed her to positively impact the clinical culture in which she operates.

Specifically, Ms Winter has created a clinical learning culture within Ambulance Victoria, adopting creative methods in which she can interact and influence other paramedics, and deliver tailored clinical sessions for staff.

Further, Ms Winter was one of the first female MICA paramedics at Ambulance Victoria and is recognised as a pioneer for women in the workplace. Her exemplary work performance, professionalism and resilience have seen her successfully mentor and advocate for women, and use her extensive learnings as one of the organisation's earliest female paramedics to assist the safe passage and development of others.

Ms Winter's 28 years of service to Ambulance Victoria, particularly in training and her advocacy for female paramedics, makes her a worthy recipient of the Ambulance Service Medal.



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

### ***Queensland***

#### **Ms Rita Joy KELLY, Kuranda QLD 4881**

Ms Rita Kelly commenced with the Queensland Ambulance Service on 3 March 2008, as a Paramedic at Mount Isa Ambulance Station.

During her career with the Queensland Ambulance Service, Ms Kelly has undertaken a variety of roles across the Cairns and Hinterland Region including highly complex case management and multiple traumatic events. She has also undertaken roles in managerial, supervisory and frontline service delivery including Officer-in-Charge Hospital Liaison, Operations Supervisor Cairns, Senior Operations Supervisor, Acting Executive Manager Operations Cape York, Acting Assistant Commissioner and most currently as Manager Clinical Education for the Cairns and Hinterland Region.

As a Senior Operations Supervisor, Ms Kelly had significant responsibility to oversee, coordinate and provide advice and guidance on ambulance operations on a daily basis. She manages these responsibilities with experience, confidence and a superior understanding of the operational landscape of the Queensland Ambulance Service. Her current role as a Clinical Education Manager enables her to positively educate Queensland Ambulance Service staff and volunteers to function effectively in an emergency medical multi-systems environment.

Ms Kelly is held in high regard by her peers and subordinates alike for her display of respect, leadership and professional guidance and for her continued professional skills. Her continued dedication and commitment is highly valued by the Queensland community, her peers and the Queensland Ambulance Service.

Ms Kelly is a well-respected officer of the Queensland Ambulance Service and a very deserving recipient of the Ambulance Service Medal.

#### **Mr Crad Richard SMITH, Scarborough QLD 4020**

Mr Crad Smith has had a long and distinguished career over several decades, as a member of the Queensland Ambulance Service (QAS) across a variety of roles. His passion for the ambulance service began when he joined the Queensland Ambulance Service in December 1985 as an Honorary Ambulance Officer in Caboolture, until his appointment as an Ambulance Officer in March 1987.

As a serving ambulance officer, Mr Smith performed a broad range of ambulance duties with distinction. He is a very committed paramedic, who has attended multiple complex and often traumatic cases in the community and he has sought to care for the sick and injured at all times.

Mr Smith undertook training in coronary care and intensive care, which he effectively completed to become an Intensive Care Paramedic. He went on to successfully gain a position as a Clinical Support Officer for the Metro North Region, where his continued dedication and commitment for more the three decades is highly valued by the Queensland community, his peers and the Queensland Ambulance Service.

His length of service and experience in this complex and extremely challenging environment enable Mr Smith to provide authoritative advice which is highly respected, to more junior staff, patients and carers, his peers and higher management.

Mr Smith is a well respected officer of the Queensland Ambulance Service and a very deserving recipient of the Ambulance Service Medal.

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

### ***Western Australia***

#### **Mr Sarel DE KOKER, Karratha WA 6714**

Mr Sarel De Koker joined St John Ambulance WA in 2009, having been an accomplished and experienced paramedic in South Africa. Within two years, he was providing outstanding service as the Community Paramedic in the remote town of Kununurra. He was instrumental in the heroic and well publicised rescue of a group of athletes, trapped by a large bushfire in the Kimberley region.

In 2013 he was promoted to Station Manager of the Kununurra Sub Centre, before transferring to the Karratha Sub Centre in 2018.

Mr De Koker has excelled in delivering paramedic services to patients in regional and very remote environments. Widely regarded by medical professionals and community members alike, he is a very competent paramedic who is always striving to give the best treatment and care to his patients.

Mr De Koker has demonstrated excellence in clinical leadership, particularly among the volunteers at his sub centre by ensuring all volunteers attain strong clinical understanding through encouragement and leading by example, so that the level of care they provide is among the best in the state.

Delivering more than just clinical leadership, the support and development Mr De Koker has provided has resulted in a boost to volunteer recruitment, retention and availability of clinical volunteers to serve the community. His attributes, skills and expertise translate into the ideal regional paramedic. There is no better description of above and beyond, than when he volunteers his time outside of his normal working hours to continue to deliver paramedic services to the community and provide guidance to volunteers at the station.

Mr De Koker's dedication to St John Ambulance WA and demonstrated excellence in clinical leadership is of the highest order.

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

**Mr Clifford Leonard FISHLOCK**, Brookton WA 6306

Mr Cliff Fishlock has been with St John Ambulance Western Australia for 40 years and has held many positions at the Brookton Sub Centre. Averaging around 100 on-road operational hours per year as an on road Volunteer Ambulance Officer, he embraces all operations with dedication and commitment, often attending hazardous jobs that can be so prevalent in rural areas.

Mr Fishlock is dedicated to training within his sub-centre, attending seminars, and following up with Brookton volunteers on their training, wellbeing, and operational needs. As the current sub centre Chairperson, he takes his role very seriously. He embraces the concept of the 'Integrated Model' of pre-hospital health care and works to build maximum community capacity and resilience.

Mr Fishlock has always embraced change within the ambulance service and over recent years he has supported several initiatives, including the Community Paramedic Initiative, electronic record keeping, corporate restructures, networking meetings, embracing new clinical skills and equipment, and modular training curriculum.

Mr Fishlock is often instrumental in helping to develop changes to best serve his community and fellow volunteers. An example is his involvement in trialling and developing online record systems for modular training. Similarly, he attends and often facilitates regional meetings with fellow Chairpersons and VDO's (trainers) to support a healthy exchange of ideas, strategies and resources.

Mr Fishlock is well respected throughout the Wheatbelt region, within the organisation and with external stakeholders. The Brookton and Wheatbelt communities have publicly acknowledged his dedication to service delivery over the years in first aid training and delivery, first responder training, stakeholder engagement and the enormous experience he has acquired over such a distinguished ambulance career.

Mr Fishlock's dedication and sustained commitment for over 40 years to advancing the quality of health care in regional Western Australia is exemplary.

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

### **Ms Jacqueline Louise MACKAY, Broome WA 6725**

Ms Jacqueline Mackay joined St John's Ambulance Western Australia in 1994 and moved to Broome in 2012. As an accomplished frontline Paramedic, she has made a significant contribution as a paramedic and her clinical skills are of the highest standard.

Ms Mackay has become the 'go to' paramedic, for training and mentoring by both volunteers and staff. She advocates for volunteers at the sub-centre and ensures the volunteer education is of a high standard. She spends many hours ensuring all volunteer ambulance officers are well inducted. She shows exemplary dedication and commitment to training and has proven support for the integrated paramedic/volunteer model. St John's Ambulance receives many compliments from volunteers regarding her attitude towards them and her willingness to assist and provide additional training. She has mentored numerous volunteers and her approach has led to a number of those volunteers transitioning to student paramedics.

Ms Mackay is passionate about promoting St John in her community and she has been a driving force behind several initiatives to promote the service in Broome. One initiative saw the Glambulance (a specially marked ambulance promoting and supporting the LBGTQI community) visiting Broome for the Mardi Gras festival. As a highlight of the festival, images of the Glambulance in Broome were used across the organisation.

Ms Mackay's dedication to volunteer development has seen outstanding growth in volunteering and volunteer/ paramedic partnerships. She regularly assists with volunteer recruitment campaigns and uses her personal contacts to promote the organisation through media and the community.

Ms Mackay is the epitome of what it means to be a Paramedic for St John WA and is a deserving recipient of the Ambulance Service Medal.

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

### ***South Australia***

#### **Mrs Nichole BASTIAN, Osborne SA 5017**

Mrs Nichole Bastian commenced with South Australia Ambulance Service (SAAS) in 2004 in the Emergency Operations Centre (EOC). She has held various roles including metropolitan and regional coordinator, Team Leader, and Service Development Manager. As Operations Manager at the EOC, she is responsible for call takers and clinicians providing triage and advice to Triple Zero callers. Mrs Bastian holds a Certificate IV Ambulance Health Care to practice as an Ambulance Officer.

In February 2020, the EOC was required to evacuate and relocate to a redundancy site at South Australia Police. Mrs Bastian's clear direction, knowledge of processes and ability to liaise with all staff ensured a smooth transition. Other examples of her leadership include managing the state wide blackout during the 2016 and 2019 Summer Bushfires, and supporting major system upgrades to the EOC such as SACAD, MPDS, PABX.

Mrs Bastian is involved in the COVID-19 Incident Management Team as a subject matter expert, steering SAAS toward the best approach for dispatch during a pandemic. Her commitment to improvement is evidenced by involvement in projects from concept to implementation. She constructed the application for SAAS to become an Accredited Centre of Excellence (ACE) with International Academy of Emergency Dispatch (IAED). This accreditation is recognised world-wide, and SAAS remains the only Australian ambulance service able to achieve and maintain it.

In 2019 Mrs Bastian was recognised as a national expert. She has served on many SAAS and interagency committees and has volunteered with local sporting clubs and with St Johns for over 15 years. She is a leader who promotes growth and development of all staff with a continued focus toward process improvement and patient centred outcomes.

Mrs Bastian has provided exceptional frontline service to South Australia Ambulance and to the community.

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

### **Mr Lawrence Sylvester TOMNEY, Streaky Bay SA 5680**

Mr Lawrence Tomney has been a volunteer ambulance officer with South Australia Ambulance Service (SAAS) for nearly 50 years in the Streaky Bay Community. He received his St John Ambulance certification in October 1971.

Mr Tomney has made an immense contribution to his community through his training and dedication to the SAAS and his experience as a trained pilot to assist in search and rescue operations.

Mr Tomney has never sought recognition for anything he does for the community. He has a strong standing in the community, providing countless hours of service every week to the team roster and undertaking training. He is described as dedicated, committed, honest and friendly. His willingness to teach and mentor new members and genuinely care for patients and families in stressful times is outstanding. Equally, his compassion and empathy with people instantly builds trust and rapport, and his approach has formed the building blocks for many new recruits.

Mr Tomney has earned great respect among his peers and emergency service agencies. He has devoted his life to supporting his community, not only through volunteering with SAAS but also as a pilot to assist with on and off-shore search and rescue missions, and ferrying people to medical appointments. His local area knowledge has proved beneficial, time and again.

Mr Tomney has also been involved with Country Fire Service (CFS) at Poochera, local football clubs and various other community organisations. He is the recipient of the Streaky Bay Citizen of the Year in 2015. Always willing to help others, he generously offers his knowledge and guidance whenever it is needed. Through his years of experience, Mr Tomney has successfully guided other volunteers through some demanding incident debriefs.

Mr Tomney has earned the respect of his peers, the community and emergency service agencies for his 50 years of sustained and dedicated service, and he is a worthy recipient of this recognition.

***Tasmania***

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

### **Ms Samantha Louise ALLENDER, Sandy Bay Tas 7005**

Ms Samantha Allender has demonstrated sustained and meritorious commitment to the provision of ambulance services, ensuring clinical care to communities she has served over the past 16 years. Commencing her ambulance career in 2001 as a volunteer Community Emergency Response Team member for Kinglake, Ms Allender's passion for providing medical assistance through her volunteering, progressed to her completing her Diploma of Paramedic studies and commencing as a Paramedic with Metropolitan Ambulance Service in 2005.

In 2010, recognising the importance of engagement with primary health care and opportunities for alternate care pathways for patients in the community. Ms Allender commenced as a Referral Service Triage Practitioner to provide assessment and assistance to low acuity patients and connect patients with services that were more aligned with their clinical conditions. During her nine years working for Ambulance Victoria and the Referral Service team, she trained and mentored new recruits and developed training packages. On several occasions she served as Acting Manager, Referral Service.

In 2019, Ms Allender commenced as the Project Manager- Secondary Triage for Ambulance Tasmania. Her role as Project Manager for Ambulance Tasmania led to the development and implementation of Secondary Triage. Her in-depth knowledge, tireless work ethic and leadership was pivotal in establishing Secondary Triage for Ambulance Tasmania which went live in 2021.

Throughout her career Ms Allender has demonstrated outstanding leadership qualities, and her commitment and dedication to continuously improve ambulance service provision has earned the respect of her peers. She has become a role model and mentor to the development of paramedics and registered nurses, and she has provided dedicated support to ensure attainment of the highest standards in both professionalism and in clinical patient care.

Ms Allender has demonstrated sustained and meritorious commitment to the provision of ambulance services, ensuring delivery of clinical care to communities she has served, over the past 16 years.

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

### **Mrs Vicki Anne KNOWLES, Strahan TAS 7468**

Commencing as a volunteer ambulance officer for Ambulance Tasmania in remote Wayatinah in 2000, Mrs Vicki Knowles provided extensive ambulance coverage to the region for twelve years. Isolated from centralised paramedic services, the volunteer division had no immediate resources for further assistance, so she often attended serious incidents and medical emergencies, providing treatment and care until paramedics arrived.

In 2012, Mrs Knowles relocated to the community of Strahan where she continued to volunteer her time for Ambulance Tasmania. Additionally, she retained strong connections with her former community of Wayatinah, continuing to volunteer with roster coverage when she was in the community, providing much needed relief to the small volunteer team.

Apart from the twenty training sessions a year, Mrs Knowles also participated in further training and education programs to help induct new volunteers to the division. She has played a lead role in supervising and mentoring volunteers while maintaining roster coverage and managing her outside employment.

Mrs Knowles also assists with miscellaneous tasks around the Strahan station, ensuring the health and wellbeing of other volunteer members. She is a quiet achiever, reluctant to take credit for her outstanding contribution to the community. She exemplifies a volunteer ambulance officer going above and beyond their stated duties to help others and provide for the community.

Mrs Knowles is a deserving recipient of an Ambulance Service Medal for providing services to the Strahan Volunteer Ambulance Officer team and to the wider emergency services community.



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

**Dr Peter Frederick MULHOLLAND**, Windermere TAS 7250

In 1986, Mr Peter Mulholland commenced with the Metropolitan Ambulance Service in Victoria as a Paramedic, before commencing his employment with Ambulance Tasmania in 1994, where he contributed to several Ambulance Tasmania positions, projects and initiatives.

During his thirty-five-year career, Mr Mulholland has completed education to support ongoing clinical leadership and capability roles. He has attained a Certificate in General nursing, Station Officer Certificate, Air Ambulance Flight Paramedic qualification, a Master in Medical Science and PhD. He also completed a degree in Psychology and was a member of the Critical Incident Stress management team, attending the Port Arthur massacre in 1996. In 1997, he was awarded 'Individual Excellence in Ambulance Practice' by the Northern Region of Ambulance Tasmania.

Dedicated to improving Ambulance Service models, Mr Mulholland was involved in the Tasmanian branch of a nationwide research program, examining the practice of rural and regional paramedics. As a result of his research and contributions, he was invited to speak alongside program coordinators at the World Organisation of Family Doctors Conference in Seattle, United States of America.

In 2013, Mr Mulholland commenced as the Project Manager for the pilot of the Extended Care Paramedics within Ambulance Tasmania, where he was instrumental in implementing and managing the Extended Care Paramedic pilot which led to the adoption of Extended Care Paramedic roles within Ambulance Tasmania.

In 2019, in his Branch Station Officer role for Ambulance Tasmania he completed his PhD on inter-professional learning and rural paramedic practice. His Master of Medical Sciences and PhD have since informed the practice of rural paramedics. He has presented at various national and international conferences, and contributed to numerous published works.

Mr Mulholland's extensive career and ongoing dedication to support and strengthen the paramedicine field and community, make him an honourable recipient of the Australian Ambulance Service Medal.

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

### ***Northern Territory***

#### **Dr Felix Ho Lam HO, Darwin NT 0800**

Dr Felix Ho has provided outstanding service to the community through his involvement with ambulance services over the past 19 years, as well as assisting with the advancement of the paramedic profession. He has been an active volunteer with St John Ambulance since joining as a cadet in 1995. Dr Ho has provided dedicated service to multiple services in paid and volunteer capacities, including St John Ambulance (NT), St John Ambulance WA and Tasmanian Ambulance Service.

Dr Ho has dedicated significant amounts of time and energy towards his community, through work and volunteer efforts with the ambulance service and the advancement and commitment of the Paramedic profession. He has served on the Australasian College of Paramedicine's working parties and groups. His aim is to help advance paramedicine as a health profession and to extend the role of paramedics as part of a total health workforce.

In 2010-2011, Dr Ho became the first Paramedic to be employed by the United Nations (UN) when he took 14 months leave without pay to join the United Nations Integrated Mission in Timor-Leste. His work focused on providing pre-hospital retrieval to the UN mission, developing the ambulance service to train Timorese in the art of ambulance care, and providing train the trainer courses to the Police Force on first aid. He was recognised with numerous commendations including from the Commissioner of the Policia Nacional de Timor-Leste.

Joining St John Ambulance WA Ambulance Service in 2001 as a volunteer ambulance officer, Dr Ho became qualified through the clinical ranks to AAC Level 2 (the highest clinical level for volunteers at the time), and he provided over 1000 hours of dedicated voluntary service to the Pinjarra and Mandurah communities. He has completed over 4000 volunteer hours and is currently the National Youth Officer, leading over 3000 St John youth members throughout Australia. Dr Ho continues to serve with St John Ambulance (NT) as an Intensive Care Paramedic.

Dr Ho has given sustained and exemplary service to the Ambulance service and has shown extraordinary commitment to the care of the community.

## EMERGENCY SERVICES MEDAL (ESM)

### *New South Wales*

#### **Mr Stewart Andrew BAILEY**, North Bondi NSW 2026

Mr Stewart Bailey has over four decades of voluntary service with Surf Life Saving New South Wales. He has served as a Jet Rescue Boat (JRB) and Inflatable Rescue Boat driver, radio operator, and chief instructor at North Bondi Surf Life Saving Club. Mr Bailey is an experienced unit trainer and assessor and actively patrols, holding his Bronze Medallion and Advanced resuscitation certificate.

He has over 35 years of dedicated service to the Westpac Lifesaver Rescue Helicopter, with over 1780 flight hours. First based at Royal North Shore Hospital, he volunteered at other bases, including Wollongong and Moruya, and worked 24-hour shifts as an aircrewman under New South Wales Ambulance. Mr Bailey helped raise over \$100,000 for the development and fit-out of the Cape Banks hanger facility, represented the service at national conferences, meetings and events and has been the Communications Advisor for the service for many years.

In the 1970s Mr Bailey joined the Randwick and Waverley JRB group, helping operate, crew, and develop the service for many years. He holds over 58 public safety units of competency, which is testament to the many qualifications he has achieved during his extensive emergency services career. In 2012, at the New South Wales Deputy Coroner's bequest, Mr Bailey was an expert witness at an inquest into numerous rock fishing fatalities due to his extensive knowledge of rescue techniques and causes of death in this hazardous activity.

Mr Bailey has been instrumental in several Emergency Service initiatives, including developing and coordinating the Organ Donor escort system within the Greater Metropolitan Sydney region. He has been recognised by the Royal Humane Society of New South Wales for rescuing a rock fisherman and by the Rotary Emergency Services for his helicopter role and coordination with other emergency services.

Mr Bailey has provided outstanding service to Surf Life Saving NSW and to the community.

#### **Mr William James BLAKEMAN**, Greigs Flat NSW 2549

Mr William Blakeman has served as a member of Marine Rescue New South Wales (MRNSW) at Merimbula for over 14 years. He holds the organisation's highest qualifications as a Marine Rescue Master and Watch Officer and has undertaken numerous rescues in dangerous seas and challenging conditions. He is also a member of the Australian Volunteer Coast Guard Association and the Royal Volunteer Coastal Patrol.

As his Unit's Training Officer, he is committed to the professional development of other volunteers, drawing on his extensive experience and knowledge to ensure they can operate safely while fulfilling the MRNSW's mission to save lives on the water.

During his six years as the Unit Commander of Marine Rescue Merimbula, the Unit experienced significant growth in membership and retention, with a high degree of volunteer satisfaction and commitment.

When the Black Summer bushfires struck the Far South Coast in early 2020, he worked tirelessly in the local Emergency Operations Centre, helping to coordinate MRNSW volunteers to monitor New South Wales Rural Fire Service radios overnight and undertake countless jobs in the four evacuation centres. His work in the Emergency Operations Centre only ceased when he was forced to evacuate his family home, which was threatened by the advancing bushfires.

Mr Blakeman has a distinguished record of volunteer service to MRNSW, and to the community of the Far South Coast.

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

**Mr John James KEOUGH**, Ballina NSW 2478

Mr John Keough has been at the forefront of emergency management operations with Surf Life Saving Far North Coast (FNC) at a local, branch and state level.

As the FNC Emergency Services Officer (ESO), Mr Keough coordinates the support operations teams, response and management of incidents, duty officer rostering, rescue water craft operation support, media liaison, incident debriefing and post incident support (including psychological counselling and management) to team members.

The ESO role enables Mr Keough to take part in the Local Emergency Management Committee (LEMC) meetings across the four local government areas in the FNC as the surf lifesaving representative. He is an appointed State Duty Officer/Rescue Coordinator and Liaison Officer with New South Wales Police Marine Area Command, responsible for the tasking of search and rescue assets to aquatic incidents along the New South Wales coastline.

As a volunteer, Mr Keough dedicates over 40 hours a week to surf lifesaving. Throughout the 2020/21 season, Mr Keough performed 405 volunteer patrol hours in various surf lifesaving capacities and has received meritorious recognition for his emergency response work. Whilst not dedicating time to this voluntary role Mr Keough also crews the Lismore Base Westpac Rescue Helicopter which is contracted to New South Wales Health. Mr Keough has been crewing this vital search and rescue medical asset for over 20 years and attended many multi agency land and marine missions.

Mr Keough is on call 24/7 to undertake emergency response duties and has attended multiple search and rescue operations. He is committed to ensuring the welfare of members is managed and prioritised. Countless lives have been saved through Mr Keough's involvement and he is an asset to the organisation and to the region.

Mr Keough has demonstrated superior dedication and commitment to Surf Life Saving FNC, and to the community, during his 36 years of service.

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

### **Mr Richard Arthur LISSENDEN, Maroubra NSW 2035**

Mr Richard Lissenden has been an active member of Surf Life Saving's Support Operations Team for many decades. He has actively patrolled since the mid-1980's and is an integral member as the Chairperson of the Rescue Crew of the Sydney Branch Offshore Rescue Boat - Surf Rescue 30 (SR30) which is a specialist surf lifesaving volunteer rescue vessel.

Mr Lissenden acts in the capacity of leader, administrator, trainer and mentor and has been SR30's Chairperson for the past 27 years. Mr Lissenden is one of a handful of certified Skippers endorsed to respond to emergency callouts 24 hours a day, 7 days a week in the most trying weather conditions, attending to maritime rescues, searches and persons in distress.

He has been a member of the Surf Life Saving Branch emergency callout team for more than 30 years and has volunteered more than 4,000 hours as an emergency responder. His contribution towards emergency management, training and education of new and existing members has been paramount to the success of the organisation. He has represented Sydney Branch and SR30 in the Surf Life Saving New South Wales (SLSNSW) Support Operations Review.

His knowledge of maritime law has assisted with the development of SR30's Safety Management System which received a high commendation from the Australian Maritime Safety Authority (AMSA).

Mr Lissenden's dedication and commitment to Surf Life Saving New South Wales, and to the safety of the community, are of the highest order.

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

### **Mrs Sonya Maree MARKS, Casino NSW 2470**

Mrs Sonya Marks has been a volunteer in the emergency services and emergency management sectors since 1997 and joined the New South Wales State Emergency Service (SES) in 2018. In June 2020, Mrs Marks was appointed to the rank of Chief Inspector, Local Commander for the Richmond Valley Cluster.

Mrs Marks has worked tirelessly for the Units in her Cluster and stepped up when the Wilson River Cluster Local Commander retired. She is one of the main trainers across the Northern Rivers and she prepares and delivers training to other volunteers and responds to Requests For Assistance (RFAs) from the community.

Mrs Marks assisted the New South Wales Rural Fire Service (RFS) during the 2019-2020 bushfires by door knocking within communities, and delivering food and supplies to RFS Fire crews. RFS specifically requested Mrs Marks as Communications Operator due to her extensive experience with bushfire emergencies and radio communications.

In August 2019, she demonstrated distinguished service when she drove through Kyogle and came upon a car accident. A member of the community was involved in the accident after suffering a medical episode. Mrs Marks noticed that the man was receiving CPR near the scene of the accident and that white smoke was billowing from the vehicle's bonnet. She stopped to assist with the CPR and continued to do so even after the vehicle burst into flames, helping to save that individual's life.

The New South Wales Police Force nominated Mrs Marks for a Bravery Award for her actions that day. Mrs Marks has demonstrated her ability to be a positive role model within the SES, inspiring female volunteers.

Her dedication, passion and commitment to helping the community is exemplary and unquestionable and she has been going above and beyond for over 20 years.

Mrs Marks' is an inspirational leader who has genuine care and concern for the Units and volunteers she leads, spending significant time providing them with training, support, and encouragement.

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

### **Mr Garry MEREDITH, Ballina NSW 2478**

Mr Garry Meredith has been a highly skilled and respected member of the Surf Life Saving Far North Coast (FNC) Branch for over 40 years.

He is a mentor, leader assessor and facilitator and is available 24/7 to undertake emergency response duties, regularly relieving as the FNC Emergency Services Officer. Mr Meredith has taken on various roles across the organisation, with expertise in front line emergency management and response both as an Incident Controller and front line operator.

He has been a Duty Officer in the branch for over 20 years and in the 2020/21 season, he completed 507.75 volunteer patrol hours and was awarded the inaugural FNC Support Operations Member of the Year.

Through his volunteer duties he has taken on the role of incident controller and attended multiple shark attacks. He displays compassion and empathy for victims and their families, along with support for Surf Life Saving members. Through the 'Bite Club Crew' he has mentored victims of shark attacks, helping them return to the water and re-build their self-esteem. He also brings valuable experience to raising awareness and support for those suffering with PTSD.

Mr Meredith assists in training, assessing jet boat drivers and crews, and this season he supported Kiama Surf Rescue 50 by sharing his skills, knowledge and experience. In a volunteer patrol capacity, he assists with mentoring and training new patrol captains and team members.

Mr Meredith is an outstanding and highly valued member of Surf Life Saving FNC and his commitment and dedication to the community are of the highest order.

### **Mr Anthony Brian RETTKE, Tathra NSW 2550**

For over 37 years Mr Anthony 'Tony' Rettke has been a committed and dedicated lifesaver and leader. He is the current Far South Coast Branch President and is a distinguished and highly respected member of the Far South Coast (FSC) Support Operations, where he has participated in numerous rescues and search operations.

Mr Rettke's strength in the surf, skills and knowledge are exemplary among lifesavers and he has the rare honour of receiving two high ranking nationally recognised Meritorious Awards - the SLSA Meritorious Award with Silver Medallion Insert for the 2008 Tathra Wharf Tragedy and the SLSA Meritorious Award with Bronze Medallion Insert for the 2017 rescue of a rock fisherman off Tathra's Kianinny Bay.

In 2010 Mr Rettke and four others received a Group Bravery Citation for the Tathra Wharf Tragedy recognising outstanding initiative, expertise and empathy towards their fellow human beings by applying lifesaving skills in emergency situations and at risk to themselves.'

Mr Rettke has been a consistent and powerful advocate for his Branch and his leadership and emergency response skills were front and centre during the Black Summer bushfires, when he led the FSC Branch through an extremely challenging situation, taking a hands-on role supporting evacuations on the ground. His commitment to Surf Life Saving, to the members of FSC and to the community has never been more evident.

Mr Rettke is an exceptional role model and remarkable lifesaver who has consistently lived the motto 'service above self' over many years.

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

### **Mr Wayne Gregory RIZZI, Wallsend NSW 2287**

Mr Wayne Rizzi has been a member of the City of Newcastle Unit for over 23 years and is presently the Deputy Unit Commander. Previously he held leadership positions including Deputy Rescue Officer and Team Leader.

Mr Rizzi is qualified in all areas of operations. He oversees and has input into the majority of training within the Unit and also shares his experience and oversight with other Units within the Northern Zone.

Mr Rizzi has attended many major emergencies including the 2007 'Pasha Bulker' storm where he took a leading role in assisting the community, during the response and recovery phases. Then during the April 2015 Newcastle superstorm he managed more than 1100 Requests for Assistance, and the Unit was active for over two weeks.

Mr Rizzi consistently makes himself available for out of area opportunities to assist the wider New South Wales community. In 2020, he attended 237 Requests For Assistance, totalling 296 operational hours, in addition to an estimated 192 hours spent at weekly training nights. He coordinates activities, training sessions, weekend courses and community engagement events for the Unit. He shares his extensive experience with volunteers, both formally as a trainer and informally on training nights.

Mr Rizzi has mentored many new volunteers within the City of Newcastle Unit and other State Emergency (SES) units, taking the time to teach and give volunteers the responsibility to learn and continuously improve and follow up on challenging jobs.

Mr Rizzi's level of dedication is unquestionable, as a self-employed business owner, with virtually every hour spent volunteering for the New South Wales SES (NSW SES) representing an hour of sacrificed income. His commitment to the NSW SES is tireless and selfless and he commands great respect from subordinates and superiors alike.

### **Mr Mark Wayne SPENCER, Binalong NSW 2584**

Mr Mark Spencer joined Binalong Volunteer Rescue Association (VRA) on 1 April 1979, and this year celebrates 42 years as an operational member. He is a registered General Land Rescue Operator.

Mr Spencer has been captain of Binalong VRA for over thirty years and has attended many emergency situations, directing the Binalong members with a calm and positive attitude. He is a mentor for all squad and new members of the Binalong unit. He provides clear guidance and instructs members on the new and old techniques of rescue operations.

Like all members in the VRA, Mr Spencer is on call 24/7 to undertake emergency response duties for the VRA and the community of Binalong. Mr Spencer has his own small business and can be seen completing voluntary work around Binalong for the elderly in the town. Many of his retired colleagues chat about his friendship and community work.

Mr Spencer demonstrates superior dedication and commitment to the Binalong VRA, and to the community, throughout his career.



## EMERGENCY SERVICES MEDAL (ESM)

### **Victoria**

#### **Ms Raelene BILLINGSLEY, Morwell VIC 3840**

Ms Raelene Billingsley has been an outstanding volunteer leader of the Victoria State Emergency Service (VICSES) in Gippsland, specifically the VICSES Morwell Unit since April 1991. She has volunteered as Captain with the Country Fire Authority and held numerous roles over the past 30 years including Deputy Controller, Officer of Probationary members, Trainer/assessor, Road Rescue Competition team leader, and currently the Head of the VICSES Morwell Unit (as Unit Controller).

She has gone above and beyond during large scale emergencies including flood events across Gippsland and was a Taskforce Crew Leader for the response to Cyclone YASI in Queensland. She displays exceptional leadership qualities and sets high standards across the various volunteer leadership roles she has performed.

She is highly regarded by her peers and VICSES management for her knowledge and skills, especially in rescue techniques. She is an exceptional team leader and a compassionate mentor, providing training to new and existing members across the region and the state.

Her advocacy across Local Government and stakeholders was key to bringing about a new facility in the heart of Traralgon to improve response times and the profile of VICSES in the local community. This facility has enhanced the response times to critical incidents and increased volunteer membership due to improved community awareness.

Ms Billingsley has provided dedicated and committed service to the Victorian SES and to the community over her long career.

#### **Mr Ronald John FITCH, Chelsea VIC 3196**

Mr Ronald Fitch has supported and contributed to the Chelsea Victoria State Emergency Service (VICSES) Unit for 29 years. He became a volunteer member in 1992 and Unit Controller in 1994, a role which he undertakes with great pride and passion.

During his years at Chelsea, he has been regularly deployed across Victoria and Interstate, including responding to the 2009 Black Saturday bushfire tragedy, as well as major storm and flood events.

More recently Mr Fitch spent many weeks in Mildura acting as Divisional Commander following major flooding in the area. He has spent time in New South Wales and South Australia, after being deployed to assist with a number of major storm events. He played a very active role during the 2019/20 bushfires in Gippsland, taking on a leadership role in taskforces during those times.

His commitment to community can be seen through his involvement in Fire Recovery efforts with the 'Chaps and Chainsaws' program, dedicating hours of time to bushfire affected communities. He has spent many years fundraising for a new Local Head Quarters (LHQ) at Chelsea and in 2017 received \$2.8M in the state budget to facilitate this.

Mr Fitch is the heart and soul of the Chelsea Unit, who has provided dedicated and committed service throughout his long career.

## EMERGENCY SERVICES MEDAL (ESM)

### **Mr Russell Lyle LEMKE**, Port Fairy Vic 3284

As a founding member of Port Fairy Marine Rescue Service (PFMRS), Mr Russell Lemke was instrumental in setting up of the communications system, both base station and rescue vessel, in his role as Communications Technician and Radio Communications Training Officer.

Mr Lemke is an active member, having participated in 12 search and rescue incidents this year, working as an electronics specialist and deck crew. Some of these incidents were lengthy and challenging, involving persons in the water and recovery of deceased persons. Over his time with marine rescue he has either been directly involved or assisted in the rescue of 117 persons at sea.

When not part of a boat crew he acts as base controller, managing incidents and radio communications. Additionally, he operates the base radio station, keeping a daily watch for passing and visiting vessels and providing key safety and weather information.

He has spent many hours setting up Marine Search and Rescue (MSAR) Operations and exercises with other affiliated organisations, providing essential marine rescue services to the Port Fairy community.

Mr Lemke has provided dedicated and committed service to the Port Fairy Marine Rescue Service throughout his long career.

### **Mr Paul James LUNNY**, Bellbrae VIC 3228

Mr Paul Lunny has provided 52 years of service to the Victorian community in a variety of roles at Life Saving Victoria (LSV). Such is his passion for community service and reducing preventable deaths on Victorian waterways that he has recently given up retirement to return to LSV in a full time role.

He has provided exceptional service in supporting the delivery of lifesaving services to over 8.5 million Victorian beachgoers and managed the delivery of high-quality lifesaving services at beaches between Lorne and Torquay for over fifteen years. The quality of his service has enhanced the emergency response capability of life saving clubs and their ability to support their communities during bushfire events.

Mr Lunny has remained an active patrolling member of the Anglesea Surf Life Saving Club (SLSC) since 1975 and an active patrolling member of Point Lonsdale SLSC since 2009. Since 2004, he has provided exceptional leadership as Lifesaving Operations Officer - Surf Coast, managing life saving services across the west of the state and working with land managers and councils to reduce drownings.

In 2019, he joined the panel responsible for reviewing the training requirements and delivery to Victoria's 500 Patrol Captains, who are responsible for managing the initial response to rescues completed by lifesavers. Using his decades of experience in both LSV and fire agencies, he was instrumental in improving the curriculum to include contemporary emergency management practices. This includes teaching the *Australasian Inter Agency Incident Management System*, the Australian standard in emergency management.

His support for this initiative has led to a significant increase in the capability of frontline leaders delivering lifesaving services across Victoria. By contributing his significant levels of knowledge and experience to this curriculum, he has directly contributed to an uplift in the levels of service provided by Victorian lifesaver to their communities.

Mr Lunny has provided dedicated and committed service to Life Saving Victoria, and to the lifesaving community, throughout his long career.

## EMERGENCY SERVICES MEDAL (ESM)

### **Mr Keith George O'BRIEN**, Benalla Vic 3672

Mr Keith O'Brien has been a senior leader of the Victoria State Emergency Service (VICSES) for over three decades and displays exceptional leadership and commitment. He has made significant contributions to the development of VICSES and has performed key roles throughout some of Australia's largest emergencies.

Mr O'Brien has led the evolution of flood response planning and operations, including the development of a range of flood operations tools and templates, and he was influential in establishing and accrediting the first flood behaviour specialists from across a range of industry partners.

He represented VICSES on various projects including the Victorian Flood Zoom from its conception through to implementation, resulting in a centralised flood intelligence platform that has significantly changed and improved Victoria's response to major flooding events.

Mr O'Brien was part of the National Working party that rewrote the *Australian Emergency Manual Series General and Disaster Rescue 4th Edition*. He supported the development of the first Australia-wide curriculum for Land Search Operations competency and conducted the first pilot course in Victoria. He was also a member of the NSW and Victorian working party that developed the *Alpine Search and Survival Course (ASAS)*.

His commitment to the development of both staff and volunteers in Incident Management has resulted in his team responding to many large scale operational events in Victorian and Australian jurisdictions. He is a person of high integrity who continually strives to improve the services provided by VICSES.

Mr O'Brien is highly respected by all who have worked with him and his commitment to VICSES and the community of Victoria, is of the highest order.

### **Mr Anthony John WHITE**, Sunbury VIC 3429

Mr Anthony White has served Victoria State Emergency Service (VICSES) for over 12 years as a dedicated Volunteer and leader of the Sunbury Unit.

He serves diligently as an active volunteer with the VICSES, at times sacrificing work and family commitments to ensure his local SES Unit is ready to respond to emergencies. As evidenced at numerous emergency events, he displays exemplified leadership, direction, emotional guidance and support to others, both locally and out of area.

He has been the key leader and driver in moving the Unit from a small membership to a thriving community-based organisation, building strong relationships with other emergency services and local community groups. He has increased the operational vehicle fleet and ensured the Unit is a robust 24/7 emergency service.

He has taken a proactive stance on recruitment with VICSES, focusing on gender diversity and supporting a strong junior program to supplement the unit. He is an exceptional leader and manager of the Sunbury VICSES Unit, attending numerous requests for assistance in his local community, and over many fire seasons, especially the 2019/20 fires in East Gippsland. He was deployed to multiple roles including the Incident Control Centre at Orbost, at base camps and staging areas.

Mr White is well respected amongst his peers and regional staff. His dedication and commitment to the Victorian State Emergency Service, and to the wider community, has been exceptional.

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

### **Mr Howard WILLOUGHBY, Port Fairy VIC 3284**

Mr Howard Willoughby has provided 12 years of continuous service to the Port Fairy Marine Rescue Service (PFMRS), after retiring from professional fishing and charter services.

As a Training Officer, he has been instrumental in setting up a training program to train PFMRS members up to deck hand level and he has also inspired other members to sit for their coxswain certification. He has taken a lead role in ensuring that all crew are fully trained and highly competent. He has been a mentor for all members, providing advice on safety and marine operations, drawing on his experience gained through his 40 years of service as a professional mariner.

Mr Willoughby was instrumental in acquiring a larger rescue vessel which allowed PFMRS's area of recovery to be vastly expanded. He advised the builders on the requirements of the new vessel, ensuring both safety and comfort for members while at sea.

He has dedicated hundreds of hours responding to emergencies, having conducted 23 rescues of persons at sea. He has been a mentor to all PFMRS members, a leader and commander of the highest level and he is held in the highest regard by Marine Rescue and other rescue organisations.

Mr Willoughby's commitment to the Port Fairy Marine Rescue Service, and to the community, has been exemplary.

### ***Queensland***

### **Mr Jason Tony DANIELS, QLD**

Mr Jason Daniels has provided distinguished service to the community through the State Emergency Service (SES) since 1997. He assists the community during storms, flooding events, bushfire events and search and rescue.

Mr Daniels is an influential member of the Ipswich City SES Unit who embodies the qualities of the SES and exemplifies the ethos of volunteerism and commitment to the community. He was instrumental in the planning and establishment of an Emergency Operation Centre (EOC) upgrade and design and build of a portable field based EOC ensuring emergency service members had access to planning, mapping, printing and communication tools. He was also involved in the implementation of the SES Communications On boarding project for the Government Wireless Network.

Mr Daniels' extraordinary devotion to duty and overall distinguished service emanates through his interaction with the members of the Ipswich Unit and the greater South Eastern region of Queensland. This also extends to his selfless dedication to the training of old and new members, the development of new volunteer members who have joined the organisation, unit equipment maintenance, and his commitment to the many SES operations performed each year.

Mr Daniels outstanding involvement in the SES has had countless impacts on both emergency service volunteers and victims of natural disasters. His passion for operational excellence and service to the community of Queensland is exemplary.

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

**Mr Keith Peter WILLIAMS**, Kedron QLD 4031

Mr Keith Williams is the State Manager of Volunteer Marine Rescue (VMR) Queensland and a passionate volunteer who has outstanding dedication to the delivery of water safety education to VMR members and to the community of Queensland.

He has successfully developed strong partnerships with various organisations to achieve the delivery of state training and assessments for recreational marine licencing with a focus on remote regions in Queensland including Indigenous communities. Mr Williams has worked tirelessly to support Queensland Fire and Emergency Services during the Blue Water Review, maintaining Volunteer Marine Rescue fleets, training and attitudes of Volunteer Marine Rescue members.

Mr Williams successfully developed the Marine Safety Education and Recreational Marine Driver's Licensing training for the Mornington Island community and he continues to advocate for supporting remote Indigenous communities, providing them with the tools to continue marine safety training and assessment at a local level.

Mr Williams is an active marine operative and skipper who works diligently in an on-call volunteer capacity during search and rescue operations within southern Queensland. He has been responsible for the safe return of many mariners in distress.

Mr Williams is an outstanding, trusted leader and selfless volunteer with a wealth of marine rescue knowledge. His service to the field of marine rescue and water safety in Queensland is exceptional.

## EMERGENCY SERVICES MEDAL (ESM)

### *Tasmania*

**Ms Rose-Anne Maree EMMERTON**, Ulverstone TAS 7315

Ms Rose-Anne Emmerton joined the State Emergency Service (SES) as a volunteer member with the Central Coast Unit in 2008.

She has been an active member of the Northwest Incident Management Unit since May 2019, helping to coordinate SES tasking and resources across the Region. Since becoming the Unit Manager of the Central Coast Unit, she has raised the level of professionalism within the Unit, greatly increased recruitment, and improved the Units morale and community engagement with the public.

Ms Emmerton is highly innovative and she actively promotes not only her Unit, but other SES Units via her powerful use of social media. Her efforts have helped to secure the Central Coast Unit's reputation as a strong and well-respected emergency service Unit, with operational responsibilities for storm, flood, and road crash rescues.

Ms Emmerton has spent the past 13 years providing diligent and distinguished service to the SES and her community, in response to emergencies and disasters. She has deployed interstate, assisting with cyclone Yasi and the Brisbane floods. She contributed a significant effort to the SES response to the 2016 Tasmanian bushfires and to COVID-19 compliance checking operations along the Northwest Coast, during the 2020 lockdown. She has represented Tasmania interstate in Australasian Road Rescue Organisation competitions.

Ms Emmerton is a significant and influential campaigner and a professional ambassador for the SES. Quiet in nature, she is quick to put her hand up and to lead from the front when needed. She is a wonderful advocate for women and a great role model.

Ms Emmerton's loyalty and contribution to both the SES and her community makes her a worthy nominee for the honour of the Emergency Services Medal.

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

### **Mr Graydon Carl O'HALLORAN, Trevallyn TAS 7250**

Mr Graydon O'Halloran has been a volunteer member of the Northern State Emergency Service (SES) since February 2005. He is currently serving as the Unit Manager, General Response Unit, Launceston.

Since 2005, Mr O'Halloran has strived to expand his skills, knowledge and experience within the SES organisation. He has attained in excess of 60 competencies, in a variety of skillsets applicable to the organisation, and to his role as a responding emergency volunteer.

During the past 10 years Mr O'Halloran has volunteered in excess of 1400 hours over 84 specific requests for assistance. He has attended many land and water search and rescue operations, numerous storm and flood related incidents, miscellaneous operations including COVID-19 compliance verifications, and attendance to serious and fatal car crashes and scene preservation. He has responded to incidents across the state and has been specifically requested for these deployments. In addition, he frequently conducts the training and assessment within his unit.

Mr O'Halloran's demeanour, experience and demonstrated commitment to the organisation, coupled with his refined ability in the field of emergency services is motivating to other members of SES. He is highly regarded across the state, by those who have had the privilege to know or to work with him.

Mr O'Halloran is an inspirational and natural leader, truly devoted to the ethos of the organisation and all that it represents. He has provided distinguished service to the Tasmanian SES and to the community, for over 16 years.

### **Mr Adrian Robert WEBSTER, South Hobart Tas 7004**

Mr Adrian Webster has been actively involved in the emergency service arena for 39 years, as a volunteer and through employment with the State Emergency Service (SES). He commenced as a volunteer member with the Tasmania SES in 1987, joining the SES South Regional Headquarters Unit. He was a member of the South Hobart and Mt Nelson Fire Brigades for 17 years.

Mr Webster is a highly experienced SES member with considerable skill in all operational disciplines, including road crash rescue, general rescue, storm response, roping and land search. He is a highly experienced trainer, both at the regional and local level.

Mr Webster has been employed by the SES since 2004. During this time, he has trained SES volunteer units in all aspects of SES operational requirements. He has supported operational incidents as required, trained other agency staff (e.g. Police and Fire Service) and created efficient and manageable systems to support volunteers and SES training requirements.

He successfully deployed to Queensland in support of cyclone and flood response, coordinating SES Tasmanian volunteer teams. These deployments required significant management skills to ensure deployed SES teams were fully supported logistically and operationally.

Mr Webster attended a number of National Challenges, including Australasian Road Rescue Challenges and National Disaster Rescue Challenges, as volunteer manager and as an event judge.

Mr Webster has provided dedicated and committed service to the Tasmanian SES and to the community, over his long career.

## ***Northern Territory***

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

### **Mr Seth Colby DUGDELL, NT**

Mr Seth Dugdell joined the Queensland State Emergency Service (SES) Kingaroy as a cadet in 1997. He then served at the Northern Territory Emergency Service (NTES) from 1998, starting at the Katherine Volunteer Unit, then moving to the Palmerston Volunteer Unit in 2003. He became the Training Officer for NTES Emergency Training Unit from 2007 to 2010. He then moved back to Queensland and joined the Beenleigh SES unit. Returning to the Northern Territory in 2011, He was employed as the Area Manager for the Katherine region and is currently serving as Operations Officer Northern for NTES.

Mr Dugdell's commitment to NTES was demonstrated when, while still a teenager, he willingly took on the responsibility to maintain the rescue training skills of the Katherine Volunteer Unit. He became a team leader for operational flood boat rescue, vertical rescues and land searches, he also held various positions within the Katherine Volunteer Unit such as the Rescue Officer, Equipment officer and Acting Unit Officer, roles he proudly performed at an exceptional level.

Mr Dugdell after joining the Palmerston Volunteer Unit in 2003 he was quickly promoted to Rescue Officer. He has been deployed across the Northern Territory to carry out various rescue tasks, including: Crocker Island in 2005 after Cyclone Ingrid; Maningrida in 2006 after Cyclone Monica; and Katherine Floods in 2006. He regularly assisted headquarters staff in running accredited courses for other volunteer metro and remote units. Whilst in Queensland he assisted during a flood in Brisbane in 2010, where he was deployed to assist with evacuations, storm damage, chainsaw and sand bagging operations, and was highly valued for his knowledge and skills in emergency management. He, also assists in the Northern Territory Emergency Operation Centre as a level 2 logistics officer for any emergency operations when needed.

As Operations Officer, Mr Dugdell is responsible for all NTES volunteer units across the top of the Territory from Maningrida in the east to Wadeye in the west, including Warrawi, Darwin, Palmerston, Cox Peninsula and Daly River. He maintains regular visits to the volunteer units and supports the volunteers with training and equipment resources. He has been an active volunteer firefighter with Howard Springs Volunteer Fire Brigade for over ten years and has attended many extreme weather events.

Mr Dugdell has demonstrated superior dedication and commitment to the Northern Territory Emergency Services, and to the community, throughout his 20 years of service.



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

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

#### **Mr Derek Thomas BRINDLE**

Mr Derek Brindle commenced duty with Corrective Services NSW in 1990 as an overseer in the Upholstery Products Unit at Cessnock Correctional Centre. Since then Mr Brindle has progressed within Corrective Services Industries (CSI) and played a significant role in several strategic change projects within the branch, including Benchmarking and the Prison Bed Capacity Adjustment Program.

In his current role as Business Manager of Operations at CSI, Mr Brindle has oversight of several inmate employment business divisions within correctional centres across the state. He has responsibilities for security-related systems and processes for CSI, as well as numerous corporate governance areas. He has been involved in the development of new business opportunities that have enabled inmates to participate in sustainable and meaningful employment while gaining skills and qualifications.

Mr Brindle regularly attends correctional centres and business units to oversee the implementation of new business opportunities. He works well across all CSI stakeholder groups. Most recently he was involved in a culture improvement project at the Mid North Coast Correctional Centre, following a recent hostage incident.

Mr Brindle performs his role in a professional and effective manner, providing advice and information to staff and managers. Throughout his career, he has been recognised as someone who models Corrective Services NSW core values and strives to help the organisation meet its objectives. His dedication to helping inmates become productive members of society is commendable.

Mr Brindle is well respected by both staff and prisoners and has made a significant contribution to Corrective Services throughout his 31 years of service.

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

### **Mr Evan Douglas DOUGALL**

Mr Evan Dougall commenced duty as a corrections officer at Goulburn Correctional Centre in 2001. During his 20 year career with Corrective Services New South Wales, Mr Dougall has developed a reputation for displaying fairness, professionalism and a simple, firm leadership style.

In his role as Senior Corrections Officer at the High Risk Management Correctional Centre in Goulburn, Mr Dougall manages the segregation and induction unit and leads a small team of correctional staff. Mr Dougall and his team are required to manage some of the most high-risk offenders in the New South Wales correctional system. To do this, he needs to keep his team highly motivated and engaged, even when faced with violent and challenging behaviour from inmates. Mr Dougall ensures his team maintains a strong focus on security and safety. He is an effective communicator and a good role model for junior staff.

Mr Dougall has been a constant, stable member of the team for both inmates and staff. His common sense approach and logic assists his staff when dealing with inmates. His mentorship empowers them to help change inmate behaviour through fairness, professionalism, and a stable routine.

Inmates at Goulburn Correctional Centre come from a variety of backgrounds and many have mental health issues. Mr Dougall displays fairness in dealing with these inmates, even when faced with a hostile situation. He is a quiet achiever who displays an understanding that no two people or offenders are the same.

Mr Dougall has demonstrated distinguished commitment and dedication to Corrective Services New South Wales during his 20 year career.

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

### **Mr John Martin HARRISON**

Mr John Harrison began service with Corrective Services New South Wales in 1995 as a correctional officer at the Bathurst Correctional Centre. In 2000 he moved to the Metropolitan Security Unit (MSU), before becoming a training officer for Security and Investigations in 2001. Mr Harrison was subsequently promoted and he took on his current role as General Manager, Security Operations Group in 2019.

As the General Manager of the Security Operations Group, Mr Harrison is responsible for maintaining the safety and security of New South Wales prisons. His team's ability to intercept and reduce the amount of contraband being introduced into prisons is key to enhancing the professional working environment in custodial locations and providing a stable and settled custodial population.

He has frequent dealings with inmates and oversees the day to day operation of his staff, including attending Correctional Centres for major search operations, major incidents such as riots and hostage situations.

Mr Harrison's career has been very distinguished and diverse in the areas he has worked. The grounding he received in corrections provided him with a solid platform and a lasting interest in training staff and responding to incidents. He has displayed an ongoing willingness to tackle difficult issues, introduce reform and develop enhanced practices to improve the safety and security of correctional centres for staff and inmates.

Mr Harrison has been at the forefront of positional asphyxiation policy and training. He has introduced the new framework for the use of force reviews, the working at heights framework, cross-agency work with Youth Justice, and current work to enhance the critical incident response model.

Mr Harrison is a leader who is dedicated to 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 Cathy PETROVSKI**

Ms Cathy Petrovski commenced her duty with Corrective Services New South Wales in April 2011 at the Bolwara Transitional Centre and Community Offenders Support Program. She has dedicated the past ten years to supporting victims of crime and the broader community by helping offenders address their behaviour, reintegrating offenders into the community and directly supporting victims of crime.

In her current role as the Operational Manager of the Victim Support Unit, Ms Petrovski manages a team that provides updated and ongoing advice to registered victims. She supports them during extremely sensitive times when the offender is sentenced, applies for parole and when they are released. Ms Petrovski successfully balances the needs of registered victims, the community and offenders, while leading a team that supports more than 2,000 registered victims. Her expertise has also informed policy and procedural changes within Corrective Services New South Wales.

Ms Petrovski's professional strengths include her comprehensive knowledge of Corrective Services New South Wales, compassion for the victims of crime, excellent interpersonal skills and ability to establish clear, professional boundaries with both offenders and victims. She leads by example and manages with humility, grace and calmness.

Ms Petrovski has engaged in many roles that support the provision of custody and community-based programs to support behaviour change. She coordinates biannual Victims of Crime workshops and implements maintenance groups for offenders transiting from the Intensive Drug and Alcohol Treatment Program to the community. She also reintroduced community expos for participants in the program, ensuring offenders begin to build connections with the community before they are released.

Ms Petrovski has demonstrated a high level of commitment to Correction Services New South Wales and has made a significant contribution to the health, wellbeing and safety of staff, offenders and victims of crime over her 10 year career.

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

### **Ms Sara WILCHER**

Ms Sara Wilcher commenced duty with Corrective Services New South Wales in 2004 and Community Corrections in 2007 as a trainee in the Penrith office. She then became a Community Corrections Officer before being promoted to Unit Leader of the Penrith office. Her current role is Unit Leader of the Parramatta office.

Ms Wilcher is a highly experienced Unit Leader, supervising staff at the Parramatta Community Corrections office. She performs operational duties in relation to the management of offenders in the community as well as provision-based services that support behavioural change and address the criminogenic needs of offenders. She is an ethical leader who mentors and supports others. She engages positively with her manager, provides advice and guidance to Community Corrections Officers and trainees and takes an inclusive approach with the administration staff, Community Service Order team and colleagues in specialist roles.

Ms Wilcher continues to lead training and development at the Parramatta office. She has been proactive in coordinating training, workshops and guest speakers for the staff to support their development and foster productive working relationships with key stakeholders. She has facilitated drug wipe training for officers and trainees, electronic monitoring equipment demonstrations, refresher training with staff on policy and best practice, and she continues to drive training and outcomes for the Parramatta team.

Additionally, she supervises the Arabic Client Service Officer whose role is to provide advice and support in the case management of Arabic speaking offenders. Ms Wilcher ensures this engagement is conducted in a culturally sensitive manner and that appropriate case plans and supervision are implemented to reduce re-offending.

Ms Wilcher has represented the office at key stakeholder meetings and was a presenter at the State-wide Intelligence Conference in 2019. She has excelled in her management of high-risk offenders in the community.

Ms Wilcher's commitment and dedication to Community Corrections, and to the offenders she assists throughout her 17 year career, is most noteworthy.

## AUSTRALIAN CORRECTIONS MEDAL (ACM)

### **Victoria**

#### **Assistant Commissioner Jennifer Ann HOSKING**

Assistant Commissioner Jenny Hosking has dedicated her career to public service, with 36 years' experience working in correctional services in Victoria. Commencing in 1985, Ms Hosking began her career with Community Correctional Services (CCS) and over the years she has worked in multiple service delivery areas.

From her earliest experience in CCS through to her current role, she has consistently tackled roles and responsibilities that involve interactions with prisoners and has been a leader in Corrections Victoria on the safe and effective management of individuals subject to community supervision.

Ms Hosking has led major reforms and achieved positive outcomes across prisons and community correctional services. Notably, she was responsible for the creation and ongoing management of Corella Place, a facility to house sex offenders subject to post sentence supervision. She led the operational implementation of Detention Orders for sex offenders, including managing the first successful application for a post-sentence Detention Order. She also led the design and implementation of the 2017 Community Correctional Services reforms across fifty locations.

In 2019, Ms Hosking was appointed as the Assistant Commissioner, Sentence Management, and she now has oversight of over 100 staff employed in all aspects of prisoner management and placement. She led a comprehensive COVID-19 response including the development of the Video Conferencing Coordination Unit to meet court demand during the pandemic, and the implementation of quarantine for prisoners to ensure prisoner and staff safety.

Ms Hosking is forward thinking, compassionate and hard working. She is a leader in continually improving service delivery to the benefit of the Victorian public. Her dedication to Correctional Services Victoria and her commitment to reform has had an enduring impact on the welfare of prisoners and management of staff.

Assistant Commissioner Hosking is a highly valued operational and strategic manager and a worthy recipient of the Australian Corrections Medal.

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

### **Ms Megan Kathryn McCLELLAND**

Ms Megan McClelland commenced with Corrections Victoria in 1999, initially with the Adult Parole Board before progressing to Assistant Manager in Sentence Management. Over the years, Ms McClelland participated in secondments with Targeted Programs and Reintegration Programs, returning to Sentence Management in 2006 and progressing through various roles in the Sentence Management Unit, acting as Manager on several occasions.

In 2011, Ms McClelland moved to the Judy Lazarus Transition Centre, leading the team to deliver best practice reintegration services for prisoners. She was also the Manager of Strategic Projects for two years where she progressed several critically important projects in the areas of Family Violence, Countering Violent Extremism and Women's System Reform. She was integral in implementing the Level of Service (LS) suite of tools for use by the entire correctional system and led the development of the electronic version of the tool, to make it operationally viable.

Ms McClelland was a leader in the development and piloting of Motivational Interactions training across the system and she was a strong proponent of its use in building and maintaining prisoner's motivation to change.

She is currently the inaugural General Manager of the Maribyrnong Community Residential Facility, a facility developed to assist in the management of COVID-19 risk by providing accommodation for men exiting prison, who would otherwise be homeless. This role is indicative of the creativity and forward thinking she has displayed throughout her career with Corrections Victoria, having been involved in much of the planning and development of the facility.

Ms McClelland is recognised for her distinguished service to Corrections Victoria, and to the wider community, throughout her more than 21 year career.

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

### **Acting Commissioner Larissa Jane STRONG**

Acting Commissioner Larissa Strong has worked in the justice system for 21 years, with a long and distinguished career in providing services to corrections and prisoners. She has worked in various roles, including policy and program development to help reduce offending, and developing strategies and programs for prisoner health care.

Ms Strong has been a member of the Corrections Victoria executive team for over five years as Deputy Commissioner of Community Operations and Offender Services. In this role, she was responsible for delivering the Complex Adult Victim Sex Offender Management Review (The Harper Review) reforms. This included: designing the architecture for the post-sentence scheme, the service system, the Rivergum Residential Treatment Facility, the introduction of the Serious Offenders Act, and the Post Sentence Authority. While managing the post-sentence scheme she would often visit residential facilities to gain an understanding of the complex nature of working with this high-risk cohort and their unique needs.

Ms Strong was also responsible for bringing Corrections Victoria's clinical services together into a holistic program area that provides offence-specific assessment and intervention services for offenders convicted of sexual and/or violent crimes.

Since being appointed Acting Commissioner in 2020, Ms Strong has led Corrections Victoria's response to the COVID-19 pandemic, ensuring the safety of both staff and offenders. She has overseen the introduction of proactive wellbeing and distress interventions, additional support for vulnerable offender cohorts, a day release service to facilitate reintegration, and transitional accommodation for offenders at risk of homelessness. She ensured the system quickly adapted its systems and processes to ensure the safe and secure running of systems.

Acting Commissioner Strong is highly respected by fellow staff, offenders, stakeholders, and the Corrections and Justice Services Executive. She has demonstrated a clear commitment to Corrections Victoria, and to inmates and staff, throughout her career.



## AUSTRALIAN CORRECTIONS MEDAL (ACM)

### *Queensland*

#### **Ms Cassandra COWIE**

Ms Cassandra Cowie commenced with Queensland Corrective Services (QCS) in 2004 as a Community Corrections Officer.

During her 17 years of distinguished service with QCS, Ms Cowie has achieved success leading teams across various business units within the organisation. She has worked in diverse roles within Community Corrections and Specialist Operations, High Risk Offender Management Unit (HROMU), Specialised Clinical Services, Serious Offenders Unit, the Office of the Commissioner, and Sentence Management Services.

Ms Cowie is currently appointed as the Director of the QCS HROMU. In this role she is in daily contact with, and responsible for, high risk sex offenders subject to indeterminate imprisonment for control, care and treatment, or through community based supervision. With teams located throughout Queensland, Ms Cowie holds primarily operational duties in the direct control and management of over 200 dangerous sex offenders across Queensland, with in excess of 120 under electronic monitoring and community supervision.

She was a foundational member of the QCS HROMU and made a significant contribution to the development of this unit through undertaking of various advisor, manager and director positions.

Ms Cowie's contribution to this unit at all levels has been integral, including through design and implementation of major initiatives such as the GPS Bail program partnering with Queensland Police, and the expansion of the Electronic Monitoring Surveillance Unit to support a GPS parole program.

Ms Cowie is recognised for her honest, ethical and professional approach and her extensive knowledge and contribution to best practice management of high risk sex offenders in Queensland.

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

### **Mr Bernard KRUHSE**

Mr Bernard Kruhse has had a long and celebrated career with Queensland Corrective Services (QCS), commencing as a unit leader in the John Oxley Youth Detention Centre in 1994.

In his almost three decades of service, Mr Kruhse has performed management and senior executive roles within the Department in 13 centres, having been the General Manager of six of them. He has represented QCS on several key forums including consultation sessions with the Queensland Human Rights Commission.

Mr Kruhse is currently appointed as the General Manager of Brisbane Correctional Centre, the largest reception facility in Queensland, where he is directly responsible for 900 high and maximum-security prisoners and hundreds of Corrective Services Officers.

Mr Kruhse regularly engages with prisoners within the facility by personally addressing concerns and engaging with the most high-risk and at-risk prisoners, to better understand their needs. Mr Kruhse has proudly implemented an ethos known as Service is Security which has engrained procedural justice into the centre's operations and ultimately improved the safety of the facility for staff and prisoners alike.

Mr Kruhse has demonstrated his dedication to correctional services through his willingness to assist QCS implement significant reforms, as a result of Government recommendations or continuous improvement.

Mr Kruhse is highly regarded both locally and nationally for his exceptional leadership capabilities within custodial environments. He continues to apply his expertise and career long learnings for the advancement of future staff and custodial operations within Queensland.

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

### ***Western Australia***

#### **Mr James HOSIE**

Mr James Hosie commenced working as a Prison Officer at Fremantle Prison in 1980. He also worked as a training officer for new officer recruits. He has worked in prisons and community corrections across Western Australia in both regional and metropolitan centres, with dedicated service to Adult Community Corrections.

Mr Hosie managed the Department's response and developed the policies to enable the back capture of DNA when the legislation was introduced by Western Australia Police. He was also the Secretary of the Parole Board for many years and implemented the Mentally Impaired Accused Review Board and the Supervised Release Review Board, as well as the Victim Notification Register.

Mr Hosie led the management of the Community Offender Monitoring Unit, responsible for Electronic Monitoring and he managed the introduction and set up of GPS tracking of Dangerous Sex Offenders (DSOs) and the processes aligned to these responsibilities.

Mr Hosie managed the establishment of the Tripartite agreement for responses to Domestic Violence. On a number of occasions he was Acting Assistant Commissioner. He has played a major role in protecting the public of Western Australia through his work with Police and other statutory agencies on the management of dangerous offenders. He was involved in the development of the High Risk Offenders legislation and the positioning of Community Offender Monitoring Unit for the new legislation.

Mr Hosie has inspired great respect from all of his colleagues and staff who have worked for him. He has the confidence of all external stakeholders for these areas and has ensured the reputation and values of the Department are always upheld.

Mr Hosie has made a significant contribution to Corrective Services Western Australia and the wider community throughout his distinguished career.

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

### **Mrs Christine Anne LAIRD**

Mrs Laird joined the Department in 1987 as a teacher across a number of prisons in Western Australia. She became the Coordinator of Adult Basic Education in 1996. In 2003, Mrs Laird was promoted to Director Prison Education Training and Employment, a position she still holds today. She has been an employee of the Department of Justice in leading correctional education for the state. Ms Laird is a member of the prestigious Vocational Education and Training (VET) Alumni, a national community of VET graduates, registered training organisations, VET practitioners and businesses who have achieved excellence in their fields since 2017.

During her long career in prisoner education, Mrs Laird has initiated and implemented various innovative and forward-thinking programs, to enhance the education and training opportunities for prisoners and bring their skills in line with community and industry needs. This work included negotiating with the Department of Training and Workforce Development to have 250,000 student curriculum hours allocated annually, to deliver vocational training in the prisons by TAFE and other traineeships and apprenticeships. The prison traineeship program was a first for Australia and is still held up as the most diverse and robust in Australian corrections. Australian research shows that training supports desistance from crime and that engaging in a traineeship or apprenticeship in prison reduces the risk of reoffending by approximately 16 percent.

Mrs Laird developed the Prisoner Employment Program that allows minimum security prisoners to gain employment prior to release. She also developed the Carey Bindjareb Project that brought Government, Industry and Community together to train Aboriginal prisoners to secure real jobs in the mining and civil construction industries. This model is best practice and has influenced other correctional jurisdiction changes in Australia.

Mrs Laird has driven the direction of prison education, based on the concept of partnerships between staff, educators, and external providers. These partnerships form the basis of the Prisoner Employment Program.

She has direct management and oversight of all education delivered and her daily interactions with prisoners is invaluable in shaping strategy and delivery in the day to day prison operational environment.

Aboriginal education and training has been a passion of Mrs Laird's and she has developed award winning programs that have assisted Aboriginal offenders and their families to lead law abiding and productive lives once released.

Mrs Laird is passionate about her role and has dedicated her career to delivering education, training and employment opportunities to prisoners, and as a mentor to staff across the State and Australia.

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

### **Mr Timothy Louis SANDERS**

Mr Timothy Sanders joined the Western Australia Corrective Services in 1982 as a prison officer being posted to Canning Vale Prison (now Hakea). From Hakea Prison he moved to Boronia Pre-Release Centre for Women as a Vocational Skills Officer and is considered a valuable and integral member of the team, respected by prisoners, peers and management.

A Skills Development Instructor, Mr Sanders has been integral to creating the prison industries model at Boronia, delivering positive pathways to employment for women outside of traditional industries, including the creation and ongoing delivery of the Women's Picture Framing Workshop. This has supported women through skills development into real employment in a niche industry that is in constant demand for skilled staff.

Mr Sanders drives the continuing efforts to develop sustainable lived experiences for all in his care, by developing women in maintenance and improvement projects with learned skills such as refurbishing the library and administration offices, bathroom upgrades with construction, home handyperson skills and personal home safety. The women that Mr Sanders works with, report that they feel trusted when working with him and further report that when they leave custody, they have lifelong skills that enable them to be self-reliant and empowered, as a direct result of his efforts.

Mr Sanders is a quiet achiever who maintains high standards in the management and support for women in his care. He goes above and beyond for residents and is considered a mentor/coach to all staff. He is passionate about what he has achieved in Corrective Services and is an internal volunteer in all aspects of facility life, including being a Safety and Health Representative, Fire Warden, Mental Health First Aider and a Staff Support Team Member.

Mr Sanders has made a significant difference to the welfare of prisoners and their ability to reintegrate into society. He is recognised for his distinguished service to Western Australia Corrective Services.

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

### **Mr James Anatoli SCHILO**

Mr James Schilo commenced with Western Australia Corrective Services as a Prison Officer in 1979. He has been promoted to a number of senior roles in prisons around the State, becoming a Superintendent in 1990 at Roebourne Prison. Since then, Mr Schilo has worked as a Superintendent in multiple prisons across Western Australia, he has been Superintendent of the Emergency Support Group and he has acted in a number of senior leadership positions in the custodial executive team.

Mr Schilo has fostered a number of initiatives that have had a considerable impact on the management and well-being of prisoners. As Superintendent at Casuarina Prison, he has been responsible for the introduction and management of custody based programs and services that support behavioural change and address the National Agreement on Closing the Gap.

While at Fremantle Prison, Mr Schilo introduced the first Aboriginal Visitor Scheme, which has quickly become a valuable tool to manage Aboriginal Cultural issues and remains an important service in prisons today.

As Superintendent at Bandyup Women's Prison, Mr Schilo identified that most of the management team were male. He progressed recruitment for a suitably qualified female Assistant Superintendent and other female senior management who were tasked with initiating a true unit management framework for female prisoners.

Recently Mr Schilo provided strategic leadership of the State's premier maximum security prison, Casuarina Prison, during a very complex program of expansion projects while maintaining the safety, security and morale of staff on site.

Mr Schilo is respected by his colleagues and offenders. His management style is adaptive and supportive ensuring all members are valued. He has demonstrated a clear commitment and dedication to the staff and inmates of Western Australia Corrective Services over his 42 year career.

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

### ***South Australia***

#### **Mr Jamie Edward GOLDSMITH**

Mr Jamie Goldsmith has been an officer with Corrections South Australia since August 2016. He is a Kurna, Narungga and Ngarrindjeri man from the Adelaide Plains, Yorke Peninsula and River Murray region. He has acted as Manager for Aboriginal Projects and Staff Support, and as Manager for Aboriginal Offender Management and Rehabilitation Services within Corrections South Australia.

Mr Goldsmith is Co-Chair of the Department for Correctional Services (DCS) Reconciliation Action Plan (RAP) Working Group, which in 2020 celebrated the launch of the Stretch DCS RAP. The Stretch RAP is an aspirational plan that aims to create an environment where Aboriginal and Torres Strait Islanders staff, prisoners and stakeholders are culturally safe, and where non-Aboriginal staff and prisoners are aware of the ongoing importance of culture in the lives of Aboriginal and Torres Strait Islander people.

Mr Goldsmith is continuously sharing his cultural knowledge and language skills with the wider corrections community by conducting Welcome to Country's in his Kuarna language and sharing his personal stories and experiences with all.

Mr Goldsmith continues to deliver face to face programs to Aboriginal prisoners throughout South Australia, including the Our Way My Choice (OWMC) and Violence Prevention Program for Aboriginal Men (VPP-AM). He is responsible for DCS's Cultural Awareness Training which he revamped when he first began his work at Corrections South Australia. His training is an interactive experience and shows us a glimpse into his culture journey as a proud Kurna man. He is always open to sit down and have a yarn about his cultural experiences to anyone who would like to listen.

Mr Goldsmith is passionate about his work and always goes that extra mile on his assigned duties. He has been instrumental in the review and implementation of culturally appropriate programs that ensure Corrections South Australia manage the care and custody of Aboriginal and Torres Strait Islander people with respect and compassion.

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

### **Mr Troy PROCTOR**

Mr Troy Proctor has been a valued employee of the Department for Correctional Services (DCS) for over 32 years. He transferred to Yatala Labour Prison (YLP) from the Adelaide Remand Centre (ARC) after being employed at the ARC since 1989.

Mr Proctor has a high level of enthusiasm, professionalism and accountability which are evident in his engagement with prisoners, peers, stakeholders, and staff. He is highly respected for his great leadership and communication skills.

Mr Proctor was heavily involved with the establishment of the Activities Team at YLP. He assisted staff to develop processes to enhance meaningful activity and dynamic security through positive prisoner engagement. During the benchmarking at YLP, Mr Proctor's dedication and experience brought high-level detail and influence during consultation phases.

Mr Proctor supports the change agenda of the Y22 project, contributing to the strategic goals and vision of the Yatala Labour Prison management team and the Department for Correctional Services. He positively promotes the DCS, while managing diverse circumstances and work practices that have arisen over the implementation stages. He holds his peers to a high standard and communicates in a professional, and enthusiastic manner.

Mr Proctor is highly respected by offenders, by his colleagues, and for the dedicated service he provides to the Department for Correctional Services and the wider community.



## AUSTRALIAN CORRECTIONS MEDAL (ACM)

### *Tasmania*

**Mrs Rebecca Jane DEVINE**

Details not available

## **AUSTRALIAN INTELLIGENCE MEDAL (AIM)**

### ***Federal***

**For distinguished service to the National Intelligence Community**

#### **Ms Catherine H**

Details not available

#### **Mr Mike HUGHES**

Details not available

#### **Mr Joseph K**

Mr Joseph K is a highly professional and dedicated officer, who has given over 42 years of distinguished service to the intelligence community, both in Australia and overseas.

Throughout his career, Mr Joseph K has brought deep subject matter and expertise to the defence of our national interest and an unwavering commitment to the protection of Australian lives.

#### **Mr KITAMURA Shigeru**

Former National Security Advisor and former Director of Cabinet Intelligence of Japan, Mr Kitamura Shigeru, is recognised for his distinguished contribution to the Australia-Japan intelligence relationship.

#### **Mr John M**

Mr John M has consistently gone above and beyond his regular duties to directly benefit national intelligence priorities and capabilities, and has made sustained, high-level contributions to the intelligence community over his 25-year career.

This award is in recognition of Mr M's distinguished service to the National Intelligence Community, and to Australia's national interest and national security.

## **AUSTRALIAN INTELLIGENCE MEDAL (AIM)**

### **Dr John MOSS**

Dr John Moss, a dedicated senior intelligence professional for nearly 30 years, has significantly transformed AUSTRAC's financial intelligence capability. This capability forms a critical part of Australia's financial defences, particularly the prevention and disruption of money laundering, terrorism financing and other serious crime harmful to the Australian Community.

A thought leader in the global criminal intelligence community, Dr Moss challenges the status quo, inspires innovation and has played an integral role in Commonwealth law enforcement and national security, realising the true benefits of 'intelligence led' practice.

### **Ms Michelle P**

Details not available

### **Dr Catherine WILLIS**

Dr Catherine Willis is being recognised for her consistent actions above normal requirements in her 30 years' experience in dynamic intelligence, law enforcement and academic environments. She is an innovative leader in the National Intelligence Community, building constructive and collegial relationships within the community to raise National Intelligence Community capability, whilst also supporting the broader national security and law enforcement community to respond to transnational, serious and organised crime affecting Australia.