

PUBLIC SERVICE MEDAL (PSM)

Federal

Mr Malcolm David ADAMS AM, Glenhaven NSW 2156

For outstanding public service in reforming and leading significant Major Acquisitions and Sustainment programs in Navy Ship Building.

Mr Adams has made a sustained contribution in delivering highly complex, large-scale capability to the Australian Government over the last 17 years. His contributions in reforming and leading significant Major Acquisitions and Sustainment programs in Navy Ship Building has directly enhanced Australia's Defence and Border Force capability.

Mr Adams has made a major impact in turning around large scale problematic Navy support systems and delivering quality, innovative and on-budget outcomes, which have enhanced safety and ocean-going availability. These systems have encompassed a large range of Navy platforms, including HMAS *Tobruk*, *Success*, *Manoora*, *Kanimbla* and *Sirius* along with the guided missile frigates upgrade program.

Mr Adams is a strong, tenacious and innovative leader, with an astute awareness of technical and critical issues, a strong focus on quality and an ability to both negotiate and collaborate with a wide range of stakeholders.

Mr Adams' leadership has led to the Royal Australian Navy meeting its operational and strategic deployments, reducing costs, and contributed to the high regard of Australia in the international defence community.

PUBLIC SERVICE MEDAL (PSM)

Mr Michael Paul BATH, Karabar NSW 2620

For outstanding public service to support Australia's finance and securitisation market, during the 2008-09 global financial crisis and the COVID-19 pandemic.

Mr Bath is widely recognised within the Commonwealth for his deep technical and policy understanding of secured finance and securitisation markets, a vital part of Australia's financial system. His interventions to support the Australian securitisation market during disruptions caused by the 2008-09 global financial crisis and the COVID-19 pandemic provided a steadying and supportive influence on the operation of the Australian securitisation market.

Mr Bath was responsible for the Commonwealth's interest rate swap portfolio, financial asset management and debt management strategy, as well as establishing and running investment programs to implement government policies.

Mr Bath led, devised and implemented technically complex programs, working swiftly and collaboratively to design programs, draft legislation, set up transaction reporting and governance arrangements to resolve problems. Mr Bath led negotiations with industry to design the framework to operationalise a \$16 billion program to purchase residential mortgage-backed securities (RMBS) from smaller lenders. He also led the establishment and management of the Australian Business Securitisation Fund (ABSF), designing it to improve and strengthen the SME securitisation market infrastructure over time, eventually allowing for direct government support to be withdrawn.

Mr Bath's sustained high level performance over two decades and his outstanding record of success and achievement in difficult circumstances, including through his proactive and collaborative engagement with industry, has been instrumental in designing and developing new and innovative programs to support Australia's securitisation market and Australia's financial system.

PUBLIC SERVICE MEDAL (PSM)

Dr Sally BOX, Watson ACT 2602

For outstanding public service for her exceptional leadership in guiding the Australian Government's environmental response to the 2019-20 Black Summer bushfires.

Dr Box has shown exceptional leadership in guiding the Australian Government's environmental response to the 2019-20 Black Summer bushfires. Her leadership has been critical to the rapid prioritisation for urgent management intervention of 810 plant and animal species and ecological communities.

Dr Box applied innovative, effective and efficient measures to facilitate rapid deployment of resources. She engaged often and worked collaboratively with stakeholders across governments, scientific organisations and non-government organisations to ensure a coordinated and strategic approach was taken. Dr Box also made a substantial contribution to the valuable work of the Royal Commission into National Natural Disaster Arrangements.

Dr Box is regarded as a highly skilled administrator, outstanding communicator and exceptional leader with superior professionalism, kindness and commitment to staff.

In her role as Chair of the Wildlife and Threatened Species Bushfire Recovery Expert Panel, and through her outstanding role in leading the design and delivery of the \$200 million bushfire recovery package, Dr Box has had an enormous impact in the national bushfire recovery efforts, the recovery of wildlife, and improving the community's understanding of the impact of the bushfires and the need for action.

PUBLIC SERVICE MEDAL (PSM)

Mr Robert Patrick BRYSON, Kingston TAS 7050

For outstanding public service for his sustained role in the logistic and asset improvement and modernisation of Australia's operational Antarctic program.

Mr Bryson was responsible for the leadership and management of a program of renewal of the logistical capabilities and infrastructure that supports Australia's scientific activities in Antarctica. In particular, for his integral, innovative and outstanding role in the delivery of Australia's new Antarctic research vessel, the RSV Nuyina.

Mr Bryson's delivery of the RSV Nuyina ends 10 years of design, procurement, construction and development of one of Australia's most important maritime assets. This complex and bespoke Government project of significant capability, was delivered to specification and on budget.

Mr Bryson was also responsible for the development of the Antarctic Traverse capability, the building of a new research station on Macquarie Island and the Davis Aerodrome Project.

Internationally, he has engaged with foreign entities and leaders, and has established enduring reputational value for Australia's Antarctic Program.

Mr Bryson's outstanding leadership, project management and commitment has ensured the best possible outcomes and delivery of major Government initiatives.

PUBLIC SERVICE MEDAL (PSM)

Mr Alistair Lachlan CAMPBELL, Griffith ACT 2603

For outstanding public service in providing critical and innovative data support and analytical services which underpinned the whole-of-government COVID-19 response with outstanding contribution and sustained effort in support of the government.

Mr Campbell has made an outstanding contribution in support of the government's COVID-19 response since early 2020. Working with federal and state governments, and across various Australian Public Service agencies, Mr Campbell's sustained effort in providing critical and innovative data support and analytical services was crucial to the success of key COVID-19 response priorities.

Mr Campbell demonstrated innovation crucial to success through development of tools such as the Common Operating Picture, which played a key role in identifying and agreeing the relevant metrics and was central to supporting government and National Cabinet decision making and implementation tracking. Mr Campbell provided critical services through data support for key COVID-19 response priorities including the vaccine rollout and returning Australians.

Mr Campbell led the provision of robust data and analytical reporting to inform the vaccination rollout through the Department of Health's Operation COVID Shield and supported the Department of Foreign Affairs and Trade's consular response by applying and implementing strong data and analysis to assist returning Australians. He provided critical assistance and leadership both within the Department of the Prime Minister and Cabinet and through secondments to other agencies, including facilitating the transfer of knowledge and capability.

Mr Campbell embodies the spirit of true public service. He has consistently gone above and beyond in the provision of assistance to Government and across the Australian Public Service on COVID-19 matters. He is committed to service with an enthusiasm and energy that is rarely seen and has continually demonstrated his selflessness as a genuine team player.

PUBLIC SERVICE MEDAL (PSM)

Ms Samantha Elizabeth CHARD, ACT

For outstanding public service in establishing Australia's Radioactive Waste Agency and identifying a suitable site for a permanent radioactive waste management facility.

Ms Chard is recognised for championing Australia's efforts in establishing the Australian Radioactive Waste Agency and for driving the process to select and secure a suitable site for a National Radioactive Waste Management Facility to consolidate and store waste.

Ms Chard's leadership has secured significant developments in radioactive waste management in what has been a 40 year policy challenge for government. She conceived and established a dedicated agency to manage Australia's radioactive waste and deliver and operate the first National Radioactive Waste Management Facility. Her innovative approach to project delivery and community engagement has built trust and a broad understanding of the need for a national solution.

Ms Chard's vision, determination and innovative approach shifted the narrative from managing radioactive waste to managing nuclear medicine waste. Her open and respectful approach was instrumental in building community trust and providing stakeholders with scientific and technical advice. Ms Chard's work in standing up the Australian Radioactive Waste Agency and progressing the National Radioactive Waste Management Facility provide a cost-effective, safe and secure solution for Australia's radioactive waste.

Professor Phillip Randolph CUMMINS, Narrabundah ACT 2604

For outstanding public service in scientific leadership in pioneering and leading research programs to reduce risk from earthquakes and tsunamis in Australia and the Asia-Pacific.

Professor Cummins is a highly respected international leader in earthquake and tsunami science who has transformed the understanding of earthquake and tsunami risk in the region.

Professor Cummins' scientific leadership was fundamental in the design and establishment of the Australian Tsunami Warning System and enhancing Geoscience Australia's 24x7 global earthquake monitoring and tsunami warning capability. These systems play an important life-saving role in alerting coastal communities in Australia and around the Indian Ocean to tsunami threats.

He has made innovative contributions and successfully led research programs which have been translated in partnership with national and regional governments to achieve genuine change and safer communities.

Professor Cummins' international credibility and reputation has enabled the Australian Government to enhance the region's earthquake and tsunami disaster risk reduction capability.

PUBLIC SERVICE MEDAL (PSM)

Ms Michelle Julie CURRY (AINSWORTH), ACT

For outstanding public service in promoting the respectful use of the Ngunnawal language across ABC Canberra.

Ms Ainsworth has been outstanding in partnering with the Ngunnawal people to share their language on ABC Canberra, across radio, television and online, and the broader contribution this has made to reconciliation in the community.

As Editor of ABC Canberra, Ms Ainsworth took a leadership position in beginning consultations with Ngunnawal people to better reflect their connection to the region. Ms Ainsworth's respectful and practical implementation has fundamentally shifted the approach and use of indigenous language in Australia.

Ms Ainsworth's work helped inform and shape aspects of the ABC's 2019-22 Elevate Reconciliation Action Plan. Through Ms Ainsworth's leadership seeing and hearing first nations language on the ABC has become normalised, a step towards reconciliation across Australia.

Ms Ainsworth's work has facilitated a community conversation about the value of Indigenous Australian culture and language and helped shift discussions about language preservation, restoration and reawakening in Canberra.

PUBLIC SERVICE MEDAL (PSM)

Ms Jacqueline Ann CURTIS, Duffy ACT 2611

For outstanding public service in driving change and building capability in the Australian Public Service as inaugural Head of the APS Human Resources Profession.

Ms Curtis has made an outstanding contribution as a recognised leader of capability and transformative change across the APS. As Head of the Human Resources Profession, she is building strategic HR capability through initiatives that help identify core, long-term capability needs and standards.

In her role at the Australian Taxation Office (ATO), Ms Curtis has helped drive cultural transformation and she has contributed to the ATO being recognised as a Gold Tier Employer.

Recently, Ms Curtis enabled the ATO COVID-19 response and was responsible for enabling the massive workforce shift and up skilling required, to deliver an unprecedented COVID-19 economic support package. She led the redeployment of thousands of ATO staff to critical areas and the transition of 14,000 staff to work from home arrangements within 3 weeks.

Ms Curtis also played a pivotal role on the Chief Operating Officers Committee, driving public service reform and managing operational issues across the sector by developing policies and solutions to enable the APS to deliver during the impacts of the pandemic.

Ms Curtis has achieved significant outcomes in the fields of organisational change management, human resources and corporate services in various roles and has made an exceptional contribution across government service delivery, policy, administration and operations.

PUBLIC SERVICE MEDAL (PSM)

Dr Lucas DE TOCA, Braddon ACT 2612

For outstanding public service through leadership in managing the successful COVID-19 vaccine rollout through primary health care.

Dr de Toca has shown exceptional leadership in managing the Australian Government's response to the COVID-19 pandemic in the primary care sector, including the vaccine rollout.

Dr de Toca engaged extensively with the primary care sector and peak bodies, involving every general practice and community pharmacy, Aboriginal Community Controlled Health Services and dedicated Commonwealth vaccination clinics. His leadership enabled rapid decision making in response to major challenges including changes to vaccine recommendations and eligibility, introduction of new payment mechanisms and consent processes, implementation of ordering systems and establishing a complex communications architecture.

Dr de Toca did an outstanding job of liaising with the National Aboriginal Community Controlled Health Organisation, the Royal Australian College of General Practitioners and with general practices through a massive logistical exercise. He maintained a strong focus on provision of vaccines to the most at risk communities, including Aboriginal and Torres Strait Islander people both in the cities and regional and remote areas. Dr De Toca worked closely with local communities and regional experts to identify service gaps and to deliver targeted vaccines services that are delivered in a culturally safe way.

PUBLIC SERVICE MEDAL (PSM)

Mr Darren DICK, Enmore NSW 2042

For outstanding public service in the development of a significant and influential body of research and policy development.

Mr Dick has led the Australian Human Rights Commission's policy, research and advocacy functions and has made an outstanding contribution in the development of a significant and influential body of research and policy development across a range of human rights areas, including in the rights of Aboriginal and Torres Strait Islanders, children, asylum seekers, and culturally and linguistically diverse communities.

Mr Dick developed the precursor of the Close the Gap reforms which remains the leading program initiative in Indigenous Affairs. His work is attributed to leading to successive major reforms including Close the Gap processes for Indigenous health inequality, Indigenous participation mechanisms and juvenile detention reform.

Mr Dick has also played a critical role in the strategic oversight and management of multiple innovative nationally focused reform projects on federal mechanisms for protecting human rights and preventing discrimination, immigration, human rights implications of technology and child safety.

He has also demonstrated outstanding service through leadership and as the primary resource person informing processes and strategies for the Commission at the United Nations.

Mr Dick's leadership for more than 20 years in areas of policy reform have been crucial to Australia advancing in the promotion and protection of human rights, especially in the area of Aboriginal and Torres Strait Islander Social Justice.

Ms Teresa Ann DICKINSON, Belconnen ACT 2616

For outstanding public service in the development of data and statistics, in particular for her instrumental role and sustained level of service in delivering the 2021 Census of Population and Housing.

Ms Dickinson is a long serving public servant whose rare skillset of technical expertise in statistics and methods has helped shape the data landscape in Australia and our region.

Ms Dickinson played a critical role in the successful delivery of the 2021 Census and in building confidence within the Australian Bureau of Statistics (ABS) and among government stakeholders following issues with the 2016 Census. Ms Dickinson consolidated the governance for the 2021 Census, including ensuring all 29 recommendations to improve ABS processes and governance were implemented prior to the Census. She was instrumental in the Census meeting the three key goals of smooth running, well supported and high quality data and exceeded the target response rate of 95 per cent. The challenge of delivering the 2021 Census was made more difficult by having to deliver it through periods of lock down due to COVID-19.

Ms Dickinson's strategic and visionary leadership ensured the successful delivery of the 2021 Census, arguably the largest peacetime logistics exercise in Australia with collection of data from 25 million people, across 10 million homes and mobilising around 35,000 staff.

PUBLIC SERVICE MEDAL (PSM)

Ms Niamh Marie DOBSON, Canberra ACT 2601

For outstanding public service through her work in managing Australia's relationship with Gavi, the Vaccine Alliance, particularly in supporting and establishing the global COVAX Facility.

Ms Dobson has excelled in her outstanding relationship management and engagement with Gavi, the Vaccine Alliance, as it established and operationalised the COVAX Facility.

Ms Dobson, as lead adviser to the Vice Chair of the Gavi Board, played an instrumental role supporting Australia's advocacy efforts in the establishment of the global pandemic response efforts of Gavi.

Ms Dobson's work saw an increased number of countries in the Indo-Pacific becoming eligible for support from Gavi for the first time. This was a significant development, allowing the COVAX Facility to be able to deliver safe and effective COVID-19 vaccines.

Ms Dobson helped cement the role of Australia in the region and on the world stage. Her contribution has delivered a global influence in the international response to the pandemic.

Ms Joanne Leigh EVANS, Cook ACT 2614

For outstanding public service in leading the development and implementation of Australia's climate policies, including building partnerships across government to provide robust evidence based policy.

Ms Evans has spent a significant proportion of her outstanding public service career leading the development and implementation of Australia's climate policies, including building partnerships across government to provide robust evidence based policy to address one of the most complex issues facing Australia and the international community. Ms Evans has consistently exceeded what has been required and expected of her in contribution, delivery and outcomes.

Ms Evans has played a key role in the establishment, sustainment and enhancement of the key foundations of Australia's climate policy and programs. This included development of the Low Emissions Technology Investment Roadmap, Australia's National Hydrogen Strategy and the legislative framework for offshore electricity (wind) generation. She has also engaged strategically with key international partners to increase practical collaboration on Australia's priority low emissions technologies. This included invaluable support for the Special Advisor to the Australian Government on Low Emissions Technologies in the establishment of critical low emissions technology partnerships with Germany, Japan, Singapore, United Kingdom and South Korea in the past 12 months.

As a result of Ms Evans' leadership, intellectual rigor and ability to drive a strategic agenda, she has been able to achieve outcomes for the Australian Government and Australian people on climate change.

PUBLIC SERVICE MEDAL (PSM)

Ms Susan Helen FLANAGAN, Narrabundah ACT 2604

For outstanding public service in leading the largest consular response in Australian history by facilitating the safe return of Australians during the COVID-19 pandemic.

Ms Flanagan has been instrumental in leading the team that facilitated the safe return of over 20,000 Australians on organised facilitated flights during the COVID-19 pandemic.

Ms Flanagan drove the implementation of new approaches to assist Australians to return on over 200 facilitated government flights from dozens of departure points, including finding creative travel pathways that enabled the repatriation of thousands of vulnerable Australians from high-risk locations. Ms Flanagan has served with compassion and common sense, providing clarity to Australians in often distressing circumstances.

Ms Flanagan was also integral to the design and implementation of a complex travel bubble' framework between India and Australia that saw thousands of Australians in India able to return to Australia.

Ms Flanagan is highly respected among her colleagues in government and the private sector. Her calmness, warmth and unwavering commitment drives her colleagues and brings out the best in those around her, building teams that consistently deliver for the department. She personifies the spirit of what it means to serve the public, leading and serving with distinction.

Ms Jodie Leanne GRIEVE, Red Hill ACT 2603

For outstanding public service through leadership in managing the national public health communications response to the COVID-19 pandemic.

Ms Grieve is a long serving public servant who led the national public health communications response to the COVID-19 pandemic across all areas including ensuring communications reached vulnerable populations including multicultural communities, Indigenous Australians, aged care and disability residents and workers.

Ms Grieve provided evidence based, timely information to the Australian public to minimise the risk of the virus to individuals, families, businesses and communities as a key element of the Government's response. Providing easy access to up to date, consistent and accurate information about the pandemic and the vaccination program was a key element of the Australian Government's COVID-19 response.

As understanding of the pandemic evolved, through variant outbreaks and as the nation transitioned into the vaccination rollout, Ms Grieve championed program flexibility to shift resources to meet changing communication needs on a real time basis. The community response to the Government's interventions, including world-leading uptake of vaccination, is due to authoritative, timely and comprehensive information and advice developed and disseminated through Ms Grieve's leadership.

Ms Grieve's commitment, guidance and dedication in effectively communicating the government's health messages, particularly to vulnerable parts of the community, have been fundamental in encouraging people to protect themselves and the nation.

PUBLIC SERVICE MEDAL (PSM)

Ms June Kaye HOMAN, SA

For outstanding public service in leading complex ICT system services for the Australian Government.

Ms Homan has made a sustained contribution through the delivery of meaningful benefits to the Australian public, most notably by improving systems delivering services for citizens receiving welfare.

Ms Homan's leadership and project delivery skills have supported Australia's economic, health and social wellbeing through delivery of key initiatives for government. These include delivering ICT systems enabling citizens to manage their financial circumstances more effectively through difficult periods. Ms Homan provided leadership across teams responding to the government request to pause welfare debt raising and recovery actions as the impacts of COVID-19 were being realised.

At the same time she successfully led teams to deliver payments of more than \$722 million to 368,000 citizens while managing the changes COVID-19 was making to the community and the workplace. She has worked tirelessly delivering additional ICT capabilities to facilitate the controlled resumption of welfare debt management services for government.

Ms Homan is highly regarded and a valued member of the Services Australia team with her project delivery and leadership skills generating exceptional outcomes for both the Australian government and Australian citizens.

Ms Penelope IRELAND, ACT

For outstanding public service in the design and successful implementation of three COVID-19 response initiatives - the Jobs Hub, Workforce Contact Centre and Employer Response Unit.

Ms Ireland has been instrumental in her role in the design and successful implementation of three COVID-19 response initiatives - the Jobs Hub, Workforce Contact Centre and Employer Response Unit. These initiatives helped hundreds of thousands of people Australia-wide, from individual job seekers, many unemployed for the first time, to employers needing assistance with finding people with the right skills at the height of the pandemic.

The combination of Ms Ireland's experience, leadership, initiative and personal commitment allowed the department to respond immediately to address critical workforce needs and support both employers and job seekers at a very difficult time in their lives.

Her service throughout the COVID-19 pandemic was essential to provide workforce solutions during the crisis. She has shown commitment and initiative in engaging with clients and developing innovative solutions to meet the government's objectives.

Ms Ireland's significant record of highly effective, innovative workforce solutions made a significant contribution to meeting COVID-19 employment challenges and will continue to do so during recovery.

PUBLIC SERVICE MEDAL (PSM)

Dr Elisabeth Alexandra KERR, Hawker ACT 2614

For outstanding public service to the health and wellbeing of Australians, primarily for work as the scientific force behind the regulation of breast implants globally.

Dr Kerr is recognised for her commitment to the highest standards of service, her leadership in the field of regulatory science and her drive to achieving global innovation in the field of medical device regulation.

Dr Kerr led the team that was instrumental in analysing the link between breast implants and breast implant associated anaplastic large cell lymphoma - a rare but lethal type of cancer. Through this increased understanding of the cause of this disease, the Therapeutic Goods Administration (TGA) led the world-wide regulatory action and was the first regulator globally to move against the devices. Dr Kerr now leads the global initiative to improve the standards by which these breast implants are classified.

In response to COVID-19, Dr Kerr led the work on the quality evaluation and the batch testing of vaccines, quality assurance of rapid antigen testing, as well as leading the TGA in being the first regulator in the world to undertake the evaluation of more than 1200 models of face masks and respirators.

Dr Kerr's work on the regulation of breast implants will deliver a more stringent international standard to be applied in the manufacture of these devices and greater safety for women. Her work also improved the standards and expectations for face mask and respirator performance, delivering greater protection for global users of surgical face masks and respirators. Her work has put Australian initiative and know-how at the forefront of medical device regulation and international safety standards.

PUBLIC SERVICE MEDAL (PSM)

Ms Rebekah Ruth KILPATRICK, Barton ACT 2600

For outstanding public service in leading the development and launch of the National Strategy to Prevent and Respond to Child Sexual Abuse 2021-2030 and its associated First Commonwealth Action Plan and First National Action Plan.

For outstanding public service in leading the development and launch of the National Strategy to Prevent and Respond to Child Sexual Abuse 2021-2030 and its associated First Commonwealth Action Plan and First National Action Plan.

Ms Kilpatrick has displayed extraordinary leadership in the development and launch of the landmark National Strategy to Prevent and Respond to Child Sexual Abuse 2021-2030 and its associated First Commonwealth Action Plan and First National Action Plan. At her direction the national policy framework was extended beyond the scope of the Royal Commission into Institutional Responses to Child Sexual Abuse, to provide a national-level response to child abuse in all settings.

The National Strategy will continue to prevent crimes against vulnerable people, with Ms Kilpatrick's pioneering reforms protecting individuals from abuse and exploitation, whilst providing avenues for already affected individuals. Ms Kilpatrick demonstrated strategic thinking and intellectual rigour, as well as an outstanding commitment to co-design and collaborative policy development. She engaged meaningfully and built trust with hundreds of diverse stakeholders, led skilled negotiations with state and territory counterparts in justice, community services and health portfolios, and successfully led a cross-Commonwealth package for Budget 2021, securing funding for the initial phase of the National Strategy.

Ms Kilpatrick is highly regarded and led the development and delivery of the National Strategy with world leading measures, in its entirety. Her work has prevented and will continue to prevent crimes against vulnerable people; the reforms she has pioneered have protected individuals from abuse and exploitation and have delivered avenues for already affected individuals to heal from the harms committed against them.

PUBLIC SERVICE MEDAL (PSM)

Ms Alison Dell LARKINS, O'Connor ACT 2602

For outstanding public service in policy innovation and leadership to enhance settlement outcomes for refugees and migrants.

As the inaugural Commonwealth Coordinator-General for Migrant Services, Ms Larkins has driven lasting and transformative changes to the design, delivery and coordination of services to refugees and migrants. These changes will fundamentally improve the ability of refugees and migrants to settle well and participate fully in life in Australia.

Ms Larkins has brought a depth of policy thinking and innovation to settlement and integration policy that will confirm Australia's world-leading reputation for years to come. Ms Larkins spearheaded the most significant reforms and improvements to the Adult Migrant English Program in its 70 year history, allowing more migrants and refugees to access government tuition for longer, and to reach a higher level of proficiency. This has led to 24,000 people either enrolling in the program for the first time, or re-engaging with it.

Ms Larkins also led a review of the Community Sponsorship Program and supported Government in its establishment of a ground-breaking new pilot program - the Community Refugee Integration and Settlement Pilot - that will provide a way for Australians to directly support refugees to settle in Australia.

Ms Larkins recently led cross-portfolio efforts to provide rapid support to evacuees who had fled Afghanistan at short notice, and arrived in Australia during Covid-pandemic lockdowns in some jurisdictions. This work included the development of new and innovative approaches to supporting the specific settlement needs of this cohort.

Ms Larkins' more than 30 year career in policy development and oversight has been exceptional, with an ability to drive reform and use her creativity to solve previously intractable issues.

PUBLIC SERVICE MEDAL (PSM)

Ms Helen Zeta McCORMACK, Narrabundah ACT 2604

For outstanding public service to Australia's agriculture sector, particularly in addressing critical workforce shortages following the outbreak of the COVID-19 pandemic.

Ms McCormack's dedication and commitment to policy excellence have reformed and improved the management, operations and governance of the Seasonal Worker Program (SWP). Ms McCormack's leadership has seen the SWP become a key element of the government's Pacific Step-up, with visa grants increasing by over 40 per cent per annum up until the COVID-19 interruption.

Ms McCormack's most significant impact has been in working across federal and state governments to address significant SWP challenges resulting from the impacts of COVID-19, particularly for the 7,000 stranded temporary visa holders when Australia's borders closed, and the additional need to address horticulture labour shortages. She implemented new systems, processes and governance structures that included greater welfare support for workers.

Ms McCormack was key to the restart of Pacific Labour Mobility during the border closures, piloting a labour program and its subsequent expansion, bringing much needed support to agricultural businesses. This employment also ensured material economic and social benefits flowed to the Pacific region during the pandemic.

Under Ms McCormack's leadership, the department has helped to facilitate around 13,000 worker redeployments, all needing to navigate varying State and Territory health and quarantine arrangements.

PUBLIC SERVICE MEDAL (PSM)

Mr Garrett McDONALD, ACT 2607

For outstanding public service in performing a leadership role during the bushfires and COVID-19 crises, being instrumental in quickly developing new capability to allow Services Australia to respond to unprecedented levels of demand.

Mr McDonald has played a crucial role during the bushfires and COVID-19 crises, where he was instrumental in quickly developing new capability to allow Services Australia to respond to unprecedented levels of demand. He is an ICT technical leader who has been the chief architect and driver of myGov and played critical roles in large-scale digital transformations.

During the bushfire crisis and COVID-19, Mr McDonald repeatedly designed and rapidly deployed significant changes to core customer facing systems such as myGov, Centrelink online systems and mobile applications as well as developing new systems such as connectedID and service connect. These changes allowed significant numbers of new customers to claim government support quickly.

Mr McDonald introduced the 'Register Intention to Claim' feature in myGov - which was built, tested and deployed in 36 hours. He worked with policy and program partners to develop a simpler JobSeeker claim and expanded eligibility criteria to enable payments to reach customers more quickly. Mr McDonald's technical leadership was critical in Services Australia being able to respond to unprecedented demand during the bushfire crisis and the pandemic.

Mr McDonald's inspirational leadership and determination to make a difference and support the Australian public enabled more than 1 million people affected by the pandemic to complete a simplified claim online, processed end-to-end without visiting a Service Centre.

PUBLIC SERVICE MEDAL (PSM)

Ms Lisa Michelle PETERSON, NSW

For outstanding public service leading the national aged care COVID-19 vaccination rollout for senior Australians and workers in residential aged care in 2021.

Ms Peterson successfully led the Australian Government's national aged care COVID-19 vaccination rollout for senior Australians and workers in residential aged care in 2021, leading to reduced infection rates and saving hundreds of lives. The residential aged care COVID-19 vaccine roll-out was the first of the Commonwealth's vaccine delivery programs, targeting the most vulnerable cohort of Australians. It was subject to extraordinary levels of scrutiny and is recognised as leading the nation in vaccination.

Ms Peterson was appointed in February 2021 and by 7 July 2021, 90 per cent of residents had been vaccinated.

Ms Peterson quickly developed plans for the logistics, data collection and engagement required to deliver the vaccination program to all residential aged care facilities across Australia. She established clinical governance guidelines and procedures, consent guidelines and processes, scheduling and delivery of clinics, and a national communications campaign.

Ms Peterson showed incredible flexibility in being able to pivot the vaccination program to respond to emerging outbreaks and policy changes.

PUBLIC SERVICE MEDAL (PSM)

Ms Danielle Joy REGELING, Canberra ACT 2905

For outstanding public service to Service Australia's support for Australians during the COVID-19 pandemic, navigating between Services Australia and primary partners including the Department of Health and national Health Providers.

Ms Regeling's outstanding contribution to Service Australia's support for Australians during the COVID-19 pandemic, navigating between Services Australia and primary partners including the Department of Health and national Health Providers. She was critical to the success of the Services Australia response by maintaining and strengthening processes and support for the Australian Immunisation Register and broader Health Provider systems.

Ms Regeling led over 3500 staff across Australia in the delivery of government health programmes, payments, incentives and other services to the public and health professionals while managing a significant increase in customer demand. As an example, the agency implemented 250 new Medicare Benefits Schedule items in a six week period (a change usually seen over 2 years).

Ms Regeling brings a transformative mindset and leadership approach which draws out innovative ideas for business model stances. This has been well illustrated in her management of agency experts to support lining service delivery partners, mygov and Medicare to enable Australians to access the Immunisation Certificates.

Ms Regeling's agility, and her ability to embed agility in the workforce has well positioned Services Australia, given assurance and visibility to senior leaders across government, and provided confidence in the systems and processes supporting the COVID-19 pandemic and vaccine rollout.

PUBLIC SERVICE MEDAL (PSM)

Mr Michael Roy RYAN, Murrumbateman NSW 2582

For outstanding public service in leading the legislative requirements that facilitated the rapid expansion of telehealth services recognised by Medicare in response to the COVID-19 pandemic.

Mr Ryan has shown exceptional leadership in steering the legislative requirements that facilitated the rapid expansion of telehealth services recognised by Medicare in response to the COVID-19 pandemic.

Prior to COVID-19, the Medicare Benefits Scheme (MBS) only supported telehealth services in very limited circumstances, predominantly for rural and remote residents. Mr Ryan's knowledge, expertise and dedication enabled the huge amount of legislation and regulation required to support telehealth services for all Australians to be completed in a very short time frame. Mr Ryan enabled 283 Medicare items to be introduced in just over two months - the equivalent of 10 years of legislative reform in 10 weeks.

Mr Ryan worked closely with the medical profession, Australian Government Solicitor and Services Australia to implement the changes. As medical understanding of the pandemic evolved, Mr Ryan continued to work with stakeholders to revise available MBS items to adjust the support that patients and practices need. Mr Ryan's knowledge and expertise was key in successfully delivering a mammoth task, made more difficult by extraordinarily short time frames and constantly changing policy settings.

Mr Daniel Thomas SLOPER, New York 1003 USA

For outstanding public service in leading the Government's Crisis Response Team on the ground in Kabul, Afghanistan and the United Arab Emirates.

Mr Sloper is recognised for his significant contribution to Australia's foreign policy over 25 years, and in particular for his outstanding and compassionate service in leading the Government's response on the ground in Kabul, Afghanistan, and the Australian base in the United Arab Emirates, following the Taliban's return to power.

Mr Sloper demonstrated bravery, calm leadership, fine judgement and authoritative communication skills in leading a team of Australian Defence Force members and Australian Government officials working under high stress and in difficult conditions. He managed a complex coordination effort with coalition partners to complete one of the biggest humanitarian airlifts in Australia's history.

Mr Sloper continuously performed to the highest standard under intense pressure, acute international scrutiny, and unrelenting urgency in dangerous and uncertain security conditions. His innovation and judgement directly contributed to a substantial increase in the number of evacuees boarding flights, and the increased frequency of flights.

PUBLIC SERVICE MEDAL (PSM)

Mr Simon Joseph WRITER, ACT

For outstanding public service in delivering an extensive legislative program, including comprehensive legislation packages in response to the Financial Services Royal Commission and the Government's economic response to the COVID-19 pandemic.

Mr Writer has shown exceptional leadership and excellent service in delivering an extensive legislative program, including comprehensive legislation packages in response to the Financial Services Royal Commission and the Government's economic response to the COVID-19 pandemic.

Mr Writer led the delivery of urgent legislation to implement the Government's response to the pandemic, requiring the development of innovative legislative frameworks for which there were no precedents. Mr Writer devised new solutions, implementing a number of complex, interconnected measures that addressed all facets of the economic crisis.

Mr Writer was instrumental in delivering the Government's response, including two significant pandemic economic response packages within a month. In addition he led implementation of the Government's legislative response to the Financial Services Royal Commission report, and oversaw the delivery of over 80 Government Bills in than three years.

Mr Writer's outstanding leadership and excellent service in the management of Treasury's legislative program has been instrumental in supporting Australians through periods of crisis and setting up Treasury for success in delivering increasingly complex and innovative legislative reforms in the future.

PUBLIC SERVICE MEDAL (PSM)

New South Wales

Ms Jennifer Anne AGIUS, Sydney NSW 2000

For outstanding public service to the New South Wales Ombudsman.

Ms Jennifer Agius is currently serving as the Manger of the Detention and Custody Team at the New South Wales Ombudsman. Since establishing the Detention and Custody Team over 20 years ago, Ms Agius's leadership has transformed the way the New South Wales Ombudsman handles complaints and reports of maladministration from inmates and detainees in New South Wales correctional and youth justice centres. In particular, Ms Agius has placed great importance on ensuring all inmates and detainees receive the right services and fair treatment. To ensure this was achieved, Ms Agius established the Ombudsman free call phone service, giving inmates and detainees a mechanism for raising their complaints and concerns. In addition, she has conducted countless visits, along with her team, to the correctional and youth justice centres around New South Wales, so inmates and detainees can meet and speak directly to Ombudsman staff. This opportunity allows those within the custodial system to convey their concerns to an independent party and be advised on possible ways forward. The visits to centres also allow Ms Agius to raise matters immediately and directly with Centre staff and often achieve the best outcome for all parties in an efficient manner. The implementation of such a process has gained her the praise of inmates and detainees, Corrective Services New South Wales and Youth Justice staff.

Ms Agius has always approached her work with integrity and professionalism, ensuring that complaints are assessed fairly and investigated when necessary. Her knowledge and application of the law relating to proper administrative decision making within the custodial environment, is of the highest standard. Equally so, is her application of the policies and practices within New South Wales 's adult correctional and youth justice systems. Such expertise enables Ms Agius to work constructively with the many and varied stakeholders in this sector to resolve complaints and improve custodial practice.

For over 40 years, Ms Agius has made an outstanding contribution to the New South Wales Public Sector. Her collaborative and considered approach to complaints and mistreatment have earned her the respect and acknowledgement from those within the corrective services and youth justice system, her peers, and colleagues alike.

PUBLIC SERVICE MEDAL (PSM)

Ms Melissa ATTIA, Merrylands NSW 2160

For outstanding service to the Cumberland City Council during the COVID-19 pandemic.

Ms Melissa Attia has shown incredible expertise and commitment in her leadership of the Cumberland community, as it responded to the COVID-19 pandemic.

Currently serving as the Director of Community and Organisational Development, Ms Attia has crafted and driven the Cumberland City Council's response to the pandemic, ensuring essential services and support were provided to the most vulnerable of community members and local business. In August 2021, as the COVID-19 Delta variant spread swiftly through Western Sydney and greater restrictions were placed on the Cumberland community, Ms Attia responded quickly to ensure the Council was best placed to support those in need. She leveraged her strong relationship with all tiers of Government and worked collaboratively to develop the Council's communications strategies and disseminate information, in a variety of languages, to the community. On several occasions, she consulted with the community to identify issues that required Council attention.

Ms Attia also worked with NSW Health to identify facilities to support the rapid expansion of testing sites and the establishment of vaccination hubs. Her willingness to think quickly and support Government agencies was attributable to the reduction in the spread of the virus in the Cumberland community and an increase in the vaccination rate from 14.6 percent to its current rate of over 93.7 percent.

During the onset of tighter restrictions and public health orders, Ms Attia worked with farmers in regional NSW, local organisations and Council staff to provide over 1,200 hampers to support more vulnerable residents. She also partnered with OzHarvest to enable the establishment of temporary food hubs across the local government area.

Ms Attia has displayed an enormous amount of knowledge and leadership in crafting Cumberland City Council's response to the COVID-19 pandemic. Her connectiveness, responsiveness and commitment to the people of Cumberland during this difficult time has ensured she is held in high regard throughout all levels of the organisation and the broader community.

PUBLIC SERVICE MEDAL (PSM)

Ms Irene CHETTY, Muswellbrook NSW 2333

For outstanding public service to the Muswellbrook Shire Council, in water and wastewater management.

Ms Irene Chetty has proven herself to be an integral staff member within Muswellbrook Shire Council. Currently serving as the Operations Manager, Water and Wastewater, Ms Chetty has demonstrated extraordinary dedication, innovation and technical acumen to make sure the communities of Muswellbrook Shire continue to have access to safe and secure water supply and sewage management services. This is an exceptional achievement given persistent storm and flooding events over the course of the past 24 months have significantly impacted the quality of the raw water sourced from the Hunter River.

Ms Chetty has also been fundamentally involved in the development of the Integrated Water Cycle Management Strategy, which has provided the Council with a thirty year development and improvement strategy for water and wastewater services. Furthermore, she has demonstrated her technical prowess and perseverance with the delivery of a new \$35 million recycled water treatment plant. Her skill and knowledge has ensured that 100% of the recycled water can be used within the local government areas for irrigation, commercial and public purposes.

Throughout her career, Ms Chetty has demonstrated commendable leadership, transforming her water and sewerage operations teams into a unified, collaborative group with an enhanced team culture. She has also provided mentoring to colleagues from neighbouring Councils and has demonstrated commendable leadership in developing the Upper Hunter Water Alliance, including Muswellbrook, Singleton and Upper Hunter Shire Councils. The Alliance group has recently embarked on the development of a joint drought emergency management plan, which is a significant achievement, demonstrating the strong collaboration between Councils. Ms Chetty has been fundamental to the success of this initiative.

PUBLIC SERVICE MEDAL (PSM)

Mr Robert Anthony CLARKE, Erskineville NSW 2043

For outstanding public service to social housing in New South Wales.

As Team Leader within the Communities Plus Relocations Team at the Department of Communities and Justice, Mr Robert Clarke has continued to produce results by always going above and beyond the call of duty. The successful relocation of over 1,300 tenants and household members at twenty-eight relocation projects across Sydney has been one of Mr Clarke's greatest achievements. The completion of a project of this scale in such a complex, emotional and political environment has resulted in a return of over \$808 million back into the NSW Government's social housing system, and a significant increase in the number of social housing dwellings for some of NSW's most vulnerable people. This result is a reflection of Mr Clarke's highly professional and skilled project management, his quiet authority, coupled with his leadership, negotiation and communication skills.

When dealing with clients, Mr Clarke has always put the needs of the individual who is being relocated as a priority. Every care and consideration has been given, whether moving to be closer to relatives and support services, or having modifications to meet disability requirements. Allowing all individuals to state their requirements has guided him to achieve the best possible outcomes from every relocation. By ensuring elderly, frail and vulnerable clients were treated with dignity, respect and care, Mr Clarke has driven a positive outcome for the tenants in social housing and the NSW Government.

Mr Clarke is an extraordinary example and role model of the positive influence that public servants can have in shaping delivery outcomes for the Government and the people of NSW. He is a highly dedicated professional whose tireless energy has contributed to the betterment of the NSW social housing system.

PUBLIC SERVICE MEDAL (PSM)

Mr Jeremy Maxwell COX, Killcare NSW 2257

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

Mr Jeremy Cox is currently serving as the NSW Registrar General and has been instrumental in bringing better services to customers of NSW's land titles registry and subscribers to eConveyancing operators.

Leading with integrity, trust and a strong focus on collaboration and accountability, Mr Cox has earned enormous respect amongst his colleagues and the broader sector. Since commencing in his role in 2016, he has been a visionary. In particular, his leadership of the transfer of the NSW Land Titles Office from government ownership to private sector management. Throughout the highly controversial development and transition process, Mr Cox engaged widely and extensively with key stakeholders and associations across the surveying, banking and conveyancing industries to ensure the best possible solution was identified and implemented. Mr Cox remained calm during challenging negotiations and struck an admirable balance of empathising with the profession whilst carrying out the decision of the government.

Mr Cox has also been influential in the transition of land registry dealings in NSW from a manual, paper-based process to digital and integrated systems. Under Mr Cox's leadership, digital land registry dealings in NSW have increased from around 7% in 2017 to 100% today, making NSW the first land titles registry within Australia to conduct 100% digital dealings. This digitisation phase ensures fewer errors and a more efficient and effective system for customers.

Mr Cox has also been a principal proponent of national interoperability, championing the introduction of competition in electronic conveyancing which will provide benefits to consumers across the country and ongoing economic benefits.

Mr Cox leads with curiosity, kindness, a sense of humour and above all, a deep commitment to providing the very best for the Minister, the public service and the people of NSW.

PUBLIC SERVICE MEDAL (PSM)

Mrs Rosemary Helen DAVIDSON, Baulkham Hills NSW 2153
For outstanding public service to the Children's Court of New South Wales.

Mrs Rosemary Davidson has been the lynchpin of the Children's Court of NSW in her role as Executive Officer. For over 12 years, she has developed and displayed a deep understanding of the intricacies, sensitivities and operation of the Children's Court of NSW. Her intimate knowledge has allowed the Court to work with agencies, children, families, carers, staff and stakeholders to deliver accessible and efficient justice for the most vulnerable members of the State.

Since commencing in the Executive Officer role, Mrs Davidson has played an instrumental role in leading the expansion of Alternate Dispute Resolution (ADR) practices in the care and protection jurisdiction. In her role, she developed and implemented innovative processes and procedures which have greatly assisted the Court to resolve matters in a timely way. The importance of Mrs Davidson's contribution to the expansion of ADR processes has facilitated timely access to justice, empowered families and provided parties with meaningful opportunities to participate in the court process.

Mrs Davidson was a key driver of the Youth Koori Court pilot project, a bold and innovative response to the over-representation of indigenous children in the court system. Establishing the Court required a masterclass in diplomacy and sensitivity, bringing together people from various agencies and levels of government, Courts, the judiciary, and in particular, the indigenous community.

Today, the Youth Koori Court gives the indigenous community a voice in the lives of its troubled young people and gives those young people a completely different experience of the criminal justice system from that which they would otherwise experience.

Mrs Davidson's commitment to the Court and to the vulnerable families and children that come before it is absolute. She is fearless and tireless in her work on behalf of the Court, and her attention to detail ensures that its operations and development are seamless.

PUBLIC SERVICE MEDAL (PSM)

Mr Simon Kevin DRAPER, NSW

For outstanding public service to Infrastructure New South Wales during the COVID-19 pandemic.

Mr Simon Draper is currently serving in the role of Chief Executive Officer at Infrastructure New South Wales.

Since the commencement of the COVID-19 pandemic in 2020, Mr Draper has played a vital role in leading and coordinating the construction industry's response to the pandemic. His considered and collaborative approach ensured the State's \$110.4 billion infrastructure pipeline would continue to operate safely throughout 2020 and 2021, and place New South Wales in the best possible position to recover economically from the pandemic.

In March 2020, as the extent of the COVID-19 outbreak became clear, the New South Wales Government faced the challenge of balancing both the health and economy of the State. Mr Draper recognised that continuing the delivery of infrastructure projects at full pace was a critical pathway to economic recovery. He brought the industry together and led cross-agency communication to ensure accurate, clear and consistent information was provided to industry, unions and government, and created forums for industry to share COVID safe practices. The result was that the construction industry remained open, progressing and delivering major infrastructure projects.

In July 2021, following the Government's decision to pause on construction amidst the Delta outbreak, Mr Draper again brought the industry together and established and chaired the Construction Re-opening Group, comprising representatives from peak industry bodies, unions, principal contractors and agencies. The Group worked together in a truly collaborative way to achieve a safe re-opening of the industry across Greater Sydney.

Mr Draper has demonstrated an individual effort to build relationships with the construction industry along with a genuine commitment to not only report on, but also address, industry issues. This has resulted in positive outcomes for both the New South Wales Government and the construction industry as a whole, who continue to move forward to face new issues in a collaborative way.

PUBLIC SERVICE MEDAL (PSM)

Ms Caroline FARMER, Padstow NSW 2211

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

Currently serving as the Director of Nursing & Midwifery and Clinical Governance within the Western Sydney Local Health District, Ms Caroline Farmer has made significant contributions to public health throughout the COVID-19 pandemic.

In June 2020, Ms Farmer's executive leadership was pivotal during Western Sydney Local Health District's (WSLHD) initial COVID-19 response. She liaised with key staff from the Commonwealth, the New South Wales Ministry of Health and residential aged care facilities to ensure the availability of adequate nursing workforce to support local outbreak sites.

Ms Farmer also ensured the coordination of a nursing workforce to disability homes, local facilities, vaccinations centres and the Greater Western Sydney COVID-19 Community Accommodation. As a result of the continual demand for nursing staff, Ms Farmer established a District COVID-19 Nursing Workforce Unit which provided a centralised point for the coordination of nursing staff deployment across Western Sydney. Throughout this time, as the WSLHD Emergency Operations Centre's executive lead for Planning, Ms Farmer was integral in the coordination and finalisation of a number of key initiatives, such as the WSLHD Intensive Care Workforce Plan, the COVID-19 Ward Model of Care and the WSLHD Clinical Governance Safety and Quality Priorities.

Ms Farmer continues to foster the next generation of leaders amongst nurses and midwives in WSLHD, ensuring this cohort have the right skill set, insight and vision to drive improvements in health care services and future innovations. In recognition of this priority, in February 2021, a pilot WSLHD Nursing & Midwifery Leadership Program was launched, with 12 participants from across the region selected for the opportunity to develop and grow on their leadership journey. Upon graduation, this cohort were empowered to enact upon their future leadership goals, influence positive change at a local level through shared learnings, actions and individual leadership practice, and effectively support service operations to deliver better care and services to patients across Western Sydney.

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

PUBLIC SERVICE MEDAL (PSM)

Mrs Amanda Elizabeth FARRAR, Brookvale NSW 2100
For outstanding public service to arts and culture in New South Wales.

Mrs Amanda Farrar is currently serving as the Director, Public Affairs and Development at the Australian Museum. She has demonstrated exceptional leadership, dedication and determination, making a significant contribution to the Australian Museum in the areas of environmental sustainability, accessibility and inclusion, and fundraising strategies.

In particular, Mrs Farrar has been a key driver of the Australian Museum's sustainability agenda, which has seen the Australian Museum become the first museum in the nation to achieve the Federal Government's accredited Carbon Neutral status. Throughout the journey she has engaged the Australian Museum team with these initiatives, ensuring they are adopted and practised by the staff and key stakeholders.

Mrs Farrar has also been the key driver of the Australian Museum's Access & Inclusion Action Plan. The Plan has seen a multitude of physical facility changes in the Museum making it more welcoming to people with physical and intellectual disabilities. She has also overseen the implementation of early morning openings for children with autism to explore an uncrowded Museum.

As champion of the Museum's Reconciliation Action Plan, Mrs Farrar's passion for First Nations inclusion has been inspiring. She delicately navigates what can, for some, be a challenging issue with empathy and care. The Australian Museum's recent award winning First Nations exhibition 'Unsettled' reflects Mrs Farrar's dedication to this cause.

From the Australian Museum Foundation perspective, Mrs Farrar has been enormously helpful in expanding the philanthropic support for the museum, helping shape the donor strategy, meeting with donors to develop proposals that resonate, and following through to secure large donations. Her dedication has seen philanthropic revenue increase by 500% since she assumed her role.

Mrs Farrar has led with drive and commitment, patience, pragmatism and intelligence. Her efforts have ensured the Australian Museum remains a hallmark cultural institution for generations to come.

PUBLIC SERVICE MEDAL (PSM)

Dr John Kenneth FERGUSON, Newcastle NSW 2300

For outstanding service to NSW Health, particularly during the COVID-19 pandemic.

Dr John Ferguson is currently serving as the Director of the Infection Prevention Service, Hunter New England Local Health District.

During the COVID-19 pandemic, Dr Ferguson provided exceptional leadership and has communicated infection prevention and control changes effectively, efficiently and respectfully, to ensure the safety of patients and staff right throughout the Hunter New England.

Dr Ferguson's leadership has been pivotal in the Hunter New England's response to COVID-19. As a leader within his field, he has driven excellence in Personal Protective Equipment usage and infection prevention and control practices, both within health services and vulnerable communities, including aged care, disability, and Aboriginal communities.

Dr Ferguson has contributed not just locally but state-wide and nationally to inform best practice to help keep the community, patients and staff safe. He has been innovative and solutions focused, introducing air purifiers into busy areas of hospitals, reducing the spread of COVID-19 amongst hospital patients and staff.

Dr Ferguson was also a lead in the introduction of respiratory protective equipment in health services across NSW, with Hunter New England Health leading the way in fit testing frontline staff to be able to wear appropriate well-fitting P2 masks, once again reducing the spread of COVID-19.

In addition to his work within Australia, Dr Ferguson has a passion for global healthcare and has been pivotal in leading infection prevention and control changes and improvements in the Pacific and South-East Asia. He has been an integral part of the Hunter New England Local Health District's response to public health emergencies.

Dr Ferguson is an exemplary leader who sets a very high standard in professional conduct and shows compassion in dealing with colleagues and stakeholders. His knowledge and commitment, alongside his ability to adapt in the most difficult of circumstances, make him an incredible asset to NSW Health and the broader NSW community.

PUBLIC SERVICE MEDAL (PSM)

Ms Cristien HICKEY, NSW

For outstanding public service to climate change policy in New South Wales.

Ms Cristien Hickey is currently serving as the Director of Climate Change and Sustainability Policy in the Office of Energy and Climate Change. Since commencing in the role in 2019, Ms Hickey has been integral in driving the New South Wales Government's Climate Change policy. Under her stewardship, New South Wales has moved from an aspirational target of net zero carbon emissions by 2050, to a comprehensive plan, backed up by a series of specific strategies and programs to enable implementation, with governance and legal architecture to support the transition.

The delivery of the Net Zero Plan - Stage 1: 2020-2030 in March 2020, was one of Ms Hickey's most important pieces of work, to lay the foundation for New South Wales 's climate change policy journey. Over several months and under time pressure, Ms Hickey worked closely with the Minister for Environment and their Office, providing the highest levels of well-considered expert advice, ensuring the successful roll out of the plan; the most comprehensive fully funded net zero emissions plan that has allowed New South Wales to take a leading position on emissions reduction at the national level.

Ms Hickey has successfully developed overarching policy frameworks and implemented nation leading programs that have resulted in meaningful outcomes for the state and its citizens. These projects include establishing the Net Zero Emissions and Clean Economy Board, delivery of the New South Wales Electric Vehicle Strategy and establishing the new Energy Security Safeguard.

Ms Hickey demonstrates the finest qualities of a public servant. She is diligent, kind, collaborative and widely respected throughout the public service and Ministerial offices. She has repeatedly demonstrated her problem solving skills and subject matter expertise, while delivering frank advice in developing and implementing the Government's policy priorities.

PUBLIC SERVICE MEDAL (PSM)

Ms Fiona LEATHAM, Newcastle NSW 2300

For outstanding public service the City of Newcastle during the COVID-19 pandemic.

Ms Fiona Leatham, currently serving as the Director of People & Culture at the City of Newcastle, has led the Council's response to the COVID-19 pandemic throughout 2020 and 2021.

As the Incident Controller of the City of Newcastle's Emergency Response Team, Ms Leatham embedded a people-first approach into the organisation's response to the pandemic for Council staff and the wider community. Her leadership established clear lines of communication with staff and the community throughout the pandemic and allowed the Council to develop an innovative and comprehensive response to target and address the impacts of COVID-19.

Under the leadership of Ms Leatham and the Emergency Response Team, the City of Newcastle was among the first to develop and activate a comprehensive plan for social and economic support, with the Community and Economic Resilience Package, in March 2020. She established dialogue and worked closely with government partners and local stakeholders to ensure the \$5.5 million package was delivered across targeted programs including financial relief, business and community support, and a community grants program. It was praised as best practice crisis leadership, delivering clear and measurable benefits to the community and local business.

Ms Leatham also oversaw the development and roll out of a free wellbeing toolkit that helped the Newcastle community navigate financial, psychological and public health concerns caused by COVID-19.

As part of the City of Newcastle's safety response to the ongoing risk of COVID-19 in the workplace, Ms Leatham drafted a COVID-19 Vaccination Policy and introduced a COVID Check-In for staff to enable Managers to quickly identify close contacts and potential exposure sites. Mandatory reporting processes were embedded into the Council, providing certainty and efficiency following a COVID test or diagnosis, while staff affected by the closure of frontline services were successfully redirected onto alternate duties.

Ms Leatham's leadership, dedication and considered approach to the pandemic was a testament to her ability to make courageous, calm and pragmatic decisions for the betterment of the Newcastle community.

PUBLIC SERVICE MEDAL (PSM)

Mr William James MURPHY, NSW

For outstanding public service to NSW, particularly during the COVID-19 pandemic.

Mr William Murphy is currently serving as the Deputy Secretary, Customer, Delivery and Transformation at the Department of Customer Service.

Through Mr Murphy's leadership, his team have utilised data insights and human behaviour analysis to transform the way government develops, delivers, and measures services provided to the people of New South Wales.

Mr Murphy's leadership, knowledge and expertise was highlighted during the COVID-19 pandemic, where his insights shaped the NSW Government's Delta variant communication strategy, firstly in South-Western Sydney, and then across the state.

His ground-breaking work, which brought together data, customer insights, communications and a website hub, was used to decipher community sentiment, tailor the style of communications and target vulnerable or non-compliant communities to receive the communications. This evidence-based approach to drive behavioural change and inform the public on how to stay safe during the COVID-19 pandemic was unparalleled. It assisted in building relationships and improving trust in the community, which served to improve compliance and reduce the spread of the virus. It also forged a new way of how government works to achieve outcomes for the people of NSW.

The success of Mr Murphy and his team to analyse and develop tailored and direct communications throughout the Delta variant has seen their remit expanded to support various other Committees established by Government to support NSW communities.

Mr Murphy continues to guide the NSW Government's communications to manage the impact of the Omicron variant. He has been an exemplary public servant during his 17 year career with the NSW Government. He has taken a strategic focus to his work, innovating to improve the outcomes for the sector and the people of NSW. His personal commitment to ensuring the people working in the sector continue to grow and upskill has brought about significant improvement across the sector and for the individuals involved. He has worked on a range of challenging engagements, always bringing innovation and customer centricity to the solutions.

PUBLIC SERVICE MEDAL (PSM)

Mr Paul Orlando NUNNARI, Campbelltown NSW 2560

For outstanding public service to New South Wales, particularly in the field of access and inclusion.

Mr Paul Nunnari is currently serving as the Director of Inclusive Infrastructure, Placemaking and Experience at the Department of Regional New South Wales.

Throughout his many years in the New South Wales Public Service, Mr Nunnari has worked tirelessly to increase opportunities for people with a disability, particularly around their participation in major and community events. He is a remarkable public service leader who has been instrumental in raising awareness about the importance and value of diversity, not only within the Department of Regional New South Wales, but across the whole of the New South Wales Public Service.

During his time at Regional New South Wales, Mr Nunnari has co-led the development of the recently launched Disability Inclusion Action Plan that brings alive the Department's commitment to creating a diverse and inclusive culture that is respectful, welcoming and flexible; a workplace where people feel supported, valued and part of its success.

He has also been influential in embedding the consideration of accessibility at the heart of regional infrastructure programs. As a result of his work, thousands of projects and programs across New South Wales are being designed to ensure all people can access these facilities and services and that considerations of accessibility and dignity are at the heart of how programs and projects are designed and delivered.

Mr Nunnari has also worked with event organisers and planning agencies to coordinate strategies and diversity inclusion projects at major events and iconic tourist attractions. This has comprised inclusivity improvements to major events such as Sydney New Year's Eve, Vivid Sydney and Invictus Games, as well as improved accessibility to the Sydney Harbour Bridge and the Anzac Memorial, the purchase of a 4-wheel-drive wheelchair to access the Kosciuszko National Park, and the development and implementation of The Change Room, a portable accessible bathroom facility that provides dignified access to toilets and changing facilities for people who may otherwise be unable to attend events.

Mr Nunnari is a passionate advocate for people with a disability and has played an integral role in promoting and improving access and inclusion across New South Wales.

PUBLIC SERVICE MEDAL (PSM)

Mrs Vicki Anne SIMPSON, Coffs Harbour NSW 2450

For outstanding public service to the Mid North Coast Local Health District, particularly during the COVID-19 pandemic.

Mrs Vicki Simpson is currently serving as the Director of Nursing, Midwifery and Service Reform, and as the Health Service Functional Area Coordinator in the Mid North Coast Local Health District.

Mrs Simpson's professionalism, resilience and leadership has been influential in the Health District's response to catastrophic bushfires, a once in a generation flood and the COVID-19 pandemic over the last three years.

In an unprecedented and evolving global pandemic, Mrs Simpson has been exceptional in her role as the Health Service Functional Area Coordinator. Developing and rapidly implementing strategies for her nursing staff to ensure a well-managed response to COVID-19, she also took on the responsibilities of coordinating logistics, equipment (including ventilators and personal protective equipment), testing, and emergency accommodation. Further, she led early morning planning meetings coordinated with the State Health Emergency Operations Centre and liaised closely with community partners such as aged care facilities and local councils to ensure a coordinated COVID-19 response.

Mrs Simpson also spearheaded the mass vaccination program for the Health District, resulting in more than 95 percent of the eligible local population reaching double vaccination status.

Mrs Simpson is committed to providing opportunities for First Nations people to embark on careers in nursing and midwifery. She has mentored staff through the trainee and cadetship process to senior nursing and midwifery roles, something she is most proud of.

With over 30 years of public service, Mrs Simpson is an integral part of the Mid North Coast Local Health District. She is an energetic, compassionate, and inspiring leader who is enormously respected among her peers and patients for her exemplary standard of professionalism and service delivery.

PUBLIC SERVICE MEDAL (PSM)

Ms Deborah Margaret SUMMERHAYES, Winmalee NSW 2777
For outstanding public service to education in NSW.

Ms Deborah Summerhayes is currently serving as the Executive Director, School Performance Metropolitan South and West at the Department of Education.

Since 1987, she has demonstrated deep commitment to public education and influential leadership across the NSW Department of Education. During her educational career, Ms Summerhayes worked as a teacher and head teacher, curriculum consultant and principal throughout South-Western and Western Sydney. She has tirelessly supported and advocated for improved learning and life opportunities for students, including those from Aboriginal, low socio-economic, intellectually disadvantaged and multicultural backgrounds.

Ms Summerhayes was featured as a reformer in the Sydney Morning Herald's 100 Most Influential People for 2012, in recognition of her positive impact on school and local community as the Principal of Cranebrook High School. Her relentless advocacy for Aboriginal students has also produced outstanding results. Indigenous students from the Penrith and Cambridge Park networks now regularly exceed state targets for school attendance and completion, and literacy and numeracy learning. Such a commitment was recognised when she received the NSW Nanga Mai Award for her significant contribution to Aboriginal Education in NSW public schools.

Ms Summerhayes has held a number of executive roles at the NSW Department of Education with a core focus on building system capacity. Her ability to manage and improve the leadership capacity and development of the Directors Educational Leadership, Principals and middle leaders in her schools is well recognised within the Education community, and of the highest standard. She has led and navigated schools through difficult challenges, including the COVID-19 pandemic, industrial action and severe flooding across NSW.

Ms Summerhayes currently leads the operations of 266 schools with over 111,000 students. She models the Department's values of trust, integrity and excellence, serving her community and providing equitable access to high quality education for children.

Ms Summerhayes displays great courage and accountability in the way she advocates for students and schools. She is held in the highest regard by her colleagues, peers and communities and valued for her ability to drive executive capability and development, motivate individuals and create a culture where leaders strive for excellence.

PUBLIC SERVICE MEDAL (PSM)

Dr Kim Liane SUTHERLAND, Wamberal NSW 2260

For outstanding public service to NSW Health, particularly during the COVID-19 pandemic.

Dr Kim Sutherland currently serves as the Director of the Evidence Directorate for the Agency of Clinical Innovation.

During the COVID-19 pandemic, Dr Sutherland led the Critical Intelligence Unit, a team established to guide the decision makers across government with the most up to date clinical intelligence on COVID-19.

From March 2020, Dr Sutherland has led a highly skilled team whose role is to review all available information on COVID-19, rapidly assess its relevance, and summarise the critical insights. This information is shared with the Public Health and Health System emergency operations teams, clinical leaders and political leaders, so they can make the best possible decisions for the health of the people of NSW.

Under Dr Sutherland's guidance, each day the Unit pull together two types of briefing information: Daily Operational Data showing the status of the pandemic in NSW and its impact on the health system compared with the expected trajectory, and Clinical Evidence Briefs that cover the latest global thinking on COVID-19 from academic and non-academic sources across the full range of topics from emerging clinical treatments to the characteristics of variants, vaccine efficacy, and surge health care delivery models. Dr Sutherland then participates in daily Clinical Intelligence Group meetings, presenting the daily evidence check and digests to the group. Under her stewardship, the analysis of thousands of scientific papers, medical journals and data (often with a rapidly changing evidence base) has meant that decision makers across government have had the most up-to-date clinical intelligence on which to base their decisions.

Dr Sutherland has worked relentlessly over the course of the COVID-19 pandemic, often working seven days a week, for months on end during the first, second, Delta and Omicron waves, ensuring the Critical Intelligence Group was aptly supported. She is an exceptional public servant who is deeply committed to delivering the highest quality service and outcomes, which she has done with humility, integrity, and a gentle leadership style that has built a committed, capable, and loyal team.

PUBLIC SERVICE MEDAL (PSM)

Mr Michael John THOMPSON, Jerrabomberra NSW 2619
For outstanding public service to Queanbeyan-Palerang Regional Council.

Mr Michael Thompson, who currently serves as Portfolio General Manager, Natural and Built Character at Queanbeyan-Palerang Regional Council, has dedicated his entire career to the Queanbeyan-Palerang community.

As a long-time resident of the community, Mr Thompson is passionate about striking the balance between the natural and built environment of the Queanbeyan and Palerang areas, and maintains community interest at the core of his innovation and decision making. His contributions to the Council across waste management, sustainability and development have significantly enhanced the reputation of the Council.

During his 40-year career with Council, Mr Thompson has been instrumental in the design and implementation of a number of strategic projects. In 1999, he presented the Plan of Management for Waste and Recycling Services to Council, resulting in the introduction of a new 3-bin kerbside collection system and the design and implementation of a new transfer station for green waste and recyclables. This project made the Council a leader in the field of recycling at the time.

More recently, the Queanbeyan River Corridor Project required significant consultation with the community to develop a 10-year strategy for the use and conservation for the Queanbeyan River Corridor. This resulted in the Queen Elizabeth II Park receiving an Infrastructure Sustainability Council of Australia Excellence rating; the first of its kind for a recreational facility in Australia and a credit to Mr Thompson's vision of innovative development to reduce the ecological footprint on our natural areas.

Today, Mr Thompson leads his team to consolidate and refresh the approach to sustainability, continues to improve traditional DA processes through a digital platform, and guides the community through a new consolidated Local Environment Plan.

Mr Thompson has worked relentlessly over the past 40 years to improve the services and facilities within the Queanbeyan-Palerang community now and for future generations. He is a highly respected leader within Council, is a valued mentor to other staff and is renowned for his strategic thinking and innovative ideas.

PUBLIC SERVICE MEDAL (PSM)

Victoria

Mr Argiri ALISANDRATOS, Bentleigh VIC 3204

For outstanding public service to the community, particularly to Victoria's most vulnerable.

Mr Argiri Alisandratos has worked tirelessly for over 25 years to improve the lives of Victoria's most disadvantaged communities. Through his work on the Victorian Government's Roadmap for Reform, he has helped ensure disadvantaged children and youth reach their full potential.

Mr Alisandratos's experience as a strong ally to Aboriginal communities across Victoria has been a key driver in the implementation of Aboriginal strategies within the Department of Families, Fairness and Housing, especially through the Yoo-rook Justice Commission truth-telling process.

In response to the COVID-19 pandemic, Mr Alisandratos has been a guiding force to enable community services to better support their people, as well as supported his colleagues during a time of uncertainty. Mr Alisandratos' contribution has ensured that Victoria's most disadvantaged communities have been given the respect and support they deserve.

Mrs Pitsa BINNION, VIC

For outstanding public service to education in Victoria.

Mrs Pitsa Binnion is an extraordinary educational leader. Her commitment over 39 years, as a teacher and principal, to ensuring the best outcomes for students is enduring, including in the face of the uncertainty brought on by the COVID-19 pandemic.

As Principal of McKinnon Secondary College, Mrs Binnion has been persistent in her pursuit of educational excellence, with a remarkable impact on the performance and growth, including the development of a second campus.

Mrs Binnion's educational leadership, including work with other principals, and her devotion to improving outcomes, has had a marked impact on the Victorian education system and the lives of many students.

PUBLIC SERVICE MEDAL (PSM)

Mr Geoffrey Philip BLOCK, Yinnar VIC 3869
For outstanding public service to education in Victoria.

Mr Geoff Block has demonstrated exemplary leadership as a teacher and principal in Victoria for over 40 years, showing a commitment to transformative education in the La Trobe Valley.

Mr Block has made a significant contribution to international education as the leader of the Kurnai International Program since 1999, growing it into a major avenue for cross-cultural exchanges. He has also pioneered vocational education and training in schools through the delivery of the pilot program in Gippsland secondary schools to expand learning opportunities and pathways.

Throughout his career, Mr Block's stewardship and dedication has been instrumental in improving educational outcomes, particularly for students from disadvantaged backgrounds.

Ms Claire Jennifer BOARDMAN, Mount Martha VIC 3934
For outstanding public service to health in Victoria, particularly for the COVID-19 response.

Ms Claire Boardman is a leader in infection prevention and infectious diseases, and founder of the Australasian College of Infection Prevention Control. Her advisory roles have covered the breadth and entirety of the COVID-19 response, from communities to health organisations and government agencies.

The Infection Prevention Control Advice and Response unit was set up by Ms Boardman during the early stages of the COVID-19 pandemic and has provided clear infection prevention and control advice and training to those who work on the frontlines battling the pandemic.

Ms Boardman's diligence and perseverance over her many years of public service and recent leadership during the pandemic will impact disease management in Australia for years to come.

PUBLIC SERVICE MEDAL (PSM)

Mr John BRADLEY, VIC 3015

For outstanding public service to strategic policy reform and delivery in Victoria, particularly in the areas of energy and natural resource management.

Mr John Bradley has demonstrated exemplary leadership in the delivery of policies to improve sustainable outcomes for communities for over 30 years.

With a focus on place-based solutions, Mr Bradley has overseen numerous major policy and infrastructure reforms across different jurisdictions. In his current role as Secretary to the Department of Environment, Land, Water and Planning, he leads a workforce comprising more than 4,800 staff across 91 locations in Victoria. Recognised as a transformative leader, he is not only a strong advocate of innovative public administration, but also an active promoter of inclusion and diversity with initiatives to create culturally-safe workplaces for staff.

In often challenging policy environments, Mr Bradley has navigated complexity through problem-solving, with an unwavering commitment to excellent leadership and stakeholder engagement.

Mr Bradley has achieved a substantial record of achievement in public policy innovation which will have lasting positive impacts on generations to come.

Ms Genevieve Mary DOLAN, VIC

For outstanding public service in the delivery of communications in Victoria, particularly for the COVID-19 response.

Ms Genevieve Dolan is a respected leader in the Victorian Public Service, with notable service leading the Victorian Government's communications strategy at the Department of Premier and Cabinet during the COVID-19 pandemic.

Ms Dolan's strategic planning and oversight set the foundations and systems for streamlined communication, ensuring all Victorians had access to high-quality, timely and accurate information which was customised for their requirements.

Throughout her public service career, Ms Dolan has led strategic communications for a wide range of services and policy reforms. She is a passionate and effective advocate for gender equality and workplace mental health and wellbeing.

PUBLIC SERVICE MEDAL (PSM)

Associate Professor Nadia Deborah FRIEDMAN, Newtown VIC 3220
For outstanding public service to health in Victoria, particularly for the COVID-19 response.

Associate Professor Deborah Friedman is one of Australia's leading infectious disease physicians and has helped lead the Victorian COVID-19 Infection Prevention and Response unit throughout the pandemic to provide national gold-standard advice.

Associate Professor Friedman's leadership has spurred innovation in the field of infectious disease control from resourcing and policy development to strategy and implementation across the nation. The standards that she set for the COVID-19 response enabled Victoria to safely reopen and major state events to proceed.

Following on from leadership in infection control, Associate Professor Friedman became Deputy Chief Health Officer in the COVID response in Victoria.

Associate Professor Friedman's expertise and tenacity has helped guide Victoria safely through the pandemic.

Mr Marcus John HORWOOD, Mildura VIC 3500
For outstanding public service to community health and safety in Victoria.

Mr Marcus Horwood has tirelessly led work to improve health outcomes for the Aboriginal community in the Mallee area. He has continually demonstrated a readiness to go above and beyond, ensuring the community he serves remains safe and supported.

Mr Horwood's rapport and engagement with the local community, in particular the Murray Valley Aboriginal Cooperative, has been invaluable in assisting people to navigate government processes and ensure the provision of necessary resources.

Through his commitment to relationship-building and essential service delivery, Mr Horwood has had a profound impact on the lives of many vulnerable community members.

PUBLIC SERVICE MEDAL (PSM)

Ms Kate Alexandra HOUGHTON, Malvern East VIC 3145

For outstanding public service to policy and program delivery in Victoria, particularly in the area of community health.

Ms Kate Houghton has been dedicated to ground-breaking policy work in health, Aboriginal affairs, justice and the environment for over 25 years. These roles have demanded a commitment to evidence-based policy and personal integrity, which she has consistently upheld.

Notably, Ms Houghton's leadership of the whole-of-government response to the COVID-19 pandemic and her work in water policy have been of immeasurable benefit to the Victorian community.

In her willingness to persevere through uncertainty and pioneer innovative approaches to policy, Ms Houghton has proven herself to be an exceptional and dependable leader.

Mr Stanislav Antun KRPAN, Essendon VIC 3040

For outstanding public service to policy and program delivery, particularly in the areas of environmental and social policy.

Mr Stan Krpan has dedicated his career to regulatory reform and policy innovation, particularly in relation to sustainability, renewable energy and regulation. A passion for social and environmental justice has enabled him to achieve many successful reforms for over 20 years.

Mr Krpan's talent for tackling complex policy challenges is evident in his contributions to creating safer and more sustainable communities. This includes the design and implementation of the Solar Homes Program which has encouraged the uptake of renewable energy.

Mr Krpan's achievements as a policy adviser and leader have had an enduring impact on both the public service and the broader Victorian community, who continue to benefit from the numerous initiatives he has championed.

PUBLIC SERVICE MEDAL (PSM)

Mr David Julian STOCKMAN, Thornbury VIC 3071

For outstanding public service in the delivery of communications in Victoria, particularly for the COVID-19 response.

Mr David Stockman has worked in government communications for over ten years and is a respected leader in the Victorian Public Service.

During the COVID-19 pandemic, Mr Stockman's outstanding leadership ensured Victorians had access to customised high-quality, timely and accurate communications.

His leadership in communications has also had a significant impact on improving the health and wellbeing of Victorians in complex policy areas.

Mr Stockman has led teams with skill and compassion and takes a values-based approach to communications to improve the lives of Victorians, including during the COVID-19 pandemic.

Ms Helen Marie-Therese VAUGHAN, Newtown VIC 3220

For outstanding public service to policy and program delivery in Victoria, particularly in the area of natural resource management.

Ms Helen Vaughan has dedicated her career to exceptional service delivery for regional communities. Her role in delivering several major initiatives has ensured that Victoria's water resources are safe, accessible and sustainable into the future.

Ms Vaughan's leadership is underpinned by a culture of inclusiveness. She has championed initiatives to drive greater representation of women in the sector, as well as leading work on incorporating the self-determination of Aboriginal Victorians into program delivery.

With extensive experience across a vast array of complex policies and strategies, Ms Vaughan has shown a consistently exceptional standard of stakeholder engagement, and her contributions have been pivotal in modernising Victoria's water system, to bring lasting benefits to the community.

PUBLIC SERVICE MEDAL (PSM)

Dr Alexandra Elizabeth WEST, VIC

For outstanding public service to Victoria Police, particularly in mental health.

Dr Alexandra West has made an indelible contribution to mental health services within Victoria Police for over ten years.

Dr West's role within the Victoria Police Mental Health Review led to significant changes that reached beyond the Police Psychology Unit. A raft of reforms to improve the delivery of mental health services to Victoria Police employees were implemented as a result of her determined efforts.

Dr West was also the primary author of the Victoria Police Mental Health and Wellbeing Strategy and Action Plan, which has been instrumental in ensuring sustainable mental health services in Victoria Police.

Dr West's leadership has embedded a new standard of managing mental health within the public sector and has influenced not only the state of Victoria, but other jurisdictions in Australia and around the world.

PUBLIC SERVICE MEDAL (PSM)

Queensland

Ms Paula Maree DUFFY, Worongary QLD 4213

For outstanding public service in nursing and the response to the COVID-19 pandemic.

Paula Duffy has worked for the Gold Coast Hospital and Health Service for 20 years and was promoted to the role of Executive Director of Nursing, Midwifery and Patient Experience, after formerly holding the position of Executive Director of Integrated Ambulatory and Community Services, incorporating one of the largest Emergency Departments in Australia.

Ms Duffy's professional relationships and concentrated efforts across the organisation have been fundamental to the management of COVID-19 at Gold Coast Hospital and Health Service. Extremely well regarded by the leadership in the Queensland Ambulance and Police service, her strong leadership has been the glue that helped the Gold Coast navigate the challenges of being the first region to experience the Omicron variant peak in Queensland. She coordinated the hospital response which required the opening of 9 dedicated COVID-19 wards and 2 ICU pods.

Ms Duffy is a leader across all aspects of the COVID-19 response, ranging from the creation of testing centres in the community to facility screening desks, quarantine hotels, dedicated COVID-19 wards, virtual wards and partnering with private hospitals to increase public patient capacity. For the last two years she has been the key contact for the Gold Coast, reporting to the state bodies and coordinating complex arrangements across the city to support the COVID response.

The contribution by Paula Duffy to her profession, and the high regard in which she is held, is testament to her quality standards and consistent contribution to the public health sector over decades.

PUBLIC SERVICE MEDAL (PSM)

Mrs Sally-Ann EDWARDS,
For outstanding public service for the Isisford community.

Mrs Sally-Ann Edwards is a valued and respected public service leader from Isisford, in Outback Queensland. As the Isisford Branch Manager with Longreach Regional Council, she has consistently delivered an outstanding level of service to the community over more than a decade. Mrs Edwards dedicated 30 years of service to Local Government, based in Isisford.

Mrs Edwards is the face of Council in the community, and leads a multi-disciplinary team of administrative and operational staff across a variety of departments, including customer service, parks and gardens, public works, maintenance, and more.

Mrs Edwards' experience, knowledge and professionalism enable her to be a very effective and charismatic leader to her team. She truly shines in her ability to relate to the community. Her skills handling sensitive and challenging matters decisively, but with empathy, are second-to-none. She is a skilled and persuasive communicator and is always comfortable being frank and open with Councillors, staff, and the community.

In addition to her professional duties, Mrs Edwards is an active participant in most regional community initiatives, serving on countless organisations such as the Isisford Race Club, Isisford Golf Club, the Annual Isisford Fishing Competition, Isisford Rural Fire Brigade, Yaraka Campdraft Association, and many more. She manages these commitments with the utmost professionalism and sets an example for any public servant who wishes to engage with the community outside of their official duties.

Mrs Edwards' leadership has directly contributed to improved outcomes for the Isisford and Yaraka communities, through her work at Council and on the various community groups that she assists in her own time. She has played an important role in the social and cultural development of the Isisford and Yaraka communities. Through her outstanding professionalism and dedication, Ms Edwards has guided the sustainability of her community over many years.

PUBLIC SERVICE MEDAL (PSM)

Ms Dianne Michelle FRANCISCO, QLD

For outstanding public service in environmental and public health services, particularly during the COVID-19 pandemic and flood events.

Ms Dianne Francisco has served the Balonne Shire Council for 22 years, providing quality environmental and public health services to the communities.

In the past two years Ms Fransisco has assisted all categories of business in the Shire from hospitality to agricultural sectors, participating in disaster response and recovery for the pandemic and flood events. She has assisted businesses to keep their doors open and operating in this ever-changing environment.

Ms Francisco's commitment to local government was recently recognised at the Local Government Association Queensland annual conference as a community champion. Her dedication to going above and beyond her responsibilities as an Environmental Health Coordinator and her care and attention to detail, all demonstrate her outstanding service and commitment to excellence in serving the general public.

PUBLIC SERVICE MEDAL (PSM)

Mr Todd Anthony HARRIS, Tarragindi QLD 4121

For outstanding public service in Queensland's sporting and major events, particularly through the COVID-19 pandemic.

Mr Todd Harris is the CEO of Stadiums Queensland (SQ) overseeing the state's biggest ever year of sport in 2021.

For the most part, Queensland has been open for business throughout the pandemic, with the state's health response allowing us to live with far less restrictions than other states.

Mr Harris made the most of this opportunity as he recognised that these sporting and major events gave Queenslanders and those watching from home in other states, a welcome distraction, a reason to dream and to be inspired in hard times.

Over the past two years, Mr Harris led the acquisition, negotiating and hosting of a number of headline events, including hosting two history making grand finals - the AFL grand final in 2020 and NRL grand final in 2021, international rugby events, international test match cricket and the entire 2020 Super Netball season, which relocated to Queensland for 2020.

In 2021, over 2.9 million people were able to attend events across SQ venues. In maintaining a full events calendar, Mr Harris continued to support those jobs and provide ongoing income for workers across the events industry, as well as catering, cleaning, maintenance and construction.

Throughout the 2021 sporting season, we saw a growing interest in our communities and regions, with Townsville having the opportunity to host the first game in the State of Origin series with only ten days' notice, working to support wider community activations and offering a boost to the economy, all possible through Mr Harris' leadership.

Mr Harris' contribution to support active lifestyles, regional communities and keeping our visitor economy tracking during the pandemic has strengthened SQ's reputation in leading national events which will support Queensland's next steps onto the global stage, for the Brisbane 2032 Games.

PUBLIC SERVICE MEDAL (PSM)

Mr David NEWBY, QLD

For outstanding public service in whole-of-government financial reporting.

David Newby has excelled in providing outstanding public service to the Queensland Government in the field of whole-of-government financial reporting and budgeting during his 20-year service within Queensland Treasury.

As Treasury's Director - Financial Reporting since 2014, he and his team have been at the forefront of providing accounting and financial reporting advice to support the Queensland Government with its significant reporting obligations.

Mr Newby's key priority has been to lead a high performing, small team to facilitate the preparation of the state's financial statements in the annual Queensland Budget and the Report on State Finances. The team particularly excelled in service delivery in the 2020-21 financial year when COVID-19 presented a number of additional challenges to whole-of-government reporting and budgeting.

Mr Newby showed innovation and an agile approach when leading and managing the introduction of processes for the state's financial data and reporting, which have significantly increased efficiency and reliability of financial reporting. He is a technical expert who provides detailed and strategic accounting advice on complex transactions including the Cross River Rail project and other Public Private Partnerships, Queensland Future Fund, and asset sales as well as contributing to reporting frameworks for the Public Sector.

Throughout his career Mr Newby has demonstrated very high levels of expertise, professionalism and integrity. He has been a source of inspiration and guidance for his team. He has also enhanced the transparency and accountability of government through producing high quality financial information.

PUBLIC SERVICE MEDAL (PSM)

Ms Maree Ann PARKER, QLD 4552

For outstanding public service in regional development, infrastructure planning and delivery and disaster economic recovery.

For the past 18 years, Ms Parker has played a pivotal role in assisting the Queensland Government deliver results in economic and regional development, infrastructure planning and delivery, and disaster economic recovery.

After beginning her grassroots public service career as a physical education schoolteacher, Ms Parker's interest in policy, combined with drive, innovation, leadership and ability to deliver real outcomes, soon escalated her through the ranks to her current role of Deputy Director-General in a central government agency.

Ms Parker's career has always been driven by professionalism, guidance, support and a genuine interest and concern in the well-being of all Queenslanders. Her ability to secure cross-agency cooperation, and actively and quickly engage with business, industry, councils, not-for-profits and the community, is particularly highlighted in times of disaster.

In 2020, as Deputy Under Treasurer, she oversaw delivery of Queensland's Economic Recovery Plan, supported by regional economic plans, in response to COVID-19.

When cyclones, flooding or bushfires strike this most natural disaster-prone state, or industries suffer major setbacks such as the Kingaroy Swickers fire, Ms Parker activates rapid economic response teams to identify issues and provide solutions. Another notable example of this is Ms Parker's role as chair of the Binna Burra Lodge Recovery Taskforce, following the September 2019 fire. Her oversight of Queensland's infrastructure planning and delivery agenda is leading to a new long-term strategy, supported by regional plans being delivered this year.

Ms Parker led the implementation of the Queensland Government's Building our Regions program which, to date, has seen more than \$348 million of funding to 271 projects across 67 local government areas, supporting an estimated 2770 construction jobs and many flow-on economic development opportunities.

Ms Parker champions career development and learnings for all her staff, and enacts positive cultural change, to maximise her department's output in supporting a strong, resilient, connected Queensland.

PUBLIC SERVICE MEDAL (PSM)

Professor Ajay RANE OAM, Townsville QLD 4810
For outstanding public service in women's health in Queensland.

Professor Ajay Rane's stellar career as a surgeon, academic, and humanitarian has changed the lives of countless women in Australia and across the developing world.

Professor Rane is a member of the Townsville Hospital and Health Board where he drives an agenda for equity in health outcomes and intimately understands the challenges faced by women and girls living in remote Indigenous communities.

Professor Rane is the founder of Flourishing Women, a charity that raises funds for women in crisis and global awareness of the plight of women in the developing world, who are subject to dangerous childbirth practices, female genital mutilation, and, through untreated fistula, are vulnerable to homelessness, destitution, and premature death.

For more than 25 years, Professor Rane has treated women with significant childbirth injuries including fistula, which is endemic in sub-Saharan Africa and South Asia. He is wholeheartedly committed to equity in health outcomes and his considerable pro bono work is testament to delivering equitable healthcare and improving outcomes for women and girls who live in poverty and with disadvantage. He has also worked, pro bono, in low-resourced medical schools in Asia and Pacific Island nations so trainees can compete in the international medical arena.

Professor Rane is a prolific researcher on topics including mesh and stem cells, effect of postural muscles on micturition, intravesical steroid injections for interstitial cystitis, epidural uptake in public and private settings, and awareness of female genital mutilation among midwives and junior doctors in Australia.

There is little question that Professor Rane's work has changed lives. He is an outstanding surgeon in a challenging sub-speciality that treats women with genital trauma and debilitating stress incontinence caused by childbirth. His ground-breaking research and surgical innovation, coupled with his passion for women's reproductive rights and wellbeing, have unveiled taboo topics and paved the way for improved quality of life for thousands of Queensland women, including those living in rural, remote, and regional areas and women around the globe.

PUBLIC SERVICE MEDAL (PSM)

Western Australia

Ms Angela KELLY, East Perth WA 6004

For outstanding public service in the Western Australian health system, particularly during the COVID-19 pandemic.

Ms Angela Kelly has devoted herself to the improvement of the Western Australia public health system, from system performance and financial management to strategic planning and corporate governance, and has proven herself adept, responsive and flexible in addressing the various challenges.

Since early 2020, Ms Kelly has undertaken various senior roles across the Western Australian public sector, most recently as the Acting Deputy Director General in the Department of Health assisting in guiding the state's response to the COVID-19 pandemic. Her leadership, planning and corporate management expertise has been critical to ensuring the implementation of the many time critical requirements of responding to the pandemic, and in supporting the respective Directors General and the Chief Health Officer to successfully fulfil their roles.

Ms Kelly's ongoing support has ensured that the key roles and operations of the Department of Health can continue, while also providing critical assistance in managing the additional responsibilities for planning, preparing for and responding to the COVID-19 pandemic.

Ms Joanne Maree STAMPALIA, Gnangara WA 6077

For outstanding public service in operational reform and modernisation of the Courts and Tribunals of Western Australia.

Ms Joanne Stampalia has demonstrated outstanding service across her public service career, most notably through her work with the Department of Justice to inspire operational reform and modernisation of the Courts and Tribunals of Western Australia.

An advocate for implementing a therapeutic approach to the justice system, Ms Stampalia has successfully advocated for significant amendments to legislation concerned with family and domestic violence, to implement innovative court processes that aim to reduce litigation timeframes and decrease victim retraumatisation.

Ms Stampalia's support of new programs and policies from inception to implementation has led to the development of a holistic, more collaborative and effective approach to the criminal and civil justice system.

PUBLIC SERVICE MEDAL (PSM)

Mr Raymond William WARNES, WA

For outstanding public service in leading significant organisational reform of the Western Australian Corruption and Crime Commission.

As Chief Executive of the Corruption and Crime Commission, Mr Ray Warnes has transformed the Commission's approach to corporate governance, leading significant reforms to key decision-making bodies including the Operations Committee and the Commission Executive Committee. The reforms focused on enabling the Commission to achieve its strategic aims and statutory functions.

Mr Warnes has also initiated and led organisational change across the Commission, leading the review and change process of the Commission's assessment unit. The review led to improvements in the process for oversight of serious misconduct investigations conducted by agencies. The process has been successful in focusing the Commission's oversight efforts on key serious misconduct risks.

Mr Warnes embodies public sector values of accountability and personal integrity.

PUBLIC SERVICE MEDAL (PSM)

South Australia

Dr Thomas James DODD, Fullarton SA 5063

For outstanding public service and world-class innovation and leadership in pathology services across South Australia.

Dr Tom Dodd is a committed and passionate leader of patient care. He has ensured clinical excellence while driving improvements in the performance, quality and safety of pathology services across South Australia's public and private health sectors.

Appointed as Clinical Services Director for SA Pathology less than a year before the outbreak of COVID-19, he has delivered significant improvements and efficiencies of SA Pathology's business services to ensure the organisation was exceptionally well-placed to manage the demands of the pandemic.

Dr Dodd has played a crucial role in the state's COVID-19 response. He was responsible for establishing SA Pathology's testing capability within days of COVID-19's genome sequence being published online. The in-house testing platform operates independently of commercial tests, and its establishment was critical to South Australia's ability to maintain high testing numbers despite worldwide reagent shortages.

Dr Dodd's innovative approach led to unique and clinically excellent solutions both before and during the pandemic, including opening Australia's first drive-through testing site at the Repatriation General Hospital and a world-first detection dog trial at Adelaide Airport. He also established a dedicated domiciliary care service critical in protecting vulnerable citizens, including those in residential care facilities.

Under Dr Dodd's expert clinical guidance, test turnaround times for Local Health Networks and GPs in the wider community have noticeably improved. He is driven by his commitment to excellent service provision and sustaining the gains made in pathology turnaround times across all diagnostic pathology tests.

Dr Dodd's outstanding leadership and world-class innovation have benefited all South Australians, helping to keep them safe and healthy throughout the global pandemic.

PUBLIC SERVICE MEDAL (PSM)

Mr David Glen REYNOLDS, Grange SA 5022

For outstanding public service on South Australia's economic and financial response, during the COVID-19 pandemic.

David Reynolds has led the implementation of South Australia's economic and financial response during the COVID-19 global pandemic, while fulfilling his duties as Chief Executive of the Department of Treasury and Finance.

Mr Reynolds joined the South Australian public sector in 1995 and was promoted to the role of CE in 2015. As a leader of 1800 employees, he is a well-respected public servant of high integrity and provides well-considered, frank and timely advice. A member of the government's COVID-19 Transition Committee, (and its successor groups), he is an expert contributor who applies an appropriately balanced view to addressing the health, economic and social implications of the state's pandemic response.

In the past two years, Mr Reynolds' leadership has helped shape the \$4 billion Economic Stimulus Package, which also leverages a further \$1 billion in Commonwealth, local government, and business investment. The largest stimulus program in the state's history, included numerous grants and relief programs to benefit communities, people, and organisations in need across South Australia. In particular, he ensured Small Business Grants were delivered in a timely manner with minimal red-tape to assist those impacted by COVID-19 lockdowns. Thousands of relief payments were made within days of the grants being announced because he mobilised a skilled team to expedite this much-needed assistance. This level of responsiveness and ability to lead people through complex and challenging times is a hallmark of his professionalism.

Mr Reynolds' innovation during the pandemic in mobilising employees for community needs while continuing business-as-usual services by the department has created a more mobile, flexible workforce.

Under his direction, the Department of Treasury and Finance has strengthened its commitment to customer service, ensuring the skills and abilities of its workforce are used for the betterment of the state.

PUBLIC SERVICE MEDAL (PSM)

Ms Fiona WARD, Exeter SA 5019

For outstanding public service in child protection and community services for children and families in South Australia

Fiona Ward has dedicated more than three decades to improving outcomes for children and young people across child protection, community support and family services, with a strong focus on social justice in South Australia.

A qualified social worker, Ms Ward joined the South Australian public service after graduating in 1990, progressing through Families SA and Aboriginal Affairs & Reconciliation to her current position as the Department for Child Protection's Deputy Chief Executive.

Ms Ward has achieved significant outcomes in both the child protection and Aboriginal affairs portfolios and her service demonstrates her strong commitment to the voice and agency of vulnerable and marginalised people in public policy. She has led large scale reform focused on enhancing supports for Aboriginal children, families and communities, as well as holding agencies to account for their service responsibilities and commitments.

Establishing successful partnerships across the health, early intervention, disability and domestic violence sectors is integral to her work. She is also known as a skilled negotiator and strategic thinker, capable of navigating difficult political terrain and developing innovative and workable solutions to complex challenges.

As a leader of change, Ms Ward has led national reform initiatives for children and young people including the development of the National Framework for Protecting Australia's children Safe and Supported 2021-2031. She has also shown steadfast leadership and determination to resolve barriers for children and young people in care to access key disability services and supports.

In addition to her championing of children and young people, Ms Ward has been instrumental in achieving key transformative changes ranging from the Stolen Generations Reparations Scheme to constitutional recognition for South Australia's First Peoples, as well as the successful negotiation of the Commonwealth-State-community APY Lands Regional Partnership Agreement, all of which have lasting community impact.

During the current COVID-19 pandemic, Ms Ward has led the Department for Child Protection's response, helping its workforce to embrace new technologies and agile processes to ensure support and service continuity for children and young people in care.

PUBLIC SERVICE MEDAL (PSM)

Ms Janet Gai WILLOUGHBY, Ethelton SA 5015

For outstanding public service in developing public urban spaces and a community gardening movement for the City of Charles Sturt.

Janet Willoughby is recognised for her outstanding leadership and commitment to civic participation through the development of public urban spaces and a community gardening movement across Adelaide's western suburbs.

Ms Willoughby is Open Space Community Planner at Charles Sturt Council. Her current role is the culmination of three decades of working and holding senior roles in horticulture and arboriculture at Charles Sturt (and previously the former Woodville Council). She combines her expertise and technical knowledge with her natural leadership, drive and passion for gardening.

In a previous role, Ms Willoughby identified a significant opportunity to address a gap in the council's support for emerging community gardening groups. In 2018, she was given the current role of Open Space Community Planner with the priority to create valued open public urban spaces that bring people together and reflect the area's local character.

In this role, Ms Willoughby also supports and builds community resilience, a sense of belonging and encourages civic participation. Under her guiding hand, a growing network of more than 20 active and committed gardening groups and new formal and informal community gardens have emerged across the council area. These groups are creating a deep sense of community, important social connections and generally improving their local environment through a range of greening and gardening activities.

Ms Willoughby has demonstrated strong leadership and mentoring capability both internally across the council organisation and externally to the local community. She has also emerged as a role model within the wider local government sector in the community gardening space; she hosts weekend tours for interested visitors keen to create their own garden group networks.

Ms Willoughby visits and assists many of the community gardening groups after hours and on weekends, volunteering her time to nurture these valuable recreational, social and educational resources.

PUBLIC SERVICE MEDAL (PSM)

Tasmania

Ms Jennifer Patsy GALE, Kingston Beach TAS 7050

For outstanding public service during the COVID-19 pandemic.

Ms Jenny Gale has demonstrated exemplary leadership and made an extraordinary contribution to keeping Tasmanians safe from COVID-19, during an unprecedented and challenging two years and she continues to do so.

As Secretary of Department of Premier and Cabinet and Head of the State Service, Ms Gale has worked in close liaison with the State Controller and State Health Commander and other agencies to ensure the coordination of the response to the most serious and prolonged public health emergency in our lifetime.

Ms Gale has been instrumental in setting the standard for a collegiate multi-agency approach to the management and recovery efforts, even in the most challenging setting. She has worked tirelessly throughout the pandemic to ensure that decisions are fully informed with the ultimate outcome of protecting the safety of Tasmanians.

Throughout the pandemic, the Government has relied on the leadership of Ms Gale and her ability to provide extensive advice on actions required. She has demonstrated strong leadership at state and national levels which has been pivotal in Tasmania's response, particularly as circumstances changed rapidly. Ms Gale led her teams to quickly respond to emerging needs for public communication and support, in the acquisition and distribution of rapid antigen tests and in ensuring continuity of Government services to the community. Ms Gale established a regular communications network with all government business enterprises and state-owned companies to ensure currency of information and channels for support.

Despite the enormity of her workload, Ms Gale has continued to support the Government and Tasmanian state servants through her day-to-day roles. At the same time she recognised the toll the workload and pressure placed on those around her and she provided personal support. This support and her ability to listen were greatly valued.

Ms Gale has demonstrated exceptional skills of diplomacy, ensuring collaboration across multiple agencies and stakeholders, and negotiated positive outcomes for the community during these extremely demanding times.

PUBLIC SERVICE MEDAL (PSM)

Commissioner Darren Leigh HINE AO APM, TAS 7000

For outstanding public service in emergency management during the COVID-19 pandemic.

During an unprecedented and challenging two years, Commissioner of Tasmania Police, Darren Hine has demonstrated exemplary leadership and made an extraordinary contribution to keeping Tasmanians safe from the threat of COVID-19. He continues to do so.

As State Emergency Management Controller under the Emergency Management Act 2006, Commissioner Hine assumed responsibility for coordination of the whole of Tasmanian government emergency response. Supported by Public Health and the State Control Centre (SCC), Commissioner Hine provided strategic advice and support to the Premier of Tasmania, Ministers and Heads of Agency, as they navigated Tasmania through the emergency.

Commissioner Hine was responsible for issuing Directions under the Act that imposed unprecedented restrictions for those wanting to enter the state, to limit the impact and spread of COVID-19. These Directions, made by Commissioner Hine with the advice of Public Health and the SCC, were instrumental in suppressing COVID-19 in the Tasmanian community.

Throughout, Commissioner Hine has had the safety, wellbeing and support of his workforce, colleagues and fellow Tasmanians at the forefront of his decision-making and actions. He deservedly holds the respect and trust of those around him and the wider community. He has consistently demonstrated a respectful, supportive, calm, reassuring and approachable leadership style, with an absolute commitment to the safety of Tasmanians.

PUBLIC SERVICE MEDAL (PSM)

Ms Kathrine Louise MORGAN-WICKS, South Hobart TAS 7004

For outstanding public service in health leadership and reform during the COVID-19 pandemic.

Ms Morgan-Wicks assumed the role of Secretary Department of Health in September 2019. On taking up this position she developed and commenced an agency-wide governance and accountability reform agenda.

In accordance with Tasmanian emergency management arrangements, the Department of Health is the Response Management Authority for COVID-19. In March 2020, a Public Health Emergency was declared, followed shortly by a declaration of a State of Emergency. Ms Morgan-Wicks assumed the unfamiliar role of State Health Commander taking responsibility for providing strategic leadership, coordination and direction of COVID-19 preparedness planning, response operations, and consequence management across the health portfolio.

In late March 2020 Tasmania experienced the first major hospital-based outbreak of COVID-19 in Australia. At this very early stage of the pandemic, without the benefit of additional information about transmission risk and pathways that have emerged since, Kathrine took decisive action in the face of great uncertainty and consequence and made the unprecedented but critical decision to close, deep clean and recommission two major hospitals. This was in order to suppress any further spread of the disease and best protect an already affected, concerned and vulnerable community.

Ms Morgan-Wicks' decisions and actions were found to be a major, difficult and ultimately correct, course of action, preventing a far worse outcome had she not acted at the time and in the manner that she did.

Ms Morgan-Wicks has and continues to provide outstanding leadership during a period of unparalleled difficulty, uncertainty, and risk. She has worked at state and national levels to successfully lead Tasmania's health response to COVID-19. She has displayed unwavering resolve to further develop and strengthen measures to reduce disease transmission and ensure health service viability and capacity, evidenced by her demonstrated culture of collaboration to repeatedly navigate the challenges presented by COVID-19 and competing health system priorities.

PUBLIC SERVICE MEDAL (PSM)

Dr Mark George VEITCH, Mount Nelson TAS 7007
For outstanding public service during the COVID-19 pandemic.

Dr Veitch became Director of Public Health in 2017.

In March 2020, Dr Veitch declared a public health emergency using his statutory power under the Public Health Act 1997, to manage the threat of the COVID-19 pandemic in Tasmania. Throughout this time of sustained and demanding pressure, he has consistently provided evidence-based public health policy advice to the Tasmanian Premier and Ministers, in line with emerging scientific findings. He has represented Tasmania on the Australian Health Protection Principal Committee and translated advice to the Tasmanian context.

Once border restrictions were eased in December 2021, Dr Veitch's careful and considered planning of public health and social measures to manage the spread of COVID-19 into Tasmania, has contributed to a low incidence of serious illness, protected vulnerable Tasmanians and preserved the capacity of the health system.

Through the response to COVID-19, Dr Veitch has worked effectively across government and with key sectors, weighing up community, government, industry and health considerations in executing his statutory responsibilities. This has contributed significantly to broad public support for the health response.

Dr Veitch has made a significant contribution to the Tasmanian Government's response to COVID-19 in exceptionally challenging circumstances and continues to do so.

PUBLIC SERVICE MEDAL (PSM)

Australian Capital Territory

Dr Damian Paul WEST, Weston ACT 2611

For outstanding public service and strategic leadership and development of the Australian Capital Territory Public Service.

Dr Damian West is recognised for his outstanding strategic leadership and development of the ACT Public Service.

Dr West has been instrumental in advancing whole of service stewardship and the consolidation and enhancement of work, health, safety and wellbeing across the ACT Public Service. He has spearheaded changes in policy and practice to support the ACT Public Service through the COVID pandemic, including rolling out initiatives such as hybrid working arrangements that have enabled the Service to be flexible and responsive.

As a leader, Dr West sees the bigger picture. His conceptual and change management framework has transformed workforce planning, performance and capability across the ACT Public Service to improve existing workplace operations and create a workforce that is fit for the future.

He has been a champion of change for the ACT Public Service Graduate program, which in 2022 was named for the first time, in the GradAustralia's Top 100 Graduate Employers of Choice. The ACT's ranking is a testament to Dr West's strategic leadership in establishing the ACT Public Service as an employer of choice.

Dr West is a dedicated public servant, who reflects the ACT Public Service values of integrity, innovation, respect and collaboration.

AUSTRALIAN POLICE MEDAL (APM)

Federal

Detective Sergeant Scott Andrew MELLIS,

In recognition of distinguished service, particularly in the field of Cybercrime Operations and its predecessors.

Detective Sergeant Scott Mellis began his policing career with the Australian Federal Police (AFP) on 16 April 1988. Following recruit training he was deployed to Melbourne, where he worked in the Legal/Project and Planning team. He received his Detective designation in 1991 and continued his career in Melbourne, working in Australia's first computer crime team.

In October 2000, Detective Sergeant Mellis was deployed for a year as part of the United Nations mission to East Timor. He returned to the Protection Security Intelligence team, and was promoted to the rank of Sergeant in 2003, working at the Australian High Tech Crime Centre and in High Tech Crime Operations. In February 2017, he was posted to London as the inaugural Cybercrime Liaison Officer. He returned to his current role in Cybercrime Operations in January 2021.

Detective Sergeant Mellis is widely acknowledged within the AFP and the wider law enforcement community to be a true subject matter expert. His expertise is consistently sought and his advice is greatly respected.

Detective Sergeant Mellis personifies the AFP values of excellence and commitment, and is an outstanding leader who treats his colleagues with fairness and respect. He encourages work life balance, flexibility wherever possible and continual professional development in his team. He is an advocate for equality and fosters a collegiate working atmosphere that is inclusive of all members.

AUSTRALIAN POLICE MEDAL (APM)

Assistant Commissioner Nigel Patrick RYAN,

In recognition of distinguished service particularly in drug enforcement, crime disruption, and international policing.

Assistant Commissioner Nigel Ryan began his policing career with the Australian Federal Police (AFP) on 12 December 1994. Following recruit training he was deployed to ACT Policing's Woden District and worked in the Regional Investigation and Drugs teams, receiving his Detective designation in 1999.

Promoted to Sergeant in 2003, Assistant Commissioner Ryan undertook leadership roles in the Crime Targeting and Crime Response teams. During this time he studied with the National Crime Squad of England and Wales at Cambridge University, and gained recognition in Australia as an expert on drug enforcement.

In 2008, Assistant Commissioner Ryan was promoted to Superintendent and transferred to the National Media Team. He joined the Serious and Organised Crime (SOC) branch in 2013 as the National Coordinator Taskforces, establishing the National Anti-Gangs Squad. He was also responsible for coordinating the Australian government emergency response and subsequent AFP investigation into the MH-17 disaster.

In 2016, Assistant Commissioner Ryan moved to International Operations to lead the International Engagement teams. He was promoted to Commander in 2017 and transferred to the Professional Standards branch. In 2019, after his promotion to Assistant Commissioner, he became Chief of Staff until returning to Crime Command (formerly SOC) in 2020, to undertake his current role which includes the overall command of AFP Operation IRONSIDE.

Assistant Commissioner Ryan is recognised as an effective leader and strong builder of partnerships domestically and internationally.

AUSTRALIAN POLICE MEDAL (APM)

New South Wales

Superintendent Karen Rachel COOK

Superintendent Karen Cook was first stationed at Granville, performing general duties until 1999, when she transferred to the Tocumwal Police Station and to Barooga in southern regional NSW in 2001.

In 2004, she returned to Sydney, undertaking duties with the Metropolitan Crash Investigation Unit and was promoted to the rank of Sergeant in 2005 at Bankstown and The Hills Local Area Commands. In 2012 she was promoted to the rank of Senior Sergeant as team leader, returning to the Metropolitan Crash Investigation Unit.

In 2014, Superintendent Cook was promoted to the rank of Inspector as a Duty Officer at Rosehill and later worked as the HR Manager, Capability and Youth Command and a Duty Officer at the Fairfield City Police Area Command. In 2021, she was promoted to the rank of Superintendent as the Commander, Kings Cross Police Area Command.

Superintendent Cook is recognised as an outstanding police leader who has distinguished herself in frontline policing duties and strong leadership through difficult and challenging times, always maintaining the confidence and trust of her police and the community. She continually demonstrates an enthusiasm and love of the policing profession that sets her above most. She is recognised as a role model for the NSWPF as a skilled practitioner, particularly commended for her leadership and investment in her people and Command.

During 2020-2021, Superintendent Cook quietly and professionally undertook a range of operational and command deployments that ensured frontline leadership was instigated and maintained during the peak impact of the COVID pandemic. She ensured proper governance and supervision of the hotel quarantine strategy and readily stepped into several Commander roles to assist others undertaking COVID related secondments.

Superintendent Cook is highly commended for her exceptional commitment and devotion to the community and exemplary policing service for over 27 years.

Chief Inspector Stephen Leslie FOWLER

Chief Inspector Stephen Fowler commenced general duties at the Regent Street and Redfern Police Stations before transferring to Stuart Town in 1988, Coonamble in 1991, Kempsey in 1993 and commencing Accident Investigation Duties in 1994.

In 1996, he returned to the Sydney metropolitan region as a general duties supervisor at Chatswood, leading to further promotion to the rank of Inspector in 2005.

Chief Inspector Fowler is recognised for his long and distinguished career, having served the community in both rural and metropolitan areas, his diversity of policing experience and significant acts of courage. He is a respected professional role model in policing, acknowledged for his diligence and high ethical standards. He has been recognised externally on several occasions for his professionalism and ethics by the NSW Ombudsman and his approach to complaint management is well known throughout the Police Force.

In July 2019, Chief Inspector Fowler suffered a personal tragedy and his family faced significant public attention. Throughout, he continued to advocate for due proper process and justice, such is his professionalism, decorum and reputation as a highly respected police officer serving the community of NSW for over 40 years.

AUSTRALIAN POLICE MEDAL (APM)

Assistant Commissioner Brett Reginald GREENTREE

Assistant Commissioner Brett Greentree joined the New South Wales Police Force in 1995, was first posted to the Manly Police Station and later the City of Sydney Patrol. In 1997 he transferred to Moree where he built an outstanding reputation in rural and regional community policing and criminal investigation.

Designated as a Detective in October 2002, he performed criminal investigation and child protection duties in Moree and Inverell, before his promotion to the rank of Sergeant and transfer to the Tingha Police Station in 2003, and Tweed Heads in 2004.

In 2007, he was promoted to the rank of Detective Inspector at Bourke, and in 2012 to Superintendent, as the Chief of Staff to the Deputy Commissioner, Specialist Operations. He has since served as Commander at the Lake Macquarie, Newcastle City and Brisbane Water Police Districts. In July 2021, he was promoted to the rank of Assistant Commissioner, taking charge of the Western Region.

Assistant Commissioner Greentree received a commendation in 2010 for dedication and commitment to Aboriginal issues, and for his work as the NSW Police Corporate Sponsor for Customer Service 2013-17. As the Corporate Sponsor, he made substantial changes across the organisation including the introduction of the Community Awareness of Policing Program and implementing victim follow-up recording mechanisms.

In 2020, he led policing responses to two of the largest protests outside Sydney. His calm and confident liaison with the organisers resulted in significant cooperation with police, while balancing the right to democratic freedom within the relevant COVID restrictions.

Assistant Commissioner Greentree remains committed to the advancement of Aboriginal community issues. His work with the Bourke community to introduce alcohol restrictions led to significant decreases in assaults and improved health outcomes. He also led a project to raise the Aboriginal flag in regional Police Stations.

Assistant Commissioner Greentree models the highest standards of professional policing leadership and is widely recognised for his dedicated policing service to the community.

Detective Inspector Kirsty Anne HALES

Detective Inspector Kirsty Hales was first posted to the Chatswood Police Station and later to Surry Hills Local Area Command performing general duties.

In April 2000, she commenced her criminal investigation career with the Joint Investigation Response Team at Chatswood and in 2002, was awarded the designation of Detective. She also performed criminal investigation duties with the Coronial Investigation Team and the Crime Management Faculty, prior to her promotion to the rank of Sergeant in September 2006. As a Detective Sergeant, she continued her work in child protection with the Child Abuse Response Team and State Crime Command, Sex Crimes Squad.

Detective Inspector Hales has been a police negotiator since 2001 and continually refines her skills and expertise. The nature of Detective Inspector Hales' duties as a negotiator often limits public awareness and acknowledgement of the vital and intense negotiations she has contributed in saving the lives of those in the depths of despair and of imminent harm. She

AUSTRALIAN POLICE MEDAL (APM)

has demonstrated outstanding professionalism and specialised policing expertise, working in many dangerous, difficult and challenging circumstances to resolve hostage situations, self-harm attempts, high-risk arrest operations and many other complex matters requiring expert assistance and negotiation.

In 2017, she was promoted to the rank of Inspector. Throughout her career, Detective Inspector Hales has performed her duties with a strong sense of respect for the victims of crime and to children from neglect, abuse and horrific sexual assaults. She has forged a reputation as a professional criminal investigator, who has extended her expert knowledge with several academic qualifications.

Detective Inspector Hales is an exceptional police officer and criminal investigator, who has dedicated over 26 years to the policing profession and the protection of the most vulnerable.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Donna Anne McCARTHY

Superintendent Donna McCarthy was first stationed at the Enfield, Burwood and Five Dock Police Stations performing general duties until March 1988, when she transferred to the F District Anti-Theft Squad. In March 1990 she commenced her criminal investigation career at Ashfield Police Station. In 1992 she deployed to Task Force OAK where in 1994 she was awarded the designation of Detective. In 1995 she transferred to South Region Crime Squad, followed by deployments to the Drug Squad, Organised Crime, Homicide & Serial Violent Crime Agency and Georges River Anti-Theft Unit where she was promoted to the rank of Sergeant.

Throughout her career she undertook various positions in the South East Asian Crime Squad, Homicide Squad and the Robbery and Serious Crime Squad, before being promoted to rank of Inspector in 2012, transferring to the Mt Druitt Local Area Command as a Duty Officer.

In 2019, she was promoted to the rank of Superintendent with the Police Transport Command and in 2020 took command of the Riverstone Police Area Command.

Superintendent McCarthy is recognised as an outstanding police leader with a distinguished career in criminal investigation and more recently in frontline police commands. Since 2019, she has worked as the Deputy Sponsor for Aboriginal Engagement, working closely with Aboriginal communities to achieve collaborative partnerships and crime prevention initiatives, to help reduce over-representation of Aboriginal people in the criminal justice system.

Throughout her career, Superintendent McCarthy has performed her duties with integrity, diligence and a strong sense of respect for the victims of crime and the Aboriginal community. She 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.

Superintendent McCarthy is an outstanding role model for women in policing and a new generation of police officers. She is acknowledged as an exceptional police officer and criminal investigator, driven with a passion and commitment to the policing profession for over 36 years.

AUSTRALIAN POLICE MEDAL (APM)

Assistant Commissioner Brett Anthony McFADDEN

Assistant Commissioner McFadden was stationed at the Castle Hill Patrol in 1988 before transferring to the Cumberland Special Operations Group in 1991. He then returned to Castle Hill in 1995, working in criminal investigations and was designated as a Detective in 1998. In April 1999 he transferred to the Internal Affairs Investigation Unit and was promoted to the rank of Detective Inspector in 2002.

In January 2005 he transferred to the position of Crime Manager, Hawkesbury Local Area Command and relieved periodically as the Commander at Hawkesbury, St Marys, Holroyd and Kuring-Gai Commands. He was promoted to the rank of Superintendent in late 2010 as the Commander, Holroyd Local Area Command and in 2013 he transferred to the position of Commander, Penrith Local Area Command. In 2017 he led the formation of the Nepean Police Area Command and in 2020 transferred to the Fairfield City Police Area Command. In April 2022 he was promoted to the rank of Assistant Commissioner as the Commander for the Traffic and Highway Patrol Command.

Assistant Commissioner McFadden has extensive experience in the management of high risk, complex and significant operational situations where he provides highly effective processes and quality operational leadership. At the Penrith and Nepean Commands, he led an Integrated Complex Case Panel, linking a range of government and support agencies to tackle instances of complex social disadvantage across three Police Commands. Most recently, he worked in partnership with cultural and community leaders to provide critical leadership of the Fairfield community through the Covid-19 pandemic.

Assistant Commissioner McFadden is actively engaged in the development of police officers and next generation police leaders. He has been involved in the Superintendents' Development Program; Inspectors' Transition Program; Incident Commanders Course; Critical Incident Course and Women's Leadership Program. In 2017 he was awarded the Commissioner's Perpetual Award for the Advancement of Women in Policing as a mentor.

Assistant Commissioner McFadden is a consummate dedicated police officer, recognised for his tireless devotion to policing over 34 years.

AUSTRALIAN POLICE MEDAL (APM)

Detective Superintendent Michael Andrew McLEAN

Detective Superintendent Michael McLean commenced general duties at Campbelltown Police Station in 1994, also working at Moorebank before transferring to the Macarthur District Anti Theft Squad in 1997. In 1998 he returned to Campbelltown Police Station undertaking criminal investigation duties, becoming designated as a detective in 2000. After duty with the Homicide Squad, he was promoted to the rank of Sergeant at the Lake Illawarra Local Area Command in 2002.

Detective Superintendent McLean was promoted to the rank of Inspector in 2005, transferring to the St George Local Area Command and later to the Lake Illawarra Local Area Command performing the roles of Duty Officer, Commander - Target Action Group and Crime Manager.

In 2012, he was promoted to the rank of Superintendent, Commander at the Campsie Local Area Command. During this time, he successfully created strong links within the diverse multicultural community, gaining the trust of cultural and religious leaders, promoting and working with these leaders to maintain community cohesion in what had been a challenging and often difficult operating environment.

In 2017, Detective Superintendent McLean transferred to the Counter Terrorism & Special Tactics Command, firstly as the Commander, Operational Assessments Centre and in 2019, Commander, Anti Terrorism & Intelligence Group.

He has displayed leadership over risk and threat processes, along with investigative responses and other operational activities to mitigate threat in the community. More recently, he has been instrumental in the implementation of the New South Wales Police Force response to the management of enduring terrorism risk. As the national jurisdictional project lead, his foresight and structured methodology has provided intelligence and investigative led opportunities for police to address new and emerging trends and areas of concern.

Detective Superintendent McLean is recognised as having forged an outstanding reputation in the New South Wales Police Force and wider law enforcement community, as a highly skilled thinker and leader across multiple policing portfolios.

AUSTRALIAN POLICE MEDAL (APM)

Detective Sergeant Mark Anthony MEREDITH OAM

Detective Sergeant Mark Meredith joined the NSW Police Force as a Probationary Constable in 1988 and was posted to the Dubbo Police Station where he has dedicated his policing career to rural NSW and criminal investigation, and is recognised for his selfless commitment to regional communities.

Detective Sergeant Meredith has been at the forefront of many major investigations in drug distribution and homicides that have had significant national focus, and he has led crime reduction strategies that have achieved outstanding results in prosecutions and regional crime prevention. He is recognised across his community as a trusted and valued police officer. He has suffered personal tragedy, yet has become even more engaged with the community to educate young males on mental health awareness and suicide prevention.

Detective Sergeant Meredith's ties with the community in significant investigations has enabled a streamlined flow of information between investigators, victims and families. He has shown outstanding victim care at times of crisis and is known to continue that support in the months and years that follow.

Detective Sergeant Meredith is highly commended for his exceptional commitment and devotion to his community and exemplary policing service for over 32 years.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent David Paul ROPTELL

Superintendent David Roptell was first posted to Campsie performing general duties and later licensing operations across the Endeavour Region and Bankstown Local Area Command.

In 2001 he was promoted to the rank of Sergeant at Bankstown and to Inspector as a Duty Officer at the Rose Bay and Redfern Local Area Commands, building an extensive career of operational policing in difficult and vulnerable communities within the city and Sydney's South West.

Whilst at Redfern, Superintendent Roptell enthusiastically embraced and supported strategies designed to connect with and build partnerships with Aboriginal youth and community to prevent crime and improve relationships between police and the wider aboriginal community; gaining knowledge and experience that would later influence his leadership and community involvement.

In 2014, he was promoted to the rank of Superintendent as Staff Officer, Specialist Operations and later took command of the South West Sector of the Police Transport Command. In 2017 he developed and implemented the Police Transport Youth Strategy, establishing 'Youth Express', a program aimed at identifying youth at risk, diverting them from the criminal justice system and connecting individuals to PCYC programs.

In 2018, as Commander of the Youth and Crime Prevention Command, and in partnership with the PCYC, Superintendent Roptell led the implementation and reinvigoration of Youth Diversionary Programs in support of the Police Commissioner's 'Rise Up' Strategy.

He has excelled in youth work as a member of the NSWPF Youth Advisory Group, focused on youth coming into adverse contact with the criminal justice system, improving service delivery and mitigating youth related crime in communities.

In 2019, as Commander he transferred to the Tweed/Byron Police District and since March 2020 he has provided exemplary leadership and quietly managed the political impact of Queensland and NSW border issues on northern NSW communities.

Superintendent Roptell is recognised as an outstanding police leader committed to the policing profession, with particular care for youth and community safety across the State.

AUSTRALIAN POLICE MEDAL (APM)

Detective Chief Inspector Brett John SMITH

Detective Chief Inspector Brett Smith was initially posted to the Seven Hills Police Station before transferring to Greenethorpe in 1994, commencing a long and distinguished career in the western region of New South Wales.

In 1998, he transferred to Cowra, undertaking criminal investigation duties and subsequently completing the Detective Education Program. In 2003, he was promoted to the rank of Senior Sergeant, as the Western Region Operations Coordinator and in 2005, he was promoted to Inspector.

Detective Chief Inspector Smith has committed his entire career to regional and rural policing and the support of communities in western New South Wales. His policing service is steeped in frontline operations and criminal investigations that have led to significant arrests and prosecutions of serious criminal offences and the protection of vulnerable remote communities. He has instigated numerous policing strategies in the region, including, but not limited to unsolved homicides, rural crime and stock theft, illicit drug supply and the planning, response and recovery of emergency management operations.

During the recent COVID pandemic, Detective Chief Inspector Smith's exceptional knowledge within the Region was vital in establishing and facilitating the extensive resourcing and logistical support to remote Aboriginal communities, towns and villages.

Detective Chief Inspector Smith is recognised as a cornerstone of policing in the Western Region. He is acknowledged for his outstanding knowledge and expertise, proving invaluable in times of emergency and in day to day operations. He has made a significant impact on policing operations in the Western Region and been instrumental in the expansion of police resources, surveillance capabilities and vehicles and equipment to greatly increase investigative abilities.

Detective Chief Inspector Smith is widely recognised as a mentor to the many police commanders and commands across the region. His reputation and outstanding professionalism, loyalty and devotion to community focused policing and dedication to the people of New South Wales defines his 30 years police career.

AUSTRALIAN POLICE MEDAL (APM)

Victoria

Detective Inspector Gregory Brian BOWD

Detective Inspector Gregory Brian Bowd has served extensively with Victoria Police for 47 years, in various Crime Squads and high-level Task Forces.

During those years, Detective Inspector Bowd has managed investigations into counter terrorism, organised crime, homicide, armed robbery, fraud, drugs, shootings of police, prison crimes and prison escapees. He has been instrumental in providing high level advice for matters of sensitive and/or political nature. He has led and developed relationships with key stakeholders, ensuring collaborative and innovative approaches to the organisation's commitment to community and government.

In 2016, Detective Inspector Bowd commenced his current role at the Financial Crime Squad (formerly the Fraud & Extortion Squad). Prior to that, he was the manager of major events and security planning throughout Victoria, including visits by dignitaries and Internationally Protected Persons.

He was recognised for the security overlay and planning for the 2006 Commonwealth Games in Melbourne, and a member of the Organising Committee of the Melbourne 2014 Police Games. He was the Victoria Police Liaison Officer and Chair of the Working Group for the ICC Cricket World Cup and AFC Asia World Soccer Cup held in Melbourne in 2015.

Detective Inspector Bowd is a champion for the personal and professional development of those around him, offering encouragement and support, whilst mentoring and guiding personnel, building commitment to and capability for, the future leadership of Victoria Police.

Detective Inspector Bowd has broad and vast experience in the management of investigations, intelligence, planning, security, risk, strategy and protocol arrangements.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Timothy John DAY

Superintendent Timothy John Day has been a member of Victoria Police Force for over 30 years, and he has undertaken a wide range of roles ranging from general policing, specialist investigation and internal investigations. He served almost fifteen years at the Homicide Squad in various roles and ranks, including Officer in Charge.

Superintendent Day has tirelessly dedicated his professional life to policing, in particular the investigation of homicide offences and the building of local and national homicide investigation capability. He is committed to keeping his community safe through ongoing analysis and enquiry, to increase the effectiveness of Victoria and the nation's ability to solve serious, violent and organised crime offences.

He has been officially commended on a number of occasions for his investigative management prowess in both contemporary and cold case homicide investigations. He is a subject matter expert, extremely well regarded within the organisation, by local, national and international partner agencies and within the broader community and was awarded a Churchill Fellowship in 2018 to Examine the Operating Models of International Homicide Squads to Build our National Capability.

Superintendent Day is a reflective leader, eager to learn from mistakes to improve team and personal performance. He is highly regarded and maintains a contemporary knowledge of relevant organisational issues and trends that impact upon his role. He appreciates the importance of community policing and stakeholder engagement and has been a fierce advocate for the Homicide Squad, the wellbeing of its members and bolstering community safety through increased solvability.

Superintendent Timothy John Day 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, at all levels, to drive a whole-of-organisation commitment to enhancing the reputation and public value of Victoria Police across government and the community.

AUSTRALIAN POLICE MEDAL (APM)

Sergeant Glenn Bradley HOLLAND

Sergeant Glenn Holland has been a member of Victoria Police for 20 years.

He has always worked on the front line of operational policing in high risk areas, as a detective and a supervisor. While working on the front line he saw members suffering from Post-Traumatic Stress Disorder (PTSD); taking time off work, waiting long periods for treatment and self-harming.

In 2015, working as a detective at the crime department and as operational supervisor, he initiated the Fighting PTSD VicPol Campaign, to support members and retired veterans with their mental health.

For six years, Sergeant Holland commenced various fundraising initiatives and raised over \$140,000 which is held in trust with the Blue -Ribbon Mental Health Fund. He has worked closely with police command, the Blue-Ribbon Foundation, Victoria Police Legacy, The Police Association Victoria, members of parliament and other community groups to directly support current members, past members and many partners who have been left behind due to a number of those effected by PTSD, having sadly inflicted self-harm.

Sergeant Holland has held workshops, provided education, and taken a once maligned issue to one of acceptance and support. He has a strong desire to help others and makes time to assist those in need of assistance.

Sergeant Glenn Holland's advocacy and tireless work, undertaken in his own time, to address PTSD within Victoria Police, goes above and well beyond the usual requirements of a police officer.

AUSTRALIAN POLICE MEDAL (APM)

Inspector Andrew MARKAKIS

Inspector Andrew Markakis has been serving the community as an exemplary police officer for over 21 years.

He has performed in frontline roles at various police stations in North West Metro Region and Southern Metro Region. He is a qualified Detective and has performed duties at the Fraud and Extortion Squad. At the Public Order Response Team (formerly Operations Response Unit), he was the Tactical Commander for the state operation of the 3-day visit of the Vice President of the USA.

Inspector Markakis is also the President of the Victorian Hellenic Police Association (VHPA) and a representative on the Victoria Police CALD Council. With his community-minded focus, he has coordinated many community events, where he has represented Victoria Police above and beyond his expected working hours to establish relationships and build trust in the community, reaching even the most disadvantaged people who typically lack trust in Police.

He has bolstered successful relationships with culturally diverse nursing and disability homes, bridging gaps that may exist between Police and disadvantaged and vulnerable people. Inspector Markakis has created community partnerships with international policing agencies in the USA, Greece and Cyprus. He is also the recipient of the Victoria Police Multicultural Media Award for Excellence.

Inspector Markakis consistently champions Women in Policing and is a strong advocate of women's rights. Upon his appointment as President of the VHPA, he successfully altered the membership to achieve gender balance, creating an inclusive environment.

Inspector Andrew Markakis represents Victoria Police with utmost integrity and is a constant driver of ethics in Policing. His integrity is unquestionable, he was recently the Integrity Liaison Officer for Victoria Police. He led the introduction of the new Public Interest Disclosures Act 2012 and its subsequent amendments. He is the current Local Area Commander for the Banyule Police Service Area. He is best known for his integrity, loyalty, authenticity, professionalism, leadership, and community-minded focus.

AUSTRALIAN POLICE MEDAL (APM)

Commander Karen NYHOLM

Throughout an almost 30-year career, Commander Karen Nyholm has demonstrated outstanding service and commitment to Victoria Police and the Victorian community, shown by her regular promotions and a breadth of experience covering general duties, prosecutions, investigations, media, legal, risk and audit, and senior management.

Significant career achievements for Commander Nyholm include the enhancement of the Victoria Police Risk Management Framework, including the introduction of the first ever Risk Appetite Statement. She recently performed the role of Deputy State Police Commander - COVID response, for a substantial period overseeing the unprecedented closure of Victorian state borders. Her professionalism and performance provide an example to other Victoria Police leaders, both current and emerging.

Commander Nyholm's assiduous, calm and kind leadership was pivotal to motivating the team, to lead a complex and unprecedented police operation. Her ability to develop systems and processes for a new command, coupled with a sustained and genuine care and concern for all those around her was inspiring.

Commander Nyholm's ability with stakeholders from other jurisdictions and across Victorian government, engendered trust and productive working relationships. She brought her expertise in risk and audit to ensure decisions and advice were evidence based and thoroughly assessed.

She has been an advocate for equity in advancing women in policing and is demonstrating to up-and-coming women in Victoria Police, that a highly successful career can be compatible with significant out-of-work commitments including raising a family.

Commander Karen Nyholm is a dynamic, charismatic and exceptionally hard-working leader. Her ability to quickly understand and navigate complex issues, positively engage a variety of stakeholders, and deliver an outstanding and timely response across all tasks, is widely recognised across Victoria Police.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Mark Stephen PORTER

Since Superintendent Mark Porter commenced work with Victoria Police in January 1978, he has worked general duties at varied locations, and as a detective at several ranks in Criminal Investigation Branches and Specialist Units, taking promotion as opportunities arose.

He has managed operations and crime, as well as Local Area Commander duties. As a Superintendent, he worked in Intelligence and Covert, managed the Brief Integration Project, then served within the Human Resource Department, Deployment and Performance; Recruiting and Promotion Services, before leading the Health, Safety and Wellbeing (HSW) team from mid-2019.

In HSW Superintendent Porter excelled, first as State Police Operations Centre Safety cell lead during the 2019-2020 Gippsland bushfires, then immediately afterwards transitioning into management of the Victoria Police COVID-19 response. His early identification of the potential impact on Victoria Police's capability resulted in him standing up the Pandemic Planning and Advisory Committee, for the purpose of gathering subject matter experts to provide advice and recommendations to Executive Command.

Superintendent Porter was at the forefront of interpreting and operationalising the Chief Health Officer directions, how Victoria Police members could operate safely during the pandemic, and what equipment was needed, and he developed a safe system of work in planning and response as the pandemic progressed.

His foresight and agility in an ever-changing environment, and his calm demeanour while under significant pressure over an extended period of time, contributed to no workplace transmission of COVID-19 while he was in this role.

Superintendent Mark Porter is awarded this medal for the sustained, outstanding people-focused safety leadership in the development, operation and service delivery of the COVID-19 pandemic planning and response, and conceptualising and developing the Employee Exposure Risk Assessment and Management model, that has enhanced the reputation and maintained the service delivery of Victoria Police throughout the pandemic.

AUSTRALIAN POLICE MEDAL (APM)

Leading Senior Constable Graham Keith SHOOBERT

Leading Senior Constable Graham Shoobert joined Victoria Police on 31st January 1978 and has diligently served the Victoria Community for almost 44 years.

Leading Senior Constable Shoobert has been a member of the Victorian Water Police Squad for over 32 years. As a Marine Operative, he has been involved in countless large-scale Marine Search and Rescue (MSAR) operations, resulting in the saving of lives, often during difficult or unusual circumstances.

Leading Senior Constable Shoobert also served with distinction while attached to the Australian Federal Police (AFP), during deployments across the Solomon Islands and Timor Leste. His commitment during these deployments supported the successful restoration of peace and public order. He trained local Law Enforcement Officers and was responsible for Marine Operations and the enhancement of local Marine response capabilities.

His commitment to providing a safe, secure and orderly society was displayed during the 2019 Gippsland Fires. On one occasion, he and another Water Police Operative, took decisive action to rescue ten persons located within the Mallacoota CFA building when it caught fire, resulting in both members being awarded a Victoria Police Medal of Courage.

On a second occasion during the bush fire emergency, he and other Water Police members took decisive action when a Police Vessel came under amber attack whilst moored at Eden. The actions of the members saved the Police vessel and allowed Victorian Water Police Operatives to support with the evacuation of members of the local community.

Graham Shoobert is highly regarded as one of the most skilful and experienced water police mariners in Australia.

AUSTRALIAN POLICE MEDAL (APM)

Commander Timothy Austin TULLY

Commander Timothy Tully has been a member of Victoria Police for over 32 years and over that time has provided exceptional police service to Victoria Police and the Victorian community at large.

He has had a diverse and extensive operational career performing duties across general policing at Flemington and Altona North Police Stations, specialist policing areas such as the Special Operations Group, Critical Incident Response Team and Water Police Squad. He has recently held senior management positions at the Transit & Public Safety Command, North West Metro Region and the COVID Response Command.

Commander Tully is widely accepted as a subject matter expert in Incident Command and Control and emergency management. He is regularly called upon for advice, guidance, or to present internally and externally on contemporary incident, event and emergency management. This includes organisational promotional programs and multi-agency exercises. His knowledge, extensive experience, leadership and ability to think and operate strategically in an operational context, made him the ideal person to lead the recently established COVID Response Command.

As the Victoria Police State Police Commander, he displayed exceptional leadership in managing complex state-wide policing operations in support of the Chief Health Officer directions. At all times, he demonstrates operationally sound thinking and is able to effectively manage and prioritise police resourcing, to adequately meet the varying service delivery demands associated in the management of these large-scale policing operations.

Commander Timothy Tully possesses all of the leadership qualities that Victoria Police values. He is well regarded by his peers and is seen as a leader within Victoria Police and external Law Enforcement Agencies, nationally and internationally. Victoria Police is privileged to have him in such a crucial role managing all COVID related operations, helping to keep Victorian's safe from COVID-19.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Peter John WARD

Over the past 32 years, Superintendent Peter Ward has held various operational and specialist roles including performing duty at the Fitzroy, Reservoir and Victoria Dock police stations, the Officer in Charge of the Richmond Police station, Melbourne West Local Area Commander, and a variety of roles within the Special Operations Group.

Superintendent Ward's exceptional contributions to community safety when responding to emergency situations include being part of the first interstate deployment of a police tactical group when responding to the Port Arthur massacre, and between 1996 and 2010, performing key leadership roles during the Gangland War in Victoria.

He has consistently displayed outstanding service, placing a significant focus on tactical policing, performing the role of the High-Risk Advisor for several multi-jurisdictional counter-terrorism themed operations. He is committed to improving member preparedness and safety when responding to high risk critical incidents and maintains his qualifications to respond to a crisis if required.

Superintendent Ward's significant contributions have included being the Risk and OH&S chair for the design, development and roll out of the new ballistic vest for all Victoria police members. He was also integral in leading the design and development of the start-of-the-art Victoria Police Specialised Training Facility. He has helped up skill members to identify triggers and reduce mental health stigma, by promoting positive conversations on mental health and wellbeing within the workplace, and he has been a champion on leading culture change within the specialist units.

Superintendent Peter Ward has made a significant contribution to organisational development and operations in Victoria Police, and has contributed in many ways to growing capability, leading highly pressured workplaces, and creating safer workplaces within Victoria Police and the Victorian community.

AUSTRALIAN POLICE MEDAL (APM)

Queensland

Senior Sergeant Gary Robert HUNTER

Senior Sergeant Gary Hunter commenced with the Queensland Police Service (QPS) in 1987, was sworn in as a police officer in 1988 and has been an operational frontline police officer his entire career.

During his first 5 years of service, Senior Sergeant Hunter served as a General Duties Officer in various stations in Central and Far North Queensland. He then served as an Investigator for 19 years, initially in Brisbane then in Cairns, where he achieved his Detective Appointment in 2000.

In 2011, he was promoted to his current position as the Officer in Charge of the Cairns City Beat where he has served for 11 years.

Senior Sergeant Hunter was awarded a Queensland Police Meritorious Service Medal in 2017 for his many achievements and commitment to the QPS, and for his service to the community.

As the Officer in Charge of the Cairns City Beat, Senior Sergeant Hunter has been instrumental in changing the face of policing in the Cairns Central Business District (CBD). He demonstrates a modern, positive and refreshing application of leadership in his management of the Beat and his staff. He listens to the needs of his community and is adaptive and agile to address complex changes that occur.

Sergeant Paul Thomas JAMES

Sergeant Paul James was sworn in as a police officer with the Queensland Police Service (QPS) in 1991, and has been an operational/frontline police officer most of his career.

During his first few years of service, Sergeant James served as a General Duties Officer in various police stations in Brisbane, and later in small and isolated stations in Central Queensland including Ayr, Blackwater, Woorabinda and Duaranga Police Stations.

In 2007 he was promoted to his current position as the Officer in Charge of the Duaranga Police Station in the Capricornia District where he has served for 15 years.

Sergeant James provides a 24-hour, seven days a week service and is an exemplary example of a police officer in charge of a small country police station. He works tirelessly with his community, Local Government, other emergency service providers and agencies with services ranging from performing license tests through to responding to, managing, and resolving major critical incidents such as coal train derailments and heavy vehicle crashes involving chemicals, animals, explosive materials, crime prevention, disaster response, preparedness and recovery, safer roads, and safer homes through interventions in domestic and family violence.

AUSTRALIAN POLICE MEDAL (APM)

Sergeant William Thomas JOHNSON

Sergeant William Johnson was sworn in as a police officer with the Queensland Police Service (QPS) in 1982 and has been an operational frontline police officer most of his career.

During his first 22 years of service, he served as a General Duties Officer in various stations throughout Queensland including Brisbane City, Southport, Cunnamulla, Wondai and Mount Morgan.

In 2004 he was transferred to the Coronial Support Unit as a Coronial Support Officer, where he was promoted in 2008 to his current rank as a Sergeant, serving as a Senior Coronial Support Officer and a Disaster Victim Identification (DVI) Officer.

Sergeant Johnson provides a service to both the community, Coroners, Pathologists, and to Queensland Health Counsellors and Coronial Burses at an uncompromising standard of excellence to ensure better outcomes overall for Queenslanders.

In 2004, he was a QPS Officer responsible as part of the DVI response, working with the Australian Federal Police, following the devastating impact of a tsunami in the Indian Ocean. He completed the repatriation process for deceased victims returning to Queensland.

Sergeant Johnson also served as the DVI Post-Mortem Co-Ordinator during the 2010-2011 Queensland Flood and Cyclone events, and in the role of Mortuary Manager during this mass casualty event, he was responsible for the management and outcomes of procedures during the post-mortem phase, in 33 cases.

Senior Sergeant Richard Craig McINTOSH

Senior Sergeant Richard McIntosh commenced with the Queensland Police Service (QPS) in 1988, was sworn in as a police officer in 1989 and has been an operational frontline police officer for all of his career.

Senior Sergeant McIntosh has served as a General Duties Officer in various police stations throughout Queensland, many of which are remote or rural. His list of stations includes Ipswich, Charleville, Emerald, Mt Isa, Normanton, Murgon and Mossman Police Stations.

In 2007, he was promoted to his current position as the Officer in Charge of Goondiwindi Police Station, where he has served for 15 years. He has been instrumental in developing community cohesion and youth engagement strategies within Goondiwindi and the surrounding communities, through his involvement in supporting youth diversion and indigenous initiatives with the Goondiwindi Police and Citizens Youth Club.

He is responsible for the identification of crime trends and the subsequent responses, including the planning, coordination and execution of operations involving cross border jurisdictions.

Senior Sergeant Richard McIntosh has been pivotal in improving cross border collaborative policing with New South Wales Police Force counterparts, to implement an improved effective joint response targeting the movement and extradition of offenders across borders and search warrants for interstate offences.

AUSTRALIAN POLICE MEDAL (APM)

Detective Senior Sergeant Emma Judy NOVOSEL

Detective Senior Sergeant Novosel commenced and was sworn in as a police officer with the Queensland Police Service (QPS) in 1995, and has been an operational frontline police officer her entire career.

During her first four years of service, she served as a General Duties Officer at Mackay then served for six years as an Investigator at the Mackay Criminal Investigation Branch when she obtained her Detective Appointment.

She served in various training and project roles before undertaking her current role in 2018 as a Senior Sergeant, Officer in Charge of the Mackay District Child Protection Investigation Unit (CPIU). As the Officer in Charge, Detective Senior Sergeant Novosel is often faced with complex, critical and confronting circumstances. Her exceptional leadership effectively guides junior investigators through the adoption of strategies, to ensure all available evidence for these complex and critical incidents will be later admissible in criminal court proceedings.

Detective Senior Sergeant Novosel's leadership has encouraged positive change and she has assisted in the development of other frontline officers and their personal operational effectiveness and investigative prowess.

Detective Senior Sergeant Novosel has set and maintained high standards within the workplace, including a clear display of integrity and courage on internal matters, resulting in positive direction for the CPIU.

AUSTRALIAN POLICE MEDAL (APM)

Detective Inspector Leonie Maree STEYGER

Detective Inspector Leonie Steyger commenced and was sworn in as a police officer with the Queensland Police Service (QPS) in 1991 and has been an operational frontline police officer her whole career.

During her first few years of service, Detective Inspector Steyger served as a General Duties Officer in various stations including Beenleigh, Logan and Slacks Creek Police Station. She then served as an Investigator in various Juvenile Aid Bureaus, renamed as Child Protection and Investigation Units, at Logan, Cairns and Townsville when she obtained her Detective Appointment.

Detective Inspector Steyger has excelled in the investigative field, dedicating a significant period of her service to investigating offences against children. She has been responsible for leading serious child harm investigations, involving harrowing circumstances. She is known for her tenacity, investigative acumen and the ability to navigate complex issues within a difficult environment.

She has been responsible for leading teams in complex and at times multi-national investigations, resulting in successful outcomes for victims. She served as a District Duty Officer and Professional Practice Manager in Townsville, before being promoted to a Detective Inspector and Operations Manager in the Child Abuse and Sexual Crimes Group.

Detective Inspector Steyger is currently the Operations Leader of the Counter-Terrorism Investigations Group where she oversaw the arrest, return and prosecution of Australia's first returned foreign fighter, as well as commanding a multidisciplinary team.

Detective Inspector Steyger was also instrumental in the planned evacuation of community members during Tropical Cyclone Debbie, which affected North Queensland in March 2017.

AUSTRALIAN POLICE MEDAL (APM)

Western Australia

Senior Constable Kylie Jane BELL

Senior Constable Kylie Bell joined the Western Australia Police Force in 2002, serving in general duties in the South East Metropolitan District.

She became a detective in 2007, working in detective offices and squads throughout the State. She is currently a patrol and inquiry officer at Albany Police Station, located in regional WA. She is highly regarded for her investigative expertise and is well respected by her colleagues for the guidance and development of junior officers and probationary detectives.

Senior Constable Bell has successfully investigated many serious and complex matters, including sexual assaults and child abuse. She continues to set high standards and maintains a strong focus on victim management.

In 2021, she investigated and charged an offender for the sexual assault of multiple victims. He was sentenced to 12 years imprisonment. This was a complex matter which attracted considerable media attention. She received high praise from the Senior State Solicitor and her District Officer for her outstanding ingenuity in gathering evidence, and for her support of the particularly vulnerable women.

Senior Constable Bell won the Most Outstanding Female Investigator category in the 2021 Australasian Council of Women and Policing Excellence Awards; acknowledging her commitment and achievements. She is involved in the communities she serves and actively raises funds to support victims of crime, child abuse and neglect.

Senior Constable Bell has provided dedicated and exemplary service to the Western Australia Police Force, and to the community, throughout her career.

AUSTRALIAN POLICE MEDAL (APM)

Senior Sergeant Glenn Charles DOWDING

Senior Sergeant Glenn Dowding joined the Western Australia Police Force in 1986. During his career, he has served in general duties roles at various locations throughout the State.

In 2004, he was promoted to the rank of Sergeant and served at the Police Assistance Centre, Midland and Ellenbrook Police Stations. In 2013, he was promoted to Senior Sergeant when he returned to the Police Assistance Centre. He coordinated the structured policing response to over one million calls received annually. He made significant improvements to the call taking procedures in support of frontline policing and implemented a structured quality assurance program.

As the Officer in Charge of Scarborough Police Station from 2015-2018, Senior Sergeant Dowding was faced with an array of challenges in policing a broad and diverse sub-district. During his appointment, he successfully reduced demand on frontline policing resources and increased community satisfaction by implementing various initiatives.

In 2018, he was transferred to the Major Events Coordination Unit where he currently serves. He transformed the Unit into a well organised structure that provides the Western Australia Police with an outstanding platform for major event planning and command. He has built strong professional relationships and works collaboratively with internal and external stakeholders to provide the best outcomes for the community of Western Australia .

During the COVID-19 pandemic, Senior Sergeant Dowding has worked tirelessly, rising to increased work pressures and challenges of event planning, integrating both health and operational policing considerations. Senior Sergeant Dowding has demonstrated exceptional leadership and management across operational and corporate environments. He is highly regarded by his colleagues for his knowledge, advice and continued support of operational policing.

Senior Sergeant Dowding has demonstrated commitment and dedication to the Western Australia Police Force and to the wider community during his 35 years of service.

AUSTRALIAN POLICE MEDAL (APM)

Detective Inspector Quentin FLATMAN

Detective Inspector Quentin Flatman joined the Western Australia Police Force in 1990 and during his career he has served in various roles across the State of Western Australia in general duties and as a detective. In 2011, he was promoted to Senior Sergeant, serving as the Officer in Charge of both metropolitan and regional WA police stations and detective offices.

His collaborative partnerships with community groups, government agencies and local councils were essential in tackling crime and community issues. He actively promoted the value and benefit of diversity in the community and workforce by developing relationships with the Aboriginal and culturally and linguistically diverse (CaLD) communities.

In 2017, he transferred to Cold Case Homicide Squad where he explored new opportunities to progress matters. Using the concepts he developed, the Squad successfully resolved some of the State's most notorious cold case homicides. He was promoted to Inspector in 2020 and is currently at Major Crime. He is highly regarded for his ongoing commitment to improving business practices, effecting cultural change and improving community confidence in police.

He is an active board member and outstanding contributor to WA Police Legacy. In his own personal time, he provides ongoing support and assistance to ensure the welfare of police officers' families who have suffered the loss of a loved one.

Detective Inspector Flatman is widely recognised for his significant contributions to the WA Police Force and many achievements throughout his career.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Noel Patrick GARTLAN

Superintendent Noel Gartlan has been a member of the Western Australian Police Force for over 33 years. He spent six years in general duties at metropolitan police stations before becoming a detective in 1995. He was promoted to the rank of Inspector in 2012 and Superintendent in 2015.

In August 2020, he assumed command of the State Emergency Coordinator's Directorate (SECD), established during the COVID-19 pandemic to provide direct support to the Commissioner of Police in his roles as the State Emergency Coordinator (SEC), and from September 2021 to January 2022, as the State Vaccine Commander (SVC).

Superintendent Gartlan has worked tirelessly to develop an operational framework and establish a comprehensive network of stakeholders across government and private sectors. Under his leadership and direction, the SECD provides timely advice to the SEC/SVC, enabling him to make informed decisions based on emerging risks with the potential to impact and influence the COVID-19 response in Western Australia. This information has been of critical importance to Western Australia's success to stop the spread of the virus through public health control measures instigated under SEC Directions.

Superintendent Gartlan embraced the opportunity to contribute to the acceleration of the State's vaccination rate by identifying and effectively coordinating the utilisation of Western Australia Police Force human and physical resources to achieve government vaccination targets. Superintendent Gartlan provides planning and logistical support to the Western Australia Department of Health vaccination team, contributing to the identification, resourcing, and implementation of metropolitan and regional vaccination clinics, including community engagement and marketing/media strategies to deliver SVC outcomes.

Superintendent Gartlan's long history of frontline policing has assisted him in identifying the strategic issues and delivering the required operational response. He has gone above and beyond in unprecedented times to ensure the safety of the community of Western Australia which makes him a worthy recipient of the Australian Police Medal.

AUSTRALIAN POLICE MEDAL (APM)

Sergeant Kylie Marie VELIOS

Sergeant Kylie Velios began her career with the WA Police Force in 2002 and has served in a range of appointments throughout the state of Western Australia with distinction. She has demonstrated skill and expertise in prosecuting, with particular emphasis on family and domestic violence (FDV), where she led a number of significant change initiatives.

Sergeant Velios demonstrates personal initiative in providing professional development opportunities for frontline officers investigating FDV incidents and has increased the confidence and working relationships between frontline officers and the various support services for victims. During her appointment as a prosecutor at the Family Violence Court she was instrumental in implementing a new approach to the handling of FDV matters, resulting in better outcomes for the victims as well as a similar benefit in efficiency to the court system itself.

Sergeant Velios is well known for going above and beyond what is ordinarily required to ensure the victims of FDV are well supported and the perpetrators are held accountable. She has received significant praise for her leadership and mentoring of new prosecutors and is widely recognised by her colleagues for her outstanding commitment to the policing profession and inciting passion in all who work alongside her.

In June 2021 she was promoted to the rank of Sergeant and transferred to Joondalup Prosecuting. She has continued to demonstrate exceptional leadership and commitment to prosecuting FDV matters.

Sergeant Velios is recognised for her significant achievements in improving the WA Police response and prosecution of FDV matters.

Commander Scott Matthew WARNER

Commander Scott Warner has been a member of the Western Australia Police Force for 38 years and is currently serving as the Police Commander of Operation Tide, the Western Australia Police Force response to the COVID-19 pandemic.

Commander Warner began his early policing career in general duties in the metropolitan area before becoming a detective in 1990, serving across a number of specialist units and metropolitan detectives offices. He was promoted to Inspector in 2010, serving in regional Western Australia before returning to State Crime in 2013. In 2015 he was promoted to the rank of Superintendent, and led Project Vestigo, a comprehensive review of serious crime exhibits held by WA Police. He transferred to the North West Metropolitan District in 2018 where he successfully oversaw a major restructure of the district. Following the restructure, Commander Warner continued in the role of Joondalup District Superintendent, demonstrating exceptional leadership and management of the District; a key reason he was ultimately chosen to be the Police Commander of Operation Tide in October 2020.

His dedication to duty and professionalism throughout the pandemic emergency has been beyond expectations and he has put service above self to help keep the Western Australia community safe. His leadership of Operation Tide resources and innovative development of strategies to meet emerging threats has been essential to the state's emergency response. He has remained in this role and was promoted to his current rank in November 2021.

Commander Warner has demonstrated commitment and dedication to the Western Australia Police Force, and to the wider community, throughout his career.

AUSTRALIAN POLICE MEDAL (APM)

South Australia

Constable Deborah Louise GIBSON

Constable Deborah Gibson joined South Australia Police in 1990, initially working in Adelaide uniform patrols. Her passion for horses saw her posted to the Mounted Cadre on three occasions where she became highly regarded in the equestrian environment.

In 2007, Constable Gibson joined Major Crime Investigation Branch (MCIB) as a Victim Contact Officer where she continues to excel, providing compassionate and tireless support for families of homicide victims. She practices service above self at all times, dedicating many hours to helping others in their time of need.

Constable Gibson is a guiding hand for people in circumstances of inconceivable grief, assisting them to navigate extraordinary, emotionally taxing and stressful situations. Throughout such tragedy she always remains positive and upbeat, and provides unwavering support to her colleagues. She is routinely relied upon by the MCIB investigators and management for her expertise in a demanding and difficult role.

Constable Gibson has supported victims in some of the state's most high profile cases. From 2016-2018 Constable Gibson was integral to guiding the family of a murder victim through the traumatic investigation and trial. MCIB has received numerous commendations for investigations in which she played a significant role.

Constable Deborah Gibson's advocacy for victims and their families is recognised and highly respected at all levels of the justice system, including from outside agencies such as Victim Support Services, Commissioner for Victims Rights and the Homicide Victims Support Group, where she has been a long-term volunteer. Her care, compassion and commitment to upholding and supporting victims' rights is commendable.

AUSTRALIAN POLICE MEDAL (APM)

Superintendent Paul William ROBERTS

Superintendent Paul Roberts joined South Australia Police (SAPOL) in 1980. He performed general duties policing roles in Whyalla, Penong, Ceduna, Millicent and Coober Pedy before becoming the Aboriginal Aide Supervisor at Amata Police Station, on the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands from 1994-97, where he worked across significant linguistic and cultural barriers to gain community trust. He was instrumental in leading the development of SAPOL's inaugural cultural awareness training program. He then served in leadership roles in Port Augusta, Peterborough and West Coast operations before moving to Adelaide, where he served in various roles including State Duty Officer, Northern Operations Executive, Special Tasks and Rescue (Combined Operations) Section and Manager, Employee Assistance Section.

Promoted to Superintendent and Officer in Charge, Far North Local Service Area in 2016, he played a key leadership role in establishing the Remote & Vulnerable Communities Zone Emergency Management Group, to assist in keeping local communities safe from COVID-19.

Throughout the pandemic he has tirelessly engaged with Aboriginal communities, speaking at numerous community meetings and interacting with elders individually or in small groups, resulting in breaking down barriers and gaining the confidence of communities.

As State Aboriginal Communities Coordinator from 2008-10 he coordinated and implemented the SAPOL response to recommendations to government inquiries, focused on child abuse intervention and social justice. His work was instrumental in establishing three new police stations, and the recruitment of 25 staff including specialist child abuse and domestic violence investigators for the APY Lands. He also worked closely with police officers from Northern Territory and Western Australia to develop the cross border legislation, which is now integral to justice initiatives being implemented across the APY Lands.

Superintendent Roberts is held in high esteem by Aboriginal communities across South Australia and continues to be a trusted advisor on Aboriginal culture and relationships.

AUSTRALIAN POLICE MEDAL (APM)

Senior Sergeant First Class Grant Francis WATTERSON

Senior Sergeant First Class Grant Watterson joined South Australia Police in 1986, initially performing duties in Elizabeth before joining Prosecution Services Branch where he has served with distinction for 33 years.

Promoted to Senior Sergeant in 2001, he then commenced as manager of Port Adelaide Prosecution, where he has continually displayed outstanding leadership qualities and commitment to prosecution excellence and community safety, which have been the hallmarks of his career. He has exceptional criminal legal knowledge and an intimate understanding of policing and the criminal justice system.

In consultation with local Magistrates Senior Sergeant First Class Watterson has developed local business practices and procedures to ensure the efficient and effective running of the courts which he oversees, including the Diversion Court, Nunga Court (Aboriginal Sentencing Court), Family Violence Court and Youth Court. He has also been instrumental in driving and enhancing cooperation and information sharing between Prosecution Services Branch and Districts/Local Service Areas through his contribution to Western District's Tactical Coordination Group and the development of reporting protocols to support the group's objectives.

Senior Sergeant First Class Watterson is an accomplished and professional prosecutor who is widely respected for his expertise and experience and his long-standing commitment to the criminal justice system. He is renowned for his integrity and strong work ethic, high standards, professionalism and the genuine care and concern for the wellbeing of all work colleagues. He is an outstanding leader and strong mentor to prosecutors, not only at Port Adelaide, but across Prosecution Services Branch.

Senior Sergeant First Class Watterson's sound management of a team of prosecutors in a demanding environment has resulted in individual team members being highly regarded. The depth of his influence is clearly apparent in the team's high level of expertise and professionalism and delivery of successful outcomes.

AUSTRALIAN POLICE MEDAL (APM)

Tasmania

Commander Robert Colin Godfrey BLACKWOOD

Commander Robert Blackwood joined Tasmania Police as a recruit on 30 March 1998. Over the course of his career, he has worked across a range of policing areas including uniform, criminal investigation, strategy and support and education and training. During this time, Commander Blackwood implemented significant changes to uniform and officer safety, overseeing major projects such as the introduction of body worn cameras and the management and procurement of the Multi-Use Integrated Protection Vests.

Commander Blackwood is the Department of Police, Fire and Emergency Management's LGBTIQ+ Manager and a representative on the Whole of Government LGBTIQ+ Reference Group.

More recently, he supported the State Controller/Deputy State Controller as an Acting Assistant Commissioner in the COVID-19 Coordination Centre between May and December 2021.

Commander Blackwood played a key role in developing outbreak management plans, risk assessments for the Department of Communities' Hotel Quarantine Framework and Hospital Escalation plans. He collaborated and built relationships across the health system throughout the pandemic and was highly regarded for the role he performed. His judgement, calmness and approach to resolving conflict in stressful times was a feature of his leadership.

He was also instrumental in Tasmania successfully achieving several diverse strategies during the pandemic, including, but not limited to, attracting significant sporting events to Tasmania. His strategic planning ensured they occurred in a COVID-19 safe manner that complied with Public Health directions, and these events led to great economic and social benefits for the state.

Commander Blackwood has represented Tasmania Police to an extremely high standard whilst performing the role of an Acting Assistant Commissioner, which has ultimately not only enhanced his own reputation, but also the reputation of Tasmania Police.

He was appointed as Commander, Professional Standards in January 2022.

AUSTRALIAN POLICE MEDAL (APM)

Inspector James David SEMMENS

Inspector James Semmens joined Tasmania Police as a cadet in 2000 and has worked in a variety of frontline operational roles.

Since March 2020, Inspector Semmens has worked in the COVID-19 Coordination Centre, where he has had responsibility for the important functions of the Operations Cell. The COVID Coordination Centre (CCC) is recognised as a key facility in coordinating and managing the whole of government response to the COVID-19 pandemic.

From the outset, Inspector Semmens embraced this new and unprecedented key role to ensure that strategic matters impacting on government outputs and outcomes were appropriately and effectively managed at service delivery level. His expertise, work ethic and professionalism regarding advice, especially in respect to the entry approval system to Tasmania during peak times of lockdown and quarantine, is consistently recognised and complimented to senior members of Tasmania Police.

Inspector Semmens showed adaptability and flexibility in addressing a myriad of key issues presented to the CCC. His approach is highly regarded across government in terms of his collegiate and cooperative demeanour. He also engendered a 'can do' attitude with colleagues and staff across all quarters, which created an environment where problem solving became a priority.

Inspector Semmens has a strong policing career and has been able to effectively combine his academic skills with operational policing disciplines across the areas of general duties uniform, rural policing and criminal investigation. He is an extremely versatile and intelligent police officer, who has a demonstrated ability to perform a range of functions across many disciplines and environments within Tasmania Police.

Inspector Semmens is an outstanding representative of Tasmania Police, who continues to produce a superior standard of work in this most unprecedented of times and is deemed worthy of Australian Police Medal COVID honours.

AUSTRALIAN POLICE MEDAL (APM)

Northern Territory

Detective Sergeant Annette Mary COOPER

Detective Sergeant Annette Cooper has devoted over 38 years to policing. Joining the Northern Territory Police Force (NTPF) in 1984, she began her policing career in General Duties, transferring to Nhulunbuy in 1989, Tennant Creek in 1992 and later serving in Yulara. After some time spent at Neighbourhood Watch, she moved into a role within Crime Command.

In 2000, she obtained her detective designation and was one of only a few women at the time in the Territory to have completed her Advanced Diploma in Investigation.

Detective Sergeant Cooper has spent the majority of her career as an accomplished Detective serving in Darwin and Palmerston CIB, Major Crime, Fraud Squad, Sex Crimes, Child Abuse Task Force, Serious Crime and the Joint Counter Terrorism Team. With her advanced investigative style and technique she has been instrumental in some of the most high profile, complex and challenging criminal investigations undertaken by the NTPF. These include a high profile murder cases in 2004 and a shopfront bombing in 2010.

With 38 years of policing experience and a world of investigative knowledge and personal insight, Detective Sergeant Cooper passionately mentors and passes her knowledge and skills on to new detectives. She operates without favour, yet displays an inviting and warm demeanour that fosters relationships with both internal and external stakeholders, and her superiors.

Detective Sergeant Cooper is the recipient of many awards for her policing and for her significant contribution to women in the Northern Territory Police Fire and Emergency Services.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

New South Wales

Mr Louis Anthony CASSAR, Medowie NSW 2318

Mr Louis Cassar officially joined Medowie Rural Fire Brigade in 1976. After two years he was elected Deputy Captain, before becoming Captain from 1984 to 2015. In 2005, he was appointed Lower Hunter Deputy Group Captain and currently is Group Captain. He has been a member of the local Bush Fire Management Committee since 1985 and has also held terms as President of the Port Stephens branch of the Bush Fire Brigades Association.

Mr Cassar has put his numerous qualifications into practice as a Leader/Controller responding locally, out-of-area and interstate to campaign fires, the Newcastle Earthquake, the '94 fires, storms, floods and other incidents. In all of these, he has displayed dedication, enthusiasm and above all, leadership.

Working tirelessly to promote his group and the Service, Mr Cassar gives his total commitment. He engages with a range of community organisations such as scouts, preschools, primary schools, Rotary, Senior Citizens and others to promote the Rural Fire Service (RFS) and fire safety.

In 2009 he was awarded life membership of Medowie Rural Fire Brigade.

As a progressive leader, Mr Cassar accepted and promoted any change that he believed would ultimately be beneficial to the community and has been instrumental in encouraging his fellow volunteers to keep pace with training and technological advances. Having witnessed firefighting techniques evolve from wet hessian bags to the high-tech equipment employed today, he not only appreciates how best to use and harness the benefits of these resources, but also has the ability to pass this knowledge to others.

Leading by example, Mr Cassar expects a professional response from those under his care and is always ready to mentor or assist others, earning great respect. Mr Louis Cassar genuinely makes his commitment for the benefit of the community in which he grew up and raised a family.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Brendan James COX, Balgownie NSW 2519

Mr Brendan Cox has had a long and distinguished career with Fire and Rescue New South Wales (FRNSW). Commencing in 1991, he has given dedicated and exemplary service over the past 30 years. He is currently the Chief Superintendent of Workforce Relations, Planning and Analytics. Mr Cox maintains his frontline skills and is able to respond in the event of an emergency.

Mr Cox has wide operational and administrative experience within Fire and Rescue NSW, notably as an operational firefighter in the Sydney and Illawarra areas, and at an executive level, serving in complex roles such as Professional Standards, Operational Staffing and Workforce Relations.

Mr Cox has applied his outstanding leadership to developing operational capability, notably in the Illawarra region, where he was been actively involved in the Local Emergency Management Committee and Local Emergency Rescue Committee. He has contributed further to the emergency management capability of NSW as the FRNSW Commander at the NSW State Bushfire Operations Centre, during the 2019 bushfire crisis.

Mr Cox's significant contribution to Fire and Rescue NSW is also demonstrated through his delivery of recruitment and industrial relations reform and improvement. His contribution ensures FRNSW is better placed to pursue matters that directly improve community safety outcomes and protect the safety of firefighters.

Mr Cox continues to promote and implement an inclusive culture through participation in the 'Champions of Change' network, which seeks to break down barriers to equal employment and development opportunities. He extends his caring approach to colleagues out of normal work hours and has been a member of the FRNSW Critical Incident Support Peers group for over 15 years.

Mr Brendan Cox is an exceptional leader who is dedicated to developing teams and reforms that deliver greater trust in our systems and programs. He has a long and distinguished service and represents the respect, integrity, service and courage that FRNSW values. He can be held up as a model for others to aspire to.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Scott Andrew CROSWELLER, Duffys Forest NSW 2084

Mr Scott Crossweller has been a member of the Warringah Pittwater Headquarters Rural Fire Brigade since 1985 and was voted as a Life Member in 2000.

Mr Crossweller has been part of the response to many incidents including the 1988 Morton National Park fires in Nowra, 1994 Eastern Seaboard fires, 1996 Eastern Suburbs hail storm, 2006 Cromer fires, the 2013 West Head fire and the ferocious 2019-2020 bushfires.

As Brigade Captain, Mr Crossweller was instrumental in securing land for a Headquarters station and raising funds for its construction. He was promoted to District Group Officer in 2000, then Group Captain in 2006, a position he still holds.

Mr Crossweller has performed as Strike Team Leader, Divisional Commander and Operations Officer and as part of the Northern Beaches Operations team, he has coordinated major responses to large bushfire events. He represents the District's 17 Brigades on numerous Rural Fire Service committees, chairing or participating in meetings of the Northern Beaches Bush Fire Management Committee, Senior Management Team, District Advisory Committee and Group Officers Advisory Committee, many District sub-committees and a volunteer donations fund committee. In addition, he also attends local stations numerous times a year to address the members and guide and mentor officers.

From 2017 until its release in 2020, Mr Crossweller undertook the role as chair of the process to develop the RFS Northern Beaches District Strategic Plan and he has also contributed to positive cultural change, creating an environment of mutual respect and continuous improvement.

Mr Scott Crossweller has made a longstanding effort and commitment to members of the Rural Fire Service Northern District.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Ms Krystaal Meta HINDS, Gunning NSW 2581

Ms Krystaal Hinds has been a volunteer member of the New South Wales (NSW) Rural Fire Service (RFS) since 1998, when she joined the then Gunning Town Brigade, more recently the Gunning-Fish River Brigade.

Ms Hinds is recognised for her leadership, and as a role model and supportive mentor for her fellow volunteers, particularly young women joining the organisation. Her commitment as a volunteer has long been demonstrated in the numerous operational and administrative roles she has undertaken, including as Brigade Secretary, Training Officer, Deputy Captain and Brigade Captain.

Over the 2019/2020 fire season she was deployed to numerous fires, including the Northern NSW fires as a strike team leader and Divisional Commander on multiple occasions.

After serving as Deputy Group Captain for three years, Ms Hinds is currently a Group Captain in the Southern Tablelands RFS District. During her tenure as the Gunning-Fish River Brigade Captain, Ms Hinds worked diligently with the community and her Brigade members to increase recruitment, with a particular focus on attracting more junior and female volunteers. These efforts resulted in a thirty per cent increase in the number of young members and women in the Brigade, reflecting Ms Hinds' genuine commitment to ensuring the Brigade reflected the community it served.

A driving force in the establishment of a training centre for the Gunning Rural Fire Brigade station, Ms Hinds has been heavily involved in District-level training, delivering Bush Fire Fighter, Village Fire Fighter, Advanced Fire Fighter and Crew Leader courses. In addition to these commitments, Ms Hinds has dedicated significant time as an active member of the NSW Rural Fire Service Association, representing RFS volunteers on a number of committees and projects.

Ms Krystaal Hinds has served her community and the NSW Rural Fire Service with distinction and dedication for 24 years.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Dr Kamarah POOLEY, Colo Vale NSW 2575

Dr Kamarah Pooley joined Fire and Rescue NSW (FRNSW) in 2012 and has diligently served the people of New South Wales, achieving general land rescue and vertical rescue qualifications.

She completed a Bachelor of Criminology from Griffith University, First Class Honours in Criminology from the University of New England, and a PhD through Queensland University of Technology, where she received an Outstanding Doctoral Thesis award for her study into youth misuse of fire.

While serving as a frontline firefighter, Dr Pooley has also completed secondments with the Community Engagement Unit and is currently a Fire Research Officer with the Fire Investigation and Research Unit.

Dr Pooley has consistently sought opportunities to extend and apply her knowledge of misuse of fire by young people, along with her research into youth offending, public safety, and community risk reduction more broadly, publishing more than 16 peer-reviewed papers in the last seven years.

Dr Pooley's continued contribution has resulted in rigorously researched, piloted and evaluated programs. This work was turned into FRNSW's Community Engagement Planning System, an online tool to guide FRNSW firefighters through the process of developing community engagement plans for the delivery of prevention and education programs.

Dr Pooley has also led research into best practice, school-based fire safety education programs. This work resulted in a major revision of the FRNSW education programs, aligning the programs with the school curriculum and creating a scalable and sustainable way for children and their families to receive critical fire safety education.

Most recently, Dr Pooley updated FRNSW's approach to firefighter involvement in Youth Justice Conferencing convened for young people who commit fire-related offences. This work led to the development of an interagency digital training resource to prepare conference convenors, firefighters, police, young people, victims, and other participants for Youth Justice Conferencing.

Dr Kamarah Pooley has condensed an extraordinary level of service into her time with FRNSW and is an aspirational role model for others. She has made a lasting contribution to ensure well-researched and rigorously evaluated program methodologies for FRNSW. Her impact will influence a sustained approach to evidence-based prevention and education for many years into the future, placing FRNSW at the forefront of prevention and education program development.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr John Patrick REED, Bombala NSW 2632

Mr John Reed has given exceptional service to the Monaro community as a New South Wales Rural Fire Service (RFS) firefighter for the past 45 years.

Mr Reed joined the Craigie Rural Fire Brigade in 1974 and has held positions including Deputy Captain, Captain, Deputy Group Captain and Group Captain. As an active and engaged leader within the Monaro RFS District, he has advocated strongly both for volunteer fire fighters and his community and is widely respected. He has made a significant contribution as Chair of the Bombala and Snowy Monaro Bush Fire Management Committees (BFMC) and has been a member the Bombala Council and RFS Service Agreement Committee, Bombala Fire Control Centre Construction Working Group, BFMC Risk Management Plan Working Group, Eastern Border NSW/Victoria Cross Border Firefighting Committee and Region South Group Captains Forum, among others.

Mr Reed's local knowledge and firefighting experience has been critical in ensuring these forums have made appropriate decisions to benefit the community. His operational roles include Forward Control at Delegate for the Victorian fires (2014), Divisional Commander for the Michelago/Tea-Tree (2009) and Yarrabin (2013) fires and in multiple locations during 2019 and 2020.

Mr Reed is an Instructor and Assessor for First Aid and Bush Fire Fighter training and an Instructor for the RFS Secondary School Cadet Program at Bombala High School, training more than 200 cadets. His commitment to the community also extends to his service as an instructor with the State Emergency Service and Country Fire Authority at Bendoc. He served his country in the Vietnam conflict and until recently was an Australian Army Instructor, joining the WWI re-enactment Men from Snowy River' march from Delegate to Sydney (2016).

Mr John Reed has demonstrated distinguished service through his leadership and commitment, displaying professionalism in the delivery of firefighting resources and services to his fellow volunteers and the Monaro community over more than four decades.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr John Corneille SMITH, Coleambally NSW 2707

Mr John Smith joined the Coleambally Rural Fire Brigade in 1976, taking on the Captain's role the following year. He has also held the positions of Permit Officer, OH&S Officer, Secretary/Treasurer and Training Officer.

In 1999, Mr Smith became a Deputy Group Captain and in 2003, Group Captain. He has led several strike teams to out-of-area incidents, including the Black Saturday fires in 2009, Canberra, Tumbarumba and into Springwood the day after the town was devastated by fire in 2013. He also joined four strike teams in various locations in the 2019-20 fire season.

Since becoming a fire investigator in 2008, Mr Smith has investigated and reported on multiple fires, including being deployed to Cooma for seven days in 2020. He takes a lead role in mentoring younger volunteers within the MIA District and as a member of the District Training Group, he coordinated the Village Firefighter course for a number of years, using his experience as a science teacher to explain the chemical reaction of fire. He organised District exercises in Coleambally and still assists with Basic Firefighter, Village, Crew Leader and Rural Fire Driving courses.

To support the State Emergency Service (SES) in the Murrumbidgee Valley floods of March 2012, Mr Smith took on the role of forward command, liaising with the community, SES and local council. He participates in community engagement activities, assisting with the Secondary Schools Cadet and Kids Firewise programs and coordinates local Santa runs.

Mr Smith has been integral to the annual appliance service and inspection program, ensuring all vehicles are in working condition before each fire season.

Mr John Smith displays the finest attributes of volunteer spirit and commitment.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr William Allan SPEK, Kearns NSW 2558

Mr William Spek was appointed to Fire and Rescue New South Wales (FRNSW) in 1985, and has provided dedicated service to the people of New South Wales (NSW) for 35 years. He is currently a frontline operational firefighter and is Station Officer at Macquarie Fields.

Mr Spek has served at metropolitan fire stations since 1985, including spending 14 years at Liverpool Fire Station as a rescue operator. In 2010, he was promoted to Station Officer and served in this role at various stations. In 2017, he transferred to the Community Engagement Unit to fill the position of Aboriginal Liaison Officer, a position he held for two years.

Mr Spek is currently the Station Commander at Macquarie Fields Fire Station, and he has been recognised on multiple occasions for his commitment to coordinating and facilitating the Indigenous Fire and Rescue Employment Strategy (IFARES) and program. He has provided outstanding leadership in leading an idea that was created at the ground level, and has established a highly successful program that has seen more than 80 Indigenous recruit firefighters join FRNSW.

The IFARES Program has enabled cultural recruitment barriers to be removed, has the support of a key at-risk group in the community, has assisted in diversifying our workforce and has been embraced by FRNSW as a whole.

Mr Spek's distinguished service is of the highest order. The commitment and energy he gives to the community is demonstrated by the contribution he has made throughout his career. He is highly regarded amongst his peers and community for his passion, knowledge, and dedication to helping others in their time of need.

Most notably, Mr William Spek has gone above and beyond to progressing FRNSW's commitment to diversity, by developing strategies and programs to increase the number of Aboriginal and Torres Strait Islander people joining FRNSW through the IFARES program.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Gregory Wayne TOPPLE, Coffs Harbour NSW 2450

Mr Gregory Topple joined Fire and Rescue New South Wales (FRNSW) in 1995. Throughout his career, he has been attached to the station at Urunga and he has served the community and surrounding area diligently for over 26 years.

Since 2012, he has served at the rank of Captain and his dedication, strong leadership and high level of professionalism has supported a committed and professional team of firefighters who take pride in serving the community.

Mr Topple has attended numerous complex and significant incidents including flooding in 2009, a tragic B-Double accident on the Pacific Highway in 2012, numerous bushfire events, and the recent flooding events on the Mid North Coast.

Mr Topple has shown dedication to protecting his community through fire prevention and safety activities, planning and attending school education and community visits. He promotes and co-ordinates the FRNSW Safety Visits for the local Urunga and surrounding areas. His promotion of this vital service to the community and local FRNSW crews has seen firefighters attend numerous at-risk residential houses, to provide vital safety information and installation of smoke alarms.

Mr Topple has displayed exemplary leadership and focus with the introduction of a specialist foam tanker into the Urunga Station. The tanker has responded to all significant fires up and down the Mid North Coast, supporting extinguishment using specialist foam technology. Mr Topple has ensured all staff obtain and maintain their capability in this field and he promotes the station's capability and professionalism.

Mr Gregory Wayne Topple's dedication to his community is of the highest order. His commitment to protecting and educating the people of Urunga for the past 26 years is a significant achievement.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Brett Stanley TURNER,

Mr Brett Turner continues to serve the community in Greater Sydney's Macarthur District as an active volunteer in the New South Wales (NSW) Rural Fire Service (RFS), and has done so for more than 32 years. He first joined the Headquarters Brigade, before joining the Varroville Brigade in 1987.

Mr Turner has demonstrated great commitment to delivering the highest quality emergency service to the community and supporting the Service's volunteers. He has always been ready to accept any opportunity to make available his considerable abilities and knowledge, holding senior Brigade positions including President and Captain. He has served as a Group Captain for the Campbelltown and Macarthur districts for more than 20 years, mentoring and developing volunteers at all levels.

His valuable leadership and management abilities, combined with his skill in interpreting fire behaviour and risk, underpin his reputation as an exceptional field commander who consistently demonstrates exceptional ability in organising resources and people to deliver outcomes that exceed expectations.

Since the early 1980s, Mr Turner has managed operations across NSW and on specific deployments to Victoria, South Australia and Western Australia. He has also played a significant part during storm and flood responses, both locally and elsewhere in NSW. His operational outcomes have, and continue to set standards to which others aspire. Volunteers and management alike value Mr Turner for his integrity, respect and fairness, along with his significant contribution to the development of the local RFS and its members. This stretches to his membership of the local Bush Fire Management Committee, the Senior Management Team, Operations Committee and Communications Committee.

Mr Brett Turner has been recognised with many awards, as evidence of his dedication and distinguished service to the Australian community and as a highly valued member of the NSW RFS.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Frederick Allan TURNER, Singleton NSW 2330

Mr Frederick Turner joined the Carrowbrook Rural Fire Brigade in the Hunter Valley in 1983, serving as Deputy Captain from 1994 until 2000 and as Captain from 2001 to 2010, while also taking on the Permit Officer role in 2005.

In 2004, Mr Turner became North East Group Captain, overseeing Albano, Goorangoola, Carrowbrook, Glennies Creek, Mount Royal and Mirannie brigades. In 2010, he was instrumental in the merger of the Carrowbrook and Glennies Creek brigades, working tirelessly towards the construction of a new, centrally located station. With the merger, he relinquished his Captaincy, retaining his Group Officer position, which he still holds.

Mr Turner also made a major contribution to the development of other stations, including the new Goorangoola and Mount Royal facilities, and the planned Mirannie station. He has selflessly participated in Senior Management Teams as a Training Instructor and Assessor, and in all aspects of local, out-of-area and interstate emergency campaigns as a firefighter, Group Officer and Division Commander on the fire ground and in Incident Management Teams.

Mr Turner successfully liaised with the Australian Army to billet out-of-area strike teams in the Hunter Valley at the Lone Pine barracks and he acted as the Liaison Officer for Victorian crews supporting NSW firefighting efforts. Similarly, he has shown excellent leadership to the District and other services. Those who work with him respect his calm, confident and respectful manner. The time and effort Mr Turner devotes to the Rural Fire Service (RFS) and the positive support he extends to volunteers and staff alike are far beyond what could reasonably be expected.

In addition to his RFS responsibilities, Mr Frederick Turner is also an integral part of the local Legacy Branch and a valued member of the Singleton community.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Barry WHALAN, Dubbo NSW 2830

Mr Barry Whalan has been an active member of the Eulomogo Rural Fire Brigade since 1975, also spending 10 years in the Mumbil Brigade where he was Secretary. He is currently a member of the Eulomogo Brigade as Senior Deputy Captain, President, Equipment Officer, Permit Officer and Training Officer. He has also served in roles including Deputy Captain, Captain and Vice President. He has been given Life membership of the Eulomogo Rural Fire Brigade. He is also a member of the Orana Support Brigade.

Mr Whalan's commitment to the New South Wales Rural Fire Service (NSWRFS) is unabated. He is involved Rural Fire Service Association at Branch, Division and State Council and was on the RFS Technical Committee for some time. He has help run championship competitions and coordinated local RFS displays to engage with the community. He has served out-of-area and been deployed to areas such as The Snowy Mountains and Blue Mountains, Kempsey, Sydney and Coonabarabran, as well as interstate to Victoria and Tasmania.

During the 2019-2020 bushfire season, he was deployed on three strike teams to the State's south and also played a key logistical role, transporting crews on deployment by bus to Northern New South Wales on several occasions. He also continued helping recruit and train new brigade members.

Mr Whalan contributes to training activities with his brigade and the district. He has run cadet training at two Dubbo high schools, educating and encouraging students to develop insight into fire safety and prevention, and helping ensure brigades will be able to continue to serve the community in future.

Mr Barry Whalan continues to display the finest attributes of volunteerism and community service in his long-standing dedication to the RFS and the Eulomogo Brigade.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Victoria

Mr Roger Stewart CHITTY, Sunbury VIC 3429

Mr Roger Chitty has delivered distinguished service over four decades, demonstrating exceptional commitment to the enhancement of workplace health and safety and the development of future leaders.

Mr Chitty demonstrates an unwavering concern for the physical and mental health, wellbeing and safety of firefighters, and displays an ongoing commitment to enhancing community resilience at community and strategic levels.

His commitment to operational duties during large scale events such as the Hazelwood Mine Fire, plays a crucial role in ensuring firefighter safety and the delivery of state control strategic intent. Mr Chitty continually demonstrates the utmost respect with regards to duty, his people, and the community.

More recently, this commitment can be seen during the COVID-19 pandemic, with the reintroduction of a regional lockdown and a Fire Rescue Victoria station becoming an exposure site. These challenges highlighted the willingness of Mr Chitty to step up to the challenges of leadership, to ensure the best health and safety outcomes are reached at all times.

Undoubtedly, his efforts during this time helped maintain the safety and wellbeing of our people, and the maintenance of our organisational capabilities.

Mr Chitty has very much earned the greatest of respect from his colleagues, largely stemming from his ability to somehow support broad organisational wide capability and improvement, whilst simultaneously supporting individual health and wellbeing. Mr Chitty is well known to make himself available 24/7 and there is no 'on-duty' or 'off-duty' when it comes to the welfare of his people. In his role as Acting Assistant Chief Fire Officer, Mr Chitty displays genuine concern for his people on a daily basis.

Mr Chitty has, and continues to provide frontline command and control duties, attending major incidents involving structure fires, hazardous material incidents and multi-agency state events.

There is no doubt that without the influence of Mr Roger Chitty, the wellbeing and safety of our people, and ultimately the community, would be greatly reduced. His proactive and collaborative approach will continue to have immeasurable positive impacts on the wellbeing of personnel for years to come.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr John Laurence COWAN, Mernda VIC 3754

Mr John Cowan has distinguished his contribution to the Country Fire Authority (CFA) and the community throughout his 43 years of service, by demonstrating his exceptional leadership, energy, and enthusiasm in any role, task, or duty that he undertook. He is an exemplar of all those qualities and values espoused by CFA for adoption by its members.

Mr Cowan's extensive fire management experience and analytical ability has been instrumental in achieving the progressive transition of the former Lower Yarra Group (and now Nillumbik Group), from a typical rural wildfire focussed Group of mainly small, low activity Brigades into a strong group of peri-urban Brigades responsible for a rapidly growing population with an increasing diversity of hazards.

He has performed Level 3 Planning Officer roles at extremely large and prolonged campaign fires in 2009, 2013 and most recently in 2019-2020. These fires involved CFA and other partner agencies. When senior personnel from CFA and our sister agencies hear that Mr Cowan is available on the front line as a Planning Officer, they have confidence that the fire is in good hands. He continues to maintain his accreditation as a Level 3 Planning Officer.

Mr Cowan is also an experienced Fire Ground Commander where he identifies emerging operational leaders with whom he willingly shares his significant experience. He does this both formally, through training sessions and informally, one on one as a coach and mentor.

In addition to the Firefighter role, John holds the rank of Crew Leader, Strike Team Leader and Incident Sector Commander. These roles are performed on the fire ground and John is trained and available to respond to a hazardous, frontline situation.

Mr Cowan is highly regarded by senior leaders from across the emergency management sector within Victoria. His exceptional personal commitment and passion to the development and presentation of training programs that enhance the knowledge and practise of the discipline of emergency incident management has been commendable. His outstanding contributions and high personal standards have inspired others to make their communities better and safer places.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Richard Andrew CROMB, Olinda VIC 3788

Mr Richard Cromb has distinguished himself through his outstanding commitment to the training and education of Victorian firefighters over the past 50 years and his exemplary leadership as a Level 3 Operations Officer within the Country Fire Authority (CFA). During his career, he has transitioned through the ranks of his volunteer brigade onto the staff of the authority, always retaining the essence of the drive which attracted him to CFA in the first place; service to the community and concern for their safety.

During his employment as a professional trainer, he has specialised in driving and pump operation, developing extensive training packages in specific skills and the introduction of new CFA firefighting appliances, while continuing to deliver more generalist courses. His skill as an Instructor has been recognised through extension programs that have seen him selected to deliver courses both across CFA and to metropolitan fire service colleagues.

Mr Cromb's exceptional talents as a practical educator has seen him lead the development and delivery of numerous training packages and training courses, drawing on his extensive experience and his deep personal understanding of the needs of firefighters on the ground. Mr Cromb remains to this day, a very active volunteer firefighter, a valued member of the Brigade Management Team responsible for driver education and skills maintenance, and he continues to give innumerable hours of personal time to brigade training, vehicle maintenance, specialist instruction and a raft of other brigade activities. His experienced counsel and mentoring have been, and continue to be sought by every subsequent captain of the brigade.

Mr Richard Cromb's skilled operational leadership has been both continuous and passionate, in pursuing the greater safety of the community and the prevention and suppression of fire in Victoria.

Mr Alistair Murray DRAYTON, Wallington VIC 3222

Mr Alistair Drayton is a proud and dedicated volunteer member of the Country Fire Authority (CFA) with prolonged and exceptional service.

Mr Drayton has distinguished himself as an extremely competent firefighter and operational commander and he is considered an outstanding Level 3 Incident Controller.

Throughout his career, he has earned the respect and trust of his peers and of the Chief Officers of the State's emergency management agencies. He has an exceptional ability to manage the complex matrix of problems and issues that exist during major fire situations.

Mr Drayton's deployment history includes some of Victoria's largest and worst wildfire situations. He has also been deployed to provide relief in other states and on 3 occasions, he was sent to Canada and the United States of America. His comprehensive knowledge and experience has been leveraged to the benefit of Victoria's emergency management sector, through his willing participation in the delivery of specialist training across the organisations.

The citizens of Victoria are the ultimate beneficiaries of his efforts. Mr Alistair Drayton is an exceptional volunteer and has contributed to advancing the knowledge and practice of Incident Management.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr James William DULLARD, Coburg VIC 3058

Mr James Dullard joined Country Fire Authority (CFA) as a volunteer firefighter in 1978, before joining the CFA as a career recruit firefighter in 1988.

After 15 years on station, Mr Dullard returned to the Fiskville Training College in 2003 and provided leadership, support and mentoring to more than 300 career firefighter recruits as an instructor and co-ordinator. He instigated significant improvements to training and recruitment approaches, and increased organisational awareness of fairness, inclusion and diversity across recruitment, training and promotional programs.

Mr Dullard enhanced interoperability between the fire services and championed the work that laid comprehensive foundations for the establishment of a Victorian Recruit Firefighter course. He was influential in leading fire service reform changes and worked with industrial bodies to position the newly established Fire Rescue Victoria's contributions within the Emergency Management sector.

Mr Dullard's State response leadership has included roles as Incident Controller (Civilian evacuation) in Mallacoota during the 2020 Victorian Bushfires, State Coordinator (Victorian Resources) during the Sydney Bushfires in 2019, and State Coordinator (Victorian Resources) in Tasmania in 2014. He also undertook the role of Operations Officer at Kangaroo Ground ICC during the Black Saturday fires in 2007. He continues to provide front line command and control duties by attending major incidents involving structure fires, hazardous material incidents and multi-agency state events.

Mr James Dullard has made significant contributions to Victoria's fire services for more than 40 years and strives to ensure that Fire and Rescue Victoria is best placed to support Victoria's communities into the future.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mrs Debra Michelle LUKE, Docklands VIC 3008

Mrs Debra Luke has given sustained and exceptional service to the Country Fire Authority (CFA) and the community for over 40 years, as a valued and trusted volunteer brigade member and as an employee. Her belief that high quality service delivery is critical to achieving safer communities, and her passion for quality and excellence has underpinned her contribution towards CFA's Mission of protecting lives and property.

Mrs Luke has been a preferred member of Incident Management Teams, deployed to major fire events across Victoria, New South Wales, Tasmania and British Columbia in Canada. She is a respected and trusted expert voice within the Emergency Management sector with Level 3 Logistics Officer accreditation.

Mrs Luke has drawn on her own operational experiences, and her outstanding management and communication skills to inspire others and to be a driver of improvements to, and development of, procedures, systems and processes that benefit the CFA and the Emergency Management sector.

Her exceptional ability to effectively lead and manage multi-agency teams was leveraged during the creation of the Victorian Inter-agency Emergency Coordination Centre. She also led the development of the national expression of interest process, used to help manage the selection of suitably accredited personnel from agencies across Australia and New Zealand whenever international deployments were required.

Mrs Debra Luke has distinguished herself from the many other dedicated and committed members of CFA by the lasting and exceptional contributions she has made to the Emergency Management sector and to the safety of the people of Victoria.

Mr Philip John TAYLOR, Ascot Vale VIC 3032

Awarded for his commitment to the safety of firefighters, Mr Phil Taylor has given over 42 years' of service to the Victorian community as a firefighter in Metropolitan Fire Brigade and Fire Rescue Victoria (FRV).

During this time, Mr Taylor has dedicated his career to making firefighting safer for all responders. He has led many projects to introduce safety initiatives and equipment.

Victorian firefighters are provided with world class structural firefighting uniforms, due to the exceptional project leadership Mr Taylor has provided. His commitment to continual improvement has resulted in the next generation of firefighting uniform being selected and made available to FRV firefighters.

Mr Taylor has a vast amount of operational experience, performing the role of Operational Commander in Western district, leading the response to significant fires. He has used this experience in his current role of Health Safety and Wellbeing Commander to improve safety on the fire ground. He has taken learning's from attending chemical fires and developed and implemented safer systems of work for the benefit of responders. Mr Taylor continues to provide front line command and control duties by attending major incidents involving structure fires, hazardous material incidents and multi-agency state events.

Mr Phil Taylor's commitment to safety has influenced work practices, equipment and policy at FRV. His knowledge of safety is held in high regard within the sector and his commitment to health and safety of firefighters is admired by all.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Queensland

Mr Mark DOBLE, Tamborine Mountain QLD 4272

Mr Mark Doble joined the Queensland Rural Fire Service (RFS) in March 2007 as a volunteer firefighter and soon established himself as a leader amongst his peers.

Mr Doble is a volunteer rural firefighter and a rural fire management officer who has led innovation, built capability and is a champion of change for the organisation. His enthusiasm and drive has seen him dedicate multiple evenings and weekends to build resources, capability and train RFS volunteers.

After many productive years as a volunteer, Mr Doble joined Queensland Fire and Emergency Service (QFES) in the full-time role of Inspector. During his career, he has provided exemplary subject matter expertise to the State Air Operations Unit while the organisation implemented national accrediting competency and capability. He also notably produced significant initiatives to improve safety and compliance.

Mr Doble was involved in the 2019-20 Bushfires, providing operational response and capacity through managing the operational capability and response for QFES Air Operations.

Joining the dedicated team at the School of Fire and Emergency Services Training, he was the project lead on the successful completion and implementation of the Rural Fire Development Framework, an innovative tool that has changed the path of staff and volunteer training now and into the future, and pays homage to the life lessons, skills and future learning.

Mr Doble's devotion, professionalism, and commitment to providing a first-class capability has led to a highly successful program supporting staff, volunteers and community.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Commissioner Gregory James LEACH, McDowall QLD 4053

Commissioner Gregory Leach has demonstrated an exemplary contribution to the Victorian and Queensland community across his extensive firefighting career, spanning 35 years.

Commissioner Leach has worked for multiple emergency service agencies in Senior Executive positions, including Country Fire Authority, Ambulance Victoria, Metropolitan Fire Brigade and as Commissioner with the Queensland Fire and Emergency Services (QFES).

Commissioner Leach is responsible for all operational responses for QFES. He attends the State Operations Centre, State Disaster Coordination Centre and frontline areas during disasters, to ensure operational capability is met.

As an experienced Level 3 Incident Controller, he has responded to some of our nation's worst fires, including large wildfires, major structure fires and other emergencies, including floods, cyclones and hazardous incidents.

Commissioner Leach has contributed to improved frontline safety for firefighters, enhanced service delivery for the community and increased operational capability. He has helped to establish safe limits for per- and poly-fluoroalkyl substances (known as PFAS) along with successful and measurable decontamination programs for appliances and equipment. He has advocated, influenced and successfully achieved an upgrade of the Coen Primary Healthcare Centre morgue and the Coen Airport Facilities, to ensure this remote service centre continues to support connectivity and disaster preparedness.

He has demonstrated leadership and the ability to positively influence, as evidenced by the ongoing change and use of new technologies and innovation.

Commissioner Leach has contributed leadership, devotion and distinguished service to support fire and emergency services across Victoria and Queensland.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Western Australia

Mr Jonathan McLean BROOMHALL, Swanbourne WA 6010

Mr Jonathan Broomhall joined the career Fire and Rescue Service (FRS) in Western Australia as a career firefighter in 1994. Over the last 28 years his dedication and commitment has seen him rise through the ranks from Firefighter to District Officer, Superintendent and Chief Superintendent, through to his current role as Assistant Commissioner Metropolitan Operations.

Mr Broomhall is responsible for leading the Department of Fire and Emergency Service (DFES) frontline operations across the greater Perth Metropolitan area, encompassing nearly 50 fire stations and more than 1,000 staff. Throughout his career he has played a crucial role in many high-level incidents across the State including tropical cyclones and bush fires including the blaze that threatened the Stirling Range in December 2019.

Mr Broomhall also managed the Urban Search and Rescue (USAR) Taskforce response to incidents such as the TC Olwyn and O'Sullivan (Northcliffe) and Yarloop bush fires. Not limiting his achievements to incident response, he has been extremely proactive in delivering new strategic initiatives that are aimed at improving operations and saving lives. These have included projects to secure Heavy Rescue and USAR equipment caches in key regional locations, operationalising Vertical Rescue capabilities and the replacement and enhancement of DFES' Communications Centre (000) emergency telephone system.

Mr Jon Broomhall is a humble and trusted leader who has excelled in any role he has performed. He has made an outstanding contribution to the fire and emergency services in WA, both by delivering new innovations personally and by advocating for others, to the benefit of frontline personnel and the greater community.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Harold James MOIR, Sinclair WA 6450

Mr Harold Moir has been a loyal and committed member of the Volunteer Fire and Rescue Service (VFRS) since 1974, initially with the Norseman brigade and then with Esperance from 1989.

During his outstanding 47 years as a volunteer, Mr Moir has fulfilled roles such as Apparatus Officer, Support Officer and Brigade Captain and he has responded to a diverse range of incidents including a fuel depot fire where water supply was an issue, a tragic plane crash at Norseman Airport in 1978 and the Esperance bushfires of November 2015 and January 2016.

Recognising that the strongest and most sustainable volunteer groups are those with junior programs, Mr Moir has played an active role ensuring these programs are thriving in his local area. He has worked tirelessly to mentor and coach the junior running teams from both Esperance and Norseman, which are a training ground for up-and-coming firefighters in the area. Under his patient guidance, numerous junior members have gone on to become active firefighters or volunteer with other emergency services agencies.

Mr Moir has additionally undertaken considerable fundraising efforts to support the junior teams in their competitive pursuits, including raising funds for a new bus and the renovation of the running track building. His remarkable dedication to the youth of Esperance and Norseman was recognised in 2016 with a Life Membership of the Esperance brigade.

Mr Harold Moir's talents also extend to using his ingenuity to overcome any equipment faults, saving thousands of dollars for the VFRS in the process.

Mr Alan Gordon PUGH, Kalamunda WA 6076

Mr Alan Pugh has been an active and steadfast member of Kalamunda Volunteer Fire and Rescue Service (VFRS) since 1974. During this time, he has fulfilled various roles including Apparatus Officer and Secretary and he was the Brigade Captain for eight years.

With an outstanding contribution of over 47 years to his name, Mr Pugh has responded to more than 4,800 incident calls and he has been the Officer in Charge at 1,071 incidents, giving him the distinction of being the most active firefighter in the history of Kalamunda VFRS. Even now, he still holds his breathing apparatus qualification and can be counted on to be at the front of the line during any incident.

Operational response aside, Mr Pugh has also played a key role in brigade recruitment and many community-minded initiatives, such as involving the brigade in the local Blue Light Disco for youth, fire safety and awareness for schools and seniors, establishing resident support groups and encouraging fire readiness in Kalamunda and the surrounding community. He has further contributed by being a part of the Western Australia Volunteer Fire Brigade Association as a zone representative and executive member, demonstrating his enormous commitment to supporting volunteer brigades and their members.

Mr Alan Pugh's energy, enthusiasm and longstanding dedication are invaluable to both the Kalamunda VFRS and the community. He is a shining example to new brigade members and remains a driving force in keeping the brigade inspired and motivated.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Michael TERACI, Aveley WA 6069

Mr Michel Teraci has the double distinction of being both a longstanding volunteer and a career firefighter, having commenced his volunteer service with the East Swan Bush Fire Brigade in 1982 at only 16 years of age and starting his Department of Fire and Emergency Services (DFES) career in 2003.

Throughout the years Mr Teraci has excelled in varied positions such as Firefighter, Captain, Lieutenant, Trainer, Assessor, Group Air Observer, Community Fire Manager, District Officer and Acting Superintendent.

Mr Teraci has played a critical role in the response to a wide range of complex and challenging incidents, both on the ground and from DFES Operations Centres. These included the MH370 air search, Tropical Cyclones Christine, Olwyn, Veronica and Seroja, the 2014 Parkerville bushfire, the 2015 Lower Hotham (Boddington) and O'Sullivan (Northcliffe) bushfires, the 2016 Waroona-Yarloop bushfire and more recently the 2021 Red Gully and Wooroloo bushfires. He was also part of the deployment to Victoria for the 2009 Black Saturday bushfires.

Mr Teraci's dedication and passion have been recognised in recent years as 2021 Australia Day Community Citizen of the Year by the City of Swan, and as a finalist in the Western Australia Volunteer of the Year Awards. He is committed to the growth and advancement of fire and emergency services in Western Australia, always seeking to improve the delivery of services and enable firefighters to safely perform their duties.

Mr Michael Teraci is highly respected as a leader for his dedication, drive and compassion.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

South Australia

Mr Brendan Patrick McEVOY, Upper Sturt SA 5156

For services to the Country Fire Service (CFS) as a volunteer, especially through the provision of education and training.

Mr Brendan McEvoy has made an outstanding contribution to the CFS and the South Australian community for nearly 40 years. Through Upper Sturt, Stirling and Burnside CFS Brigades, and in many operational and administrative roles at local and State levels, he has participated and been committed to the control and management of thousands of emergencies.

Mr McEvoy has significant achievement as a volunteer through the provision of high-quality training to Fire Service personnel over more than three decades. Through hundreds of courses and a broad range of specialist subjects, his legacy is a high standard of education, benefiting thousands of South Australian firefighters. From basic firefighter suppression to specialist rescue and HAZMAT training, he has been responsible for teaching the frontline combatants in a challenging and evolving discipline. He has volunteered countless hours of his time to educate and advance the skills of his colleagues.

As well, Mr McEvoy has been instrumental in advancing the Atmospheric Monitoring capability and Hazardous Material responses within the CFS over a long period, and enhancing multi-agency responses to such emergencies.

Mr Brendan McEvoy's knowledge of the management of dangerous goods has been an asset to emergency agencies of South Australia. He has also contributed to fire prevention at a local level, through the formulation of local community fire safety programs promoting self-reliance and resilience.

Mr Nathan James WATTS, Mount Barker SA 5251

In recognition of his outstanding volunteering service and his prolific and sustained leadership of South Australian Country Fire Service (CFS) volunteers.

Mr Nathan Watts exemplifies service to the community and has steadfastly set examples for others to follow. As a volunteer firefighter leader, he has shown dedication and concern for those he leads and serves as a high profile advocate for volunteer firefighters across South Australia.

As a prolific businessman in the Adelaide Hills, he has promoted the benefit of the CFS to the community, significantly contributing to public safety.

Throughout the period of the Cudlee Creek fire in 2019-2020, he led several fire missions which contributed to the safety of South Australians and the saving of their homes and businesses.

Mr Watts bravely puts himself forward and has dedicated himself to improving the system for volunteers to make them safer and more successful. He offers his ideas and views for improvement with intellect and passion and has influenced many service improvements which ultimately lead to improved public and firefighter safety.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Australian Capital Territory

Mr Peter Ronald COBLE, Monash ACT 2904

Mr Peter Coble joined Australian Capital Territory Fire & Rescue (ACTF&R) in 2002, after a successful career with ACT Parks and Conservation Service and ACT Policing. He was also a volunteer member of ACT Rural Fire Service, Rivers Brigade, for 10 years 1992-2002.

Mr Coble's dedication to community service is evidenced through his paid and volunteer positions across four operational services. Throughout his career, he has dedicated himself above the expectations of an operational firefighter, to contributing to the betterment of ACTF&R's capability through innovation in the areas of information and communication technology, as well as increasing the resilience of vulnerable members of the Canberra community.

Mr Coble has consistently transferred his operational experience in the areas of Vertical Rescue and Communication Centre Operations to his peers as an instructor in these technical disciplines.

In 2008, he also served as a lead instructor for Recruit College 32. He was on operational duty during the 2003 Canberra Bushfires and the 2019-2020 National Bushfire Emergency, deployed to the Regional Incident Control Centre in Tumut as Liaison Officer between ACT and New South Wales.

In 2016, Mr Coble championed ACTF&R's partnership with the Deafness Resource Centre to install smoke alarms in the homes of the hearing impaired. This partnership has resulted in the installation of units in the homes of some of Canberra's most vulnerable citizens.

More recently, Mr Coble has dedicated his career to increasing the organisation's capability through technical innovation. This has included the rollout of smart phones apps and information sharing platforms to enhance response capability and increase firefighter safety.

Mr Peter Coble has been integral to ACT Emergency Services Agency Communications Centre Reform Project, and the introduction of new radios, and Computer Aided Dispatch technology. These reforms have enabled ACTF&R to dedicate more firefighters to frontline roles, improving firefighter safety through more contemporary and reliable communications stems and procedures.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Matthew Charles DUTKIEWICZ, Weston ACT 2611

Mr Dutkiewicz joined the Australian Capital Territory Rural Fire Service (ACTRFS) in September 1993 and has been an active firefighter with Rivers Volunteer Bushfire Brigade (Rivers) for over 28 years. He has held senior positions within Rivers for 18 years, including Deputy Captain from 2001 to 2007 and Captain from 2007 to 2016.

His leadership has made him a trusted and respected role model within the service as well as a point of contact and support for members of Rivers.

He has attended numerous major incidents during his extensive career, including the Eurobodalla and Canberra fires in 2001. He lost his family home and all his possessions whilst out protecting other people's properties during the 2003 Canberra fires. Mr Dutkiewicz was Sector Leader and Crew Leader on two deployments to the Black Saturday fires in Victoria in 2009.

Over the Black Summer 2019-2020 fire season he served on major fire grounds at the mid-North Coast, Braidwood, Nerriga and Adaminaby in NSW, and Pialligo and Orroral Valley in the ACT. He led crews who saved several houses near Possum Brush and during the firestorm at Nerriga, New South Wales.

Mr Dutkiewicz was having a break from firefighting at his parents' home in Malua Bay on New Year's Eve 2020, when the Currowan fire impacted. He and his brother used garden hoses to protect their parents' house, and went on to save several neighbouring houses.

Mr Dutkiewicz also undertakes significant engagement within the Canberra community on fire safety and is currently the Vice President of the ACT Volunteer Brigades Association. He was the initiator of a small team of volunteers who produced 'Ablaze: The Long, Hot Summer of 2019-20', a photo book about the fires from the perspective of ACTRFS firefighters. This book has helped ACT firefighters and the community reflect and recover from the Black Summer 2019-2020 fires.

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

Mr Gregory Stephen POTTS, Holder ACT 2611

As a current Operational member of the ACT Rural Fire Service (ACTRFS) since 2011, Mr Gregory Potts has dedicated more than 25 years to supporting Australian communities, since first joining the New South Wales Rural Fire Service (NSWRFS) in September 1996.

Mr Potts was also a founding member of the New South Wales State Emergency Service Bermagui Unit, in 1998 until 2004. During his time with the Bermagui Brigade he held positions including Deputy Captain and Captain, and was involved in firefighting efforts during Section 44 Bushfire Emergency operations in 2001 and 2002, and the 2003 bushfires in the Adaminaby area.

As a member of the ACTRFS, Mr Potts provided valuable support during the 2019-2020 Bushfire Season, sharing knowledge and experience to members from both the NSWRFS and ACTRFS.

Mr Potts has dedicated his volunteer and salaried career to ensuring the safety of his communities through improved interface asset protection zones, improved bushfire fuel reduction activities and advising on best practice development in bushfire prone areas. He has also been key to discussions around the protection of critical infrastructure, which is often overlooked during bushfire protection activities and significant bushfires.

Mr Potts has made a significant contribution to the preparedness, safety, and wellbeing of the communities of South-East NSW and the ACT throughout his 25 year career, and particularly during the challenges of 2019-2020 Black Summer Bushfires. He has served his communities with the highest regard for their protection from the impact of bushfires and has always challenged the services to look for improvements to better protect life, property, and the environment.

Mr Potts has also made valuable and consistent contribution to the COVID-19 response, working with several areas of the ACT community. In the Incident Management Team, Mr Potts coordinated staff and volunteers in areas including testing centre welfare, computer deliveries to students, Health operations officer and delivery of Rapid Antigen Tests to school students and vulnerable community groups.

AMBULANCE SERVICE MEDAL (ABSM)

New South Wales

Mr Wayne Robert CANNON,

Mr Wayne Cannon commenced with New South Wales Ambulance in 1989 and has worked in various roles including Intensive Care Paramedic, Special Casualty Access Team (SCAT), Urban Search and Rescue Operator, Tactical Medic, Helicopter Paramedic, Paramedic Educator, and in leadership roles.

Mr Cannon has dedicated his career to enabling and developing the New South Wales Ambulance specialist wilderness and remote area response capability, and is viewed as an expert in specialist patient access and aeromedical evacuation.

Mr Cannon has demonstrated his dedication not just by his clinical commitment to excellence in patient care and safety, but also his willingness to lead as a role model. He has an extensive paramedic career with a focus on the operational delivery of patient care, particularly in difficult and remote locations and the aeromedical environment. He has been instrumental in the development and delivery of SCAT and remote area access capability for New South Wales Ambulance.

Mr Cannon has instructed on almost every Remote Area Access (RAA) and SCAT Course and recertification in the last 15 years, as well as spending almost 20 years as a Helicopter Paramedic. He is a technical expert in accessing, treating and evacuating patients in difficult, hazardous and remote environments, such as caves, cliffs, canyons and collapsed buildings, and is well respected across the emergency services, rescue and aviation industries.

Mr Cannon has responded to, and often led, some of the most demanding and complex remote area and wilderness rescues for New South Wales Ambulance. He has led teams for prolonged overnight missions and made his own incredible acts of bravery in the face of peril.

Mr Cannon has demonstrated humility and commitment to ensuring New South Wales Ambulance can deliver excellence in care to patients throughout his diligent service. His dedication to patients and expertise in this area has influenced how remote area aeromedicine is delivered.

AMBULANCE SERVICE MEDAL (ABSM)

Mr Mark Roy GIBBS, Yass NSW 2582

Mr Mark Gibbs commenced with New South Wales Ambulance in 1987, working in a variety of frontline and operational management positions. He remains passionate about providing high-level clinical care to the community, undertaking and assuming the role of patient advocate whilst leading his team of over 400 paramedics and continuing to ensure paramedic and patient needs are at the forefront of all operations.

Mr Gibbs performed a pivotal role in the transition of stations in southern New South Wales from on-call to 24-hour stations. By liaising with industry bodies and representing the interests of New South Wales Ambulance, Mr Gibbs ultimately increased the ability of crews to attend to the community, whilst simultaneously improving the teams' workload, productivity and fatigue management.

Whilst balancing and managing multiple competing priorities, subject to public and political scrutiny, Mr Gibbs continues to improve his sector's focus on operational, clinical, business and financial performance whilst maintaining the focus on patient care. He has contributed to a culture shift which has improved the morale and determination of the entire team, at a time of increased demand compounded by the first peak of the coronavirus pandemic and following the tragic death of a paramedic, he led a critical incident team.

Mr Gibbs' tenacity and integrity enabled him to lead the sector through a cultural review, while simultaneously providing ongoing support to the entire sector during these challenging times. His ongoing commitment to operational improvement, powerful work ethic, commitment to his team, and persistent advocating for patient care resonates and inspires all staff.

AMBULANCE SERVICE MEDAL (ABSM)

Queensland

Mr Grant Richard GAMBLE, QLD

Mr Grant Gamble has had a long and distinguished ambulance career, commencing with the former Queensland Ambulance Transport Brigade as an Honorary Ambulance Officer in 1984, followed by his permanent appointment as an Ambulance Officer in the same year.

Mr Gamble's distinguished career has seen him excel in a variety of senior clinical roles, including Clinical Support Officer, Regional Operations Supervisor and went on to gain his qualification as a Critical Care Paramedic. He has also undertaken relieving duties as Area Director, Senior Clinical Educator of the Local-Area Assessment and Referral Unit and as Team Leader in the Clinical Hub at the Kedron Operations Centre.

Mr Gamble continues to positively influence the lives of patients within the Queensland Ambulance Service (QAS) Gold Coast Region through his role as a Critical Care Paramedic. His unflinching commitment and dedication to excellence in patient care, education and training has enabled him to provide authoritative advice to more junior staff, patients and carers, his peers and higher management, during highly complex and extremely challenging incidents and environments.

Mr Gamble's expertise and experience has seen him deployed during Cyclone Debbie 2017 and to provide leadership and input on multiple QAS clinical projects. He has served the people of Queensland for over 37 years and continues to demonstrate the professionalism that is representative of today's paramedic profession.

AMBULANCE SERVICE MEDAL (ABSM)

Western Australia

Mrs Wendy Lee-Ann PRICE, WA

Commencing in May 2009, Mrs Wendy Price has served for 13 years as a Volunteer Emergency Medical Technician with St John Ambulance Western Australia.

During this time Mrs Price has attended many hazardous frontline callouts within the Ravensthorpe and Great Southern region. She has served as an Emergency Medical Technician (2009 - 2022), Sub Centre Chairperson (2019 -2022), and Receiving Officer (2012).

Mrs Price has made a significant contribution and outstanding service to the community of Ravensthorpe and the Great Southern Region of Western Australia. She is a respected volunteer and role model and always goes beyond the expectation of her normal duties to serve her community.

She is integral to the community of Ravensthorpe and the operation of the St John Ambulance Ravensthorpe Sub Centre. Her service and commitment to the community of Ravensthorpe is nothing short of extraordinary.

On the frontline Mrs Price is particularly outstanding in times of emergency. She has been involved in many major rescue operations such as a particularly hazardous cliff rescue in Hopetoun; assisting a patient trapped in a truck containing beehives; and using her knowledge of farming equipment to assist in farm machinery accidents. She can always be counted on to attend the scene and organise additional resources that would normally stretch and test the most experienced professionals. She does this with a grace and conviction that is greatly admired by the people who are privileged enough to see her in action.

The ambulance service and Ravensthorpe Sub Centre would certainly not function as efficiently without the time and effort that Mrs Price devotes to serving her community through St John Ambulance.

After 13 years of service, under considerable pressure, Mrs Price always remains calm and gives her full commitment. She is a huge asset to the Ravensthorpe community and a prime example of distinguished service.

AMBULANCE SERVICE MEDAL (ABSM)

Mr Ian James TELFER, Donnybrook WA 6239

Mr Ian Telfer commenced with St John Ambulance Western Australia in 2014, as an Emergency Medical Technician and in 2015 he became the sub centre Chairperson.

In his short time with St John, Mr Telfer has attended many on road call outs and countless incidents. He has proven to be a dedicated member, committed to the delivery of the ambulance service and pre-hospital care within the Donnybrook and Southwest Region, and he has been the driving force and lead project manager in the redevelopment and upgrade of the Donnybrook Sub Centre. His actions ensured the centre included future-proofing needs, providing private facilities for the crew on shift, storage, meeting room, and a secure office for their on-site Office Administrator.

Over the last six years Mr Telfer has led and promoted the concept of over thirty community placed automated external defibrillators (AED) in the town sites of Donnybrook, Kirup, and Balingup. He has also further developed the concept of making first aid a part of everyone's life. He established an initiative and led a committee, intent on ensuring that every person in the Donnybrook Shire, between the ages of 12 and 70, were provided with training in the use of an AED. In 2018 he conducted over forty training sessions on the 'Staying Alive in the Shire' program, training more than 1000 community members.

In 2015, Mr Telfer was elected to represent the Upper Southwest Sub Region as a committee member of the Southwest Volunteer Support Fund (Development Fund). The committee was tasked with the provision of a structure to enable sub centres in the Southwest to voluntarily pool resources and support the acquisition of regional assets, to improve ambulance service sustainability in the Southwest. Multiple projects in the more remote and financially challenged locations have seen the provision of new equipment and training resources and the placement of AEDs throughout the Southwest.

AMBULANCE SERVICE MEDAL (ABSM)

Mr Craig Ronald TELFORD, Kelmscott WA 6111

Commencing in January 1996, Mr Craig Telford has served for 26 years as a Paramedic with St John Ambulance Service Western Australia.

During this time Mr Telford has held a range of frontline roles including: Critical Care Paramedic with the Emergency Rescue Helicopter Service, Special Operations and Urban Search and Rescue and the Australian Medical Assistance Team (AusMAT).

Mr Telford is currently serving as a Special Operations Paramedic within the Perth Metropolitan area. He has made a significant contribution and outstanding service to the community of Western Australia as a respected leader and role model and he epitomises the very meaning of distinguished service.

Mr Telford has performed the role of Critical Care Paramedic for several years with the Emergency Rescue Helicopter Service, providing high level clinical care and rescue in remote locations to the community of Western Australia. He then joined the Special Operations and Urban Search and Rescue where he specialised in rescue and clinical response in cases where there was risk of further injury to patients or rescuers.

In 2010, Mr Telford deployed with the AusMAT to Pakistan, in response to the devastating floods. In 2019, he was deployed to the Yanchep and Stirling Range bushfires where he provided clinical support and fire ground retrieval capabilities to the fire fighters. The work undertaken was often for long periods in very hot and dangerous conditions.

At the outset of the COVID-19 Pandemic in early 2020, Australian citizens were repatriated to Christmas Island where Mr Telford was deployed as part of the AusMAT response team to provide clinical care for the duration of the quarantine period. In 2021, he again joined the Urban Search and Rescue (USAR) teams in response to Tropical Cyclone Seroja, providing clinical care and support to the ongoing post impact operations in the region.

AMBULANCE SERVICE MEDAL (ABSM)

South Australia

Mrs Julie Margaret APPAY, SA

Mrs Julie Appay joined St John South Australia Ambulance Service (SAAS) in 1995 as an operational recruit and progressed to Ambulance Officer.

Mrs Appay has held various operational and support positions on the frontline including Peer Support Officer, Regional Medical Transport Services at Wallaroo, WHS representative and Volunteer Ambulance Officer. She has worked hard to maintain her qualifications and has spent many hours on roster for the Kadina team, not only providing support to her community but also playing a part in saving many lives in regional South Australia.

Mrs Appay has spent time relieving as a Volunteer Team Leader and Training Coordinator, and she could always be relied upon to step up and serve the team. Her commitment to the SAAS Peer Support program has made a significant difference for her colleagues and she has spent countless hours supporting them through difficult cases and experiences, always ensuring they were well supported and gaining their trust and confidence. Mrs Appay continues to work as an Ambulance Officer and maintains her volunteer involvement with SAAS.

Mrs Appay's values embody the organisational values of SAAS and putting patients and colleagues first has always been at the forefront of her actions. She is a very worthy recipient of this honour.

AMBULANCE SERVICE MEDAL (ABSM)

Mr John Lyndon NOBLE, Ascot Park SA 5043

Mr John Noble was previously a volunteer Ambulance Officer before commencing employment in 1988 as a Paramedic. He went on to be an Air Attendant in 1992, providing medical services as a single clinician all over regional South Australia with the air wing of the ambulance service. This required specialist skills in a unique environment. He qualified as Intensive Care Paramedic in 1997 and took on a Clinical Team Leader roll in 2003, managing the station and providing the clinical support and training for its staff.

Mr Noble is currently an Extended Care Paramedic, and his career spans some 36 years. In 2006 he gained a position with the West Midlands Region, United Kingdom, drawing on his experience with South Australia Ambulance Service (SAAS) to work with Rapid Response Paramedics. This opportunity afforded him exposure to the National Health Service (NHS) and the daily workings of an overseas ambulance service.

On his return to Australia in 2007, he formed part of the inaugural group who developed the Single Paramedic Response INTervention (SPRint) program, which he continued to develop and participate in over the next three years. He is a highly respected professional and clinician who has often been sought out to participate in various new initiatives due to his clinical focus, patient advocacy, compassion and supportive focus for staff and volunteers.

Mr Noble has held a variety of positions as a clinician, in leadership, clinical support, mentor and trainer. His diversity and exceptional clinical knowledge has provided great support to patients and to new initiatives and training programs. He is a strong patient advocate and takes a great interest in supporting the needs of other clinicians and volunteers.

Mr Noble is a dedicated employee who has shown great commitment to the ambulance service, its employees, volunteers, patients and regional communities across the state.

AMBULANCE SERVICE MEDAL (ABSM)

Mr Shaun Andrew WHALES, Wynn Vale SA 5127

Mr Shaun Whales has been with SA Ambulance Service for 18 years. He is an exceptional paramedic and leader, and currently the Operational Manager, Metro Central. He is affable, empathetic and has a strong alignment to organisational values. His contributions to major incident responses in addition to the COVID-19 response has been exceptional.

Mr Whales' work ethic is consistent, high performing and supportive. He draws strongly on his military leadership and clinical experience to improve service and support to staff, with the ability to manage large projects such as station builds, improvement projects and community engagement strategies. When collaborating with managers and staff, his focus on staff welfare is extremely well received. His expertise in technological solutions, QR codes and knowledge of complex clinical and operational requirements has ensured compliance with emergency management directions and limited exposure to clinicians and ultimately the public of South Australia.

South Australia recorded its first COVID-19 case in February 2020. South Australia Ambulance Service (SAAS) mounted an agile response, anticipating and preparing for extreme stressors at a Health system level and with SAAS. The COVID-19 Incident Management Team (IMT) occurred quickly.

Mr Whales had previously been an active participant in IMTs created for managing events like bushfires, and his expertise ensured he became a key person in managing the ongoing event. He undertook the role of Operations lead in the IMT and continued to manage the challenging role as the Operations Manager. He maintained a consistent presence in both environments. This workload was exceptional but due to resource limitations was required.

Mr Whales' ability to bring an appreciation of frontline paramedicine concerns and issues to IMT and taking the detail of the COVID-19 response to his region, the largest metropolitan workgroup, was impressive. He demonstrated exceptional commitment that goes above and beyond the expectation of his role.

AMBULANCE SERVICE MEDAL (ABSM)

Mrs Catherine Anne WRIGHT, Newton SA 5074

Mrs Catherine Wright commenced with South Australia Ambulance Service (SAAS) in 1998. She is an Intensive Care Paramedic and is currently the Acting Executive Director, Clinical Performance and Patient Safety Team (CPAPS). Mrs Wright has an extensive and credible history of designing and implementing clinical change within SAAS and with external stakeholders.

The impact COVID-19 had on clinical management and response to patients cannot be understated. Mrs Wright became an active participant in the SAAS Incident Management Team (IMT). A key risk for SAAS and its workforce was the adaption of clinical practices to ensure appropriate clinical management, balanced against the need to ensure the clinical workforce was kept safe.

Mrs Wright's leadership ensured changes were implemented safely across a state-wide system of varying clinician levels and geographies. She led her team and IMT in the clinical element of the response to the pandemic. Aerosol generating procedures, managing cardiac arrest patients, varying personal protective equipment (PPE) requirements based on case type, patient destinations during peaks, staff training and education, and increased intern recruitment are just a few of the significant issues she held responsibility and oversight for.

Mrs Wright maintained her executive director responsibilities, including on-call demands to manage rapidly changing pressure on clinical operations. SAAS has been able to maintain service delivery and provide a structure for responding to demands into the future. She also transitioned during this period into the Acting Executive Director CPAPS, providing high level leadership and advice guiding the organisations response.

Mrs Wright demonstrated an exceptional commitment to SAAS that goes above and beyond the expectation of her role.

AMBULANCE SERVICE MEDAL (ABSM)

Tasmania

Mr Glenn John ASLIN, Invermay TAS 7248

Mr Glenn Aslin commenced his career at Ambulance Tasmania in 1995 as a Paramedic. Prior to that, he was employed as Clinical Instructor, Senior Paramedic RFDS Uluru, and Communications Centre Officer with St John Ambulance, Northern Territory.

Mr Aslin is an active member of the Australian Medical Assistance Teams (AUSMAT) and has attended several national and international high risk COVID-19 deployments, providing direct clinical support and healthcare at Howard Springs in the quarantine facility and at Melbourne nursing homes.

In 2021, he was deployed to Timor Leste where he assisted with care and containment of their COVID-19 outbreak and provided support to increase vaccinations. In 2022, he travelled to King Island, off the coast of Tasmania where he was a sole responder providing assistance to patients before and during their hospital stay. His experience with AUSMAT was invaluable and he managed initial set ups and logistics ahead of other paramedics arriving to the Island to deal with the increase of COVID cases.

Mr Aslin is also part of a small and very skilled team of Extended Care Paramedics, providing treatment and care in the patient's home environment. The trial for this model commenced in 2016 and he has been involved in the implementation and providing ongoing support. He also contributes as a Health and Safety representative for all employees.

Mr Aslin has donated a considerable amount of his own time to complete risk assessments and to make a safe working environment for all, during the COVID-19 pandemic. He is a meritorious employee at Ambulance Tasmania, with well documented satisfaction from patients and peers in the workplace.

AMBULANCE SERVICE MEDAL (ABSM)

Australian Capital Territory

Mr Peter Andrew LE LIEVRE, Kippax ACT 2615

Mr Peter Le Lievre joined the Australian Capital Territory Ambulance Service (ACTAS) in 1978. Over the next 15 years he progressed to the position of Clinical Instructor. He was a member of the first cohort of advanced life support officers for the ACTAS. A transfer to the Queensland Ambulance Service (QAS) followed in 1993. During that time, he took a key role in the establishment of the first intensive care paramedic programme for QAS which established the operations framework which is still used to date.

Mr Le Lievre then moved to Rural Ambulance Victoria where he filled senior clinical and operations management positions, first in Gippsland, then later in North-Eastern Victoria. Following a period employed with the Commonwealth Health Department and Defence Department Joint Health Command, he returned to the ACTAS in 2014.

The work undertaken by Mr Le Lievre in the transition of the communications centre from ambulance specific communications to a holistic emergency management focussed team has been crucial to improving the culture of the ACTAS call centre and stemmed a key change in the operations management for ACTAS. Mr Le Lievre has contributed to several key cultural and organisational changes in ACTAS over the past eight years. These changes have relied on his operational experience and understanding of the nature of Ambulance services and the work undertaken by paramedics, which can only be gained through his extensive career and experience.

The value of 30 years of frontline operational experience that Mr Le Lievre brings to the ACTAS cannot be understated, however it is the work done above and beyond the normal expectations of a paramedic that makes Mr Le Lievre deserving of this recognition.

AMBULANCE SERVICE MEDAL (ABSM)

Northern Territory

Miss Taleaha Jane DAWSON, Berry Springs NT 0837

Ms Taleaha Dawson is the Acting Operations Manager of St John Ambulance Australia (NT) Inc. (St John NT) Emergency Communications Centre (ECC), responsible for the management of all ambulance Triple Zero (000) calls and coordination and dispatch of ambulance resources in the Northern Territory.

Ms Dawson led her team through the procedural changes in response to COVID-19, including the use of Personal Protective Equipment (PPE), testing, and decontamination of the workspace to minimise the risk of infection within critical infrastructure. Ms Dawson led key projects to strengthen the St John NT response to the predicted surge in workload, including introducing new COVID-19 risk assessment questions for callers to Triple Zero (000), which required having to rapidly train all ECC staff in the new questioning and assessment of risk. Ms Dawson also ensured business continuity of the service through risk analysis and drove solutions for an alternative ECC site, in the event of infection. Ms Dawson and her team also coordinated additional COVID-19 resources, which required new triage and dispatching processes.

Furthermore, Ms Dawson introduced alternate staffing arrangements and a rapid recruitment process, which included redesigning the Emergency Medical Dispatcher's course to shorten the training time, ensuring the ECC had suitable capacity to respond to the impact of the pandemic. Ms Dawson was also instrumental in securing additional space for the St John (NT) ECC staff expansion, ensuring that there was adequate availability of staff to respond to the demand for service.

Ms Dawson continues to represent St John NT on the National Emergency Communications Working Group (NECWG); a group including all emergency service agencies responsible for Triple Zero (000).

AMBULANCE SERVICE MEDAL (ABSM)

Mr Craig GARRAWAY,

Mr Craig Garraway is the Operations Manager, responsible for the coordination and management of the St John (NT) response to COVID-19.

Mr Garraway stepped away from his substantive role as manager of the Emergency Communications Centre to provide leadership throughout COVID-19, having responsibility for the implementation and management of projects specifically related to COVID-19. He established new transport services including Swab Cars, COVID-19 buses and dedicated COVID-19 ambulances to move COVID-19 patients through the health system and mitigating the impact on emergency ambulances.

Mr Garraway represented St John (NT) on various committees and groups, including the Territory Emergency Operations Committee (TEOC) coordinating solutions and removing barriers to the Northern Territory response; and the Council of Ambulance Authorities Operations Group where information on response and lessons learned were shared and applied.

Mr Garraway was always available to attend urgent, last-minute meetings to address unexpected issues alongside the standing meetings. He provided leadership and input to the operational team, having input to Northern Territory Health agency coordination and outbreak management.

Mr Garraway has worked continuously at a highly impactful level. He has made himself available to all and has been an active and solutions driven team member who takes up any challenge with the drive to get things done in a positive, coordinated and inclusive manner.

AMBULANCE SERVICE MEDAL (ABSM)

Mr Andrew David THOMAS, NT

Mr Thomas is the St John Ambulance Australia (NT) Inc. (St John NT) Director Ambulance Services and has provided great visible leadership to the response to COVID-19 for St John NT across the Northern Territory. He leads a team of 240 paramedic, emergency medical dispatchers, patient transport officers and clinical services staff and is a member of the St John NT Executive Leadership Team.

Mr Thomas is a registered Intensive Care Paramedic (ICP) who goes on road monthly to assist crews, and would be at the front line of response to any emergency. He provided admirable leadership to St John NT's COVID-19 response through high level leadership and representation on ambulance and national health groups.

He worked tirelessly throughout the pandemic going above and beyond to be available 24/7 to address barriers, challenges and urgent needs to respond. Mr Thomas coordinated the early repatriation of Australian citizens to the Howard Springs facility and quickly developed policies, procedures and standing operating procedures to assist in the COVID-19 response.

Mr Thomas was a key contributor to business cases to the Northern Territory Government that resulted in additional funding throughout the pandemic for additional staff and response resources. He led the Incident Management Team throughout the pandemic, up scaling at times to respond to threats of extreme weather events. He ensured all staff and volunteers were kept informed of the response situation and introduced measures to support their health and wellbeing.

Mr Thomas' team supported overseas organisations, St John PNG and Fiji through COVID-19 with the supply of ambulance vehicles. He recruited volunteers and paramedic university students into ambulance assistant roles to perform duties on newly created platforms such as the COVID-19 buses.

Mr Thomas has provided exemplary leadership throughout the pandemic and is a worthy recipient of the Ambulance Service Medal.

EMERGENCY SERVICES MEDAL (ESM)

New South Wales

Mr Gregory John DAVIES, Port Macquarie NSW 2444

Mr Gregory Davies has given meritorious service to the New South Wales community as a volunteer member of Marine Rescue (MR) Port Macquarie for more than 9 years. His professionalism, commitment and skill have directly contributed to the safety of the boating public on the waterways of Port Macquarie and the Mid North Coast of New South Wales.

Following 26 years in the Australian Defence Force, Mr Davies embraced the service within Marine Rescue New South Wales (MRNSW), attaining Ratings as Watch Officer, Leading Crew and MR Rescue Water Craft Operator (MR RWCO). He has undertaken a variety of roles including Training Officer, Assessor, Workplace Health and Safety Officer, Trainer, Deputy Unit Commander and in 2017 became Unit Commander.

As Unit Commander, Mr Davies displays strong leadership and people skills, a commitment to supporting volunteers and the ability to set goals and manage multiple tasks. He has undertaken this role with drive and enthusiasm and continues to serve with distinction.

Under his leadership, the Port Macquarie Unit continues to go from strength to strength, in operational capability, growth and volunteer development and training, and community engagement. He displays innovative, forward-thinking leadership which is complimented by an ever-present commitment to the welfare and effectiveness of his team and the wider community.

Of note are Mr Davies' efforts in steering the Unit through operational and non-operational challenges. Major highlights have included his leadership and on the ground' involvement during the 2019 bushfires, 2021 floods and COVID-19.

In addition to his leadership attributes, Mr Davies has recorded hundreds of hours of sea time encompassing search and rescue operations within enclosed waters and offshore. These operations vary in terms of seriousness and complexity and range from routine breakdowns, to life threatening situations. On many occasions, he has put himself in harm's way to ensure the safety and wellbeing of the boating community.

The bestowing of the Emergency Services Medal to Mr Davies would be a fitting tribute to recognise his dedication, commitment and loyalty to saving lives on the water.

EMERGENCY SERVICES MEDAL (ESM)

Assistant Commissioner Nicole Joy HOGAN, Blackbutt NSW 2529

Assistant Commissioner Nicole Hogan's leadership career spans over 20 years, incorporating 15 years with the New South Wales State Emergency Service (SES).

Assistant Commissioner Hogan has held numerous roles within the New South Wales SES, most recently as the Assistant Commissioner Metro Operations, where she leads one of the largest directorates and has the responsibility of managing a diverse team, focussed on the broad spectrum of emergency management.

Assistant Commissioner Hogan has significant experience in high-level, state-wide operational responses including the substantial flooding emergency responses from 2012, major storm events in the Hunter and Sydney, and more recently state-wide campaign flooding in Southern Western, North Eastern, Sydney Metro and South Eastern New South Wales as a State Duty Commander in a strategic command role. In addition, her qualifications allow for deployment in face-to-face roles in service to the community during an emergency.

Throughout her career Assistant Commissioner Hogan has demonstrated her ability to manage incidents which are complex in nature and have significant political impact and prioritisation. She was recognised nationally by being certified as the first Strategic Commander, through the Australasian Fire and Emergency Services - Emergency Management Professionalisation Scheme (EMPS). Assistant Commissioner Hogan has collaborated with other organisations to ensure appropriate flood risk mitigation and management throughout the Hawkesbury Nepean Valley. She significantly influenced the community engagement strategy.

She received a New South Wales SES Commissioner's Commendation for Service in 2015 for leading the development of a bespoke operational management system for the New South Wales SES.

Assistant Commissioner Hogan has been the chair of the New South Wales Chapter of Australian Women in Emergencies and strives for diversity and inclusion across the emergency management sector. She was instrumental in building the women's network across the New South Wales SES and brought together over 100 New South Wales SES members to listen to both national and international speakers.

EMERGENCY SERVICES MEDAL (ESM)

Assistant Commissioner Sean Michael KEARNS, Gladesville NSW 2111

Assistant Commissioner Sean Kearns was appointed to the New South Wales State Emergency Service (SES) in April 2020, following 25 years' service with New South Wales Ambulance, where he held various leadership positions.

In addition to his New South Wales SES Assistant Commissioner duties, Assistant Commissioner Kearns has led many SES initiatives to combat the operational impacts and COVID-19 safety requirements on SES operations. His paramedic professional background has contributed to his level of expertise in decision making and the implementation of COVID-19 responses and his frontline qualifications provide for the ability to be deployed to the field in an emergency.

Subsequent to a request from New South Wales Department of Health to provide support, Assistant Commissioner Kearns coordinated a strategy to supply SES personnel to support COVID-19 testing clinics. The personnel assisted with reducing the strain on the clinical workforce, especially during the height of PCR testing. The deployed personnel have been in metro, regional and remote locations.

Assistant Commissioner Kearns undertook a lead role in developing the New South Wales SES COVID-19 Incident Action Plan (IAP), outlining the structure and management response using the Australasian Inter-service Incident Management System (AIIMS) framework. This IAP has played a key role in guiding SES operational response to the impacts of COVID-19 and ensuring business continuity risks have been managed.

He has led the implementation of a capability impact report, providing intelligence on the operational impact that COVID-19 positive cases and close contact isolation is having on operational response. This has supported contingency arrangements to ensure continued capability to respond to weather events across the state.

Assistant Commissioner Kearns has maintained close liaison with our interagency partners Fire & Rescue New South Wales, New South Wales Rural Fire Service and New South Wales Ambulance. This has ensured a joined-up approach to combating the business continuity impacts of COVID-19 and sharing of initiatives and has also resulted in the New South Wales SES gaining access to a shared and dedicated PCR testing facility.

EMERGENCY SERVICES MEDAL (ESM)

Mr Paul Colin McQUEEN, Haberfield NSW 2045

In 1994, Mr Paul McQueen joined the New South Wales State Emergency Service (SES) as a volunteer. He continues to be an active member of the New South Wales SES and over the years has attended many major operational events and deployments throughout New South Wales and interstate. He is currently a volunteer member of the Metro Capability Southern Unit.

In 2011, Mr McQueen commenced as a staff member with the NSW SES as a Learning and Development Officer, leading hundreds of volunteer trainers and assessors to achieve training and exercise outcomes across the region. He expanded a mid-week training program for volunteers to include monthly opportunities, advancing interoperability with all other New South Wales emergency services, and building the Flood Rescue capability from the ground up.

Superintendent McQueen is a qualified Leading Senior Operator (LSO), Course Instructor and demonstrates an advanced level of proficiency in the application of training and frontline skills for SES volunteers. In his current role as Senior Manager Training Delivery and specifically during the COVID19 Pandemic, he played a key leadership role in implementing a highly successful virtual webinar series, accessible to all SES members. He was key in a rapid pivot to move First Aid Training to a virtual/online training platform, the first of its kind for SES. This is in addition to his core operational contributions as an Incident Controller (Level 3), Operations Officer and more, across multiple events and zones including recent Western/Southern NSW and Northern Rivers floods, and a key tactical operator and Lead Assessor in multiple competencies including Flood Rescue.

Mr McQueen displayed exceptional service in his initiative, responsiveness and tremendous efforts to build new systems to maintain vitally important operational skills of frontline personnel across the state in the face of the threat of COVID-19.

Mr McQueen also demonstrated strong leadership to ensure essential training and currency activity could progress in a highly COVID-19 safe way, including the state-wide Who Let the Boats Out, Flood Rescue Operator currency exercise which, despite a surging Omicron rate, was successfully run with participation across fifty Units and involving hundreds of members.

Mr McQueen has completed overseas deployments to support the Rescue and Incident Management training needs of our pacific neighbour including Vanuatu, Tonga, Samoa, Fiji, Solomon Islands, Niue and Tuvalu.

EMERGENCY SERVICES MEDAL (ESM)

Ms Caron Lynette PARFITT, Bermagui NSW 2546

Ms Caron Parfitt has given meritorious service to the New South Wales community as a volunteer member of Marine Rescue Bermagui since 2013.

With her strong background in boating and offshore sailing, she has enthusiastically developed her knowledge and skills to become, at the time, the first female Marine Rescue New South Wales (MRNSW) Coxswain, enabling her to master our rescue vessels.

Her commitment and enthusiasm for Marine Rescue led her to undertake various executive and leadership positions within the Unit, including Deputy Unit Commander and in 2018 as Unit Commander.

Throughout her service with MRNSW, Ms Parfitt has been held in the highest regard by the members of the Unit and the boating community. She has an enduring commitment to the mission of Marine Rescue but also, just as importantly, her commitment to the safety, welfare and support of her fellow volunteers.

As one of our few female Marine Rescue Coxswains, Ms Parfitt has recorded hundreds of hours of sea time and is a skilled and respected rescue vessel master who makes herself available around the clock to respond to emergencies on the water, personally conducting numerous rescue missions, often in dark and dangerous conditions, to return those in trouble safely to their families and friends.

Ms Parfitt is a key stakeholder and advocate in the local Bermagui community and engages with the wider community at all levels. During the 2019-20 bushfire emergency, she was tasked to be in operational readiness to assist on water evacuations and she liaised with the local Surf Club during the evacuation process, before finally being evacuated herself.

As an operational Marine Rescue Coxswain and Unit Commander, Ms Parfitt is a role model for all other current and future female volunteers and leaders with MRNSW and consistently displays dedication, commitment and a loyalty to saving lives on the water.

EMERGENCY SERVICES MEDAL (ESM)

Mr James Ernest WRIGHT, Swansea NSW 2281

Mr James Wright has given meritorious service to the New South Wales community as a volunteer member of Marine Rescue Lake Macquarie Unit for more than 13 years. His professionalism, commitment and skill have directly contributed to the safety of the boating public on the waterways of the Lake Macquarie region.

In 2010, Mr Wright presided over the merger of the former Australian Volunteer Coast Guard base at Swansea Heads and the former Royal Volunteer Coastal Patrol base at Pelican, at the inception of Marine Rescue New South Wales (MRNSW) in 2010. He was Unit Commander from 2010 to 2012 and again from 2014 to 2016.

Mr Wright continues to dedicate time to MRNSW as he has done since joining in 2008. He completes a high number of shifts as a Coxswain within the Unit, whilst also, as Boat Officer, ensuring that the units rescue vessels are maintained to the highest possible standard of operational readiness.

Marine Rescue Lake Macquarie watches over a marine area larger than Sydney Harbour, and conducts more assists than any other MRNSW Unit. During November and December 2021, the Lake Macquarie Unit conducted 110 assists, including 10 dangerous Level 1 assists. Approximately 35 of the total assists were offshore and Mr Wright was at the helm for a number of those.

Since 2017, Mr Wright has been a Regional Director of MRNSW with a seat on the MRNSW Board of Directors, providing advice and Governance to the broader Marine Rescue NSW organisation. During his extensive service with MRNSW he has demonstrated a distinguished and exemplary commitment to public service and to the MRNSW mission of saving lives on the water.

Mr James Wright consistently displays dedication, commitment and a loyalty to saving lives on the water.

EMERGENCY SERVICES MEDAL (ESM)

Victoria

Mr Neil Raymond COOPER, Tyabb VIC 3913

Mr Neil Cooper is actively involved with Volunteer Marine Rescue (VMR) Mornington and Hastings.

During his 23 years of volunteer service, Mr Cooper has progressed through the ranks and is an active and competent Marine Rescue Coxswain, taking boats to sea on many hazardous rescues both in daylight and at night.

Mr Cooper has also been heavily involved in search and rescue activities and has acted in the role of on scene co-ordinator on several occasions. As VMR's current president, he is responsible for coordinating the control, deployment, care and maintenance of the VMR's three rescue vessels, as well as managing a state-owned vessel.

As the President of VMR Mornington and Hastings, he also plays a vital role in the management of the group and has built and maintained strong working relationships with a variety of stakeholders across the emergency services sector and the community of Mornington and surrounds.

He has made a significant wider contribution to the sector as a whole, by representing all of the independent volunteer marine rescue groups in Victoria, sitting on various committees with Emergency Management Victoria. Mr Cooper's dedication to VMR, and to the boating public, makes him a highly valued member of Victorian emergency services.

Dr Natalie Anne HOOD, Camberwell VIC 3124

Dr Natalie Hood is a life member of Life Saving Victoria (LSV), and Surf Life Saving Australia (SLSA) having first joined Mentone Life Saving Club (LSC) in 1978, followed by Portsea Surf Life Saving Club (SLSC) in 1983.

Dr Hood qualified as a surf lifesaver in 1983 and remains actively involved to this day, with a career spanning 39 years of voluntary service to the Victorian community.

Dr Hood was part of the first cohort of women to become operational surf lifesavers and was the first woman to be promoted to the rank of Chief Lifeguard. She remains an icon for female leadership within the surf lifesaving movement, across Victoria, Australia and abroad.

As SLSA's Medical Officer and representative on the Australian Resuscitation Council, Dr Hood oversaw and led the implementation of revolutionary advances in resuscitation and first aid, including the use of defibrillators in surf lifesaving and sharing modern resuscitation techniques with tens of thousands of surf lifesavers. She currently still serves SLSA as a member of the national medical advisory group.

Dr Hood's contributions to first aid and resuscitation has saved hundreds of lives on beaches around Australia.

EMERGENCY SERVICES MEDAL (ESM)

Ms Josephine Ann HUNTER, Marysville VIC 3779

Ms Josephine Hunter is an outstanding Volunteer leader in Victoria State Emergency Service (VICSES), and since 2004 specifically with the Marysville Unit.

Ms Hunter has gone over and beyond during large scale emergencies including flood events and search and rescue events throughout Victoria, along with large scale storm events interstate representing VICSES.

She is an exceptional leader and compassionate mentor to her peers under her command.

Ms Hunter's passion for her community and other local stakeholders is to be commended. She consistently demonstrates skills, knowledge, strong management, passion and dedication when serving her community, both as a responder and a mentor to others.

Mr John TAKAC, Little River VIC 3211

Mr John Takac has dedicated almost 40 years of volunteer service to Life Saving Victoria (LSV).

As an actively patrolling member at both Lorne and Wye River surf lifesaving clubs, Mr Takac has held numerous leadership roles at both state and club levels, including serving as the inaugural Director of lifesaving services for LSV and as the current director of the iconic Lorne Pier to Pub swim.

Holding the position of Chief Lifeguard Surf Coast and Otway for nine years, Mr Takac was part of a team supporting improvements to operational strategies and health and safety, and he further developed the role and expectations of a Chief Lifeguard.

Mr Takac has been particularly instrumental in the development of the paid lifeguard service, where many lifesavers develop their leadership skills. His focus includes the standardisation of expectations, fairness, appropriate support and mentoring lifesaving future leaders, and he continues to positively influence many lifesaving areas.

EMERGENCY SERVICES MEDAL (ESM)

Ms Kylie Michelle TROTT, Ashburton VIC 3147

Ms Trott has been a volunteer since 1993, a Deputy Controller for 20 years and spent time as a Unit Controller. She has demonstrated exceptional leadership in her management of the business functions of the unit and mentoring of members of the unit management team, including several Controllers.

Her leadership has led to one of the state's most successful relationships between Victoria State Emergency Service (VICSES) and local government, with an exceptional partnership between City of Monash and VICSES.

She has raised over half a million in funds for the purchase of equipment, facilities, and vehicles to ensure her unit can support the community in the City of Monash.

Ms Trott joined the State Emergency Service (SES) to help her community in their time of need, and she continues this passion through ensuring her unit is professional, inclusive and successful. She is an exemplar for women who aspire to be leaders in Victoria's emergency services.

EMERGENCY SERVICES MEDAL (ESM)

Queensland

Mr Elliott DUNN, Parkside Mount Isa QLD 4825

Since 2007, Mr Elliott Dunn has provided exemplary service to Local Governments of North West Queensland (NWQ) and to Queensland Fire and Emergency Services (QFES).

As Emergency Management Coordinator (EMC) he has performed diligently as a leader, ensuring emergency coordination during times of disaster. He is also the Mount Isa District Disaster Management Group's (DDMG) core QFES EMC member.

Mr Dunn has been responsible for providing disaster management support to nine rural and remote communities in North West Queensland, including Indigenous local government areas for 14 years. He has been instrumental in the implementation and delivery of Emergency Management policies and strategies, providing consistent high-level expertise, advice and leadership to improve QFES' service delivery at state level, while adding genuine value to NWQ local government disaster management policies.

Mr Dunn has consistently supported remote and rural communities with the resupply of essential goods during severe weather and disaster events.

Recently he played a significant role in coordinating the initial COVID-19 biosecurity arrangements, to protect the high-risk Indigenous communities of Western Queensland. He provided exceptional proficiency in assisting the Mount Isa DDMG in planning, establishment and management of Police and Army Biosecurity Zone checkpoints in Western Queensland, ensuring the safety of those communities.

Mr Dunn goes above and beyond his normal commitments to ensure each Mayor, Chief Executive Officer and required local government employee is coached and mentored, in the often difficult and challenging emergency and disaster management environment.

Mr Dunn is an esteemed member of the Emergency management team in Queensland and is sought after for his invaluable advice and support across the state.

EMERGENCY SERVICES MEDAL (ESM)

Western Australia

Mr Christopher Craig BRIEN, Esperance WA 6450

Mr Chris Brien has given an exceptional 30 years of service to Surf Life Saving Western Australia (SLSWA).

Since gaining his Bronze Medallion in 1991, Mr Brien has played a pivotal role in SLSWA in the Esperance region, both in frontline operations and club management, including nine years as Club President.

Since 2007, he has been the Duty Officer and local coordinator of the SLSWA Emergency Response team for the region, supporting marine search and rescue under the direction of Water Police. In this role he has responded to many hazardous and prolonged incidents including the recovery of people missing at sea, shark attacks and resuscitations.

Mr Brien has been instrumental in developing relationships, building capability, and educating the local community about coastal water risk. Additionally, he is a qualified trainer and assessor who dedicates his time to expanding his club's core of qualified members, both as patrolling lifesavers and as highly capable in the operation of rescue watercraft and marine search and rescue operations. His dedication to all dimensions of Surf Life Saving and emergency service is outstanding.

EMERGENCY SERVICES MEDAL (ESM)

Mr Patrick William SHINNICK, Lancelin WA 6044

Since 1984, Mr Patrick Shinnick has been a dedicated and active member of Marine Rescue Lancelin, undertaking the role of Training Officer for more than 20 years and that of Commander for the last 11 years.

During this time, Mr Shinnick has played an integral role in the response to more than 150 marine rescues including incidents such as shark attacks, sunken vessels and search efforts for people missing at sea.

To this day, Mr Shinnick continues to serve the community by responding to call outs in hazardous seas, come rain or shine, day or night. In his role as Training Officer, he was instrumental in developing and promoting training for members, and he has long been an inspiring mentor to junior members of the marine rescue community, both in Lancelin and beyond.

Mr Shinnick's commitment to Marine Rescue in Western Australia is further demonstrated by the pivotal role he played in designing, planning and project managing a new purpose-built facility for Marine Rescue Lancelin. Completed in 2015, the building is also utilised by emergency services for joint training purposes.

Another key project Mr Shinnick spearheaded was the development of a safety management system, compliant with the Australian Maritime Safety Authority requirements. While this was established for Lancelin rescue vessels, he openly shared the system with other rescue groups.

Mr Shinnick is a vital member of Marine Rescue Western Australia and one who has shown enduring and robust leadership. He has a passion for working together with other emergency services, sharing ideas and providing support to those who need it.

Mr Kenneth John SUMMERS, Brentwood WA 6153

Mr Kenneth Summers has contributed a remarkable 25 years of service to the Fremantle Surf Life Saving (SLS) Club, joining in 1996 and gaining his Bronze Medallion the following year.

During this time, Mr Summers has been on the Club Board for more than 15 years. Aside from his dedication as a patrolling Life Saver, he has also fulfilled the role of Duty Officer for Fremantle and been a team leader of the SLS Western Australia Wesfarmers Emergency Response Team (WERT) since 2007. In this capacity he has been responsible for coordinating search and rescue efforts and jet ski operators under the direction of Water Police, and he has played a pivotal role in the response to significant incidents such as shark attacks and searches for people missing at sea.

To date, Mr Summers has committed almost 1,500 hours to beach patrols and marine search and rescue; his extensive experience enabling him to guide his team during what are often volatile circumstances. He has also played an active part in facilitating numerous programs to the benefit of SLS clubs and the community. He was in the original team instigating the WERT, was involved in starting beach assistance patrols from Fremantle, and has been one of the focal rescue watercraft trainers in Western Australia.

EMERGENCY SERVICES MEDAL (ESM)

South Australia

Mr Ben Mason MARTIN, Barmera SA 5345

Mr Ben Martin has been a Rescue Volunteer with the South Australian State Emergency Service (SASES) since 2011.

Mr Martin currently holds the position of District Training Coordinator for the Riverland District of South Australia. In addition to his high incident attendance rate, Ben is a passionate driver for training to ensure the SASES volunteers in his district have the skills and knowledge to respond to any emergency.

He has delivered countless courses ranging from storm and flood response, chainsaw operations, search and rescue, and first aid.

Mr Martin has worked tirelessly with the State Marine Operations team to rebuild the inland water search and rescue capability within the Riverland District, assisting with the rollout of nationally accredited marine courses over the 2020/2021 period. As a result of his efforts, SASES were able to qualify 20 new crew members and 7 new skippers, significantly revitalising a waning capability in his district.

Mr Martin has been instrumental in the ongoing development of the SASES extreme weather capability and was recently hand-picked as a panel member to validate the Chainsaw Operations course. Ben selflessly volunteered his time with the compliance team in state headquarters, using his background as both a trainer and a subject matter expert to ensure the course continued to meet the standards of nationally accredited training and the operational requirements of SASES.

In 2020, Mr Martin also participated in a pilot tree-felling course as part of the development of an emergency tree-felling capability, taking invaluable skills and knowledge back to his district.

Mr Martin has been a guiding force for training and development within SASES. His dedication and professionalism, combined with his easy going nature and sense of humour, makes him both highly respected and well-liked by staff and volunteers. His service to SASES, particularly over the past 18 months, has been far beyond that expected of any volunteer.

EMERGENCY SERVICES MEDAL (ESM)

Mr Andrew Peter SULLIVAN, SA

Mr Andrew Sullivan joined the South Australian State Emergency Service (SASES) in 1993, as a Volunteer Cadet with the Campbelltown Unit. He was appointed as a Rescue Volunteer in 1995 and now serves as Operations Response Manager.

Mr Sullivan was deployed to the Cudlee Creek and Kangaroo Island Bushfires during the catastrophic 2019/20 bushfire season. He volunteered for deployment across 4 separate rotations over 21 days, to support the South Australia Country Fire Service with the establishment and operation of basecamp facilities for frontline emergency services personnel, functional support agencies and Strike Team Leader logistics support.

Most recently, he has supported the SASES with the Ceduna Humanihut Team, assisting South Australia Health to establish a COVID-19 quarantine facility for the local indigenous population. He often spends countless hours at the Campbelltown Unit making sure all the vehicles and equipment are in perfect working order.

In addition to his ongoing commitment to Campbelltown, Mr Sullivan is also a part of the State Logistics Support Team helping State Headquarters with a wide range of tasks including the maintenance and movement of emergency fleet vehicles deployed to various regions within SA for storm and flood events and other operational tasks, organising the warehouse and deploying equipment and assets across the state as required.

Mr Andrew Sullivan has been a guiding force in a number of initiatives within the SASES and the Emergency Services Sector more broadly, and his commitment to the organisation is beyond measure. His selfless dedication to the SASES, his local community and willingness to participate in a wide range of forums extends far beyond that which is normally expected of a rescue volunteer. He is highly respected by peers and staff alike.

EMERGENCY SERVICES MEDAL (ESM)

Australian Capital Territory

Mrs Tammy Raylene BENNETT, Monash ACT 2904

Mrs Tammy Bennett has been a valued member of the Australian Capital Territory State Emergency Service (SES) since August 2012. During this time she has held a number of Volunteer roles, rising to Deputy Commander, taking a hands on approach leading the unit for operational response. Mrs Bennett has also been employed within the Australian Capital Territory SES as the Community Liaison Officer.

Mrs Bennett is an active volunteer who consistently provides diligent and effective service through countless callouts to storm, flood, searches, support to fires and Australian Capital Territory COVID-19 tasking. She has deployed interstate on many occasions to support emergencies including the Hunter Valley and Grafton storms and flood recovery operations in 2015 and 2018, and Tropical Cyclone Debbie 2017 for rapid damage assessment operations.

During the Australian Capital Territory COVID response in 2020, Mrs Bennett worked as the Team Leader at the Canberra Relief Network, managed by Canberra Community Directorate. She managed volunteers and worked with staff in the organising, coordination and packing of food and welfare hampers for delivery to charities across Canberra, for sharing with vulnerable citizens. As an Operations/Planning Officer, Mrs Bennett coordinated multiple taskings for volunteers to support the ACT Government Agencies, ensuring that the current and future needs were met in the recovery response.

Her outstanding performance in both the Operations Officer and Australian Capital Territory SES Duty Officers roles, demonstrated her ability to engage, coordinate and employ volunteer resources to meet the many requests for assistance in the recovery effort for COVID-19.

EMERGENCY SERVICES MEDAL (ESM)

Mr Cameron BERESFORD, Ainslie ACT 2602

Mr Cameron Beresford has been a key leader within the Australian Capital Territory Emergency Services Agency (ESA), responsible for all elements of the Agency's support to the whole of government COVID-19 response.

During the 2021 Australian Capital Territory lockdown, Mr Beresford was deployed into the Health Emergency Control Centre, alongside other ESA Senior Officers, to provide planning and outbreak control support to Public Health officials. He worked long hours in the Deputy Outbreak Controller and Strategic Planning roles, working to ensure the Australian Capital Territory response arrangements were as effective as possible.

Throughout the pandemic Mr Beresford has been responsible for leading the planning and delivery of food relief hampers and laptop computers to school students, and providing welfare support to staff at testing centres.

Mr Beresford has demonstrated ongoing dedication, through leadership in planning and support and to protect the community during the COVID-19 pandemic.

EMERGENCY SERVICES MEDAL (ESM)

Mr Stephen Douglas FORBES, Jerrabomberra NSW 2619

Mr Stephen Forbes has been a leader in the development of the Australian Capital Territory Emergency Services Agency (ESA) mapping, spatial, data and digital services capabilities since the inception of the ESA in 2004.

In this role, Mr Forbes has led teams to pioneer significant workflow improvements, particularly in the field of operational intelligence. This work has benefited pre-incident mitigation and planning, operational situational awareness and decision making, and post-incident recovery and continual improvement.

Mr Forbes played an integral role in developing innovative capabilities for the Australian Capital Territory and, in some cases, the first of their kind in Australia. Prior to the 2018-19 High Risk Weather Season, Mr Forbes led a team from the Australian Capital Territory and New South Wales, to develop and implement the Specialist Intelligence Gathering (SIG) fire detection helicopter, an aerial asset that provides live streaming, infrared and high-resolution observation enabling real time images and video of incidents. Since the inception of the Australia-first capability in the Australian Capital Territory and southern New South Wales, this program has been extended into other Australian jurisdictions.

For more than 30 years, Mr Forbes has demonstrated his passion for service improvement through innovation in spatial, data, and Information and Communications Technology (ICT), pioneering new ways of representing spatial data to improve intelligence options.

He has been integral to the ESAs response to the COVID-19 pandemic, providing invaluable assistance to Australian Capital Territory Health, including a capability to visually represent exposure sites to assist with contact tracing and isolation strategies.

Within ESA, Mr Forbes led a team to develop an enhanced Intelligence Hub', tracking new and updated exposure sites, to quickly provide situational awareness on impacts for ESA to deliver critical services, and implement business continuity measures if required.

EMERGENCY SERVICES MEDAL (ESM)

Mr Nathan Daniel HENDERSON-SMITH, Wallaroo NSW 2618

Mr Nathan Henderson-Smith is a dedicated and highly valued member of the Australian Capital Territory State Emergency Service (ACTSES), both as a volunteer and staff member serving as a frontline volunteer since 2005.

Throughout his career, Mr Henderson-Smith has responded to requests for assistance during floods, storms and missing person searches and contributed to, and led, the training of other volunteers. He held the positions of Team Leader and Deputy Commander and deployed in 2009 for Victorian Bushfires, in 2012 and 2015 Sydney storms and floods, as well as numerous local operations.

In 2014, Mr Henderson-Smith commenced as Learning and Development Coordinator, responsible for program development, program delivery, quality assurance, and oversight of services training. He has shown great dedication and enthusiasm, ensuring that volunteer members of the ACTSES receive the best training possible in a timely, effective and efficient manner.

Since the health emergency in March 2020, Mr Henderson-Smith has supported Australian Capital Territory Government's response to the COVID-19 Pandemic, by leading planning and operational support to the community through coordination of delivery of food relief hampers, COVID-19 testing centres and delivery of laptop computers to school students.

Mr Henderson-Smith was instrumental in the redesign and redevelopment of the ACTSES Recruitment and college style training practices, resulting in a greater retention of volunteer members and ensuring new members are qualified and confident to support the Australian Capital Territory Community.

Mr Henderson-Smith continues to demonstrate an outstanding level of commitment to the ACTSES and its members. His leadership ensures the ACTSES can deliver its valuable service to the community. He is highly regarded by ACTSES volunteers and directly contributes to the ongoing development of the ACTSES.

EMERGENCY SERVICES MEDAL (ESM)

Mr Adrian Gordon MANNING, Wanniasa ACT 2903

Mr Adrian Manning commenced service with the Australian Capital Territory State Emergency Service (ACTSES) in 1999. He has been in a range of volunteer roles including Training Officer, Team Leader and Deputy Commander. For the past six and a half years he has been the Unit Commander of the Woden State Emergency Service (SES) Unit.

Mr Manning is an outstanding representative of the ACTSES and his time spent within the Service as a volunteer is commendable. He is a skilled trainer and assessor and he is always willing to make himself available for training and assessment activities. He freely gives his time to ensure members from across the service are provided every opportunity to be properly trained and assessed across a range of core activities. His efforts and selfless attitude have directly resulted in a significantly greater number of skilled volunteers to support the Australian Capital Territory and broader Community.

Mr Manning has made exceptional contributions to the service through his leadership and continuous improvement of response capabilities, devoting countless hours to his Woden Unit. He himself demonstrates a considerable commitment and involvement in service operations and community activities, including support to the 2009 Victorian Bushfires, 2016 Hunter Valley Region Floods, and the 2019-2020 Bushfires that impacted the eastern coast of Australia.

Mr Manning is a leader of exceptional quality and is highly regarded, approachable and compassionate among his peers. He works tirelessly to ensure that the capabilities of the ACTSES and the volunteers are well known and promoted within the emergency service sector of the Australian Capital Territory.

EMERGENCY SERVICES MEDAL (ESM)

Mr Philip Lawrence NOLEN, Kambah ACT 2902

Mr Philip Nolen has demonstrated outstanding commitment, drive and extraordinary dedication to serving the Canberra community as a volunteer with the Australian Capital Territory State Emergency Service (ACTSES) since 2010.

During this time Mr Nolen has successfully held numerous positions with the ACTSES Tuggeranong Unit including Team Leader, Deputy Commander and Commander.

As Deputy Commander between 2014 and 2016, and as Commander of the Tuggeranong Unit from 2018 to 2021, Mr Nolen was responsible for the leadership, management and overall direction of the Unit, which included operational preparedness and deployments, capability development and the wellbeing of members, whilst overseeing training and the management of all human resource concerns.

Mr Nolen has represented the Tuggeranong Unit at senior leadership working groups and actively undertaken leadership positions for ACTSES operational response to storms, floods, bushfires and search requests for assistance.

Mr Nolen's dedication to the Australian Capital Territory community during the COVID-19 response was exemplary, going above and beyond the expectation of a volunteer. He worked tirelessly in expertly coordinating the Tuggeranong Unit to maintain engagement during this difficult time, whilst ensuring the Unit remained operationally ready to respond to any requests for assistance.

Mr Philip Nolen is a leader of exceptional quality and is highly regarded among his peers in the ACTSES. He works tirelessly to ensure that the capabilities of the ACTSES and the volunteer are well known and promoted within the emergency service sector of the Australian Capital Territory.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

New South Wales

Mr Walid Adel (Wally) ELGUINDY

Mr Walid Elguindy commenced duty with Corrective Services NSW in 1994, starting as a correctional officer before rising through the ranks to become General Manager of Strategic Population Management (SPM).

Mr Elguindy's work is critical to the good order of the state's prison network. As General Manager of the SPM team, Mr Elguindy leads a team of five who actively manage the flow and placement of inmate cohorts into prison beds across the NSW correctional centre network, appropriate to their security risk, classification and gender.

His leadership and direction became even more critical during the COVID-19 pandemic, when he oversaw critical infrastructure demands, prison capacity requirements, and established quarantine, isolation and staging areas. Mr Elguindy's daily communication and decision-making abilities were demanding, with liaison between the COVID-19 Command Post, the Executive Committee, Inmate Transfer Unit and external stakeholders such as SERCO and GEO.

The CSNSW Executive Committee relies heavily on Mr Elguindy to provide crucial information to ensure the vital needs of the prison system are met, staff and inmates are always safe and operational requirements are always met.

A valued member of the Islamic steering committee, Mr Elguindy has never sought any recognition for guiding both staff and inmates through an unprecedented health crisis. He has not only been a guiding light for colleagues but acted with professionalism and integrity to ensure their careers and personal lives were considered throughout his decision making. He remains calm and methodical in confrontational situations, while also taking into account the welfare of inmates under his care and balancing the constantly evolving needs of CSNSW.

Mr Walid Elguindy demonstrates tireless, compassionate and unrivalled dedication to a highly-complex role that is constantly evolving and demanding.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Ms Kerrie Anne MOSMAN

Ms Kerrie Mosman commenced service with Corrective Services New South Wales as a records clerk in 2014. After a year, she became a Services and Programs Officer (SAPO) and she continues to serve as a SAPO at Glen Innes.

Ms Mosman is an outstanding example of dedication and devotion to the values of Service, Trust, Accountability, Integrity and Respect. She has been recognised on many occasions for excellent service by correctional colleagues and community stakeholders, and by the offenders whose lives she has helped turn around. Her contribution to reducing reoffending at the individual level has been exemplary.

Ms Kerrie Mosman has spent her entire Corrective Services New South Wales career at Glen Innes Correctional Centre. Her service there exemplifies the enormous difference one dedicated officer can make to the quality of operations in one workplace.

Mr Gregory John RAPLEY

Mr Gregory Rapley commenced service with Corrective Services NSW in 2007 as an Overseer Laundry, before being promoted to Chief Industries Officer, Principal Industries Officer and then Manager of Industries at Macquarie Correctional Centre.

Mr Rapley's role is complex and hands on, overseeing the employment and education of 400 inmates to ensure they are highly-skilled and ready for successful rehabilitation into the community post-release. He keeps inmates focused and engaged on their work duties throughout demanding 16-hour workdays.

Mr Rapley has been recognised for not only looking after hundreds of offenders, but ensuring the correctional centre is maintained to the highest standard and kept safe for all staff and offenders even as construction continues in other areas of the facility.

Mr Rapley's project management skills were critical when he oversaw the construction of CSNSW's first dormitory-style centre. He has also managed the construction of an additional programs building using workshops and inmate labour, which has proven to be a huge cost-saving exercise.

Throughout his career at CSNSW, Mr Rapley has remained focused on providing valuable employment skills to inmates. His forward-thinking has meant current construction work at Macquarie Correctional Centre is not outsourced to private contractors, as is often the case at other centres, but kept within the centre using skills he has taught inmates.

Mr Gregory Rapley always considers the broader implications for the centre while going above and beyond what is required of his role. The passion he has for his job is evident through his various promotions while at CSNSW. He embodies all the hallmarks of a dedicated, relentless and passionate manager who faces unpredictable and fluid environments head-on.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Ms Sarah Elizabeth RILEY-MARSH

Ms Sarah Riley-Marsh commenced duty with Corrective Services NSW in 2010 with the Community Corrections division as a Periodic Detention Field Officer. This role was crucial in facilitating behavioural change as she supported up to six offenders within the community, ensuring they completed various activities such as gardening projects at the Metropolitan Remand and Reception Centre.

Ms Riley-Marsh then moved to the Long Bay Parole Unit, supporting a team of Community Corrections officers before moving to Fairfield where she has worked with offenders to help reintegrate them into the community.

Ms Riley-Marsh's success is largely down to her exceptional ability to connect with some of the highest-risk people in Sydney's south-west region. She challenges and empowers them to break anti-social attitudes and lead law abiding lives. She is genuinely dedicated to walking alongside troubled people as they transition back into the community, making sure they have housing, mental health and disability support.

Ms Riley-Marsh's list of achievements during her tenure within Community Corrections is extensive. She facilitated the Open Training and Education Network alongside TAFE NSW to support offenders facing literacy and numeracy challenges. As a Domestic Violence Co-Ordinator, she worked with NSW Police, Fairfield City Council, and domestic family violence groups to implement strategies addressing behavioural change.

Ms Riley-Marsh has tirelessly devoted a large part of her work to various campaigns and charities, including co-ordinating a White Ribbon event for more than 500 members of the Fairfield LGA. She partnered with Woolworths to ensure almost 350 offenders had access to basic staples such as toothpaste, soap, deodorant, dry goods and food. The partnership started with one store before expanding to more than 10 stores across NSW.

Ms Sarah Riley-Marsh demonstrates the values of an exemplary Community Corrections officer to ensure the quality supervision of offenders in the community.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Governor Adam Christopher WILKINSON

Mr Adam Wilkinson commenced service with Corrective Services NSW in 2006. Since that time he has served in a range of frontline roles, including running the agency's COVID-19 Command Post.

Mr Wilkinson is currently the Governor of the Metropolitan Remand and Reception Centre (MRRC) at Silverwater in Sydney. For much of the pandemic, the MRRC has been Sydney's only reception centre. As Governor for the past two years, he has had to deal with an increased workload of new receptions, while also operating an isolation hub for most COVID-19 positive inmates from around the state. This has involved the need for unprecedented flexibility of work practices and sensitive negotiations with staff and unions.

One of many innovations has been the introduction of mobile OTS phones for inmates who are COVID-19 positive and in isolation, to maintain contact with families and lawyers. This has meant a great deal to inmates in very trying circumstances, thereby reducing the level of tension in the prison and assaults on staff. The success of these actions has been demonstrated by the way the correctional system has been able to continue to accept and process inmates throughout the state in most situations, thereby relieving pressure on NSW Police.

Mr Adam Wilkinson has made a significant contribution to minimising the impact of COVID-19 on NSW prisons in general, and on the Metropolitan Remand and Reception Centre in particular. This has helped a vital part of the state's justice system to keep functioning in the midst of a global pandemic.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Victoria

Ms Sibel BULUS

Ms Sibel Bulus commenced with Corrections Victoria in August 2007. Since that time, she has served in a range of frontline roles, including Community Corrections Officer, Community Work Manager, and Principal Practitioner of Sunshine Community Corrections Service (CCS).

Ms Bulus is currently the Acting Manager of the Parole Central Unit. In this role she leads a small team to support the integrity of the parole system and acts as the interface between Community Corrections, prisons and the Adult Parole Board. She provides guidance and mentoring to staff managing offenders and engages in direct supervision and management of offenders, who present as non-complaint and/or high complex needs. As Community Work Manager, she was responsible for developing a range of initiatives which contributed to beneficial outcomes for both offenders and the community.

In 2014, Ms Bulus secured a role as a Principal Practitioner. She was one of the initial staff appointed to the newly created Principal Practitioner role and was an integral leader in the roll out of the parole and post-sentence reforms that were in place at the time. She worked collaboratively with her General Manager and other colleagues to deliver the reform agenda emanating from the Callinan Review, gaining the support and loyalty of the staff.

Ms Bulus has also worked as Regional General Manager, the most recent being in the North East Metro Area from August 2020 to July 2021. In this role, she led the de-commissioning of Heidelberg CCS, increased collaboration and stakeholder engagement with the Heidelberg Magistrates Court, and oversaw a range of initiatives to promote an increased understanding of best practice case management.

Throughout her career, Ms Sibel Bulus' professionalism and commitment to staff development, best practice outcomes for offenders, and service provision to the community has remained unwavering. Her integrity and contribution over her 15 years of service has been an asset to Corrections Victoria.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Mr Michael Norman LINK

Mr Michael Link commenced his career with G4S in March 1999 as a Correctional Officer at Port Phillip Prison (PPP). He was promoted to Supervisor in 2012 and currently holds the role of Production Manager, responsible for leading and managing prisoners in the industries areas to ensure the safety and security of prisoners, staff and visitors.

As a Supervisor, Mr Link has been assigned to project lead the security aspects of complex construction projects at PPP. These projects include the St. Pauls Hospital unit refurbishment, the Internal Fence Project, the extension of the Government Functions area, and the extension of St Johns Prison Hospital. In his current role as Production Manager of PPP Industries, he has been a key member of the operations team who successfully introduced the Prisoner Employment Profile and Prisoner Pay System, linked to the Incentives and Earned Privileges Scheme. These systems provide Correctional Staff with the opportunity to reward prisoners for positive behaviour and sanction those who do not behave, to encourage them to become involved in employment, education or programs.

Mr Link also manages the PPP Laundry Operations which provide a commercial service to sixteen aged care facilities, Police Stations, and the internal requirements of PPP. He has developed a very close working relationship with linen-service stakeholders and has ensured the highest standards of service are delivered, whether it be to an aged care client or one of the accommodation units at PPP.

In addition to his PPP duties, Mr Link is currently the Vice President of the Victoria Correctional Employees Association (VCEA) and devotes much of his own time to the VCEA and the welfare of his colleagues.

Mr Michael Link is an exemplary employee and role model for his fellow correctional staff. He goes above and beyond the expectations that are asked of him and has distinguished himself as an officer who commands great respect from his peers and prisoners in his care.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Ms Andrea Joy LYNCH

Ms Andrea Lynch has dedicated 30 years of service to Corrections Victoria, originally commencing in February 1991 as a Community Corrections Officer. During this time she has worked at a number of Community Corrections Services (CCS) locations in case management and supervisor roles as well as holding location management positions and a range of Director positions. She performs the afterhours Duty Director role having direct contact with offenders to resolve issues, actively engages with offenders to acknowledge good progress and has face to face contact with offenders in Case Review Hearings.

As the Director of CCS, Ms Lynch was a key driver and influencer in the delivery of Community Correctional Services in Victoria, ensuring that service delivery remained aligned to best practice and legislative requirements. As a senior manager, she has led a range of CCS reforms and initiatives, demonstrating her capacity to effectively adapt to changing roles while providing support and guidance with integrity.

Ms Lynch has overseen a number of complex projects including the review and provision of updated Director's Instructions (and an Offender Management Manual) for the management of sex offenders, the introduction of the Specialist Case Manager role, the development of E-Justice and the VISAT tool, the monitoring of CCS offender deaths, and Internal Management Reviews.

Ms Lynch also oversaw the CCS Organisational Review, conducted between November 2006 and April 2007, designed to assess the CCS service delivery model and organisational structure in the context of identifying organisational changes that would improve the operation and effectiveness of CCS, in particular the way in which regional operations were organised.

As the General Manager for the East Metropolitan Region, Ms Andrea Lynch has guided the region through reforms, expansions and remained a stable and revered leader throughout the COVID-19 pandemic. During that time, she prioritised staff wellbeing, best practice approaches and community safety throughout the unprecedented shifts to service delivery.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Mr Gary John TAYLOR

Mr Gary Taylor commenced his career in 1994 as a Custodial Officer. In the 27 years that he has served the Department of Justice, he has proven to be a driven officer who always strives to improve frontline custodial practices, particularly with regard to facilitating the provision of healthcare to prisoners in the care of Corrections Victoria.

Unlike many officers who have the benefit of being supported by a large team, Mr Taylor's role as Senior Prison Officer at St Vincent's Hospital holding cells involves a high degree of autonomy and personal accountability. In an unofficial capacity, he has assumed the role of liaison point for medical providers and the prisons administered by Correction Victoria. His tireless and innovative approach to his role has ensured that some of the state's most vulnerable prisoners have access to appropriate medical care when they need it most.

In his role, based at St Vincent's Hospital, Mr Taylor fast became an expert on the coordination, scheduling and movement of prisoners from correctional locations to healthcare providers. Holding cells were installed at St Vincent's Hospital in 2004 following a critical incident at the facility. He was responsible for developing a workable structure that now allows for approximately 50 to 60 prisoners per month to access vital medical care, without compromising the safety of the community.

Through his willingness to collaborate with external stakeholders such as G4S prisoner transport and medical practitioners, Mr Gary Taylor has ensured that prisoners are able to access both emergency medical care and scheduled appointments with specialists. His role at St Vincent's is highly complex, requiring the coordination of prisoner movements with correctional locations, navigating bed availability, and supporting escort officers; all the while, maintaining the safety and security of prisoners and staff.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Queensland

Mr Peter William COYNE

Superintendent Peter Coyne has dedicated 19 years to community safety through his roles within Queensland Corrective Services (QCS). Superintendent Coyne is currently the substantive Deputy General Manager of the Escort and Security Branch.

Throughout his QCS career, Superintendent Coyne has been responsible for strategically leading the delivery of secure and safe transportation and escort services of prisoners to and from correctional facilities, hospital facilities and courthouses.

Superintendent Coyne is an exemplary representative of the Escort and Security Branch. He conducts daily contact within the three business units, during which he engages with correctional supervisors and managers to maximise the attendance of prisoners to their medical appointments and facilitate operations in a safe and secure manner. As the Deputy General Manager, he also works with prisoners who present with higher levels of problematic behaviour, in order to address their concerns at a senior level.

Superintendent Coyne also has daily contact with the correctional supervisors and managers, as well as identified prisoners, at the Brisbane Magistrates and Brisbane District and Supreme Courts holding cells to ensure all Court attendances proceed in a timely fashion with sufficient resources to manage inmates who present with particularly challenging behaviours, or who may pose a significantly high security risk.

Superintendent Coyne's leadership qualities and performance as Deputy General Manager, in what can be an unpredictable environment, is exceptional. His support and guidance to other officers contributes not only to their future development, but further enhances the safety of the community.

Through his distinguished service, Superintendent Peter Coyne has consistently demonstrated the importance of safety to staff, the community, and to those in custody.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Ms Nicole Anne DUKE

Superintendent Nicole Duke is a highly respected and capable leader who has significantly contributed to community safety in Queensland, over almost three decades across a variety of roles with Queensland Corrective Services. Further to her unwavering commitment to community safety, Superintendent Duke has navigated various government policies over an extended period and is recognised for her ability to adapt to change and continue to excel.

Whilst leading the Brisbane Region Community Corrections Region, Superintendent Duke empowers her colleagues and those within her command, to maintain stringent levels of community safety through meaningful supervision, whilst giving offenders within her remit every opportunity to rehabilitate themselves from their offending behaviour.

Superintendent Duke recognises the importance of local communities working together to provide local solutions to crime and takes an innovative approach with each of her districts to partnering with localised stakeholders to give effect to this.

Superintendent Duke embodies Queensland Corrective Services' strategic vision to reduce crime across the State through evidence-based, meaningful supervision and rehabilitation.

Mr Antony John TARLOWSKI

Mr Antony Tarlowski, Correctional Supervisor Dog Squad of the Townsville Correctional Complex, has dedicated more than three decades to Queensland Corrective services, having commenced with the then, Prison Department as a Prison Officer in February 1987.

Mr Tarlowski was appointed to the position of Dog Handler at the complex in 1990 and later as Dog Squad supervisor in 1995. Since that time he has devoted his career to the safety and security of the Townsville Correctional Complex.

Mr Tarlowski's dedication is exemplified by his contribution to the development and delivery of emergency response and security measures at the centre and across the state. He is responsible for training dog teams across the state ensuring quality service delivery to the Queensland community.

Mr Tarlowski continues to make valued contributions to the identification and development of dog breeding and training programs which support the evolution of corrective services dog squad operations in a contemporary correctional setting.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Mr Robert James WOOD

Superintendent Robert Wood has, for more than 19 years, served Queensland Corrective Services with an absolute dedication to duty, community safety and offender rehabilitation.

Superintendent Wood has led a remarkable and unique career, having commenced as a Correctional Counsellor at the Wolston Correctional Centre, before moving into sex offender assessment and treatment, followed by judicial and departmental liaison roles.

Over the last decade, Superintendent Wood has provided the highest levels of strategic support to various Commissioners, Deputy Commissioners and Ministers of differing governments. Whilst doing so, he has drawn on his experience and knowledgebase in undertaking a variety of secondments and projects alongside his substantive roles, all of which have been of significant benefit to the organisation or the Queensland community.

Superintendent Wood selflessly imparts his expansive knowledge of corrective services, criminal justice and government machinery with countless officers of all ranks for their professional development, the benefit of the agency and ultimately the safety of the community. In doing so, Superintendent Wood has proudly played a key role in the recent and ongoing transformation of Queensland Corrective Services.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Western Australia

Ms Carrol JOHNS

Ms Carrol Johns joined the Department in January 2001 as a Trainee Prison Officer and was posted to Casuarina and Riverbank Prison for 11 months, before transferring to Wooroloo where she has remained providing 21 years of service.

Ms Johns initiated the use of early alerts systems to identify young offenders who transitioned from youth detention to adult custody. This provides a means of protection and management of the young offenders within the adult facilities, as the alert is reviewed by prison Reception Officers and assists with determining if the young offender has any potential vulnerabilities and their subsequent placement in the prison.

As an Aboriginal woman, Ms Johns is able to provide a great deal of knowledge and awareness to other prison officers on Aboriginal Cultural issues, explaining the complex kinship relationships to non-Aboriginal prison officers and prisoners. She is held in high regard from Aboriginal prisoners, being referred to as Aunty, and showing her elder respect.

Ms Johns was the key facilitator for the first indigenous cognitive skills course at Wandoo Prison Farm, which gained positive outcomes for both the prisoners and the site. She is known to proactively address situations before they become issues, maintaining the good order and management of the facility including.

Ms Carrol Johns is regarded as a role model for other prison officers, both current and new recruits. She maintains a high professional standard and balances the cultural differences without conflict.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

South Australia

Mrs Sky Marie LAMBERT

Ms Sky Lambert is a highly valued and respected member within the Department for Correctional Services (DCS). Her current substantive role of Senior Rehabilitation Psychologist involves providing therapeutic rehabilitation services to the most high risk individuals in our prison system. It's a challenging job that requires a high degree of patience, resilience, empathy, professionalism, skill and intelligence. Since 2020, Ms Lambert has been acting in the role of Manager, Rehabilitation Programs Branch where she provides oversight and supervision of therapeutic programs for sexual and violent offenders.

Ms Lambert completes her role to the highest standard at all times, and she is a role model to her colleagues. With eleven years of experience, she is one of the senior members of the RPB clinical team. As a result, in addition to her core duties she has been involved in a number of service improvement-initiatives, such as the design and piloting of a specialist program for people with Intellectual impairments.

Ms Lambert is an asset to DCS and someone who has provided outstanding clinical services within DCS for 21 years. She has achieved meaningful outcomes for many clients over this time; significantly contributing to their behaviour change and desistance from the criminal justice system.

In this way, Ms Sky Lambert has been an active contributor to the department's goals of rehabilitation and reducing reoffending. She is ethical, professional, hard-working, and supportive of others around her.

AUSTRALIAN CORRECTIONS MEDAL (ACM)

Australian Capital Territory

Mr Jason Bernard RUSSELL

Mr Jason Russell is a highly regarded Correctional Officer who displays integrity in his dealings with detainees and staff. He has provided distinguished service to ACT Corrective Services (ACTCS) and the community through an unwavering focus on service improvement.

Mr Russell has over 19 years of service as a Corrections Officer with ACTCS. He commenced as a Corrective Officer Grade 1 in 2002 and has progressed through the ranks to become the General Manager of the Alexander Maconochie Centre (AMC) in 2019.

As the General Manager of the AMC, he has responsibility for and oversight of the AMC's operations, which includes the safe care, custody and management of remand and sentenced detainees. His drive, integrity, and commitment to the people in his care has earned him the upmost respect from all that interact with him. Mr Russell has worked tirelessly throughout his career to support, guide and mentor staff and has been instrumental in ensuring that custodial operations within the ACT are contemporary.

Mr Russell played a vital role in the cross agency working group that developed and integrated the Winnunga Health Service for Aboriginal detainees into the AMC (the first of its kind in the country). His involvement was critical to ensuring the successful achievement of this initiative in an operational environment.

Mr Russell has been instrumental in developing and enhancing custodial training programs to ensure Correctional Officers have the skills required for a safe and successful career. He sets a positive example among officers as a strong, valued and competent leader. Mr Russell has gained the respect of staff and detainees through his transparent decision making, ethical approach to detainee management and strong support of staff wellbeing and development.